

HIRE SKILLED, DIVERSE TALENT & SUPPORT

EQUITABLE CAREER PATHWAYS FOR LOW-INCOME

& FIRST-GENERATION COLLEGE STUDENTS

TRIO CAREER DEVELOPMENT PROGRAM

The TRIO Career Development Program (TCDP) provides employers with access to skilled, diverse talent while helping to ensure TRIO students – first-generation college students from low-income backgrounds – have access to competitive career opportunities. Through its holistic approach – from the pre-recruitment through internship and career launch phases – TCDP is helping to reduce income and wealth disparities between first-generation, low-income (FGLI) college students and their more affluent peers.

The Federal TRIO Programs (TRIO) is one of the largest federal infrastructures serving first-generation, low-income college students from K-16 and adults each year. Over six million students have graduated from the TRIO programs – namely, Talent Search, Upward Bound, Upward Bound Math/Science, Veterans Upward Bound, Student Support Services, Educational Opportunity Centers, and the Ronald E. McNair Post-Baccalaureate Achievement Program.

TRIO: YOUR SOURCE FOR DIVERSE TALENT

TCDP prepares students to meet the National Association of College and Employers (NACE) employment competency standards. All participants must demonstrate these competencies before referral for internships or full-time employment.

TCDP recruits TRIO students from a broad range of institutions, to include Historically Black Colleges and Universities (HBCUs) and R1 research universities.

COE is partnering with public and private employers to provide pathways to competitive careers for FGLI students



through internships, career acceleration programs and full-time jobs. Students participating in TCDP receive:

- Skills, strengths, and interest assessments
- Career exploration experiences
- Cognitive and technical skill development courses
- Intensive support from Career Development Mentors

CUSTOMIZE A TALENT SOURCING PARTNERSHIP TO MEET YOUR HIRING NEEDS

COE customizes talent sourcing partnerships to meet individual employer goals. Customization options include:

- Select institutions
- Specific Majors
- Year of study
- Geographic preferences
- Internships/job postings
- Direct marketing
- Screened referrals

COE will pre-screen candidates based on your internship and/or job requisition profile to find the best match. We also offer employers consultations to support successful recruitment and retention of FGLI talent.

SCAN THE QR CODE TO LEARN MORE or contact **Jennifer Wider** at jennifer.wider@coenet.org to establish a talent sourcing partnership.

