

The diagram illustrates the GRADPLANHQ ecosystem, centered around **Students & Recent Graduates**. The ecosystem is composed of several interconnected components:

- Central Core:** **GRADPLANHQ** (dark blue circle) and **Students & Recent Graduates** (dark blue circle).
- Inner Ring (Support Flows In):** A dashed teal circle containing:
 - Project Launchers** (top left)
 - Growth Cycle** (top right)
 - Action & Momentum Meetups** (bottom right)
 - Community App** (bottom left)
- Outer Ring (Students Contribute Back):** A solid teal circle containing:
 - Community Ambassadors** (top left)
 - Community Leaders** (top right)
 - Higher Education** (right)
 - Career Services** (bottom right)
 - Faculty** (bottom right)
 - Employers** (bottom left)
 - Partners** (left)
 - Sponsors & Foundations** (top left)
- Practice Field:** A teal pill-shaped box at the top center, connected to the inner ring.
- Flow Indicators:**
 - Support flows in:** Represented by a teal arrow pointing towards the center.
 - Students contribute back:** Represented by a black arrow pointing away from the center.
- Outcome Statement:** *Through participation, students build*
- Outcomes:** Four orange pill-shaped boxes at the bottom: **Experience**, **Proof**, **Relationships**, and **Visibility**.

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THE CHALLENGE

Your region's talent often leaves before your employers ever meet it.

Students grow up, go to college or start work, and lose touch with the people and employers back home.

Meanwhile, meaningful work is happening everywhere: in classes, projects, volunteering, leadership roles and communities. It just isn't easy to recognize or evaluate.

Nearly 90% of employers say they look for evidence of a student's ability to solve problems when reviewing resumes.¹

As more applications are polished with AI, resumes look more alike. Real, discussable work is becoming one of the clearest signals left.

Communities cannot rely primarily on attracting talent. They must become better at developing talent from within.

1. NACE, *Job Outlook 2025* (Nov. 2024).

YOU'RE NOT STARTING FROM ZERO

Chambers and workforce organizations already hold what a region needs

Member employer networks

Career fairs and industry tours

Youth and apprenticeship programs

Sector partnerships

Local relationships and reputation

Civic trust

You already convene the region. The challenge isn't starting something new. It's keeping students and employers connected between events.

From participation to capability

Participation

"I volunteered 30 hours at an animal shelter."

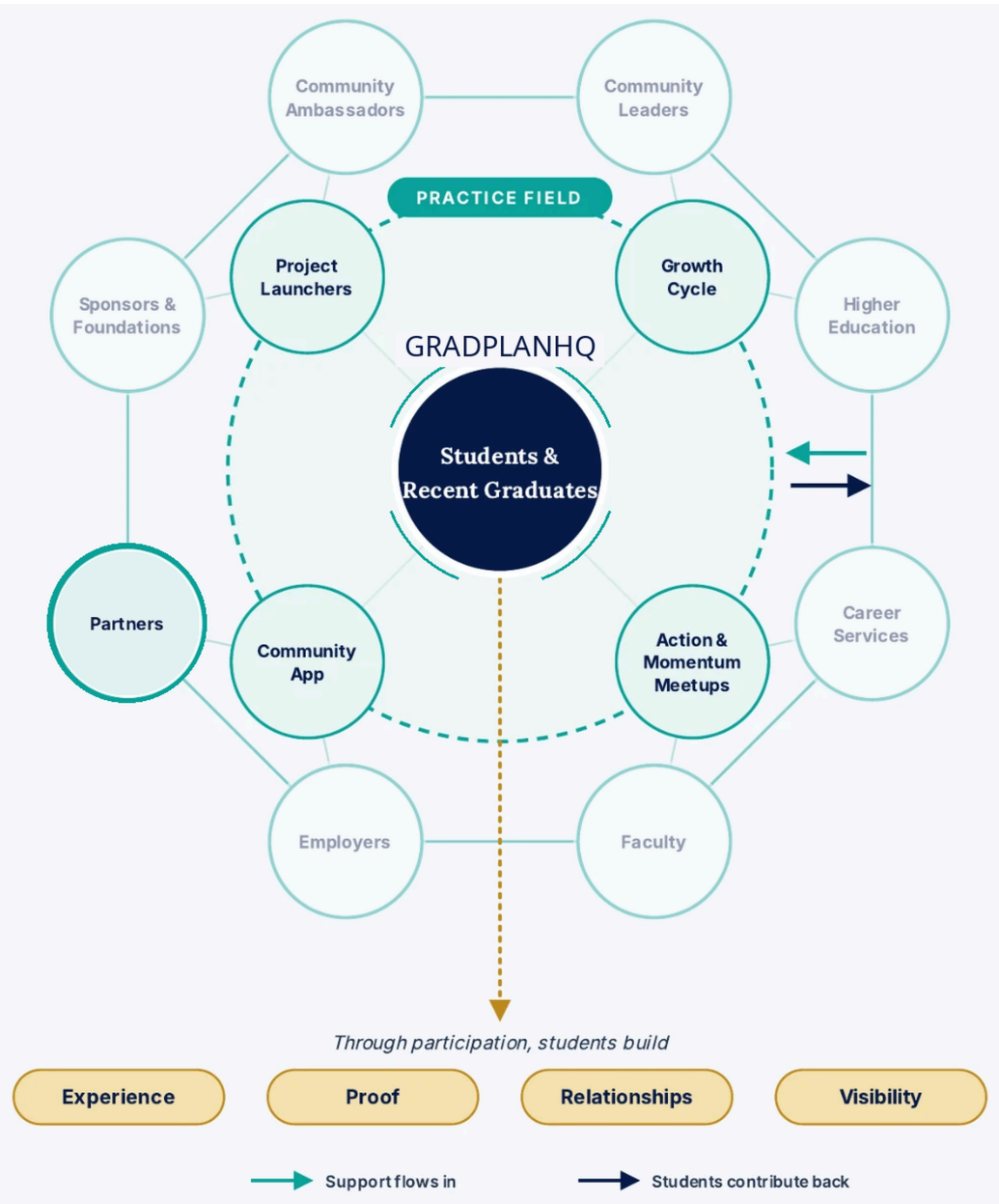
Demonstrated capability

"I organized an adoption event, coordinated volunteers, created outreach materials, and can show the results."

Both students served. The second can show what the service built.

Hours record participation. Proof communicates what a student practiced, produced, learned, and contributed.

A light layer on top of what already works



GradPlanHQ doesn't replace your programs, events or partnerships. It gives students and local professionals a place to keep working together after the event ends.

A chapter is local infrastructure. It gives students, alumni, and local partners a shared place to find each other and work together.

THE PRACTICE FIELD

- 1 **Growth Cycle** — Connect. Build. Grow. Repeat.
- 2 **Action & Momentum Meetups** — The recurring nudge. The accumulated work is the value.
- 3 **Community App** — Where members find each other, projects and support.
- 4 **Project Launchers** — Optional starting points for real local work.

What it builds

Experience, Proof, Relationships and Visibility, compounding into Career Momentum.

Experience	Real local projects.
Proof	Work your member employers can review.
Relationships	Students meet local professionals.
Visibility	Local talent becomes visible to the region.
Career Momentum	Students see a path to stay or come back.

WAYS TO TAKE PART

- Share the Employer Brief with your member employers.
- Suggest real local problems that students can take on.
- Invite member professionals to join Momentum Meetups as guests.
- As participation grows, consider a Workforce Chapter: “Connect students to a profession, sector, or regional industry.” Chapters are optional.

Interested in sponsoring a chapter? See the Sponsors & Foundations Brief.

Participation doesn't guarantee a hire for an employer or a job for a student. It gives both sides a better signal.

RESOURCES TO SHARE

- *Seeing Capability Before You Hire* (Employer Brief)
- Practice Field Guide
- *Developing Talent From Within*

START A CONVERSATION WITH THE GRADPLANHQ TEAM

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