

Introduction

When impacted by *adverse life experiences*, women, as primary caregivers, may have a hard time *gaining meaningful employment* that matches their skill level and expertise. These women often feel unsupported in a *male-dominated workforce*. Networking to develop skills and build confidence *engages and empowers* women and leads to *job placement*.

ENGAGE... EMPOWER... EMPLOY!

Leveraging a corporate women inspired network to empower chronically unemployed or underemployed women



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Background



Women Inspired Network (WIN)

1500 members
50 countries

88 trained coaches
Since 2011 founding, membership has grown 172%



Going Places Network (GPN) Program

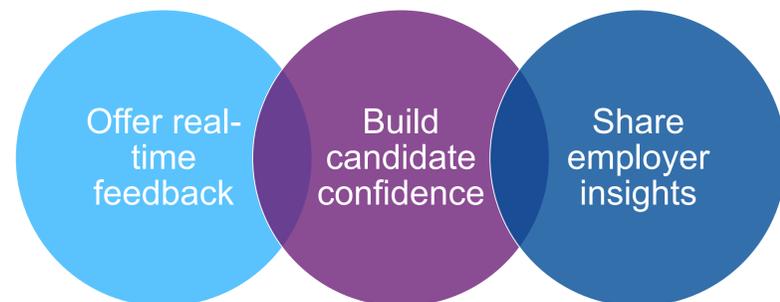
10-week program
Average age 30's-40's

College degrees common
Professional clothing provided

This program **aligns the WIN vision** to grow a global network, gain inspiring experiences, and lead and motivate others, **to the GPN program mission** to set attainable goals, prepare resumes & cover letters, interview and network

Objective

Provide a safe, comfortable opportunity to apply job-seeking skills & build professional networks



Methods

Simulate real-life interviews in a corporate office setting

- Leverage QuintilesIMS's Women Inspired Network members as interviewers to educate and empower GPN program participants
- Solicit volunteers two-three times a year to review resumes, conduct individual interviews, and to provide constructive feedback to enhance professional development of participants. Provide program background, mock interview guidelines, candidate resumes, interview schedule, sample interview questions, and feedback form to all interviewers
- Hold a welcome reception to give participants an overview of the biopharmaceutical industry and an opportunity for networking. Lead an open discussion regarding best practices for women applying to, interviewing for and beginning a new job
- Conduct two private individual interviews with each candidate. Deliver oral and written feedback after each interview. Engage each candidate upon interview completion to assess experience

Results and recommendations

A small investment yields rewards for both professional organizations

	Administration	Candidates	Satisfaction	Job Placement
Findings	5-10 hours administration per session; <1 hour per interviewer	100+ interview sessions; Common feedback relates to self-promotion	Candidates report confidence and empowerment	80% job placement: 65% at graduation, 15% within 3-6 months
Recommendations	Metrics can include: # of interviews, job placement rate, growth in # employee volunteers	Be flexible – unexpected schedule changes can occur	Match candidates to interviewers based upon interest & experience	Attend graduation to celebrate the candidates!

Conclusion

Partnering within the community overcomes challenges faced by the underserved and enables professional development. A corporate culture that focuses on mutual support of all women identifies barriers and develops powerful solutions to create leaders and decrease gender disparities.

RECOMMENDED READING

Women's Economic Security Campaign Report:
<http://www.ungei.org/resources/files/Aiming-Higher-Jobs-Education-Training.pdf>
Opening Doors: How to Make the Economic Investment Act Work For Women:
<https://cdn.americanprogress.org/wp-content/uploads/issues/2010/07/pdf/wia.pdf>

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POSTER CONTACT

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FINANCIAL SUPPORT

This program is managed by volunteers