



W. Charles Akins T-STEM Academy  
Presentation

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# The Macro Problem

- US ranked 10<sup>th</sup> in the world in Innovation according to the Global Innovation Index in 2012: Down from 7<sup>th</sup> in 2011
- This drop is largely credited to the US ranking 74<sup>th</sup> in the world in graduating STEM students.
- The low number of STEM graduates is likely the result of an attrition rate of 50% between the time a student declares a STEM major in the first two years of college and the time a STEM major graduates.
- Among those that do graduate with STEM majors there is an 8.6% unemployment rate

# The Micro Problem

- The 2012 Manpower talent shortage survey revealed that 40% of companies surveyed had trouble finding STEM talent.
- The #1 reason for the difficulty in finding talent was the lack of applicants.
- Thirty percent of responding companies stated that the candidates that did apply were either not “corporate ready” or simply lacked professionalism.
- The inability to find talent is the primary argument for raising the number of H1B visas by corporations, investors, and politicians.
- Finding talent should not be such a problem for corporations given that there is an 8.6% unemployment rate among recent STEM graduates in the US.

# The Environment / The Market

- Jobs boards are an inefficient process. Very rarely does a resume fully articulate a candidate's true talents and very rarely does a job description really describe the actual job.
- Job Fairs are often staffed by employees that have no feel for the open positions in a company. These employees are representing the company in a general capacity.
- Budget constraints often force Corporations to search locally when talent is more abundant nationally.

Historically - "Hit or Miss"



Is it Luck  
or  
Do Interests  
Really Align?



# The Capstone Hall Mission

- Restore the US to an Innovation leadership position by empowering and preparing students committed to pursuing an education and careers in STEM.
- Reducing the unemployment rate among STEM graduates by eliminating the connection gap between those graduates and the companies that require their talents.
- Promote STEM diversity by expanding access to qualified veteran, female, and minority talent.

# The Capstone Hall Team

- Cindy Reuter, CEO, has 30+ years of engineering and consulting experience with firms such as IBM and Arthur Andersen. Through her start-ups, she has staffed Fortune 1000 companies with teams of engineers and hundreds of technologists.
- Jerry Williams, EVP of Operations, has 23 years of leadership as an officer in the U.S. Army, and 19 years of civilian experience as an IT enterprise project manager and business analyst. He is currently responsible for the development of the Capstone Hall portal.
- Charlie Loucks, EVP of Programs, has 29 years of consulting and start-up experience. He assisted dozens of multi-nationals develop growth strategies and programs to increase and expand business throughout the world.
- Jonathan Speed, VP of Business Development, has 29 years of finance and business development experience at Fortune 1000 and start-up companies. While at Ernst & Young, he created the Diversitas Program--which worked with female and minority run/founded technology and biotechnology companies--and founded the African-American in Life Sciences event. He also created the Brown University West Coast Internship program.

# The Capstone Hall Solution

- Capstone Hall is developing a portal aimed at addressing the whole STEM lifecycle by:
  - Leveraging and complementing the funding directed at programs that build interest and support at the high school level;
  - Supporting and augmenting the ability of students who declare a STEM major to stay in that major through college, and finding them internships in their field of interest; and
  - Informing, educating and ultimately placing graduates with STEM degrees in rewarding careers based on our knowledge and understanding of each candidate.

Now - Strategic and Scalable.

Educated



Engaged



Prepared



# The Capstone Hall Solution

- Capstone Hall begins working with students, through the portal, as early as Junior year of high school and right through college and into their career.
- Capstone Hall's portal provides valuable information through blogs, videos, unique content, reports, and statistics that help students understand their educational and career options and helps refine their interests in STEM related fields.
- As students begin to narrow their interests, Capstone Hall begins to assemble key data that helps recommend directions of study and eventually careers that fit the profile of the student and their stated goals and objectives.
- This data helps Capstone Hall and the student develop a strategy to follow through college and into their career.
- The strategy helps the student stay on course through college; a time when there is typically a 50% attrition rate amongst STEM grad candidates.
- The strategy also helps Capstone Hall collect more data that will be useful in determining the best fit for a student cum candidate when placing them into a position upon graduation.

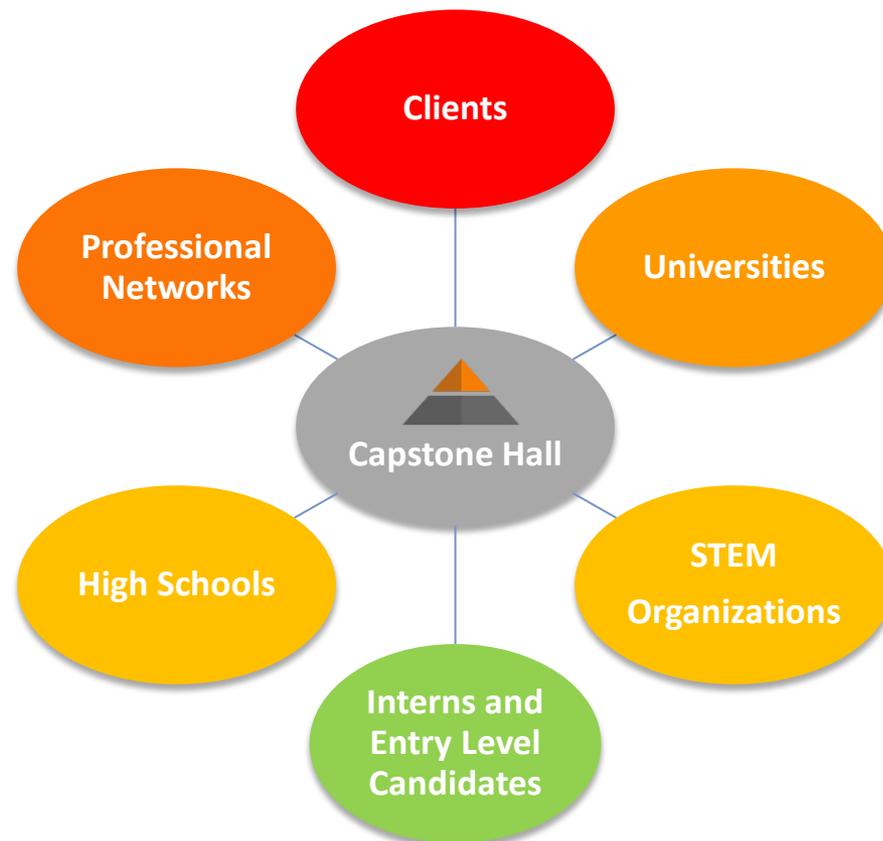
# The Capstone Hall Solution: Pilot Projects

- Capstone Hall consulted with a Fortune 1000 IT company and a Fortune 500 Energy company to help them achieve greater diversity and succession in several key project areas.
- Developed unique STEM hiring pilots .
- Recruited, qualified, and hired recent college graduates with STEM degrees and specific knowledge, placed them on client projects on a contract-to-hire basis.
- Provided mentorship and professional skills development for all graduates.
- Converted one hundred percent of our consultant-to-hire talent into fulltime employees after 6-12 months onsite.
- Incorporated into client's 5-year strategic hiring plan as a ongoing entry-level program.

# The Expected Results

## ➤ Our Objective:

- Over the course of our relationship with a candidate we will collect data that enhances our ability to place that candidate in a career uniquely suited to the candidates career goals, objectives, and desires.
- Match interns and entry-level STEM qualified talent with opportunities based on their long-term interests.
- Assist companies to meet diversity and hiring goals, increase retention, reduce risk, and decrease recruiting costs.
- Increase the number of STEM degreed students.
- Match Generation Y attributes to workplace success.



# The Alignment of Interests

## *W. Charles Akins T-STEM Academy*

- Promotes STEM careers and pathways.
- Allows students to gain knowledge and experience through project-based learning that reflects the real world applications.
- Facilitates hands-on learning through the use of innovative instructional tools.
- Ensures that students—collaboratively and individually—become successful in scholarly pursuits and/or industry endeavors.

## *Capstone Hall*

- Promotes and supports students committed to pursuing education and careers in STEM.
- Delivers talent based on their knowledge, tools, and interests
- Works with high school and college personnel to understand the school's and its students' strengths
- Connects individuals participating in the full STEM spectrum: high school, college, and corporations
- Expands access to qualified female and minority talent.
- Improves the corporate readiness of STEM students.
- Acts as a sales, marketing, and talent arm for our partners and customers.



CAPSTONEHALL

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