



## WHAT IS THE **TALENT DEVELOPMENT PROGRAM?**

The T. Howard Foundation's Talent Development Program is dedicated to improving the participation of diverse and underrepresented groups and underserved communities across various industries, including media and entertainment. This is accomplished by providing resources and support, as well as training and advancement opportunities, to recent college graduates and young professionals to help ensure that they are better prepared and qualified for full-time employment. We accept members pursuing all industries and disciplines in accordance with the eligibility requirements.

MEMBERSHIP BENEFITS & SERVICES	Level 1	Level 2
Online Resource Portal	✓	✓
Unlimited Access to the THF Job Board	✓	✓
Newsletter	✓	✓
THF Career Vitamin   15-Minute Segments	✓	✓
Annual Meet & Greet Networking Event	✓	✓
60-Minute Coaching Session	✓	✓
Resume Review	✓	✓
Resume Revision		✓
Cover Letter Review		✓
30-Minute Follow Up		✓
30-Minute Career Q&A		
LinkedIn Review		✓
Interview Coaching		
Negotiation Coaching		
THF & Partner Networking Events		✓
Job Hunt Toolkit		✓
Personalized Company Outreach for Select Postings		✓

### MEMBERSHIP QUALIFICATIONS

- ✓ Bachelor's degree (from an accredited 4-year college or university) or currently enrolled at an accredited college or university with an upcoming graduation date
- ✓ At least one year of professional work experience; previous internship experience is acceptable
- ✓ Able to work full-time (Note: To be considered for full-time employment opportunities, you must be within 90 days of your graduation date.)
- ✓ U.S. citizen or Permanent Resident

Those who meet the above qualifications are eligible for membership in the Talent Development Program

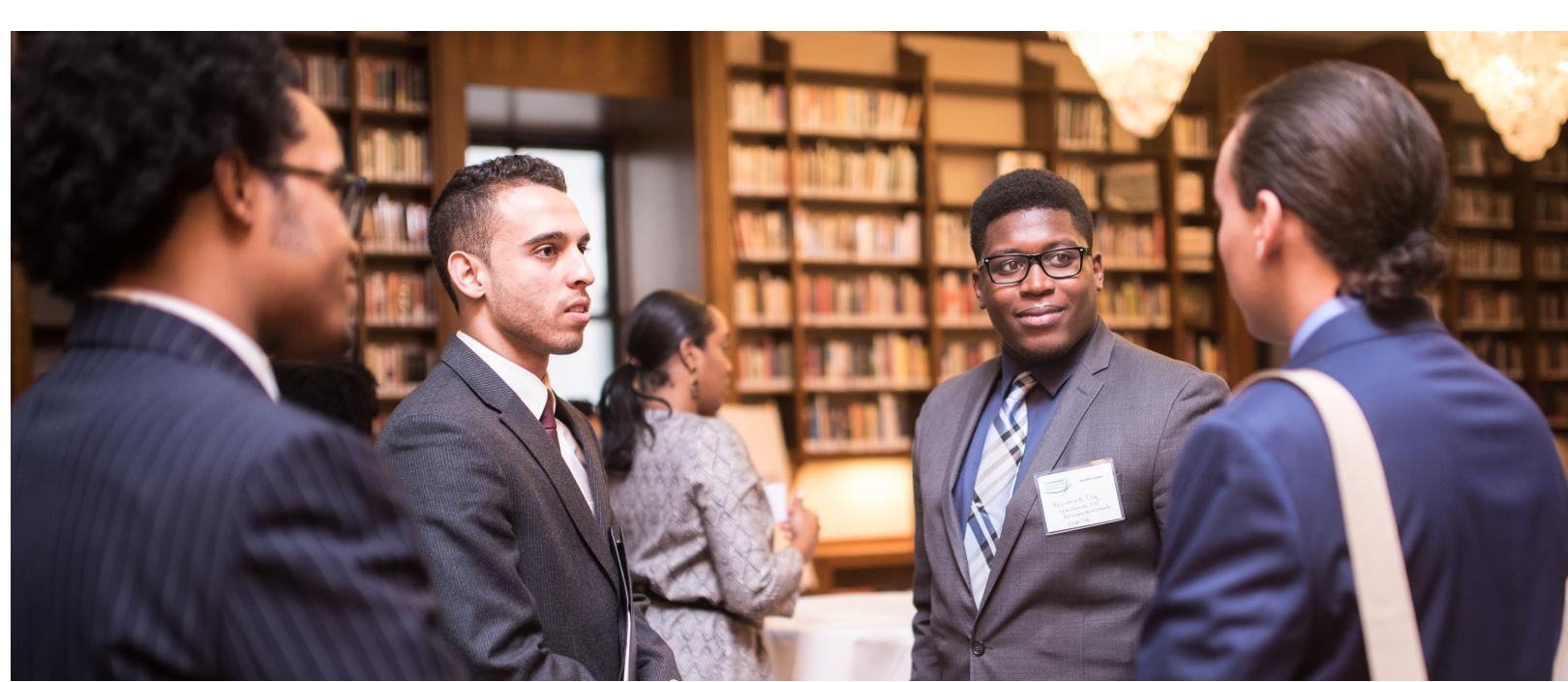
### HOW IT WORKS

- Meet eligibility criteria
- Complete application and submit membership fee
- Undergo registration review process
- Complete Career Assessment Questionnaire and schedule a coaching session
- Gain full access to Member Resources

### APPLY TODAY!

<http://www.t-howard.org/talent-development-program>

\*PLEASE SEE REVERSE FOR EXPLANATION BENEFITS & SERVICES.



## EXPLANATION OF BENEFITS & SERVICES

- Online Resource Portal:** Access to THF approved Career Resource Library to help you with all those career goals.
- Access to THF Job Board:** Access to the positions available to THF Alumni and an additional job board tailored to your interest, with positions from the media and tech industries.
- Newsletter:** Part community and part business resource, the newsletter is aimed at TDP members who are looking to advance their career; we aim to inspire you to pursue your dreams.
- Career 15-Minute Segments - TDP Career Vitamin:** Listen in on LaShika and Ada as they offer advice on thorny workplace intricacies, from dealing with gossip to organizational change. We'll also bring you occasional interviews with our fascinating and impressive THF besties.
- 60-Minute Coaching Session**
  - Resume Review:** Get feedback on your resume, ensure formatting is on point and that you are getting your message across.
  - Resume Revision:** Work with us to turn your existing resume into an eye-catching, ATS-defeating document that tells hiring managers why they should hire you. We'll develop a targeted resume for a specific job that can be modified for future positions. One round of edits. A master resume that can be modified.
  - Cover Letter Revision:** Your resume is already perfect. Now you just need a cover letter that helps you stand out from the crowd. We will help you tailor a cover letter for a specific job that can be modified for future positions.

### About the T. Howard Foundation

The T. Howard Foundation (THF) has placed over 1,100 interns in full-time paid summer internships throughout the media and entertainment industry since its inception in 1993.

Since its new hire initiative in 2011, over 500 alumni have been hired into full-time permanent positions. This includes nearly 400 alumni hired within the media and entertainment industry in the areas of sales, marketing, information technology, public relations, finance, production and many others. THF alumni report career growth both internally and laterally from entry-level to executive management positions.

“ Thank you for all of your help while I was on the job hunt. You guys have been a huge help... All of the networks I interviewed with were very impressed to see T. Howard on my resume and they had nothing but great things to say about the foundation. I am really excited about this next chapter in my career and I have T. Howard to thank.”

**30-Minute Revision Follow-Up:** We'll review and discuss your revised resume and cover letter. An additional round of edits can be made, if necessary.

### 30-Minute Career Q&A

- LinkedIn Review:** How to optimize your LinkedIn profile to fit your needs.
- Interview Prep:** To land a job, it's all about your interviewing skills. Let us help you help you overcome your interview fears, refine your pitch, and tackle even the hardest interview questions.
- Negotiation Tips:** Negotiating is tough, but a necessary skill to get ahead in your career. We help you navigate the negotiation landmine by developing a plan of attack for your sit down.

### Annual Meet & Greet Networking Event

### THF & Partner Networking Events

**Job Hunt Toolkit:** Insider tips, secret worksheets, and mind-blowing guides to help you sell yourself when applying and interviewing for a job.

- Cover letter development
- Job search tools

**Personalized Company Outreach** (for select job postings): THF will reach out to partners in recruitment, talent acquisition, HR, etc., on your behalf with regard to a specific position/active job posting that you qualify for and are interested in pursuing with their company.