

From Interest to Action: Key Takeaways from Untapped Live

Untapped brought together Central Indiana employers and partners to talk about one big opportunity: building a reliable early-talent pipeline without adding chaos to your team. The throughline? Start small, be specific, and measure what matters.

What we heard

- ❑ Employers want **work-ready talent**—reliable, coachable, and curious.
- ❑ Students want **real projects** and a clear “what’s in it for me” (skills, mentors, résumé wins).
- ❑ Everyone benefits when roles are **skills-based** (not pedigree-based) and expectations are clear from day one.
- ❑ Partnerships (schools, workforce orgs, nonprofits) reduce friction—**you don’t have to do this alone**.

What works (in the real world)

- ❑ **Define 1–2 “starter roles.”** Pick projects with clear outcomes (8–12 weeks or a semester).
- ❑ **Name your champions.** One sponsor, one day-to-day mentor—accountability beats good intentions.
- ❑ **Simplify your application.** Ditch the 45-minute Applicant Tracking System maze; showcase skills and a short prompt instead.
- ❑ **Onboard for momentum.** Give a first-week plan, tool access, and a standing 1:1.
- ❑ **Track three numbers.** Completion, conversion (to return/offer), and satisfaction (quick pulse survey).

What to do next

1. Pick one team and one project you could hand to an early-career hire.
2. Write a one-paragraph role brief with three deliverables and a timeline.
3. Assign your sponsor + mentor.
4. Publish a simple application (or partner with a connector org).
5. Measure, learn, repeat. (Then scale to a second role.)

