

TALENT SHARE PROGRAM – AMP & SP

The Department of Human Resources has launched a Talent Share Program that is designed to assist the FAU community in connecting eligible and available FAU talent affected by a reduction in work associated with COVID-19, with FAU colleges and units that have temporary projects or assignments.

Supervisors and managers must first look within their colleges and units to determine if existing employees can address their needs. If they are unsuccessful in securing employees within their colleges or units, they can access the COVID Shared Resources Talent Pool to locate available talent elsewhere in the University. Employees participating in the Talent Share Program will not experience a change in reporting structure, job title, salary, or leave accrual – the primary assignment will not change.

Please note: *There will be no additional salaries, compensation or benefits provided for these temporary duties. The primary department will continue paying the employee at their regular salary rate. Receiving supervisors/managers must ensure that SP employees from the Talent Pool adhere to a 40 hour a week maximum to avoid over-time implications.*

HOW DOES TALENT SHARE WORK?

Colleges or Units who have vacancies, special projects, or have been impacted by the hiring pause, may engage FAU employees affected by a reduction in work due to COVID-19 in short term or temporary assignments. To request support in filling a work assignment through the Talent Share Program, a supervisor or manager should access the Shared Resources Talent Pool in Workday to select an employee whose talents will best meet their departmental needs. After a selection is made, the receiving supervisor or manager will contact the primary supervisor/manager to discuss the details of the assignment or project. Once the employee has started the new assignment/project, their primary supervisor/manager must perform weekly progress checks with the employee to ensure that the collaboration is running smoothly.

HOW DO MANAGERS REFER EMPLOYEES?

Please Note: *The primary supervisor/manager must discuss the opportunity with the identified employee prior to adding them to the Talent Pool.*

The primary supervisor/manager will identify the employee impacted by a reduction in work due to COVID-19 then log in to Workday to complete the referral process. The employee will be entered into a Shared Resources Talent Pool from which supervisors/managers in departments seeking temporary assistance can select the employee that suits their departmental needs.

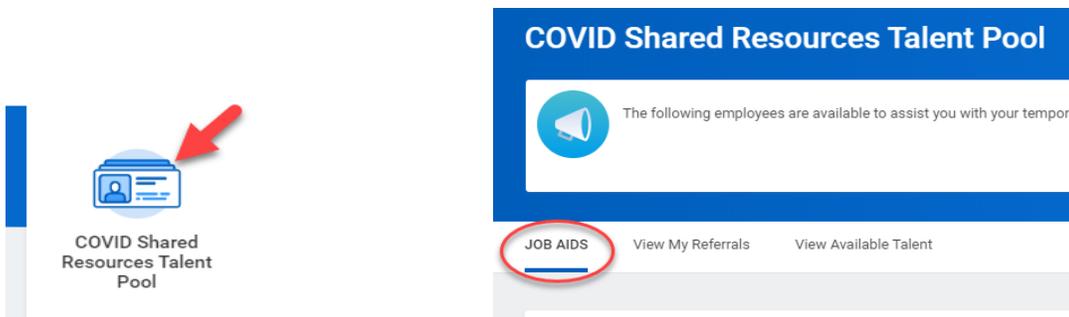
ENDING THE COLLABORATION

A successful collaboration ends upon completion of the assignment or project. The employee will remain in the Talent Pool to be utilized by other departments until they are able to resume their primary duties.

While the goal of this program is to successfully match employees where their skills are temporarily needed, we understand that the match may not be fruitful and must be dissolved. The receiving department can end the collaboration at any time if they deem it an unsuccessful fit. Conversely, the primary supervisor/manager reserves the right to end the collaboration at any time due to a lack of funding or if the opportunity for the employee to resume their primary duties presents itself. Lastly, the employee can request to be removed from a project or assignment; but if the employee lacks a compelling reason, the employee must realize that they might not be selected for another Talent Share Program assignment or project.

Note: *It is strongly recommended that the parties involved engage in a good faith discussion prior to dissolving the collaboration. This will allow for the completion or transition details of any pending assignments or projects on which the employee was working.*

Please log in to Workday and click the “COVID Shared Resources Talent Pool” app to retrieve the Job Aids for “Referring/Submitting an Employee” and “Viewing/Selecting Available Talent”.



For additional information or further assistance, please contact the Recruitment Services Team at empl@fau.edu.