



## EMS Employer Placement Program

Thank you for your interest in using **Colorado Christian University's Employment Management Services (EMS)**! We look forward to working with you and would like to take a few moments to describe how our unique job placement program works best. We pride ourselves in having close relationships with our associated businesses and students/alumni to serve them in the best way possible.

EMS functions quite differently than most college career offices, but we believe these distinctions enable us to best serve employers like you. We want to earn your trust so that we become a source of talent that you come back to year after year.

### Employer Benefits

- 12 successful years of expertise behind our program with a 90% Matching Success Rate.
- Candidates are prescreened, vetted and references checked by EMS staff to ensure qualified skill sets match the organization and their staffing needs before referring the candidate to an employer.
- Job opportunities are “blind” posted on [Handshake](#) which means contact and organization information is not included in marketing opportunities to ensure candidates are utilizing EMS to pursue employment with employers.
- All marketing is included (job posting, email blasts, social media posts, and professor notification).
- It's FREE!

### Participation Guidelines

- Employer guarantees an interview for all candidates referred by EMS. Interviews may be by phone, video or in person.
- EMS Candidates are highly sought after for their qualifications, talents, and integrity. Employers contact students within two business days of receiving a resume to ensure the best outcome. Don't delay, candidates are moving quickly!
- Communication is key!
  - When a candidate is extended an offer or declined, inform EMS directly of the outcome of the interview and provide feedback if necessary.
  - Inform EMS if the position is filled either through or outside EMS.
  - Notify EMS of any CCU student that seeks employment that did not come directly from EMS. We'll vet the candidate for you to ensure quality candidates before proceeding to the interview.



**Principles:**

- **Churches and Christian Ministries:** Church/Ministry Statement of Faith and Lifestyle Covenant must show alignment with the [CCU Statement of Faith](#) and [Lifestyle Covenant](#) (page 2 highlighted section specifically).
- **Employers or Opportunities may be declined due to the following:** EMS is currently oversaturated with similar organizations, oversaturated with similar posted opportunities, CCU does not have the program(s) required to qualify for open positions, or the industry does not align with CCU or EMS values.
- **EMS does not accept the following positions:** unpaid positions, positions that pay less than minimum wage, full-time positions paying less than \$40K/year, positions that require salary to be raised by employee, canvassing, door-to-door sales, private in-home services, phone marketing, or organizations that have not met payroll at any time in the last 24 months.
- **Special COVID-19 provision:** The employers hereby warrant and represent on behalf of their company that, under penalty of terminating use of EMS, their organization is compliant with all relevant and applicable regulations, codes of law, standards of care, and expectations of good faith as it relates to mitigating and preventing the spread of COVID-19 (or any similar or related infectious virus, condition or disease) due to possible person-to-person transmission through breathing, physical contact, contact with stable surfaces, or other methods of infection or exposure. This includes, but is not limited to, symptom-monitoring protocols, government mandated mask-wearing, social distancing, disinfection, and accommodations for at-risk members of the population.

We hope you find our services to be beneficial for your organization. To move to the next step in the process please email [dharrison@ccu.edu](mailto:dharrison@ccu.edu) notifying EMS about how we can assist you best. You will then be directed to the next steps in the process!

**Diana Harrison**

*Director of EMS Administration & Technology Services*

Employment Management Services

Colorado Christian University

O: 303.963.3165

[www.ccu.edu/ems](http://www.ccu.edu/ems)