



What is MCC? Maine Career Connect (MCC) is a **regional initiative** that brings together a supportive and collaborate network of employers and professionals to support the transition of new hires in their professional and personal lives.

Why was MCC created? Executives from across the region recognized the challenges of hiring in a global workforce and the changes needed to support dual career and accompanying partners and their families to enhance recruitment and retention. To address these issues, MCC was born out of a National Science Foundation Grant awarded to the University of Maine to create a program that helps relocating employees settle in the greater Bangor region.

What does MCC do? MCC **builds bridges** for new, recent or relocated hires and their families. MCC helps these hires connect with their local and regional community and its resources so that they can transition more smoothly and consequently stay in region. MCC's services provide very specific and customized assistance:

- **Pre-hire Consult** - This one-on-one interaction between a MCC program coordinator and potential recruits helps address critical decision factors during the recruitment phase, including any potential obstacles.
- **Community Transition** - This program identifies and addresses relocation and personal issues that may affect the employee's work performance, including family concerns.
- **Dual-Career Support** - This program increases professional opportunities for accompanying dual career partners. One of MCC's Career Coaches works with a spouse/partner to customize an action plan for gaining employment in the region.
- **Cultural Transition** - This program helps people from other geographically different cultures successfully integrate into a new environment on both a professional and personal level.



Why are we providing this service? We want to do everything possible to ensure a smooth transition as new hires begin to work, live and play in the Bangor region. We understand that there is a direct relationship between home, work and productivity. Recognizing that being engaged at work is only part of this equation, **we help new hires get rooted in the community professionally and socially.**

MCC is built on collaboration at every level. It is not just an organization providing services, but instead a team of partners, members and advocates engaged in addressing employer recruitment and retention issues, specifically related to employees relocating to the greater Bangor region. **The result is successful recruitment and retention of highly skilled, diverse talent and, subsequently, the building of a stronger, more engaged workforce and community.**



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