

Business Advisory Board
Tuesday, October 17, 2023
6:00 – 8:00 PM

Curriculum – lots of information from SHRM
Notes will move onto the States Chancellor for approval

Fully online program – meant for our working students
8 week courses

Grace Beltran-Faculty	Suzanne Marquez-INSIDE SOURCE	
Soledad McCarthy-Faculty	Christina Keen-Bright Horizons	
Alexa Moore-SPWD	Melissa Medrano-Sonombio	
Laura DeKelaita-SPWD		
Michael Thomas-Mariott		
Stefani Shek-Faculty		

Breakout Room 2:

Maribel – Recruiter Talent Acquisition

- **Didn't go to school for recruiting – fell into it**
- **To get into recruiting – well rounded, start in a role for sourcing**
 - o **Potential – sourcing is the key thing to have under your belt**
 - o **Sourcing** in regards to having the tool set
 - o **Capability of networking – recruiting or looking for a job**
 - **Skillset lacking in any industry**
 - o **Bread and butter is NETWORKING**

- Opportunities have come from the network she has built
- Strategy to network

Stefani – how did you get your career up and off the ground

- No recruitment happens when you just finish
 - Once you get started right
 - Target certain jobs over others

Internship opportunities – shifting careers internships could be a good thing

- They have virtual internships

AI is such a super component in real life craziness

- How AI impacts HR and could potentially impact it in the future
- Current trends in AI could be a part of the technology
- That is the wave and it is here
- How it impacts HR, how it can make it better
 - Legal piece how companies are leveraging AI – such a new space
 - How can employees leverage AI – what people can and cannot use to do their job
 - Recruiters use it to create job descriptions, interview screening questions, resumes
 - Tools that are being built that are beginning to be adopted into organizations that help facilitate that AI piece
 - ATS systems – so many different ways
 - Recruiters use it everyday
 - How are organizations using AI and the parameters - a lot of it is evolving
 - Potential impacts of what is coming

Compensation and Benefits

- Stock options, conversations on (RSU – restricted stock units – public, private, and start-ups in addition to stock options)
- Constantly negotiating compensation benefits

Non-compete Law (Stefani) – nice thing to include

HR working with other departments – legal does a lot of work with HR – lots of overlap

- **Address how HR works with other groups in the business**

To be an effective HR person, you need to know a little bit about everything

Intercross and collaborate with a whole bunch of different people

HR in small organizations – start-up HR they do everything

Full life cycle of the recruiting process – good baseline(Intake to working manager to sourcing strategy

High volume recruiting and consultative recruiting (more executive type) – there is a difference

- **Level of communication is totally different**
- **Sometimes you have to bring over a whole team**
- **Negotiations**