

## HRES1126 - Talent Acquisition

Credits:	3 (3/0/0)
Description:	This course covers the basic knowledge of the factors to be considered and the strategies used in the employment process.
Prerequisites:	
Corequisites:	
Pre/Corequisites*:	
Competencies:	<ol> <li>Compare the formal workforce planning models.</li> <li>Identify the different strategies for talent acquisition.</li> <li>Apply knowledge of employment law to the talent acquisition process.</li> <li>Apply the job analysis and create the job description to determine job requirements.</li> <li>Identify disparate treatment and adverse impact in relation to employee recruitment.</li> <li>Create an effective employment job posting for various media.</li> <li>Compare employee selection methods.</li> <li>Demonstrate lawful and effective employee interviewing techniques.</li> <li>Analyze job applicant qualifications.</li> <li>Review key elements in a successful employment process.</li> <li>Prepare correct documentation for the employment process.</li> <li>Prepare a job offer and new employee orientation program.</li> <li>Explore varied matrix for the success of the employment process.</li> </ol>
MnTC goal areas:	None

<sup>\*</sup>Can be taking as a Prerequisite or Corequisite.