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CONVERGENCE
TECHNOLOGY CENTER



National Business and Industry Leadership Team (BILT) Meeting for Networking and Convergence Technology

February 9, 2016

Rules of Engagement

1. **Mute your phone** if you're not talking – on WebEx, that's *6.
2. You have to **pick an audio channel** – you can't listen on your phone and also listen through your computer. That creates an echo.
3. **Do not put us on hold** – we prefer to not hear your hold music.
4. Feel free to speak up, but always **say your name** so everyone knows who's speaking.
5. We'll be monitoring the WebEx **“Chat” tool** for questions. Do not use the **“Q&A” tool**. Send your chat comments and questions to the Host. Do not send messages to us via e-mail.

AGENDA

8:30am, Welcome and introductions

8:35am, Tiger Team report: BICSI certificate

8:45am, HR Search Terms for Applicant Resumes

Guest: Deidra Witt, Dell's Talent Acquisitions

9:10am, Trends

9:40am, Block chain

9:45am, BILT advice to schools

9:55am, Other



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Welcome and Introductions



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Tiger Team report BICSI certificate



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HR Search Terms
Deidra Witt
Senior Advisor
Talent Acquisitions - Dell



Deidra Witt
Talent Acquisition Sr. Advisor, Dell

Example of a keyword search to find talent:

- *First we start with the job description that is made and written usually by the hiring manager for the open position, and the recruiter who is going to staff the position.
- *The requirements for the job (the skills, experience, and education) are looked at by the recruiter to begin the search.
- *A boolean keyword search string is made to find talent that corresponds with the requirements section of the job description.



Example of the requirements section of a Job Description:

Requirements:

- *5+ years of Software Development experience*
- *2+ yrs of Java, and Oracle experience*

Keyword search string example for this particular job example:

Java AND Oracle AND develop* OR program* OR engineer*

- ***Resume sample*** for college students with no experience, or some experience: (to the right)
- *If a student has no work experience, he/she should list skills and what he/she has learned in coursework that will relate to the job they are applying for.
- *List certifications, list education, list accomplishments that are academic but can be carried into a post graduation position.
- *Recruiters are looking for potential and relatable skills/knowledge/training/education for entry level employees.



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Trends discussion



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Block Chain discussion



BILT advice to schools

- * What would you say to schools trying to develop a BILT from scratch?
- * What would you say to schools looking for ways to strengthen or energize an existing BILT?



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Other



Thank you!

Next BILT meeting: Tuesday, May 10, 2016

Face-to-face KSA discussion

8:30am-2:00pm Central

Collin College's Preston Ridge campus – Frisco, TX



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