



Greetings from Pat Hall Jaynes, SPHR, SHRM-SCP, CEO, The HR Source

As we wrap up 2024, it's the perfect time to pause and reflect on the year behind us. How did you end the year—did you achieve what you set out to accomplish?

What did you learn from the challenges you faced, the successes you celebrated, and even the moments that didn't go as planned? Reflecting on these experiences can help guide where you're headed next. What do you want to achieve in 2025, and what steps will help you get there? Whether it's focusing on professional growth, building stronger teams, or finding ways to make an even greater impact, the possibilities are endless. As we recharge and refocus, let's embrace the opportunities ahead and make the new year one of purpose, progress, and achievement.

HELPING GREAT COMPANIES FIND GREAT PEOPLE



DECEMBER 2024

FROM THE SOURCE

Value Added Services

Diversology



Take a journey exploring Diversity, Equity and inclusion from three unique viewpoints: Awareness, Sensitivity, and Skills-building.

- A small group workshop
- An interactive learning adventure

- A safe space for sharing and growing, where personal stories are celebrated and encouraged.

If you missed the February workshop, keep an eye on our socials for our next offering. Click [HERE](#) to check out our website for more information.



Direct Hire Services

Do you have open positions to fill? Contact us for a FREE consultation and learn about The HR Source "Three Candidate Guarantee".

AI In the Workplace

The role of a talent acquisitionist is poised for significant transformation in 2025, driven by technological advancements.

AI-Driven Talent Sourcing

AI tools will be used to streamline the sourcing process, identifying potential candidates from diverse sources and matching them to relevant roles.

Automated Candidate Screening

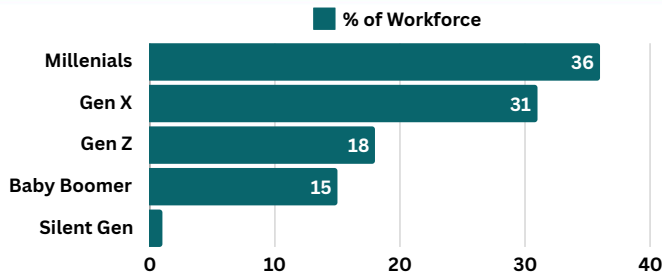
AI-powered screening tools will automate the initial stages of the hiring process, saving time and resources.

Data-Driven Decision Making

Talent acquisitionists will leverage data analytics to gain insights into candidate behavior, market trends, and the effectiveness of recruitment strategies.

Talent acquisitionists need to acquire skills in areas such as AI, data analytics, and digital marketing to remain competitive.

Know Your Workforce



Did you Know?

Gen Z has now surpassed Baby Boomers in the workforce and is significantly impacting the workforce and HR practices due to characteristics such as:

- Tech-Savviness and rapid adaptation to technology
- Desire for remote/hybrid work arrangements
- Emphasis on direct/frequent/honest communication
- Prioritizing purpose-driven work
- Climate consciousness and emphasis on sustainability and ethical practices.

Read more about the impacts of Gen Z on HR policies and practices in the [Employment and Training Admin Report](#) issued by the Department of Labor.



The HR Source

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HAPPY
Holidays
2024

Birthdays

- 12/4 Jennifer Rosa Ramirez
- 12/8 Joshua Tavrowa
- 12/10 Lillian Estela
- 12/29 Crystal Williams

Cultural / Awareness Days

- Month of Giving
- 12/3 Giving Tuesday
- 12/25 Christmas Day
- 12/25/24 - 1/2/25 Hanukkah
- 12/25/24 - 1/1/25 Kwanza



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NEWS YOU CAN USE

G.I.F.T.S. CAMPAIGN

December is the Month of Giving and The HR Source has been most generous!

IT'S FREE
TAP THE DOWNLOAD LINKS TO ACCESS YOUR RESOURCES.



[Open Enrollment Guidelines](#) - 10 Steps to Prepare and Execute a successful Open Enrollment

[Best 5 Resume Writing Tips](#) - Looking for a new opportunity in 2025? This GIFT will get you there!

[Q4 2024 Candidate Market Analysis](#) - provides salary data to help employers and HR professionals assess fair market salaries.

[HR Audit Services](#) - Make your HR function a strategic asset, not just an administrative task. Partner with The HR SOURCE for a thorough HR audit and actionable insights to drive your business forward!

HR Events



Talent Acquisition Week 2025
Feb 3-6, 2025 San Diego, CA

Join TA pros & HR leaders to leverage emerging recruiting practices and

learn the latest in global recruiting trends, recruitment marketing, candidate engagement, tools and technology through practitioner-to-practitioner sessions, panel discussions and case studies. Register [HERE](#)

AHRD 32nd International Research Conference
Feb 19-22, 2025 Arlington, VA



The 32nd AHRD International Research Conference in the Americas will feature prominent scholars and practitioners

who will share their latest research and developments in both theory and practice. Register [HERE](#)

AMA - Instructional Design Certificate Program
Feb 26-28, 2025
Live, Online Training

Gain a practical, proven-in-action method for creating innovative and successful training programs. Register [HERE](#)

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