

DID YOU KNOW?

75% of Academy graduates over the last academic year were hired in the HCM field upon graduation.

All Spring 2019 Academy graduates were interviewed by ADP for full-time positions.



THE UNIVERSITY OF TEXAS AT EL PASO
COLLEGE OF BUSINESS ADMINISTRATION



COLLEGE OF BUSINESS ADMINISTRATION



Always Designing
for People™

HUMAN CAPITAL MANAGEMENT ACADEMY



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utep.edu/business/ADP-HCM-Academy.html



"The ADP HCM Academy prepares students for life after graduation by providing real-world experience. This is a golden opportunity for students to pursue a future career in the field of HCM."

Mitzabeth Garay
Division Vice President and
General Manager, ADP

"The academy provides everything you need to prepare for a career in HCM. It gave me the confidence to realize I was well on my way to do what I was truly passionate about."



Quina Sandbergen
ADP HR Business Advisor



WHAT IS HCM?

Human Capital Management (HCM) uses advanced practices that enable employers to manage their employees more effectively and efficiently.

HCM considers employees as high potential business assets whose value can be harnessed and maximized through state of the art recruiting, selection, training, development, succession planning, performance management, compliance, communication, and compensation.

HCM integrates these high performance practices using sophisticated online and cloud-based platforms that fully connect people and processes, and does so across time zones and geographic locations, thereby enabling cutting edge and broad-based people analytics.

ACADEMY COMPONENTS



Certificate in Human Capital Management

Students gain an edge in HR information technology and software systems through hands-on experiences, obtaining a deeper understanding of how modern organizations successfully manage their investments in human capital.



Mentorship Program

Members are paired with an ADP employee currently serving in a leadership role.



Professional Development

Members attend monthly events that include speaker engagements at COBA, corporate site visits, and networking events with ADP and other HCM employers.

ABOUT ADP

ADP is a comprehensive global provider of cloud-based human capital management (HCM) solutions that unite HR, payroll, talent, time, tax and benefits administration, and a leader in business outsourcing services, analytics and compliance expertise. ADP's unmatched experience, deep insights, and cutting-edge technology have transformed human resources from a back-office administrative function to a strategic business advantage.

WHY JOIN?

- Improve knowledge and skills in HCM
- Grow your professional network
- Enhance employment opportunities

WHO IS ELIGIBLE?

- All UTEP students regardless of major
- The HCM Certificate must be declared to apply*
- A GPA of 3.0 is required

* Does not apply to HR majors after Fall 2018



Academy members and ADP leaders are paired through the academy's mentorship program during the Spring 2019 Information Session and Mixer at ADP's El Paso headquarters.

ACADEMY APPLICATION

Interested students can join the Academy through:

utep.edu/business/ADP-HCM-Academy.html

SUBMIT

1. Fill out Application Form (found online)
2. Submit the following to Suzanne Ramirez at sramirez13@utep.edu
 - Resume
 - Statement of interest (1-page maximum)
 - One letter of recommendation; must be from a UTEP faculty member



"ADP provides academy students with the tools and professional connections undergraduate students need in order to make a meaningful impact when entering the modern workforce."

John Hadjimarcou, Ph.D.
Department of Marketing and
Management Chair