

2020 JOB SHADOW PROGRAM



The program launched in partnership with CSUDH faculty, Dr. Thomas Norman, with his three students from CSU Dominguez Hills who shadowed SWHR professionals at the Chancellor's Office. The success of the program and the feedback from this initial group provided the foundation for expansion and adoption in 2021.

YOSILIN CARO California State University, Dominguez Hills | Senior 2020 Psychology & Business Administration Major

This was an insightful and amazing learning experience for me as a student and young professional. The experience I had getting to network with incredibly hard working individuals within the CSU, such as the AVC of Workforce Strategies and the AVC of Learning & Development has been a unique experience I will never forget. Their expertise, willingness to share and valuable advice has made me a better informed and more engaged professional. Furthermore, the experience has provided me with the opportunity to attend meetings such as: board of trustees, assistant vice chancellors and external consultants, staff in the chancellor's office regarding changing initiatives within the CSU system, and the structure of the organization as well as its impact on students and faculty alike. Learning about the structure of the Chancellor's Office, the changing goals and initiatives within it, the value and interconnectedness between different areas in it, the ways the organization adapts to problems while meeting high standards, and lastly how it assesses where changes need to happen to improve the performance of the organization is truly amazing and an opportunity I would encourage others to take on.



LILY DY California State University, Dominguez Hills | Junior 2020 Human Resources Management Major

I strongly recommend the program to any undergraduate students who may be interested in learning more about different job functions in HR and other related fields. This is a great opportunity for students to explore a one-on-one learning experience with numerous CSU HR professionals about their jobs. Plus, it's a great way to network with many knowledgeable professionals who've had years of experience in Human Resources. In addition to those opportunities, students are encouraged to participate in a CSU Systemwide board meeting that can be useful, helpful and informative. Dr. Joan Torné, Assistant Vice Chancellor, Workforce Strategies & CO HR, was the first person I reached out to in order to be part of this program. She was super helpful, kind-spoken and a great leader. Throughout the duration of this program, she was one of the best mentors I've ever had in my undergraduate journey. From my experience, I have met other kind and friendly HR professionals within this program. Every person I chose to meet, pertaining to my job interests, were very informative about their job descriptions, career tasks and much more. Furthermore, they were able to help me understand more in-depth about various careers in Human Resources and provided me with strong career advice for future references.



SAL POLEE California State University, Dominguez Hills | Junior 2020 Accounting Major

The CSU Job Shadow program was an amazing experience. Although my major wasn't HR I was highly convinced to pursue the field. This was an amazing experience and I was able to see people at work on the real job instead of always doing example problems about the real job. I met a whole staff of very intelligent people and the advice they gave me will stick with me for the rest of my life. Thank you so much for the opportunity and I appreciate everyone that was able to take their time out to assist me in the field they specialized in.

