LABOR AND EMPLOYMENT RELATIONS (LHR)

LHR 450: Developing a Career in Human Resources or Employment Relations

3 Credits

The overall goals for this course are to enhance student awareness of aspects of themselves that are related to career success and satisfaction, guide student exploration of the world of work, and equip students with strategies for finding an optimal career match in the world of work. More specifically, this course will help students to increase awareness of their strengths, values, interests, and personality thereby helping students to make informed decisions to select and prepare for the next step in their career. Students will research the world of work through information interviews. They will learn how to develop and deploy a personal brand, including resume, cover letters and elevator pitches. Students will apply the career planning resources available through Penn State Career Services, the Liberal Arts Career Enrichment Network, and the Labor and Human Relations Department to their job and internship searches. Students will learn about career management skills from notable and distinguished alumni. Students will improve interviewing skills and prepare for a wide range of interview challenges. Students will integrate prior self-assessment results to summarize the professional assets that each student offers to employers. They will define their unique differentiators and identify the primary motivator that drives them. They will chart five year career goals and draft a development plan for realizing those goals. These steps will help students to begin the life-long process of managing their career in a systematic and proactive manner. Students will be introduced to the various career service options available to them at Penn State including: Penn State Career Services, Liberal Arts Career Enrichment Network, Nittany Lion Careers, and the resources available to them in the School of Labor and Employment Relations. They will also participate in the Strengths Finder Assessment, which is a tool to identify skills in which they exhibit high levels of strength. The following Career Readiness Competencies will be addressed by this course: Critical thinking and problem solving. Students will also strengthen their oral and written methods of communication. The role of digital technology in a career search will be discussed. Career Development Processes will be covered in this course. Resume and cover letter writing will be addressed. Students will learn to develop a network through avenues such as LinkedIn, networking events, information interviews, and connecting with alumni. Students will develop interview skills. Students will receive guidance on developing effective job search strategies, including job offer negotiation, skills and qualities employers are seeking, and career decision making.

Corequisites: 3 credits of LHR course