



Starting Their Careers on the Right Foot

How SHRM Student Chapters are helping educate and prepare students for the business world.

A career starts with education. Many of tomorrow's business leaders and future HR experts are gaining information and experience through their university's student SHRM chapter. Outlined in the next few pages, you'll learn how Cleveland area chapter advisors and students are creating positive experiences related to employment opportunities, resume-building, networking, and skill-building.



Monte Ahuja College of Business
Cleveland State University

Cleveland State University and **John Carroll University** both support actively involved student chapters, offering their students valuable experience applicable in their future careers.

Rosanna Miguel, the Assistant Professor of HR Management at John Carroll University, notes that guest speakers are an important part of the JCU SHRM student chapter experience. She states,

"By creating a space for learning and networking, JCU students are gaining helpful advice from these volunteer speakers."

As professionals give their time at chapter meetings, students are able to ask questions and talk about their future careers.

By providing such an open forum for discussion, Rosanna states that chapter members are benefiting from the exposure - both for finding and securing **internships**, as well as **full-time employment** after graduation.

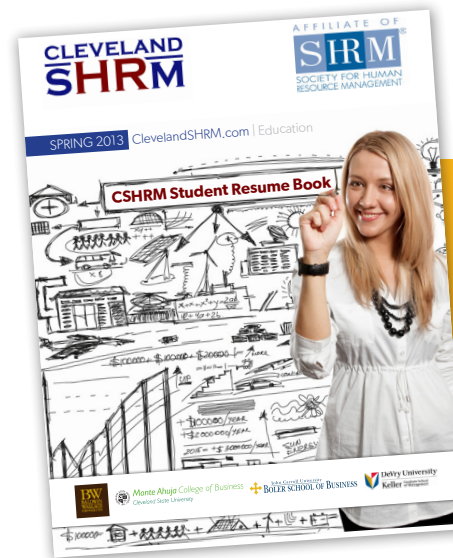
The JCU SHRM chapter members are getting a well-rounded perspective through the diversity of the speakers' backgrounds and various areas of experience.

In addition to this exposure, students have the opportunity to practice interacting and networking in a semi-professional environment with supportive role-models in the field of HR. Students are acquiring skills in **networking**, **communication**, and **relationship building**.

"I know that several students have found internships through the process of simply networking with different people, including other students in the chapter."

-Rosanna Miguel, Assistant Professor of HR Management at JCU

Another program JCU SHRM students also participate in is the **SHRM Student Resume Book**.



Click [here](#) to download the Spring 2013 CSHRM Student Resume Book!

This allows JCU students a chance to learn more about the recruitment process from an **applicant perspective**, as well as an **organizational perspective**.

The resume program gives students the chance to build skills in crafting an effective resume, while also connecting students with professionals and organizations as internships and employment opportunities arise.

The Cleveland State University SHRM student chapter is also creating unique opportunities for their students as they prepare for future careers in business. CSU students get the chance to apply the theories and concepts learned in class to real world situations. As **Tracy Porter** (College Associate Lecturer) and **Vickie Coleman Gallagher** (Assistant Professor) state, the application of learning is an extremely important component to students' education.

As co-advisors of the CSU SHRM student chapter, Tracy and Vickie aim to help chapter members see and hear the relevance of their coursework at chapter events. Having a very active chapter allows students a variety of experiences relating to their classes - as well as their future careers.

HR Panel nights give CSU students the chance to network directly with HR professionals, and many students have found internships and jobs utilizing this networking opportunity. Tracy and Vickie note that they strive to offer events which students can "take charge of and organize on their own," giving chapter members a chance to gain valuable experience for their resume.

As students organize events and plan activities, they gain **leadership** and **decision-making skills**. Tracy and Vickie also mention:

"It is a joy to watch our students grow in this capacity, learning to motivate and work with their fellow students."



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1. 2012 Freshman Orientation
2. 2013 CSU SHRM Fundraiser
3. 2013 Membership Recruiting Event
4. 2013 NOHRC

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A very important and fulfilling project for the CSU SHRM chapter has been their work with **veterans**. Through a contact from Volunteers of America, Tracy and Vickie were able to connect with the VA on an incredible volunteer opportunity. Sitting one-on-one with veterans, CSU students work to **develop resumes, discuss skills**, and act as **career coaches** for these individuals. Students practice interviewing, management, and writing skills during the process. The veterans walk away with a new found confidence in their ability to find a position, while the students gain a great deal of fulfillment from this opportunity.

Jennifer Zuckerman, Manager of Marketing and Communications at Cleveland State University, has provided a descriptive and moving account of this valuable program, below.

Helping Veterans Get Back to Work

Students at Cleveland State University are very busy people. Many have full-time jobs and family commitments in addition to school. You might think that a Saturday morning would be an ideal time to relax. For Michelle Hocevar, Vernon Kellogg, Anna Gibson and Brandon Griffin, students in the CSU chapter of the Society for Human Resource Management (SHRM), it is quite the opposite. On the second Saturday morning of every month, they are walking into the Veterans Domiciliary at Wade Park to work with our veterans to prepare resumes and find jobs.

According to the National Coalition for Homeless Veterans, about 13% of the adult homeless population in the United States are veterans. The Veterans Domiciliary at Wade Park, made possible by a partnership with Volunteers of America of Greater Ohio, the US Department of Veterans Affairs, and the Louis Stokes Cleveland Veterans Affairs Medical Center, is a unique residence designed to help homeless veterans get back on their feet by combining rehabilitative clinical services with case management services in a state-of-the-art 77,000 square foot facility. Many veterans who enter the 6-month program at the "Dom" are suffering from mental health issues, substance abuse problems and posttraumatic stress disorder (PTSD). The main goal of the program is to rehabilitate, in order for a veteran to secure a job and housing and return to mainstream society.

When the students arrive, they are each paired up with a veteran to work with one-on-one throughout the morning to translate the skills learned in the service and past employment into a complete resume. Charles Schmokel, a Veteran of the Air Force said, "I have been sending a lot of resumes out, but getting no calls. I'm hoping that the students can help me make my resume more marketable." Many of the veterans have little-to-no experience with programs such as Microsoft Word, so the students are teaching simple skills that are often taken for granted, such as saving a document.



Said Brandon Griffin, "It is an honor to serve those who have sacrificed so much to protect our way of life." James Thrasher, pictured here, is one of several veterans getting resume preparation help from CSU SHRM students.

Sharon Martin, Development Officer at Volunteers of America of Greater Ohio has played a key role in connecting the students to the resume program at the Wade Domiciliary. "The students have a very different skill set with computer usage, yet they are extraordinarily patient with the veterans who are faced with a much different process for job applications. Most never needed resumes and many of their jobs were obtained the old-fashioned way, by filling out an application by hand."

Michelle Hocevar, a student in CSU's Monte Ahuja College of Business Master of Labor Relations and Human Resources program, took the initiative to contact Sharon in November 2012 and together they worked with the Veterans Resource Center and Sonya Thompkins, Clinical Supervisor at the "Dom" to put the resume project into motion. "I thought this project would be a great opportunity for the CSU SHRM Chapter to not only give back to the community, but to learn valuable skills that can be applied to the HR field," said Michelle. In the coming months, Michelle hopes to expand the project and continue to help the veterans with the employment process, such as interviewing and job searching.

"It has been a tremendous privilege working with the veterans," said Dr. Tracy Porter, CSU SHRM Advisor and Associate Lecturer in the Department of Management and Labor Relations. "It is easy to get involved in our own lives and forget the many difficulties our veterans face when they return home. It is our hope to help the vets develop a solid resume based on their years of experience, which will move them quickly into a job."

When a Saturday session is complete, both the students and the veterans walk away with a little more confidence than they came in with. The students who are studying to work in the Human Resource field are gaining experience in communication and leadership that will only benefit them in future careers. The veterans are closer to having a complete resume that will hopefully return them to the workforce. Each group is grateful for the other because although coming from uncommon places, they have found a common ground and learned from each other.

"It has been a very humbling experience," said Anna Gibson, a Graduate student in Management and Labor Relations and Human Resources program. "The vets we are working with all have different background stories but one thing in common – they selflessly served our country. For whatever reason they ended up at the 'Dom' trying to piece their lives back together. It is an honor to be able to give back to them."



"The program gives me an opportunity to provide back to the community, and working with my peers together applying classroom knowledge to the real world," said Vernon Kellogg, pictured here working with Air Force Veteran Charles Schmokel.