

Job Recruiter: Human Capital

Adventure Description:

In this adventure, students will think like a job recruiter and write a job posting about the human capital needed for different jobs.

Activity

Step 1: Background Information on Human Capital (15 minutes)

- Show [Video: Human Capital and Productivity](#).
- Discuss how human capital refers to skills, abilities, or training that makes a person employable.
- Provide students with [Handout: Examples of Human Capital](#) and read through it as a class.
- Next, show [Handout: Professionals at Work](#). Discuss examples of human capital related to each job.
 - Examples for teacher: subject matter knowledge, patience, clear communication skills, classroom management, etc.
 - Examples for doctor: Knowledge about human body structure and function, calm under pressure, kind to patients, ability to keep learning new techniques and skills, steady hands, etc.
 - Examples for chef: cooking skills, knowledge of different cooking techniques, creative, very clean, etc.
- Ask students why human capital is important for jobs. Discuss the following:
 - What is the connection between a person's human capital and the amount of money they might hope to earn? (e.g., people with more human capital are usually more qualified for jobs and can earn more)
 - How does someone's human capital change as they get older (e.g., receive more training, gain more experience, complete education)
 - What kinds of human capital do you already have? (e.g., good at specific subjects in school, talented at sports, good friend, organized, kind, etc.)

Step 2: Activity Set Up (5 minutes)

- Explain to students that they will pretend they are job recruiters who are helping people find jobs Show [Handout: Being a Job Recruiter](#). Then, show [Handout: Helping People Find Jobs](#). As a class, read through the handout.

Step 3: Writing a Job Description (15+ minutes)

- Have students complete steps 1 and 2 on the handout.
- As students are working, ask the following:
 - Why is it important to list human capital traits on a job description?

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- Some companies offer to pay for an employee's future education. By offering to pay for education, how might a company be investing in human capital?
- What other traits would you add?

Step 4: Applying for a Job (15+ minutes)

- Explain to students that they will now apply for a job based on the job posting that another student in their class wrote.
- Have students switch job postings with another student.
- Provide students with [Handout: Job Application](#).
- Instruct students to read through the job posting they have received.
- Once they have read through the requirements of the job, they should fill in the job application.

Step 5: Discussion and Conclusion (5+ minutes)

- Have a concluding discussion about the importance of human capital. Discuss the following:
 - Why is it important to know what human capital traits you have?
 - How can knowing the required human capital traits of what you want to be when you grow up, help you prepare to get that job?

Materials List

Provided online:

- Video: Human Capital and Productivity
- Handout: Examples of Human Capital
- Handout: Professionals at Work
- Handout: Being a Job Recruiter
- Handout: Helping People Find Jobs
- Handout: Job Application

Not provided:

- None needed

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