Begin a Career in Human Resources

STEP 1
Become a SHRM Student Member & Grow Your Network
Leverage All the Resources SHRM has to Offer
Access a wealth of highly relevant resources, including HR job listings, best practices, research, webcasts and more.
shrm.org/join
Join a SHRM Student Chapter—Tap into SHRM’s vast people network of both peers and potential employers.
shrm.org/chapters
Connect with a Mentor—Whether he’s a professor, someone from a SHRM chapter, or simply an HR professional you respect, a mentor can be an invaluable resource, helping you navigate decisions regarding your school, internship and/or career.

STEP 2
Select HR as Your Major
Use SHRM’s HR Program Directory or Curriculum Guidelines to choose a comprehensive HR degree program. Use the SHRM Competency Model when describing why the job is a good fit for you.

STEP 3
Gain Experience & Competitive Advantage with HR Internships
Leverage Internships—SHRM members get you an access to HR internships postings across the country; internships.com/group/shrm
Strategies to Include “Real World” Work on Your Resume
• Research the SHRM Competency Model—This model illustrates and defines the knowledge and skills necessary to be an effective HR professional. Use this model as the framework to guide your studies, your internship, your career, and your professional development. shrm.org/hrcompencies
• Show your resume:
  • Relevant Experience—List those experiences that most closely align with the knowledge and skills outlined in the SHRM Competency Model. This is your roadmap to SHRM certification.
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STEP 4
Graduate with Your Degree & Choose SHRM as Your Career Partner
Upgrade to a Professional Membership at a shrm.org/join
BONUS: As an existing student member, you can upgrade to 2-years of professional membership at 50% of
Undergraduate Benefits of Membership—One of the most valuable benefits of professional membership is SHRM’s “Ask an Advisor” service, where you can get a direct consultation with a seasoned and SHRM-certified HR expert. Also, take advantage of SHRM’s newly-launched Career Corner and resources by step-by-step instructions on how SHRM can help take your career to the next level. shrm.org/careerprepplan

STEP 5
Use the SHRM Competency Model to Help You Find That First HR Job
Revise your resume:
• Share What Makes You Special—List any leadership posts, public speaking engagements, media features and/or quotes that speak to your professional qualifications.
• Highlight HR Keywords—Keep applicant tracking systems in mind.
• Share Details About Your Work/Internship/Studies—Make the work come to life for those reading who may know nothing about that organization.
• Write a Well-Branded Headline—Think like a marketer. Include relevant terms from SHRM’s Competency Model, where appropriate. shrm.org/hrcompencies
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STEP 6
Get Ready to Advance Your Career
Leverage SHRM Membership—Leverage the benefits of SHRM membership, including briefs on new legislation, sample policies/toolkits, conferences and professional development opportunities, to further your knowledge and skills.
Use the SHRM Certification Model—This is your roadmap to SHRM Certification and career advancement.
Earn Your SHRM Certification in Your Final Year of Study—Convey to your colleagues, your leadership, and potential employers that you have the knowledge required of HR professionals and the ability to effectively implement that knowledge in the workplace.