

Courses that cross multiple stages	Employee Lifecycle Stage	Receive Learning: Foundation Course Titles	Give Back
<p>Pre-Assessment</p> <p>Required Class: MBTI HRLC Program Overview</p> <p>Electives:</p> <ul style="list-style-type: none"> • OCB Academy • EEO Academy • Employee Benefits Lifecycle – HRD Office of Benefits • Employment Law • Evolution of Human Resource Management (SHRM module) • Health & Wellness – HRD Office of Benefits • OEAP annual conference • Ohio Safety Congress (BWC) • Policy • Risk Management • Workers' Compensation (SHRM module) • Agency specific sessions <p>Post-Assessment</p>	Talent Acquisition	<p>Needs Analysis</p> <p>Workforce Plan</p> <p>Fill Gap – recruitment, application, and selection</p> <ol style="list-style-type: none"> 1. Recruitment and Selection: Hiring the Right Person(HRD Talent Management/SHRM) 2. Onboarding & New Employee Orientation (basics) (HRD Talent Management/SHRM) <p>Monitor</p> <p>Ohio Hiring Management System (OHMS)</p> <p>Testing processes – proficiency based and civil service (SMEs = Naima & Morgan)</p>	<p>Contribute to</p> <p>Learning modules via in-class participation</p> <p>Your agency via hands-on application of your new knowledge</p> <p>Social Media</p> <p>Blog</p> <p>Volunteer as a Job Shadow</p> <p>Volunteer with your local HR group</p>
	Talent Management	<p>Classification and Compensation</p> <ul style="list-style-type: none"> • Compensation and pay schedules – Talent Management team existing service/class & SHRM: “Total Rewards-More than Paycheck” • Position audits • Position Specific Minimum Qualification (PSMQ) – Talent Management team existing service/class • ePAR – Talent Management team existing service/class <p>Performance and Succession Planning</p> <ul style="list-style-type: none"> • ePerformance – Talent Management team existing service/class & SHRM: “Performance Management & Appraisal” • Succession Planning – support tools & resources <p>Career Management (retention) – owning my HR career</p>	
	Talent Development	<ol style="list-style-type: none"> 1. Using Technology for Communication and Training (OLPD – SHRM material) 2. Fundamentals of Learning Styles (OLPD – under development) 3. Training and Development (OLPD – SHRM material) 	
	Talent Transition	<ol style="list-style-type: none"> 1. Career Ownership (Talent Mgt & OLPD – under development) 2. “Self-Leadership” (OLPD – under development/Velsoft) 	