

## Labour and Human Resources Economics Master's Degree: Territorial, Employment and Human Resources pathway

The majority of our courses are taught in French. We invite you to also have a look at the [list of courses offered in English at Rennes 2](#).

Students receive training that enables them to work as human resources practitioners in industry in specific institutional contexts: current employment trends (new forms of employment, increased mobility and career transitions) and increasing territorialization. This territorialization comes from organizations at the micro-economic level (territorial employment platforms, mobility clusters, inter-company skills mapping, job-sharing) and from public authorities at the meso- and macro-economic levels (competitiveness clusters, interprofessional agreements for employment and skills strategies at the territorial level, institutionalizing the development of regional mechanisms for the provisional management of employment and skills, regional centres of economic cooperation for a territorialized management of employment in solidarity and social economy organizations).

The territorialization of employment involves numerous private and public stakeholders that are linked to its development (companies, employment centres, employment area committees, OPCA (body run by social partners collecting the social levy), job centres, regional employment and training observatories, Chambers of Commerce and Industry (CCIs)) and gives rise to new professions (GPECT engineering (proactive management of employment and skills at local level), analysis of professions under pressure, assessment of the GPECT strategy used). These changes are covered in the human resources professions sections of the course.

### Objectives

- To develop expertise in the diverse and complex human resources professions.
- To understand the institutional and built context in order to identify both the developmental drivers for the predictive management of employment and the competencies in a network of companies, training organizations and local institutional stakeholders.
- To become proficient in implementing and assessing such systems.

### Skills

- Developing the necessary skills to set up and manage human resources management tools in an institution (recruitment, training, assessment, remuneration, payroll management);
- Proficiency in employment legislation and its use;
- Devising an occupational risk prevention policy addressing psychosocial risk and occupational diseases;
- Setting up, piloting and assessing a GPEC strategy involving different institutions (companies, OPCAs, employment centres) at the regional level;
- Assessing professions experiencing shortages / the jobs of tomorrow within a given area and within a regional policy framework.

### Course Content

#### Master 1:

Semester 1 is comprised exclusively of classes. In semester 2, students spend five weeks training and then undertake a seven-week internship in a company that fits with their career plans. At the end of the internship, students submit an internship or field report under the supervision of an associated industry professional (PAST). Students have the option to undertake another placement (recommended training) after classes have finished in the spring term.

Part of the syllabus is shared with the Social and Solidarity-based Economy (ESS) Master's Degree. This mainly involves classes related to the territory and methodological courses (career path support, statistical techniques for data analysis).

#### Master 2:

The entire year is made up of a work-study programme. On average, this involves one week at university and three weeks in industry. Classes take place over eleven weeks between September and June.

Each student has a professionalization contract. In addition to their company assignments, students must conduct a diagnostic on a specific theme chosen in agreement with the host organization, which is then used as the basis for an applied research dissertation. Methodology classes (data analysis, dissertation methodology) are shared with the Social and Solidarity-based Economy Master's degree.