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School of Management & Labor Relations

Youth at Work, Course 37:575:215, Spring 2025, Online Asynchronous

Instructor Information

Instructor: Seonghoon Hong Course Format: Online, Asynchronous E-mail: sh1311@rutgers.edu Virtual Office Hours (through Zoom): By Appointment

Course Delivery Format

This course runs from January 21 through May 5, 2025. It is delivered entirely online through the Learning Management System, Canvas. There will be no Face-to-Face, in-person classroom sessions, except for an optional virtual office hour.

The course is delivered in asynchronous mode. This means the learning activities and communication takes place outside of real-time. You do not have to log in at any specific scheduled time; you log in at your convenience. However, there may be times, if you're working in groups on an assignment, you would need to set up a live session via the Canvas BigBlueButton, WebEx, or ZOOM.

Note: Even though you don't need to log in at any specific time, you are required to adhere to all course work due dates.

Virtual Office Hour

- The Virtual Office Hour will be conducted through Zoom on date/time. Or upon request.

Accommodations

Rutgers, the State University of New Jersey abides by the Americans with Disabilities Act of 1990, the Americans with Disabilities Act Amendments (ADAA) of 2008, and Sections 504 and 508 which mandate reasonable accommodations be provided for qualified students with disabilities and accessibility of online information. If you have a disability and may require some type of instructional and/or examination accommodation, please contact me early in the semester so that I can provide or facilitate in providing accommodations you may need. If you have not already done so, you will need to register with the Office of Disability Services, the designated office on campus to provide services and administer exams with accommodations for students with disabilities. Below is the full contact information for the Office of Disability Services:

Office of Disability Services contact and address
Lucy Stone Hall, Livingston Campus, 54 Joyce Kilmer Avenue, Suite A145, Piscataway, NJ 08854-8045.

- E-mail Address: dsoffice@rci.rutgers.edu
Phone: (848) 445-6800 • Fax: (732) 445-3388
https://ods.rutgers.edu/

Communication

You should inform the professor of any personal emergencies that may arise which will prevent you from getting online. I am available via email (sh1311@rutgers.edu) or through Canvas Inbox at any time and I generally try to answer emails on the same day they are received. I frequently check my emails during the day. Every other week or so I will also schedule a Zoom drop in office hours session.

Student Support Services

- Rutgers Student Support Services
Student Health & Wellness Services
Registrar's Office
Rutgers Dean of Students - Student Affairs

Course Description

This course explores youth experiences in the labor market. The course starts by examining the work experiences of children and youth in the 19th and early 20th century. We begin by exploring the idea of child labor, and how it is defined in social and economic contexts. We then investigate several industries including--coal mines, manufacturing, textiles, homework, street work and agriculture--to better understand the causes and effects of child labor in US history, why it matters both socially and economically, reform programs that emerged, and how the US history of child labor can contribute to understanding global child labor problems today.

The course further explores contemporary experiences of young people in the labor market. We will explore how young people prepare for work, view their education and workforce development pathways; and view their work and future careers. Here we will focus on the experiences of young workers across racial, class and gender lines and pay particular attention to the growing working poor in the youth labor market, and how public policy can address some of these inequalities. Central to this half of the course will be an analysis of the experiences of young people in the current economy, and various policies and programs that can improve their experiences and economic security, especially in the midst of the current economic crisis.

This course explores several questions, including:

- Why do young people work?
What jobs/industries are youth likely to work in, and how has this changed over time?
Why and how are young workers concentrated in specific industries/occupations?
How does young peoples' role in the labor market today differ from the role of previous generations of young workers?
What are some of the challenges that young people face at work?
How are the challenges that young workers face differ by cultural context and compared with adult workers?
Have you ever been hurt at work or know of a young worker who was hurt at work?
How can young workers and their advocates improve young peoples' experiences in the labor market?



Course Materials

Required Readings

There is one required book for this course. All books available online and through the university bookstore.

- Hindman, Hugh. 2002. Child Labor: An American History. M. E. Sharpe.
ONLINE ONLY: Besen-Cassino, Yosemin. 2013. Consuming Work: Youth Labor in America.

Note: You can access the Besen-Cassino e-text through the Rutgers University Libraries system. The link will direct you to the website and you will be prompted to log in with your Netid and Password. You only need Chapters 1, 2, & 3

Additional learning materials

Any other additional articles, videos, and/or other media will be provided to you in the Modules section of this course, under the respective weekly To-Do pages.

Computer & Other Technology Requirements

- Access to the internet
Reliable computer
Headphones/Headsets - optional
Webcam - optional
Microsoft Word
Basic Computer Specifications for Canvas

For convenience, you can also download/install the Canvas Student App for Android or iOS devices. Follow the instruction on the respective app centers:

- Canvas Student App for Android
Canvas Student App for iOS

Canvas Tutorials & Technical Support

If you are new to Canvas or need a refresher tutorial, visit:

- Getting Started In Canvas for Students
Student Resources - Canvas

If you need technical assistance at any time during the course or to report a problem with Canvas:

- Contact Canvas Help Desk - 833-648-4357, help@oit.rutgers.edu.
View tutorials at Course Tools Tutorials (in the Modules section)

Core Curriculum Learning Goals

The Core Curriculum Learning Goals assessed in this course include:

CCD-1: Analyze the degree to which forms of human differences and stratifications among social groups shape individual and group experiences of, and perspectives on, contemporary issues. Such differences and stratifications may include race, language, religion, ethnicity, country of origin, gender identity, sexual orientation, economic status, abilities or other social distinctions and their intersections.

SCL-1: Understand different theories about human culture, social identity, economic entities, political systems, and other forms of social organization.

SCL-2: Employ tools of social scientific reasoning to study particular questions or situations, using appropriate assumptions, methods, evidence, and arguments.

Professional Development - Demonstrate an ability to interact with and influence others in a professional manner, and to effectively present ideas and recommendations:

- Develop effective presentation skills appropriate for different settings and audiences
Develop career management skills to navigate one's career
Develop capabilities to work and lead in a multicultural and diverse environment
Work productively in teams, in social networks, and on an individual basis
Develop cultural agility competencies
Demonstrate lifelong personal and professional development skills

Understanding Context - Evaluate the context of workplace issues, public policies, and management decisions:

- Analyze the degree to which forms of human difference shape a person's experience of and perspectives on work
Analyze a contemporary global issue in their field from a multi-disciplinary and intersectional perspective
Analyze issues related to business strategies, organizational structures, and work systems
Analyze issues of social justice related to work across local and global contexts (LSER)
Analyze issues related to the selection, motivation, and development of talent in a local and global context (HRM)

Course Module Structure

The course is structured by weekly Modules. Each Module contains the respective Week's "To-Do" page. The To-Do page lists:

- Brief topic introduction
Learning Objectives for the week/topic
Weekly Instructor Note (this is a more detailed description of the weekly topic.) The Weekly Instructor Note will help you better understand, absorb the readings for the week.
Readings (textbook chapters, web articles, and/or other sources).
Videos (Watching)
Assignments (Forum Discussion, and/or other Assignment). Note, there may not be Assignments every week.

The course is divided into 14 weekly modules as follows:

- Week 1 (January 21 - 26): Orientation
Week 2 (January 27 - February 2): Introduction
Week 3 (February 3 - 9): Defining the Child Labor Problem
Week 4 (February 10 - 16): Child Labor Home and the Streets
Week 5 (February 17 - 23): Child Labor in the Mines and Factories
Week 6 (February 24 - March 2): Should Adolescents Work?
Week 7 (March 3 - 9): Paid and Unpaid Internships
Week 8 (March 10 - 23): Teen Workers Today
Week 9 (March 24 - 30): Course Project Submission and Reviews
Week 10 (March 31 - April 13): Responding to Peer Group Projects
Week 11 (April 7 - 13): Youth at Work: Talking Safety
Week 12 (April 14 - 20): Youth Unemployment
Week 13 (April 21 - 27): Youth and the Future of Work
Week 14 (April 28 - May 4): Youth and Unions

Discussion Forums

In the absence of a face-to-face interaction, the discussion forums become essential in sharing your thoughts, experiences, expertise with each other. Discussion is a significant portion of this course. Participation is required as this is a graded activity.

Before posting your thoughts, replies to the discussion forum, make sure to have read the assigned readings, viewed/listened the relevant media (videos, podcasts, etc). Take time to reflect on what you have read and viewed, organize your references, and citations. Write a draft, refine your response, save your document in Word (just in case), then copy and paste to the Discussion Forum(s). Provide a substantial response supported by references and citations. Stay on topic. Follow the Discussion Post Guidelines and rubric noted in each Discussion Forum Portal.

Your Discussion Forums are set up as a Group Discussion; 6-7 students per group. Over the course of the semester, your groups will be randomly reset so you get to know your classmates.

Note: Timeliness is important - a good discussion entails keeping the dialogue going (throughout the given week) with your classmates. In order to facilitate the dialogue, it is critical you adhere to the Discussion post due dates so you have sufficient time to respond to each other's posts. Please do not wait until the last day of the week to post your replies.

- Each forum opens on a Monday of the week. First post is due on Wednesdays, and replies to your classmates' are due on Sundays. Each forum closes on a Sunday of the week.

Group Course Project

Detailed project information will be available in Week 3.

Grade Distribution

A final grade is based on a 1000-point system. Each assignment is worth a specific number of points. Total points accumulated determines final course grade.

Table with 2 columns: Grading Components, # of Points. Rows include Discussion Forum Participation (50 points each) at 600, Course Project at 400, and Total at 1000.

Grading Scale

Table with 2 columns: Letter Grade, Points Range. Rows include A (900-1000), B+ (870-899), B (800-869), C (700-799), D (600-699), and F (599 and below).

Policies and Procedures

Online Participation and Engagement

The success of this course depends on active engagement and dialogue by members of the class. You must be fully prepared to discuss and debate the issues raised in the assigned reading material. The course week begins on Monday for all weeks and ends on Sunday.

Your Responsibilities

Online learning requires a high level of discipline, dedication, and time management skills. While online learning offers you flexibility and convenience to learn from anywhere, anytime, you are still expected to adhere to all due dates.

You are expected to:

- Have access to a reliable computer, and access to the Internet
Log in to Canvas for your course on a regular basis
Check for any announcements, update to the syllabus, assignments, and/or discussions and respond accordingly
Actively participate in the Discussion Forum
Complete the assigned readings and/or media
Complete the assigned exercises and projects
Adhere to all due dates

In case of computer failure

Make sure you have an alternative plan of access to your Canvas course in case your computer crashes (it happens). Additionally, be sure to backup your important documents and assignments on a flash drive or other external device.

Where to Next?

After reviewing the syllabus components, proceed to Modules, and review the Learning Support Resources before starting Week 1 activities.

Any Broken Links

At SMLR we strive to continuously improve all course designs. If you come across any broken links/URLs, or suggestions for improving the design, please feel free to email Marta Pulley, Instructional Technology Specialist, marta.pulley@rutgers.edu.

Course Summary:

Table with 3 columns: Date, Details, Due. Lists dates from Sun Jan 26, 2025 to Wed Apr 30, 2025 with corresponding forum and project details.

Calendar for January 2025 showing dates 1 through 31.

Course assignments are not weighted.