



# Guide to SHRM HR STUDENT CORPORATE EXPERIENCE DAY

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## What is SHRM HR Student Corporate Experience Day?

Late Fall 2018, or alternatively in Spring 2019, the RI SHRM College Relations Committee (CRC) is planning to provide SHRM student chapter members with an opportunity to visit the HR Department and organization of a RI SHRM member.

- Groups of 6-8 students would be accompanied by a chapter advisor and a CRC designated member to participate in an event at a designated organization location.
- The event offers students firsthand experience with the human resources function in the workplace, providing exposure to the environment, culture and more. Event participants meet and network with HR professionals, and the CRC member would provide students with awareness of SHRM's student to professional transitional membership after graduation and help them to learn about the value of involvement with a SHRM professional chapter.
- RI SHRM HR Student Corporate Experience Day tours can include both walking tours of the workplace and sit-down presentations by employees about their work. The schedule can be tailored based on your commitment of time and resources and could include breakfast or lunch as part of the program.

SHRM HR Student Corporate Experience Day tours can include both walking tours of the workplace and sit-down presentations by employees about their work. The schedule can be tailored for a half day with either breakfast or lunch included as part of the program. Event schedules/transportation would be coordinated by the CRC Student Chapter Liaisons and the Student Chapter Faculty Advisors and E-board.

## **BENEFITS TO THE STUDENTS:**

- Students get to visit an actual workplace and experience firsthand what it's like to work in the employer's industry. Meeting with HR professionals provides real-world insights into jobs and careers in human resources.
- Gain a better understanding of what they are learning in the classroom as it relates to the world of work.
- Network with HR professionals.
- May learn of internship opportunities or entry-level positions within the company.

## **BENEFITS TO THE ORGANIZATION:**

- Employers benefit by having participating students better understand the education and skills needed to work in human resources, particularly as potential job candidates."
- Employers advance their reputation as supporters of education and community leaders among school leaders, teachers, parents, and students.
- Employees have an opportunity to connect with students as potential interns or entry level employees.

## **BENEFITS TO THE COLLEGE/UNIVERSITY**

- Inclusion of real world experience enhances the curriculum.
- Expands reputation of HR program in the community.
- Better prepares students for the workforce.

## **Planning**

A SHRM HR Student Corporate Experience Day pilot will be incorporated into the CRC's initiatives for 2018-19. Planning will be coordinated with the student chapter faculty advisors as early as possible so this event can also be included into their planning for the academic year.

## **Committee**

Timing: Planning needs to begin within the next month for a late Fall or early Spring event.

## **Roles:**

- The Corporate Experience Day Lead (CRC Member) – Works to locate and confirm the companies interested in allowing students to tour their organization. Once companies are identified, will work with Chapter Liaisons to set dates, time, onsite logistics, etc.
  
- Student Chapter Liaisons - Partners with student chapter advisor or a faculty member from the local college/university to generate interest with students, etc., discuss potential dates and timeframes. Works with the student chapter advisor or faculty member(s) to determine if the event can be utilized as a classroom requirement or value-add for student such as:
  - Extra credit for students who attend.
  - Post-event assignment, such as a report for class.
  - Writing a blog or article about the experience to be posted on the chapter/state council website following the event.
  
- Volunteer Coordinator – Identifies volunteers from the CRC or other RI SHRM members to assist the day of the event.

Once the date has been set, an organization selected and logistics are coordinated with the local college/university:

- Begin to promote the opportunity to students
  - Leverage the point of contact at the college/university
- Periodically keep in contact with the organization(s) you will be touring to ensure they are prepared for the students.

**Other Planning Details will be developed by the Corporate Experience Day Lead and Chapter Liaisons**