



## Message from the President

Greetings CAHRA members!

I hope that each of you enjoyed a wonderful Easter weekend with your family and friends! School will be out soon, and summer will be upon us! I would ask each of you to remember those who gave the ultimate sacrifice when you celebrate Memorial Day this May.

Speaking of school, those CAHRA members with graduating high school seniors who will be attending college this fall, please submit your application for **CAHRA's Sons and Daughters Scholarship**. The Scholarship application can be found on CAHRA's website under Member Resources. The Sons and Daughters Scholarship was established to assist member's children with first year college expenses. Three \$1,000 scholarships are awarded each year. Applications may be submitted to Angela Crain, our College Relations Chairperson, [acrain@holmes.edu](mailto:acrain@holmes.edu). **All applications considered must be post-marked by May 15, 2017.**

**FOR MORE INFORMATION, contact CAHRA's Sons and Daughters Award, Selection Committee, P O Box 16042 Jackson, MS 39211.**

**Tamara Bailey,**

**SHRM-CP, PHR**



## MEETING INFORMATION

DATE: May 3, 2017

TIME: 11:30am—1:00pm

LOCATION: Hilton Jackson

SPEAKER: Deirdre Danahar

TOPIC: The Dashboard: A one –page solution for accountability, clarity and peace of mind.

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# Deirdre Danahar

## In-Motion Consulting

Deirdre Danahar is a business and leadership coach and consultant who guides entrepreneurs, business leaders and professionals as they transform themselves, their people and their company culture.

Deirdre's client roster reaches north to Wisconsin, west to Washington state and east to Massachusetts. Local clients include an award-winning graphic design firm in Ridgeland, Mississippi, and the Mangia Bene Restaurant Group in Jackson, Mississippi. Other clients include lawyers, health care providers, business owners, executives and motivated people who want to move from the corporate world to the entrepreneurial world.

Deirdre began coaching in 2002 and is an accredited coach through the International Coach Federation. She is also a Social + Emotional Intelligence Certified Coach® through the Institute for Social + Emotional Intelligence®.



# Foundation

## 2016 CHAPTER CHAMPION

This presentation has been approved for one General Recertification Credit by the HR Certification Institute, and has been submitted for approval as one SHRM Professional Development Credit (PDC) for recertifying the SHRM-CP/SHRM-SCP credentials.

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## keynoters



**Kat Cole**  
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# How to Do Internships the Right Way

CHICAGO—Internships are not meant to be free help. They are not meant to replace an employee. And they shouldn't be used for busy work.

Internships are a great way for students to get real-world experience in a particular career and for employers to scope out potential new hires upon graduation. But when they are not well planned, they won't be successful for the interns or the employer, said Sharon Beaudry, a former HR director and currently an assistant professor of management and program director at Oregon Institute of Technology in Klamath Falls.

Beaudry advised HR professionals at the Society for Human Resource Management's 2017 Talent Management Conference & Exposition to think long-term when designing an internship program.

[SHRM members-only toolkit: [Employing Interns](#)]

"It's a 'try before you buy' approach," she said. "You'll be able to reap the benefits later on."

According to the National Association of Colleges and Employers (NACE), 72 percent of interns are offered a job, and 85 percent accept. Historically, the retention rate of hired interns is higher than other entry-level employees, Beaudry said. "Even though I think that stat is more likely for larger employers. It's probably 30-40 percent for smaller employers because they don't have as many entry-level jobs to offer."

## The Essential Parts of an Internship

Beaudry outlined some of the basics of an internship program:

- Internships must promote learning with specific learning goals.
- Interns must be supervised.
- Interns are required to work a certain number of hours.
- Interns should be formally evaluated.
- Interns can earn academic credit, but that is not a requirement. "If it's for credit, a faculty member is supervising them, so if you've got problems with that student, you've got someone to reach out to." But internships for credit also means that a faculty member will hold the employer accountable to make sure the intern is not just doing errands.

## Tips for a Successful Internship Experience

Beaudry outlined several tips to make the experience a rewarding one for both the student and the employer:

\*Make sure the interns work on real projects, not busy work. "But it shouldn't be urgent or critical work," she added. "You don't want an intern working on an urgent project for you. Think of short-term projects, so they have a chance of completing it."

\*Don't treat your interns like second-class employees. Encourage them to be part of your organization.

\*Supervise them. Make sure you help them develop soft and hard skills. Offer continuous feedback. Give them a regular orientation, and go over acceptable work hours, dress code and professional behavior.

"Managing interns is a great assignment for an emerging supervisor," she said.

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## Capital Area Human Resource Association

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