

SHRM Jacksonville

# College Relations: Quarterly Employer Tours for HR Students Fall, 2014

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*SHRM Jacksonville's College Relations Core Leadership Area promotes a mutually beneficial relationship between SHRM Jacksonville HR Professionals and SHRM Student Members.*



# Quarterly Employer Tours for HR Students

## Program Description:

SHRM student members will be offered an opportunity to tour a corporate Human Resources department to gain insight in the field of Human Resources. Students will interact with different position levels and specialties and have the ability to ask questions in a Q&A panel format. At the end of the tours, students will have a greater understanding of the field of Human Resources from a corporate perspective.

## Purpose:

- To provide students interested in pursuing a career in Human Resources with first-hand knowledge of a corporate Human Resources Department.
- To expose students to the different specialties and business partners of the Human Resources Department
- To allow SHRM Jacksonville to establish partnerships with major HR departments on the First Coast.

## Targeted Audience:

- SHRM Student Chapter members
- SHRM Jacksonville Student members (at-large)

## Targeted Start Date:

Fall, 2014

## Marketing/Administration Process:

An event will be created on the SHRMJAX website. Students must register to participate. A marketing flyer with the registration link will be distributed to the Chapter Advisors to gain participation. Marketing will also include announcements at the monthly Chapter Meeting, Social media and an e-blast will be sent to student members.

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**Human Resources Department/Company Requirements:**

Selection of the Employer Site will be based on the following criteria:

- Must have a minimum of three (3) HR Specialties (i.e. Employee Relations, Labor Relations, Compensation/Benefits, Recruiting, Training & Development, etc.)
- A location (conference room) to host a **minimum of 10 people** for a Q & A panel discussion
- Allow for tours of the Human Resources Department and business partners (i.e. Labor Relations, Accounting/Finance, Risk Management, etc.)

**Participating Companies during 2014-2015:**



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## Target Companies for 2016:

- Transportation Industry: CSX
- Insurance Industry: Allstate, Prudential, Aetna, Interline
- Financial Industry: Wells Fargo, Chase, Fidelity, VyStar
- Health Care: Baptist, St. Vincent's, UF at Shands, Mayo, St. Lukes, Baptist South
- City/Government/Utilities: JTA, City of Jacksonville, JAA
- Retail: SteinMart, Southeastern Grocers
- Education: Duval County School Board

## Employer Tour Details:

- Length of Visit: up to 3 hours (9AM-12PM or 1PM-4PM)
- Agenda:
  - Tour participants are to meet in the company lobby 30 minutes prior to start time
  - Visit to begin in a designated location (i.e. conference room). Request that a welcome speech be provided by the Director/VP of Human Resources (approximately 30 minutes)
  - A **1-hour** tour will begin with Human Resources Department and Business Partner Departments
  - Tour ends at designated location (i.e. conference room)
  - After a break, a **1-hour** Q & A panel discussion begins which includes 3-4 members of company management and a moderator
  - At the conclusion of the panel discussion, a conclusion speech is provided from a member of the Human Resources Department and College Relations Director.
  - Optional: Request that company provide students with a parting gift from the company (i.e. t-shirt, logo'd cup, etc.).
  - Optional: Request that company provide snacks for students.
- SHRM Jacksonville Event Coordinator: College Relations Director, [college@shrmjax.org](mailto:college@shrmjax.org)

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