

How to Identify and Secure an HRD Internship Position

HRD Internship Students,

During the HRD program, you have learned several interventions and practices for helping organizations maximize their human capital and organization development initiatives. Now, during your internship course, it is time for you to apply this knowledge with the support of a UH instructor and the mentorship of a supervisor at the workplace. At the end of the internship course, you will have developed a tangible product that should be part of your HRD-related experiences portfolio. The internship position might include a remote job position that does not hold the title "intern" and should be secure before the second week of class. There are four different ways of securing an internship position:

1. **Current job position:** You can develop an HRD-related project at your current workplace. Move out of your comfort zone and embrace the leadership of a new project at your workplace. Gain the buy-in of your supervisor, who will be your mentor during the project development and implementation.
2. **Volunteering:** Many nonprofit organizations offer leadership opportunities to people interested in performing HRD work-related tasks. We encourage you to find a position that you are passionate about at a nonprofit like DonorsChoose.org, Kiva, Volunteer Match, DoSomething.org, or one of the thousands of nonprofits with job listings Idealist.org.
3. **Entrepreneur initiatives:** Have you ever thought of founding your own company? For example, you could create a company to help veterans transition into the corporate world, assist women in getting equal pay, or help small business owners apply for loan programs or grants. Bring your passion and contribute to society through HRD initiatives.
4. **Job market opportunities:** HR positions at organizations are available through different websites. Create a LinkedIn and Handshake account and connect with your classmates, professors, and employers. You could also consult your existing networks – such as family, friends, co-workers, and former employers for job opportunities.

Examples of Internship projects:

- Create employee performance or engagement tools.
- Design and conduct training programs.
- Evaluate a procedure/process to improve organization efficacy.
- Develop innovative corporate practices to address rapid changes.
- Lead a community service project.
- Evaluate training needs aligned with business strategies.
- Nurture and promote global and cultural effectiveness.
- Develop communication channels to exchange information with stakeholders.
- Teach principles, practices, and functions of effective human resource management.
- Promote the inclusion of underrepresented groups in an organizational setting.
- Create a corporate "work from home" strategy.
- Develop a disaster recovery plan/manual.

Contact me if you have any questions at dpolesello@uh.edu or (713) 743 7928.

Regards,

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