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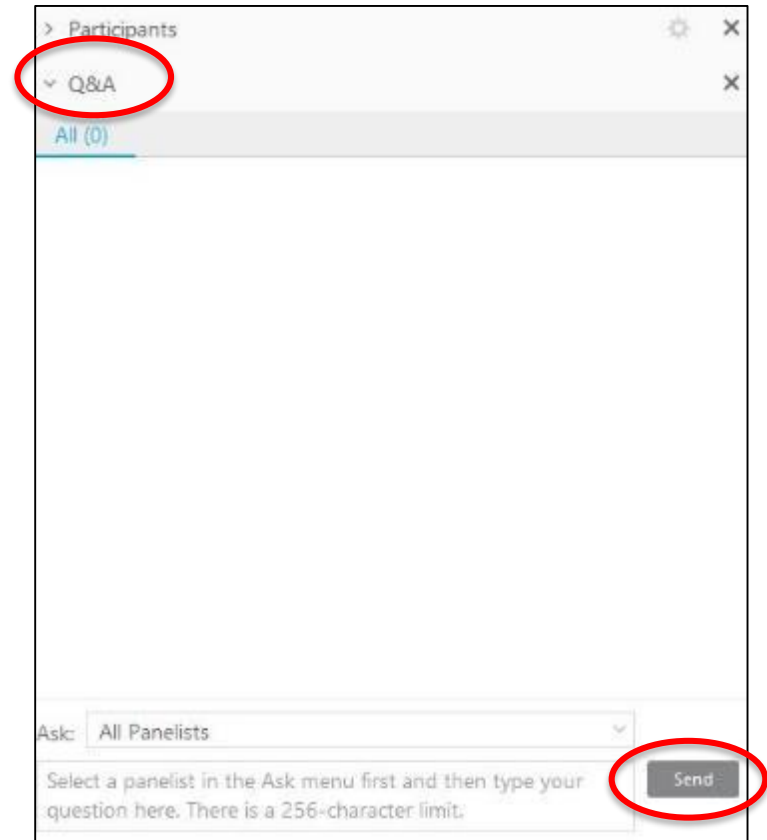
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- The Polling Box appears below Q&A Box
- Question will appear on slide and in the Poll Box
- Submit answer quickly
- Results will display in the same location

Polling Box:

> Q&A

▼ Polling

Time elapsed: 0:38 Time limit: 5:00

Poll Questions:

1. Are you enjoying this Learning Zone Webinar?

a. Maybe

b. Yes

c. Absolutely!

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Today's Presenters



**Angela Chrz, CRP, CERC Relo Specialist
Manager, Global Consulting Practice
SIRVA Worldwide Relocation & Moving**



**Kathy Burrows, CRP, GMS
Director, Global Consulting Practice
SIRVA Worldwide Relocation & Moving**

Discussion Agenda

1. “Intern” Defined
2. Aligning with Talent
3. Structuring your Program
4. Evaluating your program
5. Program Redesign
6. Case Study
7. Maintaining your Program
8. Key Takeaways
9. Questions and Answers



“Intern” Defined

How does your organization define *intern*?

Summer help for project work

Potential leadership candidates

Potential employees







Extension of business relationships

Talent to be groomed



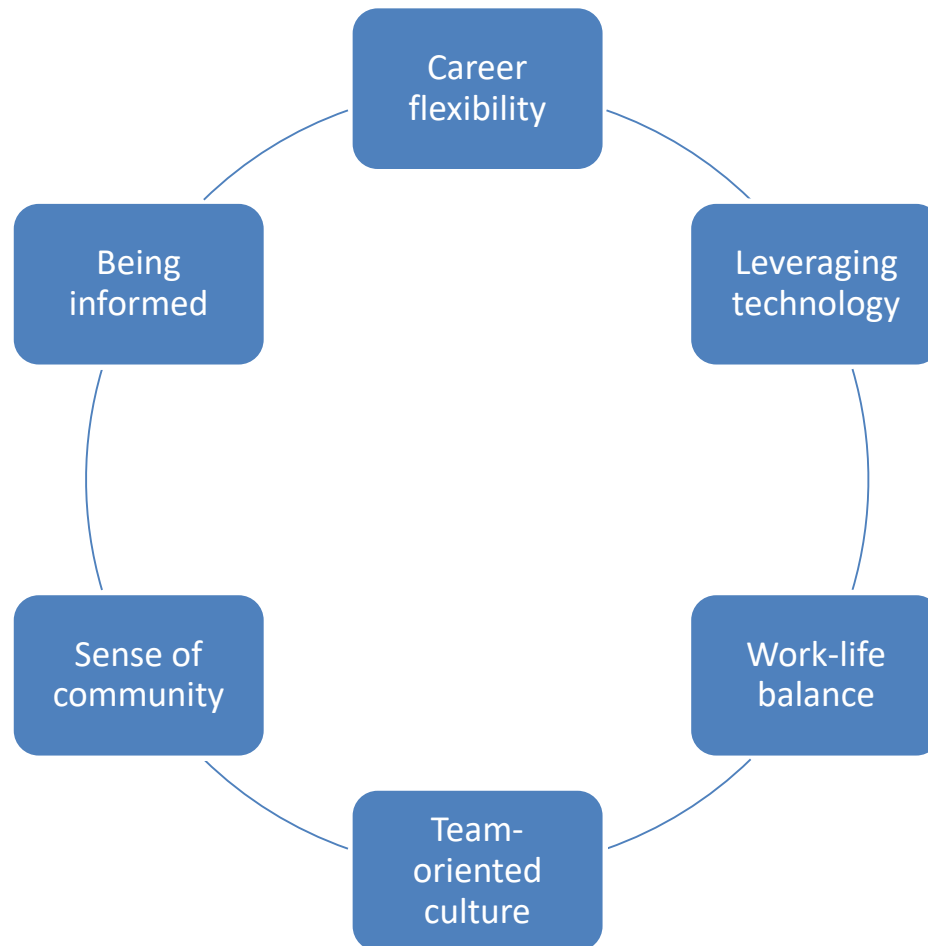
Aligning With Talent

What is Talent Looking For?

-  Program that meets business needs and budget constraints
-  Competitive program that attracts top talent
-  Program that embraces their branding
-  Program that is easy to administer
-  Insight into program performance: costs, feedback, ROI
-  Accountability and quick issue resolution







What Motivates Interns Today



Meet Your New Employee

Interns are assessing you!

-  Culture
-  Values
-  Avenues for success
-  Long-term vision



Common Worries for Interns

- Will I be able to find housing I can afford?
- How will I pay for housing?
- What if I don't have enough money to live once I arrive?
- How will I get to work?
- How will I meet other interns?
- I don't know what to expect when I arrive.
- I don't know what to expect on the first day.
- Who will help me if I run into a problem?



Structuring Your Program



Polling Question #1

What role does mobility play with interns at your organization?

- Mobility has no involvement with interns
- Mobility supports the interns internally
- Mobility provides support thru RMC for interns



Stakeholders and Roles

Who is responsible for your intern program?

Who are your stakeholders for interns and what are their roles

What role does mobility play with interns?

What role could/should mobility play with interns?



Intent

- How does the organization value the Intern?
- What level of college student will be supported?
- Methodology: Full or partial support?
- Value of the experience?
- Impact of locations?
- Domestic or cross boarder population?



Approach

***What approach
will work best?***

Global Program

Regional Program

Country Program



Branding

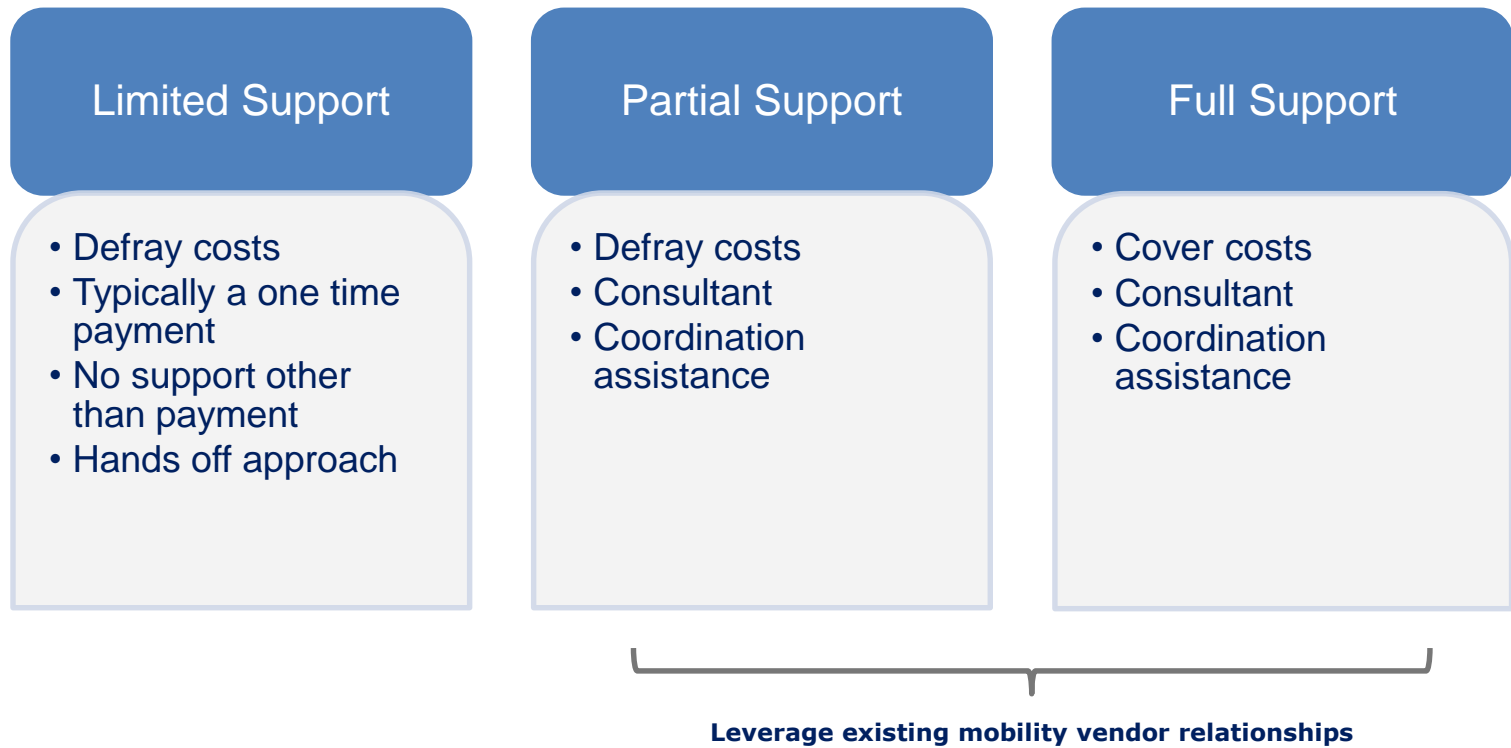
What do you want your program to say about the organization or does that matter?

Does your organization need or want to compete for talent?

What does the program say about your brand as Mobility within your organization?



Level of Support



Lump Sum Approach

Flat Amount

- Predetermined amount \$500-\$10,000
- One time payment or monthly payment
- One size fits all or based on criteria
- Paid thru payroll or RMC

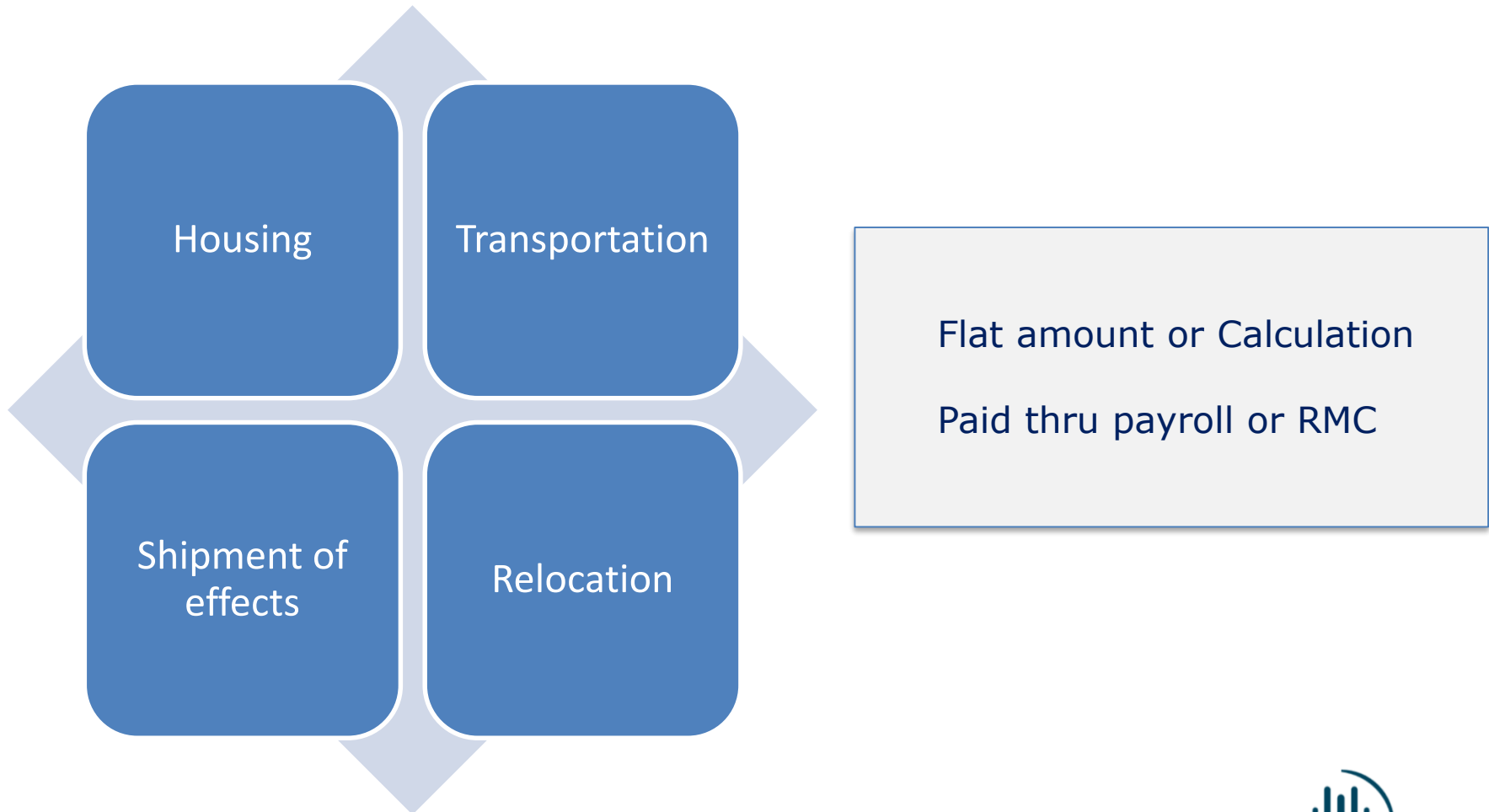
or

Calculation

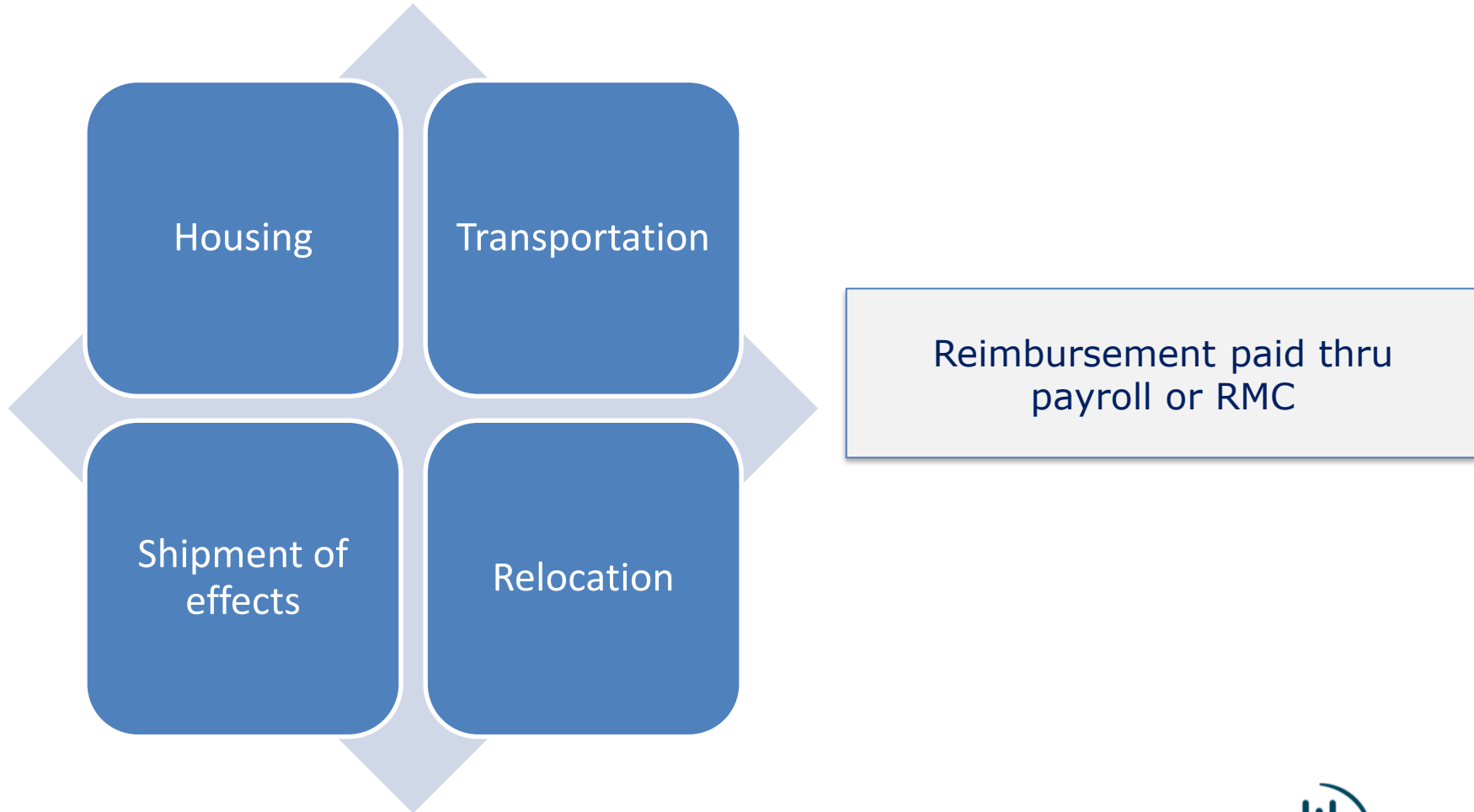
- Criteria consideration
 - Distance
 - Level of student
 - Location
- Component consideration
 - Housing
 - Transportation
 - Shipping
 - Per Diem
- Actual, average, range or percentage
- One-time payment or monthly payment
- Paid thru payroll or RMC



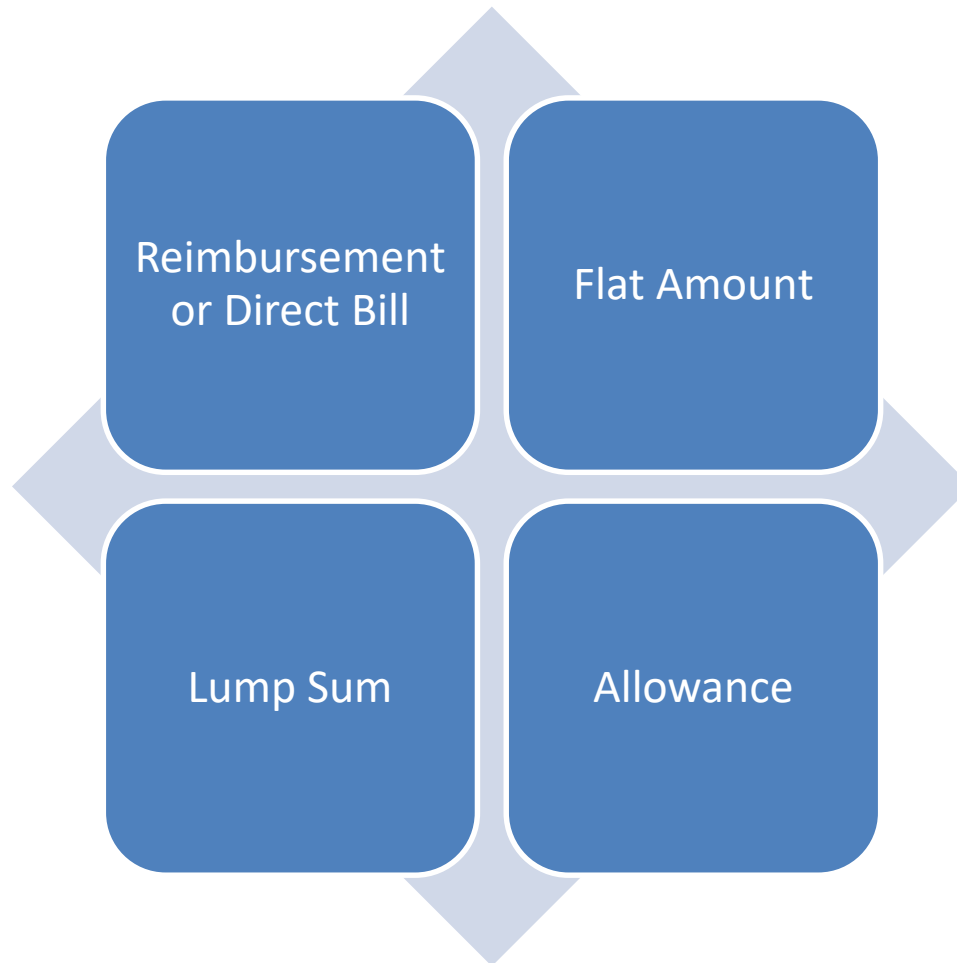
Allowance Approach



Reimbursement or Direct Bill Approach



Hybrid Approach



Polling Question #2

What type of support do you provide your interns

- Lump sum only with no support
- Lump sum with some support
- Allowance/s with no support
- Allowance/s with support
- Reimbursement
- Combination
- We do not provide support
- I don't know
- Unknown/NA



Materials

Assess your materials

Who gets what?

What is the content?

What is the purpose?

When do they get it?

How do they get it?



- Stakeholder materials
- Offer Letter Materials
- Acceptance Materials
- Relocation Materials



Leveraging Technology

Traditional



Leveraging Technology



Leveraging your Relocation Vendors

Design

- Strategy
- Cost projection
- Efficiencies of outsourcing

Costs

- Leverage existing mobility vendor relationships
- Work with vendors for alternative options to reduce costs
- Outsourcing

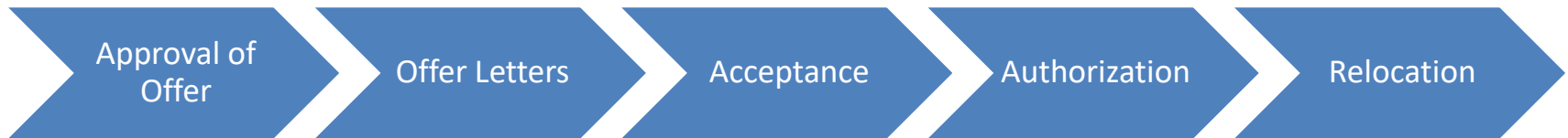
Support

- Facilitator
- Point of contact
- Templates
- Cost projection



Optimal Process

Understand how the following phases work within your organization and leverage your mobility experience to find ways to optimize the process



Evaluating your Program

Is the program easy to administer?

Is the program meeting stakeholder goals?

Is the program meeting intern needs?

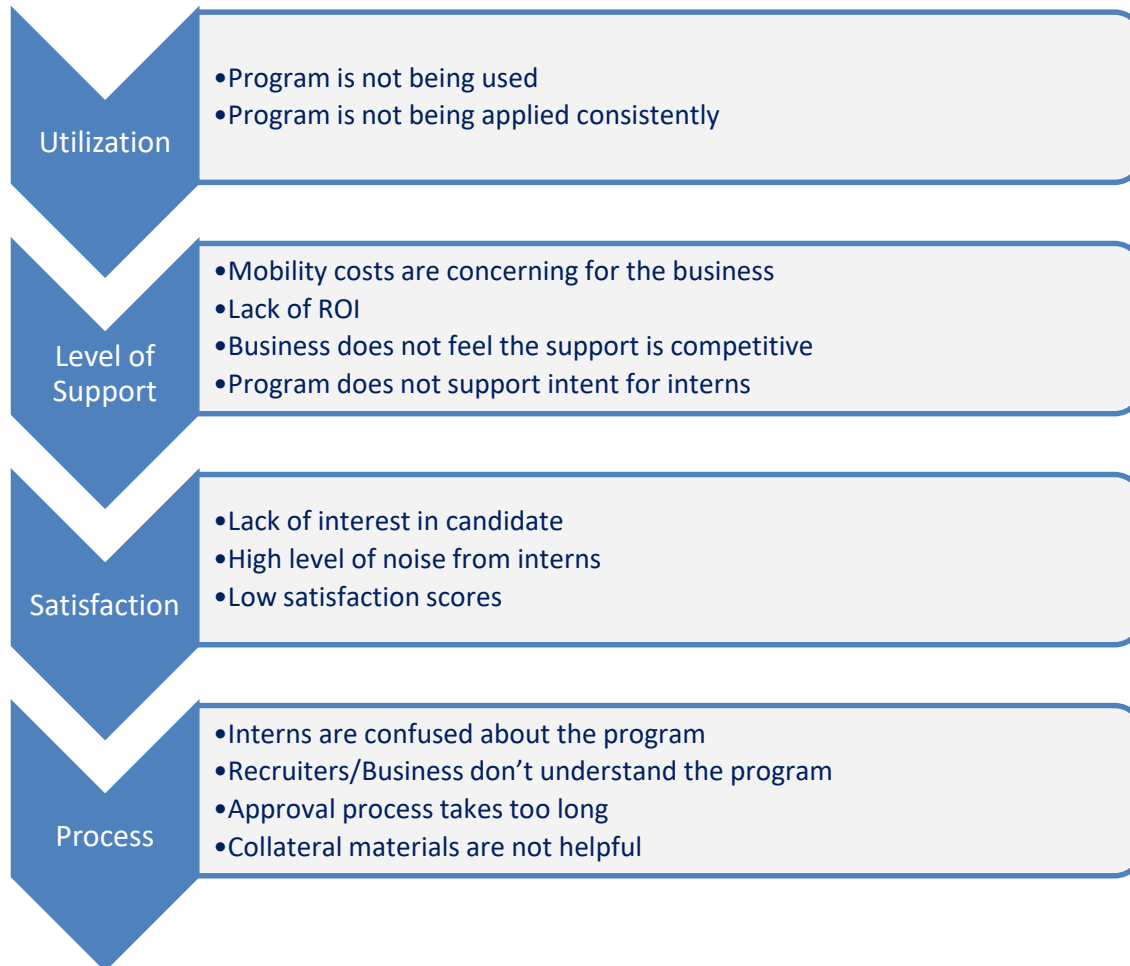
Is the experience what the business intended?

Are there efficiencies that could make the program experience better?

What does your program say about your brand?



Program Redesign



May be worth the effort to redesign

Can we improve the experience?

Can we decrease costs?

Can we create efficiencies?

Can we be more competitive?

Can Mobility show their value to the business?



Keys to Success

- Understanding who your stakeholders are
- Listening to your stakeholders
- Collaborating with your stakeholders
- Appropriate methodology
- Provide solutions that create visible impacts
- Program needs to be easy administer
- Change management –what is the right method
- Right people doing the right job
- Leveraging technology
- Leveraging vendors

Benefits to Mobility

Show your value

Create brand awareness

Improve your brands reputation

Cost savings

Alignment with talent
initiatives

Alignment with business
initiatives

Continuity of mobility support



Case Study

Case Study A

- Program run by Campus Recruiting
- 500+ interns
- Hybrid program with lump, housing and transportation

Pain Points

- Intern do not feel supported
- Experience is not ideal
- Need for efficiencies for processes
- Administration process is manual and clunky

Case Study B

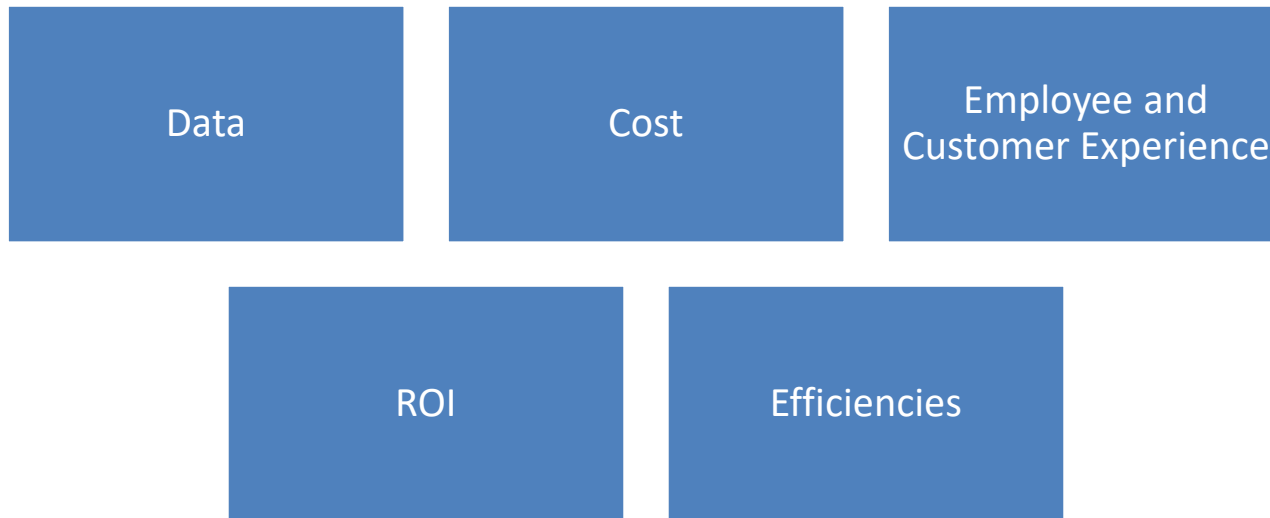
- Program run by Campus Recruiting and supported by mobility
- 200 interns
- Allowances provided

Pain Points

- Application of allowance is inconsistent
- Experience is not ideal
- Approval process takes too long
- Process needs efficiencies



Maintaining your Program



Key Takeaways

Your program is a reflection of your brand

Leverage your resources

Listen to your stakeholders





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