

Bait, Hook, Hire!

Designing an Effective Internship Program

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Mission: Make Government Work Better

Let's Jump In!

- 🌟 Bait the right candidates
- 🌟 Hook top talent with meaningful experiences
- 🌟 Hire with intention
- 🌟 Build lasting campus partnerships
- 🌟 Create value beyond the internship



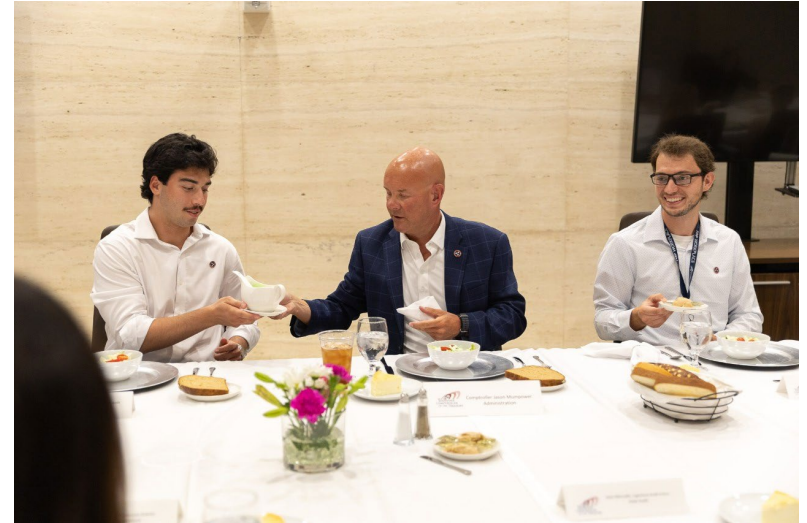
Bait!

- ❁ **Know what you're fishing for –**
Define your recruiting strategy and timing
- ❁ **Choose the right bait –** Build a memorable employer brand
- ❁ **Cast where the fish are –**
Engage students through campus partnerships
- ❁ **Let your biggest catches tell the story –** Employee and intern ambassadors



Hook!

- 🌟 **Set the hook** – Create a meaningful experience
- 🌟 **Keep the line tight** – Make it a two-way interview
- 🌟 **Reel them in** – Provide authentic work experiences
- 🌟 **Leave them wanting more** – Invest in their professional growth



Hire!

- 🌟 **Land the catch – Hire with intention**
- 🌟 **Know what to keep – Align talent with business needs**
- 🌟 **Keep quality over quantity – Hire for the right openings**
- 🌟 **Every catch has value - Create value beyond hiring through talent development**



Today's Catch

- 🌟 **Bait – Recruit with intention**
 - *Align your strategy, timing, and brand to attract the right candidates*
- 🌟 **Hook – Design an authentic experience**
 - *Provide meaningful work and professional development*
- 🌟 **Hire – Hire strategically**
 - *Align hiring with business needs while creating value for everyone involved*



Thank You!

Questions? Please contact me!

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Let's Connect on LinkedIn!

