



Human.
Resources.
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Summer Newsletter



*"Roll out those lazy, hazy, crazy days of summer."
- Sam Cooke*

August 10, 2022

Summer is fleeting, but I hope you've had the chance to take some time off and enjoy the sun, surf and sand. I'm noticing that the light is different, the days are subtly shorter, and there is a tinge of change in the air. It makes me want to squeeze every last drop out of summer right now, and I hope you can do the same.

There is a tinge of uncertainty in the economy, too. The usual indicators are not lining up as we might expect. Simultaneously we're dealing with inflation, rising interest rates, and a contracting economy. Yet in July we had another record-setting jobs report, and the unemployment rate remains at a 50-year low. There are nearly two open jobs for every unemployed person, which certainly makes for a challenging recruiting environment.

At KMA, we are in a wait and see mode, and preparing for any outcome. One thing we know for sure is that HR will be called upon to contend with the realities of a shifting economy. As the first line of defense in an organization, we'll continue to recruit and manage talent, deal with workforce retrenchment, and, if necessary, facilitate teams' accomplishing more with fewer resources. Lemons to lemonade.

This month we're sharing a pair of blogs on summer internships. If you've ever considered hiring an intern, [this piece](#) explains the many benefits of a well-managed internship program. And in [this blog](#), we interview Emma Bushman, our intern turned Finance Administration Assistant, to learn how her experience working at KMA for three summers has been for her.

As you head into September and double down on your goals and plans for the last stretch of 2022, keep in mind that the KMA team is here to help you with [talent acquisition, employee relations and development, compensation structure and management](#), and all those confusing compliance issues. Working with us can free up resources so that you can focus on what's most important to you: growing your business.

See you in September!

Kim Anania
President and CEO
KMA Human Resources Consulting

Here's what else is going on at KMA this month

Our Recent Blog Posts

[The Benefits of a Well-Managed Internship Program](#)

[A Summer Internship Success Story: Emma Bushman](#)

We are Recruiting

[Browse our Client Job Board](#)

Upcoming Harassment Prevention Training

Our next Harassment Training on September 29 is now open for registration. Is your team in compliance? [Sign up today!](#)

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