



## ALASKA SHRM STATE COUNCIL



### Chapter Reports March 5, 2019

#### **ASHRM Chapter President Report – Patty Hickok**

A lot of activity in the chapter. This list is not inclusive as there are many other programs and projects currently being planned. Ongoing currently:

- New website, membership and event management site went live on Feb 15
- Implementing a program to support SHRM's Getting Talent Back to Work initiative this May in partnership with the Prisoner Re-Entry program. Program will mirror what we have done before – luncheon presentation, prisoner walk, and clothing drive.
- Financial review and transition to online Quickbooks
- Certification preparation classes start March 4
- Mentor Program in process
- ...and more!

#### **NASHRM Chapter President Report – Leisa Kelsey**

Our last Board Meeting was February 25.

- Updated SHAPE goals
- New Webmaster Jessica Hill updated our web page and is working on getting NASHRM a presence on social media-Facebook and LinkedIn. She also took charge of taking pictures at our events
- We are running a pilot program with UberConference for 3 months which will allow more local Fairbanks HR professionals the option to attend meetings online if they can't make it away from work. We will test this out March – May and decide how it works.

Our next Board Meeting will be April 29<sup>th</sup> and we will finish up By-laws, Succession Planning

#### **SEAK Chapter President Report – Jaylene Owens**

We had an official board meeting two weeks ago and a few goals were addressed. The big one is the networking with the Alaska Chamber if possible. I did speak to Pete Nolan and he informed me that cost would be 500 for a year membership. Some of the membership benefits include:

- Advocacy and representation
- Connection to our government affairs team
- Access to networking events
- Website calendar — list your events online
- Job postings on our website
- Membership certificate to post in your business
- Listings in our annual membership directory
- Listing by business category on our website

- Copy of Chamber mailing list upon request
- Weekly emails during legislative session on issues important to business
- Bi-monthly email blasts to more than 1,800 business leaders on topics important to business (We can customize the emails to focus on only SE members)
- Quarterly newsletter to an audience of 1,000 Chamber connections and 18,000 Alaska Journal of Commerce readers



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### **Diversity Committee Report**

**March 5, 2019**

**From: Susan Lasater**

I recently completed the Veterans at Work Certificate program. During the courses I was challenged to learn more about the best practices for deploying veteran talent in the workplace. There were 11 courses to take and each course I gained significant knowledge on hiring veterans. The titles of the courses range from:

- Creating a Veteran Mentoring Program
- The Myths and Facts of Military Leaders
- Supporting Veterans, Family Members and Wounded Warrior Caregivers with Flexible Work Options
- Tax Incentives for Employers Hiring Veterans
- Using the National Labor Exchange to Find Veterans to Hire
- Creating a Military Friendly Culture and Onboarding Program
- Veteran 201: Military Lingo and Discharges
- Creating A Veteran Hiring Program
- Veteran 101: Military Culture
- 15 Things Veterans Want you to Know
- Creating a Military Spouse Hiring Program

“Because most Americans are civilians—including most HR professionals, hiring managers, and corporate leaders—they have little to no 1) exposure to the military, 2) knowledge about the skills that are acquired during military experience, or 3) knowledge about how military-acquired skills might apply to employment outside of the military.”<sup>9</sup>

By applying the knowledge from the Veterans as Work Certificate program, you as HR professionals will be successful in applying the best practices in your organizations. Some of the best practices include: Creating recruiting program(s) in which veterans employed at the company assist in recruiting prospective veteran employees

Offer employee resource groups/networks at specific locations within the company  
Provide dedicated leadership, budget, and technological infrastructure for veteran employee services and supports

Offer a page on your company intranet where veterans can access resources, such as the company’s recruitment schedule, relevant article and employment help

## State Council March 2019 SHRM Update

### TOGETHER FORWARD

Below is a list of some of the most current things we are doing for you; our valued Volunteer Leaders and members:

- **Upcoming Important Date to Remember:** March 15, 2019 – 2018 EXCEL Award Applications Due ([Excel Award](#)). Please note this award is an *optional* award to apply for.
- **SHRM CEO Johnny C. Taylor, Jr. Named to Commerce Department's American Workforce Policy Advisory Board:** Service on the AWAB provides SHRM a unique opportunity to directly provide input on the most pressing workplace issue today- access to skilled talent. The growing skills gap negatively impacts each one of us, whether you are a hiring manager, a job applicant, a patient, or a consumer. As the voice of all things work, SHRM is focused on ensuring today's workers are prepared for tomorrow's workplaces, because our economic future depends on it.
- **Getting Talent Back to Work** - This initiative champions the hiring of individuals with criminal records, an untapped talent pool that has traditionally been shut out of the labor market. This initiative calls on business executives and association leaders to pledge to consider qualified individuals for job opportunities regardless of their criminal records, giving those that deserve it—a second chance. The pledge follows from our work on the bipartisan First Step Act, which was signed into law in December, and improves re-entry opportunities for thousands of incarcerated men and women. At a time when unemployment is at a record low, and businesses are experiencing a great deal of difficulty recruiting, we can't afford to continue shutting out this untapped pool of qualified people. As a part of our influential chapter and state council network, we are calling upon you to help us get talent back to work and help amplify the important message of the pledge.



**How can you help?** Pledge the support of your chapter or state council. If your SHRM chapter or state council wishes to directly join the pledge and partner on the Getting Talent Back to Work initiative, contact [gettingtalentbacktowork@shrm.org](mailto:gettingtalentbacktowork@shrm.org).

Spread the word about this important initiative. Our voice needs to be heard on this issue, please use the easy press-to-post social media kit and other collateral on the VLRC ( <https://www.gettingtalentbacktowork.org/>) to amplify our message and drive your members and colleagues to sign the pledge.

You are our greatest asset. You are our voice in local communities elevating HR and challenging business leaders to make change in their organizations. Thank you for helping employers and potential employees create thriving organizations.

- **Help with New & Renewing Members** - The discount code for onsite state and chapter conferences for 2019 will be **STATE20** and it takes **\$20 off new and renewing members**.

- **New Member Orientation** – Here is an easy way to remind SHRM members about the benefits of their membership or share with potential new members. At the SHRM Membership Page- at the bottom in the Current Members section- there is a link <https://www.shrm.org/about-shrm/Pages/Membership.aspx> that has a recording about many of the benefits that come with your SHRM membership.
- **Chapter Campaign in Box** - You can find the campaign in a box page at [shrm.org/volunteer-campaign](http://shrm.org/volunteer-campaign), this is a URL that provides easy click-to-use social posts and other valuable collateral to members and volunteers (web ads, email copy, etc.). Also, if there are resources that you think would be helpful in your volunteer role please use this link [shrm.org/volunteer-feedback](http://shrm.org/volunteer-feedback) to tell us what they are.
- **SHRM Certification/Recertification:** As a reminder, Chapters in “good standing” receive \$20 per SHRM member who recertifies in 2018 and State Councils in “good standing” will receive \$10 per SHRM member. This will be payable early Q2 2019. **FLASH – This program has been extended into 2019!!!** Yes, same criteria – If a SHRM member that has designated a chapter as their primary chapter and recertifies in 2019, that chapter will receive \$20 for that SHRM member. Also, the state where that person’s SHRM address is, will receive \$10 for that person.

Don’t know who your members are that are certified or when they are scheduled to recertify? All Chapters need to do is contact their Member Engagement Associate (MEA) or [SHRM.MemberRelations@shrm.org](mailto:SHRM.MemberRelations@shrm.org) for a Chapter roster. The list will provide name, contact information, SHRM Certification, and date certification is up for renewal. That will help you develop a communication plan to reach out to those individuals that need to recertify before the end of the year in 2019. If a person has any questions about recertification, have them call the SHRM Certification hotline at (703) 535-6360. Example below to help explain re-certification period:

Recertification
25

3 years to recertify!

Example:	Passed the test:	May 2019
	Add three years:	May 2022
	Birth month:	July
	Recertification date:	July 31, 2022

  

Another example:		
	Passed the test:	December 2019
	Add three years:	December 2022
	Birth month:	November
	Recertification date:	November 30, 2023


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- **SHRM Affiliate Program for Excellence (SHAPE) 2019 Workbooks Available** - Use the [Chapter SHAPE workbook](#) to help guide your planning for 2019. The SHAPE year-end report is a checklist of 12 items in two parts. Completing all items in Section 1 is required of all chapters to remain in "good standing." Section 2 is optional however, all items in Section 1 and Section 2 must be completed to qualify for an [Excel Award](#) and later, a Pinnacle Award.

- **Complete the SHRM Volunteer Feedback Form** - Your feedback on your experience as a volunteer leader is essential to SHRM creating resources that best suit your needs at the chapter level. That's why we created a feedback form found at [shrm.org/volunteer-feedback](https://shrm.org/volunteer-feedback). Take a few moments out of your day to complete this survey that will help inform our work to support our joint mission. [Complete the survey.](#)

Cheers,

[Nicole.Hall@shrm.org](mailto:Nicole.Hall@shrm.org) , Member Engagement Associate 1-703-535-6324 (North Dakota)

Kim Weaver [Kimberly.Weaver@shrm.org](mailto:Kimberly.Weaver@shrm.org), Member Engagement Associate 1-703-535-6316 (AK, ID, MT, OR, Pacific Council: Guam & CNMI, WA, WY)

Dianna Gould, SHRM-SCP, CAE, [Dianna.Gould@SHRM.org](mailto:Dianna.Gould@SHRM.org), PW Field Services Director, 1-703-535-6267