



HR CONNECTION

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

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August 2023

THE PRESIDENT'S POST

ELEVATE HR: ACTIVATING THE SUPERHERO IN YOU



As your Chapter President, I am thrilled to be leading such a dynamic and engaged group of HR professionals. We all must continue to stay up-to-date on the latest industry trends and best practices to ensure that we are providing the highest level of service to our organizations and employees. One of the best ways to stay informed and engaged is by being an active member of our Montgomery SHRM chapter.

In today's dynamic business environment, HR professionals face an ever-changing landscape of laws, regulations, and best practices. By keeping ourselves informed and up-to-date on the latest developments, we can better support our organizations and employees. Moreover, active participation in our chapter's events, meetings, and volunteer opportunities can help us build stronger relationships with our peers, develop new skills, and gain valuable experience. By attending our monthly meetings and events, you have the opportunity to network with other HR professionals, share ideas and experiences, and learn from expert speakers in our field.

In addition to attending events, I strongly encourage you to consider becoming more involved with our chapter's board. Serving on the board is a fantastic way to give back to our community, develop leadership skills, and have a direct impact on the growth and success of our Montgomery SHRM chapter.

Our chapter has seen tremendous growth this year, and I am confident that together we can continue to build on this momentum. By staying engaged and involved, we can ensure that Montgomery SHRM remains a valuable resource for HR professionals in our community for years to come.

I'm very excited about our speaker for the August meeting. As we continue to strive for a more equitable workplace, learning about the mission of our state for DEI is an important part of our continued growth. We're thrilled to have Stacie Robinson, Director of the Alabama Office of Minority Affairs, present to our chapter. Please be sure to register early for this as I'm sure we have a great turnout for this event.

Thank you for your continued support and participation in our chapter.



SPONSOR

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"Answering the call for diversity in the modern workforce."

ES EXCELSIOR STAFFING

A grid of 15 diverse individuals' portraits, with the Excelsior Staffing logo in the center.



Date: Thursday, August 17, 2023

Topic: DEI

Speaker(s): Stacia Robinson, Director of the Alabama Office of Minority Affairs
Nick Moore, Director of the Governor’s Office of Education/Workforce Transformation (GOEWT)


Time: 11:30am – 1:00pm
Lunch Meeting


Location: Montgomery Country Club (MCC)
3001 Narrow Lane Road
Montgomery, AL 36106




MONTGOMERY COUNTRY CLUB



 CONNECT WITH US



<https://www.facebook.com/shrmmontgomerychapter.chapter>



<http://linkedin.com/in/shrm-montgomery-51125a19>

Save the Date
for the following topics:

September 21, 2023: Leadership and Employee Development

October 19, 2023: A Quiet Space in the Workplace (Health & Wellness)

November 16, 2023: Mental Health: A Pathway to Wellness

Post Card

SPEAKERS:

September: Dr. Khalilah Burton~Bishop State Community College

October: Amy Anderson~Reclamation Center of Alabama, LLC & RCA Foundation

November: Kwatasian Hunt~Department of Finance, Division of Risk Management (DORM)

***Please go to <http://shrmmontgomery.shrm.org> and click the “Meeting and Events” tab to register.

We will be following all CDC and Social Distancing guidelines. There is no cost for All-Inclusive members. The cost for Basic members is \$20 and guest fee is \$35.

Reservations must be made by 12:00pm on Friday, August 11, 2023 by logging into your account on the SHRM Montgomery website. **The number of attendees determines if we will have a buffet or plated meal, so please be mindful of the deadline.** ALL SHRM Montgomery members, guests, and students who register for a meeting/lunch and does not attend/cancel will be subject to a cancellation fee as the Chapter is responsible for the cost of reserved meals. Cancellations should be emailed to SHRMMontgomery0092@gmail.com by 12:00pm on Friday, August 11, 2023.



THE ADVISOR

Stacia Robinson is the Director of the Alabama Office of Minority Affairs (AOMA), a cabinet appointment by Governor Kay Ivey. AOMA is responsible for advising the Governor for policy to advance women & minorities in the areas of economics, health, education, justice & empowerment. She is also the Agency Principal of *BeneChoice Companies, LLC*, a Benefits and Financial Choices Company and the District Manager of Colonial

Life Insurance Company. She helps businesses and organizations design benefits programs and cost savings strategies to boost employee loyalty and retention. Her business involvement includes Employee Benefits Design & Administration, Advertising Consulting, and Professional Speaking. She is a contributing author to the New York Times and Wall Street Journal Bestseller, *Masters of Networking*. Stacia enjoys public speaking and fine-tuned her skills through her involvement in Toastmasters International, a communications and leadership organization. She holds the title of "Distinguished Toastmaster," one of the highest levels of achievement.

Stacia is actively involved as a director on the boards of Renasant Bank, Montgomery Area Chamber of Commerce, National Federation of Independent Business (NFIB) & Industrial Development Board of The City of Montgomery. Stacia is the founding chair of the board of the Fortitude Foundation for the Montgomery Alumnae Chapter of Delta Sigma Theta Sorority, Inc. In the Montgomery Area Chamber of Commerce, Stacia was elected to be on the Board of Directors as the first African American female. Stacia is committed to doing her part in the community served as a commissioner on the Commission for the 15th Judicial Court Pre-Trial Diversion Program. Her other community involvement includes boards and participation on the Habitat for Humanity Board, Montgomery Rotary Club (past President) and Central Alabama Community Foundation (past Board Chair). She is an alumna of Leadership Alabama Class 11 (Montgomery Regional Council Co-Chair) and Leadership Montgomery Class 14.

Stacia is a native of Denver, CO. She attended Spelman College in Atlanta, GA. She received a B.S. in Mathematics and spent seven years in the Air Force as a communications-computer officer. She completed a M.S. in Counseling and Human Development at Troy University in Montgomery. She separated from the Air Force Standard Systems Center, at the rank of Captain, in Montgomery in April 1991 and began her marketing business.

Stacia is married to Toy Robinson, a native Montgomerian and graduate of the Georgia Institute of Technology. Toy is Chief Engineer in Civil Service at the Business Enterprise Systems, Maxwell AFB-Gunter Annex. They have two adult children, Maurice, and Jaylin.



THE ADVISOR

Nick Moore serves as the director of the Governor's Office of Education and Workforce Transformation (GOEWT) under the leadership of Alabama Governor Kay Ivey. Moore is focused on aligning Alabama's education and workforce programs, implementing Alabama's state longitudinal database system, establishing Alabama's non-degree credential quality and transparency system, and curating a competency-based education and skills-based hiring system in Alabama. Under Nick's leadership, the GOEWT is working to establish a learning and employment record, a skills-based job description generator, and a human-centered public workforce system designed to assist

Alabamians with overcoming benefits cliffs and other barriers to entering the workforce.

Moore is a native of Enterprise, Alabama. He served as a Teach for America corps member in Lowndes County, Alabama where he had the privilege of teaching secondary social studies, government, and economics at Central High School. After completing his tenure in Lowndes County, Nick received a Teach for America Capitol Hill Fellowship. During and after his fellowship, he covered education, health care, and workforce development in the Office of Representative Martha Roby (AL-02). Nick later served as Senator Luther Strange's Legislative Assistant for healthcare, education, and labor. Nick and his wife, Emily, live in Montgomery, Alabama.



Tiffany Thorton-Andrews

How did you end up in HR?

I was hired as a part-time administrative assistant with minimum exposure to HR. Due to my experience, my responsibilities of bookkeeping and administrative work quickly expanded to employee communication and later led to taking on small HR tasks. When the opportunity was presented, it was then that I took a leap of faith and decided to leave a job where I had been employed for over 15 years. And here I am.

What drives you to work so hard in the HR Field?

Being an HR Professional allows me to express my passion for people and gives me the opportunity to ensure that they are treated fairly and with respect.

Tell us about yourself

I am a native of Union Springs, Alabama. I am happily married to my husband, Willie Andrews Jr. My hobbies include praise dancing, traveling and spending time with family and friends. I am currently HR Manager at PMTS, Inc., where I have been employed for 5 years. I describe myself as being very detail oriented, a great listener and a well-organized team player.

Why are you a member of SHRM?

I became a SHRM Montgomery member to gain the opportunity to build relationships and develop professionally in the HR Field.



ALSHRM CAPITAL HILL VISIT

Wednesday July 18th

Reported by Mike Polis: (Immediate Past ALSHRM Director & MSHRM Government Affairs Director).

As SHRM marks its 75th anniversary, the organization is looking towards its centennial year by advancing policy recommendations that will make the world of work better.

My visit to Washington last week covered three SHRM Policy Pillars: Workforce Development, Workplace Immigration, and Workplace Leave.

I could not wait to walk the halls of the House and Senate and explain the issues and consequences of certain actions to our State Representatives and Senators.

Workforce Development:

The Workforce Innovation and Opportunities Act (WIOA). This Bill equips individuals with valuable skills they need to become gainfully employed, improve their quality of life, grow the U.S. pool of skilled talent, and increase the earning potential of the U.S. workforce. The House Education and Workforce Committee is working on legislation including WIOA to enhance apprenticeships and short-term Pell grants. Discussions are happening in the Senate to modernize and strengthen the national apprenticeship system, and there's bipartisan interest in workforce Pell.

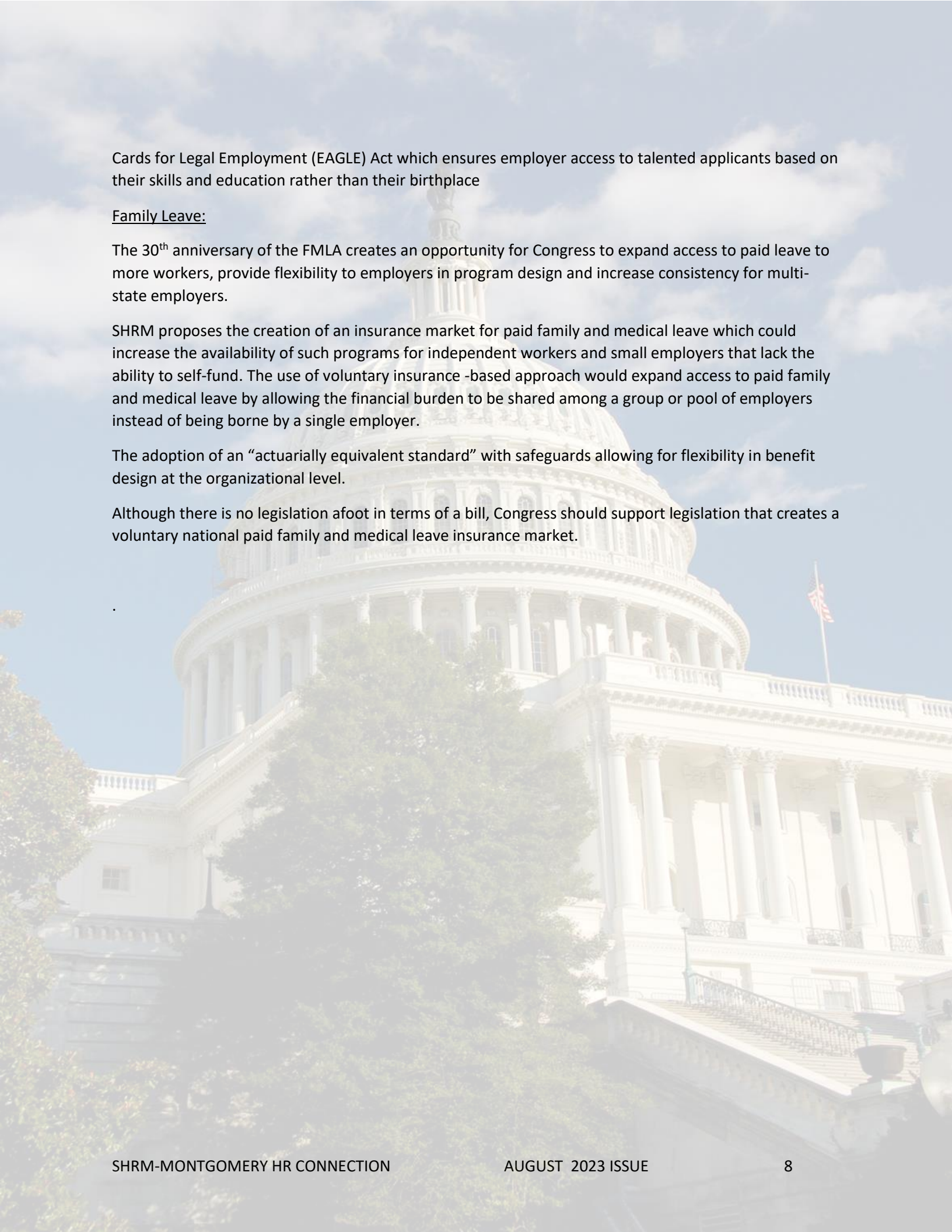
SHRM urges Congress to reach bipartisan agreement on WIOA, apprenticeships, and short-term Pell grants. SHRM and its members see firsthand the challenge of filling jobs in today's labor market, which is why HR is leading the way to provide resources on strategies to build strong talent pipelines, creating opportunities and guarantee participants to be considered for hiring at the end of a successful completion of an apprenticeship. In addition, short-term Pell would give access to funding short-term apprenticeships which have been proven to benefit employers and workers.

Workplace Immigration:

The Immigration and Nationality Act (INA) is in dire need of updating as the entire culture of work has shifted since the last significant amendment 30 years ago. The workplace immigration system should not continue to hinder the ability of U.S. workplaces to remain competitive and thrive in a global world.

The issue at hand is competitive companies consider the immigration system as an avenue to hire for hard-to-fill positions such as recruiting software programmers (H1-B Visa's) or supplement their operations with a temporary or seasonal workforce (H2-A/B Visa's).

SHRM believes U.S. employers are losing out on talent because of its immigration system. Policymakers must advance commonsense solutions that remove U.S. barriers for U.S. companies to access educated, and legally authorized workers. SHRM is calling for the reintroduction of the Equal Access to Green Paid



Cards for Legal Employment (EAGLE) Act which ensures employer access to talented applicants based on their skills and education rather than their birthplace

Family Leave:

The 30th anniversary of the FMLA creates an opportunity for Congress to expand access to paid leave to more workers, provide flexibility to employers in program design and increase consistency for multi-state employers.

SHRM proposes the creation of an insurance market for paid family and medical leave which could increase the availability of such programs for independent workers and small employers that lack the ability to self-fund. The use of voluntary insurance -based approach would expand access to paid family and medical leave by allowing the financial burden to be shared among a group or pool of employers instead of being borne by a single employer.

The adoption of an “actuarially equivalent standard” with safeguards allowing for flexibility in benefit design at the organizational level.

Although there is no legislation afoot in terms of a bill, Congress should support legislation that creates a voluntary national paid family and medical leave insurance market.



SHRM-GRAPEVINE: RECRUIT NEW MEMBERS

Encourage current and future HR professionals to join our Chapter. SHRM Montgomery offers opportunities to meet their peers, to exchange ideas and discuss problems through monthly meetings, occasional seminars, legal updates and website information.

We welcome them to use our site as a resource and encourage them to check back frequently for updated information. We also encourage their involvement and suggestions about all of our activities and events.

We look forward to seeing them at an upcoming meeting or event.

THE FORUM

For **HOT TOPICS**, please visit the “BLOG” section of our website. This is a place where you can ask questions and get feedback from our members about hot topics, situations, and/or problems you are experiencing.

HR PROFESSIONALS

Check out the latest edition of the HR Professionals Magazine on our website by following the link below:

<https://shrmmontgomery.shrm.org/news>



For more information, or to enlighten us in the following areas with your thoughts and recommendation(s); please contact...

Quote/Pun Intended/Newsletter Ideas: **Tawanna Bedgood** at tawanna.bedgood@abc.alabama.gov

Workforce Readiness: **Robin Ricks** at robin@manufacturealabama.org

Speaker(s): **Janet Chappell** at janetchappell@live.com

Sponsorship(s): **Janet Chappell** at janetchappell@live.com **OR**
Cierra Belser at careercoachalabama@gmail.com

✚ Effective May 2023, a monthly meeting lunch fee will be required if 2023 membership dues have not been paid.



“There are two things people want more than money:
recognition and praise.”

~Mary Kay



MAKING WAVES



SUSAN STORY

NEW MEMBER ENGAGEMENT:

**MID-YEAR MEMBERSHIP DRIVE
July to September**

PUT SOME \$ IN YOUR POCKET!



Your name will be entered into a drawing for \$150 for every new or reactivated member who joins SHRM Montgomery.

(Referring member's name must be listed on the new membership application for credit)

**The more people you refer that join,
the higher your chances of winning!**

Drawing to take place at the October meeting!

Hello SHRM Montgomery Members,

I am Robin Ricks, and I serve as your workforce readiness representative on the SHRM Montgomery Board.

I understand that there are a multitude of organizations that support workforce development and workforce readiness in our area, and through this area of our newsletter we hope to simplify finding and accessing some of those resources.

Here you will see pictured a menu of programs that you can access at little to no cost to your organization. In this issue, I would like to introduce you to Central AlabamaWorks! The team at Central AlabamaWorks! are here to support workforce efforts of business and industry in the 13 counties that make up central Alabama, including Montgomery.

We will return with additional information in future monthly issues, and please feel free to reach out to me if you have questions in the meantime.

Wishing you a Happy and Fully Staffed Year!

Robin Ricks

robin@manufacturealabama.org

Workforce Menu

Train your Own

NEW EMPLOYEES

- Work Based Learning
- On the Job Training
- Alabama Workforce Stabilization Program

EXISTING EMPLOYEES

- Leadership Training
- Alabama Workforce Stabilization Program
- Existing Industry Training Program
- Incumbent Worker Training Program

Grow your Own

COMMUNITY COLLEGES

- FAME (Federation for Advanced Manufacturing Education)
- Apprenticeship
- Work Based Learning
- Ready To Work
- Adult Education

K-12

- Career Discovery
- Career Tech Programs
- Tours (virtual/in-person)
- Work Based Learning
- Mock Interviews
- Ready To Work
- Signing Days

CENTRAL ALABAMA WORKS!

A la carte

For more information, contact Gindi Prutzman.
gprutzman@centralalabamaworks.com / 334-300-8592



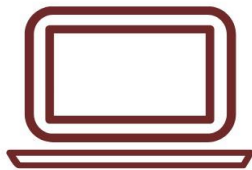
To register, please click the following link:

[SHRM24 Annual Conference - World's Largest HR Convention](#)

We would like to express our appreciation to our outstanding sponsor(s) for the immeasurable display of generosity towards us. It is our hope that this partnership progresses to even greater endeavors.

BECOME A SPONSOR! GET YOUR BUSINESS AND SERVICES NOTICED!

SHRM MONTGOMERY



WHY SHOULD I BE A SHRM MONTGOMERY SPONSOR?

SHRM Montgomery's Mission is to provide networking opportunities, foster closer cooperation, and facilitate the exchange of information and ideas between human resource(HR) professionals. This means that as a sponsor, your business will have the opportunity to promote and share your product with over 100 HR professionals and partners across the River Region. Our Platinum, Gold and Silver sponsorships give you the opportunity to connect with the area's top decision makers.

BRANDING

Your business will be branded on social media and highlighted on chapter literature and communication as well as our website to maximize exposure to our members.

MARKETING

Marketing your business has become a challenge during the pandemic. Partnering with SHRM Montgomery will allow you maximum visibility with our members.

PUBLIC RELATIONS

Getting in front of top decision makers is difficult these days. Our sponsorship levels allow you to maximize your exposure to the companies that directly seek your products and services to help them run efficiently.

2023 BOARD MEMBERS



President - Cierra Belser



Treasurer - Barbara Alexander



Membership - Andrea Jordan, SHRM-CP, PHR



Programs Chair - Janet Chappell



Webmaster - Tara McDowell



Newsletter - Tawanna Bedgood



Secretary Co-Chair - Tara Gibson, SHRM-CP, PHR



New Member Engagement - Susan Story, SHRM-SCP



Governmental Affairs/Legislative - Mike Polis



SHRM Foundation - Stefanie Player



Certifications - Thomas Anile, SHRM-SCP



Workforce Readiness - Robin Ricks



College Relations - Jonelle McCollough