



December 2019



SHRM

Montgomery

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

General Membership Meeting



There will not be a SHRM Montgomery meeting for December 2019!

Upcoming Meetings for 2020:

- January 16th, 2020 – Legal Update @ Capital City Club
- February 13th, 2020 – State Workforce Initiatives @ MAX Credit Union
- March 12th, 2020 – Harassment Prevention Workshop with a Focus on Diversity and Inclusion @ Capital City Club
- April 16th, 2020 – HR Recruitment Strategy @ TBD

Your SHRM Montgomery Board will be drawing for a free registration for the ALSHRM 2020 State Conference to be held on May 11-12, 2020 in Birmingham, Alabama. If you are a SHRM Montgomery member (in good standing) that is interested in attending the ALSHRM State conference, you should bring your business card to the January meeting to be entered into the drawing. You must be present to win. This is for conference registration only.

Don't forget to renew your SHRM national membership using the code "STATE20" before 12/31/19. This will get you a \$20 discount, and it will secure the 2019 rate for your SHRM national membership (\$189). The SHRM national rate will be going up in 2020. Make sure to designate SHRM Montgomery as your local chapter.



Cooperative Education

Cooperative education, or “co-op,” is a unique partnership among employers, students and the university that combines classroom studies with professional work experience. Co-op positions are typically paid experiences in which students work for a minimum of two semesters on either the alternating or parallel work schedule. Co-op positions must be directly related to a student’s major.

Internships

An internship is generally a single semester work experience (paid or unpaid) that offers students an opportunity to engage in further career exploration. Internships for academic credit must be directly related to a student’s major.

Job-Shadowing

In a job-shadowing situation, students observe professionals on the job, ask questions and gain a better understanding of a career. The intent of these informal relationships is to offer students a glimpse at a typical workday within a career.

Mentoring

Mentoring serves to supplement student knowledge through one-on-one interactions with professionals in the field. Mentors are encouraged to advise, inform, clarify and empower students to achieve their educational and professional goals. Through mentoring, students gain firsthand knowledge of the trends, realities and expectations of their chosen career field.

To express an interest in one of the experiential opportunities, please complete the application request below. For more information contact the Office of Student Engagement and Success at 334-244-3398 or BusinessSuccessCenter@aum.edu<mailto:BusinessSuccessCenter@aum.edu>.

<https://www.jotform.com/OSES/positionapplication>

***** Upcoming 3-Day SHRM Test Prep Bootcamp*****

January 27th – 29th, 2020 at the AUM Center for Lifelong Learning, room 219
The cost would be \$1034 with SHRM member discount & early bird fee.



ALSHRM Legislative Symposium

February 27, 2020

Alabama Department of Archives and History

624 Washington AVE Montgomery,

Alabama 36104

Agenda Includes:

Wednesday February 26th at 5:00 - 6:30pm Meet 'n Greet Reception with Lawmakers

Thursday February 27th at 7:30 a.m. Breakfast

Federal Washington Update from National SHRM Government Affairs

Matt Stiles – State Employment Law Update

State House and/or Senate Session

Q&A with Lawmakers

Lunch will be provided also!

Cost: \$89.00 Early Bird Registration. Registration will start November 1st.

\$99.00 after December 31st. <https://2020alshrmlegislative.eventbrite.com>

New Program Announced by SHRM!

Getting Talent Back to Work Better Workplaces Include Second Chances

Each year, nearly 700,000 men and women are released from prison and re-enter society. A year after release, 75 percent of them will remain unemployed.

Congress did its part to help them get back to work with the *FIRST STEP Act*. HR professionals are stepping up to do theirs.



HR DOING ITS PART

SHRM, in partnership with Charles Koch Institute, launched the Getting Talent Back to Work initiative and toolkit.



BUSINESS TAKING THE PLEDGE

SHRM is asking employers to commit to giving opportunities to qualified people who paid their debt to society.



TOOLS TO ENCOURAGE EMPLOYMENT

SHRM created a toolkit to help HR pros get qualified talent back to work.



EVERYBODY WINS

Employers gain valuable employees, deserving people turn their lives around and communities prosper.

Good for the Economy

Nearly \$87 billion in GDP is lost each year by excluding formerly incarcerated people from the workforce.

Good for Business

A majority of managers confirm that hiring the formerly incarcerated is cost effective – and 80% say they make valuable employees once hired.

Good for Communities

Studies show the single most important predictor in recidivism is joblessness.

People who have paid their debt to society, who want to work and who are qualified for the job should not be re-sentenced to joblessness.

– Johnny C. Taylor, Jr., SHRM-SCP,
President and CEO of SHRM



#WeAreWork

Take the pledge and learn more at www.GettingTalentBackToWork.org.



SHRM Recertification Counselor Hotline

Certificants with Recertification Questions?

Refer them to the “**Recertification Counselor Hotline**”



(703) 535-6360

8:30 a.m. – 5:00 p.m. ET
7:30 a.m. – 4:00 p.m. CT



SHRM Foundation



At our next meeting you can purchase tickets for our SHRM Foundation giveaway. Please help the future of HR with your purchase and have the opportunity to win an amazing prize.

Reminder

Don't forget to renew your SHRM Montgomery membership!

Visit <https://shrmontgomery.shrm.org/membership-dues-and-payment-options> to submit your 2020 membership dues.

2019 SHRM Montgomery Board Members

President	Dee Cook, SHRM-CP, PHR
President Elect	Paula Barlow, SHRM-CP, PHR
Membership	Andrea Jordan, SHRM-CP, PHR
Treasurer	Larissa Southey, SHRM-CP
Programs	Cierra Belser
Secretary	Tara Gibson, SHRM-CP, PHR
Webmaster	Tara McDowell
Newsletter	Thomas Anile, SHRM-CP
SHRM Foundation	Pam Chut, SHRM-SCP, SPHR
Certifications	Stephanie Fulmer, SHRM-CP, PHR
College Relations	Logan Dudley, SHRM-CP, aPHR
Workforce Readiness	Ken German, SHRM-SCP
Legislative	Carla Copeland, SHRM-CP, PHR

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Core Leadership Areas:

Governmental Affairs	Carla Copeland, SHRM-CP, PHR
SHRM Foundation	Fereisie King, PHR
Certifications	Stephanie Fulmer, SHRM-CP, PHR
Workforce Readiness	Robin Ricks
College Relations	Logan Dudley, SHRM-CP, PHR