



February 2020



# SHRM Montgomery

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

## General Membership Meeting

**Date:** Thursday, February 13<sup>th</sup>, 2020  
**Topic:** **State Workforce Initiatives**  
**Speaker:** **Sarah Mills**  
Alabama Department of Commerce

**Sponsor:** **Manufacture Alabama**

**Time:** Lunch Meeting  
11:30 AM

**Location:** MAX Credit Union  
Auditorium  
400 Eastdale Circle  
Montgomery, AL 36117



### Please Welcome New Members:

- Tian Ingram
- Andrea Love
- Michelle Miller
- Sandra Orum
- Ashley Spiegner

### Upcoming Meetings:

- 3/12/2020 – Harassment Prevention Workshop
- 4/16/2020 – HR Recruitment Strategy

**Please make sure you sign up for meetings in advance. We cannot guarantee meals for those who are not registered for the meetings.**

★ NOTE: All registration should be submitted 2 business days prior to the meeting.

### Meeting Guidelines Checklist:

Please go to <http://shrmontgomery.shrm.org> and click the "Meeting Reservation Link."

All members, guests, and students must go to the website to make a reservation in order to attend the meeting. Cancellations should be sent to [shrmontgomery0092@gmail.com](mailto:shrmontgomery0092@gmail.com) at a minimum of 1 business day before the scheduled meeting. If you send notification within the cancellation time, we will apply the money to your next meeting; otherwise, you will lose your payment (it will be applied to the food that was ordered).

Basic Members (excluding all-inclusive members) - \$15

Guests - \$20

# Speaker's Biography



## **Sarah Mills**

**Regional Workforce Council Liaison to Central AlabamaWorks!  
Alabama Department of Commerce**

Combining her business and communications experience with her passion for workforce development Sarah Mills serves as a Regional Workforce Council Liaison with the Alabama Department of Commerce. Sarah connects business and industry with state, regional and local resources to address current and projected workforce development and training needs. Tasked with proactively addressing workforce challenges she works daily with Alabama Career Centers, chambers of commerce, economic developers, educators and elected officials to identify workforce issues and develop policies, procedures and programs to address these challenges and offer guidance for funding opportunities.

Sarah joined the Alabama Department of Commerce in 2017 bringing analytical experience and problem solving skills to help build a pipeline of workers that meets the demands of the state of Alabama. She holds a Bachelor of Science in Business Administration from Auburn University Montgomery and resides in the River Region of Central Alabama.



## Proud Past - Bright Future

**Manufacture Alabama** is the only trade association in the state dedicated exclusively to the competitive, legislative, regulatory and operational interests and needs of manufacturers and their partner industries and businesses.

- **MA's Mission:** To create a business and political climate that promotes a positive, competitive environment and enhances the opportunity for growth of Alabama manufacturers.
- **MA's Vision:** To make Alabama the best business and political location in the U.S. for manufacturers.

MA represents hundreds of companies – from the most recognized international corporations to small, family-owned operations – that share common interests and face similar competitive challenges. Each one is vital component of Alabama's economy and job base.

Manufacture Alabama provides several services key to vibrant manufacturing operations, including:

- Environmental, safety, human resources compliance
- Government and regulatory representation
- Workforce development strategies
- Transportation and infrastructure initiatives
- Industry promotion
- Tax, energy and other policy support

# SHRM Montgomery Legislative Update



If you watched the State of the Union Address, you know that there are several employment-related topics at the forefront of this administration for the year. President Trump addressed the following:

1. Extending Paid Family Leave beyond federal employees as a nationwide policy. This would extend the opportunity to assist in parental leave.
2. Another topic addressed is trade policies that affect manufacturing and agricultural jobs increasing in the United States. Coupled in with the trade policies are labor policies for visas to retaining talent and encourage legal entry.
3. The third topic addressed is helping the formerly incarcerated re-enter society and the workplace. The First Step Act will assist non-violent offenders become productive citizens.
4. Concerning health care, Trump is calling for lower prescription drug costs, as well as ensuring health care for pre-existing conditions.

Stay tuned; the year should hold increased discussion and legislation on these topics.



**#ALSHRM20**

The 2 Day Conference Provides:

- Relevant Content for Today's HR Needs
- Vendor Solutions
- Fun & Engaging Networking Opportunities

*Content is being submitted for 12.5 recertification credits for SHRM & HRCI*

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**Register here:** <https://www.eventbrite.com/e/2020-alshrm-state-conference-exposition-registration-84602886511>



# ALSHRM Legislative Symposium

February 27, 2020

Alabama Department of Archives and History

Alabama Department of Archives and History

Wednesday February 26<sup>th</sup>

**SOLD OUT**

Reception with Lawmakers

Federal

ent Affairs

Q&A with Lawmakers

Lunch will be provided also!

Cost: \$89.00 Early Bird Registration. Registration will start November 1<sup>st</sup>.

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



## **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)<<mailto:BusinessSuccessCenter@aum.edu>>.

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

# SHRM Program

## 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](http://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 2019 | Together Forward.

#SHRM 29



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.

## 2020 SHRM Montgomery Board Members

### Board Members:

President	Paula Barlow, SHRM-CP, PHR
Past President	Dee Cook, SHRM-CP, PHR
Treasurer	Larissa Southey, SHRM-CP
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	Tara Gibson, SHRM-CP, PHR

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

**\*Reminder\***

**Don't forget to renew your SHRM Montgomery membership at**

<https://shrmontgomery.shrm.org/membership-dues-and-payment-options>