



February  
2014  
**Twin Tiers  
HR Times**

<b>HRATT Current members:</b>	<b>70</b>
<b>SHRM members:</b>	<b>46 (66%)</b>
<b>Certified members:</b>	<b>15 (21%)</b>

### **The President's Corner**

Hello Everyone,

As the new President of the Human Resources Association of the Twin Tiers, I welcome you to 2014 and ask for your support and encouragement as we embark on an exciting year of learning, growing and developing as HR professionals. Our board is working diligently to provide you with valuable educational opportunities that will be held at monthly meetings throughout the year. We also want to provide you with a chance to network with one another and establish connections that will grow beyond the Association to form partnerships and/or sounding boards, resources and/or job leads. We are committed to offering these opportunities ten months out of the year and serving you, our membership, with all of your human resource needs. Please join us for our February meeting and hear more about the benefits of membership and get an update on the state of our chapter.

In the meantime, if you have any comments, suggestions, questions, or ideas: please feel free to contact any board member. The contact information for each board member is listed on the last page of this newsletter. We welcome your input and feedback and look forward to serving you and making this an exciting year. Remember, we all may be at different stages of our career, or in different positions of responsibility, but we all have valuable insight into the needs of our businesses, our employees, and the future of the American workforce. Together we can collaborate, motivate, participate, and create a Human Resources Chapter that exceeds our expectations and challenges us all to advance the profession.

Respectfully,

Jenine J. Cleary, SPHR

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February 2014

## SHRM Foundation News Update - 2013 One Millionth Dollar Donor

Congratulations to the Garden State Council-SHRM! Their contribution was the one that put the SHRM Foundation over the \$1 million mark in its 2013 annual fundraising campaign, and we are pleased to recognize them as our 2013 One Millionth Dollar Donor!

Under the leadership of State Director, Laraine Knauss, SPHR and Immediate Past Director, Jerry Dropcho, SPHR, the Garden State Council supports the eleven SHRM chapters in New Jersey. Founded in 1987, its rich history laid the foundation for its evolution into an influential voice of the human resource profession in New Jersey.

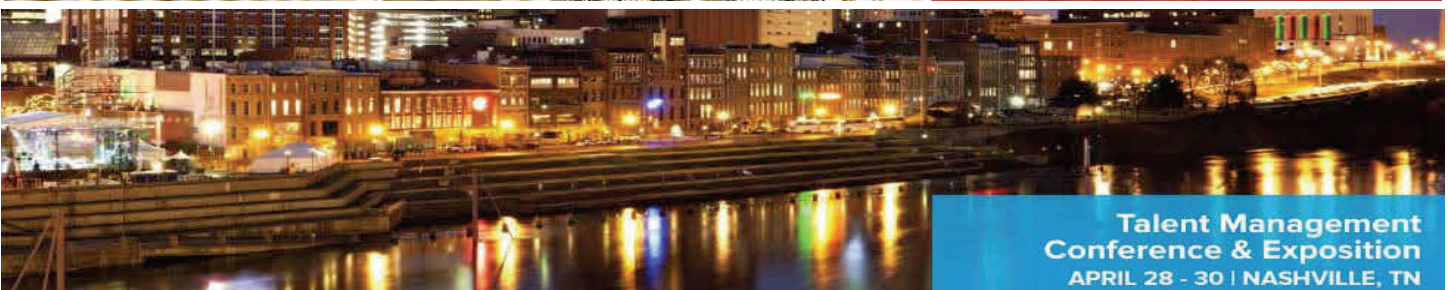
Foundation Chair, Ed Dougherty, SPHR told us “the Garden State Council – SHRM has long been an avid supporter of the SHRM Foundation and its valuable work.” Since 1998, they have donated more than \$60,000 to fund SHRM Foundation scholarships, research and educational resources. In fact, GSC-SHRM is consistently ranked in the top 10% of donor State Councils each year.

How do they raise money for the SHRM Foundation? Ed says “the Foundation is actively promoted at all Council events, including the annual GSC – SHRM Conference & Expo held each year in October.”

State director Laraine Knauss adds “The SHRM Foundation will continue to be an important part of our focus as a Council and is supported by our eleven chapters throughout the state. Congratulations on reaching the ambitious \$1,000,000 goal! We are pleased to have played a role in that accomplishment.”



**Employment Law & Legislative  
Conference**  
MARCH 17 - 19 | WASHINGTON, DC



**Talent Management  
Conference & Exposition**  
APRIL 28 - 30 | NASHVILLE, TN

# Diversity Wheel

*By Joanne Conley-Pease, Diversity Chair*

**Diversity** deals with the qualities, experiences and work styles that make individuals unique—age, race, religion, disabilities, ethnicity, etc.—as well as how organizations can leverage those qualities in support of business objectives. It also includes matters that focus on diversity-related careers, communications, legal and regulatory issues, technology, metrics and outsourcing, as well as effective diversity practices. There is a relationship to federal, state and local equal [employment opportunity](#) laws, but it is more than just the legal aspects.

The Diversity Wheel is a good starting point when discussing the topic of diversity. Each newsletter I will focus on another aspect of the Diversity Wheel. The center of the wheel represents internal dimensions that are usually most permanent or visible. The outside of the wheel represents dimensions that are acquired and change over the course of a lifetime. The combinations of all of these dimensions influence our values, beliefs, behaviors, experiences and expectations and make us all unique as individuals.



# **Tips on Retaining Top (Young) Employees**

## **How Can Your Organizations Retain Top (Young) Employees**

**Submitted by Dan Mori-Program Chair**

Companies are finding out that it's tougher to keep employees, especially younger millennials, than business leaders had previously thought. A closer look into the dynamics of the modern workplace and the mindset of the average young professional reveals some surprising statistics and trends that are likely to concern hiring managers, supervisors and others responsible for keeping a business fully staffed.

### **It's Not all About Money**

Of course, many people leave jobs because they feel they are not paid enough. But this isn't everything that experts in today's job market are talking about when they discuss the reasons why young people move from one job to another.

Researchers who look at the job habits of today's career professionals see that the vast majority of them are preparing for possible changes, for example, updating resumes and scanning the horizon for new opportunities, even after just a short time on the job, and that many keep on surreptitiously researching until they find another job elsewhere. Studies have found that many of these workers stay less than three years on the job before moving on to greener pastures.

What experts are finding is that, in many cases, young workers are looking for more than just money – they're looking for a place where they can train and develop their skills, a place where they feel valued, and a place where they feel like they are working toward big goals.

### **Retaining Young Workers**

Looking at all the data coming out of the current job market, proactive managers are realizing that mentoring and coaching younger workers is a good way to keep them with the company.

Companies that invest resources in helping employees to develop their professional skills and making them feel like part of the bigger picture are keeping more of their staff and reducing turnover as slowly decreasing unemployment numbers, and a new generation of workers, adds up to a lot of volatility in the job market.

Tackling the problem of turnover often starts with making sure that not all levels of staff are receiving adequate support from those above them. Then there's the core idea of motivating employees, which is often a win-win situation: pushing employees to develop their skills helps make them more productive, but it also keeps them in the fold when they feel like they are utilizing the resources the company provides, and that they're getting something in their current role that they wouldn't get somewhere else.

Another thing that a company can do is look at exit interviews. By analyzing the feedback that they get from departing workers, hiring managers and HR people can take steps to lower the rate of turnover over time, and gradually improve the business model to retain more talent.

<http://www.inc.com/the-build-network/how-to-keep-your-young-talented-employees-from-leaving.html>

## 2014 HRATT Officers

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Association of the Twin Tiers

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## The Association

VISIT US ON THE WEB:  
WWW.HRATT.ORG

The Human Resources Association of the Twin Tiers (HRATT) is an organization for human resource professionals from the private and public sectors who daily deal with personnel matters, wage and salary administration, labor relations and other aspects of human resource management.

HRATT serves the Twin Tiers including the counties of Chemung, Steuben and Schuyler in New York, and Bradford and Tioga counties in Pennsylvania.

HRATT meets on the 2nd Thursday of the month in the Elmira-Corning area. Meetings usually alternate between breakfast and lunch unless otherwise indicated, except July and August. On the months where a holiday is involved in the week, we move the meeting to the 3rd Thursday of the month.

### Goals

1. Provide the members a means for exchange of information on area HR practices & challenges.
2. Further members' professional development and education.
3. Develop & publish a survey of wage/salary & HR practices in the area.
4. Enhance the area's labor relations image.

### Benefits of HRATT Membership

- Monthly meetings dealing with local and national HR issues.
- Professional speakers covering current HR topics.
- HRATT Membership Directory.
- Networking with local HR professionals.
- Opportunities for professional and personal growth

