



February
2017
Twin Tiers
HR Times

President's Report

2017
HRATT
Current
members: 95

SHRM
members: 51
(54%)

Certified
members: 23
(24%)



Hello Everyone! I am pleased to say that we are off to a great start for 2017 and I am again excited to continue as a leader of HRATT with our dynamic team.

We have a full calendar of events planned for 2017 and have utilized your feedback in our surveys to provide speakers and presentations on topics which you expressed the most interest. Our board is mostly full (with the exception of our departing Membership Chair, Tom Tammaro) and we are pleased to have a great cross section of various industries and talents creating our board. With six new active board members, we look for opportunities to grow as a chapter; to collaborate with surrounding chapters as we provide a full day conference on October 12, 2017; to communicate information about certification preparation courses (via Elmira College); and hope that you'll network with other business professionals to utilize their experiences and talents as a resource.

We, as a board, met on February 6 to review our initiatives for 2017. In order to achieve platinum status as a local SHRM chapter, we need to accomplish five initiatives. We have chosen the following actions:

-Membership – increasing membership by 5% as well as increasing active participation by members. Please consider this opportunity to reach out to other business partners or HR professionals about joining HRATT. We encourage bringing a guest so they may see what a warm and dynamic group we really are! We also hope that you'll try to attend as many meetings as possible.

-College Relations – we continue to work closely with Mansfield and hope to start a student chapter. We also have the ability to work with Elmira College and Elmira Business Institute in developing their interest in HR careers.

-Workforce Readiness – we agreed to continue to work closely with the Career Development Council participating in mock interviews and business panels. We would encourage you to consider being part of this effort. Sue Pawlak has provided some upcoming dates in this newsletter for you to participate.

-Diversity and Inclusion - last year we were able to assist a women's shelter in Steuben County by providing a donation of clothing and a speaker was able to provide us with information about their program. We are considering assisting veterans this year as we have discussed this option numerous times. We will be reaching out to the Bath VA to discuss opportunities and look forward to assisting veterans as they transition to the civilian workforce.

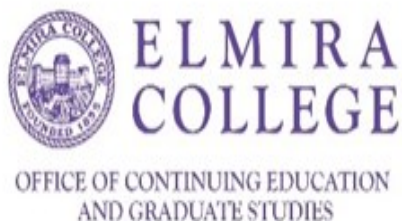
-Conference – we are so excited to reintroduce the ability to learn and network regarding human resource topics that affect us each day. The full day conference will take place on Thursday, October 12 at Corning Community College. This effort is being led by Jenine Cleary and we are meeting on a regular basis to bring together a great event for our community.

We look to you, our members, to be part of our organization as an active member by attending events, referring potential members and sponsors, responding to surveys, being engaged in presentations, and most importantly – providing feedback to our board on how we may be a better local SHRM chapter. Please feel free to reach out to any board member listed in this newsletter.

May you continue to prosper and grow...

Sharon L. Swartz, PHR SHRM-CP
HRATT President

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2017 SHRM Foundation Scholarship Information and Spring 2017 Certification Exam Prep Course

2017 SHRM Foundation Scholarship Information:

Happy New Year HRATT! Every year the SHRM Foundation offers scholarships to SHRM members and student members, that meet certain criteria. The time to apply for these scholarships is approaching, with applications opening in February 2017. Each application and requirements will vary; generally, requires the applicant to answer questions, send a resume and at least one letter of recommendation. Below is a list of upcoming scholarships offered by the SHRM Foundation.

SHRM Foundation Certification Scholarships: Two-hundred scholarships will be awarded for members pursuing SHRM certification

SHRM Talent Management Conference & Exposition: Two scholarships will be awarded for this event.

SHRM Annual Conference & Exposition: Eight scholarships will be awarded to attend this event.

SHRM Seminars: Twenty scholarships will be awarded to a SHRM member to attend SHRM seminars.

SHRM Diversity and Inclusion Conference: Three scholarships will be awarded to attend this premier conference.

SHRM Foundation Give50 Academic Scholarship: New this year, a \$10,000 award was created in honor of the SHRM Foundation's 50th anniversary.


SHRM Foundation Undergraduate Scholarships: Twenty-one scholarships will be awarded to both students and professionals pursuing an undergraduate degree in HR-related fields.

SHRM Foundation Graduate Scholarships: Twenty-two scholarships will be awarded to both students and professionals pursuing a master's or doctorate degree in HR-related fields.

For a full list of scholarships and application requirements, visit the link below: <https://www.shrm.org/about/foundation/scholarships/pages/default.aspx>

I have been fortunate to receive both the certification scholarship and the graduate school scholarship. I highly recommend applying for any of the scholarships that you are interested in and qualified to receive. I am happy to assist or answer any questions related to the SHRM Foundation Scholarships or application process. Good luck!

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DEFINE YOURSELF AS AN HR LEADER WITH SHRM CERTIFICATION

Ensure you're prepared with the Elmira College Office of Continuing Education and Graduate Studies' SHRM Certified Professional Exam Prep Course.

Registration Deadline: February 24

Next Course Begins March 6!
 Mondays and Wednesdays, March 6 - May 17, 2017
 6:30 - 8:30 p.m. | Elmira College

Visit www.elmira.edu/ce for complete details and registration.



ELMIRA COLLEGE
 CONTINUING EDUCATION
 AND GRADUATE STUDIES



IN PARTNERSHIP WITH
SHRM
 SOCIETY FOR HUMAN
 RESOURCE MANAGEMENT
 2017

Continued from page 2:

Elmira College SHRM Certification Exam Prep Course:

Elmira College in partnership with SHRM is in the process of scheduling a Spring 2017 10-week 36-hour intensive program, which combines expert instruction with the SHRM Learning System for both the SHRM-CP and SHRM-SCP Certification Exam Prep Course. This is a great opportunity to study in a group setting with other local HR Professionals.

Next Course Offering:

Monday and Wednesday's, March 6 – May 17, 2017

6:30PM – 8:30PM

Elmira College Main Campus

Cost: \$1295/\$1195 for SHRM Members

More information can be found on the website:

http://www.elmira.edu/academics/Continuing%20Education/Non-Credit_Programs/SHRM_Certification.html

Or by contacting, Joann Kowalski, Director of Continuing Education, by calling (607)735-1825 or e-mail to jkowalski@elmira.edu.

To register for the upcoming 2017 class:

<https://www.eventbrite.com/e/shrm-certification-exam-prep-course-spring-2017-tickets-22286642949>

-Matthew W. Burr, SPHR, SHRM-SCP
 HRATT President-Elect

See sponsorship opportunities outlined below-

Level	Description	Sponsorship
Platinum	<p>Exclusive sponsorship of our most popular event – the membership recognition luncheon held in December. This sponsorship level entitles you to:</p> <p>Acknowledgement at the start of the meeting by HRATT Board Member.</p> <p>Five (5) minute engagement of membership audience.</p> <p>Distribution of materials to attendees (must be provided and approved in advance by HRATT)</p> <p>Logo recognition in email blasts to membership.</p> <p>A display table available to attendees.</p>	\$500
Gold	<p>A featured sponsor for a monthly meeting will receive:</p> <p>Acknowledgement at the start of the meeting by HRATT Board Member.</p> <p>Five (5) minute engagement of membership audience.</p> <p>Logo recognition in email blasts to membership.</p> <p>A display table available to attendees.</p>	\$300
Silver	<p>Reach more members through newsletter and website sponsorship. This sponsorship level entitles you to:</p> <p>A half page of space in our bi-monthly newsletter for three (3) consecutive publications.</p> <p>Recognition of sponsorship (logo display) with link to sponsor's chosen web portal association website for six (6) months.</p>	\$250
Bronze	<p>Sponsor a monthly meeting to increase exposure of your product or service to our membership. This sponsorship level will entitle you to:</p> <p>Acknowledgement at the start of the meeting by HRATT Board Member.</p> <p>A display table available to attendees.</p>	\$200



Megan Cole, HRATT Marketing Chair for more information at a.colemacx@gmail.com

Building Professional Skills in Our Future Workforce: Volunteer Opportunities for HRATT Members

Is your current workforce what you would like it to be? Possibly not.

Many professional resources reveal the challenge of finding qualified applicants. In *The New Talent Landscape: Recruiting Difficulties and Skills Shortages*, a 2016 research report published by SHRM, it states, “HR and other business leaders have for some time expressed concern that it is growing more difficult to locate job applicants who possess the needed skills, experience, educational qualifications and credentials to be successful.” (p.3) Professionalism, including workplace soft skills (i.e. able to present a strong, professional image, able to express ideas clearly and confidently, attention to quality in all work), is frequently the top ranked shortage in applicants’ skills set.

Yet, **you can make a difference!** As the SHRM report confirms, “HR professionals share deep and practical insight into the labor market, making them ideal partners for educational bodies... who are looking for innovative, effective and long-lasting solutions to workforce readiness challenges” (p.47). By working with the community Career Development Council, there are multiple opportunities to have a direct impact on the future workforce. Your volunteer hours can provide a context for learning professionalism for area students and promote career awareness and occupational knowledge. Interactions with students provide you with an opportunity to promote an understanding of your role and skills, while also providing you with an understanding of how to communicate with the next generation of workers. It is a win-win!

Current volunteer opportunities for this Winter/Beginning Spring include supporting mock interviews, being a classroom speaker, providing an opportunity for a career related field trip or job shadow (most of these need just 1-2 hours of your time). For example, Horseheads Middle School mock interviews for 8th grade students run throughout the day on March 24th and Cohen Middle School Career Day the morning of April 4th. Your efforts would be in keeping with the values of SHRM and your local chapter, HRATT. It would also help HRATT achieve its SHRM goals for the year and Career Development Council would welcome your participation!

If you would like to volunteer your time and/or share your expertise, please contact the Career Development Council office at 607-795-5320 or e-mail me, Susan Pawlak, at supawlak@gstboces.org.

Career Development Council is an educational not-for-profit affiliated with GST BOCES. We rely heavily on the generosity of time and expertise of our local business community to provide career awareness and career exploration opportunities for students across our region and we thank you for your support.

Prepared by:
Susan Pawlak





Career Development Council



**The Horseheads Middle School's
Family and Consumer Science
8th Grade Classes
need Interviewers for
Friday, March 24th, 2017**

**Are you available for one or two class periods during the
day to interview a few students?**

**Mock Interviews count as a Workforce Readiness Activity for
HRATT to report to SHRM. Please consider volunteering!**

You will come in 15 minutes prior to the class period you have signed up for in order to review the resumes, then you will interview up to three students during the 40-minute class period.

To sign up, please email Deb Lynch at dlvnych@gstboces.org) with your preferred class time by March 3rd. Deb will email you to confirm your time slot.

Period 1: 7:50 to 8:30 AM

Period 2: 8:34 to 9:14 AM

Period 3: 9:18 to 9:58 AM

Period 4: 10:02 to 10:42 AM

Period 6: 11:30 AM to 12:10 PM

Period 7: 12:14 to 12:54 PM

Period 8: 12:58 to 1:38 PM

Period 9: 1:42 to 2:22 PM



If you have any questions, please call or email
Deb Lynch at 795-5320 or dlvnych@gstboces.org.

Thank you for your time!!

**The Human Resource
Association of the Twin
Tiers**

**P.O. Box 904
Elmira, New York
14902**



**VISIT US ON THE
WEB:
WWW.HRATT.ORG**



2017 HRATT Officers

President	Sharon Swartz	sswartz@aomc.org
President-Elect	Matthew Burr	matthew@burrconsultingllc.com
Past President	Jenine Cleary	jenine.cleary@hardinge.com
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Treasurer	Pamela Burns	pburns@chemungcanal.com
Secretary	Sue Ann Kirkum	skirkum@lawny.org
Webmaster	Angela Wood	awood@ebi.edu
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Certification Chair	Catherine Murray	Catherine.murray@macom.com
Marketing Director	Megan Cole	a.colemacx@gmail.com
Newsletter Director	Sue Ann Kirkum	skirkum@lawny.org
Diversity Director	Joanne Conley-Pease	PeaseJC@arcofchemung.org
WF Readiness Advocate	Susan Pawlak	supawlak@gstboces.org
Registration Chair	Sue Dunn	Sue@twintierstraining.com
SHRM Foundation Director	Rick Shay	rshay@stny.rr.com
College Relations	Chelsea Gavin	gavinc@able-2.org

The Association

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