



**Save The
Date**

**Mark this date on
your Calendar!**

August 12, 2009
No Luncheon

Sept. 9th Breakfast
**Respectful Interactions/
Language & Etiquette**

October 2009
No Luncheon

November 2009
1/2 Day Conference

Please continue to check
our website at
www.wshrma.org
for updated information
on the above event.



AFFILIATE OF
SHRM
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

2007 SHRM **SUPERIOR MERIT AWARD**
CHAPTER

West Sound Human Resource Management Association

West Sound Happenings

September 2009

September Breakfast Meeting

Respectful Interactions/Language & Etiquette

Presented by: Jo Fleming, Ph.D.
Program Manager Washington State

Dr. Jo Fleming from DBTAC Northwest - ADA Information Center (Disability and Business Technical Assistance Center) will be speaking at our September breakfast meeting. She will be speaking on Respectful Interactions / Language & Etiquette. She will help participants improve their ability to interact effectively and respectfully with people with different types of disabilities.

Areas of Expertise: Jo serves as the *broker* for DBTAC services throughout the state. She works closely with the other staff members at the DBTAC Northwest Regional Office in Mountlake Terrace. Responsibilities include production of the regional newsletter (print and email versions) and other informational products; instructional design; and curriculum development. Jo coordinates ADA training sessions in Washington, matching training needs with appropriate delivery methods and trainers.

Relevant Employment and Education: Jo completed her doctorate in Special Education at the University of Washington. She initiated the teacher certification program in severe disabilities at Louisiana State University in Shreveport, Louisiana. She spent twenty-two years in Lexington, Kentucky where she divided her time between teaching technology courses in the Special Education Department at the University of Kentucky and serving as Director of Educational Services at ORCCA Technology. ORCCA provides assistive technology products and services to persons with disabilities and electronic media training programs for professional development.

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Recertification Credit Hours Awarded: 1
Specified Credit Hours: General

Date: September 9, 2009

Time: 7:45 a.m. to 9:30 p.m.

Place: Silverdale Beach Hotel
3073 NW Bucklin Hill Rd
Silverdale WA 98383

Price: \$20 members/\$35 non-members

To register email: wshrma@artanderson.com

The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.

Last Day to Register
Sept 6, 2009



Become A Member

Are you interested in a SHRM Membership or transferring your membership to our chapter? Please contact Marie LaMache, VP of Membership with any questions: 360-792- 3336 or rtaylor@kitsapsun.com



Job Bank

Please check out our website at www.wshrma.org for current job openings. If you would like to advertise an open HR position in the WSHRMA job bank, go to the WSHRMA website to upload your posting.

**Workforce Readiness-Audi Ritz, SPHR
Director of Workforce Readiness**

Recently, President Obama outlined a proposal called the American Graduation Initiative with a goal of ensuring by 2020 the U.S. would have the highest proportion of college graduates in the world. The White House advocacy for increased education and training comes amid new evidence that many new hires lack basic and applied job skills. Nearly half of the 217 employers surveyed in a study titled "The Ill-Prepared U.S. Workforce" said that they provided remedial training programs "to erase deficiencies among their newly hired entrants in skills they expect them to have when hired." Rather, than companies paying for remedial training, a strategic partnership with local education institutions would be more cost effective. These partnerships would be collaborative with schools providing the technical training, while companies offer job shadowing and internships to provide real life job experiences. If you have interest in future partnerships please contact aritz@myfinancialgoals.org.

Below are the metrics taken from the "Ill Prepared U.S. Workforce."

METRICS

OVERALL PREPARATION OF NEW WORKFORCE ENTRANTS

Educational level	Deficient	Adequate	Excellent
High school	33.9%	50.6%	15.6%
Two-year College	21.7%	54.6%	23.7%
Four-year College	17.4%	51.1%	31.5%

TRAINING GAP IN APPLIED SKILLS

Skill	Percent reporting a high need for the skill, but offering no training in it.
Creativity	68.6%
Ethics	55%
Professionalism	47.5%
Lifelong Learning	44.1%
Critical Thinking	43.6%
Written communication	37%
Diversity	33.3%
Oral Communication	31.3%
Teamwork	24.5%
IT	24.4%
Leadership	22.6%

West Sound Human Resource Management
September 15, 2009
NHRMA Employment Law Webinar

Presented by: Jo Fleming, Ph.D.
Program Manager Washington State

When: Wednesday, September 15th

Time: 10:00 a.m. to 11:30 a.m.

Where: Your Computer

Cost: \$25

NHRMA Employment Law Webinar

The employment law and legislative environment has changed dramatically in the past year. Join Northwest Human Resource Management Association (NHRMA) and Attorney Keller "Kelly" W. Allen for an extremely informative webinar on federal and state laws and legislation that affects all businesses and HR professionals.

2009 has proven so far to be a volatile year in the world of employment law. The US Supreme Court and Congress have been busy issuing legal mandates that have and will significantly impact employers in our Region. This Webinar will get you up to speed on the major employment cases and legislative enactments, will provide insightful tips and advice to employers on how to comply with the changes and requirements of these laws, and how to reduce exposure to liability and costly lawsuits.

Webinar Objectives

- Federal Laws, such as FMLA, ADA and Title VII
- State employment law additions and changes
- Case law activity in the 9th Circuit Court

Register today at <http://nhrma.bcconf.com>

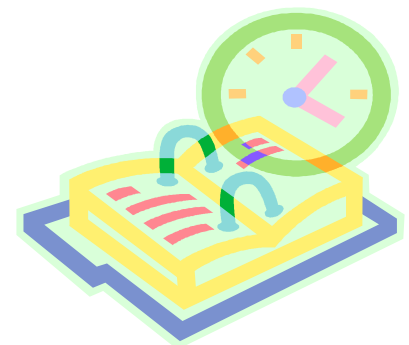
2009 Upcoming Events:

August 12th - No Luncheon

September 9th - Respectful Interactions/language & Etiquette

October - No Luncheon

November - 1/2 Day Conference



SPHR/PHR Certification Exam Prep

Register by August 20th

The **PHR** and **SPHR** are generalist exams and assess knowledge of the entire domestic HR field. If you have never been an HR generalist or do not plan to become one, please evaluate whether these exams are right for you.

To be eligible to sit for the PHR or SPHR exam, candidates must have at least two years of exempt-level (professional) HR work experience. For further information on eligibility follow HRCI link. http://www.hrci.org/certification/2008hb/apply/#BM_HRCI-MR-TAB2-1293

ATTENTION: HRCI certification rules are changing! If you have ever considered getting your PHR/SPHR certification, now is the time!

Currently you only need two years exempt-level work experience.

The new eligibility requirements will go into effect with the May-June 2011 testing window.

1. Beginning in 2011, HRCI will require 7 years of demonstrated exempt-level HR experience (without a Bachelor's degree) or 5 years demonstrated exempt-level experience (with a Bachelor's degree) to sit for the SPHR exam. Those currently eligible for the SPHR may only be eligible for the PHR under the 2011 requirements.
2. In 2011, you will have to have 4 years demonstrated exempt-level HR experience (without a Bachelor's degree) to sit for the PHR, or 2 years experience (with a Bachelor's degree). Beginning in 2011, students will no longer be eligible to take the exams without the required demonstration exempt-level work experience.

Fall 2009 SPHR/PHR Exam Prep Class

Location:	Olympic College
When:	Thursday evenings September 3-November 19th (for 12 weeks)
Time:	5:30 pm - 8:30 pm
Cost:	\$150 for chapter members \$300 for non-chapter SHRM members

*****Participants are required to obtain their own materials*****

(If 5 participant packets are purchased through us WSHRMA we can receive a discounted rate for \$475.00 plus shipping or the regular price if purchased through SHRM is \$650.00) <http://www.shrm.org/learning/>

SHRM Certification testing window December 1, 2009 - January 31, 2010

Please be advised that the WSHRMA study group is not intended to and will not provide the training necessary to learn significant amounts of new material this is an exam prep class.

Registration Deadline: Thursday, August 20th

To Register email: WSHRMA@ARTANDERSON.COM

Legislative Update

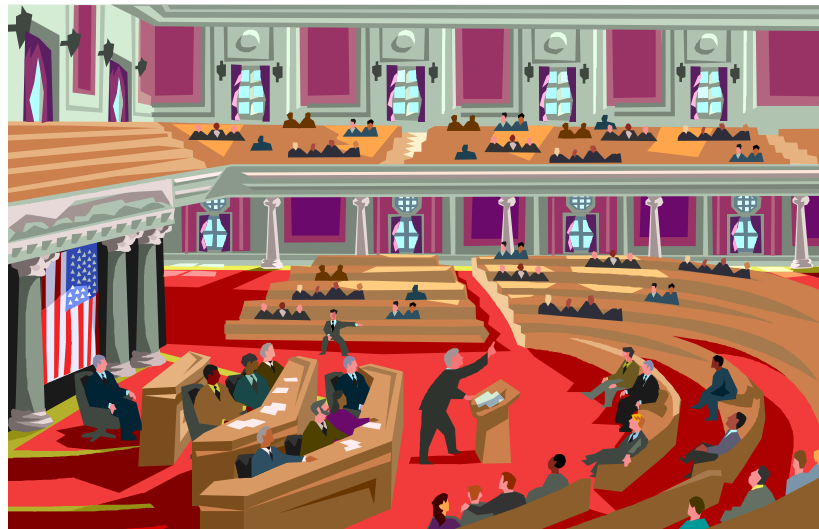
Just a few things to mention to you going on right now in our local Washington.

The Domestic Partner Law that was passed in the last legislative session is currently in limbo as the initiative's signatures are being counted which may put it to a test of the voters. As of this writing, it appears that the initiative may barely lack the number of signatures necessary to put it on the November ballot, which will mean that the legislation will become law with implications for employers in Washington State.

There is a possibility that our legislators will be called back for an emergency session in September to deal with the state's budget crises. Watch for this to coincide with their already set meetings during that month.

The newly renamed Department of Commerce (formerly Community Trade and Economic Development or CTED) has a survey which they are asking business people to complete. It's a great opportunity to provide feedback to state government on how you view services you've received, and how you rate their success in growing jobs in our state. You can access this survey through this link ... http://www.surveymonkey.com/s.aspx?sm=tJV5cRHfaLxL3ExMnO_2ftRQ_3d_3d

On the federal level in Washington D.C., all of the talk is about health care. There are currently three separate bills being proposed by three committees. Congress is currently taking its August recess, during which many members are meeting with constituents to discuss the proposals. If you have an opportunity to attend a Town Hall session with one of your elected officials, you are encouraged to do so to give your input and become more educated on this subject. After the recess, they will once again discuss the proposals and work to consolidate them into one bill. It is expected that we will have a final bill before the end of the year.





West Sound Human Resource
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Check out our
website at
www.wshrma.org

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