



SHRMTM

SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

SHRM Workforce Readiness Director Orientation

Nancy Conway, SPHR – Field Services Director • January 25, 2012

- Research
- Hiring Outlook
- SHRM Resources
- Workforce Readiness Director Role

75% of all U.S. adults aged 17 to 24 were not qualified to join the U.S. military

63% workers will need post-secondary education to qualify for U.S. jobs by 2018

U.S. Ranks 48th

78% H.S. Graduates not ready

The problem won't be too few people; it will be too few **skilled** people

Our nation could have as many as *four million* more jobs than workers to fill them by 2018.



- Graduates in STEM
 - > 175,000 short by 2015
- By 2016 women = 47% of US labor force
- Men outnumber women
 - > Science/engineering 73% versus 27%
 - > Business/industry 79% versus 21%
- Flexible work arrangements
- Manufacturers continue to rely on traditional approaches

Baby Boomers will be Retiring in Large Numbers:

Baby Boomers Approaching
Retirement Age
76 Million

Half Envision Working
Into 70's & Beyond
38 Million

Top demographic and social trends

	Major strategic impact	Minor operational impact	No impact
Large numbers of Baby Boomers (1945-1964) leaving the workforce at around the same time 	64%	29%	7%
A global shortage of skilled workers	57%	31%	12%
Increase in chronic health conditions such as diabetes, heart conditions, etc., among employees	50%	43%	7%
Growth in the number of employees with caring responsibilities (elder care, child care, both elder care and child care at the same time)	47%	48%	5%
Employee backlash against rising benefits costs	44%	51%	5%
Increased employee demand for workplace flexibility 	43%	50%	7%
An increased proportion of older workers in the workforce	40%	48%	12%

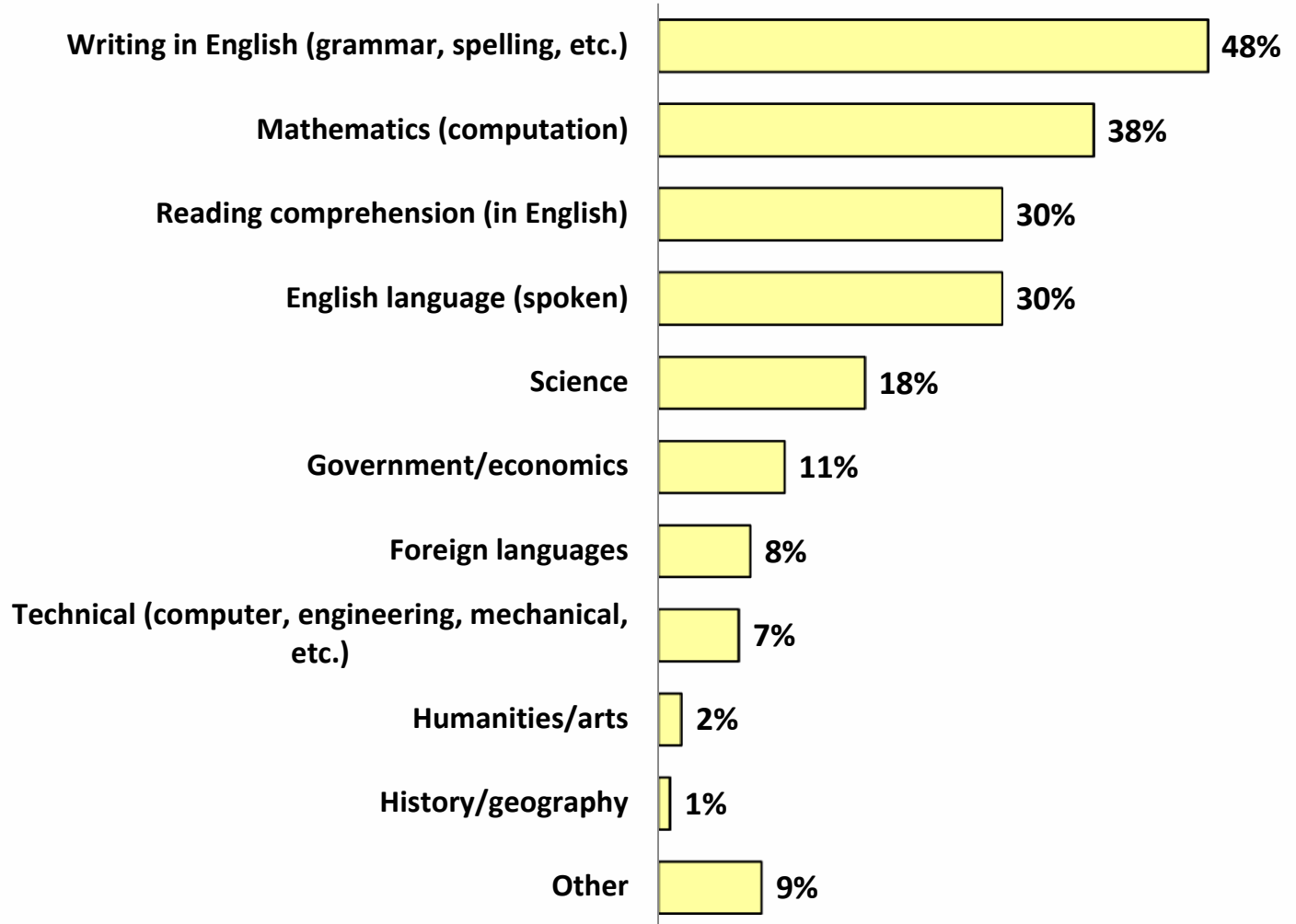
37% - conduct hiring

44% - added jobs

52 %

Difficult time recruiting

In general, what basic knowledge skill gaps do job applicants have in your industry?



Note: n = 597. Percentages do not total 100% because respondents were able to select multiple response options. Only respondents whose organizations were having a difficult time recruiting for certain types of jobs were asked this question.

PARTNERSHIP FOR AMERICA'S ECONOMIC SUCCESS

Amplifying the voice of business leaders in support of early childhood policies that strengthen our economy and workforce.

HOME

TAKE ACTION

BUSINESS NETWORKS

EVENTS

RESEARCH

NEWSROOM

IJK WORKING GROUP

ABOUT US

Partnership Joins America's Promise Alliance

On Jan. 1, the Partnership moved from The Pew Charitable Trusts to [America's Promise Alliance](#). This transition will allow us to continue to engage business in support of young children, expand into new early childhood topics and help America's Promise achieve its Five Promises and the goals laid out in the Grad Nation campaign. We also welcome a new member to our staff, Josh MacFarland, Director of Business Networks. [Click to view our updated contact info.](#) [Read the full transition announcement here.](#)



NEW

Spotlight

PARTNERSHIP
TRANSITIONS TO A NEW
HOMEPARTNERSHIP PROGRESS
UPDATENEW BROCHURE FOR
WORKFORCE INVESTMENT
BOARDSPartnership Principles
& Standards

- The Partnership stands for these government budget principles
- The Partnership supports programs that meet these standards



Take Action!

As a business leader, in this time of economic and budget stress, your voice is key to protecting and strengthening early childhood investment.

- Tell Your Peers
- Write an Op-Ed
- Advocate for pre-k inclusion in ESEA
- Inform Others with the Partnership Principles

Recent Business Leader Actions

Business and civic leaders in the states lead the way in protecting and strengthening smart investments in young children:



South Carolina: Business leaders met on January 6th for the invitation-only Columbia Business Leaders' Forum on Early Childhood Investment, sponsored by the Institute for Child Success and the Greater Columbia Chamber of Commerce.

Business Champions



[Lisa Ventriss](#)
President
Vermont Business Roundtable
Vermont

Achieving universal pre-k for three- and four-year-olds is an issue that moves forward incrementally. Collaborate with the business community and place them in a lead role. The pre-k community can't do this alone - and they will not be able to achieve success if they aren't united in their effort.

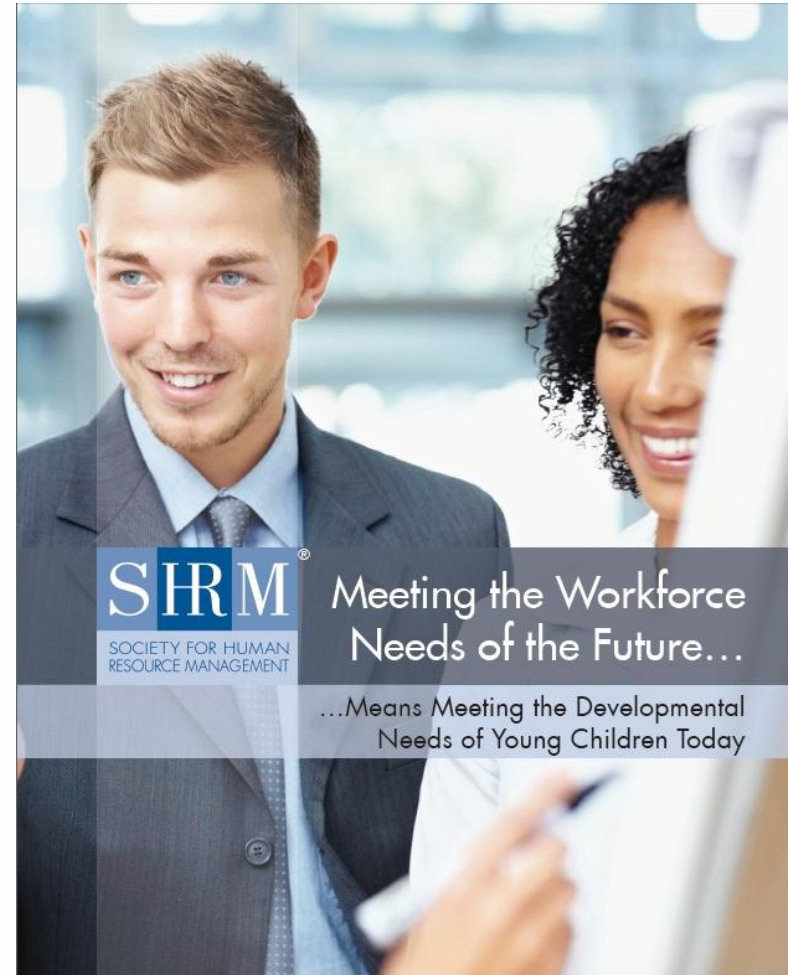


Email Updates

Subscribe for Updates on the Partnership and Invest in Kids Working Group



www.partnershipforsuccess.org



- Get Involved
- Make the Economic Case
 - > Local business
 - > Economic groups
- Take a Stand in Favor of the issue

Ensure that today's and tomorrow's workforce has the skills, competencies and behaviors to succeed in today's and tomorrow's workplace.

Insure that today's and tomorrow's workplace maximizes the potential of today and tomorrow's workforce.

Who are we talking about?

- New Entrants to the Workforce
- Incumbent Workers
- Transitioning Workers
- Re-entrants to the Workforce

Includes investing in
school aged children for their
ultimate role in the workforce

Awareness: Serve as a repository of Workforce Readiness information for the HR and business community.

Action: Help to identify and support volunteer opportunities at the national, state and local level for SHRM members and all HR professionals.

Advocacy: At both the federal and state-level, participate in and influence policy discussions surrounding Workforce Readiness

Chapter/State Workforce Readiness Director

- > Plan designer**
- > Advisor/Advocate**
- > Educator/Communicator**
- > Coordinator**
- > Make it fun!**

Sample State Council/Chapter Workforce Readiness Goals

- Work with chapter WR directors to establish goals for the year.
- Start/continue a state initiative; take your state to the next level.
- Get to know and understand one state agency involved in of WR and how it is working in your state; establish contact with a representative.
- Have someone from a state level WR agency speak to your state council.
- Work with chapters to promote/implement one WR initiative/event at the local level. Have them track this initiative from the beginning and report progress during the year.
- Hold at least one interactive session per quarter with chapter WR directors – discuss successful practices; what works and what doesn't; have the chapters track their progress.
- Participate in at least one webcast and two SHRM conference calls.

Four sections to SHAPE

- Basic Requirements
- Community-Based State Council/Chapter Initiatives
- SHRM Affiliate Engagement
- Measures of Success



SHAPE program is “shaping” our Workforce Readiness strategy

- Be more strategic; have a plan!
- What are your state/chapter goals in Workforce Readiness?
- Design long/short term strategies to support your goals
 - > Long term – three years
 - > Short term – this year and next

- Workforce Readiness is an integral part of the Community-Based initiatives section
- Allows states and chapters to tell their Workforce Readiness story
- How can we integrate SHRM's strategies with your Workforce Readiness strategy – and vice versa?

Let's talk about it!

“To be a globally recognized authority whose voice is heard on the most pressing people management issues of the day - now and in the future”

- Build partnerships
- Provide a global community to share expertise & create innovative solutions
- Provide thought leadership, education, & research
- Be an advocate on the most critical issues facing workplaces & the human resource profession

*Provide
high-value
resources to
existing core
membership*

Is your plan to make your membership aware of the state and federal programs and monies available for hiring/training?

Does your membership understand the need for Workforce Readiness in your state/community/their organization?

How can your members' organizations benefit?

*Be a global
organization*

Are there resources in the global marketplace?

Where can you get the specialties needed for your business in the future?

Do you have specialties in your colleges and universities that should be marketed to other states, countries?

*Operate as
a financially
sustainable
organization*

How does/can your long term WR plan support the state/chapter financial goals?

What sources of financing can you find for your WR initiative? What can you contribute?

How can your initiative sustain itself over the long term?

*Evolve
positioning
to become
more of an
advisor
and
advocate*

How can this work for you?

How can your Workforce Readiness committee be advisors or advocates at the state/community level?

Who can help you? Who are your advisors?

Have a state/chapter communication plan for Workforce Readiness

How do chapters/members know about your plan? How will the “world” know about your plan?

How do you want your chapters/members to be involved? What is in it for them?

How will you measure what you are doing?

How/with whom will you share the news about your accomplishments?

- **Jobs Outlook Survey Report**
 - » SHRM » Research » Labor Market & Economic Data
- **LINE Survey**
 - » SHRM » Research » Labor Market & Economic Data
- **Workplace Visions**
 - » SHRM » Research » Trends & Forecasting
- **Workplace Forecast**
 - » SHRM » Research » Trends & Forecasting

- **Survey – Flexible Work Arrangements**
 - » SHRM » Research » Survey Findings
- **HR Magazine**
 - “Putting People to Work” January 2012
 - » SHRM » Publications » HR Magazine
- **SHRM Poll**
 - » SHRM » HR Disciplines » Staffing Management

WEBINARS/CONFERENCE CALLS**4:00 pm ET; 3:00 pm CT; 2:00 pm MT; 1:00 pm PT**

- 1/25 - Webinar
- 3/14 - Conference Call
- 5/9 - Conference Call
- 9/12 - Conference Call
- 11/7 - Conference Call

You will receive email reminders. Be sure your name is in our database as the state/chapter workforce readiness director

***For conference calls
Call-in number 1-800-745-6370 passcode 747279***



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by Sharlyn Lauby, SPHR
415 members | [Join](#)



Hospitality HR - Industry/Company Size
by Alison Airey, PHR
77 members | [Join](#)



Leadership Coaches - HR Professionals
by Bruce Wood, SPHR
127 members | [Join](#)

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OSHA Form Question
kellytexas
today

Looking for experienced HR in ...
HHJ
today

Departmental attendance policy
MMO
today

Benefit Exceptions after Open ...
Julie

GENERAL DISCUSSION



Auditing Your Human Resources Department: A Step-by-Step Guide to Assessing the Key Areas of Your Program

by John McConnell

Business units everywhere are under the gun to prove their effectiveness and strategic value especially human resources departments. Now they can accurately gauge how well they're doing with this new edition of *Auditing Your Human Resources Department*.

Workforce Readiness CLA section

- Summaries of previous calls
- Links to past webinars
- Links to other organizations

» [SHRM](#) » [Communities](#) » [VLRC](#) » [CLA](#) » [WR](#)

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SHRM Pinnacle Award Winning Programs



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Student Programs	Volunteer Leader Resource Center (VLRC)	HR Young Professionals



Have
SHRM
March
Regi

Jackie used
to push
30,000
pieces
of paper
around each
review cycle.

Featured Story



Will Labor Market Rebound in 2012?

Despite signs that the U.S. economy and labor market are improving at the start of 2012, most forecasters envision extremely slow improvement in the employment picture.

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Team Player

Erik Weihenmayer, the first blind mountain climber to summit Mt. Everest, talks about how blind individuals can contribute to teams.

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[Resources for Chapters](#)

[Resources for SMA Special Interest Chapters and Groups](#)

SHRM » Communities » Volunteer Resources

Workforce Readiness Core Leadership Area

Resources for CLA Volunteers

- ▶ 2011 Core Leadership Area Conference Call and Webinar Event Schedule
- ▶ 2011 Workforce Readiness CLA Volunteer Leader Orientation (PowerPoint) for webinar, visit [Webcasts for Volunteer Leaders](#)
- ▶ [Affiliate Successful Practices Center](#) (Scroll down to "Workforce Readiness")
- ▶ "At Work in 2020" (*HR Magazine*®, January, 2010)
- ▶ [CHOICES Program - Addressing the High School Dropout Epidemic \(PDF\) - Program Info](#)
- ▶ [CHOICES \(PowerPoint with contact information from May 27, 2009 webinar\)](#)
- ▶ [Not Ready to Work: The Crisis Facing Our Young People, Our Businesses and our Communities](#)
 - ▶ [PowerPoint from 10/2009 webinar](#)
 - ▶ [Supplements:](#)
 - ▶ [Key Findings: "The ILL-Prepared US Workforce"](#)
 - ▶ [Key Findings: "Are they Really Ready to Work"](#)
- ▶ [New Hampshire Workforce Readiness Toolkit \(Affiliate Successful Practice Center\)](#)
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Questions??