

Q4 2013

What's Goin' On?

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What's Goin' On In the world....

- Changing demographics
 - US - “aging population”
 - Baby boomer generation
 - Five generations in the workplace
- Skills gap
 - Dearth of people skilled in STEM (Science, Technology, Engineering, Math)
 - Global competition for STEM
 - Education, immigration

What's Goin' On at SHRM...



Council for Global Immigration

- Recently rebranded as Council for Global Immigration (formerly American Council on International Personnel), this SHRM affiliate is a **leading voice** and **resource** for employers working worldwide to **advance employment-based immigration** of highly educated professionals.
- Member organizations are companies, universities, research institutions and organizations throughout the world striving to ensure compliance with immigration policies.

HRPS, SHRM's newest strategic affiliate

- Founded in 1977, HRPS is a **strategically** focused **network** of influential **HR executives** and **innovative** human resource management **professionals** representing the world's most prominent organizations.
- HRPS is regarded by many as the premiere professional organization focused on the intersection of **people** and **strategy**.
- Publish a renowned journal
- Host two live events each year



Panels give SHRM input

2014 Global Trends

- **Ethics/Corporate Social Responsibility/Sustainability**
- **HR Disciplines**
- **Labor Relations**
- **Technology and HR Management**
- **Workplace Diversity and Inclusion**
- **Global**

1. **Leadership is being redefined.**
2. **There is an increase in number of countries making significant changes or overall immigration reform and its impact on business and the transfer of knowledge.**
3. **Globalization is no longer a driver and challenge just for large MNCs but affects companies of all sizes.**
4. **Educational institutions may fail to keep up pace with industry.**
5. **Achieving more from less.**
6. **Diversity is going global.**
7. **Compliance remains atop global HR professionals' list of priorities and program risks (tax, immigration, and employment).**
8. **Recruitment systems and tools will (have to) be taken to the next level.**
9. **Companies are more focused on measuring the ROI involved with international assignee costs.**
10. **Shared Services around the globe.**

What's Goin' On at SHRM?

Companies Partner with SHRM in Many Ways



Booz | Allen | Hamilton



What's Goin' On at SHRM?

Current Initiatives

HR Competency Model

- 4 stages of the HR career
- Engaging HR practitioners worldwide
- Expanding to cover more than 20,000 individuals in 50 countries

HR Standards Development

- Global, collaborative, consensus-driven effort
- HR practitioners working with national standards bodies

HR Academic Initiative

- Curriculum guidelines for undergraduate and graduate levels
- Class-room content for instructors (cases, learning modules)
- Assurance of Learning Assessment for Graduates

Workplace Flexibility Initiative in partnership with FWI

- Promotes and helps employers create effective and flexible workplaces
- Resources include research, toolkits, publications and a conference

SHRM Diversity & Inclusion Initiative

- SHRM fosters awareness and appreciation of workplace diversity issues.
- Through education, SHRM helps HR and diversity professionals better articulate the strategic business value of D&I

Keeping Up with Healthcare Reform

With SHRM's Toolkit

- To avoid penalties under the Patient Protection and Affordable Care Act, employers must comply with the law's myriad complex requirements as outlined in the timetable and in the articles archived on SHRM's resource page at [SHRM » HR Topics & Strategy » Benefits » Articles](#)



HEALTH CARE REFORM

The latest developments and when they take effect.

2013



2013: Health FSA Changes

[more info](#)



2013: Medicare Payroll Taxes and Retiree Drug Subsidies

[more info](#)



2013: Employer Notifications

[more info](#)

Just a bit about Membership....

Who are our members in the U.S?



VP+ FROM COMPANIES WITH >5000



MANAGERS & DIRECTORS



10+K
5-10K
0-5K

79%
LARGELY FEMALE



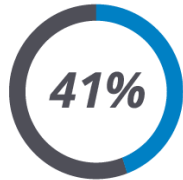
GENERALISTS



IN COMPANIES OF <500



WORK IN FOR-PROFIT ORGANIZATIONS



MULTINATIONAL



MEMBERS WORK IN MANUFACTURING, SERVICES, HEALTHCARE



6% LATINO / HISPANIC
9% AFRICAN AMERICAN
79% CAUCASIAN

Retention in the Regions....

- Pacific West 72.7%
- Northeast 74%
- Southwest Central 74%
- North Central 75.6%
- **Southeast 76%**

Talking to Prospective Members....

How Can SHRM Help You?

Save time

- proven **toolkits** and **templates** in one place online or a phone call away

Learn and share successful practices

- leverage learning's from experienced advisors to **raise** your HR department **effectiveness** and **visibility**

Validate decisions

- **lower risk** and ease the change management process by accessing others' experiences

Save your organization money

- easily achieve return on value with **knowledge** and **tools** applied

Create or enhance HR' s strategic value in your organization

- **deepen** your **skills** to provide leadership and expertise to existing and anticipated business needs

ROI of SHRM Membership

We've run the numbers for you:

12 Issues of HR Magazine	\$70
Reading 3 of the more than 50 research reports	\$299.85
Participation in 12 webcasts from other organizations	\$1,500
Savings by not having to pay some consultant fees	Your estimate
Full access to SHRM sample forms, policies, how-to guides and presentations	\$300

SHRM Membership Value = \$2169.85 or higher



**You Pay Only \$180 for
1 year full professional membership**

Remember some online tools to help you!

- Landing page of VLRC
- What's New on Website
- Volunteer Leaders Calendar
- Government Affairs Section of website
- Free recertification webinars
- Managing Smart
- HR Training Presentations
- Country specific information for companies going global

What's Goin' On with Certification....

- Speakers may available for 2014 for state/bigger chapter conferences
- New powerpoint/webinar on developing relationships with colleges/universities and developing successful chapter study groups
- Recertification process changing in 2014 to end of month of birthdate as due date



Historical Pass Rates

Chapter Study Groups are Doing Well!

SHRM Learning System
College/University delivery
consistently beats the
National pass rate

And the Chapter Study Group
pass rate also beats the
National pass rate

Exam Window	Description	PHR	SPHR
Spring 2013	College/University	69%	61%
	Chapter	80%	67%
	Spring 2013 Nat. Avg.	N/A	N/A
Winter 2012	College/University	65%	51%
	Chapter	72%	53%
	Winter 2012 Nat. Avg.	57%	47%
Spring 2012	College/University	N/A	N/A
	Chapter	N/A	N/A
	Spring 2012 Nat. Avg.	58.15%	48.15%
Winter 2011	College/University	68%	53%
	Chapter	N/A	N/A
	Winter 2011 Nat. Avg.	58%	48%
Spring 2011	College/University	69%	50%
	Chapter	N/A	N/A
	Spring 2011 Nat. Avg.	59%	48%
Winter 2010	College/University	69%	56%
	Chapter	N/A	N/A
	Winter 2010 Nat. Avg.	57%	52%
Spring 2010	College/University	65%	55%
	Chapter	N/A	N/A
	Spring 2010 Nat. Avg.	56%	50%

SHRM is going to Florida!

Registration Now Open...

- 66th Annual Conference and Exposition
 - June 22-25, 2014 - Orlando, FL
 - Early-bird registration discount!



What's Goin On with Chapters...

Just in case you forget....

- Leadership Conference
 - National Harbor, Maryland
 - November 21-23 SHRM
- Terms are ending! And Beginning...
 - December 1, 2013 CLIFs due
- January 31, 2014
 - SHAPE due – Make sure it is done before you finish your responsibility
- Audits are being done!

Don't forget SHRM Affiliation Requirements

SHRM Chapter Membership Requirements as of January 1, 2012

**3.2 years to
meet the
requirements**

By December 31, 2016

25 SHRM members

and

**51% of total membership
must be SHRM members**

- **450 chapters** are already there!
- **60 chapters** need to get to 51% affiliation
- **48 chapters** need to get to 25 SHRM members
- **24 chapters need to do both** (the Fortune Forty Team!)

What's Goin On with You for 2014?

My forever tagline.....

- WOW your customers
- Learn something new
- Have fun!



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