



JAYHAWK CHAPTER

Lawrence, KS #486

# THE RESOURCE

February 2016



## Politics and Human Resources — What to Expect in an Election Year Tuesday, February 9, 2016

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This presentation will provide an update on recent changes in employment law and what to expect during the election year and beyond. At a federal and state level, HR Professionals in Kansas can expect a lot of changes and new compliance requirements. This update will cover both what has happened and what will likely happen by way of new laws and regulations depending on whether or not the Democrats continue to control the White House and the Republicans continue to control Congress.

**Presenter:**  
**Charlie Upton, Integrity Midwest Insurance**

Charlie Upton is Executive Director of the Employee Benefits Division with Integrity Midwest Insurance, a full-service Property and Casualty and Employee Benefit Consulting firm. He works with HR managers and owners of various sized companies assisting with employee benefit plans, including group health, dental, disability, and life insurance and specializing in Health Care Reform, individual coverage and benefit consulting. He began working with Integrity Midwest Insurance in March/2015 and has been working in the employee benefit industry since 1997. Charlie's previous work history includes radio and television advertising sales in the Lawrence, KS area. Charlie received his BA Degree in Psychology from the University of Kansas. When Charlie is not working with his clients and prospective clients, he enjoys spending time with his wife and two children at his home in Lawrence, KS.



— [ Pre-approved for one HRCI Credit (HR General) and one SHRM Professional Development Credit. ] —

February Sponsor:



### Tuesday, February 9, 2016

Registration begins at 11:15 a.m. \* 11:15 a.m. Buffet Lunch Available \* 11:45 Opening Business /Chapter Announcements \* 12:00 Speaker Presentation \* 1:00 Meeting Adjourned

Location: Maceli's, 1031 New Hampshire, \*\*Parking is available across the street and in the parking garage at the north end of the block.

Pricing: Member in advance \$20. \$25 after Thursday noon pre-registration deadline or walk in at the door. Guest in advance \$30 if pre-registered by Thursday noon deadline prior to chapter meeting.



**REGISTER ONLINE: [www.jayhawkshrm.org](http://www.jayhawkshrm.org)**



## President's Message

Technology has made obtaining information quick and easy to access. We have online meetings and can attend seminars and training all in front of our computer screen. While there are many benefits to obtaining information online, there is no substitute for live, in-person conferences, attending monthly Jayhawk SHRM Chapter meetings, and other professional development opportunities. What are some of the benefits of attending?



- ⇒ **Learning Opportunities.** Learning is a life-long process. No matter what your seniority level; you will be able to learn from others. Attending a variety of learning opportunities is a great way to keep up on strategies and trends as well as to capture a variety of points of view.
- ⇒ **Networking.** This is one of top three reasons for attending a chapter meeting or conference. We can connect in a number of ways and share information with a click of a button on the laptop. But nothing beats the value of meeting and connecting in person. The benefit of human connection can bring business to you and your company, but also an opportunity for collaboration and strategic partnerships.
- ⇒ **Power of Position.** Branding yourself as an expert is a good way to get the visibility within your peers and your clients. In conferences, you will get face time with other industry experts - so take this opportunity to present your question or opinion during panel discussion or during a break.
- ⇒ **Invest in Yourself.** It's an investment in yourself, your career and even your company.

So as you plan for your professional development in 2016, check out some of these upcoming events, mark your calendar and register today.

- **February 9:** Charlie Upton presents on Politics & Human Resources at the Jayhawk Chapter monthly meeting. Visit [www.jayhawkshrm.org](http://www.jayhawkshrm.org) for more information and to register.
- **February 15 & 16:** Kansas SHRM Employment Law & Employee Benefits Conference in Topeka, KS. Visit [www.ksshrm.com](http://www.ksshrm.com) for more information.
- **April 12:** Jayhawk Chapter SHRMinar. Mark your calendar and watch for more information soon!
- **June 19 – 22:** SHRM Annual Conference in Washington, D.C. Visit <https://annual.shrm.org> for more information. Register by April 8<sup>th</sup> for early bird rate.
- **September 21 – 23:** Kansas State SHRM Conference in Wichita, Kansas. Registration opens soon!

The value of attending professional conferences and meetings in your business is measured in the increased knowledge, expanded contacts, exposure and positioning of your brand, and renewed motivation that you will carry away from the event. I look forward to seeing you at a future event!

All the Best,

Debbie Snyder



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[www.jayhawkshrm.org](http://www.jayhawkshrm.org)

## Financial Report

Current Assets: 1/31/16

## CD's:

91-Day	\$	n/a
182-Day (9/3/15)	\$	n/a
12-months (5/12/16)	\$	8,509.33

Checking Account:	\$	6,997.43
Pay Pal Account	\$	1,136.75
Petty Cash:	\$	100.00
<b>Total:</b>		<b>\$16,743.51</b>

Prepared by: Heather Bunker SPHR, SHRM-SCP  
VP of Finance



## Membership

We would like to thank everyone who has already renewed their membership for 2016! As a reminder, our standard membership runs from January 1st through December 31st. If you haven't done so, please take a moment now to renew at [www.jayhawkshrm.org](http://www.jayhawkshrm.org), so you can continue to take advantage of the benefits of local membership through 2016.

As you already know for 2016, our membership dues will be changing to \$75 per year for National SHRM members, and \$95 per year for nonmembers of National SHRM. In addition, we will be restructuring the registration prices for our weekly meetings. Beginning in 2016 you can now get a discount on your lunch meeting registrations, as well as the added convenience by prepaying for the full year! This will now be only \$175 plus the cost of your membership, and cover all regular meeting registration expenses for all of 2016. The new month-to-month meeting registration cost will be \$20 for members registering before the "early registration" deadline, and \$25 for late registrations. Guests are welcome at a rate of \$30 each week. We hope that increases aside, you continue to see the value in your local SHRM membership and remain a part of our growing Chapter. We are also proud to say that even with these adjustments, we still continue to be one of the most affordable local chapters in our area – from both a dues and luncheon fee perspective.

All memberships are up for renewal effective January 1, 2016 (unless you are a new member who joined during our 4th Quarter 2015 membership drive). You are able to renew your membership in one of two ways – online or by mail, by completing a paper application. The Jayhawk SHRM chapter website is ready and you can renew your membership online at [www.jayhawkshrm.org](http://www.jayhawkshrm.org) and click on Members Only > Membership Renewal Form or click on Join Now from the home page. Or if you prefer to renew by paper, an application may be acquired by emailing myself directly at [membership@jayhawkshrm.org](mailto:membership@jayhawkshrm.org). If you opt to pursue the latter, please mail your application with due payment to: Jayhawk SHRM P.O. Box 442033 Lawrence, KS 66044. If you require an invoice, please let me know. We hope that you continue to be a part of it and renew your membership for 2016! It is going to be a very exciting year for our chapter!!!

Submitted by: Holly Goodman  
VP of Membership



## SHRM Member Spotlight



CYNTHIA COLBERT is an HR Generalist/Recruiter for the City of Lawrence and the current VP of Communications for our SHRM chapter. She has been with the city for 26 years and believes it is one of the best employers in town due to the on-going opportunities for personal and professional growth. Cynthia had some HR experience in the past and was given the chance to apply for a position in that field when her previous department was phased-out. She was pleased to be selected and the rest is history! Cynthia says the best professional advice she's been given is not to second guess yourself and to remember not to take things personally. When not at work, she enjoys doing graphic design, reading, and spending time with her dog, Roman. Cynthia's favorite thing about winter is the holiday season with its beautiful decorations and spending time with family. She is currently studying for her PHR certification.

Submitted by: Keri Rodriguez, CESP  
Social Media & Recognition Chair

## SHRM Student Programs

We are excited about 2016 and celebrating the 50<sup>th</sup> Year of SHRM Student Programs! We want to share the following critical information and dates for you to remember.

### Kick Start Your HR Career with the Assurance of Learning

Passing the SHRM Assurance of Learning Assessment for Graduating HR Students and being able to add a Certificate of Learning to your résumé gives you credibility and validates your HR expertise and job readiness to potential employers. This extra validation increases your appeal as a job candidate and puts you a step ahead of your HR job market competition. Landing that first job can be difficult – give yourself a leg up in your job search and take the Assessment this spring.

Applications for the spring exam window – February 15 – April 15, 2016 – are now being accepted. The cut-off date to apply is March 5, so don't delay! Learn more at [shrm.org/assessment](http://shrm.org/assessment).

### 2016 SHRM Student Case Competition and Career Summit

The first 2016 SHRM Student Case Competition and Career Summit is fast approaching. We have finalized the Keynote Speakers for all three events. You can find information about the Keynote Speakers and session topics [HERE!](#)

**East Case/Summit Housing Reminder** – The East Student Summit deadline for the hotel room block is February 5, 2016. The SHRM discounted room block rate will not be

honored after this time and teams may see a dramatic increase in hotel prices. Please find housing information [HERE](#).

**Student Summit Team Registration reminder** – The Student Case Competition team captains will receive an email from Rachel Rosen ([Rachel.Rosen@SHRM.org](mailto:Rachel.Rosen@SHRM.org)) when they register to participate in an event. The team captain is required to reply/connect with Rachel to finalize their team registration. Failure to communicate with Rachel could remove the team from the competition. IF you have registered a team, and not heard from Rachel, please contact her directly.

**Final Student Summit Update – The East Student Case Competition REGISTRATION IS CLOSED!** We are still accepting attendee registrations to the Student Summit, but the Case Competition is FULL. The Case Competition is not geographically limited, you can take your team to any event. Please consider taking your teams to the Central or West Events. The Central Case registration deadline is March 9, 2016. More information about both events can be found [HERE](#).

**2016 Student Chapter Advisor of the Year** – Every year, The SHRM Foundation presents the Advisor of the Year award to one student chapter advisor who is recognized for their outstanding service and leadership. The 2016 [application is available here](#). Applications will be accepted online only. Nominate your advisor today! **Application deadline: March 15, 2016.**

## Legislative Update

### 2016 Legislative Session Convenes

The 2016 Kansas Legislative Session convened on Monday, January 11, 2016 for what many are hoping for a relatively quiet, concise and targeted session versus the record-setting 113-day session of 2015.

#### Efficiency Study

The first phase of the Statewide Efficiency Review was released last week by Alvarez & Marsal. It includes 105 recommendations the firm claims would save the state \$20 million this fiscal year, \$301 million in the 2017 fiscal year, and \$2 billion over the next five years. Some of the general efficiency recommendations for state government include:

- Paying our bills in 30 days instead of 10 days, which the state has been doing
- Manufacturing more products in prisons to sell to the public and state agencies
- Filling positions in the Department of Revenue to pursue back taxes
- Selling sponsorships for rest stops, travel assistance lines, etc.

The report also makes several recommendations for K12 education. Here are a few of the highlights:

- Move all school districts to the high deductible state health care plan
- Consolidate services like food service, facility maintenance, course/curriculum planning, transportation, IT, cash management, and compliance and risk controls.
- Use contingency funds to cover general operating expenses

#### State of the State Address

Governor Brownback gave his sixth State of the State speech, where he touted his accomplishments and outlined just a few policy issues he encouraged the legislature to work through this session. Some key policy items to note from his speech:

- Support continues for property tax reform to strengthen the public vote requirement put in place during last year's Veto Session.

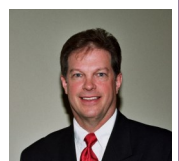
- Welfare changes are putting more Kansans to work and leading to stronger family units.
- He continues to oppose movement of Guantanamo Bay prisoners to the Ft. Leavenworth Military prison.
- He stated that Obamacare is threatening many Kansas hospitals and services managed through KanCare. He requested a working group to look at addressing health-care delivery in rural Kansas, with a proposal to the legislature by 2017. He continues to oppose expansion of Medicaid.
- Water issues have seen improvement with the first-ever dredging of a federal reservoir, but the need for more water preservation still exists.
- As far as public education, Brownback defended what the legislature appropriates and continues to advocate for a new education funding system that puts more money into the classroom and provides bonuses and incentives for good teachers.
- He also mentioned the need to continue to find a more democratic selection process for Supreme Court justices.
- He'll be pushing for more anti-abortion legislation, and has given strict orders to KDHE Secretary Susan Mosier to "terminate Planned Parenthood of Kansas and Mid-Missouri, and any other individual providers that are affiliated with Planned Parenthood, from participation in Kansas Medicaid, including KanCare following the provision of appropriate notice to those providers."
- Brownback also plans to continue to expand his welfare-to-work proposals.

As far as the legislature's reaction to the speech, many democrats were wondering why there was no mention of the budget; while Republican leadership supported most of his initiatives and were confident that many will be accomplished during the 2016 session.

#### Governor's Proposed Budget

On Wednesday, Budget Director Shawn Sullivan presented to a joint committee of House Appropriations and Senate Ways & Means on the Governor's proposed budget for FY'16 and '17.

The full proposed budget report by the Governor can be found here: <http://budget.ks.gov>.



Submitted by: Dennis Meier, SPHR, SHRM-SCP  
Legislative Affairs Chair



## Diversity

### Millennial Women Believe They'll Close the Gender Gap in Executive Jobs

By Lisa Petrillo 12/17/2015

Female Millennials overwhelmingly believe that their generation will be the one to move more women into business leadership positions, according to a new study by ManpowerGroup, released Dec. 3.

Male and female executives tend to agree that there remains a stubborn gender gap in top jobs, according to the survey of 222 business leaders from 25 countries, conducted between August and September.

"It's proven that the problem will not correct itself—we are stuck in a circular conversation," said Mara Swan, executive vice president of global strategy and talent at ManpowerGroup, a U.S.-based human resources firm. "That's why we commissioned this report to help turn words into action."

Women make up more than half the global workforce, but they represent only 25 percent of top leadership jobs, the survey noted. Male CEOs, meanwhile, run 95 percent of the Fortune 500's largest companies, which account for 26.8 million workers worldwide.

One of the strongest responses came from Millennial business leader, those under age 34, with 97 percent saying they will be the ones to achieve gender parity in workplace leadership.

Especially confident were female Millennials, who were 100 percent certain that theirs will be the generation to close the gender gap. But they were also the most cautious when predicting how fast women can achieve leadership parity, saying they expect it will take 22 years—on average—or an entire generation.

A more optimistic prediction of 14 years came from what the survey called "established male leaders," those executives in the Baby Boomer generation.

Survey respondents said the biggest barrier to gender equity was "entrenched male culture," and there was a widely held belief that it's mostly men who define the standards for measuring and rewarding performance, explained Swan.

Swan, who serves as co-chair of the World Economic Forum's Global Agenda Council on Gender Parity, said the most surprising survey findings were respondents' passionate interest in gender parity and the acknowledgement of the problem by many male respondents.

Psychology professor Jean Twenge of San Diego State Univer-

sity, author of *Generation Me* (Atria Paperback, 2006), noted that women have made great strides over the last 30 years. For instance, she said, they've made many gains in careers such as law and medicine, and more women than ever are getting college degrees, including advanced degrees. She said she is not surprised that Millennials are confident that they can reach gender parity at the top levels of commerce.

"Given what we know about Millennials, they're more extroverted, they're more confident as a generation because of all the deliberate cheerleading they've been given," said Twenge.

But as a member of Generation X, Twenge pointed to a multitude of data that indicate barriers will remain for women because society continues to place child-rearing responsibilities primarily on them. "Until there's public policy that addresses universal funded preschool and paid parental leave not just for mothers, it's not a shock [gender parity] hasn't happened and will not happen," she said.

So how can an organization help level the playing field for women when it comes to business leadership jobs?

In the ManpowerGroup survey, 59 percent of leaders said they believe the single most powerful action an organization can take is for the CEO to create "a gender-neutral culture," which refers to policies and language that avoid distinguishing roles according to a person's gender. Flexible schedules—especially for women juggling jobs and parenting—are the key, according to 42 percent of respondents.

The study did not focus on the long-acknowledged gender gap in pay, and Swan expressed surprise that so few female respondents mentioned the need to get into the types of jobs that would help them progress to senior positions, which would also impact their earning potential.

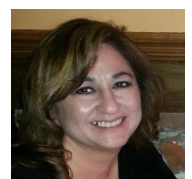
One Millennial, Addie Abrams, age 25, of Davis, Calif., works for the U.S. Department of Agriculture on agricultural pest control while finishing her master's degree in horticulture at the University of California at Davis.

Abrams said she believes gender parity will happen because "the attitudes of my generation are different. We've been [taught] by our parents and our schools that girls can do whatever they set their minds to."

**Lisa Petrillo is a freelance writer based in San Diego.**

See more at: <http://www.shrm.org/hrdisciplines/employeerelations/articles/pages/millennials-gender-equity.aspx#sthash.XkvhJYxF.dpuf>

Submitted by: Catherine Espinosa-Ostrander  
Diversity Chair



9th Annual

# KSSHRM ★ 2016

EMPLOYMENT LAW ★ EMPLOYEE BENEFITS

C O N F E R E N C E



Register online at [www.KSSHRM.com](http://www.KSSHRM.com)

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Recognizing the changing HR environment, KSSHRM revised the 2016 Conference to meet the HR professional's needs. The Conference will include a full day of Employment Law issues on Monday and Employee Benefits on Tuesday. If you are involved or interested in the legislative process that forms HR laws in Kansas, you have the option of attending a special half-day session at The Kansas Statehouse on Tuesday. Don't miss this opportunity to gain 12 hours HRCI and SHRM recertification credit, network with other HR professionals, and learn the tips, tools, and resources to help your company mitigate risk.

## Monday, February 15th

- 8:15 a.m. Registration & Continental Breakfast
- 8:45 a.m. Welcome & Opening Announcements  
*David A. Love SHRM-SCP, SPHR & Trinidad Galdean, JD, SHRM-CP, PHR*
- 9:00 a.m. Employment Law Update  
*Timothy A. Davis, JD, Constangy Brooks Smith & Prophete, LLP*
- 10:00 a.m. International Business Outlook & Law  
Governing Movement of International Personnel  
*Mira Mdivani, JD, Mdivani Corporate Immigration Law Firm*
- 11:00 a.m. Break
- 11:10 a.m. Worker's Comp Update  
*Douglas C. Hobbs, JD, Wallace Saunders*
- 12:10 p.m. Lunch
- 1:00 p.m. FLSA - New Rules Coming Your Way  
*Katherine K. Paulus, JD, Ogletree, Deakins, Nash, Smoak & Stewart, PC*
- 2:00 p.m. Sex Discrimination Isn't What it Used to Be  
*Kyle Russell, JD, Jackson Lewis, LLP*
- 3:00 p.m. Break
- 3:10 p.m. ADA/FLMA Update  
*Denise M. Portnoy, JD, SPHR, SHRM-SCP, SpencerFane LLP*
- 4:10 p.m. Legislative Advocacy in Kansas  
*Natalie Bright, JD, Bright & Carpenter*

## Tuesday, February 16th

*Optional breakout for Day on the Hill – 8:15 a.m. to noon  
Natalie Bright, JD, Bright & Carpenter*

- 8:15 a.m. Registration & Continental Breakfast
- 8:45 a.m. Welcome & Opening Announcements
- 9:00 a.m. Wellness in Your Workplace  
*Shawn Grove, Consumer Experience Consultant, Humana*
- 10:00 a.m. Legal & Regulatory Update on Employee Benefits  
*Eric Namee, JD, Hinkle Law Firm*
- 11:00 a.m. Break
- 11:10 a.m. Define Contribution Health Plans  
*Brian Johnston, Polsinelli*
- 12:10 p.m. Lunch
- 1:00 p.m. Hot Issues in Executive Compensation  
*Philip McKnight, Stinson Leonard Street*
- 2:00 p.m. ACA- Today & In the Future  
*Rebecca Brown, Mercer*
- 3:00 p.m. Break
- 3:10 p.m. Cool Tools in Employee Benefits Communications  
*Deborah Thorne Joshua Communications*
- 4:10 p.m. Closing Remarks

## Registration Fees

(Includes Monday and Tuesday sessions and optional Day on the Hill session)

### EARLY BIRD

(Prior to 1/22/16)

SHRM MEMBER - \$199 or NON-MEMBER - \$249

### REGULAR

(1/23/16 and after)

SHRM MEMBER - \$249 or NON-MEMBER - \$299

Cancellations received before January 23, 2015 will be refunded. No refunds after January 23 — substitutions are acceptable.

**ABOVE FEE DOES NOT INCLUDE HOTEL CHARGES. TO RESERVE A ROOM CALL ONE OF THE FOLLOWING:**

Capitol Plaza Hotel – 785.431.7200 • Ramada Topeka Downtown – 785.234.5400  
Holiday Inn Express – 877.786.9480 • Sleep Inn & Suites – 785.228.2500 • Courtyard Topeka – 785.271.6165



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# HR Management

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January-May 2016 | Register at [jccc.edu/ce](http://jccc.edu/ce) or call 913-469-2323.

## HRCP Program for PHR and SPHR Certification Preparation

The Professional in Human Resources (PHR) and Senior Professional in Human Resources (SPHR) credential is held by more than 135,000 HR professionals in more than 100 countries. Holding this credential demonstrates relevance, competence, experience, credibility and dedication to human resources to your employers, clients, staff and professional peers.

The Human Resource Certification Preparation (HRCP) Program curriculum covers the entire HRCI Body of Knowledge and includes application exercises to develop specific competencies and decision-making skills.

### Who should enroll:

- Individuals seeking PHR or SPHR certification. Individuals may sit for the exam if they meet the requirements outlined at [www.hrci.org](http://www.hrci.org).

The exam is given by HRCI and is separate from this course.



### Benefits for you:

- An experienced, certified instructor who explains the concepts and applies them to your industry
- A structured learning experience that keeps you on track
- Opportunities to network and share real-world experiences with other HR professionals

### Course topics covered:

- Business Management and Strategy
- Workforce Planning and Employment
- Human Resource Development
- Compensation and Benefits
- Employee and Labor Relations
- Risk Management

### Course options:

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<b>20640</b>	<b>T</b>	Jan. 26-Apr. 19	6-9 p.m.
		Carlsen Center 234	Loretta Summers

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\$1,099 – Includes the full HRCP Program and all online access. The fee does not include the registration for the actual examinations.

For more information, call 913-469-4420.

# SHRM Learning System® for SHRM-CP and SHRM-SCP Certification Preparation

Earning your SHRM Certified Professional (SHRM-CP) or SHRM Senior Certified Professional (SHRM-SCP) credential establishes you as a recognized expert in the HR field. These new certifications recognize that HR professionals are at the core of leading organizational success:

- Built on one singular Body of Competency and Knowledge (SHRM BoCK™) designed to elevate the HR profession around the world.
- Tests the HR professional's competency – the ability to put that knowledge to work through critical thinking and application.
- Demonstrates that the HR professional is a technical expert and has mastered the application of HR technical and behavioral competencies, through practice and experience, to drive business results.



## Key knowledge domains covered:

- HR Competencies - Leadership, Ethics, Evaluation, Communication
- People - Talent Acquisition, Engagement, Development, Rewards
- Organization - Effectiveness, Management, Employee Relations, Data
- Workforce - Diversity, Risk Management, Social Responsibility, Law
- Strategy

## Course options:

20634 M Jan. 25-Apr. 18 6-9 p.m.  
Carlsen Center 234 Loretta Summers

## Who should enroll:

- HR professionals qualified under SHRM requirements for SHRM-CP and SHRM-SCP certification who are preparing for the exam. For eligibility requirements visit [www.shrmcertification.org](http://www.shrmcertification.org).
- Individuals who want advanced education and training for a successful HR career.
- HR professionals wanting a broader education or to update their HR knowledge.
- HR professionals who want to enhance their marketability by gaining current HR knowledge.

Both options cost \$1,099. This includes the full SHRM Learning System® and all online access. The fee does not include the registration for the actual examinations.

Register online  
**jccc.edu/ce**  
or call 913-469-2323

# SHRM Essentials® of HR Management

Designed as a thorough introduction to HR basics, the SHRM Essentials® of HR Management course provides a solid foundation in human resource management, and is effective training across multiple job responsibilities and career paths.

## Who should enroll:

- New and junior HR practitioners who need to increase their knowledge base.
- Small business owners or office managers who perform the HR function for their company.
- Business managers who want to learn basic HR best practices to avoid costly litigation.
- New or experienced managers interested in learning more about employee management skills.
- Representatives selling or supporting HR systems and services.
- International HR personnel wishing to increase their knowledge of U.S. HR practices.
- Job seekers who are investigating HR as a new career option or want to have HR as a skill for future positions.

## Benefits for you:

- Attain knowledge and practical HR skills to effectively approach challenging HR issues.
- Gain expertise in areas of HR management that are broader than the normal scope of your job.
- Stay up-to-date on the latest laws and regulations.
- Increase your on-the-job confidence.
- Utilize the course materials as one comprehensive source of HR information.

## Course content and materials:

Newly updated with the latest HR developments, the program combines print materials with online study tools to provide a blended learning experience.

The Participant's Reference Book includes the printed content of the course.

It addresses six key human resource management practices, compiled into one comprehensive course book for easy reference.

1. Human Resource Management - Gain a clear understanding of the HR function.
2. Employment Law - Enhance your ability to apply key HR legislation.
3. Recruitment and Selection - Develop important skills for selecting employees.
4. Compensation and Benefits - Learn the key elements of a total compensation system.
5. Employee Development - Obtain an understanding of orientation, development, and training.
6. Performance Management - Discover the purpose and process for performance evaluation.

## Course options:

<b>20636</b>	WR Feb. 10-11	8 a.m.-5 p.m.
\$399	Regnier Center 157	Loretta Summers
<b>20637</b>	WR May 4-5	8 a.m.-5 p.m.
\$399	Regnier Center 157	Loretta Summers





## **We understand that there is confusion regarding HR certification options right now.**

**Our goal is not to decide which designation is right for you. It is to present you with the resources to help you make a decision and the appropriate courses to support your preparation for whichever designation you choose.**

**To help you choose which designation is right for you we offer the following advice:**

- 1. Speak with your supervisor. Make sure they understand that there are now options and solicit their feedback on which designation would serve you best with your employer.**
- 2. Communicate with other HR professionals through local SHRM chapters, LinkedIn groups, etc.**
- 3. Review the SHRM Certification Body of Knowledge and eligibility requirements at [www.shrmcertification.org](http://www.shrmcertification.org).**
- 4. Review the HRCI Certification Body of Knowledge and eligibility requirements at [www.hrci.org](http://www.hrci.org).**

**Once you have made your decision you can pick from the course options on the following pages.**

**JCCC is dedicated to providing training that supports our local workforce. Please let us know if there are courses or topics you would like us to bring to your workplace. We are happy to customize to your needs.**

### **We offer the following courses online:**

- Employment Law**
- HIPAA Compliance**
- Understanding the HR Function**
- Workers Compensation**

**Please visit [www.ed2go.com/jccc](http://www.ed2go.com/jccc) for more information.**



12345 College Blvd. • Overland Park, KS 66210-1299

Spring 2016

HR Management

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