



Central Louisiana Society for Human Resource Management



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2007 SHRM SUPERIOR MERIT AWARD CHAPTER



CLSHRM Mission Statement

Be the primary influencer of workplace policies and practices that benefit our members and the organizations they serve;

Build a broad and actively engaged membership that ensures dissemination of leading practices to the workplace;

Be the major source for building strong competence and developing the talent and leadership of people in our organizations; and

Ensure a solid financial structure that permits reinvestment in initiatives and learning that advances the state of the profession.

2012 Officers:

- President: Lori Patrick
- President-Elect: Sandy Mask
- Past President: Candy Gerace
- Secretary: Christina Goodrich
- Treasurer: Shannon Tassin
- Vice President of Membership: Jane Walker

CLSHRM Annual Seminar a Hit!

For those of you who were unable to attend our annual seminar on October 18th, you missed a good time.

We received really good legal information from Timothy Steadman with Kutak Rock Law Firm in Little Rock, Arkansas. Mr. Steadman had to step in at the last minute to speak for Mr. Jim Gary who was unable to attend. The top 10 issues discussed were:

- NLRB Emerging Issues
- EEOC Emerging Issues
- EEOC Enforcement Priorities
- Aggressive EEOC Investigation Techniques
- Wage and Hour Classification Errors
- Wage Payment and Overtime Issues
- FMLA Issues
- What you need to know about the new healthcare law
- Overlooked employment laws
- Vacation policy—Louisiana Statute

Ms. Jill Meaux talked to us about how to move people from talk to action. She covered leadership conversations, the process of making a request, and understanding the capability, intent, commitment and action of people and their responses. A short skit helped us see how conversations seem to include requests and responses or agreements to action, but really do not. We have to be more specific when making a request and also more specific when responding to a request.

The sessions were separated by a wonderful brunch where we had time to refresh and socialize. Door prizes included \$100 Visa gift card, buffet dinners from Paragon Casino, \$25 Visa gift card, leather duffel bag, and books,

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November Meeting

Wednesday, November 14, 2012 at 11:30 am

Central Louisiana Technical Community College | 4311 S. MacArthur Drive | 318.487-5443

Speaker: Marvinette Holly

We will be voting on the 2013 Officers at this meeting

We are on the web!!!

www.shrm.org
<http://clshrm.shrm.org>





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The importance of higher education and technical training for the job skills that employers need has increased considerably in the past 10 years and will only continue to increase, according to a report released Oct. 3, 2012, by the Society for Human Resource Management (SHRM) and Achieve, a nonprofit education advocacy group based in Washington, D.C.

“Today’s tough job market means that many individuals currently hold jobs for which they have educational qualifications beyond those required for their position,” said Jennifer Schramm, GPHR, manager of workplace trends and forecasting for SHRM. “But this may not be the case down the line—education requirements are climbing for jobs across the board.”

The report, *Changing Employee Skills and Education Requirements*, is based on the survey responses of 4,695 HR professionals from nine industries. The survey results indicated that more jobs in 2012 require specific technical specifications and a higher education level when compared to 10 years ago. In addition, the respondents reported that increases in staff size and employee diversity have been the biggest changes to their organization’s workforce since 2002.

When asked to look ahead to skills and qualifications that will be needed in the next three to five years, 60 percent of the respondents predicted that there will be a growth in jobs that require specific technical requirements, and one-half (50 percent) said that a higher level education will be required for most jobs.

“This survey reinforces the importance of having strong and responsive K-12 and postsecondary education systems that provide all students with the knowledge and skills that they need to succeed in their careers of choice,” said Sandy Boyd, senior vice president of strategic initiatives at Achieve. “It’s clear that the world has changed, and employers are demanding more from their new employees and applicants than ever before.”

When asked what education levels will be needed for specific positions, future administrative and secretarial positions will require more education, with 21 percent reporting that these positions will require an associate’s degree, while 11 percent said that a post-secondary certificate would be needed for these jobs.

In the next three to five years, salaried, individual contributors and professionals will require at least a bachelor’s degree, according to 71 percent of the respondents, or at least an associate’s degree, said 12 percent of the participants. Nearly one-third of the respondents (31 percent) reported that skilled laborers, such as technicians, mechanics, and foreman will need to have a specific post-secondary certificate or specific training credentials in order to qualify for future jobs.

According to the survey results, the following industries will most likely have an increased demand for job candidates with at least a bachelor’s degree:

- Health care (62 percent)
- Manufacturing (58 percent)
- Construction, mining, oil and gas (57 percent)
- Finance (57 percent)
- High-tech (56 percent)

To meet the growing demand, the survey respondents reported that job-specific training is the most important factor for improving the needed job skills of workers, especially for lower-skilled labor. In addition, a majority of the respondents viewed professional development and training programs for salaried individual contributors and managers as essential to improving the performance of their organizations.

October 10, 2012 by Bill Leonard, Senior Writer for SHRM

DECEMBER CELEBRATION OF ACCOMPLISHMENTS

Wednesday, December 12, 2012 | 11:30 am

Cajun Landing Restaurant | 2728 N. MacArthur Drive | Alexandria, LA 71301

Recognize volunteers | Install new officers | Honor our members

Please bring an unwrapped toy or gift for donation to the Volunteers of America

