

March 2010



Valley Society for Human Resource Management

Saginaw, Bay City and Midland - Michigan

Published for Members of the Valley Society for Human Resource Management

A Review of Michigan's Workforce Development System



Presenter Information

Ed Oberski has been the Chief Executive Officer of Great Lakes Bay Michigan Works! since 2004. In the 20 years prior to that, he worked for various Michigan Works! Agencies both in high level management positions and as outside consultant or legal counsel.

Ben Spreeman is the Special Projects Business Service Representative for Great Lakes Bay Michigan Works!. He has been with the organization since 2008. Prior to that, Ben was a Business Liaison for Region 7B Michigan Works!, and also worked as Marketing Administrator for MiCTA Service Corporation. He has a Bachelors Degree in Entrepreneurship from Central Michigan University, and is working on his Masters Degree in Management and Leadership at Northwood University.

Great Lakes Bay Michigan Works!, a consortium of the Saginaw, Midland and Bay County governments, is one of 25 separate and independent Michigan Works! Agencies. It is one of about 600 similar agencies around the country that make up the nation's workforce development system. With an annual budget of \$15 to \$20 million dollars, Great Lakes Bay Michigan Works! provides a variety of services for the region's employers.

Activity Information

Ed and Ben will discuss two sets of services available to employers through federally funded workforce development programs. Direct employer services include assistance with the Michigan Talent Bank, recruitment, facilitation of application processes, screening, assessments, Essential Work Skills ® Certification, training funds for current employees, and customized services. Currently over 1,900 employers in the region are using Great Lakes Bay Michigan Works! services. Indirect employer services are designed to upgrade the skills of the workforce. They include basic academic skills, Essential Work Skills ® Certification, computer skills training, "No Worker Left Behind" training for high demand occupations, assessments, counseling, and other services. In the 2008 -2009 program year, over 7,000 individuals took advantage of these services through Great Lakes Bay Michigan Works!.

Date: Tuesday, March 9th, 2010

Location: NADA Hotel & Conference Center
4000 Whiting Dr
Midland, Michigan 48640

Time: BREAKFAST MEETING

7:30 a.m. Networking / Registration

Breakfast 8:00, Meeting begins at 8:15

Cost: \$20 for members
\$25 for Guests
\$10 for Students

RSVP Information:

rsvp@vshrm.org, or call Sue Slade at (989) 754-4717, Ext. 5503

Register online at www.vshrm.org

RSVP Deadline:

Extended this month: RSVP by **Friday, March 5th, 12:00 p.m.**

There is a \$5.00 charge for late RSVP's received after the deadline

Cancellation Policy:

If you made a reservation but are unable to attend a meeting, please cancel prior to noon the Friday before the meeting. You will be billed for the breakfast or luncheon if you do not cancel your reservation.

VSHRM P.O. Box 5448 Saginaw, Mi. 48603

THE RESOURCE



2007 SHRM **SUPERIOR MERIT AWARD**
CHAPTER

VSHRM Workforce Readiness Volunteers

According to recent survey, the first thing employers said they look for is strong communication skills, according to the results of the organization's Job Outlook 2010. The top five candidate skills/qualities are:

- 1) Communication Skills
- 2) Analytical Skills
- 3) Teamwork Skills
- 4) Technical Skills
- 5) Strong Work Ethic

HR professionals can play a strategic role in volunteering out in our community to help students be better prepared and help develop programs to improve workforce readiness.

Please contact Lori Lunger, PHR at 989-921-5077 or llunger@myamigo.com if you are interested in volunteering with up-coming VSHRM workforce readiness initiatives.

COBRA Subsidy Extension

On March 2, 2010, the U.S. Senate passed [H.R. 4691](#), the Temporary Extension Act of 2010 by a vote of 78-19. This Senate action follows House passage of H.R. 4691 on February 25, 2010. The President immediately signed this bill into law on March 2, 2010.

The Temporary Extension Act:

1. Extends the COBRA subsidy program that was enacted under the American Recovery and Reinvestment Act and
2. Extends unemployment benefits through April 5, 2010.

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Recertification Tips

Did you know that your organization's in-house training programs can earn you recertification credit?

You can earn recertification credit by attending formal on-the-job training offered by your employer. There is no limit on the number of credits you can obtain throughout your three year certification cycle by participating in in-house training. *(Please note that if your in-house training activity is conducted via webcasts, there is a 20-credit hour maximum that can be earned over your three year certification cycle.)*

What type of in-house training qualifies? Training that is HR related in topic, has a set learning objective and includes an instructor who has expertise on the subject presented. Training also needs to be at least one hour in length. Credit is awarded on an hour-for-hour basis.

To learn more about different activities that can earn you recertification credit, download the ["Tips For Earning Credit Hours"](#) flier. You may also search for activities that fit your schedule & needs by visiting the [Searchable Directory of Approved Events](#) at the HRCI.org website

WELCOME NEW MEMBERS!

Barb Oldeck –
Previously worked for Delphi



MISSION:

The Valley Society for Human Resource Management (VSHRM) strives to be the principal voice for human resource issues for the Tri-Cities area. It promotes and assists the profession by providing valuable human resource information to area employers, resulting in the highest professional and personal development of their employees.

Legislative Update

Unemployment rate for Michigan remains at 14.6% (January figures), with the national rate at 10%. Figures for February will be released the week of March 15, 2010. Unemployment benefit extensions will exhaust the week ending March 27, 2010. Legislation is currently being drafted to extend benefits, however, passage is being held up in the Senate with many unemployed workers growing weary and nervous of the potential of the loss of income.

Senate Passes Jobs Legislation

The U.S. Senate approved on Feb. 24, 2010, a \$15 billion jobs bill that had been pared down to garner bipartisan support. The legislation passed by a vote of 70-28 with 13 Republican senators joining the Democrats to support an effort to revive the lagging U.S. job market.

The Senate rolled the Jobs for Main Street Act (H.R. 2847) into an appropriations bill for the Department of Commerce and included several tax incentive packages for businesses that hire new employees. The proposal includes a new program that would exempt employers that hire unemployed workers from paying Social Security taxes on the new hires for the remainder of 2010. The proposal would offer employers an additional \$1,000 tax credit for any new hire who stay on the job for one year. Critics of the jobs measure stated that it would do little to revive the nation's stagnant labor market, while supporters of the bill said that the Senate's action was a step in the right direction. This takes effect immediately, going right to small businesses. The legislation now must gain approval from the House of Representatives, and it is unclear when the House might consider the jobs proposal. President Barack Obama has indicated that he would sign the bill into law once it passes both houses of Congress.

SHRM Addresses Health Care Reform in Letters to Congress, President

In letters sent to the White House and House and Senate leadership on Feb. 22, 2010, the Society for Human Resource Management (SHRM) reiterated its support for health care reform legislation that lowers costs, strengthens the employer-based system, improves quality of care and offers all Americans affordable coverage. SHRM President and CEO Laurence G. O'Neil sent letters the same day that President Barack Obama held a news conference unveiling he was dropping the proposed employer health coverage mandate from stalled health care reform legislation, and just days before a Feb. 25, 2010, bipartisan health care summit convened by the White House.

High-lighted areas of concern for SHRM:

Employer responsibilities

Employee Retirement Income Security Act (ERISA) structure for employer-sponsored coverage

Workplace wellness incentive

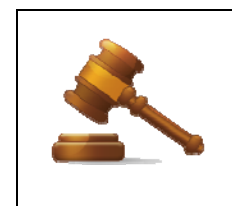
Flexible spending accounts (FSAs)

High-Cost Plan Excise Tax

Retiree drug subsidies

Medical liability reform

Transparency and payment reforms



For a more comprehensive overview of the above concerns, please visit the SHRM web site.