



DOL Web Site Helps Match Skills to New Career Paths

By SHRM Online staff

The U.S. Department of Labor's Employment and Training Administration has launched a web portal to help job seekers match their skills to new careers and to find out what training they need for a new job.

Users of the online tool, called [mySkills myFuture](#), will be able to view local job postings and locate training and education providers. They will be able to find job descriptions, salary information and common job tasks associated with a new occupation.

"Americans deserve good jobs, and mySkills myFuture is one of the ways we're ensuring they can find and access them," said Secretary of Labor Hilda L. Solis. "The mySkills myFuture portal personalizes job searches. It allows people to explore work possibilities based on their experience, strengths and interests."

Site features include:

- Detailed information about occupational skills that can be transferred from one job to another.
- A side-by-side comparison chart of likely skill gaps from one occupation to another.
- Links to local training programs that are available to help fill skill and knowledge gaps.

In addition, users will be able to find opportunities for short-term training programs provided by local community colleges and other postsecondary schools. They can find career-specific details about obtaining credentials such as certifications, licenses and apprenticeships. Users will be able to view and apply for open job postings available by ZIP code or state. Job listings from a national database will be updated frequently.

mySkills myFuture includes an integrated help system with page-by-page instructions and videos to enhance the user experience. The online program is based on data from the U.S. Department of Labor's Occupational Information Network, known as O*NET, and the National Labor Exchange. Data from O*NET includes the required knowledge, skills and abilities for more than 900 occupations, which helps identify transferable skills and skill gaps among occupations. The National Labor Exchange is a service of Direct Employers Association, a nonprofit consortium of more than 550 leading U.S. corporations.

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BAHRA Sponsored PHR/SPHR Prep Course

Thursday evenings in Brookings have been a little more entertaining and educational since Labor Day! Six (6) BAHRA members are participating in the 2nd BAHRA certification prep course! The course is taught by Patty Romsdahl, PHR and will be assisted by Sarah Perry, SPHR and Sarah Meusburger, SPHR. The class meets Thursday evening from 6-9pm at Banner Associates. Fun & learning is had by all. Wish these members well as they look to sit for the certification exams in the next few months.

CALENDAR OF EVENTS



October 20: Termination Checklist, Steve Bogue with McGrath North.

This presentation is designed to set up a procedure regarding employment termination, the steps to be taken, and a process to be implemented. It will touch on employment discrimination and wrongful termination, as well as other issues which may arise.

Meeting Fees: Cost for members: \$9.00, Non-members: \$25.00

Location: Library - 515 3rd Street, Cooper Rm A

November 17: Worker Compensation Update, James Marsh, with SD Dept of Labor

Meeting Fees: Cost for members: \$9.00, Non-members: \$25.00

Location: Library - 515 3rd Street, Cooper Rm A

December 15: "No Means No!", State of the Chapter/SHRM Resources

Meeting Fees: Cost for members: \$9.00, Non-members: \$25.00

Location: Innovation Village

Coming Soon to BAHRA!

- ❖ Note from the President
- ❖ More Facebook information

Announcements

Annual membership renewal time is here! We warmly invite our membership to join us for an exciting 2011 year. Dues for January – December will be \$ 40.00 for SHRM members and \$50.00 for non SHRM members. Membership dues gives you access to our monthly membership meetings, recognition, HR training in Brookings and the surrounding area, latest HR education, volunteer opportunities, networking & more! Renewal forms will be emailed out soon! Can't wait? Log onto www.bahra.us today and click on the "Join Now" link (left hand side of page).

If you have an announcement or something you would like to share with other BAHRA members, please e-mail dlv@itctel.com

JOB OPENINGS



Have a human resources job opening in your company? Remember you can use the HR posting on the BAHRA website. If you are a member there is no cost.

Contact Sarah Meusburger at smeusburger@swiftel-bmu.com



Breast Cancer Awareness Month

October is National Breast Cancer Awareness Month. The Department of Health and Human Services (HHS) urges Americans to learn about provisions under the Affordable Care Act (ACA) that can help them access preventive services, such as cancer screenings.

There were over 200,000 new cases and over 40,000 deaths from breast cancer in the United States in 2010, estimates the National Cancer Institute. While breast cancer is most often attributed to women, men can also have this form of cancer.

Under a ACA regulation, if you are enrolled in a new health plan on or after September 23, 2010, then that plan is required to cover recommended preventive services without charging a co pay, co-insurance, or deductible. This regulation applies to cancer prevention services including annual mammograms for women over 40, referral to genetic counseling, and a discussion of chemoprevention for women at risk.

HR.blr.com 10-6-10

Meet the 2010 Board of Directors

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Board of Directors consists of six persons who include: President, President Elect, Secretary, Treasurer, Past-President, and two (2) Directors-at-Large.

All candidates for the Board of Directors must be members of the Chapter in good standing at the time of nomination or appointment. Per SHRM Bylaws, the President must be a current member in good standing with the national SHRM organization. Board members may not be elected to serve more than two (2) consecutive terms in the same position.

Members of the Board of Directors shall be elected at the November meeting of the membership from the proposed slate of the nominating committee appointed by the Board of Directors at the beginning of each election year. Except for the President, President-Elect and Past-President, whose term shall be one (1) year, each elected Director shall assume office on January 1 following his/her election and shall hold office for two years or until his/her successor is elected and takes office. The positions of Secretary and Treasurer shall have alternating terms and the positions of Directors-at-Large shall also have alternating terms. This alleviates the potential for several Board members being replaced at the same time.

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Job Security, Company Stability Are Most Important, Generations Agree

8/9/2010 by Kathy Gurchiek

Despite the often-cited differences among today's multigenerational workforce, they agree on one thing: working for a stable company and job security are the two most important aspects of the work environment, according to *Workplace Redefined: Shifting Generational Attitudes during Economic Change*.

The findings, released July 2010, are from a survey that global staffing firm Robert Half International conducted with 1,403 full-time professionals—including 502 hiring managers. Respondents were in the United States and Canada and had a college degree or were working toward one. Baby Boomers surveyed were 46 to 64 years old; Generation X workers were age 32 to 45 years old; and Generation Y employees were 21 to 31 years old.

Working for a stable company and having job security won out over a short commute and working for a socially responsible organization as the two most important aspects of the work environment.

That also was borne out when respondents were asked to identify the most valuable career lesson learned during the recession.

Generation Y: "Focus on skills and knowledge development to increase your value to your company."

Generation X: "Don't take your job for granted."

Baby Boomer: "Stability is king."

Hiring managers should bear the findings in mind, according to Brett Good, president of Robert Half International, and stress their organization's tenure, legacy, how it's withstood the economic challenges and how it's poised for growth.

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““You have to understand what’s important to these multi-generations,” he said in a video on the company’s site. “If workplace stability is most important to them, during the hiring process is that what you’re stressing?”

The findings regarding the importance of job stability are similar to the Society for Human Resource Management’s [2010 Employee Job Satisfaction survey report](#) released June 27 at its Annual Conference in San Diego. Workers ranked job security and benefits as the top two very important contributors to job satisfaction over other factors for the fourth consecutive year, SHRM found.

Other commonalities the three generations share, according to the Robert Half survey:

- Salary, benefits and company stability were the top three most important factors when evaluating a job offer.
- Health care in the U.S./extended health care coverage in Canada, and vacation/paid time off were the most highly rated benefits and perks.

“There has been considerable focus on the differences among various generations, but our research confirms many similarities,” said Max Messmer in a news release. Messmer is chairman and CEO of Robert Half International and author of *Human Resources Kit for Dummies, 2nd Edition* (John Wiley & Sons Inc., 2006).

Understanding the values shared by nearly all employees, particularly in light of changing economic conditions, can help companies enhance their recruitment and retention efforts,” he said.

The three generations agreed that differing work ethics, approaches to work/life balance, different communication styles, and different views that made consensus difficult were the greatest challenges to working together. However, they agree that benefits include bringing together people of varying experience levels, a greater diversity of project teams, and mentoring opportunities.

Among generational differences the survey found:

- Generation X workers are slightly more likely than Boomers to enhance their skill sets and build tenure after the recession.
- Generation Y workers are more likely to look for new job opportunities after the recession than are Generation X and Baby Boomers.
- Generation Y places more value on on-site perks such as dry cleaning service, fitness centers, cafeterias or subsidized lunches, transportation, gym memberships and snacks or lunch.
- Baby Boomers and Generation X place more value on 401(k) plans—or in Canada, Registered Retirement Savings Plans—and bonus programs.

The survey found that the recent recession is the biggest factor cited among those who intend to work beyond traditional retirement age. However, a higher percentage of workers in the U.S. than Canada said the recession has had a very strong impact on this decision (39 percent vs. 13 percent, respectively).

Kathy Gurchiek is associate editor for HR News

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