



November 2021 NOARK NEWS



NOARK President's Message

As we approach Veterans Day 2021, it's a perfect time for a military connected program. Please join us on November 11, 2021, as we explore the business case for strategic recruitment of veterans and other military connected in the workplace. It can sometimes seem confusing to match the vast experience an individual gains in the military to the line items in our job descriptions. NOARK's own Judith Tavano (Workforce Committee Director and Military Outreach Committee Director) will assist with the business case of understanding the strategic placement of military connected individuals to aid both the individuals and our current talent shortages in the program: HR Strategies for Closing the Gap Between Veterans and Hiring Managers.

For those of you with HRCI SPHR certification, this program is authorized for one hour of business credit.

I hope that you are enjoying some fall colors and that your workplaces are stabilizing (notice I didn't say "normal"). I also hope that you and your families enjoy the upcoming holiday season.

Sheila Moss, President
NOARK 2021



HR STRATEGIES FOR CLOSING THE GAP BETWEEN VETERANS AND HIRING MANAGERS

November NOARK Membership Meeting (In-Person)

Date: November 11, 2021

Time: 11:30am-1:00pm

Location: The Barn at the Springs

According to a 2020 SHRM Foundation report, 90% of U.S. military veterans report obstacles in attaining employment. In 2020, the SHRM Foundation and Walmart.org published a report noting that only 55% of organizations have a program related to the employment of veterans. And, as recently as September 22, 2021, Forbes reports that U.S. talent shortages are at a 10-year high. There's something wrong with this math. These numbers do not add up. Veterans are struggling to find employment and there is a talent shortage. HR to the rescue? Who better equipped than HR to take on the dual challenge of helping veterans position themselves to start their civilian careers and at the same time create organizational strategies to better recruit, hire, engage, and retain veterans? But how? Where to begin? How to succeed? Join us on November 11th, Veterans Day 2021, to learn how you can build a program to effectively recruit, hire, and retain veterans in your organization. Take an hour of your time to learn more about veterans and the value they can bring to your workplace.

Hiring veterans isn't just patriotic, it's good business. But in the end, it has been said that the defense of this nation depends upon those willing to serve...and upon those who support that service. HR is uniquely positioned to support that service bridging the gap between the veteran talent pool and hiring managers.

Objectives

Participants will be prepared to:

- Better relate to military-connected applicants and team members.
- See what makes a military-connected individual unique and valuable;
- Build a strategically focused business case for effective recruiting, hiring, and on-boarding of military-connected;
- Demonstrate how creating a 'belonging culture' to insure military-connected inclusion is ethically aligned with organizational DEI initiatives.

SPEAKER: Judith Tavano, SHRM-SCP, SPHR

Judith Tavano, SHRM-SCP, SPHR has been serving the veteran community for over 20 years, helping veterans, currently serving National Guard, reserve forces, and military

years, helping veterans, currently serving National Guard, reserve forces, and military spouses enter, re-enter, and thrive in the civilian workforce. Judith serves as the chair of workforce readiness for NOARK. In this role, she has initiated a number of workplace outreach activities and is an active member of the Northwest Arkansas Council's workforce committee. As a long-time HR educator at the University of Arkansas, Judith has assisted hundreds of HR professionals in the state of Arkansas and beyond to achieve their bachelor's degrees in Workforce Development and/or professional certification. Judith is a frequently requested HR trainer and speaker, known to many as an expert in generational workplace dynamics.

Judith holds a B.A. and M.A. from Simmons University, Boston, and the international designations of Society for Human Resource Management Senior Certified Professional (SHRM-SCP), Senior Professional in Human Resources (SPHR), and Certified Program Planner (CCP) from LERN.

Judith believes that the employing military-connected is an economic development imperative for Arkansas. The strategic inclusion of military-connected individuals into the northwest Arkansas workforce will not only create opportunities for military-connected individuals but also for the employers who will employ them, and the region as a whole.

One (1) HRCI "Business" Hour Approved.
One (1) PDC SHRM Hour Approved.

Register Today!

Attention NOARK Members!

It's that time of year where we look to recognize the best and brightest in our profession for their outstanding achievements in the HR field. The awards are presented at the December chapter meeting. Membership input is essential for the nomination process and for recognizing our peers. Please email noark0148@gmail.com with your nominations for the following awards:

HR COMMITTEE OF THE YEAR

The NOARK committee that has made the biggest impact toward "Advancing the Profession" and "Serving the Professional."

HR PROFESSIONAL OF THE YEAR

This award recognizes an individual that has shown outstanding service and has promoted the profession of Human Resources Management. Nominations will be accepted from any source; however the nominated individual must be a NOARK member. This nominee will also be NOARK's official nominee for the ARSHRM Professional of the Year Award.

MEMBER OF THE YEAR

This award goes to the member whose contributions and participation made a high impact on the NOARK organization.

RISING STAR

The NOARK member who has demonstrated the potential to be an impact on the HR community.

PILLAR AWARD

I look forward to seeing you there.

Judith

Judith Tavano, SHRM-SCP, SPHR
Chair, Workforce Readiness
Chair, NOARK Military Outreach Team
Administrator, SHRM Foundation Veteran-serving Grants I and II
Proud Veteran Spouse

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Available Immediately! Available through December 31.

Register online at ella.arshrm.com today!



You are going to love this issue, focusing on employee benefits planning and compliance! We have solutions for some of the issues that keep you awake at night...

Cynthia Thompson, Editor

November Issue is here...click on the logo above.



November Learning Opportunities

In an effort to promote our chapters and provide you with continuing education opportunities, here are some of our chapter's meetings that you are invited to attend.

Central Arkansas HR Association: 2021 CAHRA Leadership Forum - Employee Engagement & DEI | November 5 at 7:30 AM - 9:15 AM at Clinton Presidential Center | Register online [HERE](#).

Western Arkansas HR Association: Recognizing and Reducing Implicit Bias in the Talent Life-Cycle with Cathy Scrivner | November 9 at 12 Noon. Virtual | Register online [HERE](#).

West Central Arkansas SHRM: Workforce Readiness Panel | November 30 at 11:30 a.m. Virtual | Register online [HERE](#).

Not a chapter member? Consider joining your local SHRM chapter for more learning, networking, and growth opportunities. Go [HERE](#) for more info.



Save the Date for Next Year's Events!

Next Year's ELLA is back in person on April 13-14, 2022 at the Robinson Center and Doubletree Hotel in Little Rock. Watch our [website](#) and emails for more information.



The Arkansas SHRM Conference & Expo will be October 24-26, 2022 in Hot Springs. Watch our [website](#) and emails for more information.

2021 NOARK Compensation and Benefits Salary Survey is ready for purchase... Sponsored by



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- Stephanie Hogan, Edward Jones
- Nick Waltke, Student
- Sarah Veit, Premier Dermatology
- Katherine Bowen, City of Springdale
- Heather Gray, Atrium Hospitality
- Kelsey Hobbs, Lindsey Management, Inc
- Abby Foster, Ahnimisha Consulting
- Rhonda Norvell, Outdoor Cap Co, Inc
- Danny Hudson, Zebra Inc

Please reach out to them and make them feel welcome.

2021 NOARK NWA Walmart Vendor Survey Is Available For Purchase!

For More Information on How to Purchase

NORTHWEST ARKANSAS HR JOB, LISTINGS

- **Recruiter**, Gates Corporation
- **Director of Talent Development**, University of Arkansas
- **Senior Corporate Recruiter**, Rausch Coleman Homes
- **Human Resources Business Partner**, Outdoor Cap
- **Sr Compensation Analyst/Administrator**, AR Blue Cross Blue Shield

Note--Please remember as a NOARK Member you can post an HR Related job for FREE.

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