

# HRAGC NEWSLETTER

Quarter 1, 2023



HRAGC  
Human Resources Association  
Greater Concord



## Spotlight on HRAGC Impact Award

The HRAGC Impact Award seeks to recognize an HRAGC Member who volunteers their time, contributes their expertise, seeks to advance the membership or awareness of HRAGC, and serves as a driving force for engaging and developing HR professionals.

This year's recipient is Jessica Locke! Jessica exemplifies these traits and more. We are honored to present her with our 2023 HRAGC impact award.

Jess has been a member of HRAGC for over 13 years. During that time, she has been active on committee work and advancing the HR profession through networking, inviting guests to program meetings and events, actively recruiting members, represented the organization at State and Leadership Conferences, and championed the mission of HRAGC.

She is a tireless volunteer and has given of her time and talents. Over the years, she has played active and integral roles in the HRAGC strategic planning process sessions. Jess was an active member of the HRAGC Board from 2016 – 2022 and served in the capacity as Board Treasurer during that time. As an HRAGC member, she has been a dedicated, active, and vital member of the finance committee and



the programs committee and currently serves on the leadership development committee. Jess has given of her time as a panelist and/or virtual participant for several of our programs. She is always willing to set up when asked or when there is a need.



## CONGRATULATIONS JESS!



HRAGC has some exciting news! We earned the 2022 SHRM Learning System Champion Award! This is our 6th consecutive year earning this accreditation. HRAGC was 1 of 20% of chapters nationwide/internationally to receive the SHRM Learning System Champion Award!

The SHRM Learning System Champion status is a recognition of our chapter's hard work to elevate the HR profession through professional development and HR knowledge among members, gained from SHRM certification. SHRM created this prestigious distinction in support of its premier educational product.

HRAGC has been recognized with the SHRM Learning System Champion Award numerous times because of Dr. Painchaud's HRAGC - SHRM Certification Prep Course. We owe a huge THANK YOU to our amazing facilitator Dr. Maria Manus Painchaud, SHRM-SCP, SPHR!

Ready to be a SHRM-CP or SHRM-SCP? [Learn more here!](#)

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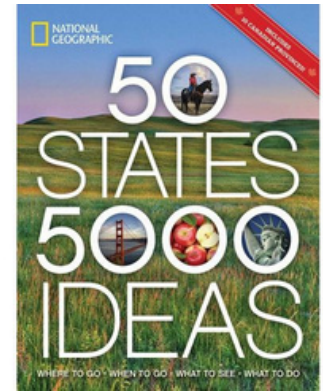
January was **HRAGC Member Appreciation Month**. HRAGC sent Member Appreciation gifts to active members on January 19, 2023 in the evening. The gifts were sent to members' preferred email address based on their HRAGC member profile. The gifts came from Thnks with Human Resources Association Greater Concord in the sender and subject line. Members may also have received a reminder from Felix@thnks.com as well.

Please be assured these emails are not spam. By clicking on "Accept" in your Thnks email, you will be directed to Amazon. There the gift amount will be added as a credit to your account. The gift sent was a National Geographic Book entitled *50 States, 5,000 ideas: Where to Go, When to Go, What to See, What to Do*. We hoped members will find exciting things to do in our state and beyond.



Unfortunately, we recently learned that Amazon changed its pricing following the distribution of our Thnks gifts and the amount will not fully cover a paperback copy. For those of you that are not interested in a Kindle copy, you have the option to simply apply the credit to your Amazon cart for any other future purchase of your choice.

Thank you for your membership! We are grateful to have you as part of HRAGC and as a fellow member of the Human Resources profession. We appreciate you!



## Concord Regional Technical Center (CRTC) 2022 Job Interview Training Report By the numbers:

Training Dates: November 21-22, 2022 (HR professionals on November 22)

- Number of HR professionals engaged: 33
- Number of students participating: 710
- Percent of students who said they learned quite a bit from the HR professionals: 86.4%
- Percent of students who think Job Interview Training in high school is important: 99.5%
- Number of years HRAGC members have participated in this event: 7  
(over 4,100 students engaged in that time)

A sampling of student responses to the prompt:

What was the best thing about this year's Job Interview Training?

- “The best thing for me was the supportive and constructive HR people. They understood how it could be intimidating to speak to them, especially in a formal manner, and they were very patient with us.”
- “The best thing about the Job Interview Program would be educating us on what to correctly put on a resume. The guest speakers really gave me a better understanding about what does and doesn't belong on your resume.”
- “Thanks to the HR speakers, I now have a better idea of how to handle myself in an interview. It was a great learning experience.”
- “I found it really helpful that we had actual HR professionals come in and look at our resumes and give us feedback. Furthermore, it was extremely helpful that they asked us actual job interview questions and gave us feedback on our answers.”
- “I think that the best part was talking to people who do interviews because they told us more about what to do and what not to do during an interview.”

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- The best part for me was to be able to talk to people who have experience with interviews and interviewing people in the industry, so that we can know how to ace the real interview when it comes.”

### April 2023

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	

Want to get involved?

The next opportunity to get involved with CRTC is here! Our Community Relations Committee organized a Senior one-on-one virtual interview event, from **April 10-14th**, 9:30 am to 11:00 am. These 20-minute block interviews consist of 15-minutes of pre-determined questions, alongside a 5-minute feedback form from the students. Volunteers can sign up for all 90-minutes of interviews on any given day, or just a 20-minute block. Let us know if you would like to volunteer. email [communityrelations@hragc.org](mailto:communityrelations@hragc.org).

# UPCOMING EVENTS

## Business Analytics: How to solve the top 3 problems facing HR today using data

In alignment with our program year theme: Embracing Innovation and Sustainability, we are pleased to announce Dr. Julie Alig will be presenting at the February HRAGC program meeting on “How To Solve The Top 3 Problems Facing HR Today Using Data”.

HR professionals are being asked to do more than ever by their organization, oftentimes with fewer resources than ever too. Dr. Julie Alig will show how an overlooked resource -- an organization's data -- can help HR to meet today's challenges head-on. In this session we'll look at the analytical techniques that will help to solve three of the biggest problems that HR faces today: employee retention, employee engagement, and pay equity. We'll also learn the one technique that will help to communicate with impact in your organization. By the end of this session, attendees will understand how foundational data analytic techniques such as disaggregation and trend analysis can help illuminate the issues in their organization and chart a path forward. No calculator required!

**16 FEB**

**8:00 AM - 10:00 AM**

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Julie Alig, PhD.

## OUTCOMES

Participants will

- Gain further insight to the design and evaluation of HR data indicators to inform strategic actions within their organization
- Appreciate qualitative and quantitative methods and tools used in business analytics and how they assist with informed decision making
- Understand the need for forecasting techniques, planning and predicting the impact of HR activities, specifically employee retention, employee engagement, and pay equity



This webinar is approved for 2 SHRM PDCs and 2 HRCI business credits.



"The use of this official seal confirms that this Activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval."



# LEGISLATIVE UPDATES

Prepared By: Attorney Beth A. Deragon of Pastori | Krans PLLC

Find all the latest Legislative Updates in an easy to follow pdf link, available on the HRAGC website:

[The Link Is Here!](#)





# February 24th

## HRAGC SHRM® CERTIFICATION STUDY PREP SEMINAR WITH A PRO

Elevate your HR credentials with HRAGC's study prep seminar open to our members, SHRM® affiliate chapter members, their friends and colleagues. HRAGC was recognized as a 2022 SHRM Learning System Champion because of Dr. Painchaud's seminars.

The SHRM® Spring Testing window is May 1, 2023 through July 15, 2023. The seminar series begins February 24th and is designed for maximum preparation. Please register by February 14th to ensure timely delivery of study materials.

For more information or to register, click on Registration Link, or go to <https://hragc.org/SHRM-Certification-Prep-Course>

SHRM® Affiliated Chapter Member	Cost**
HRAGC, HR North, MAHRA, SHRA, GNHRA, RVHRA, GMSHRMA, or GMVSHRMA Chapter Member	\$1,050.00
Non-member	\$1,150.00

\*\*If you are a current member of the Primex Property & Liability coverage program, please contact Carol Kilmister at Primex (ckilmister@nhprimex.org, 1-800-698-2364), for your scholarship code, prior to registering for this course.\*\*

