

CCHRA

Cape Cod Human Resources Association

P.O. Box 665, Hyannis, MA 02601

CCHRAONLINE.COM

January 18, 2012

January 26, 2012 Program

Presenter: Matthew Lee

Tocci, Goss & Lee, PC

Holiday Inn - Route 132, Hyannis

7:30 - 7:45 a.m. Breakfast Buffet

7:45 - 8:00 a.m. Business Meeting

8:00 - 9:00 a.m. Guest Speaker

Understanding Employment Related Visas

Recruiting employees from outside the United States can help employers in finding critical skills or in addressing seasonal staffing needs. However, employment-related visas can be complex and intimidating for the HR professional who is unfamiliar with the regulations and requirements. This month's CCHRA program will give you an overview of various nonimmigrant visas such as the H-1B, H-2B, J-1, and others that employers turn to when hiring from overseas. You'll learn more about the type of employee who can access each visa, the employer's requirements, and the processes for initiating applications as well as tools and resources for further information.



Matthew Lee, founder of Tocci, Goss & Lee PC, represents numerous corporations and multiple industries in all areas of immigration law. The focus of his practice is aiding large national and international corporate clients in obtaining temporary and permanent employment visas for highly qualified foreign professionals.



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Register for Breakfast Meeting

Members and Guests are encouraged to register for breakfast meetings online. Please go to our website at www.cchraonline.com. You can pay online using PayPal or if you would rather pay by check—please register online and bring a check to the meeting.

Member News

Send your announcements, articles and news to Joan McDonald at Joan@ciwib.org

Website announcements/news/job postings please send information to Mary Tripp at mtripp@cchraonline.com

Meeting Schedule

February 23, 2012

Developing Effective Teams at Work

Presenters: Susan McKenna and Laura Caton

The Cornerstone Group, Inc.



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March 22, 2012

Workplace Violence: Stopping It Before It Starts

Presenter: Keith Crochiere

CEO, EAP Network

April 26, 2012

Facilitating Change and Managing Resistance

Presenter: Nancy Hardaway

Founder, Listening 2 Leaders

May 31, 2012

Conflict Resolution

Presenter: Janice Kinder

Founder, Workplaces Can Work

An extended half day program from 7:30am to 12:00 noon. Details will be available next month.

June 21, 2012

Legal Update

Presenter: Katherine Hesse

Murphy, Hesse, Toomey & Lehane, LLP

An extended program 7:30 to 10:00am

Details will be available next month.

Book Drive

Supporting our Youth Taskforce

CCHRA member, Joan McDonald, is collecting new and gently used books for children in the Barnstable Early Learning/Head Start Program and Hyannis West Elementary School. Books for children ages 2 to 8 years and *bilingual books*—*Spanish/English or Portuguese/English* would be appreciated. Please bring book donations to our January 26, 2012 Breakfast Meeting.



Volunteers Needed

Each year the Barnstable County Council on Children Youth and Families' Effective Education Committee holds a Youth Summit for area high school students. On Friday, March 16 we will be holding the summit at Cape Cod Community College and our theme is: Opportunities for Youth, Youth for Opportunities—we will be focusing on career exploration and the career opportunities that can be found on Cape Cod from retail, hospitality, construction trades, health care, the arts, human services, technology, non profits, etc.

We are looking for workshop leaders or workshop teams to lead interactive workshops on a variety of topics related to your careers. The workshop might focus on how you came to be a/an _____; what skills you need to do your work; offer a simulation of the types of tasks you perform, etc.

Each workshop will be about one hour to one hour ten minutes long and we are asking for businesses or individuals to offer one workshop. The summit typically has about 200 + high school students in attendance, so a workshop could have from 10 to 20 participants. If you are interested, please contact Joan McDonald at joan@ciwib.org or call 508-775-5900.

Announcements

Training Grants for Massachusetts Employers

The Workforce Training Fund has \$21 million for training. Employers in good standing who pay into the Workforce Training Fund can apply.

Hiring Incentive Training Grants can be used to train new hires (unemployed veterans or a MA worker unemployed for six or more months).

Express Program for small businesses with 50 or fewer employees to quickly provide training for their incumbent employees. **General Program** any size business or a *consortium of businesses** to provide training for incumbent employees. For more information please call/email Joan McDonald at the Cape & Islands Workforce Investment Board (508-775-5900/joan@ciwib.org)

Conference and Professional Development Opportunities

The SHRM 2012 Tri-state Conference REBOUNDING: HR's Pivotal Role in the New Business Playbook

Springfield Massachusetts on April 25 - 27, 2012!

For a full schedule of events, registration and conference information go to the Tri-state conference website at <http://www.tristatehrm.com>

Early bird registration discount.

This conference is for Human Resource Professionals and will offer leading speaker Keynote addresses, breakout sessions designed around your work, specialty and interests offering HR Certification Institute credits to enable you to maintain your certification. Our preconference will focus on several specific areas and will spend a whole day on that area. There will be the opportunity to pick up several strategic and global credits for those with their SPHR and GPHR credits. There will be plenty of time to network with area professionals at receptions, lunches and a wonderful night at the Basketball Hall of Fame reception. You will have the opportunity to meet cutting edge vendors at our exposition which will be right in the same area that we will use for breakfast and lunch.

Examples of Sessions:

- Legislative Update for Human Resources Professionals
- Business Partnering – Consulting Skills for HR Professionals
- Managers Driving Performance: Strategies for Enabling Engaged Employees to Succeed
- Managing Successful Change in the Midst of Economic and Political Turmoil
- The HR -Finance Playbook: Analysis & Modeling
- The New Benefits Playbook: Planning in Uncertain Times
- How to Have a Winning Season: Turn Your Senior Leaders into Engagement Champions
- Keynote: Chris Dailey, Associate Head Coach UCONN Women's Basketball Team

NEHRA offers a variety of learning opportunities

Have you ever wanted to attend our HR Basics program, but haven't found the time for the 6-week program?

Join us on February 2nd and 3rd at Forefront Conference Center in Waltham for the 2-Day HR Basics Program.

PROGRAM OVERVIEW:

With experienced faculty instruction, the program is a great balance of theory and practice - and will prepare you for a well rounded career in human resources management.

The HR Basics is ideal for:

- Experienced HR professionals who want to move from specialist to generalist
- Professionals who are new to the HR field and need a more sophisticated understanding of the core functions of Human Resources Management
- Managers in small organizations who are wearing many hats, including HR Managers

The program is meant to provide participants with access to articles; a book list; a glossary of HR terms, and links to important websites.

Webinars

1/23/12—Hallmarks of Innovative Practices of the Aging Workforce

Skill Building Series Program

2/14/12-Project Management for HR Professionals

Full Day Seminar

2/2/12—Success at Work: Communicate for Success

For more information or to register please go to www.nehra.com