

Program/Initiative Title: SBETC's HR Networking Group
WDA Name: Stearns-Benton Employment & Training Council

Overview describing the innovative practice

SBETC hosts a monthly HR Networking Group. The purpose of SBETC's Human Resources Networking Group is for local professional human resources professionals to collaborate and brainstorm new ideas that work, share best practices, validate ideas, meet peers, conduct comparative analysis and learn new skills. This group is also a way for SBETC to network and partner with HR staff to share upcoming local workforce development events, connect businesses to federal, state and local resources as well as provide the employers with access to employee training. This group was modeled after a similar group facilitated by CMJTS. The HR Networking group meets the first Wednesday of the month from 8:30-10:00am

Jobseeker impact (ie: benefits, outcomes for jobseekers)

The SBETC HR Networking group facilitator obtains releases for enrolled jobseekers and shares their resumes with the HR staff. Jobseekers resumes are getting more exposure to potentially yield more job interviews. There is also increased opportunity for On-the-Job Training or Transitional Job Opportunities offered through SBETC with these job seekers.

Employer/Community impact (ie: benefits, outcomes for non-jobseekers)

Employers have an opportunity to bounce ideas off of other professionals the field in a safe environment. Several of the HR Group members have expressed gratitude for the opportunity to attend this unique HR Networking Group to be able to share ideas in a non-threatening environment while "checking competition at the door". Employers have even requested to meet before the group starts just to be able to "network a little more" with each other before the group actually starts.

Identification of those involved, including collaborators

Those involved include the SBETC HR Networking Group facilitator and approximately 20 local human resources professionals. Some outside speakers attend as requested.

Leveraging/alignment of outside resources

SBETC will bring in outside speakers as needed or requested.

Ideas for replication/lessons learned

The group meets at the WorkForce Center the first Wednesday of the month from 8:30-10:00am. The facilitator emails a meeting invite. Coffee and water is available. There is an agenda each month that includes Welcome, Hospitality and Introductions, Agenda Review/ Additions, Useful Information and Updates by SBETC, Hot Topics, Challenges, and Solutions, Future meeting Topics/ Areas of Interest and Next Meeting. Some of the topics that have been of interest include comparing PTO packages, on-boarding best practices, leadership training, recruiting employees, and employee perks including non-financial perks. The HR professionals choose the topics of interest. SBETC has a flyer for this group to pass along to other HR professionals as needed or requested.