In searching the publicly accessible web, we found a webpage of interest and provide a snapshot of it below. Please be advised that this page, and any images or links in it, may have changed since we created this snapshot. For your convenience, we provide a hyperlink to the current webpage as part of our service.

Human Resource Executive Online | An HR Exodus?

With the economy slowly trending upward, one-third of HR professionals say they will test the job market this year, according to a new survey. But will demand meet supply?

By Tom Stamer

Wednesday, February 12, 2014

With the U.S. economy on the mend, a healthy percentage of human resource professionals apparently are ready to look for greener pastures and are confident they will find them, according to a recent survey from the Arlington, Va.,-based Society for Human Resource Management.

However, supply may not meet demand, as the same SHRM report, its first ever HR Jobs Pulse Survey, found that just one in five organizations said they were currently hiring for HR positions.

According to SHRM’s findings, more than one-third of human resource professionals plan to seek new employment in the near future, and the majority of HR professionals polled, 73 percent, said they were confident that they could land another job.

“We will be seeing definite churn in the HR profession,” says Dab Cohen, SHRM’s senior vice president of knowledge development. “This first HR Pulse Survey will create a foundation from which to understand that churn and enable SHRM to predict what it means for the HR profession and employment.

“The big question,” Cohen added, “is whether or not the churn this will create will result in more opportunity for HR professionals.”

Angela Hills, executive vice president of Pinstripe & Ochs House, a Brookfield, Wis.-based global talent-acquisition RPO firm, agreed the emerging HR in the U.S. economy has HR pros feeling more optimistic. After all, she adds, HR was one of the first areas cut during the economic downturn. So it makes sense that optimism should return with economic good news.

This time, she warns, HR professionals should consider that the many new openings will focus on a demand for different HR skill sets, those that fall into the more strategic mode.

“We see with both U.S. and global employers that there is much HR transformation work happening,” she says. “Many HR organizations are going through the effort to change the way they do their work, with the focus on the business partner model and not the more traditional general HR function of the past.”

In talking to executives across several markets and industries, there will be an increase in the demand for new HR talent, she says, while in a few others—healthcare, for example—there will be restraint.

“If a person truly can operate as a strategic business partner, there will be jobs,” she says. “The problems with getting those new jobs are for folks in the HR generalist category.”

David Lewis, president and CEO of OperationsInc, a human resource outsourcing and consulting firm in Norwalk, Conn., sees the profession completing a transformation in the next few years. Many, those who have retired since 2008, and who are not being replaced in the next four years, are to be replaced by administrative roles, with limited previous education in the HR space. The new generation of HR professionals has a four-year degree, and in the last 10 years many have started to arrive with a graduate degree in the field.

“With that backdrop, I think the HR roles will increase and split, with more HR roles being added to complement more tactical ones,” he says. “As such, demand in some respects will be up, but likely for two separate individual HR profiles.”

For example, the senior HR role will be more like a CFO, someone who will oversee, direct, and analyze culture, retention, recruitment, employee experience, support, succession, and overall strategy. The junior HR role, he explains, “is more like an accountant in that the person will handle all the day-to-day transactional matter that makes up HR, including paperwork, benefits and payroll administration, answering basic questions and data management.

One area where he expects major change is in matters related to healthcare, specifically the Affordable Care Act.

“Overall, the regulatory environment, particularly this year and next tied to the Affordable Care Act, will drive the need for more HR guidance,” he says. “I think the learning curve in 2014 is going to be too steep for most HR leaders to fully grasp. I think employers will also feel their employer obligations.”

He says too much will be decided too late, and with too many ramifications, twists and nuances, so much so that it will overwhelm someone who also has to maintain the HR function plus learn it all. With that, HR will turn to outside advisors.

"By 2016, this area of knowledge will be as critical as knowing what job board to post openings, what the FLSA says, why you need a labor law poster, etc.," he says. "It will be a core competency."

Kristen Irey, manager of the human resource program at Peirce College in Philadelphia, has nearly two decades of experience in the HR and legal fields, working in both the public and private sectors.

From her perspective as an HR person and someone who has gone through an unemployment cycle herself, she says HR professionals tend to be more insulated to the realities of their own job prospects within the market.

"The realities of what the market will demand for HR professionals is not always what it had been, especially now that it's moving from necessary evil to strategic partner," she says. "HR people are not always prepared for what is out there."

With the possibility of HR professionals testing the job change water, it's especially important to keep your best HR talent, adds Hills. HR leaders must be able to create an environment where people who choose to be in HR can grow and learn with the business.

"Contrary to popular belief, money is not the primary motivator," she says. "HR professionals need support and the feeling they have autonomy. Like any other job, they must be challenged and engaged."

"For most employers, it's not a quick fix, it's a cultural fix," Irey adds. "Of course, HR must make sure everyone is doing what they are supposed to, but not just as a cog in a machine."

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Temple unveils new plan to reduce student debt, boost on-time graduate rates

Susan Snyder
POSTED: MONDAY, FEBRUARY 3, 2014, 12:42 PM

Beginning in the fall, Temple University will offer incoming students from low income and working class families $4,000 annual grants to help cover the cost of tuition if they agree to work off campus no more than 10 hours a week during school, President Neil D. Theobald announced Monday.

The program, “Fly in 4,” is designed to help students graduate within four years by reducing their need to work off campus.

The grant would cover more than a quarter of in-state tuition and fee costs, now at $14,096.

Up to 500 of the university’s 7,000 incoming freshmen — roughly 7.1 percent — will be eligible for the grants, Theobald said. Transfer students also are eligible if they can graduate in four years.

The program will cost Temple about $2 million in the first year and $8 million by year four.

“In talking to students at Temple about why they aren’t proceeding on a four-year plan, the issue that comes up is ‘I have to work,’” Theobald said during a telephone interview. “We’ve been looking at data on that. The research is very clear - kids that work more than 15 hours a week have a lower GPA than kids who work less than 15 hours per week.”

Students from needy families are working an average of 25 hours a week, he said.

“What we’re saying is if you will commit to working no more than 10 hours per week and you commit to using the time to stay on the four-year plan, we will discount your tuition by $4,000 a year,” he said.

The program is aimed at reducing student debt, which
Temple unveils new plan to reduce student debt, boost on-time graduate rates

Theoald announced as a major focus of his presidency when he came on board a little over a year ago. During his inaugural address in October, he promised a “landmark new affordability pact.”

“We want to make this place as affordable as possible,” he said.

Theoald’s announcement comes one day before Gov. Corbett is set to announce higher education funding for the year ahead. Temple and the other state-related universities have been coping with declining or flat funding over the last few years.

Theoald said he doesn’t know what the governor’s budget will include for Temple, but he said Temple has made the legislature and governor’s office aware of the new program to help needy students.

Five hundred new students will be accepted into the grant program each year, more if donors step up and want to target funding to help, Theoald said.

“Clearly, we’d love to be able to generate support so we could go beyond 500 kids,” he said.

Also, the university will guarantee to provide all of the courses students need to graduate in four years. If that guarantee isn’t met, Temple will pay for the additional courses, Theoald said. The university will step up academic advising and course scheduling to help students meet the deadline, he said.

Around the country, colleges are trying new approaches to mitigate the rising cost of tuition as pressure mounts from students facing a crushing debt load.

Cabrini College, a Catholic school in Radnor, cut its tuition by 12.5 percent to $29,000 for the 2012-13 school year. It then froze tuition for 2013-14, as well as most room and board rates.

Rowan University, a state school in Glassboro, also froze tuition this year. Peirce College in Philadelphia will give a 10 percent discount on summer tuition to students who attend the previous fall and spring semesters.

Strayer University last year announced a program to provide students with a free course for every three courses they complete. The free courses can be cashed in during the student’s final year.

Some colleges have created online degree programs and accelerated degrees so students can graduate earlier and avoid more debt. States, including Florida, Texas, Wisconsin, and California, have seen a push for a $10,000 four-year degree.
Temple unveils new plan to reduce student debt, boost on-time graduate rates

Comments (8)

0 like this / 0 don’t. Posted 3:10 PM, 02/03/2014
So 'needy' students get Pell-grants and now grants not to work and wealthy students get 529's. Mean while middle-class get student loans...
Thanks Temple!
— Comaty04

0 like this / 0 don’t. Posted 3:26 PM, 02/03/2014
Temple should eliminate majors that yield Starbucks and other low-paying jobs upon graduation. "Yeah mom, I graduated with a 3.0 GPA with a sociology degree and all I can find is a $10/hr job."
— The Baron

0 like this / 0 don’t. Posted 3:45 PM, 02/03/2014
@comaty - so they shouldn't go to college, and then it's their fault for not going to college when they end up working at mcdonalds and can't afford to raise their future families? It is not much at all, as an out of state student, that's not even enough to cover one of my classes.
— googlet5

0 like this / 0 don’t. Posted 3:51 PM, 02/03/2014
too bad decent will never do something like this
— jayhawkday

0 like this / 0 don’t. Posted 4:14 PM, 02/03/2014
Lol Vinman man. No, in the US it IS NOT a right. In most of Europe and Asia it is. which is why americans aren't qualified to clean toilets today and can't compete with the rest of the world.
— snailt1

0 like this / 0 don’t. Posted 5:05 PM, 02/03/2014
This is really not enough money to convince people to stop working. if you have a job as a waiter or something similar, you can make 12-15 an hour. working fifteen hours less per week will leave you broke
— Northeastern

0 like this / 0 don't. Posted 10:16 PM, 02/03/2014
It's not enough, but it's a good effort and a good start. Hopefully they can get tuition increases in line with inflation too.
— Bret S

0 like this / 0 don’t. Posted 5:54 PM, 02/03/2014
Guess the higher ups at Temple haven't taken any business courses. If they had, they would know that no business is going to hire a college kid who can only work 10 hours a week when there are plenty of high school and other college kids who would be available 20-25 hours a week. Companies will hire folks who's availability will be convenient for the business, not the student.
— rainbow cadet
Temple unveils new plan to reduce student debt, boost on-time graduate rates
Extended Unemployed Suffer These Ills

02/06/2014 - 1:12 PM EST

NEW YORK (MainStreet) One in four of the long term unemployed have not had enough money for food and one in ten have lost their homes, according to a new study. About 39% rely on a spouse or partner as their source of income, 31% depend on savings, 9% borrow from family and friends and 56% say their technology skills depreciated.

“There are many talented people in the U.S. who are having a tough time finding a job,” said Rosemary Haefner, vice president of human resources with CareerBuilder. “That's not because of a lack of ability but because of ongoing challenges in the economy.”

A CareerBuilder study found that 30% of workers who were previously employed full time and who have been out of work for 12 months or longer haven’t had a single job interview since they became unemployed, 25% reported strained relationships with family and friends, 12% have maxed out credit cards to pay other bills and 4% moved to a less expensive location.

“"If you're hitting the year mark, consider career counseling,” said Robyn Dizes, manager of the career services department with Peirce College in Philadelphia. “There are professionals available and eager to help so do not be afraid to reach out for assistance. Network your heart out and stay open to any and all opportunities because you never know where things may lead.”

Nearly half said their skills have depreciated and 11% are relying on their parents to supplement income.

“The first few days/weeks of unemployment can be a blissful time but once the honeymoon is over, paralysis often hits hard," Dizes said. “To avoid this try to keep your body and mind strong as you seek out new job opportunities.”

But despite the challenges, the long-term unemployed remain hopeful. About 44% look for jobs daily and 43% look every week.

“Our study brings to light the resilience of these workers who remain optimistic, look for jobs every day and take measures to learn new skill sets to open the doors to new opportunities,” Haefner said.

Largely, 20% are expanding their professional network online and offline or volunteering, 18% have signed up with a staffing firm or recruiter, 14% secured part-time work, 12% took a class and 5% went back to school full-time.
"Aside from keeping a strong LinkedIn presence, it's always beneficial to keep updated with the latest trends and developments in your industry of interest," Dizes said. "Read trade journals, attend workshops and conferences and don't be afraid to consider an internship opportunity whether it be paid or not."

When asked to identify some of the major challenges they encounter when looking for a job, 66% cited their age or experience as a disadvantage, 83% reported that employers are becoming less responsive, 37% said the number of jobs in their profession had dropped significantly during and post-recession and 16% cited difficulty transitioning skills to a new field or industry.
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... Babies"

Marijuana Industry Creates New Jobs, Including Professor of Cannabis

Medical Marijuana Task Force Created

Extended Unemployed Suffer These Ills

http://business-news.thestreet.com/delaware-county-news-network/story/extended-unemployed-suffer-these-ills/1

2/7/2014
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“Extended unemployed are facing a number of issues, and they can be severe,” said Haefner. “In many cases the problem of finding a job is complicated by a lack of funds, leaving the family struggling to make ends meet.”

The first few days/weeks of unemployment can be a blissful time but once the honeymoon is over, paralysis often hits hard,” Dizes said. “To avoid this try to keep your body and mind strong as you seek out new job opportunities.”

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“Old skills can be valuable but you may need to learn new ones to find a job,” said Dizes. “You want to show employers that you are open to changing your career.”

Nearly half said their skills have depreciated and 11% are relying on their parents to supplement income.

“Many professionals have taken a hit because of the recession and 16% cited difficulty transitioning skills to a new field or industry. Whether it be paid or not,” said Dizes. “Try to do what you can to advance your career and keep your skills fresh.”

“If you’re hitting the year mark, consider career counseling,” said Robyn Dizes, manager of the career services department with Peirce College in Philadelphia. “There are professionals available and eager to help so do not be afraid to reach out for assistance. Network your heart out and stay open to any and all opportunities because you never know where things may lead.”

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“Extended unemployed workers need to reach out for assistance and open themselves up to new opportunities,” said Haefner. “There are professionals available and eager to help so do not be afraid to reach out for assistance. Network your heart out and stay open to any and all opportunities because you never know where things may lead.”

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The program is aimed at reducing student debt, which Theobald announced as a major focus of his presidency in January 2013. During his inaugural address in October, he promised a landmark new affordability pact.

We want to make this place as affordable as possible, he said.

The average debt for Temple graduates was $33,500 in 2011-12, above the Pennsylvania average, according to the national Institute for College Access and Success.

Pauline Abernathy, vice president of the institute, commended Temple for the new effort, but questioned whether it would be enough. She said students from lower-income families had to borrow, earn, or save about $18,000 annually to cover tuition, fees, room and board, books, supplies, and other expenses in 2011-12. Only 17 percent of Temple students have their needs fully met, she said.

Given the high levels of unmet need, is the grant sufficient? asked Abernathy, who previously served as senior adviser to Mayor Nutter and as deputy director of health and human services.
Theobald's announcement comes one day before Gov. Corbett is set to announce higher education funding for next year. Temple and other state-related universities have seen declining or flat funding over the last few years.

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