

WI SHRM State Conference Subsidy Plan

Concept and Rationale:

The subsidy was a concept first explored in 2009 in response to the poor economic times and the fact that there was concern for overall attendance suffering due to the economy. The subsidy was first offered at the 2009 conference and has been extended to the conferences in the subsequent two years. The subsidy is intended for HR professionals who are currently in transition (laid off due to the poor economic times) so that those individuals would be able to attend the conference where they otherwise might not be able to afford the full cost.

The discount is a cost sharing subsidy whereby the eligible attendee is billed 65% of the registration fee and council “absorbs” the remaining 35% of the cost. This percentage breakdown was derived by analyzing the food costs in 2009 to ensure that the registration fee would cover the cost of the meals at the conference. It was estimated the 65% (approximately \$175) would be a fair and appropriate fee.

In 2009, 12 attendees took advantage of the program and in 2010, 5 attendees used the subsidy.

Criteria:

- Must be unemployed from June-September of the year of the conference (eg. June – Sept, 2011 for the 2011 conference).
- Must be currently seeking full-time employment in the field of Human Resources.
- Subsidy will not apply to professionals who are still employed but no longer receive funding from their employers.
- Recent college graduates looking for HR jobs will not qualify for the subsidy. Must be someone who has worked full-time in HR and is now in transition.

Process:

- A statement regarding the program will be made available on the conference website (see attached).
- Interested attendees will be directed to make an inquiry to the appropriate registration committee contact.
- Registration will e-mail the following three questions to determine employment status and eligibility for the subsidy: verify their employment status: 1) Last Day of Work, 2) Most recent previous employer, and 3) Verify they are actively searching for full-time employment in the field of HR.
- Once eligibility is determined, Registration will send the discount code to be applied when the eligible attendee registers.
- As part of receiving the subsidy, eligible attendees will be asked to commit to volunteer their time at the conference.
- Billing will be delayed until September 1st (if still unemployed). If the attendee is employed by the September 1st date, they will be billed the full registration rate.

Conference Subsidy (continued)

Website Statement (2011 example)

We are once again offering a conference subsidy to those HR Professionals who are currently in transition (laid off due to the poor economic times) and may not otherwise be able to attend. The conference attendee will be responsible for 65% of the full-cost to attend the conference. In exchange for receiving the subsidy, we will ask for a commitment from the eligible attendee to volunteer his/her time at the conference.

In order to be eligible, the following criteria must be met:

- Qualified recipient must be currently unemployed (June – Sept, 2011).
- Qualified recipient must be currently seeking full-time employment in the field of Human Resources.
- Subsidy will not apply to professionals who are still employed but no longer receive funding from their employers.
- Recent college graduates looking for HR jobs will not qualify for the subsidy. Must be someone who has worked full-time in HR and is now in transition.

If you feel that you may qualify, please contact lrozeskishrm@gmail.com regarding your circumstances, and she will walk you through the rest of the process.