

**WI SHRM
HR Conference Stimulus Plan**

July 2, 2010

- The subsidy offered to HR professionals who are currently in transition (laid off due to the poor economic times) to attend the conference (who otherwise might not be able to swing it) that was implemented in 2009 will be extended to the 2010 State Conference.
 - Supporting rationale– concern that overall attendance will be down due to suffering economy. We would like combat part of that concern by making it more likely that a professional in transition can attend
- Discounted conference rate will be extended to those HR professionals who are in transition.
- The discount will be a cost sharing subsidy 65/35. The attendee will be billed 65% of registration fee, council will “absorb” the remainder of the registration fee.
- In 2009, we estimated that the 65% (approximately \$175) should cover the cost of their meals to attend the conference.
- When someone registers for the discounted rate they will receive an email questionnaire to 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.
- As part of receiving the subsidy or discounted rate, we would ask the person to make a commitment to volunteer some time back through their local chapter.
- Chapters will automatically be impacted by the subsidy discount as there will be less profits coming back to them because the overall conference profits will be lower.
- Council estimates we could have 20-30 unemployed HR professionals apply for the subsidy (it won't be 100). In 2009 we had 12 individuals who took advantage of the subsidy.
- We would like to be pro-active and up-front announcing the Stimulus Plan to people on website or when they register. Trust HR code of ethics to keep people honest.
- One central policy and way to gain assistance is easier to administer than pushing back the responsibility to the chapters (who may all do things differently).

Criteria

- Qualified recipient must be currently unemployed (June – Sept, 2010).
- 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. If the question continues to come forward regarding a discounted rate for volunteering, we should explain the process to be on next year's committee and get their next year's registration and lodging paid in full.
- Delayed billing – these individuals will be billed on September 13th (if still unemployed). If they are employed by then, they will be billed the full registration rate.
- 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.