



LCFHRA INSIDER

APRIL 2021

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Membership Spotlight



Angel Major

Where did you grow up? Right here in Wilmington.

Where do you work? Cape Fear Public Utility Authority

What does your company do? Cape Fear Public Utility Authority (CFPUA), was created in 2008 to provide high-quality water and wastewater for nearly 200,000 people. CFPUA operations consist of public water distribution and wastewater collections systems including two water treatment plants, two wastewater plants, elevated water tanks, well sites, pump stations, and several thousand miles of water and sewer lines. These operations are supported by our certified laboratory facility, customer service, engineering, finance, human resources and administration departments.

What do you love about working in HR? Cape Fear Public Utility Authority's Human Resource Team does not work alone to resolve a problem, we are all eager to assist anyone that reaches out with question. I love my company, team and making a difference serving as a resource through mentoring, coaching, encouragement, and education of field Human Resources as a strategic partner. I can truthfully say "I Love My Job." My goal is to encourage others to find their love so that too can say the same. While COVID-19 brought social distance and challenges, I have been blessed to have professional team members where we have been able to strive, support each other and our departments with their needs on a daily basis. I am excited to meet new employees, veteran employees and encourage professional growth to ensure the success of CFPUA.

What do you hope to accomplish, personally and/or professionally, in the next year? I would like to accomplish Diversity, Equity and Inclusion education and training to share with my organization. Diversity, Equity and inclusion in the workplace can create trust and more commitment from employees creating value, promoting retention and allow employees to feel powerful and valuable to their team and organization.

What are you most passionate about in life? God, Family & Education

Students at Work

Lower Cape Fear Human Resources Association (LCFHRA)
11th Annual Statewide Students@WorkSM Program
March 2021 is Students@WorkSM Month

Lower Cape Fear Human Resources Association (LCFHRA) is pleased to join other businesses across North Carolina and the North Carolina Department of Public Instruction for Students@WorkSM Month. This program serves a critical role in our state's work-based learning efforts as it helps middle school students become aware of potential careers and the skills needed to be successful in those careers.

The 2021 Students@Work initiative includes a wide range of participating businesses and employers with approximately 18,000 students statewide. In New Hanover County, most students will participate in April. During this time, students will engage in virtual programs in order to learn about careers that may be of interest to them in a safe way.

Students participating in the program will increase career awareness and opportunities, enhance understanding of knowledge and skills workplace demands and connect academics and the real world of work.

Students@WorkSM is a joint initiative between the North Carolina Business Committee for Education (NCBCE) and the North Carolina Department of Public Instruction.

If your business would like to participate in Students@WorkSM, contact Holly Droney at holly.droney@gmail.com by April 9th. For more information about NCBCE, visit ncbce.org.





Upcoming Meetings

2021 AND BEYOND: BENEFITS
OF SUCCESSFULLY
NAVIGATING CHANGE IN A
FAST-PACED WORKPLACE

April 20, 2021

12 pm to 1 pm

Virtual Class

[Click here to register](#)

"BELONGING IS MORE POWERFUL
THAN ANY STRATEGY"
CULTIVATING A SENSE OF BELONGING I
N THE WORKPLACE

April 28, 2021

12 pm to 1 pm

Virtual Class

[Click here to register](#)

Member's Corner



LCFHRA's Membership Team is always available to help with any needs or questions. Please contact Matthew & Leslie at membership@lcfhra.com.



SHRM21

SHRM Annual Conference & Expo 2021

NEW DATES & NEW LOCATION!

**September 9-12, 2021
Las Vegas & Live Online**

The SHRM Annual Conference & Expo 2021 is moving to Las Vegas, NV September 9-12, 2021

Join thousands of HR professionals, executives, people managers and students as we gather together in Las Vegas, NV, and online to build workplaces where employees and employers thrive - even during these ever-changing times.

- **Earn 25+ PDCs just by attending**

- 175+ unique sessions, available to access live and on demand, across new and timely topic areas
- Internationally renowned speakers specializing in all things HR
- Countless networking opportunities
- And much more!

Maximize your SHRM & LCFHRA Membership

LCFHRA offers 16-18 certified programs geared towards HR Professional's everyday needs

Save time and money! SHRM offers hundreds of customizable templates including job descriptions, policies, toolkits and forms.

BIG CHANGES to the SHRM Recertification Program!



SHRM CERTIFICATION
SHRM-CP | SHRM-SCP



SHRM has made some policy and system changes to make your recertification efforts easier than ever. Policy changes include the following:

- Minimum timeframe for educational activities has been changed from 1-hour to 15-minutes. Each 15-minute increment is equal to .25 PDCs.
- Credit requirement for SHRM-approved books and e-books has been changed from reading the book and completing a quiz to reading the book and submitting a book report summarizing what you learned. Each book submission is worth 3 PDCs.
- PDC maximum for the Advance Your Organization category has been increased to 30, an additional work project option has been added, and work hours for each option have been adjusted. New work project options are as follows:
 - 10 PDCs for a work project involving 40+ hours of work.
 - 20 PDCs for a work project involving 80+ hours of work.
 - 30 PDCs for a work project involving 120+ hours of work.
- Activity codes will now be available to redeem PDCs for SHRM sponsored volunteer activities. Activities can either be auto uploaded by SHRM or provided to the recipient for manual input.

Earn 30 PDCs for your 2021 COVID-19 related Work!

In addition to the above changes SHRM is once again offering an opportunity to earn PDC credit for the work you do to support your organization's or your community's 2021 COVID-19 response efforts. Work in this area qualifies as a 120+ work project in the Advance Your Organization category. Refer to the SHRM certification website for details.

For additional details about these changes and other policy/process information, please click on the link to download a copy of the 2021 [Recertification Requirements Handbook](#).



Scholarships, Grants and Awards Overview

Scholarship/ Award	Application Opens	Deadline	Intended Audience
Annual Conference & Exposition Professional Development Grant	January 5, 2021	May 19, 2021	Pros & Emerging Pros
Student Chapter Advisor Impact Award	January 19, 2021	May 19, 2021	Emerging Pros
Michael R. Losey Excellence in HR Research Award	January 19, 2021	May 19, 2021	Pros
Foundation Mission Implementation Award	January 19, 2021	May 19, 2021	Pros
Mentor of the Year Award	January 19, 2021	May 19, 2021	Emerging Pros
Inclusion Conference & Exposition Professional Development Grants	February 2, 2021	May 19, 2021	Pros & Emerging Pros
Student Membership Award	February 2, 2021	May 19, 2021	Emerging Pros

Please click on Scholarship/Award Name for more details

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Save the Date....

2021 NCSHRM Conference

October 20-22, 2021



CONTACT US!
LCFHRA@gmail.com

