

# IOWA INSTITUTE FOR COOPERATIVES

2515 University Blvd., Suite #104 • Ames, IA 50010

## **Human Resources Workshop**

**December 17, 2019**

**Radisson Hotel Ames Conference Center at ISU**

**2609 University Blvd, Ames, IA 50010**

Dear Iowa Institute Member,

We will be hosting our Human Resources Workshop that we introduced last year again this year. This program is for those in your Human Resources department or those who handle the Human Resources function within your cooperative. We have a full slate of speakers to update you on current issues and other topics of interest as well as time built-in to network with others.

Every one of us has had an employee that has had some turmoil in their life be it a sick parent, a drug or alcohol problem, an issue with a dependent or money problems. If you have an Employee Assistance Plan, do your employees know what it covers or what resources are available to them? Do you know what most of the calls to an EAP are for so that you could better utilize resources that might help employees who are struggling that we are unaware of? Maynard Wellik from Connections Inc is going to share how to make sure your employees are getting value out of your EAP and what trends they are seeing in utilization. With times being equally tough for our member owners, Maynard will share how you could utilize an EAP's benefits for your members as well.

Next, Mary Funk of Nyemaster Goode, P.C., will join us. Mary is going to discuss some of the basics in Iowa employment law, including addressing the most common questions on FMLA and the recent changes to overtime rules.

We will break for lunch which is being sponsored by Associated Benefits and come back in the afternoon with three more speakers.

After lunch Lee Roberts of BerganKDV will be teaching us how HR leaders are taking their HR Department from a cost center to a revenue creation center for their companies. One of the ways they are doing this is by taking advantage of various hiring credits such as the Worker Opportunity Tax. What was once thought to be a manual, labor intensive process to earn these credits with the IRS has been greatly streamlined with technology. This has resulted in a competitive recruiting advantage for the HR teams and is even allowing HR Departments to become a revenue center in their organizations.

After a break, Kathy Leggett with the Iowa Workforce Development will join us to discuss Future Ready Iowa. It's no secret that one of the most common concerns we hear when we talk to our members is the lack of available talent. Kathy is going to share with us more about this workforce initiative. In addition, we are going to open the conversation to discuss how cooperatives could put apprenticeships in place through this process

We will finish off the day with Katie Hall of IIC. As you may have seen in our last newsletter, IIC has been in the process of developing a job board to provide another resource for our members to seek out

talent. Katie has been working with several you over the last few months to develop this portal and will be on hand to show you how to sign up and what you need to do to get started using this service.

This program will be held on December 17<sup>th</sup> at the Radisson in Ames. We would prefer your registrations as soon as possible but would need them no later than December 13<sup>th</sup>. We hope this diverse agenda will appeal to those interested in the HR function.

If you have any questions or need more information, please feel free to contact us. Thanks for your support and participation and most of all thank you for your membership.

Sincerely,

Dave Holm and Stacey Webster

# AGENDA

## 2019 Human Resources Workshop

Tuesday, December 17, 2019

Radisson Hotel Ames Conference Center at ISU  
2609 University Blvd, Ames, IA 50010

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|--------------------------|--|
| 8:30 a.m. -- 9:00 a.m.   | <b>REGISTRATION, COFFEE, AND LIGHT REFRESHMENTS</b>  |
| 9:00 a.m. -- 9:15 a.m.   | <b>WELCOME AND INTRODUCTIONS</b>   |
| 9:15 a.m. -- 10:15 a.m.  | <b>THE VALUE OF YOUR EMPLOYEE ASSISTANCE PROGRAM</b><br><i>Maynard Wellik, Connections Inc</i> |
| 10:15 a.m. -- 10:30 a.m. | <b>BREAK</b>   |
| 10:30 a.m. -- 12:00 p.m. | <b>UPDATE ON IOWA EMPLOYMENT LAW</b><br><i>Mary Funk, Nyemaster Goode, P.C.</i>                |
| 12:00 p.m. -- 1:00 p.m.  | <b>LUNCH SPONSORED BY ASSOCIATED BENEFITS CORPORATION</b>                                      |
| 1:00 p.m. -- 1:45p.m.    | <b>WORK OPPORTUNITY TAX CREDIT</b><br><i>Lee Roberts, BerganKDV</i>                            |
| 1:45 p.m. -- 2:00 p.m.   | <b>BREAK</b>   |
| 2:00 p.m. -- 3:00 p.m.   | <b>FUTURE READY IOWA</b><br><i>Kathy Leggett, Iowa Workforce Development</i>                   |
| 3:00 p.m. -- 3:45 p.m.   | <b>IIC JOB BOARD</b><br><i>Katie Hall, IIC</i>   |
| 3:45 p.m. -- 4:00 p.m.   | <b>CLOSING/ADJOURN</b>   |

# REGISTRATION FORM

**2019 Human Resources Workshop  
Tuesday December 17, 2019  
Radisson Hotel Ames Conference Center at ISU  
2609 University Blvd, Ames, IA 50010**

Cooperative Name: \_\_\_\_\_

Cooperative Town: \_\_\_\_\_

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Please list names of persons who will be attending.

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|-------|-------|
| _____ | _____ |
| _____ | _____ |

**Registration Fee is \$225 per person**

**Please fax this form to 515-292-1672 or email to [info@iowainstitute.coop](mailto:info@iowainstitute.coop); then mail a copy with your check by Friday, December 13, 2019 to:**

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