



November 2023

NUHRA Newsletter

www.nuhra.org

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President's Address

Hello NUHRA Members!

It was good to see you back in person last month.

This month, in honor of Veteran's Day, we have a veteran speaker whose topic is veterans. We think the information will be timely and helpful. If you haven't met Lisa Duckworth before, you're going to love her.

As the year wraps up, I'd like to remind you that NUHRA is now a dual-membership chapter with SHRM. Instead of paying in December/January for a year-long membership, you'll renew your NUHRA membership along with your SHRM membership whenever that is due.

We can't wait to see you at our next meeting.

See you soon!

Jonathan Katseanes
2023 NUHRA President



Employing Veterans

Have you ever received a resume from a veteran and it felt like it was in a foreign language? What even was all of that stuff and how did it pertain to your job opening?

It can be difficult for a veteran to move into the civilian world and even though there are most definitely transferrable skills, the military-speak doesn't quite fit the resume format we are used to seeing.

In this challenging labor market, taking the extra time to walk through a veteran's history with them to decipher and translate their resumes can make a big difference.

Check out these helpful resources from SHRM:

<https://www.shrm.org/resourcesandtools/tools-and-samples/toolkits/pages/militaryreadyemployer.aspx>

<https://www.shrm.org/resourcesandtools/hr-topics/talent-acquisition/pages/why-hr-can-be-a-good-fit-for-veterans.aspx>

Meet the Student Dinner – Thank You!

Our annual meet-the-student dinner was a success! We want to thank all the students and professionals who took time out of their day to attend and for taking the time to answer student questions and make them feel welcome.

We look forward to doing this event again next year.

Upcoming Events

November Luncheon

Date: November 16

Time: 11:30 – 1:00

Location: Zoom & . . .

Courtyard Marriott
1803 Woodland Park Dr.
Layton, UT 84041

Join us as we hear from the amazing Lisa Duckworth. She'll present to us "15 Things That Veterans Want You to Know".

"15 Things That Veterans Want You to Know" is a course created to educate anyone who works with, lives with, or cares for veterans. PsychArmor asked hundreds of Veterans what they want civilian employers, health care providers, and therapists to know about them. There were hundreds of comments and patterns. We took those comments and broke it down into 15 things Veterans want civilians to know. This course will teach you five questions you should always ask veterans, one question you should never ask veterans, and 15 facts that will make your more culturally competent. SHRM, State, and Federal programs and resources will also be shared.

Lisa D. Duckworth, MSML, SPHR, Army veteran, HR Leader, Diversity, Equity, Inclusion and Accessibility (DEI&A) Champion, and cancer survivor is the State of Utah's Veteran Employment Representative.

She actively advocates for all veterans, military members, and spouses by assisting employers and other organizations with their employment, training, and development initiatives. She also has oversight of the Utah Patriot Partnership, a network for veteran and military welcoming employers.

She currently volunteers as the Utah SHRM Foundation Director and a SHRM/USAA Veteran Ambassador. She is also a member of PSHRA, NAACP, American Legion, and Disabled American Veterans.

This presentation will be submitted to HRCI and SHRM for credit.

Please RSVP by Nov. 13.

NUHRA 2023–2024 Calendar

<p>November 16 Meeting 11:30 – 1:00</p>	<p>December 21 Meeting 11:30 – 1:00</p>	<p>January 18 Meeting 11:30 – 1:00</p>
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see calendar items in detail:

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