

Libraries Activating Workforce Development Skills (LAWDS)

An opportunity for WISHRM members to have a direct impact in their own community by volunteering at their local libraries

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Overview of WISHRM Workforce Readiness Initiatives

Workforce Readiness has Three Goals for 2022:

1. Help Wisconsin businesses solve staffing challenges
2. Increase hiring of underrepresented constituencies
3. Increase the visibility, and promote the value of SHRM to help drive membership

How:

- WISHRM chapters and members “Connect With Our Community”
WISHRM members get SHRM Foundation & WI State resources into the hands of as many HR Pros as possible, so they can influence their respective organizations and communities.
- Local chapters set Workforce Readiness Initiative goals for 2022

Existing SHRM & SHRM Foundation Initiatives

SHRM Foundation Initiatives

- Veterans @ Work + USAA/SHRM Foundation Ambassador Program
 - [Veterans at Work Certificate](#) - A free program that teaches best practices to attract, hire, and retain veterans.
- Emerging Talent / Opportunity Youth
- Getting Talent Back to Work (Formerly Incarcerated Persons)
 - [Getting Talent Back to Work Certificate](#) - A multi-faceted program with actionable knowledge and tools for HR professionals.
- Employing Abilities @ Work (Persons with Disabilities)
- Aging Workforce

SHRM - Diversity, Equity & Inclusion (D, E & I)

[“Beneath the Surface – Untapped Talent”](#) SHRM Foundation/Walmart Study [*Link to High-Def Version*]

Also: “The Power of the People You Overlook”

Chapter 6 of “Reset” by Johnny C. Taylor, Jr. President & CEO - Society for Human Resource Management

State of Wisconsin Initiatives & Resources

- [Division of Vocational Rehabilitation](#) (part of WI DWD)
 - Resources for employers seeking to hire people with disabilities and for people with disabilities seeking employment
- [Bureau of Correctional Enterprises \(BCE\)](#) – Part of WI Department of Corrections
 - Resources for employers seeking to hire the formerly incarcerated
 - *Wes Ray, Director - Bureau of Correctional Enterprises (BCE)* Wesley.Ray@wisconsin.gov
- [WiscJobsforVets](#) – (part of WI DWD)
 - Resources for employers seeking to hire veterans and for veterans seeking employment
- [Libraries Activating Workforce Development Skills \(LAWDS\)](#) project (WI DPI)
 - On January 18th the Wisconsin Department of Public Instruction (DPI) [kicked off a media campaign](#) announcing the Libraries Activating Workforce Development Skills (LAWDS) program.
 - Support for Wisconsin job seekers who may not be able to travel to a Dept. of Workforce Development job center, or they may not be able to visit a job center during its regular business hours.

Libraries Activating Workforce Development Skills (LAWDS)

- We are now recruiting volunteers from the Wisconsin HR community to help their local library staff support workforce development efforts at their own local libraries.
- This collaboration provides SHRM members anywhere in Wisconsin with an opportunity to have a direct impact in their own community.
- [Click here](#) to learn more, and to volunteer, for this exciting new program. For more information, you can also contact [Bob Von Der Linn](#) directly.

How can SHRM volunteers help their local library?

- Volunteers may be asked to help job-seekers with:
 - Resume writing
 - Mock interviews
 - How to conduct an interview via zoom/teams,
 - Conducting online job searches
 - Computer skills training covering the creation of an email address
 - How to dress for an interview
- Volunteer support might take the form of:
 - Scheduled “office hours” at the library
 - Scheduled one-on-one, or one-on-many meetings at the library
 - Scheduled virtual meetings with one or more that could be conducted from home
 - Other arrangements made with the local library Director

How can SHRM Members volunteer?

How can SHRM Members Volunteer?

1. If you are interested in volunteering, or just finding out more about this opportunity, [Follow this link](#) to an online form to register your interest.
2. The DPI will notify volunteers that their registrations have been received
3. WISHRM volunteers will be scheduled for a live online orientation, which they will need to complete before reaching out to their local library.
4. AFTER completing the orientation, WISHRM volunteers will be instructed how to engage with their local public library. Volunteers should not reach out to their local libraries until advised to do so.
5. For additional information, go to the [LAWDS website](#), hosted by the DPI. It describes the history of the project and includes links to several of the training modules.

Who can volunteer?

You do not need to be a member of a local SHRM chapter to volunteer, SHRM National members with no local chapter affiliation are welcome to participate.

Next Steps

- Share this presentation with your chapter board
- Share this presentation with your chapter members
- Volunteer!!

For more information, contact:

- Bob Von Der Linn, WISHRM Workforce Readiness Director - rvonderlinn@gmail.com
- Martha Farley Berninger, DPI, Administrative Manager, Library Services Team - Martha.Berninger@dpi.wi.gov

The fine print...

LAWDS (Libraries Activating Workforce Development Skills) is a collaboration between the Wisconsin Department of Public Instruction (DPI), the Department of Workforce Development (DWD), Job Centers of Wisconsin, and Workforce Development Boards (WDB) to provide librarians across the state with continuing education opportunities enabling them to support Wisconsin job seekers who may not be able to travel to a job center or who hope to continue job search efforts outside of a Job Center.