

2019 HR Management Conference



Tuesday, October 29

9:00AM - 1:00PM

College of the Holy Cross,
Worcester, MA

9:00 - 10:00AM

Attracting a Talented Workforce

Sheri Heller, PHR, SHRM-CP, Senior HR Advisor, MassPay HR & Payroll Services

Attracting and keeping talented employees in today's job market is more difficult than ever. Learn about best practices to ensure successful talent acquisition efforts that will lead to a high-performing workforce. This session will include topics on talent sourcing vs. recruiting; finding the right talent pool; building your employer brand; the candidate experience; and creating the perfect job ad.

10:00 - 11:00AM

Discrimination Law Issues for the Home Care Industry

Layla Taylor, Esq., Partner, Sullivan Hayes & Quinn

Employment discrimination laws have been established to prevent discrimination based on race, sex, sexual orientation, religion, national origin, physical disability, and age. Learn from Taylor the important key points relating to patient choice and anti-discrimination case law for your employees. Topics such as employee religious and disability accommodations to vaccinations will be covered.

11:15 - 12:30PM

The Step-by-Step HR Department Checklist

Julie Brinkman, COO, Hireology

Whether you have a staff of 5 or 500, clear HR policies and consistent processes are essential to success on the people side of your business. This presentation will review a comprehensive HR checklist developed by Hireology and BambooHR designed to help home care agencies establish a new HR function or improve the HR systems and initiatives that are already in place in your agency. This checklist includes key elements such as an overview of important HR policies and processes, recruitment best practices to attract quality candidates, and tips for developing and maintaining a successful HR team.

12:30 - 1:00PM

Home Care Alliance of MA's Workforce Initiatives

Home Care Alliance of MA Staff

The HCA Board has identified Workforce Development as a critical priority issue under its current Strategic Plan. A Board working group had identified a number of initiatives for the Alliance and Foundation to expand our member support on workforce issues, addressing staff development at all levels: executive, management, supervisory, and all levels of direct care. This session will review results to date on some of the projects already in progress, preview future objectives, and solicit member input on new initiatives to help ensure a skilled and motivated workforce for the future.