SHRM Total Rewards Specialty Credential

The demand for skilled professionals far exceeds the available talent pool. Today's workers want more than just a paycheck—they're seeking comprehensive rewards, meaningful benefits, and long-term growth opportunities. But every compensation plan has its limits—so how can you stay competitive? That's where SHRM's Total Rewards Specialty Credential comes in. This program equips you with the expertise and credibility to design a strategic Total Rewards package that attracts, retains, and motivates top talent.

How to earn the SHRM Total Rewards Specialty Credential

Attend an Instructor Led Program	Complete Two eLearning Courses	Take and Pass an Assessment
• Compensation and Benefits: Unlock the Power of Total Rewards Program	• Optimizing Total Rewards Through External Vendors • Equitable Total Rewards	• Total Rewards Knowledge Assessment

After successfully completing all learning components and passing the assessment, you'll earn the SHRM Total Rewards Specialty Credential, along with a certificate of achievement and a digital badge. SHRM-certified professionals will also receive 21 PDCs toward recertification. Showcase your accomplishment by adding your credential to your resume, email signature, and social media profiles to boost your credibility and highlight your commitment to the profession.

Learning Curriculum

Instructor Led Program (in-person or live online)

Title: Compensation and Benefits: Unlock the Power of Total Rewards
Are you ready to create a total rewards plan that attracts, motivates, and retains top talent? Do you fully understand how compensation, benefits, and lifestyle rewards can shape the success of your organization? In today's competitive landscape, the right rewards strategy is essential for not only meeting talent needs but also empowering employees to thrive—ultimately driving business performance.

In this program, you'll gain comprehensive expertise in designing and implementing a total rewards strategy that aligns with both your employees' needs and your organization's goals. By crafting the perfect blend of rewards, you'll unlock the potential to enhance employee engagement, improve retention, and make a direct impact on your bottom line.

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Program Objectives:

- Understand the total rewards program—why it matters, who it impacts, and what it includes.
- Evaluate compensation strategies to drive organizational change and foster growth.
- Explore a wide range of benefits and how they can be strategically integrated into a powerful total rewards plan.
- Design an innovative total rewards package with the right mix of compensation and benefits to benefit both your organization and employees.
- Develop an effective communication strategy that attracts and engages your organization's talent.

eLearning Components

Title: Optimizing Total Rewards Through External Vendors

In this course, Total Rewards specialists and HR professionals will gain the essential skills to find the right compensation and benefits vendors for their organization, build strong, productive relationships with vendors, and leverage these partnerships to optimize benefits programs.

With expert guidance, you'll learn how to strategically enhance your Total Rewards package, ensuring your vendors not only meet your needs but also help you reduce costs, improve efficiency, and create more value for your organization.

Learning Objectives:

- Maximize your total rewards package by identifying opportunities to use vendors to cut costs and increase efficiency.
- Develop creative practices for compiling a vendor pool that aligns with your organization's culture and Total Rewards philosophy.
- Navigate the vendor selection process by understanding key steps and criteria to find the right fit.
- Master contract negotiations to ensure win-win solutions that address your specific needs and avoid potential pitfalls.

Title: Equitable Total Rewards

This eLearning course empowers HR professionals to review and refine their rewards strategy to ensure equitable pay and equal rewards for all employees. By aligning compensation and benefits with principles of fairness, you'll enhance efficiency, creativity, and productivity, all while attracting top talent, reducing turnover, and boosting organizational commitment.

Learning Objectives:

- Analyze the key components of total rewards and understand their role in fostering an inclusive workplace culture.
- Understand the impact of bias on rewards and learn effective strategies to mitigate it.
- Identify pay inequities within your compensation structure and how to address them.
- Apply best practices to reduce bias and inequities across all areas of total rewards.

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