SHRM Talent Acquisition Specialty Credential

Building a high-performing workforce starts with sourcing, recruiting, and onboarding the right talent. The SHRM Talent Acquisition Specialty Credential positions you as a trusted expert and strategic partner, proving your ability to attract and retain top talent in today's competitive market. With this credential, you don't just fill positions—you drive business success by securing the people who make a difference. Elevate your career, strengthen your impact, and become the talent acquisition leader your organization needs.

How to earn the SHRM Talent Acquisition Specialty Credential

Attend an Insructor Led Program	Complete Three eLearning Courses	Watch Four Bonus Videos *	Take and Pass an Assessment
•Creating Your Organization's Strategy	•Global Hiring •Inclusion and Diversity in the Talent Acquistion Space •Virtual Talent Acquisition	•Understanding Cyber Recruiting 101 - What You Need to Know •Assessing Cyber Talent •How to Build a Cyber Security Team - Challenges and Creative Next Steps •The NICE Workforce for Cyber Security - Recruiting, Developing, and Planning Your Cybersecurity Workforce	•Talent Acquisition Knowledge Assessment

* Watching the bonus videos is optional and not required to earn the credential.

After successfully completing all learning components and passing the assessment, you'll earn the SHRM Talent Acquisition Specialty Credential, along with a certificate of achievement and a digital badge. SHRM-certified professionals will also receive 22 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

Title: Talent Acquisition: Creating Your Organization's Strategy

In today's competitive job market, a strong talent acquisition strategy is the key to attracting, hiring, and retaining the best candidates. This engaging, results-driven course will equip you with cutting-edge techniques to build a diverse and inclusive talent pipeline, enhance your employer brand, and create a seamless candidate experience. Learn how to position your organization as a top employer and implement proven strategies that drive long-term success.

Program Objectives:

- Design a powerful talent acquisition strategy that consistently attracts high-performing candidates.
- Position your organization as an employer of choice with a compelling employment brand.
- Integrate workforce planning to build a future-ready, diverse, and resilient talent pipeline.
- Master advanced recruiting and sourcing strategies to expand your reach and impact.
- Enhance the candidate experience to create lasting impressions and increase offer acceptance rates.
- Select and evaluate top talent effectively to ensure the perfect fit for your organization.
- Leverage key metrics and analytics to measure success and optimize your strategy over time.

eLearning Components

Title: Global Hiring

In today's interconnected world, organizations are increasingly looking beyond borders to attract and retain top talent. The Global Hiring module equips you with the knowledge and strategies to build a strong, compliant, and diverse global workforce. Gain a high-level understanding of key principles, legal considerations, and best practices for hiring international talent—both within the U.S. and across the globe.

Topics:

- Committing to global hiring
- Forging a global strategy
- Incorporating global I&D strategies including human, cultural and workplace perspectives
- Choosing global technical needs
- The advantages and disadvantages of global hiring strategies
- Aligning global hiring strategies with business goals
- Global strategy staffing
- Compliance implications

Title: Inclusion and Diversity (I&D) in the Talent Acquisition Space

As Inclusion & Diversity (I&D) continues to shape society, the workplace, and talent acquisition, this module offers practical, results-driven strategies to create lasting change. Discover how to implement effective talent acquisition initiatives that foster diversity and inclusion at every stage of the hiring process.

Topics:

- Recognize and research profitability in diverse organizations

- Establish diversity as a key sourcing priority
- Partner with I&D experts
- Create an I&D TA sourcing strategy
- Ensure organizational alignment and buy-in
- Continually work to minimize bias
- Develop a plan for inclusion for onboarding and after
- Work with internal teams for I&D effectiveness
- Measure and report using metrics and storytelling
- Make improvements as necessary, feasible and in alignment with organizational goals

Title: Virtual Talent Acquisition

Virtual talent acquisition is no longer a trend—it's the future of hiring. In this module, you'll discover how to seamlessly conduct the entire talent acquisition process virtually, from sourcing to onboarding. Learn best practices that will help you build a successful remote recruitment strategy, ensuring that both your talent acquisition team and candidates experience a smooth, efficient, and engaging process.

Topics:
- Virtual I&D
- Virtual branding
- Virtual candidate experience
- Virtual sourcing
- Virtual interviewing
- Virtual evaluation and selection
- Virtual offer
- Virtual onboarding

Bonus Videos

Title: Understanding Cyber Recruiting 101 – What You Need to Know

Cybersecurity has rapidly transformed from a niche role to an essential function for organizations worldwide. This training will uncover why cybersecurity is one of the most sought-after fields today and why its importance continues to rise. You'll gain an insightful overview of key job areas within cybersecurity, giving HR professionals a clear understanding of the diverse roles that make up a cybersecurity workforce.

Title: Assessing Cyber Talent

Ever wondered how to effectively assess cybersecurity talent when bringing them into your organization? This training will guide you through the competency requirements for entry-level, mid-career, and senior/leadership cybersecurity roles, ensuring you can confidently hire top-tier talent for your cybersecurity team.

Title: How to Build a Cyber Security Team - Challenges and Creative Next Steps

The cybersecurity industry is facing a significant talent shortage, but there are creative and effective ways to bring top-tier candidates into your organization—even without prior cybersecurity experience. Building a robust cybersecurity team doesn't have to mean searching within a limited pool of experienced professionals.

Title: The NICE Workforce for Cyber Security - Recruiting, Developing, and Planning Your Cybersecurity Workforce

Imagine having a framework to streamline and enhance the hiring and talent development process for your cybersecurity team. The NICE Workforce Framework for Cybersecurity provides a structured approach, helping you define key building blocks, work roles, and competency areas to build a strong and effective cyber team. By leveraging this framework, you can ensure a comprehensive and well-rounded approach to developing the skills and expertise needed for cybersecurity success.