Drive Real Change in Your Workplace.
Making the world of work better starts with you.
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It’s our responsibility to invest in our teams and develop the future leaders of the workplace. That’s why SHRM has reimagined the HR profession and the impact we have on workplaces around the globe.

Through our innovative, engaging, creative and applicable programming, we encourage learners to go beyond their educational comfort zones and equip themselves with the knowledge needed to transform their workplaces.

By incorporating current research and thought leadership into the content and bringing it to life in an engaging manner, our educational offerings have become the gold standard for professional development—no matter where you are in your HR career or educational journey.

This curriculum is a proven steppingstone to strengthening your core competencies, earning a recognized SHRM Specialty Credential or achieving your SHRM-CP or SHRM-SCP.
SHRM CERTIFICATION

Advance your HR career by becoming a SHRM Certified Professional (SHRM-CP®) or SHRM Senior Certified Professional (SHRM-SCP®). SHRM certification is the only behavioral competency-based program in the field.

2024 SHRM-CP/SHRM-SCP EXAM SCHEDULE
For application deadlines and testing dates, visit https://www.shrm.org/credentials/certification/exam-options-fees.

Take your SHRM exam in person at a testing center or via live remote proctoring.

CERTIFICATION PREPARATION BENEFITS & FEATURES

Prepare for the certification exam by attending a live online/virtual, instructor-led course taught by a leading HR expert.

The course includes:
• Access to the SHRM Learning System, with online and printed learning modules available.
• Periodic progress checks to keep you confident in your breadth of knowledge.
• A digital copy of Ace Your SHRM Certification Exam: A Guide to Success on the SHRM-CP® and SHRM-SCP® Exams, edited by Nancy A. Woolever, SHRM-SCP.

Learn more about the SHRM Body of Applied Skills and Knowledge® (BASK)® here.

SHRM Specialty Credentials are the optimal way to prove to your organization and network your credibility and dedication. With eight areas of specialization available—and more in development—you can choose the credential that’s right for you. Plus, now your SHRM Specialty Credential comes with no expiration! You can have it for life. Earning a specialty credential earns you PDCs toward your SHRM-CP or SHRM-SCP recertification.

**How to earn a SHRM Specialty Credential:**

1. Purchase the specialty credential package that aligns with your professional goals.
2. Attend the live online or in-person educational program.
3. Participate in topic-focused eLearning modules.
4. Pass the online assessment.

Display your digital badge and share your achievement with your network.
SHRM California Law HR Specialty Credential
California had over 41 laws updated in 2023 alone. Gain the critical knowledge needed to develop employment guidelines that satisfy the intricate California labor code, minimize potential litigation risks and meet the strategic objectives of your organization.

SHRM HR Department of One Specialty Credential
As an HR department of one, you face unique challenges that require you to bring a full range of HR expertise to your organization. Elevate HR as a solo practitioner.

SHRM Inclusive Workplace Culture Specialty Credential
Get the strategies and tools needed to successfully shift organizational culture. In this program, participants learn how to maximize potential through fostering a positive work environment rooted in inclusivity and belonging, ultimately unlocking the organizational gains of a diverse and dedicated workforce.

SHRM Talent Acquisition Specialty Credential
Sourcing, engaging and retaining the best talent are top priorities for organizations. Earning the SHRM Talent Acquisition Specialty Credential recognizes the key role that talent acquisition professionals play in today’s challenging business environment by demonstrating your proficiency as a strategic talent acquisition partner.

SHRM Advanced Technology
The SHRM Caltech Advanced Technology Credential equips HR professionals with the knowledge and expertise needed to navigate the rapidly evolving workplace. This credential covers a wide range of vital topics; learning about the application of artificial intelligence, understanding big data, establishing strong cybersecurity practices, and using multi-dimensional data modeling.

SHRM People Analytics Specialty Credential
Talent is the largest, most significant ongoing investment made by successful organizations. With the amount of information available in today’s workplaces, HR professionals are now able to leverage people-related data and analytics to drive business decisions and make data-based recommendations.

SHRM U.S. Employment Immigration Specialty Credential
Talent doesn’t have borders. Policy changes and complex immigration requirements mean today’s professionals must be agile and resourceful in identifying the best talent solutions.

SHRM Total Rewards Specialty Credential
The number of jobs greatly outweighs the amount of qualified talent to fill them. Workers today are negotiating for more than just a competitive salary. Gain the knowledge and guidance in a way that fits your schedule and budget.

SHRM Workplace Investigations Specialty Credential
Even the best-run organizations will encounter situations that may require an investigation to mitigate workplace risk. Complaints require careful attention from HR professionals including when and how to engage external counsel, what justifies a formal investigation, effective interviewing and data gathering, analyzing results and drawing conclusions, and providing recommendations for resolutions.

SHRM Caltech Strategy Capabilities
Become a strategic leader in HR with the SHRM Caltech Strategy Capabilities Credential, part of the Future Skills Academy™. Discover the power of design thinking, master talent strategy for platform business models, and unlock the secrets of creating a future-ready workforce with our Future of Work and Creating Workforce 4.0 modules.
TOPIC-BASED EDUCATIONAL OFFERINGS

Looking for a specific topic? From Career Development to Employee Relations, find a variety of programs aligned to your organization’s needs and your career goals.

Benefits and Compensation

Instructor-Led:
Foundations of Compensation
REGISTER

Compensation and Benefits: Unlock the Power of Total Rewards
This program is part of the Total Rewards Specialty Credential.
REGISTER

eLearning:
Americans with Disabilities Act
REGISTER
FMLA
REGISTER
HIPAA Privacy
REGISTER
Health Insurance Basics
REGISTER
Equitable Total Rewards
REGISTER
Optimizing Total Rewards Through External Vendors
REGISTER

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California HR

**Instructor-Led:**
- California HR: Applying CA Law to Employment Practices
  This program is part of the SHRM California Law HR Specialty Credential.
  [REGISTER](#)

**eLearning:**
- California Benefits
  [REGISTER](#)
- California Leave of Absence
  [REGISTER](#)
- California Privacy, Safety and Security
  [REGISTER](#)
- California Wage and Hour Laws
  [REGISTER](#)
- Foundations of CA Employment Law
  [REGISTER](#)

**Career and Development**

**Instructor-Led:**
- Organizational Development
  [REGISTER](#)
- Workplace Coaching and Mentoring
  [REGISTER](#)
- Business Acumen: Aligning Business Operations and HR
  [REGISTER](#)

**eLearning:**
- Elevating Performance
  [REGISTER](#)

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Certification Preparation

**Instructor-Led:**

- SHRM-CP and SHRM-SCP Certification Preparation
  [REGISTER](#)

- SHRM-CP Certification Power Preparation
  [REGISTER](#)

- Mastering The SHRM-CP Level Exam Questions Webinar
  [REGISTER](#)

- Mastering The SHRM-SCP Level Exam Questions Webinar
  [REGISTER](#)

**Inclusion, Equity, and Diversity**

**Instructor-Led:**

- Inclusive Workplace Culture: Leading and Sustaining a Culture Transformation
  This program is part of the SHRM Inclusive Workplace Culture Specialty Credential.
  [REGISTER](#)

**eLearning:**

- Cultivating Support for an Inclusive Workplace Culture
  [REGISTER](#)

- Introducing Allyship to Foster an Inclusive Workplace Culture
  [REGISTER](#)

- Measuring Successes of an Inclusive Workplace Culture
  [REGISTER](#)
Employee Relations

Instructor-Led:
- Employee Relations: Creating a Positive Work Environment
  REGISTER
- Employee Engagement: Elevating the Human Experience
  REGISTER

eLearning:
- The Employee Experience Crash Course
  REGISTER

Employment Law and Compliance

Instructor-Led:
- Leading Workplace Investigations
  The program is part of the SHRM Workplace Investigations Specialty.
  REGISTER
- Managing Bias in a Workplace Investigation
  REGISTER
- Harassment Prevention
  Employee and Manager tracks available.
  REGISTER

eLearning:
- Competent Workplace Investigation Interviews
  REGISTER
- Leading Internal Investigations
  REGISTER
- The Employee Experience Crash Course
  REGISTER
Global HR

Instructor-Led:
Global Hiring: Complying with U.S. Visa Requirements
REGISTER

eLearning:
Fundamentals of Employment Visas
REGISTER

Managing the Exchange Visitor Program Lifecycle
REGISTER

Hiring Foreign Nationals: Immigrant Visas
REGISTER

Organization and Employee Development

Instructor-Led:
Conflict Mediation: Inspiring Positive Outcomes
REGISTER

Business Acumen: Aligning Business Operations and HR
REGISTER

Workplace Coaching & Mentoring
REGISTER

Workforce Planning: The Future of Work
REGISTER

eLearning:
Future of Work Fast Track
REGISTER

Elevating Performance
REGISTER

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Talent Acquisition

**Instructor-Led:**
- Talent Acquisition: Creating Your Organization’s Strategy
  - This program is part of the SHRM Talent Acquisition Specialty Credential.
  - REGISTER

- Developing an HR Strategy
  - REGISTER

**eLearning:**
- Talent Acquisition: Virtual Talent Acquisition
  - REGISTER

- Employment Eligibility: A Practical Guide to I-9 and E-Verify
  - REGISTER

- Talent Acquisition: Diversity, Equity, and Inclusion (DE&I) in the Talent Acquisition Space
  - REGISTER

- Talent Acquisition: Global Hiring
  - REGISTER

**Risk Management**

**Instructor-Led:**
- Managing Change
  - REGISTER

- Conflict Mediation: Inspiring Positive Outcomes
  - REGISTER

**eLearning:**
- Competent Workplace Investigation Interviews
  - REGISTER

- COVID-19: Staying Safe in Your Workplace
  - REGISTER

- Cyber Security: Self Defense in the Digital Age
  - REGISTER

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The SHRM Body of Applied Skills and Knowledge® (SHRM BASK®) describes the behavioral competencies and HR knowledge that HR professionals need for effective job performance.

All SHRM educational programs and eLearning courses allow you to build proficiency in targeted competencies while preparing you for career growth.

The SHRM BASK is the basis for the SHRM-CP and SHRM-SCP exams.

All SHRM educational offerings allow you to build your proficiency in targeted competencies while preparing you to advance in your career.
GET TO KNOW YOUR SHRM INSTRUCTORS

Through our global network of SHRM-SCP-certified thought leaders, we are able to bring you the best of the best.

John Baldino, SHRM-SCP
President
Letizia HR Solutions, Inc.

Cheronn Collins, SHRM-SCP
Professor
Montgomery College

Mike Letizia, CPA, SHRM-SCP
Founder
Purple Ink, LLC

Javier Santos, MBA, SHRM-SCP
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House of Purpose

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Senior Vice President of ActOne Government Solutions, Inc.

Mike Letizia, SHRM-SCP
President
Letizia HR Solutions, Inc.

Trisha Zulic, SHRM-SCP
CEO
Efficient Edge HR & Business Services, Inc.

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DELIVERY METHODS

**In-Person**
In-person courses are offered in various locations across the U.S. Connect with your instructor and your peers in real time.

**Live Online**
If you’re interested in networking with peers but need the flexibility of working online, these instructor-led sessions are offered live or recorded.

**Team Training**
Tailored to your team’s needs, group training can be onsite, virtual or both!

**Self-Paced**
Life gets busy. That’s why we let you learn at the speed you’re most comfortable with through online courses.

PROGRAM OFFERINGS

**Instructor-Led**
These programs will be guided by subject matter experts as they share their HR skills and knowledge with the group.

**Specialty Credentials**
Deepen your knowledge and stand apart when you earn a SHRM specialty credential in an HR area of your choice.

**eLearning**
Learn online on your terms:
- Purchase specific topics one course at a time.
- Easy and convenient to use.
- Interactive and self-paced.

**SHRM People Manager Qualification**
Transform your workplace and motivate your team. The SHRM PMQ elevates leadership skills by focusing on a manager’s people skills.

**SHRM Certification Preparation**
Give yourself the best chance to pass the SHRM-CP or SHRM-SCP exam with one of our Certification Preparation courses.
For 75 years, SHRM and HR have driven some of the most important changes in the workplace and throughout society. It’s been a long journey, but every mile along this road has marked a moment in history and underscored the impact HR can make in the lives of workers.

Together we’ve helped shape workplace policies, unleashed pools of talent, championed IE&D, cultivated better workplace cultures, and even spotlighted the employee mental health epidemic amid the pandemic. Our collective drive has gotten us far.

Given the constant changes that take place over the decades, whether thriving economic conditions in the ’50s and ’80s, economic downturns in the ’70s and ’90s, social justice events of the ’60s and 2020s, global health crises in the ’80s and recent years, we have weathered the highs and lows with you.

Strong businesses and dynamic workplaces power the economy.

As a driver of social and economic change in the workplace, we foster mutually beneficial work environments that serve both businesses and individuals.

SHRM Education has proudly been a reliable partner over the last 75 years as the profession has evolved from administrative, tactical HR to claiming our proverbial “Seat at the Table” to present day where you and SHRM together are the voice of all things work, worker and workplaces around the world.

Our offerings are developed using world-class SHRM research, backed by leading subject matter experts in practice and academia. In 2022, we reached over 50,000 of your colleagues and peers through our extensive content and SHRM Certification Preparation programs.

We are excited and ready for the next 75 years!

Be a part of history; network with your peers from the world’s largest
THE SHRM 75TH ANNIVERSARY EDUCATION TIMELINE

Phase 1 – HR Administration (Tactical HR)

1940s
- The American Society for Personnel Administration (ASPA) was founded in 1948.

1950s
- HR was mainly an administrative and clerical job in this decade.

1960s
- HR added adherence to the law, which is more commonly known as compliance.

1970s
- The Equal Employment Opportunity Act became law in 1972. This act, along with the Civil Rights Act in the decade before created significant obligations for employers.

1980s
- Performance management, career planning via training and development, and HR management (HRM) became the key HR functions in the ’80s.

Phase 2 – “Getting a Seat at the Table”

1990s
- HRM became more strategic and proactive, with an integrated approach to the management of people and the strategic goals of the organization.
- The biggest HR issue was a lack of presence at the senior level, and there were limited opportunities for HR to have influence in the organization.

2000s
- HR key staff members became business partners and worked with specific business areas to provide people interventions to achieve strategic goals.
- HR divided into teams via functions (e.g., employee relations, benefits, administrative).

Phase 3 – The voice of all things work, workers and the workplace

2010s
- HR became technically savvy and began heavily automating its processes.
- #MeToo moved pay equity and harassment compliance to the forefront of HR practices.
- Johnny C. Taylor, Jr., SHRM-SCP joins SHRM as the President & CEO in 2017.

2020s
- Diversity, equity, inclusion and belonging became a key content focus in this decade as these issues came to the forefront in the late 2010s.
- 2023 marks SHRM’s 75th anniversary; we now have 318,000 SHRM members, 124,000+ SHRM certifications, and $500,000 in scholarships, grants and awards disseminated by the SHRM Foundation.
SHRM EDUCATION

We provide a transformative educational experience. We’ll lead you to learn. You’ll lead your company to succeed.

Equip your team to tackle the challenges of today. shrm.org/education2024

SHRM Customer Experience
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