



SHRM EDUCATION CATALOG



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WHY SHRM EDUCATION?

SHRM is dedicated to your career development and helping you achieve your goals. We provide resources and support to help you grow as a leader and drive meaningful workplace transformation.

Through our innovative, engaging, and practical programming, we encourage learners to go beyond their comfort zone and equip themselves with the knowledge they need to transform their workplaces.

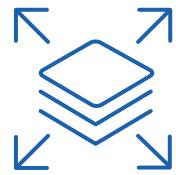
By incorporating cutting-edge research and thought leadership into our content, we bring learning to life.

Our educational offerings set the gold standard for professional development — supporting you at every stage of your HR career or educational journey.

Built upon the core competencies of the [**SHRM Body of Applied Skills and Knowledge® \(SHRM BASK®\)**](#), SHRM's curriculum serves as a proven pathway to strengthening your expertise, enhancing your credibility, and advancing your career.



Bold Content



Flexible Learning



PDCs

PDCs for Recertification



Innovative Experiences

THE SMARTEST MOVE YOU CAN MAKE FOR YOUR HR CAREER: BECOME A SHRM MEMBER.

YOUR SHRM ADVANTAGE

- Fast solutions to HR challenges.
- Career-advancing connections.
- Expert guidance from HR leaders.
- Member-only perks and pricing.

97%

OF MEMBERS REPORT
IMPROVED WORKPLACE
READINESS, SKILLS, OR ABILITIES

after 2+ years of SHRM Membership.

POWERING YOUR POTENTIAL

- Stay informed with cutting-edge HR research and trends.
- Get answers fast with expert guidance and HR solutions.
- Develop your career with specialty credentials, certifications, and continuing education.

From conferences to careers, SHRM Members grow their networks, their influence, and their impact.



JOIN TODAY
shrm.org/mem25

IF IT'S A WORK THING, IT'S A SHRM THING.

SHRM[®]
BETTER WORKPLACES
BETTER WORLD™

SHRM CERTIFICATION



Be the Best. Get the Best.

Advance your HR career by becoming a SHRM Certified Professional (SHRM-CP®) or SHRM Senior Certified Professional (SHRM-SCP®). This first-ever behavioral-competency-based HR certification focuses on the core set of competencies and knowledge outlined in the SHRM BASK. [APPLY NOW](#)

[LEARN MORE](#)

Benefits of SHRM Certification



Enhance Your HR Expertise



HR professionals who earned SHRM certification reported significantly higher levels of credibility as HR professionals.



Increase Your Earning Potential



Those who earned SHRM certification reported earning salaries 14% to 15% higher than peers who have not earned SHRM certification.



Advance Your HR Career



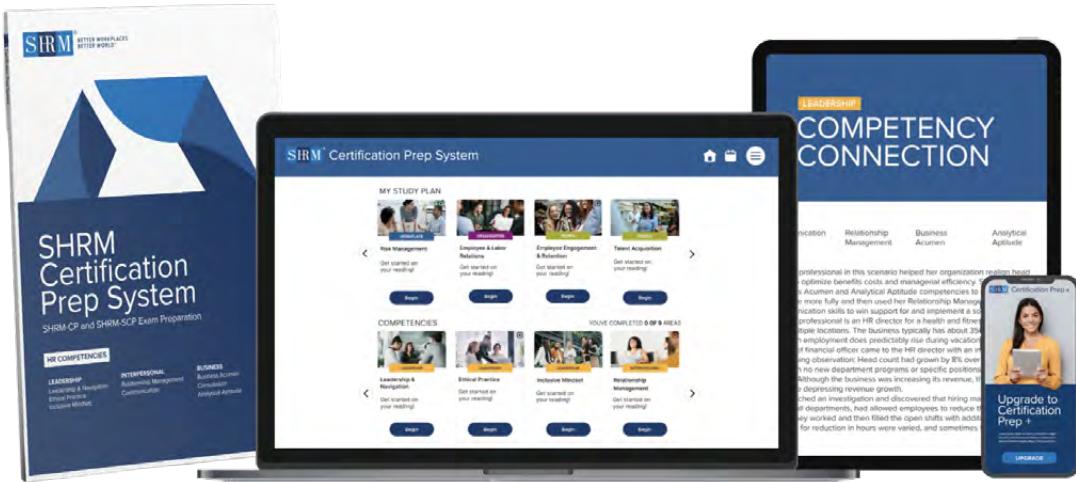
HR professionals who earned SHRM certification reported that it was a key factor in their career advancement.



Demonstrate Your Commitment



SHRM-certified HR pros reported significantly higher levels of career success, respect from colleagues, and commitment to the HR profession.



SHRM Certification Prep System

The new SHRM Certification Prep System (formerly known as the SHRM Learning System) offers comprehensive and personalized preparation for SHRM certification. Candidates who prepare with the SHRM Certification Prep System have significantly higher pass rates than those who do not. When you use the SHRM Certification Prep System, you'll have access to:



Customized Study Plan: Optimize your valuable study time by focusing on your upcoming SHRM certification exam date and your knowledge gaps. As you complete your learning activities, which may include in-depth study or a quick review, you'll see your study plan update in real time.



Online Learning: Enhance your knowledge and competency gaps with interactive online reading content, visuals, and audio segments that teach the entire **SHRM BASK**.



Practice Questions: Increase exam day confidence with more than 2,700 practice questions presented through online quizzes and a practice exam that includes questions previously used on actual SHRM certification exams.



Bonus Resources: A digital copy of the *Ace Your SHRM Certification Exam* study guide — which includes study guidance, test-taking tips, and additional practice questions — is included.

[LEARN MORE](#)

Instructor-Led Certification Preparation



SHRM Certification Prep+ ↗

Get ready to earn the SHRM-CP or SHRM-SCP with this comprehensive, instructor-led course. Designed for HR professionals preparing for SHRM certification, this program offers an in-depth review of the SHRM BASK and features the industry-leading SHRM Certification Prep System.

Led by an experienced SHRM-certified instructor, the course includes interactive discussions, practice questions,

and regular progress checks to help you identify strengths, target areas for improvement, and build exam-day confidence. Choose from a virtual or in-person format, both offering dynamic instruction, networking opportunities, and personalized support. Virtual sessions are fully recorded for flexible review.

Key Features:

- Expert instruction aligned with the SHRM BASK.
- An engaging, interactive classroom experience.
- Practice questions and progress checks.
- Access to the SHRM Certification Prep System.
- Networking and support from your peers and instructor.

[REGISTER NOW](#)

Exam Prep Webinars

- [Best Practices for Exam Success Webinar ↗](#)
- [Mastering the SHRM-CP Level Exam Questions Webinar ↗](#)
- [Mastering the SHRM-SCP Level Exam Questions Webinar ↗](#)



SHRM SPECIALTY CREDENTIALS



**Prove Your Proficiency.
Demonstrate Your Passion.**

SHRM Specialty Credentials are the optimal way to prove your credibility to your organization and network.



AI+HI

30 PDCs

The SHRM AI+HI Specialty Credential is for HR trailblazers seeking a hands-on, interactive approach to mastering artificial intelligence integration within their organization. You'll advance through three sequential labs, each centered on a key area: exposure, curiosity, and experimentation.

Enjoy a blended learning experience with access to community discussion boards, where you are encouraged to engage with fellow learners and subject matter experts, as well as self-paced modules, conveniently delivered in podcast format.

Topics covered during this comprehensive program include:

- Legal and Ethics
- AI in Employee Engagement and Well-Being
- Cybersecurity
- AI in Total Rewards
- AI in Talent Development

The program culminates in a capstone project, in which you'll synthesize your knowledge into a practical AI + HI implementation plan, ready to be executed within your organization.

After completing all components of the credential, add your specialty credential to your email signature, resume, and social media profiles, proving your specialty in AI + HI to your employer and your network.

**EARN YOUR
CREDENTIAL**





California Law HR

26.5 PDCs

The SHRM California Law HR Specialty Credential equips you to tackle unique HR challenges, minimize litigation risks, and drive strategic success, ensuring your business thrives in this dynamic environment. Master California's complex Labor Code, and develop more compliant employment guidelines.

Topics covered during this comprehensive program include:

1 INSTRUCTOR-LED COURSE

- California HR: Applying CA Law to Employment Practices

and

6 eLEARNING COURSES

- Foundations of CA Employment Law*
- CA Wage and Hour Laws
- CA Privacy, Safety, and Security
- CA Mandated Benefits and Workers Compensation Insurance
- CA Protected Leaves of Absence
- CA Employee and Employer Relations

After passing the assessment, add your specialty credential to your email signature, resume, and social media profiles, proving your specialty in California law HR to your employer and your network.

* Prerequisite module to be completed before instructor-led course.

EARN YOUR CREDENTIAL





HR Department of One

17 PDCs

As an HR department of one, you tackle unique challenges with a broad range of HR expertise. Elevate your role as a solo practitioner and demonstrate your strategic impact by earning the SHRM HR Department of One Specialty Credential. This credential will help you harness your resourcefulness, adapt to changing needs, and balance operations effectively, proving your critical role in your organization.

Topics covered during this comprehensive program include:

1 INSTRUCTOR-LED
PROGRAM

- HR Department of One: Strategies for Success

and

2 eLEARNING
COURSES

- HR Department of One: Developing Targeted L&D Solutions
- HR Department of One: Gaining Support for HR Initiatives

After passing the assessment, add your specialty credential to your email signature, resume, and social media profiles, proving your specialty as an HR department of one.

**EARN YOUR
CREDENTIAL**





People Analytics

22 PDCs

Talent represents the most significant and continuous investment for successful organizations. Yet, many talent decisions are still based on intuition rather than data. The SHRM People Analytics Specialty Credential is designed for those eager to harness people-related data and analytics to drive strategic business decisions.

Topics covered during this comprehensive program include:

1 INSTRUCTOR-LED
PROGRAM

- People Analytics: Taking Data-Driven Action

and

3 eLEARNING
COURSES

- People Analytics: Foundational Data Literacy*
- People Analytics: The Metrics Behind People Analytics
- People Analytics: Understanding Your People Data

After passing the assessment, add your specialty credential to your email signature, resume, and social media profiles, proving your specialty in people analytics to your employer and your network.

* Prerequisite module to be completed before instructor-led course.

**EARN YOUR
CREDENTIAL**





Skills First Specialty Credential

16 PDCs

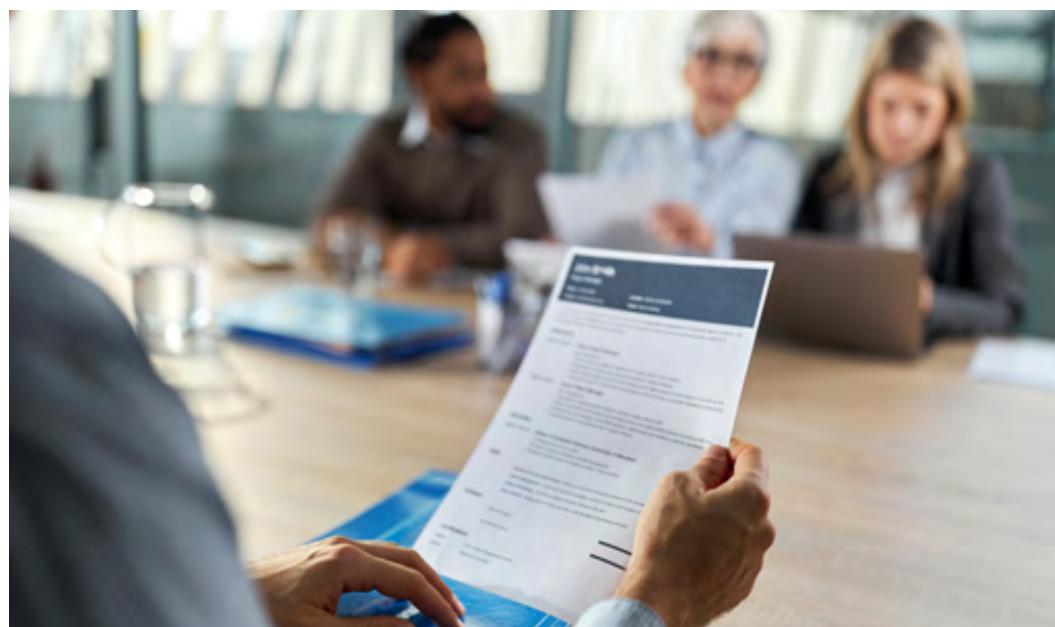
In a rapidly evolving world of work, traditional hiring methods based solely on degrees and titles often miss out on qualified talent and limit organizational agility. The SHRM Foundation Skills First Specialty Credential is a first-of-its-kind, self-paced credentialing experience that equips HR professionals with the tools, language, and strategies to lead a shift from legacy practices to modern, skills-first talent strategies.

Learning paths covered in this comprehensive program include:

- Foundations of the Skills-First Approach
- Skills-First Hiring
- Talent Development
- Talent Management and Organizational Culture
- Synthesis and Final Assessment

After passing the assessment, add your specialty credential to your email signature, resume, and social media profiles, proving your specialty in the skills-first approach to your employer and your network.

**EARN YOUR
CREDENTIAL**





Talent Acquisition

22 PDCs

Talent acquisition is a vital function that affects an organization's ability to succeed in today's competitive job market. It goes beyond simply filling open positions — it involves identifying, attracting, and retaining the right talent to drive strategic goals and foster long-term growth.

Topics covered during this comprehensive program include:

1 INSTRUCTOR-LED
PROGRAM

- Talent Acquisition: Creating Your Organization's Strategy

and

3 eLEARNING
COURSES

- Talent Acquisition: Global Hiring
- Talent Acquisition: Inclusion and Diversity in the Talent Acquisition Space
- Talent Acquisition: Virtual Talent Acquisition

This credential also includes four bonus videos on cybersecurity (content covered is not included on the assessment). After passing the assessment, add your specialty credential to your email signature, resume, and social media profiles, proving your specialty in talent acquisition to your employer and your network.

**EARN YOUR
CREDENTIAL**





Total Rewards

21 PDCs

In today's job market, employers are trying to find unique ways to keep workers coming in the door instead of heading out of it. By earning the SHRM Total Rewards Specialty Credential, you'll gain the skills to craft solutions that meet evolving workplace demands, improve employee satisfaction, and align with your organization's vision.

Topics covered during this comprehensive program include:

1 INSTRUCTOR-LED • Compensation & Benefits: Unlock the Power of Total Rewards
PROGRAM

and

2 eLEARNING COURSES • Optimizing Total Rewards Through External Vendors
• Equitable Total Rewards

After passing the assessment, add your specialty credential to your email signature, resume, and social media profiles, proving your specialty in total rewards to your employer and your network.

**EARN YOUR
CREDENTIAL**





U.S. Employment Immigration

26 PDCs

People are your organization's most valuable resource. Amid the global competition for skilled workers, HR professionals, talent acquisition managers, and immigration specialists must navigate the complexities of the U.S. immigration system. The SHRM U.S. Employment Immigration Specialty Credential equips you with the expertise to lead those efforts effectively.

Topics covered during this comprehensive program include:

1 INSTRUCTOR-LED
PROGRAM

- Global Hiring: Complying with U.S. Visa Requirements

and

3 eLEARNING
COURSES

- Employment Eligibility: A Practical Guide to I-9 and E-Verify
- Hiring Foreign Nationals: Nonimmigrant Visas
- Hiring Foreign Nationals: Immigrant Visas

After passing the assessment, add your specialty credential to your email signature, resume, and social media profiles, proving your specialty in U.S. employment immigration to your employer and your network.

**EARN YOUR
CREDENTIAL**





Workplace Investigations

13.5 PDCs

Even the best-run organizations face situations that demand careful investigation — whether it's addressing harassment, discrimination, or other workplace issues. These moments require HR professionals to act with precision, expertise, and confidence. That's where the SHRM Workplace Investigations Specialty Credential comes in.

Topics covered during this comprehensive program include:

1 INSTRUCTOR-LED
PROGRAM

- Leading Workplace Investigations

and

2 eLEARNING
COURSES

- Managing Bias in a Workplace Investigation
- Competent Workplace Investigation Interviews

After passing the assessment, add your specialty credential to your email signature, resume, and social media profiles, proving your specialty in workplace investigations to your employer and your network.

**EARN YOUR
CREDENTIAL**



PEOPLE MANAGER QUALIFICATION (PMQ)



PMQ

16.5 PDCs

The SHRM People Manager Qualification (PMQ) is a unique, interactive virtual learning experience designed to develop critical skills to manage effectively and transparently. These skills include developing talent, managing the performance of others, retaining top talent, implementing strategy, hiring and firing, and having crucial conversations.

Equally educational and entertaining, PMQ is an experience unlike any other. Invest, and your organization will be on the path to success.

[REGISTER](#)

TOP CHALLENGES PEOPLE MANAGERS FACE

According to people managers, their primary challenges to effectiveness are:

33%

Heavy workload

22%

Balancing multiple responsibilities

20%

Insufficient resources/budget constraints

20%

Balancing competing priorities

20%

Employee turnover and retention



SHRM SEMINARS



SHRM Seminars are expert-led, interactive learning experiences designed to equip you with essential skills, knowledge, and confidence to take the next step in your professional development.

SHRM SEMINARS

Stand out among your HR peers and become an expert in all disciplines of HR with the skills acquired from a SHRM Seminar.

SHRM Seminars can help you:

- Stay on top of changes in the ever-evolving HR industry.
- Earn you a seat at the table as a strategic partner to discuss the future of your workplace.
- Fill any gaps in your skill set.
- Network with other like-minded HR professionals.

Seminar Topic Areas:

- Employment Law & Compliance
- Engagement & Workplace Culture
- Strategy & Leadership
- Talent Acquisition & Retention
- SHRM Certification Exam Preparation

Delivery Methods:



In Person

Connect with your instructor and peers in various locations across the U.S.



Live Online

Access cutting-edge content wherever works best for you.

[EXPLORE ALL SEMINARS](#)

Get to Know Our Instructors

SHRM instructors are industry experts who bring real-world HR experience into every program, creating dynamic and engaging learning environments that inspire, inform, and empower professionals like you.

Featured Instructors



Ifedapo Adeleye, SHRM-SCP
Professor,
Georgetown University



Kevin England, SHRM-SCP
Co-Founder and CEO,
Infinito Associates LLC



Arturo Ferreira
Co-Founder,
The AI Report



Rita Fields, SHRM-SCP
CEO,
313 Industries Inc.
and Copper Phoenix
Consulting LLC



Mike Letizia, SHRM-SCP
President, Letizia HR
Learning Solutions



Jennifer C. Loftus, SHRM-SCP
Founding Partner and
National Director,
Astron Solutions



Susan White, SHRM-SCP
CEO,
Susan Tinder White
Consulting LLC



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

[VIEW ALL](#)

EMPLOYMENT LAW & COMPLIANCE



It can be stressful to ensure you're keeping on top of changes to federal and state regulations, helping your company avoid costly fines and time-consuming lawsuits.

But compliance also extends to reviewing the procedures set by your own organization and what you need to do to communicate and enforce these rules within your workforce.

Get the instruction you need on how court and governmental agency decisions will affect your workplace and what you might need to do to align company guidelines using best practices from a SHRM Seminar.

California HR: Applying CA Law to Employment Practices*

16.5 PDCs

[REGISTER](#)

Global Hiring: Complying with U.S. Visa Requirements*

15 PDCs

[REGISTER](#)

Leading Workplace Investigations*

7.5 PDCs

[REGISTER](#)

U.S. Employment Law & Compliance

15 PDCs

[REGISTER](#)

*Seminar is part of a SHRM Specialty Credential.

ENGAGEMENT & WORKPLACE CULTURE



A core strength of an organization comes from the diversity of its workforce and in providing a voice and opportunities to all employees.

Companies that wish to create a workplace where all employees feel like they belong and are given opportunities to thrive invest time and money to ensure these strategies are embedded into the foundation of their operations — and end up in a better place financially in the long run. Employees want to work in a place where they feel safe and valued.

The Future of Inclusion

6 PDCs

[REGISTER](#)

Communicating with Credibility

7.5 PDCs

[REGISTER](#)

Conflict Mediation: Inspiring Positive Outcomes

7.5 PDCs

[REGISTER](#)

Employee Engagement: Elevating the Human Experience

7.5 PDCs

[REGISTER](#)

Employee Relations: Creating a Positive Work Environment

7.5 PDCs

[REGISTER](#)

STRATEGY & LEADERSHIP



HR leaders are the architects of organizational success: attracting top talent, driving engagement, leveraging data for insights, and delivering results through people. As the HR role evolves to emphasize new technology, skills-first strategies, and human-centered leadership, investing in your own growth has never been more vital.

Building an AI-Enabled Workforce

6 PDCs

[REGISTER](#)

Business Acumen: Aligning Business Operations and HR

15 PDCs

[REGISTER](#)

Developing an HR Strategy

15 PDCs

[REGISTER](#)

HRBP: Becoming a Strategic Influencer

15 PDCs

[REGISTER](#)

HR Department of One: Strategies for Success*

10.5 PDCs

[REGISTER](#)

Managing Change

15 PDCs

[REGISTER](#)

*Seminar is part of a SHRM Specialty Credential.

STRATEGY & LEADERSHIP

Organizational Development

15 PDCs

REGISTER

People Analytics: Taking Data-Driven Action*

16.5 PDCs

REGISTER

Senior HRBP: Catalyst for Cultural Change

15 PDCs

REGISTER

SHRM Essentials of Human Resources

15 PDCs

REGISTER

Workforce Planning: The Future of Work

15 PDCs

REGISTER

*Seminar is part of a SHRM Specialty Credential.



TALENT ACQUISITION & RETENTION



Talent acquisition has been a primary responsibility of HR professionals for years. With current talent shortages, dips in the unemployment rate, slowing wage growth, and the changing demographics of the labor market, are you keeping ahead of trends? Find ways to mitigate these challenges to ensure your company remains competitive as you find, acquire, and retain top talent.

SHRM Seminars can help you through the entire process, including virtual interviewing, supporting hybrid workforces, offering better total rewards packages, and engaging candidates through the different stages of acquisition so you're not ghosted later.

Compensation and Benefits: Unlock the Power of Total Rewards*

15 PDCs

[REGISTER](#)

Foundations of Compensation

15 PDCs

[REGISTER](#)

Powerful Interviewing

7.5 PDCs

[REGISTER](#)

Talent Acquisition: Creating Your Organization's Strategy*

15 PDCs

[REGISTER](#)

*Seminar is part of a SHRM Specialty Credential.



SHRM eLEARNING



SHRM eLearning programs offer flexible, cost-effective, and targeted learning solutions, allowing you to develop essential HR skills at your own pace, anytime, anywhere.

SHRM eLEARNING

EMPLOYMENT LAW & COMPLIANCE

FMLA Fundamentals

4 PDCs

[ADD TO CART](#)

HIPAA Privacy

1 PDC

[ADD TO CART](#)

Overview of ACA

1 PDC

[ADD TO CART](#)

Americans with Disabilities Act (ADA)

3 PDCs

[ADD TO CART](#)

Employment Law for Managers

1 PDC

[ADD TO CART](#)

Workplace Harassment Prevention: Employee, Manager, and State track available

[ADD TO CART](#)

Active Shooter Basic Awareness

0.5 PDCs

[ADD TO CART](#)

Cyber Security Training

0.5 PDCs

[ADD TO CART](#)

I-9 & E-Verify Made Simple: A Practical Guide to Employment Eligibility*

2 PDCs

[ADD TO CART](#)

*Course is part of a SHRM Specialty Credential AND is free for SHRM Members.

EMPLOYMENT LAW & COMPLIANCE

Hiring Foreign Nationals: Immigrant Visas*

2 PDC

[ADD TO CART](#)

Hiring Foreign Nationals: Nonimmigrant Visas*

3 PDCs

[ADD TO CART](#)

Competent Workplace Investigation

Interviews*

1 PDCs

[ADD TO CART](#)

Managing Bias in a Workplace Investigation*

1 PDC

[ADD TO CART](#)

CA Employee and Employer Relations*

1.5 PDCs

[ADD TO CART](#)

California Benefits*

1 PDC

[ADD TO CART](#)

CA Privacy, Security, Benefits and Safety*

1 PDC

[ADD TO CART](#)

California Leave of Absence*

1 PDC

[ADD TO CART](#)

CA Wage and Hour Laws*

1.5 PDCs

[ADD TO CART](#)



ENGAGEMENT & WORKPLACE CULTURE

Inclusive Virtual Meetings

1 PDC

[ADD TO CART](#)

Detection of Deception

1.5 PDCs

[ADD TO CART](#)

Workplace Mental Health Ally Certificate

7 PDCs

[ADD TO CART](#)



STRATEGY & LEADERSHIP

SHRM Essentials of Human Resources for U.S.-Based Learners

15 PDCs

[ADD TO CART](#)

Leveraging Diverse Styles

1.5 PDCs

[ADD TO CART](#)

Essentials of Managing a Hybrid Workforce

1 PDC

[ADD TO CART](#)

Elevating Performance

5 PDCs

[ADD TO CART](#)

People Analytics: Analyzing People Data*

1 PDC

[ADD TO CART](#)

People Analytics: Foundational Data Literacy*

1 PDC

[ADD TO CART](#)

People Analytics: The Metrics Behind People Analytics*

2 PDCs

[ADD TO CART](#)

HR Department of One: Developing Targeted L&D Solutions*

1 PDC

[ADD TO CART](#)

HR Department of One: Gaining Support for HR Initiatives*

1.5 PDCs

[ADD TO CART](#)

*Course is part of a SHRM Specialty Credential.

TALENT ACQUISITION & RETENTION

Critical Interviewing

1 PDC

[ADD TO CART](#)

Introduction to Group Health Plans

5 PDCs

[ADD TO CART](#)

Retiree Health Care

2 PDCs

[ADD TO CART](#)

Health Savings Accounts (HSAs)

3 PDCs

[ADD TO CART](#)

Health Insurance Basics

1 PDC

[ADD TO CART](#)

401(k) Plans

1 PDC

[ADD TO CART](#)

ERISA

4 PDCs

[ADD TO CART](#)

Overview of Disability Plans

1 PDC

[ADD TO CART](#)

Workforce Wellness

3 PDCs

[ADD TO CART](#)

COBRA

3 PDCs

[ADD TO CART](#)

Equitable Total Rewards*

1 PDC

[ADD TO CART](#)

Optimizing Total Rewards Through

External Vendors*

1 PDC

[ADD TO CART](#)

*Course is part of a SHRM Specialty Credential.

TALENT ACQUISITION & RETENTION

Talent Acquisition: Global Hiring*

1 PDC

[ADD TO CART](#)

Talent Acquisition: Virtual Talent Acquisition*

1 PDC

[ADD TO CART](#)

Talent Acquisition: Inclusion & Diversity in the Talent Acquisition Space*

1 PDC

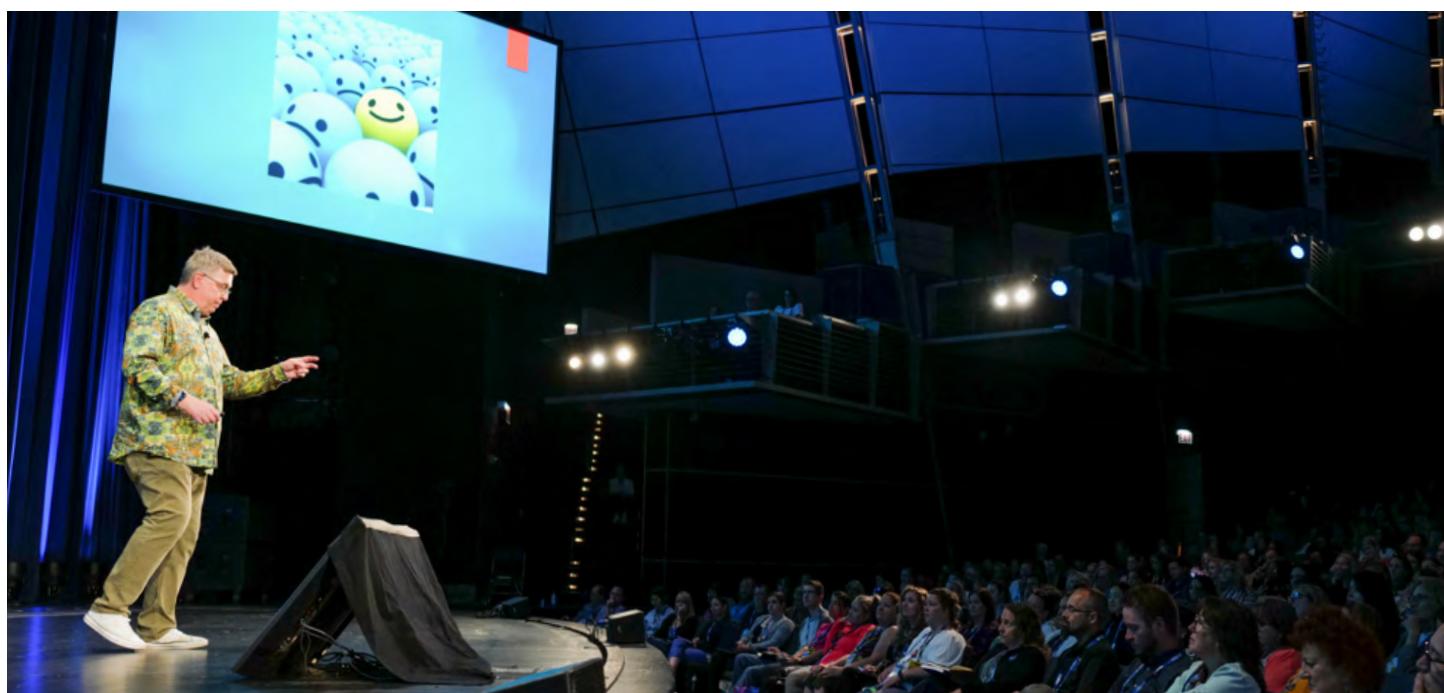
*Course is part of a SHRM Specialty Credential.

[ADD TO CART](#)

SHRM Conferences On Demand

SHRM Conferences On Demand provides a one-year, on-demand subscription to hundreds of online education sessions on a wide variety of topics. Recordings include sessions from the last three years of SHRM live events and conferences. Earn your 60 PDCs needed for recertification quickly and easily today! And now, SHRM25 is available on demand, too.

[LEARN MORE](#)



SHRM Events

Take your professional development to the next level with SHRM conferences! Connect with peers and industry experts in areas that will most benefit your organization — and your career goals.



[Learn More and Register](#) 



TEAM TRAINING & DEVELOPMENT

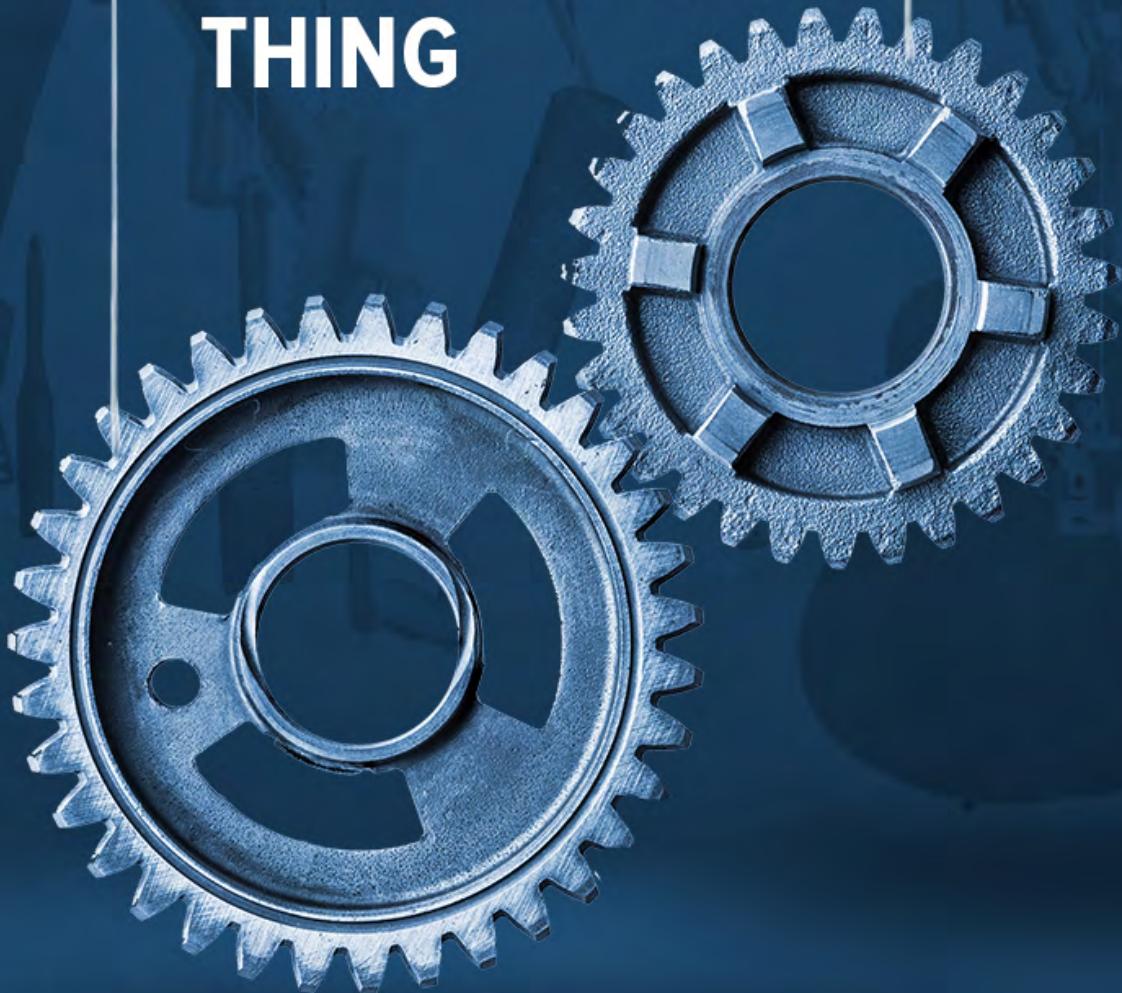
Tap into your team's potential with SHRM Team Training & Development or group rates on SHRM Educational Programs.

Invest in your team members by providing them with next-level courses to strengthen and enhance their skills. Determine areas for growth among your team to improve your workplace culture, production, and return on investment.

[Learn More About Team Training](#) 



IF IT'S A SKILLS THING, IT'S A SHRM THING



Explore SHRM's innovative and future-focused learning solutions designed to empower you at every stage of your HR career. From certifications to specialty credentials, our cutting-edge learning experiences provide the tools and skills you need to thrive in an evolving workplace!

[LEARN MORE](#)