

SHRM EDUCATION CATALOG

1

TABLE OF CONTENTS

Why SHRM Education?	3
SHRM Certification	5
SHRM Specialty Credentials	8
SHRM Qualifications	20
SHRM Seminars	21
In-Person Seminars	23
Get to Know Our Instructors	
Employment Law & Compliance	25
Engagement & Workplace Culture	
Strategy & Leadership	27
Talent Acquisition & Retention	29
SHRM eLearning	
Employment Law & Compliance	31
Engagement & Workplace Culture	
Strategy & Leadership	
Talent Acquisition & Retention	35
SHRM Conferences On Demand	
SHRM Events	37
Team Training & Development	

WHY SHRM EDUCATION?

SHRM is dedicated to your professional 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 needed 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.





Advance your career with SHRM membership!





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 behavioralcompetency-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







SHRM Learning System 🤊

The 2025 SHRM Learning System for SHRM-CP/SHRM-SCP offers comprehensive and personalized preparation for the SHRM-CP and SHRM-SCP exams. Candidates who prepare with the SHRM Learning System have significantly higher pass rates than those who do not. When you use the SHRM Learning 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: Fill 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 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 in the SHRM Learning System.

Instructor-Led Certification Preparation



SHRM-CP and SHRM-SCP Certification Preparation 7

Get ready to earn your 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 Learning 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.
- \rightarrow An engaging, interactive classroom experience.
- \rightarrow Practice questions and progress checks.
- → Access to the SHRM Learning System.
- → Networking and support from your peers and instructor.

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

The 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:

- \rightarrow Legal and Ethics
- \rightarrow Al in Employee Engagement and Well-Being
- → Cybersecurity
- \rightarrow AI in Total Rewards
- → AI in Talent Development

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

After passing the assessment, 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.





California Law HR



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, including more than 40 updates for 2025, and develop compliant employment guidelines.

Topics covered during this comprehensive program include:

1 and	INSTRUCTOR-LED COURSE	California HR: Applying CA Law to Employment Practices
anu		
5	E-LEARNING 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.





SHRM Caltech Advanced Technology

plus BONUS content for an opportunity to earn an additional 4 PDCs!

Stand out as an innovative HR professional with this groundbreaking program offered in partnership by SHRM and Caltech. The SHRM Caltech Advanced Technology Specialty Credential will help you build essential skills in AI, data analytics, cybersecurity, systems thinking, and cloud computing to drive

strategic HR solutions. Master cutting-edge technologies that enhance decisionmaking, streamline processes, and secure sensitive data — proving your value as a forward-thinking HR leader.

Topics covered during this comprehensive program include:

- \rightarrow **Artificial Intelligence**
- → Cloud Computing
- → Cybersecurity
- → Data Analytics
- → Systems Thinking

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







SHRM Caltech Strategy Capabilities

plus BONUS content for an opportunity to earn an additional 4 PDCs!

Stand out as an innovative HR professional with this groundbreaking program offered in partnership by SHRM and Caltech. The SHRM Caltech Strategy Capabilities Specialty Credential equips you with essential skills to drive innovation, lead change, and manage talent in a rapidly evolving workplace.

Through five dynamic courses, you'll master innovation frameworks, strategic thinking, and the tools needed to excel in the future of work. Gain hands-on experience in agility, leadership, and the emerging tends that will shape HR success in the 21st century.

Topics covered during this comprehensive program include:

- → Innovation Frameworks
- → Agility and Strategy
- → Leading Change
- → New World People Manager
- → Future of Work

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





HR Department of One

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:

INSTRUCTOR-LED • HR Department of One: Strategies for Success PROGRAM

- E-LEARNING 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 in HR department of one to your employer and your network.







People Analytics

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 peoplerelated data and analytics to drive strategic business decisions.

Topics covered during this comprehensive program include:

INSTRUCTOR-LED • People Analytics: Taking Data-Driven Action Program PROGRAM

2 E-LEARNING 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.





Skills First Specialty Credential

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, 15-hour, self-paced credentialing experience that equips HR professionals with the

tools, language, and strategies to lead a shift from legacy practices to modern, skillsfirst talent strategies.

Topics covered during this comprehensive program include:

- → Foundations of the Skills-First Approach
- → Skills-First Hiring
- → Talent Development
- → Talent Management and Organizational Culture
- \rightarrow 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.



Talent Acquisition



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:

INSTRUCTOR-LED • Talent Acquisition: Creating Your Organization's Strategy PROGRAM

- **3** E-LEARNING COURSES
- Talent Acquisition: Global Hiring
- Talent Acquisition: Inclusion and Diversity (I&D) 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.





Total Rewards

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.

21 PDCs

Topics covered during this comprehensive program include:

INSTRUCTOR-LED
 · Compensation & Benefits: Unlock the Power of Total
 Rewards

2 E-LEARNING 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.





U.S. Employment Immigration

People are your organization's most valuable resource. With a 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:

INSTRUCTOR-LED • Global Hiring: Complying with U.S. Visa Requirements PROGRAM

3 E-LEARNING COURSES

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



Workplace Investigations

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:

INSTRUCTOR-LED • Leading Workplace Investigations PROGRAM

E-LEARNING 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



13.5 PDCs

19

SIRM[®] EDUCATIONAL PROGRAMS

SHRM QUALIFICATIONS



HCMQA

24 PDCs

Gain a deeper understanding of the HR professional's role, responsibilities, competency proficiencies, and most pressing priorities and pain points in order to build rapport and ultimately close the deal by selling your HR products and services. This program will benefit all those who need to work with and better understand the diverse needs and roles of HR professionals.

REGISTER



PMQ

16.5 PDCs

The 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, 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



SHRM SEMINARS

SHRM Seminars are expert-led, immersive 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:

- \rightarrow 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.
- \rightarrow Fill any gaps in your skill set.
- \rightarrow Network with other like-minded HR professionals.

Seminar Topic Areas:



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

In-Person Seminars



Find an upcoming seminar in a state near you!

- 1 Alexandria, VA Various dates throughout season
- 2 Chicago, IL October 8-10, 2025
- **3 Dallas, TX -** December 15-17, 2025
- 4 Louisville, KY October 25-26, 2025

5 Monterey, CA - October 4-5, 2025

- 6 New York City October 20-22, 2025
- **7** San Francisco January 21-23, 2026

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.



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 with 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* REGISTER	16.5 PDC s
Global Hiring: Complying with U.S. Visa Requirements* REGISTER	15 PDCs
Leading Workplace Investigations* REGISTER	7.5 PDCs
U.S. Employment Law & Compliance REGISTER	15 PDCs
*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.

Coaching for People Managers*	6 PDCs
REGISTER	
Communicating with Credibility	7.5 PDCs
REGISTER	
Conflict Mediation: Inspiring Positive Outcomes	7.5 PDCs
REGISTER	7.5 1 205
REGISTER	
Employee Engagement: Elevating the Human Experience	7.5 PDCs
REGISTER	7.5 F D C S
REGISTER	
Employee Polations: Creating a Positive Work Environment	75 0000
Employee Relations: Creating a Positive Work Environment	7.5 PDCs
REGISTER	

*We recommend earning your SHRM PMQ prior to registration.

Strategy & Leadership



HR professionals play a vital role in driving organizational success by recruiting top talent, enforcing workplace policies, managing HRIS systems, designing total rewards programs, overseeing performance management, and analyzing HR data. These critical responsibilities ensure companies operate at peak efficiency.

But amid these demands, how often do HR professionals prioritize their own professional development?

Take the opportunity to elevate your leadership skills, strengthen your strategic influence, and secure your seat at the table for key workplace decisions that shape the future of your organization and workforce.

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 REGISTER	15 PDCs
People Analytics: Taking Data-Driven Action*	16.5 PDCs
Senior HRBP: Catalyst for Cultural Change REGISTER	15 PDCs
SHRM Essentials of Human Resources* REGISTER	15 PDCs
Workforce Planning: The Future of Work REGISTER	15 PDCs

*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 your 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 & Benefits: Unlock the Power of Total Rewards* REGISTER	15 PDCs
Foundations of Compensation REGISTER	15 PDCs
Powerful Interviewing REGISTER	7.5 PDCs
Talent Acquisition: Creating Your Organization's Strategy* REGISTER	15 PDCs

*Seminar is part of a SHRM Specialty Credential.



SHRM elearning

7

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 4 PDCs ADD TO CART

HIPAA Privacy 1 PDC

ADD TO CART

Overview of ACA 1 PDC

ADD TO CART

Workplace Harassment Prevention Programs: Employee, Manager, and State tracks available

1 PDC

ADD TO CART

Active Shooter Basic Awareness 0.5 PDCs ADD TO CART

Americans with Disabilities Act (ADA) **3 PDCs**

ADD TO CART

Employment Law for Managers 1 PDC

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.



Employment Law & Compliance

Hiring Foreign Nationals: Immigrant Visas*
2 PDCs
ADD TO CART

Hiring Foreign Nationals: Nonimmigrant Visas* **3 PDCs** ADD TO CART

Competent Workplace Investigation Interviews* **1 PDC**

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

CA Mandated Benefits and Workers Compensation Insurance* **1 PDC**

ADD TO CART

CA Privacy, Safety, and Security* **1 PDC** ADD TO CART

CA Protected Leaves of Absence* **1 PDC** ADD TO CART

CA Wage and Hour Laws* 1.5 PDCs ADD TO CART

Foundations of CA Employment Law*

1.5 PDCs ADD TO CART

*Course is part of a SHRM Specialty Credential.

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

SHRM Essentials of Human Resources for Global 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*

4 PDCs 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 PDC ADD TO CART

COBRA 3 PDCs ADD TO CART

Equitable Total Rewards* 3 PDCs 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*

*Course is part of a SHRM Specialty Credential.

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!

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.



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 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