Build a better you

Skill-focused

Self-paced

Job-ready

SHRM

SHRM-CP | SHRM-SCP

RECERTIFICATION PROVIDER

This course offers 30 professional development credits (PDCs) for SHRM-CP® or SHRM-SCP® recertification and aligns to the SHRM® Body of Applied Skills and Knowledge.[1]

This Program, ID No. 625802, has been approved for 30.00 E-Learning recertification credit hours toward aPHR™, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through HR Certification

[1] SHRM is a registered trademark of Society for Human Resource Management.

Course overview

Diversity, Equity & Inclusion (DE&I) skills and initiatives can help create a supportive work environment where everyone feels a sense of belonging and has equal access to opportunities. In about 30 hours, this course can help you better understand the characteristics of a dynamic workforce, different approaches to developing an inclusive workplace and techniques to measure and increase equity.

Skills you'll learn

- Deliver effective talent solutions across the employee life cycle

- Apply U.S. labor laws and regulations to workplace related issues

- Apply people management skills to address common issues in the workplace

- Develop effective organizational strategies using business intelligence methods

Key topics

- Labor Law

- Talent Acquisition and Management (Employee Onboarding)

- Employee Relations and Conflict Resolution

- Data Systems for Human Resource Management

Course outline 1 of 2

Course Introduction
- Course Welcome
- Getting Started

Module 1 - Labor Law
- Introduction to Labor Law
- Understanding the Foundations of Labor Law
- Understanding Labor Relations and Right-to-Work
- Interpreting DE&I Programs and Benefits
- Supporting a Diverse Workforce
- Labor Law Skills Assessment

Module 2 - Talent Acquisition and Management
- Introduction to Talent Acquisition and Management
- Creating an Inclusive Workforce
- Implementing Diverse HR Solutions & Employing Diverse Hiring Practices
- Legal Interview Questions
- Enforcing EEO & Creating Equitable Opportunities
- Utilizing Techniques to Measure, Increase, and Advocate
- Talent Acquisition and Management Skills Assessment

Module 3 - Employee Relations and Conflict Resolution
- Introduction to Employee Relations and Conflict Resolution
- DE&I and Performance Issues Within a Dynamic Workforce
- Addressing Exclusion and Fostering Belonging
- Fostering Belonging
- Assessing Equity
- Employee Relations and Conflict Resolution Skills Assessment

Module 4 - Data Systems for Human Resource Management
- Introduction to Data Systems for Human Resource Management
- Identifying DE&I Metrics
- DE&I Best Practices
- Designing Effective DE&I Initiatives
- Implementing DE&I Initiatives
- Engaging Stakeholders
- Data Systems for Human Resource Management Skills Assessment

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