The next generation HR certification—
SHRM Certified Professional (SHRM-CP®) and SHRM Senior Certified Professional (SHRM-SCP®).

The competency-based SHRM-CP and SHRM-SCP credentials are the new global standard in HR certification, giving professionals the skills to help your organization advance. These credentials are among the first HR certifications focused on teaching and testing the practical, real-life information HR professionals need to excel in their careers today, including knowledge, skills and behavior competencies.

Lewis and Clark Community College is pleased to offer cost-effective, convenient and customizable options for preparing some or all of your HR staff for the new certifications. Training can be held on-site at your location or in one of our classroom courses.

Benefits for your staff
Training your staff with Lewis and Clark’s course can save time, simplify implementation and increase the effectiveness of the training.

- Our certified instructors have in-depth HR experience and excel at helping participants learn faster, retain more knowledge and prepare to pass the exam.
- Our course includes the 2016 SHRM Learning System® for preparation.
- Your staff will network and discuss concepts with our instructors and class participants from various industries.
- Our courses qualify for Professional Development Credits.

Upon completion, participants will be prepared to take the SHRM-CP or SHRM-SCP exam with confidence. All participants will sharpen their knowledge and practical, real-life competencies to make an immediate impact on their jobs. And, long after the course is finished, SHRM Learning System materials will serve as a valuable operations manual, providing answers to a wide range of HR challenges.

Benefits to your organization
The benefits of certification extend beyond your HR staff to your entire organization:

- It demonstrates that your HR professionals have mastered the application of HR technical and behavioral competencies.
- Certification prepares your HR staff to assume greater leadership roles and contribute to the strategic direction of your organization.
- Exam preparation helps HR professionals bring new ideas to your organization that will help drive success.
- It helps create a common HR language that optimizes consistency and effectiveness.
- Certification is relevant worldwide, as exams cover the global SHRM BoCK™

Schedule now for upcoming courses
Interested in finding out more about our upcoming classes?
Visit www.lc.edu/SHRM or contact us at (618) 468-5700 or kawillis@lc.edu
Using the 2016 SHRM Learning System® for SHRM-CP/SHRM-SCP along with structured teaching, classroom discussions and online tools, we keep participants on track for passing the exam.

The SHRM Learning System includes interactive tools and updated content that reflects the SHRM Body of Competency & Knowledge™ (SHRM BoCK™) tested on the exams. Learning modules cover:

1. **HR Competencies** — Leadership & Navigation; Ethical Practice, Business Acumen; Relationship Management; Consultation; Critical Evaluation; Global & Cultural Effectiveness; Communication

2. **People** — Talent Acquisition & Retention; Employee Engagement; Learning & Development; Total Rewards

3. **Organization** — Structure of the HR Function; Organizational Effectiveness & Development; Workforce Management; Employee Relations; Technology & Data

4. **Workplace** — HR in the Global Context; Diversity & Inclusion; Risk Management; Corporate Social Responsibility; Employment Law & Regulations (U.S. only)

5. **Strategy** — Business & HR Strategy

The learning modules are available in print or e-reader formats. In addition, the Online Learning Center offers a wealth of supplemental study materials accessible by web browsers or mobile devices.

**Assessment** — Identify topics you already know and those areas that require more time and attention.

**Quickstarts** — Brief videos provide a guided overview for each of the behavioral competencies.

**Tests** — Test your situational judgment, knowledge and comprehension with over 1,500 questions.

**Post-test** — Gain experience with the SHRM-CP/SHRM-SCP exam format by completing the post-test that mimics the certification exam in style, function, timing and weighted topics.

**Online Resource Center** — Download flashcards (printed or online) and access HR updates, related links, feedback feature and more.

**Volume discounts are available! Contact Kathy Willis at (618) 468-5700 or kawillis@lc.edu for details.**

Perfect for on-the-go study – access the five learning modules on your e-reader and mobile device!