



HARNESS EMPLOYEES' UNTAPPED POTENTIAL WITH AN

HRCI DIVERSITY AND INCLUSION CERTIFICATE

WHY EARN AN HRCI CERTIFICATE?

The Certificate in Diversity and Inclusion in HR Management - Assessment, Inclusion, and Retention provides information and strategies for creating workplaces that are more productive, innovative, and profitable. HR professionals will learn about HR metrics, predictive analytics, and other tools that organizations can use to identify biases, track the progress of initiatives, and gauge the effectiveness of organizational policies. The **Certificate in Diversity and Inclusion in HR Management - Culture, Engagement, and Leadership** prepares HR professionals to meet the diverse needs of the modern workforce. HR professionals not only play a critical role in creating, adjusting, and reinforcing an organization's culture, they must develop competencies and strategies to improve performance and decision-making among teams. This certificate prepares HR professionals to foster workplaces in which all employees feel respected, appreciated, and engaged in their work.

WHAT WILL I LEARN?

Completing one of our HRCI certificates prepares you to:

- Identify toxic practices and common biases found in the workplace
- Develop inclusive sourcing and recruitment strategies
- Explain how to assess and address workplace bias
- Identify HR metrics used for diagnosing bias, tracking progress of diversity and inclusion initiatives, and measuring return on investment
- Explain components of an inclusive model of ethical decision-making
- Identify attributes of an inclusive leader
- Outline strategies for implementing inclusive training and mentorship programs
- Explain how to build learning and development teams for people of all abilities
- Identify strategies used to effectively manage culturally diverse teams

For more information and a complete list of courses, visit:

CAREER PATHS

The U.S. Bureau of Labor Statistics (BLS) expects that the overall employment of human resource specialists is projected to grow six percent from 2022 to 2032, faster than the average for all occupations. About 78,700 openings for human resource specialists are projected each year, on average, over the decade. Common career paths or growth opportunities in human resources include:

Human Resources Manager

Human resource managers maximize the value of a workforce by planning, coordinating, and directing the administrative functions of an organization. As a human resource manager, you will advise other managers on human resource issues. You will also consult with top organizational leaders regarding strategic planning and talent management.

Training and Development Specialists

Training and development specialists help create, plan, and run training programs for organizations. Generally, they assess training needs and design training materials, such as manuals and online learning modules. Training may be self-guided or collaborative and take place online, in classrooms, or in training facilities.

Labor Relations Specialists

The ethical and social issues that arise in a workplace can significantly damage an organization if handled poorly. Labor relations specialists are responsible for developing and implementing policies, handbooks, disciplinary procedures, and codes of conduct that guide employees on the terms of their employment. You will also likely help resolve workplace disputes, investigate worker misconduct, and ensure compliance with collective bargaining agreements and other employment policies.

These Certificates in HR Management are available 100% online.

The courses included in these certificates carry:

HRCI Credits | IACET CEUs | ATD CI Credits | SHRM PDCs | PMI PDUs

For more information and a complete list of courses, visit: