

2023

California

STATE HR ADVOCACY &
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CALIFORNIA
STATE COUNCIL OF SHRM



Supercharge Your HR Knowledge & Development

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SHRM
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2023

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LEARNING OBJECTIVES

- ✓ Identify your knowledge, skill, and ability gaps
- ✓ Understand how SHRM can support you and your career development
- ✓ Establish professional development goals and commitments to yourself

Your Professional Development

TAKE NOTE!

Why HR or Employment Law?

What **motivates** you about your career?

If you could focus on one
soft skill, activity or ability
to help you achieve your career and
personal goals, what would it be?

What are your biggest HR knowledge gaps?



What is your next career goal?

(Something you want to achieve in the next 1-3 years)

List any **hurdle(s)** you need **to overcome**
to achieve this goal?

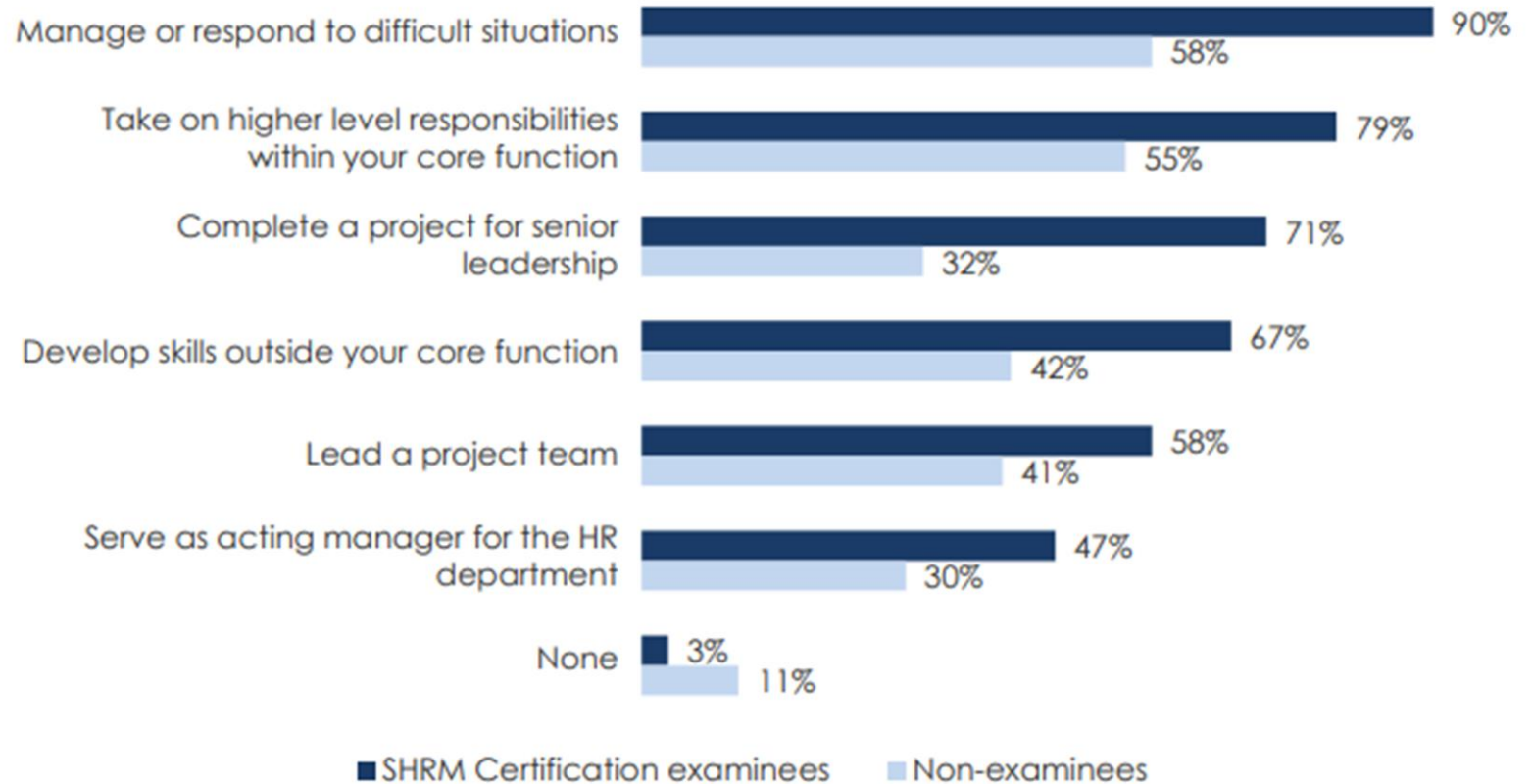
SHRM Certification



OPPORTUNITIES FOR MORE RESPONSIBILITIES

SHRM Certification examinees are significantly more likely to be given more responsibilities, especially managing difficult situations, taking on higher level responsibilities, and completing projects for senior leadership.

Have you been given the opportunity to...

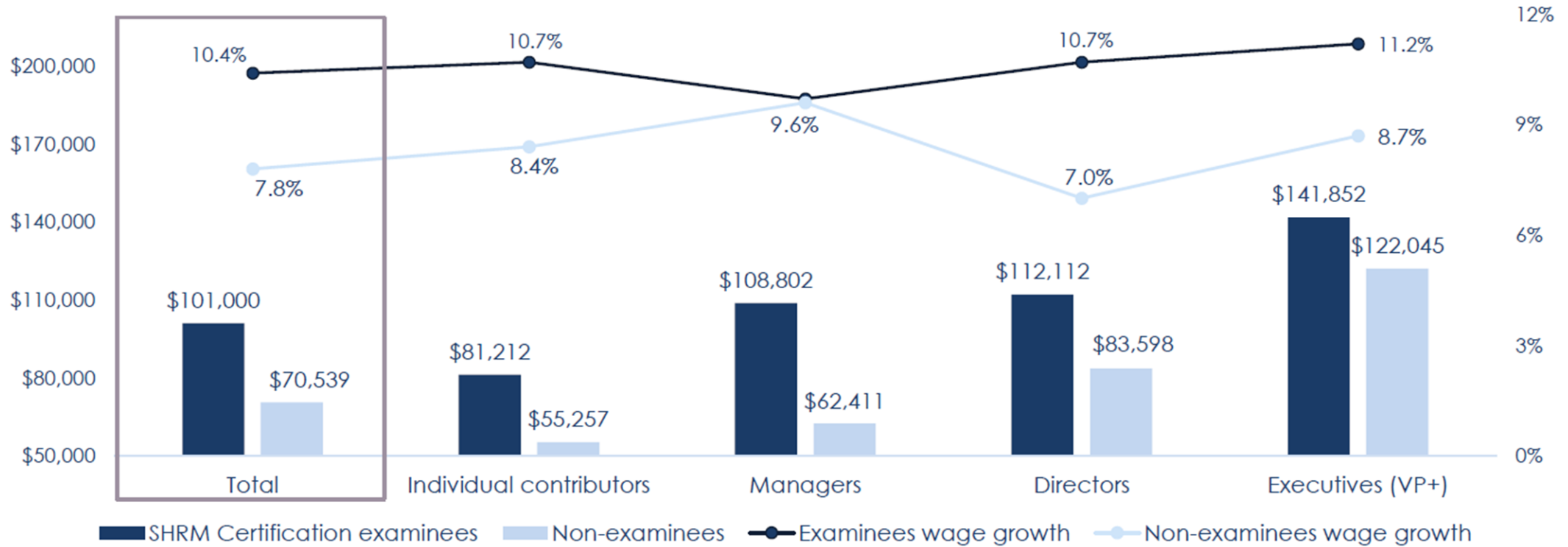


For SHRM Certification examinees, greater tenure in the HR field can significantly increase opportunities for more responsibility. However, for non-examinees, opportunities for more responsibility plateau after the first three years.

Q: In the last 5 years, have you been given the opportunity in your job to: (Examinees n=2,052) (Non-examinees n=953). Non-examinees data has been weighted.

SALARY ANALYSIS

On average, examinees say they make about \$30k more than non-examinees and that their wages grew on average 10.4% last year compared with non-examinees' 7.8%. For context, average wage growth in the U.S. in 2022 was 5.1%†.



*Only includes HR professionals working full-time for an organization
 †Source: Bureau of Labor Statistics. *Employment Cost Index – December 2022*
 Q: What is your current annual salary (in U.S. dollars), not including bonuses?
 Q: What was your annual salary 12 months prior to now (in U.S. dollars)?

See appendix for more detailed information.
 2022 HR Careers Survey | SHRM Market Research



SHRM Certification

Choose SHRM-CP if...

You are **performing HR/HR-related duties** or **pursuing a career in Human Resources** (basic working knowledge in HR is recommended)

Your current or most recent work in HR is **operational** in nature (i.e., implements policy, serves as HR day-to-day point person, etc.)

Your duties tend to be **specialized** versus general



Choose SHRM-SCP if...

You have a work history of at **least 3 years performing strategic level HR/HR-related duties**; or for SHRM-CP credential holders who have held the credential for at least 3 years and are working in, or are in the process of transitioning to, a strategic level role.

Your current or most recent work in HR is **strategic** in nature (i.e., oversee the entire integrated HR enterprise, drives culture, creates HR strategy, develops policy, the entire HR team reports to you, etc.)

You **lead** HR operations

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SHRM Certification Testing Schedule

Exam Windows	Early-Bird Application Period	Standard Application Period	TESTING DATES
First Test Window	Jan. 4 - Mar. 18	Mar. 19- April 8	May 1, 2023 - July 15, 2023
Second Test Window	June 1 - Sep. 11	Sep. 12- Nov. 9	Dec. 1, 2023 - Feb.15, 2024
Fees*	\$335 Member \$435 Non-member \$149 Student Member	\$410 member \$510 Non-member \$209 Student Non-Mbr	

Knowledge Question #1

A CEO approaches an HR director for help identifying the company's future leaders. Which should the HR director suggest?

- A.** Implement an internal employee promotion program where employees can request leadership positions.
- B.** Administer departmental surveys to collect input from employees.
- C.** Request recommendations from the management team.
- D.** Perform behavioral assessments to assess employees' personal characteristics and qualities.

Knowledge Question #1

A CEO approaches an HR director for help identifying the company's future leaders. Which should the HR director suggest?

D. Perform behavioral assessments to reveal employee's personal characteristics and qualities is the correct answer. Companies use behavioral assessments because the quantitative and qualitative information revealed in a behavioral assessment can be measured against the qualifications of a job. The other answers are based on opinions and volunteering for the job, rather than data.

Knowledge Question #2

Which consideration is most important when designing incentive programs with rewards based on improvements in work group productivity?

- A. Level of cooperativeness in the workplace
- B. Proportion of an employee's salary that is linked to variable pay
- C. Value of the incentive relative to an employee's total compensation
- D. Extent to which the incentive program significantly affects profits

Knowledge Question #2

Which consideration is most important when designing incentive programs with rewards based on improvements in work group productivity?

A. Level of cooperativeness in the workplace

Cooperation among team members is the most important design consideration if the organization wishes to reward group productivity. Total compensation, variable pay, and profit margins are not a consideration if the goal is to incentivize team productivity.

Specialty Credentials



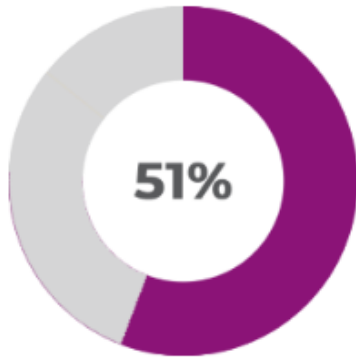
People Manager Qualification



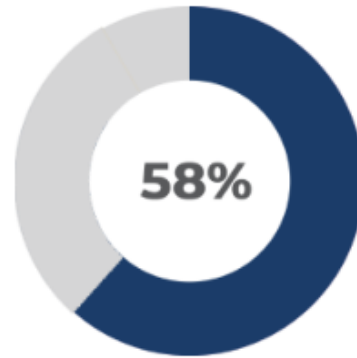
The PMQ is a unique, interactive virtual learning experience designed to develop critical skills to manage effectively and transparently. These skills include developing talent, managing the performance of others, retaining top talent, strategy, hiring and firing, and having crucial conversations.



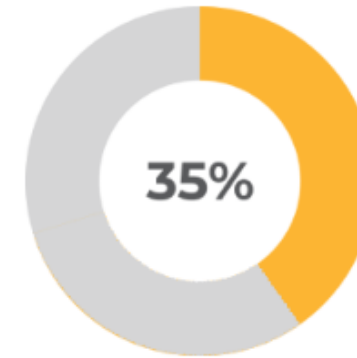
Workplace Mental Health Ally Certificate



51% of U.S. workers, agree that gaining access to more robust workplace resources would help improve their mental health.*



58% of employees claim a healthy work/life balance is more important than financial compensation.*



35% of workers believe mental health benefits are more important than higher pay or salary.*

*Source: Mental Health in America: A 2022 Workplace Report, SHRM



Tap into Untapped Talent with SHRM Foundation Certificates



Knowledge Center



The Knowledge Center provides support and resources to SHRM members on their toughest HR questions on demand.

Express Requests – offers members immediate access to a wide variety of resources on HR trending and seasonal topics as well as global and state laws in one place. Can be found under “Resources” on shrm.org.

Ask an Advisor – Knowledge Advisors are SHRM-certified, HR professionals with an average of **19 years** of HR experience. They respond to members’ HR questions (multi-state, global, complex, strategic, etc.) with expert guidance, research, and authoritative resources. Members receive up to 15 ‘Ask an Advisor’ inquiries per membership year.

EXPRESS REQUESTS

Top resources for your toughest HR questions

TRENDING TOPICS

STATE LAW DEVELOPMENTS

SEASONAL

GLOBAL

[2023 State Minimum Wage Charts](#)

[California Enacts New Laws for 2023 \(Roundups\)](#)

[California Expands Sealing of Criminal Records \(7/1/23\)](#)

[California Mandates Unpaid Bereavement Leave \(1/1/23\)](#)

[California Pay Data Reports Due \(5/10/23\)](#)

[California: LA Fair Work Week Ordinance \(4/1/23\)](#)

[California: San Francisco Paid Military Leave \(2/19/23\)](#)

[State Laws: Shared-Work/Work-Share Programs](#)

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Ask a SHRM HR Knowledge Advisor

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www.shrm.org/hrhelp

Add Us to Your Contacts!

You never know when you'll need advice from our Advisors. Just scan the QR code with the camera app on your phone.



What have you done for Professional Development that was most effective for you?

What is your professional development commitment?

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Key Concept Review

- **Set career goals and prioritize your own development**
- SHRM can help you improve your HR Knowledge & achieve your career goals
 - * SHRM-CP, SHRM-SCP
 - * Specialty Credentials
 - * PMQ, People Manager Qualification
 - * Foundation Certificates/Toolkits
 - * Express Requests
 - * Ask an HR Advisor

Questions?



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[800.283.7476 \(opt. 5\)](tel:800.283.7476)

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Thank You

