THE CANADIAN DIVERSITY INITIATIVE

SHRM | SHRM-CP | SHRM-SCP
RECERTIFICATION PROVIDER

This program is valid for 3.5 PDCs for the SHRM-CP® or SHRM-SCP®

3.5 CPD Hours

CPHR

Certified as 3.5 CPD hours by CPHR Alberta and CPHR Nova Scotia.

Overview:

This course is for anyone with hiring and talent acquisition responsibilities, including HR professionals, business leaders, managers, and supervisors. It will deepen your understanding of unconscious bias and help you develop and implement strategies to reduce the effects of unconscious bias in your hiring and talent acquisition processes.

You will learn how to:

- Recognize assumptions, attitudes, and actions that may be rooted in unconscious bias.
- Create clear, objective job criteria that are based on the requirements of the role.
- Develop and implement a recruitment process that minimizes the impact of unconscious bias.
- Evaluate job candidates equitably.

The course includes practical resources you can use when hiring new employees, including:

- A Step-By-Step Hiring Guide
- Candidate Evaluation Scorecard Template
- Cheat Sheet: Boolean Search Operators
- Reading List and Resources
- Sample Job Advertisement

Timeline for Completion:

This is a self-paced course. The time required to complete your training will depend on your learning style and pre-existing knowledge of the subject-matter.

- Certified by CPHR Alberta as 3.5 professional development hours. (For Canada)
- This program is valid for 3.5 PDCs for the SHRM-CP® or SHRM-SCP® (For USA)

The Online Learning Experience:

- Start training immediately, using a computer, smartphone, or tablet.
- Actively engage in learning, through interactive exercises and quizzes.
- Download a Certificate of Completion as soon as you complete the course.