



INTEGRATING INDUSTRY CERTIFICATIONS INTO FOUR-YEAR DEGREE PROGRAMS

CYBERSECURITY CONVENING

JULY 9 & 10, 2019

SAN JOSE STATE UNIVERSITY

SHRM ACADEMIC ALIGNMENT PROGRAM



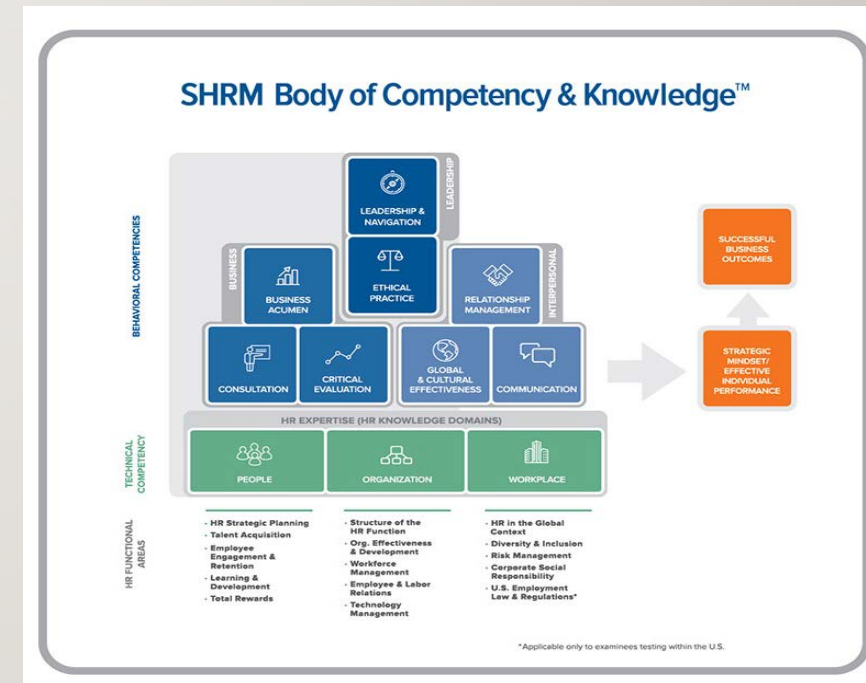
- SHRM Competency Model
 - Defines the competencies and knowledge necessary for effective practice as an HR professional.
 - Supports HR practitioners in their career and professional development.
 - Helps organizations build approaches to identify and cultivate high-quality HR leaders, individual contributors and teams.



INTEGRATION OF SHRM BoCK INTO HRM CURRICULUM



- The SHRM BoCK describes the behavioral competencies and HR knowledge which HR professionals need for effective job performance.
- The SHRM BoCK organizes eight behavioral competencies into three clusters:
 - Leadership (*Leadership & Navigation, Ethical Practice*),
 - Interpersonal (*Relationship Management, Communication, Global & Cultural Effectiveness*), and
 - Business (*Business Acumen, Consultation, Critical Evaluation*).



SHRM STUDENT ELIGIBILITY



- **Student Eligibility**
 - Education – enrollment in an aligned degree program
 - Experience – 500 experience hours
- **Qualifying Relevant HR Experiences:**
 - Internships in HR
 - HR work-study assignments
 - Directed HR work-related projects
 - Directed HR research-related projects
 - Supervised independent study in HR
 - Part-time or full-time work in HR





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