

IHR CELEBRATES FIRST ANNIVERSARY



HR.com launched 22 certification programs in summer of 2010 in the hopes of making IHR education more widely available for free and by making certification very affordable at less than \$400. Two common programs, Master Sorcerer and Keeper of the Company Watch, help HR specialists improve their careers. Master Sorcerer is used to make people appear magically from the Online Sourcing and Recruiting software. Keeper of the Company Watch includes graduates from the Time and Attendance/Workforce Management program. Participants in the IHR program want education within the human resources realm that includes the following: The education must be when the participant wants it and where they want it. This can be in the office or sitting at home on the couch. The education must be designed to meet the person's career goals and life aspirations. The education should also build the person's network and increase self worth by presenting the money. The education must be of high quality by monitoring ratings from users and feedback from students currently using the program. The education must also be a collaborative effort that includes the community, not just one person working through the program. The first year of the three-year plan included adoption of the program. The second year of the program features a focus on personalization and customization. This is so colleges and universities can deliver the programs as educational. The third and final year of the program is focused on the personalization for clients of corporations. "It's evident in the Institute's registration numbers that this is a program that fits like a glove for HR professionals: Our members can choose their own track of HR to focus their development; there is no cost or commitment to view our online webcasts; the faculty is comprised of reputable and successful HR executives, and they can become certified while they work. They can't go wrong," said Debbie McGrath, Chief Instigator, of HR.com Members of HR.com can share what they learn with the implementation of social media into the HR.com website. Program members can use Facebook and LinkedIn to invite their friends to partake in the educational sessions. There are 1,700 educational sessions that occur live but are then archived once the event comes to a close. This is perfect for those stuck in their job who cannot access the site until after the event has finished. IHR is responsible for 22 HR verticals that include Workforce Planning and Analytics, Developing Organizational Leadership Capabilities, Contract Workforce and Talent Exchanges, RPO, Quality of Hire, Integrated Talent Management to Employee Wellness and many others. Each of the programs offered by IHR include virtual events, accredited certification, and a full list of education, all of which will take place over a 12-18 month period.

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