



2025 SHRM Learning System Overview

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What's New in the 2025 SHRM Learning System?



- New SHRM Learning System Navigator and Search feature
- Enhanced Audio Playback
- Inclusion & Diversity acronyms (previously DE&I)
- Motivation and Milestone Encouragement
- Enhanced Quiz Score Visuals
- Additional Remediation Assets
- Further Guidance on Learning System with Tips and Tools Videos
- Up-to-date Content for Students



SHRM Learning System Navigator & Search

- Guidance on the best way to use the system
- Visual roadmap of progress and completion
- Easier access to content
- Ability to start back where the student left off
- Search bar

Learning System Navigator

System Overview Video [Hide<<](#)

My Study Plan

Competencies

- **Leadership & Navigation Competency**
 - 🕒 Leadership
 - Navigating the Organization
 - 🕒 Influencing
 - Motivation Theories
 - Take the Quiz
 - 🕒 Flashcards
- **Interpersonal Cluster**
 - Communication
 - Communication Basics
 - Communicating Strategically
 - 🕒 Workplace Communications
 - Take the Quiz



SHRM Learning System Enhanced Audio Playbook

- Audio summaries of charts, graphs and tables
- Enhanced playback that breaks audio into short snippets for studying at any length of time
- Mobile-friendly interface

Talent Acquisition Strategy

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Taking a strategic approach to talent acquisition helps the HR team align its activities with the organization's long-range business goals and strategies. It allows HR to extend its focus beyond immediate staffing needs to the task of acquiring the workforce the organization will need in the future. In the same way that organization leaders consider environmental factors in setting business strategies, HR leaders must understand how internal and external factors can shape their talent acquisition strategy.

Competency Connection

Employment Branding

For many years, a UN-type international humanitarian organization never experiences difficulties recruiting skilled talent. Why does this nongovernmental organization enjoy such recruiting success? In all likelihood, people are attracted to work for the organization because of its employment brand. Candidates and employees recognize the importance of the organization's brand.



Employment branding is a key part of an organization's recruitment strategies and can provide a steady flow of talent. Organizations differentiate themselves from the competition by competing for valuable talent.

Strategic Staffing Considerations

Talent acquisition is directly impacted by how an organization decides to expand, either within or across national borders. In some cases, the form of expansion adds to the overall talent pool; in other cases, it does not. In all situations, however, the overall complexion of the organization's talent pool changes with new acquisitions or locations.

For example, following a merger or an acquisition (M&A), new talent resources become part of the organization, and retention of key/top talent becomes a major issue. It is critical to have HR practitioners play a major role in M&A due diligence to ensure that all potential costs are identified beforehand.

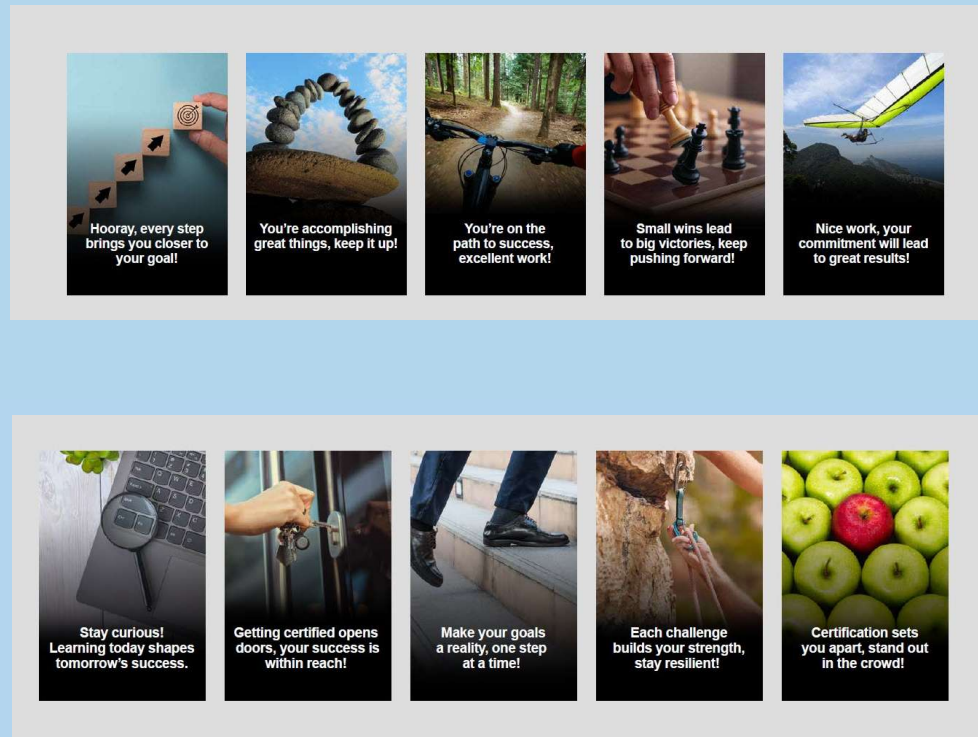
If an organization is in the process of establishing a greenfield operation, then HR will be involved in hiring all new staff. Depending on the location of the project, HR must conduct due diligence to understand any local laws and employment regulations that might apply. Greenfield operations can be a huge effort, especially when the local labor market is underdeveloped.

SHRM

SHRM Learning System Motivation & Milestones

Our goal is to continue to engage students inside and outside the program.

- **Motivation cards**
 - Rotated into study plan every 3 weeks
- **Milestone cards**
 - Rotated into study plan when a student engages in series of activities such as quizzes or reading
- **External Nurture**
 - Encouragement to activate, utilize the system, get back after inactivity, take practice exam 2 weeks prior to sitting





SHRM Learning System Enhanced Quiz Score Visual

- Updated categorization by domain matched to SHRM BASK
- Changed name to “My Scores” to distinguish from progress in the new navigation





SHRM Learning System Additional Remediation

- Pilot the addition of new remediation items for weak topic performance areas;
 - Structure of the HR Function (both levels)
 - Total Rewards (SHRM-SCP)
 - Workforce Management (SHRM-CP)

The screenshot displays the SHRM Learning System interface for a 'Global Assignment Process' module. At the top, the SHRM logo and 'MANAGING A GLOBAL WORKFORCE' are visible. The main content area features a flowchart titled 'Global Assignment Process' with four stages: Stage 1 (Assessment and selection), Stage 2 (Management and assignee decision), Stage 3 (Pre-departure preparation), and Stage 4. Below the flowchart, a 'Pre-Departure Preparation' section lists key activities: 'Acquiring visas and work permits', 'Security briefings', and 'Cross-cultural counseling'. A 'Next' button is located below this section. The 'Check Your Understanding' section follows, with the instruction 'Place the steps of global assignment process in order.' and a list of five steps in dropdown menus. The first step is 'Assessment & selection.', the second is '--Select--', the third is 'On assignment.', the fourth is 'Management & assignee decision.', and the fifth is 'Pre-departure preparation.'. A 'Next' button is located to the right of the quiz. Below the quiz, a confirmation screen shows a checkmark icon, the word 'Correct', and the message 'That's right! You selected the correct response.' with a 'Continue' button. A 'Next' button is also visible at the bottom of the screen.



SHRM Learning System Further Guidance

Series of AI created videos to guide students within the Learning System;

- Using your pre-test score to your advantage
- How to toggle between SHRM-CP/ SHRM-SCP
- Tips to get the most of your quizzes
- How to manage your personal study plan
- Understanding Teach Me/Quiz Me
- Changing your exam date to manage your study plan
- How do you return to where you left off
- Using the SHRM BASK to enhance your studies

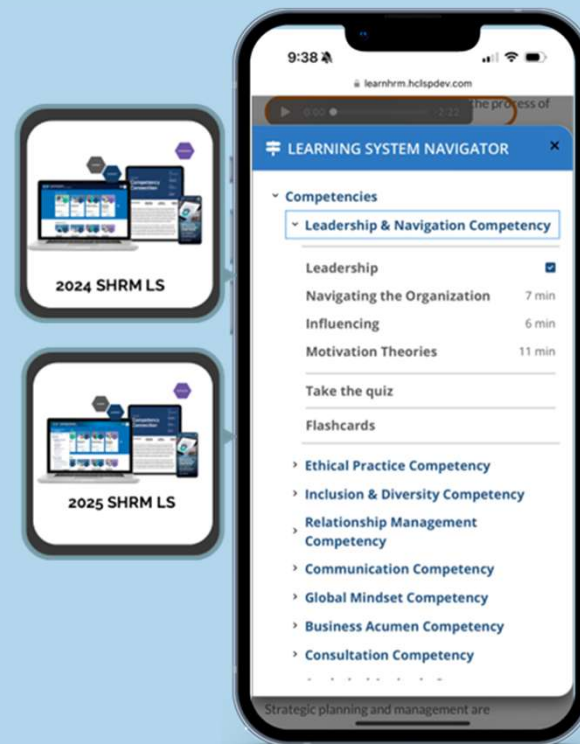




Up-to-Date Content for Students

With the 2025 launch, all users (2024 and beyond) now have access to the most updated content and feature enhancements regardless of their year of purchase.

- User progress will remain the same – scores and progress were imported from 2024 to 2025.
- Learners will have access to ALL the same features and content regardless of 2024 or 2025 product, including same reading content in quizzes, epub, interactive reading, etc.
- **Users with 2024 print will not receive new printed books.** During years with major SHRM BASK updates, new printed materials will be available for students.
- Users' LS expiration date will not change or be updated.
- Instructors will have a simplified process to onboard students with different product years into courses and see their progress.



*NOTE:

A change in exam and SHRM BASK would prompt a new product version and transition document.



Instructor Tips/Reminders

- The SHRM Learning System includes everything students need to prepare.
- Remind your students to move their cards to match your course syllabus.
- Gap areas are a good way to direct students.
- Audio can be a great supplement for your students.
- Guide your students on the best way to use and interpret pre-test and practice exam results.
- If you have a question or need inspiration, you will likely find it in your **Instructor Resource Book**.
- Remind students to update when they sitting for the exam to enhance their study plan.
- Tips and FAQ's can be found in Caitlin's Corner in your instructor newsletter.

