

ONLINE LEARNING BROCHURE

# Full Academy Access

## Skills for your HR future

Last update: February 26, 2025

**AIHR** | ACADEMY TO  
INNOVATE HR



# Continuous learning

for ambitious HR professionals

## What's included



### **Online HR Courses & Certificate Programs**

Get access to the most comprehensive curriculum of Online HR Training Courses available worldwide, with new content every month!



### **HR Practitioners' Community & Personal Coach**

Collaborate with HR professionals from around the world or contact your personal coach if you need any assistance or input.



### **12 Months Access**

The Full Academy License provides you with 12 months of access to all of the above.

## The perfect fit for

Any HR professional who is committed to lifelong learning can expand their skill set with relevant and in-demand skills.

At AIHR we will always provide you with the latest HR training to help you develop practical and in-demand skills, essential for your HR future and a flourishing career. Either that, or you get 100% of your money back, no questions asked!

# Get access to the latest HR training programs

## Certificate programs

Certificate programs are rigorous and comprehensive programs designed to reach a certain skill level. Upon completion, you will have the skills and expertise to become a specialist in a specific area of HR.

- Digital HR 2.0 | Certificate Program
- People Analytics | Certificate Program
- HR Business Partner 2.0 | Certificate Program
- HR Generalist | Certificate Program
- HR Metrics & Dashboarding | Certificate Program
- Strategic Talent Acquisition | Certificate Program
- Talent Management & Succession Planning | Certificate Program
- Learning & Development | Certificate Program
- Diversity & Inclusion | Certificate Program
- HR Manager | Certificate Program
- Organizational Development | Certificate Program
- Compensation & Benefits | Certificate Program
- Sourcing & Recruitment | Certificate Program
- Artificial Intelligence for HR | Certificate Program



In addition to the certificate programs, you will get access to the entire curriculum of 30+ courses and skill-tracks. Including new content every month!

# HR 2025 Framework

to future-proof the evolution of HR

## Structured for maximum impact

As HR increasingly evolves around solving broader business challenges, AIHR is working to advance the HR profession as a whole using our HR 2025 Competency Framework.

By taking this framework as the starting point in designing our programs, we ensure that each program spans across at least four essential competencies (displayed on the right).

This means that in addition to a thorough knowledge of core HR concepts, graduates of our programs will also have the behavioral competencies required to effectively apply that knowledge in support of business goals.



# Your resume will love

your new HR skills

**Some of the skills that you will learn and that can help you land your next job or promotion!**

## BUSINESS

- Storytelling
- Design thinking in HR
- HR consulting & research
- Stakeholder management
- Networking & communication
- Agile HR
- HR process & policy design
- Employee journey mapping
- HR leadership
- Organizational development

## DIGITAL

- HR process automation
- Digital HR transformation
- Implementation management
- Digital change management
- Leveraging Artificial Intelligence for HR

## DATA & ANALYTICS

- HR data literacy
- Data analysis
- HR reporting & dashboarding
- Data visualization
- Research & statistics

# A strategic investment

## in your personal development

### Prepare your skill set for the future of HR

Technology is disrupting everything around us, including the way we practice HR. This can be challenging, but also provides rich opportunities for those who are able to use these changes to their advantage.

**85%** of jobs are expected to be reinvented by 2030

**68%** of HR vacancies require digital & analytics skills

**76%** of HR Professionals lack the skills to stay relevant

### Why your employer will care

A study conducted by Accenture found that for every dollar invested in training, companies received \$4.53 in return.

**That's a 353% ROI!**

# Proven online learning

Practical. Comprehensive. Game changing.

## How practical are the programs?

*“The AIHR certificate programs are the best way to develop the competencies needed to face the challenges created by technology. The courses are professional, well-built, and very concrete. I especially like the examples and case studies - they are not only useful but truly allow you to apply your learning to the real world.”*

**- Cristiana Rossi**

HR Head of Business Transformation at Ermenegildo Zegna Group

## Will it help my career?

*“The course offerings by AIHR never disappoint. The information is presented very well, and has really helped to elevate my HR criteria through numerous certifications that I've been able to attach to my resume. More importantly than that, I've easily been able to apply the new skills I've learned to make a real impact at work.”*

**- Jason Hall**

HR Director - Lancaster Rehabilitation Hospital

## What's the portal like?

*“The student portal and the app are just amazing. I have been in many online programs and AIHR is simple, neat as in not overwhelming and so inviting to come back again. These days with too much information to absorb, you just want to have something that is simple, easy to navigate, and it has what you need. Again thanks for welcoming me here.”*

**- Nijan Sharina Angi**

Senior HR Associate - International Islamic Trade Finance Corporation

# Learn in-demand skills and take your career to the next level



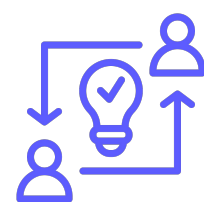
## Real-world projects

Develop practical skills through working on real-world projects and studying dozens of inspiring case studies



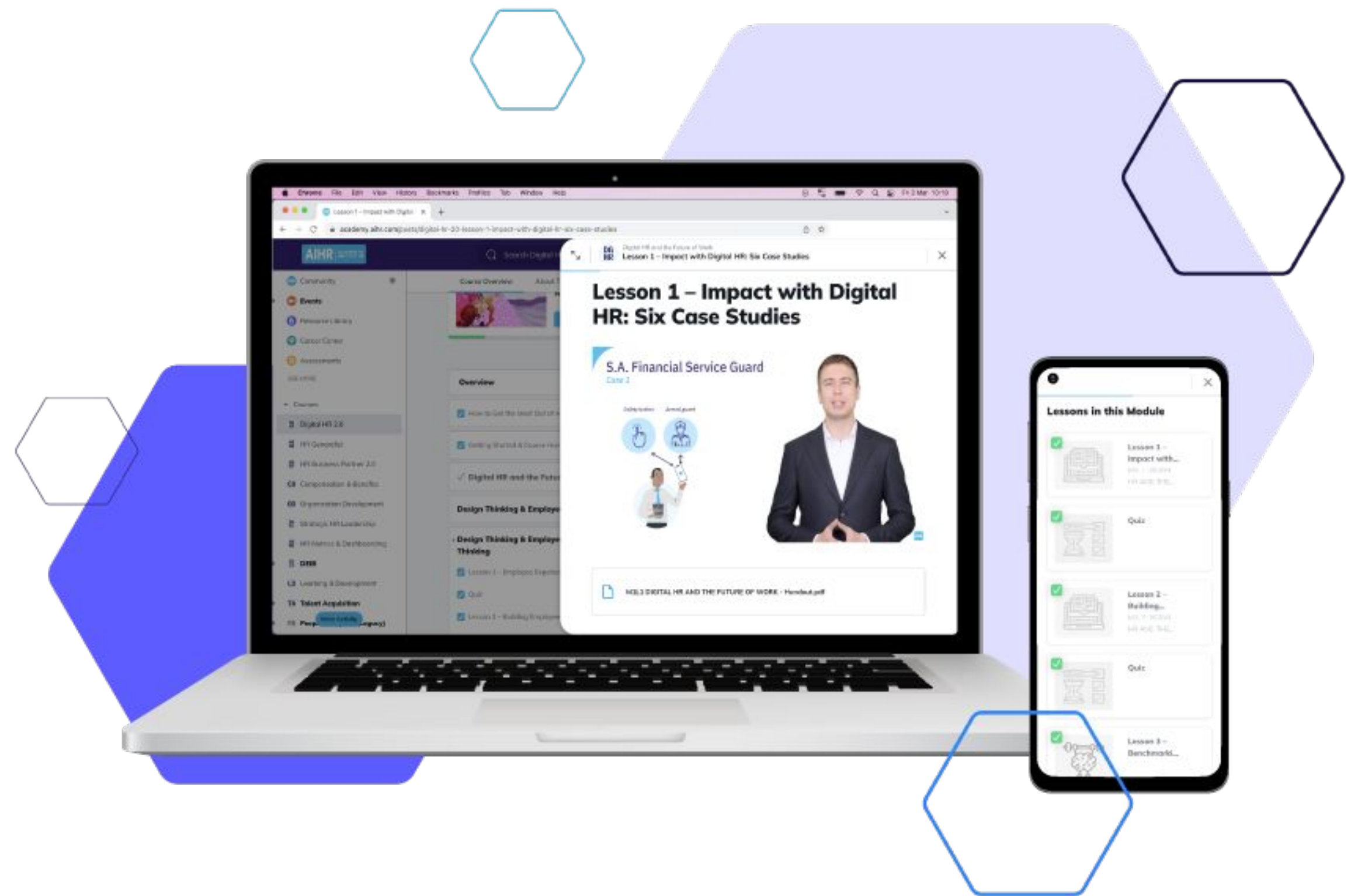
## Self-paced online learning

Learn anywhere, anytime, and at your own pace with our fully online training programs. Including a smartphone app.



## Learning & Career guidance

Stay on track with your development goals with your development goals. Your AIHR coach will provide support and accountability.

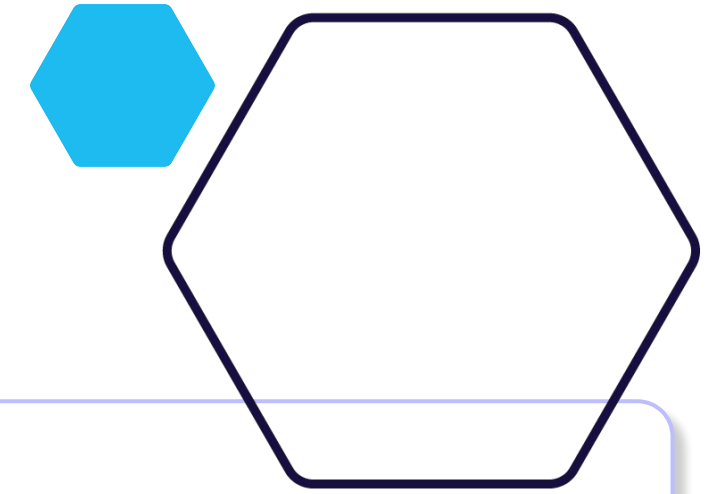


AIHR is an approved provider with the HR Certification Institute (HRCI®), a pre-approved provider with the Human Resources Professional Association (HRPA), and recognized by the Society for Human Resource Management (SHRM)



# Get a sneak peek

## of lessons and course materials



The screenshot shows a video player interface. On the left, there's a bar chart titled 'Gender vs. Salary' with a y-axis ranging from \$85,000.00 to \$115,000.00. The x-axis has categories for 'total', 'average', and 'total'. A 'Manager' dropdown menu is visible below the chart. On the right, a woman is speaking. The video player has a blue border.

### Engaging video lessons

Learn at your own pace with bite-sized, pre-recorded lessons by leading HR experts.

[Watch preview lessons](#)

The screenshot shows an interactive case study titled 'Feedback'. It features a central graphic with 'The principles of design thinking' and three arrows pointing to 'Empathizing with the consumer', 'Understanding the problem', and 'Collaborating, learning, and evolving'. Text on the right explains that design thinking is about empathizing with the consumer and understanding their behavior. A 'CONTINUE' button is at the bottom. The interface has a blue border.

### Interactive case studies

Turn your new knowledge into practical skills with a range of practical activities.

[Do the case study](#)

The screenshot shows a table titled 'Example' with columns for 'Essential data', 'Hours', 'Wages', 'Other costs', and 'Total'. The table lists various costs such as 'Separation costs', 'Vacancy costs', and 'Replacement costs'.

Example				
Essential data				
Exiting position's hourly rate of pay		25		
Supervisor's hourly rate of pay		30		
HR/Recruiting/Payroll average rate of pay		27		
HARD COSTS				
	Hours	Wages	Other costs	Total
Separation costs				
Exit Interview (staff administration time)	1	US\$ 27,00		US\$ 27,00
Exit Interview (departing employee being interviewed time)	1	US\$ 25,00		US\$ 25,00
Payout of annual leave for departing employee	80	US\$ 25,00		US\$ 2,000,00
Other separation costs (unemployment benefits)			US\$ 1,000,00	US\$ 1,000,00
Separation costs				US\$ 3,052,00
Vacancy costs				
Current employee extra work	40	US\$ 25,00		US\$ 1,000,00
Temporary hire	40	US\$ 20,00		US\$ 800,00
Vacancy costs				US\$ 1,800,00
Replacement costs				
Requisition/Job postings (administrative time and ad costs)			US\$ 500,00	US\$ 500,00
Interviewing time	10	US\$ 27,00		US\$ 270,00
Preemployment testing (administrative time and/or costs)	2	US\$ 27,00	US\$ 700,00	US\$ 754,00
Reference/Background checking (time and/or vendor costs)	1	US\$ 27,00	US\$ 700,00	US\$ 727,00
Drug testing (administrating time and/or vendor costs)	1	US\$ 27,00	US\$ 500,00	US\$ 527,00
Job offer and onboarding (administrative time)	1	US\$ 27,00		US\$ 27,00

### Practical guides & templates

Save time and effort with a library of grab-and-go templates, guides, checklists, and more.

[Tour the library](#)

# Access all the tools you need

to get a head start, get unstuck, and stay up-to-date



## Resource library

Hit the ground running on any project with hundreds of off-the-shelf templates, playbooks, and guides.



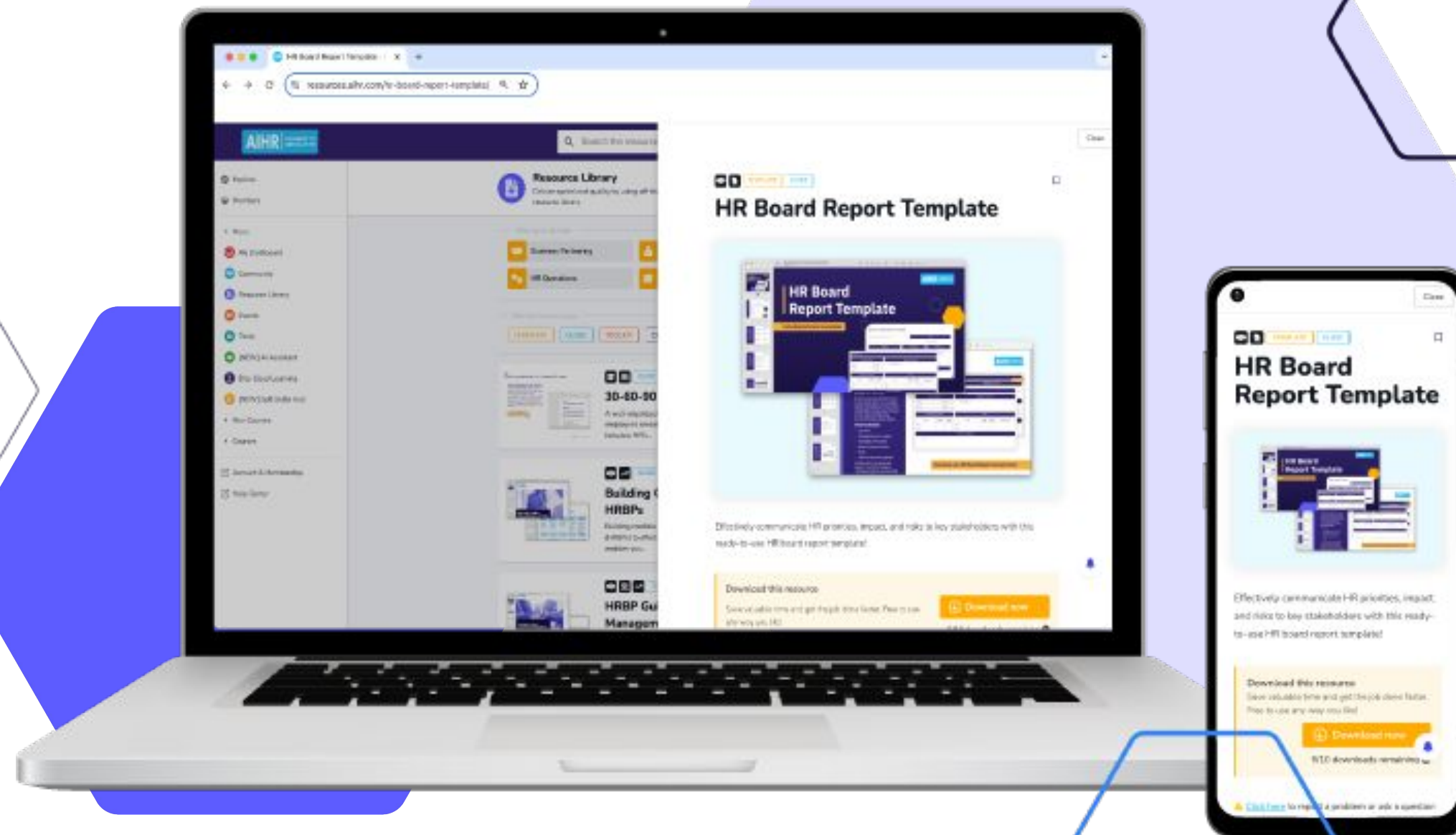
## AIHR Copilot

Supercharge your productivity. Instantly get trustworthy answers, expert-level advice, and practical next steps.



## Global HR community

Engage with 15,000+ HR professionals. Crowdfund answers to your HR questions, get a second opinion, and join insightful discussions.



# Access all the tools you need

to get a head start, get unstuck, and stay-up-to date



## Mini courses & bite-sized videos

Get up to speed in no time with a crash course on a new topic, or master a new skill in just a few hours.



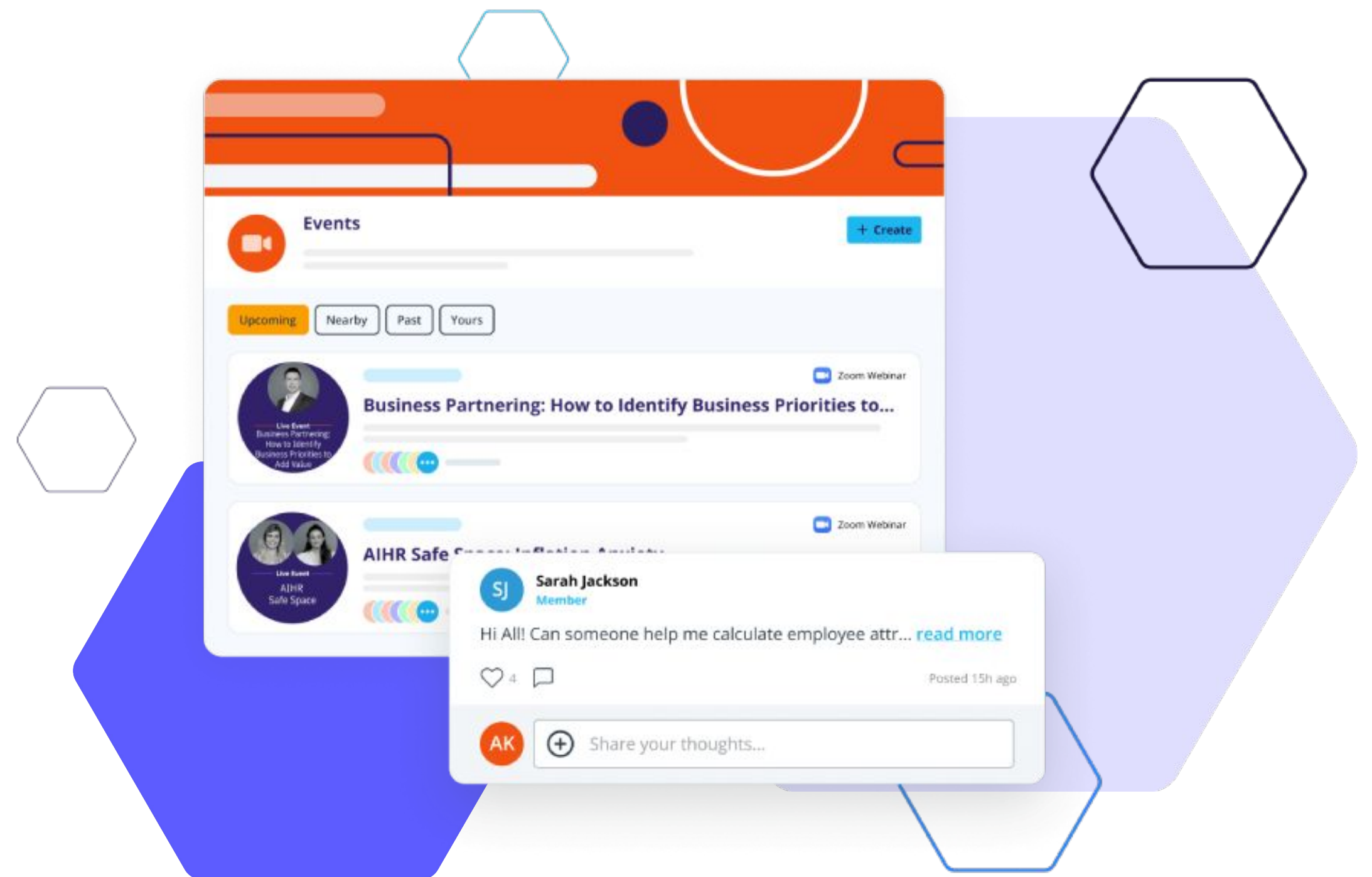
## Live events & workshops

Stay up-to-date with the latest HR trends and innovations by joining exclusive live events & workshops.



## Weekly new content

Always stay one step ahead with weekly releases of new HR content, templates, or tools.



# Grow your skill set

## Enroll today

- Go to [www.AIHR.com](http://www.AIHR.com)
- Select your program and click the Enroll button
- Fill out your (company) billing address and payment details
- Create your student account
- Happy learning!



Customers give us an average rating of 8.9 out of 10.

AIHR is the place to learn the skills you need to advance your career and remain relevant in the ever-changing digital human resources landscape. We offer the most comprehensive curriculum of HR courses and certifications available worldwide and are a proud supplier of over 175 Fortune Global 500 companies.

