

CHARTERED 
INSTITUTE OF PROFESSIONAL CERTIFICATIONS

CERTIFIED HR AND TALENT ANALYTICS MANAGER™

CHRA™

**Fully Accredited
By:**

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CPD
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PROGRAM OVERVIEW



According to research conducted by McKinsey, **HR analytics can lead to an 80% increase in recruiting efficiency, a 17% improvement in employee engagement, and a 50% decrease in attrition rate.** As a result, HR professionals and teams must possess strong analytical skills to leverage data and begin thinking of their role beyond an “administrative function”. HR teams must leverage data and view data analysis as a “decision science” that will help identify KPIs and metrics that can assist organizations in making better decisions, which ultimately leads to long-term business success.

This Certified HR and Talent Analytics Manager (CHRA™) program is designed to equip you with an in-depth understanding of the complete **HR analytics cycle, including data collection, analysis, interpretation, and application.** You will learn the HR analytics maturity model and how to leverage the 4-phase strategy to **transform your data into useful intelligence for better HR storytelling** to stakeholders. Moreover, you will gain an understanding of the importance of an HRIS implementation strategy and its role in **creating effective and transparent HR dashboards.**

By mastering the key fundamentals of HR analytics and its analytic tools, you will discover how to employ analytics to drive improvements in employee engagement and organizational culture. Moreover, this program will reveal how leading companies are harnessing talent analytics to optimize recruitment efforts and identify and attract top talent using data-driven insights. Additionally, you will learn how to use workforce planning analytics to align your workforce with your organization’s growth strategy. Throughout the program, participants will gain a deeper understanding of ethical considerations and potential biases in HR analytics, enabling them to ensure fairness, transparency, and compliance with legal and regulatory requirements.

ACCREDITATIONS



4.8



4.6





PROGRAM OVERVIEW



Upon completing the program and passing the Chartered exam, you will have earned the **Certified HR and Talent Analytics Manager (CHRA™)** designation that will equip you with the skills and knowledge to **develop robust HR analytics frameworks that optimize employee performance and organizational efficiency**. The highly-regarded CHRA™ certification will enhance your professional credentials and opens up new opportunities for growth and advancement in the field of human resources.

Globally demanded and recognized, this designation is also an industry-recognized trademarked charter developed by the **Chartered Institute of Professional Certifications** and has lifelong validity. The content of the program has also been independently accredited and certified by CPD as adhering to continuing professional development.

ACCREDITATIONS



4.8



4.6



KEY SKILLS YOU WILL GAIN

From This Program



HR ANALYTICS TOOLS & METHODOLOGIES
HR ANALYTICS MATURITY MODEL
EMPLOYEE PROFILING
TALENT ANALYTICS TOOLS & METHODOLOGIES

HR STORYTELLING
DESCRIPTIVE & DIAGNOSTICS ANALYTICS
PREDICTIVE & PRESCRIPTIVE ANALYTICS
TRAINING & DEVELOPMENT ANALYTICS

TALENT ANALYTICS
SUCCESSION PLANNING ANALYTICS
COMPENSATION ANALYTICS
DIVERSITY & INCLUSION ANALYSIS

EMPLOYEE ENGAGEMENT ANALYTICS
EMPLOYEE RETENTION ANALYTICS
WORKFORCE PLANNING ANALYTICS
PERFORMANCE MANAGEMENT ANALYTICS

ORGANIZATIONAL CULTURE ASSESSMENT
TECHNIQUES
DATA-DRIVEN ORGANIZATIONAL CHANGE
MANAGEMENT

YOUR FACULTY DIRECTOR



Rehan Sher

Highly Experienced Human Resources Professional and Consultant

Rehan Sher is a highly esteemed Human Resources and Project Management Professional with an extensive career spanning over two decades. As the founder of the **Human Resources and Project Management Corporation (HRPM)**, Rehan has provided invaluable guidance to numerous clients worldwide in crafting effective talent management and recruitment strategies, designing comprehensive rewards and retention programs, and developing impactful training and development initiatives.

In addition to his illustrious corporate career, Rehan is a renowned instructor for postgraduate students at **prestigious institutions** throughout the Greater Toronto Area (GTA). He currently serves as a full-time faculty member in the Project Management Department at Georgian College, where he imparts his vast expertise and knowledge to the upcoming generation of professionals. Rehan has also taught courses on **HR Analytics and HR Management** as part of the Postgraduate Certificate in HR and has instructed several HR management courses at both **York University and Lambton College in Canada**.

Demonstrating his dedication to the field of learning and development, Rehan holds a **Master's Certificate in Learning & Development** from Schulich's Executive Education Centre. His exceptional accomplishments in both professional and educational spheres make him a distinguished figure in the realms of Human Resources and Project Management.

OUR PARTICIPANTS

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Life is our life's work



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PROGRAM AGENDA



MODULE 1: INTRODUCTION TO HR ANALYTICS

- Lesson 1: Overview of HR Analytics
- Lesson 2: Purpose of HR and Role of an HR Analyst
- Lesson 3: Making a Business Case for HR Analytics
- Review: Module 1

MODULE 2: DELVING DEEPER INTO HR ANALYTICS

- Lesson 4: Four (4) Phases of the HR Analytics Maturity Model
- Lesson 5: HR Analytics and Storytelling
- Lesson 6: Articles – How Four (4) Successful Organizations Leverage HR Analytics
- Review: Module 2

MODULE 3: UNDERSTANDING THE HUMAN RESOURCES INFORMATION SYSTEM (HRIS)

- Lesson 7: Overview of an HRIS
- Lesson 8: HRIS Implementation
- Lesson 9: Four (4) Examples of Popular Global HRIS Tools 2023 (Forbes List)
- Review: Module 3

MODULE 4: TRAINING & DEVELOPMENT

- Lesson 10: Overview of the Training & Development Function
- Lesson 11: Training & Development Metrics
- Lesson 12: Impact of HR Analytics on Training & Development (Case Study)
- Review: Module 4

MODULE 5: COMPENSATION & BENEFITS

- Lesson 13: Overview of the Compensation & Benefits Function
- Lesson 14: Compensation & Benefits Metrics
- Lesson 15: Impact of HR Analytics on Compensation & Benefits (Case Study)
- Review: Module 5

MODULE 6: RECRUITMENT & SELECTION

- Lesson 16: Overview of the Recruitment & Selection Function
- Lesson 17: Recruitment & Selection Metrics
- Lesson 18: Impact of HR Analytics on Recruitment & Selection (Case Study)
- Review: Module 6

PROGRAM AGENDA



MODULE 7: HEALTH & SAFETY

- Lesson 19: Overview of the Health & Safety Function
- Lesson 20: Health & Safety Metrics
- Lesson 21: Impact of HR Analytics on Health & Safety (Case Study)
- Review: Module 7

MODULE 8: PERFORMANCE APPRAISAL

- Lesson 22: Overview of the Performance Appraisal Function
- Lesson 23: Performance Appraisal Metrics
- Lesson 24: Best Practices for Performance Management (Article)
- Review: Module 8

MODULE 9: LABOR RELATIONS

- Lesson 25: Overview of the Labor Relations Function
- Lesson 26: Labor Relations Metrics
- Lesson 27: Recommendations for Working with Employee Representatives (Case Study)
- Review: Module 9

MODULE 10: NEXT STEPS

- Lesson 28: Recap of Key Concepts Covered in Previous Modules
- Lesson 29: Sample HR Data & Software Tools for Data Visualization & Reporting
- Lesson 30: The Future of HR Analytics
- Review: Module 10

EXAMINATION

YOUR CHARTER DESIGNATION



Upon completing the **Certified HR and Talent Analytics Manager (CHRA™)** program and passing the Chartered exam, you will receive the prestigious **CHRA™ designation**, which is a globally recognized trademark and industry-recognized with lifelong validity. This designation will help you distinguish yourself as an expert in leveraging HR and talent analytics and demonstrate your expertise in applying data-driven insights to optimize your HR functions.

This industry-recognized trademarked charter developed by the **Chartered Institute of Professional Certifications**, an industry leader in professional certifications. This program's content has been independently accredited and certified by **CPD**, ensuring that it conforms to continuing professional development standards. This designation will enhance your credibility and marketability to potential employers or clients, making you stand out as a highly skilled and knowledgeable HR professional.

ABOUT US

49,525

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390

Certified and Fully
Accredited Programs

87%

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Reported Career Promotions
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CONTACT US TODAY

We Thank You for Your Ongoing Support
of Our Programs

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