

McLean Academy is about to get even better!

We are preparing to add more learning content and make it easier for you to earn certificates.

On September 17, 2021, the following changes will take place to the structure of McLean Academy:

- McLean Academy certificates will be comprised of Core and Elective courses.
 - Core courses are required to earn the McLean Academy certificate.
 - Elective courses are not required but are available to continually expand your knowledge in each certificate topic.
 - You will earn continuous professional development credits/hours (CPD/PDC) for both Core and Elective courses as they are each at least one hour in length.
- Learning Snapshots will be attached to certificate topic areas. They provide short lessons on important subjects to help you build your knowledge further.
- The HR Infrastructure certificate will be removed and replaced by a new certificate called "HR Technology & Analytics".

What does this mean for you?

- This change may impact your current learning journey and path towards earning certificates.
- If you are currently working towards earning a certificate, please have a look at the new arrangement of courses on page 2. Some courses have been made Elective, meaning that they are not required to earn the certificate.
- The following courses have shifted to other certificates to be in better alignment with the new McLean Academy model.



Course	Previous Certificate	New Certificate
HR Policy Management	HR Infrastructure	HR Strategy
Employee & Labor Relations	HR Infrastructure	Talent Management
HR Analytics	HR Strategy	HR Technology & Analytics
Evidence-Based Execution	HR Strategy	HR Technology & Analytics

- **You will not lose any of your hard work!** All progress and fully completed courses will remain marked as such in your dashboard.

We will continue to make engaging, hands-on eLearning experiences, updating and adding more content over time to ensure curriculum is aligned with our best-practice research and delivers meaningful learning experiences for all levels of HR professionals.

We look forward to continuing to support your learning journey, helping you stay up to date and prepared to tackle 21st century workplace challenges.

CORE COURSES

Earn certificates by completing all core courses in a topic area and gain CPD/PDC hours and credits. Core courses count toward earning your certificate.

ELECTIVE COURSES

Do a deeper dive in each area of McLean's HR Framework by completing elective courses and earn CPD/PDC hours and credits. Elective courses do not count towards earning your certificate.

LEARNING SNAPSHOTS

Watch Learning Snapshots for short lessons on important subjects that can help you build your knowledge further. These lessons are outside of the certificate program and are not pre-approved for CPD/PDC hours or credits.

Full Course List by Certificate:



HR Strategy Certificate

Core Courses:

Talent Strategy
Change Management
Business Outcome Orientation

Elective Courses:

HR Transformation
Resilience & Sustainability
HR Policy Management

Learning Snapshots:

Risk Management
Organizational Design



Culture Certificate

Core Courses:

Employee Engagement
Culture as a Competitive Advantage
Diversity, Equity & Inclusion Strategy

Elective Courses:

Employee Value Proposition
Innovation Culture



Talent Management Certificate

Core Courses:

Career Path
Performance Management
Succession Planning
Workforce Planning

Elective Courses:

Employee & Labor Relations

Learning Snapshots:

Competency Framework
Talent Assessment



Talent Acquisition Certificate

Core Courses:

Talent Acquisition Strategy
Purposeful Sourcing
Candidate Experience

Elective Courses:

Master Social Media



Total Rewards Certificate

Core Courses:

Compensation Essentials
Pay for Performance
Recognition

Elective Courses:

Short-Term Incentive Plans



Learning & Development Certificate

Core Courses:

Manager & Leadership Development
Employee Development
Onboarding
Learning & Development Strategy



HR Technology & Analytics Certificate

Core Courses:

Human Resources Information Systems (HRIS) Strategy
HR Analytics
Evidence-Based Execution

Elective Courses:

Learning Technology Strategy

