

2017 NASPE AWARDS

Advancing the HR Profession Award

Nominations from dues-paying states are considered for eligibility. Nominated leaders and programs should have a positive effect on the administration of state human resource programs. A state's central human resource department or line agency human resource operations may administer nominated programs.

Programs and projects must have been operational for at least six months and must be transferable to other states. Selection criteria are based on the questions asked on the award application. Included in this packet are the specific criteria for each award and their categories. Nominations are encouraged in all areas of human resource management administration.

Additionally, please provide the project initiative in one of the following formats:

- Web link
- Snapshot
- PDF

NOMINATION INFORMATION

Title of Nomination: Oregon State Certified Human Resources Professional Credentialing Program
State: OR

Contact Person: Brandy Meng

Contact's Title: Statewide Workforce Development Consultant

Agency: Department of Administrative Services

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ALL SUBMISSIONS MUST:

Meet all eligibility requirements. • Meet deadline requirements stated on the NASPE website. • Be entered in the correct category and be correctly identified. • Include a complete nomination packet. • Conform to all copyright laws.

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NOMINATOR INFORMATION

Nominator: Madilyn Zike Title: Chief Human Resources Officer

State: OR Agency: Department of Administrative Services

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DETAILS

1. Please provide a brief description of this program.

The State Certified HR Professional (SCHRP) credentialing program is designed to allow HR professionals in Oregon state government to be recognized for mastering state specific human resource areas. The Department of Administrative Services – Chief Human Resources Office (DAS-CHRO) is promoting a workforce culture of lifelong learning, professional recognition, and personal growth. SCHRP is a vehicle for professional growth for HR professionals who are spread throughout state service.

SCHRP focuses on the professional development of the HR community within public service. SCHRP recognizes HR professionals' abilities, experience, and commitment to human resources, reduces barriers across human resources functions and departments, and creates a sustainable and agile human resources workforce, thereby advancing Oregon state government in an ever-changing environment. SCHRP represents CHRO's promise to develop HR professionals in support of Oregon state government.

The program consists of 10 in-class sessions spread over five months. Each cohort will have 25 students who will work together on a change management project, attend classes, and participate in team activities. To receive certification, students must attend all 10 sessions, complete all homework assignments, and participate on a change management project. The program is broken up into the following sections:

- Human Resource Management
- The Role of HR in the Public Sector
- Legal Considerations in Human Resources
- Self-Awareness and Relationship Management
- Human Resources as a Strategic Business Partner

45 individuals have completed the program to date and DAS CHRO plans to implement two cohorts every year, certifying 25 individuals per cohort.

For more information visit:

<http://www.oregon.gov/das/HR/Pages/schrp.aspx>

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2. How long has this program or effort been operational?

One year. The first cohort was launched in Feb. 2016.

3. Why was this program/effort created?

State HR leadership recognized the need to strengthen the HR workforce, not only in the technical process arenas, but also by developing state HR professionals as strategic business partners and change champions to the organizations they serve. The curriculum, based on Dave Ulrich's model from "Human Resource Champions" requires participants to complete a change management capstone team project, applying change management frameworks to align HR transactions or processes with the organization's business strategy.

For succession planning purposes, this program addresses a mission-critical priority within Oregon state government HR to develop bench strength. Creating and implementing the SCHRPP program fosters a pool of talented up-and-coming HR professionals prepared to step up to leadership and administrative roles as career civil servants begin to retire. Incorporating management competencies into the SCHRPP curriculum better prepares HR individual contributors to promote into HR management roles.

Cohorts are chosen to span multiple agencies and career levels, allowing for networking and knowledge sharing. The curriculum provides broad exposure to the field of HR and participants have access to subject matter experts from the Department of Administrative Services. Not only do subject matter expert guest speakers provide an overview of their area of expertise, but also work through scenario-based questions and share their own HR career paths. The speakers provide multiple perspectives on the field of HR and the primary facilitator integrates the topics and helps the cohorts synthesize their learning. The team capstone projects foster learning partnerships and mentoring opportunities between experienced HR business partners and up-and-coming HR professionals. Each team is composed of individuals from entry, mid, and senior levels of the HR profession. Teams learn from each others unique perspectives, enhancing the learning experience.

The SCHRPP program focuses not only on the technical and strategic aspects of HR, but also strengthens the career path for HR professionals in Oregon state services. As part of their career development, participants are required to write an individual development plan and conduct an informational interview. Informational interviews were required to be conducted with an HR administrator or director outside their own agency. Furthermore, certification will be incorporated into the state HR classification specifications as a minimum qualification furthering the career paths and options for both current and potential state HR professionals.

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4. What are the costs of this program/effort?

It costs approximately \$11,000 to run each cohort. We offer two cohorts per year.

5. How is this program/effort funded?

Costs of this program is funded through the Chief Human Resources Office budget.

6. How do you measure the success of this program/effort?

Participants are required to complete coursework in addition to a capstone change management team project. The capstone project requires that students demonstrate integration of subjects covered in class and coursework.

7. How has the program/effort changed since its inception?

With the first cohort, the program was a year long with five sessions. Since then, it has been revised to a five month program with ten sessions, expanding the content with more subject matter expert presenters and more sessions on the administrative expert and employee advocate sections. These changes were based upon feedback from cohort graduates.

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