

APMA

AGRICULTURAL
PERSONNEL
MANAGEMENT
ASSOCIATION

HUMAN RESOURCE PROFESSIONAL IN AGRICULTURE (HRPA™) CERTIFICATE PROGRAM

Classes will be offered via webinars.*

HR 101: ELEMENTS OF HR MANAGEMENT

OCTOBER 19 (Part 1) & 20 (Part 2), 2023

9 AM—Noon (each day)

Human Resource Professional in Agriculture (HRPA™) Certificate Program has a unique focus on agriculture and “incorporates a wide range of topics that will help HR professionals advance to the next level. The program is designed for working adults, with classes scheduled strategically to minimize disruption to your work - eight core courses are required for the program certificate and designation, along with one elective course and may be completed in any sequence. Classes can be taken individually or as part of a curriculum leading to a certificate and designation. Graduates of this program can use a prestigious designation of HRPA™, Human Resource Professional in Agriculture.

We invite all HR professionals to complete this program and stay current on important issues ranging from legal compliance to employee relations.

Please register online and we will send you program instructions.

***Zoom Meeting capability required.**

Full program cost : \$1200/members of APMA and Supporting organizations (company discount for 2 or more—\$1150/person) \$1650/non-members

One class: \$150/members & \$195/non-members

APMA is recognized by the Society for Human Resource Management (SHRM) to offer Professional Development Credits (PDCs) for the SHRM-CP™ or SHRM-SCP™.



As an introduction to Human Resource Management (HRM), this survey course provides an overview of basic elements, including understanding the functions of HRM in an organization, typical designs of HRM departments, the responsibilities of HRM personnel, various roles HRM specialists have, and career options for prospective HRM employees.

Topics include:

- Typical HRM functions within an organization such as job analysis, recruitment and selection, organizational change, training and development, performance management, compensation/ benefits, safety and health, collective bargaining, internal employee relations, and legal aspects of HRM
- HRM as a business partner, expectations for HRM departments
- Purpose of HRM in an organizational environment
- Designs and structures of HRM departments
- Importance of HRM in employee/ labor relations.

PRESENTER: Lourdes Gonzalez, Gowan Company

Lourdes earned her Bachelor of Science in Soil Management and Plant Protection at CA Polytechnic State University SLO. She also earned a certificate of Industrial Hygiene Management and later an MBA with a Human Resources concentration at Columbia Southern University. She was the Safety Director for Dole Fresh Vegetables and later filled various roles with Western Growers Association. In 2002, Lourdes began her position as VP of Agency Services at Pan American Underwriters. She contributes as a writer to various newsletters and magazines on topics related to HR and safety and risk management. Lourdes is also a licensed Property & Casualty and Life & Health producer, holds a Commercial Lines Coverage Specialist (CLCS) certification, and holds an Agribusiness & Farm Insurance Specialist (AFIS) designation. Lourdes works as a Strategic Development Director for Gowan Company, a global, family-owned agriculture solutions business headquartered in Yuma, AZ, and operating over 45 entities in 19 countries.



For information, please call APMA at 831.422.8023 or email apma20@pacbell.net or visit our website www.agpersonnel.org

APMA reserves the right to restrict participation in any APMA event.

Supporting Organizations

