

# HUMAN RESOURCE PROFESSIONAL IN AGRICULTURE (HRPA™) CERTIFICATE PROGRAM *Classes will be offered via webinars\*.*

# APMA

AGRICULTURAL  
PERSONNEL  
MANAGEMENT  
ASSOCIATION

*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.**

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

**Single class cost:** \$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™.*



## 2020 Schedule

*Each session will be offered in 2 parts from 9 am to Noon on the following dates:*

**SEPTEMBER 17 (Part 1) & SEPTEMBER 18 (Part 2)**

### 101: Elements of Human Resource Management

As an introduction to human resource management (HRM), this survey course provides an overview of HR basics including understanding the functions of HRM in an organization. **Presenter:** [Anna Bilderbach, Western Growers](#)

**SEPTEMBER 29 (Part 1) & OCTOBER 2 (Part 2)**

### 102: Introduction to Labor and Employment Law

This session will provide an overview of the CA and Federal labor and employment laws affecting agriculture. **Presenter:** [Seth Mehrten, Barsamian & Moody](#)

**OCTOBER 8 (Part 1) & OCTOBER 9 (Part 2)**

### 103: Recruitment, Selection & Retention

This course examines concepts essential for effective staff recruitment, selection, and retention. **Presenter:** [Lourdes Gonzalez, Gowan Company](#)

**OCTOBER 22 (Part 1) & OCTOBER 23 (Part 2)**

### 104: Managing Employee Compensation

Competitive compensation is one of the major issues every organization must face in balancing productivity with cost. This course explores current concepts, approaches, and techniques that shape the development of compensation strategy, plans, and policy.

**Presenter:** [Karen Timmins, Western Growers](#)

**NOVEMBER 3 (Part 1) & NOVEMBER 4 (Part 2)**

### 105: Managing Employee Benefit Programs

Management must decide which benefits are most suitable and beneficial for their employees and organizations. Students explore a range of benefit plans and discuss the implications of

HRM decision making in choosing benefits that balance cost with employee health and financial security. **Presenter:** [David Nikssarian, Nikssarian Insurance Services](#)

**NOVEMBER 12 (Part 1) & NOVEMBER 13 (Part 2)**

### 106: Human Resource Development

This course examines how human resource managers promote their goals through Human Resource Development (HRD). Students examine strategies for assessing, designing, and implementing training and development programs that positively impact an organization's

overall performance. **Presenter:** [Lourdes Gonzalez, Gowan Company](#)

**DECEMBER 8 (Part 1) & DECEMBER 9 (Part 2)**

### 107: Information and Cost Analysis in HRM

This course emphasizes methodology and HR metrics to manage the “how many” and “how much” questions HRM professionals may have to answer through quantitative analysis and report generation. Participants also interpret and apply basic accounting reports to the HR

function. **Presenter:** [Anna Bilderbach, Western Growers](#)

**DECEMBER 17 (Part 1) & DECEMBER 18 (Part 2)**

### 108: Management and Leadership for HRM Professionals

HR professionals must be able to fit themselves and their department within the big picture of the overall organization. To do this, they must have some understanding of how organizations develop structures and carry out policies via management and leadership.

**Presenter:** [Lourdes Gonzalez, Gowan Company](#)

**ELECTIVE—TBD**

For information, please call APMA at 831.422.8023 or email [apma20@pacbell.net](mailto:apma20@pacbell.net) or visit our website [www.agpersonnel.org](http://www.agpersonnel.org)

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

## Supporting Organizations

