



PITTSBURGH HR ASSOCIATION

Membership Prospectus





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Membership &
Communities



ABOUT US!



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412-261-5537

PROFESSIONAL DEVELOPMENT & TRAINING



HR Certification Preparation

To support HR professionals in their pursuit of HR certification, PHRA offers comprehensive HR certification review courses. Our review courses combine expert instruction coupled with the SHRM Learning System so participants will learn faster, retain more knowledge, and stay on track for success on the exam. **Our 88% pass rate for the SHRM-CP and 63% pass rate for the SHRM-SCP far exceeds the national pass rates.**



PHRA Scholarship Fund

In an effort to build HR leaders one member at a time, PHRA established a **scholarship program that subsidizes the cost for members to participate in our SHRM-CP/SHRM-SCP HR Certification Preparation courses.** The scholarship program provides applicants with the opportunity to grow professionally to advance both the applicant's career and the human resources profession.



Education & Recertification Options

Our programs provide professional development units necessary for maintaining the SHRM-CP and SHRM-SCP credentials and relate to the SHRM Body of Competency and Knowledge. PHRA is also an approved provider through HRCI and all educational programs are awarded PHR or SPHR recertification credits as well.

PROFESSIONAL DEVELOPMENT HIGHLIGHTS

Monthly Meetings

Development and coordination of monthly educational programs provides PHRA members one of the few consistent opportunities in the city to engage in learning and networking specifically geared toward the HR profession. Our monthly programming provides reliable opportunities for professionals to network, share experiences and best practices, and gain powerful knowledge from others while earning professional development recertification units.



Webinars

It's all about flexibility. Our webinars provide PHRA members with an **engaging way to access professional development and recertification credit opportunities right from their desks.**



Education Partners

PHRA partners with leading institutions and universities to provide our members with the opportunity to pursue undergraduate and graduate programs at a discounted rate. **PHRA educational partners include Carnegie Mellon's Heinz School, Point Park University, La Roche College, and Robert Morris University.**





CONFERENCES

PHRA's conferences are the ideal opportunities to **expand your knowledge base** and **stay current** with the latest practices and regulations while making **valuable connections with your peers**. With renowned keynote speakers and leading subject-matter experts, PHRA conferences offer **unparalleled learning experiences for professionals in all areas of HR and at all practice levels**.

Annual Conference & Exhibition - Approved for 10 PDCS

Held every fall, more than 400+ HR professionals come together yearly to hear **inspiring perspectives and proven solutions** from leading HR experts. Our two-day event allows HR practitioners and business leaders to participate in a conference & exhibition hall that brings together **thought-provoking keynotes, relevant concurrent sessions and useful resource partners**.

HR Academy - Approved for 6 - 10 PDCs

Designed to **empower participants** to build their own conference experience. With four tracks spanning over three professional HR levels, **there is something for everyone**.

Employment Law Conference- Approved for 6 - 10 PDCs

A one-day summit is designed to provide the **latest legislative updates, compliance, and regulatory issues**, and a unique opportunity to visit with legal counsel. Participants get **comprehensive, actionable programming** that provides the information needed to protect their organizations and manage company risk.

Diversity Month - Approved for 4 - 6 PDCs

A month **celebrating innovative diversity and inclusion solutions**, best practices, exploration of current issues, and coverage of new regulations.



SIGNATURE EVENTS & NETWORKING

The work done in any organization grows from the conversations and efforts of people outside of an individual's immediate sphere. The opportunities to promote yourself as professionals stems from the relationships we have built. PHRA's Signature Events & Networking opportunities expands professional boundaries and provides you with the opportunity to **connect and share with HR professionals around the greater Pittsburgh region.**

Golf & Bocce Outing

One of PHRA's best-attended events is a great way to **mingle with familiar acquaintances and connect with new business contacts.**

Engaging Pittsburgh: Innovative People Practices Awards

An awards celebration dedicated to **increasing regional awareness of high-performance talent management and engagement practices.**

PHRA collaborates with a wide range of business and community leaders to identify outstanding practices and coordinate educational outreach and support for the initiative.

Holiday Party

A themed holiday celebration to **rejoice in the year's accomplishments** with PHRA colleagues and friends.

Volunteer Day

PHRA members **give back to the community** and make a difference to those in need throughout the Pittsburgh region, while providing participants the opportunity to **develop new skills and build on existing experience and knowledge.**

HR RESOURCES & TOOLS

As one of the country's largest HR associations, PHRA provides the most reliable local, state and federal resources and influencers to keep abreast of the issues most impacting the HR community. Our website and programs are full of white papers, surveys, news, updates, and directories to help you navigate everyday HR challenges.

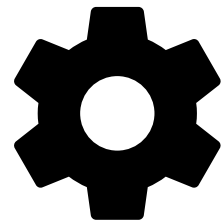
PEOPLE LINK DIRECTORY

An online listing of PHRA members who have volunteered to act as informal HR information resources to fellow members on topics of personal expertise.



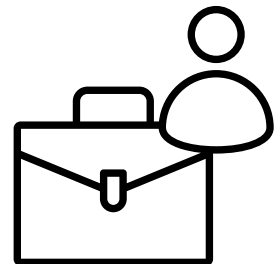
HR MARKETPLACE

A searchable, online tool for product and service referrals within the field of HR.



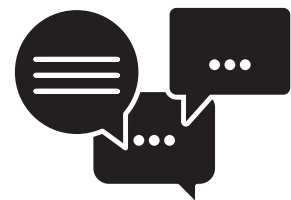
CAREER CENTER

Employers can post jobs, connect with candidates, and share information about their organization through the Company Profile features. Job seekers can upload resumes, find jobs, and connect with employers.



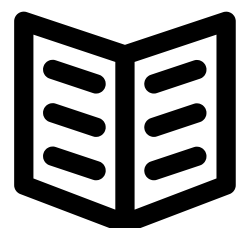
LATTITUDE

The PHRA and Lattitude mentorship program connects mentees at any career stage with mentors who are eager and willing to share valuable HR information and insights and assist with navigating your PHRA membership!



HR RESOURCES

We share reliable local, state, and federal resources on the issues that matter most to HR professionals. Our website and programs offer white papers, surveys, news, and directories to help with everyday HR challenges. New resources include our Legislative and Identity Resources.

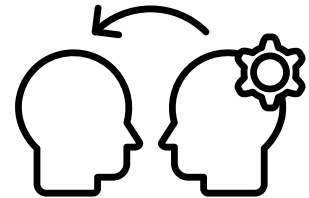


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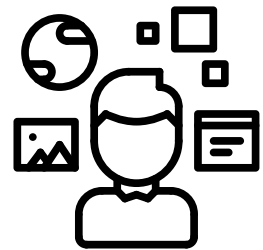
BUDDY PROGRAM

A one-on-one mentorship program that formalizes the relationship between new members and veteran members.



JOB SHADOW PROGRAM

An experiential learning opportunity that exposes PHRA student members to a professional human resources environment.



PHRA GIVES BACK

We partner with organizations throughout Allegheny county to collect monetary and item donations for those most in need.



PARTNERSHIPS

It is our goal to grow and strengthen our partnerships while ensuring members see great value in learning about the latest and most innovative HR products and services.



ON DEMAND HR WEBINAR LIBRARY

Personalize your online learning experience and develop the vital HR skills you need, all without ever having to leave your desk and at a time and speed that is just right for you.



NEWS & PUBLICATIONS

Staying in-the-know through PHRA publications allows you to focus on your career development and the most relevant topics affecting the HR profession.

PERSPECTIVES

A bi-monthly electronic newsletter. Stay up to date on the latest HR issues and association news and highlights. Created for our members by our members!

WEEKLY UPDATE

A weekly electronic newsletter to keep the PHRA community up to date on news, events, announcements, and highlights.

WEEKEND HR DIGEST

A hand-picked compilation of the week's most relevant news & articles!

UPCONTENT

UpContent is a content delivery tool that streamlines our process to provide only relevant, customized content for our website, e-mails, and social media channels.



COMMUNITIES

Connect your team to one of the **country's largest network of HR professionals.**

Board of Directors and Executive Committee

PHRA's Board of Directors and Executive Committee are comprised of PHRA members that work to **uphold the association's mission and vision while providing legal and fiduciary oversight, maintaining highly effective leadership,** upholding the strategic plan, and preserving the integrity of the association's services and products developed for the benefit of the members.

Committees

We are always looking for **dedicated members to collaborate and create with us** by volunteering alongside fellow Members, the Executive Committee, Board of Directors & Staff on any of our five committees: **Learning, Professional Development & Legislative Committee; Membership & College Relations Committee; Networking Committee; Signature Events Committee and Social Media & Communications Committee.**

COMMUNITIES CONTINUED

Connect your team to one of the **country's largest network of HR professionals.**

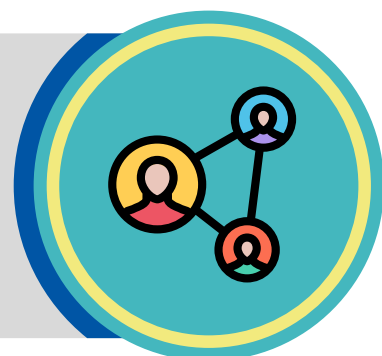


Learning & Professional Development Committee

Help us understand the tools HR professionals need to accomplish career goals and develop valuable skills. Our goal is to offer unique learning opportunities geared toward your unique professional needs.

Networking Committee

The Networking Committee expands professional boundaries by planning special events that showcase the talents and efforts of the Association's volunteers and members and encouraging those who attend to connect with one another.



Social Media Committee

This committee manages PHRA's social media spaces, helping members connect while promoting events and membership. Its work strengthens PHRA's visibility and positions the organization as a trusted HR resource in the Pittsburgh region.

Membership & College Relations Committee

Beyond recruiting new members, this committee focuses on making PHRA an inclusive organization by supporting diverse membership and leadership. The committee also helps educate members about PHRA's benefits and evaluates how well we reach our communities.



Signature Events Committee

PHRA gives HR professionals and business leaders the chance to collaborate with business and community partners to share best practices, support the Engaging Pittsburgh initiative, and plan special events that expand professional connections.



MEMBER TYPES

The Pittsburgh Human Resources Association (PHRA) is **consistently named among the nation's top 25 human resources professional associations**. With **1,150+ members and growing**, PHRA is the largest human resources management association in Western Pennsylvania providing **"best-in-class" professional development, certification, re-certification, and other educational programs**.

PHRA Members include professionals with a **range of titles, responsibilities, and expertise across 800+ companies** in the greater Pittsburgh region.

\$25

STUDENT

You must be a full-time student enrolled in an HR or Labor Relations program AND/OR you are a SHRM student chapter member.

\$89

EARLY CAREER

Choose this membership if you are a working professional in the early stages (first 0-5 years) of your HR career OR you are completely retired from working

\$139

PROFESSIONAL SHRM

Choose this membership if you are a current SHRM member with more than five years of HR experience and work in HR as part of your daily role.

\$169

PROFESSIONAL MEMBER

Choose this membership if you are not current SHRM member, have more than five years of HR experience and work in HR as part of your daily role.

\$169

BUSINESS PARTNER

Choose this membership if you are a third-party consultant who sells HR-related services but does not work directly in HR as part of your daily role.

VALUE

CORPORATE MEMBERSHIPS

Group discounts are available for companies with five or more professional PHRA memberships on the same invoice.



CORPORATE MEMBERSHIPS

We offer special corporate partnerships for organizations with **five (5) or more HR Professionals**. The money-saving discounts below are available exclusively for corporate plan members.



PLATINUM

Register 21+ yearly Professional Memberships at the basic yearly dues rate; 40% Savings

Includes year long corporate marketing at all of our Signature Events!

BEST VALUE

OUR COMMITMENT TO DIVERSITY

Diversity & inclusion drive strength at PHRA. Integrating DE&I into PHRA's business strategy means increasing representation, building equity opportunities for our partners, fixing areas needing improvement, and ensuring our sponsors and exhibitors represent our diverse audience and community.

It matters to us that our partners, members, and events embrace differences in age, race, gender, nationality, sexual orientation, physical ability, thinking style, and background resulting in a diverse, equitable, and inclusive PHRA!



MEMBERSHIP AWARDS

PHRA is the proud recipient of many awards that **recognizes outstanding achievement** in chapter initiatives, **major accomplishments, strategic activities,** and **tactical initiatives** that **elevate** the profession of **human resources**.

"So much of SHRM's impact on the world of work can be traced back to the dedication and hard work of our chapters and state councils like The Pittsburgh Human Resources Association. These leaders took the initiative and drove changes to make workplaces where employers and employees can thrive together," said Johnny C. Taylor, Jr., SHRM-SCP, president and chief executive officer of SHRM. "The Platinum EXCEL Award is not only a celebration of the great work done by PHRA it's also a recognition of the grit it took to do it."

**PA SHRM STATE
COUNCIL CHAPTER
OF THE YEAR**
**2014, 2020, 2022, and
2025**

**SHRM PLATINUM
EXCEL**
Since 2017

**SHRM LEARNING
SYSTEM CHAMPION**
Since 2018

**SHRM SUPERIOR
MERIT**
25 Years

**SHRM MEMBERSHIP
SUPERSTAR**
Since 2012

**DUQUESNE
PALUMBO
DONAHUE SCHOOL
OF BUSINESS ETHICS
IN PRACTICE
CONFERENCE**
2007

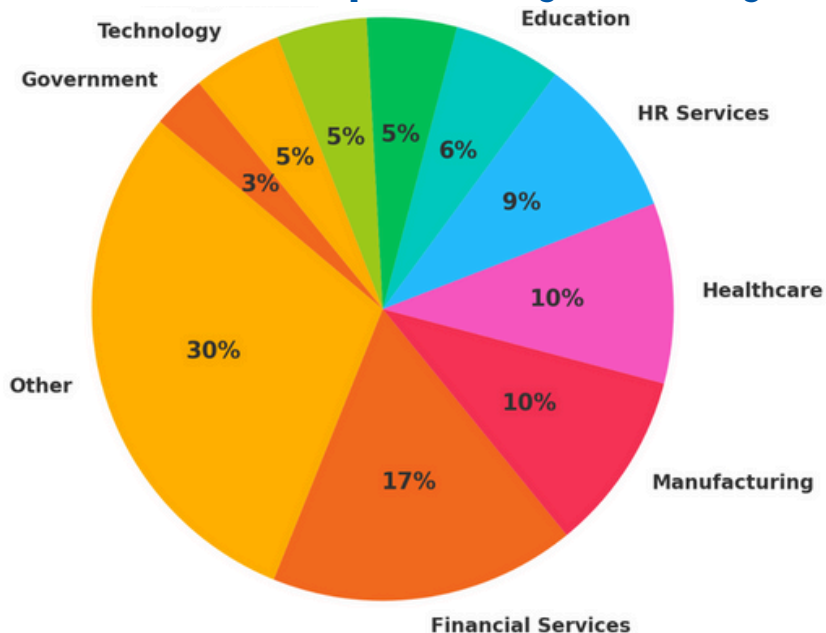
**JUNIOR
ACHIEVEMENT
EDUCATION
LEADERSHIP
COMPANY**
2015 & 2016

**PITTSBURGH
BUSINESS TIMES
SOCIAL MEDIA
MADNESS**
2011

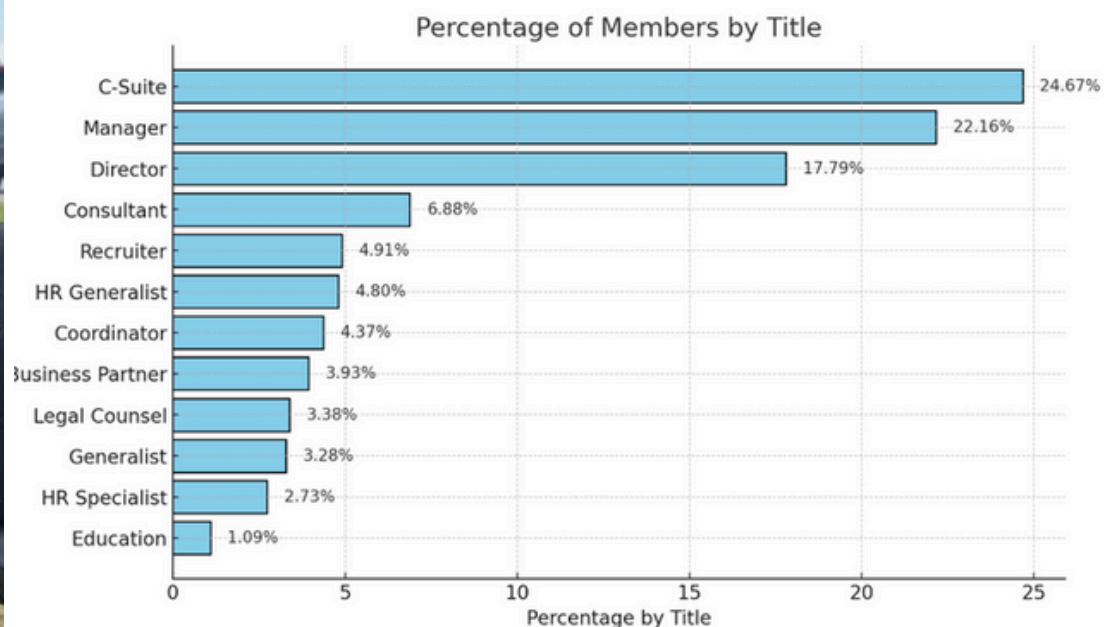
SHRM PINNACLE
1998 & 2005



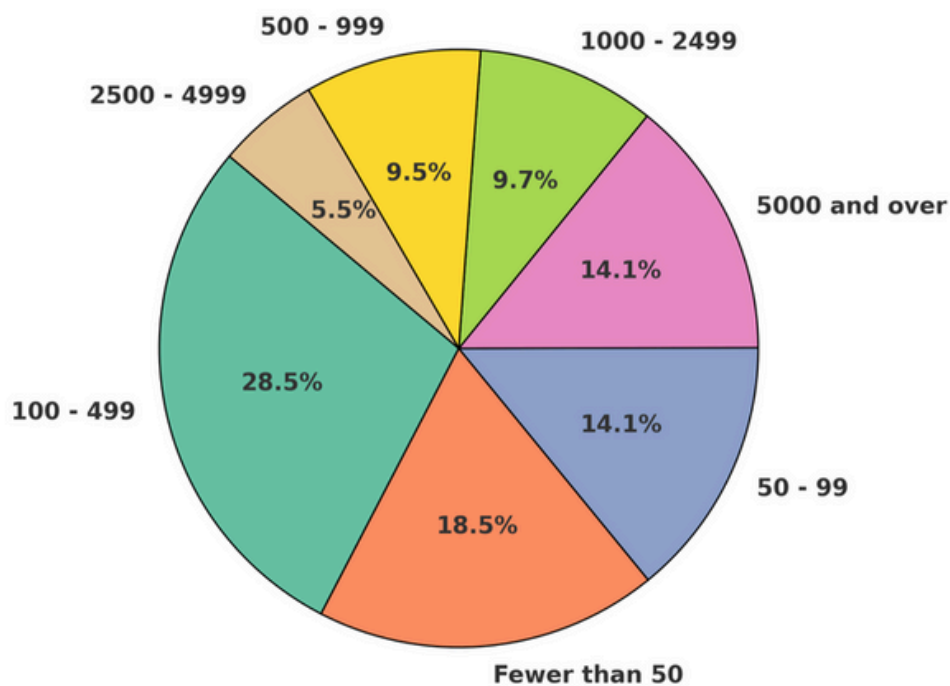
Member Companies by Industry



Distribution of Member Companies by Job Title



Company Employee Size





Elizabeth Lamping

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Katherine Miller

Associate Chapter Director

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