

CPS HR Consulting Opens First HR Academy in Texas

The HR Academy is an Innovative Resource Designed to Help Develop Human Resource Skills in the Public Sector

SACRAMENTO, Calif. – May 23, 2017 – [CPS HR Consulting](#) is proud to announce the opening of its first Human Resources (HR) Academy in Grand Prairie, Texas. Designed to increase public sector employees' knowledge, skills, and professionalism through practical and hands-on exercises, the HR Academy also provides classes that qualify for continuing education units through the HR Certification Institute (HRCI).

“The HR Academy supplies quality education for those who want to enhance their knowledge and skills in HR,” said Joshua Smith, Principal HR Consultant at CPS HR Consulting. “Each course not only helps professionals grow, but also increases the value they have within their organization.”

The HR Academy has proven to be a valuable resource for HR professionals at all stages of their careers. Whether they are developing new skills, an experienced specialist looking for broad-spectrum HR training, a private sector professional transitioning to the public sector or a practitioner in a decentralized HR organization, the HR Academy has a course to fit their needs.

The 2017 HR Academy courses in Texas include:

- **“Fundamentals of HR” on June 15, 2017**
This course provides an overview and context for the unique aspects of public sector HR. Participants will be introduced to the value of HR as a business partner while also supporting public sector merit principles, ethics and culture.
- **“Recruitment & Selection” on July 11, 2017**
This course explores how to position public sector organizations as employers of choice, as well as ways to recruit and retain productive employees in the current environment.
- **“Classification & Compensation” on August 8-9, 2017**
Participants will increase their knowledge of public sector job classification principles, practices and compensation plans. Course topics include the value and purpose of a classification and compensation plan, basic allocation factors, steps in conducting a classification study, point factor methods, external and internal equity and market rate comparisons.
- **“Job Analysis” on September 12, 2017**
Participants in this course will learn how to collect job analysis data using several different job analysis methodologies and how to use that data for multiple purposes.
- **“Exam Development & Administration” on October 10-11, 2017**
In this course, participants will learn the value and benefit of designing an effective selection process, learn and practice developing structured oral examination questions

and rating guides, written exam questions, job simulations, performance exercises, and training and experience evaluations.

To register for an HR Academy class or to learn more about CPS HR Consulting's HR Academy program, visit: <http://bit.ly/2qI8A1g>.

About CPS HR Consulting

CPS HR Consulting, based in Sacramento, California, is a self-supporting public agency providing a full range of integrated HR solutions to government and nonprofit clients across the country. CPS HR consultants have expertise in the areas of organizational strategy, recruitment and selection, classification and compensation, and training and development. For more information, visit www.cpshr.us or connect with them on [LinkedIn](#), [Twitter](#), [Facebook](#) and [Google Plus](#).

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Media Contact:

Geralyn Gorshing
CPS HR Consulting
Director of Marketing and Communications
916-471-3373
ggorshing@cpshr.us