



BUILDING A
WORLD OF WORK
THAT WORKS
FOR ALL.

SHRM Foundation empowers Human Resources as a force for social good. We are the 501(c)(3) nonprofit arm of SHRM, the world's largest HR professional society, which globally represents nearly 340,000 HR members and touches the lives of over 362 million individuals. We mobilize and equip HR to ensure that talent and workplaces can prosper and thrive.

Learn more at shrmfoundation.org.

SHRM Foundation works in three ways: widening pathways to work for skills-first candidates and untapped talent; strengthening the HR field with even more diversity, growth and readiness; tackling societal challenges, with a current focus on workplace mental health and wellness.



20X
MORE TALENT

A skills-first approach can significantly expand your hiring options, with research by LinkedIn showing it can increase eligible candidates by up to 20 times.¹

78,700
NEW HR JOBS ANNUALLY

The demand for HR professionals is skyrocketing! The Bureau of Labor Statistics projects an average of 78,700 new human resources specialist jobs opening annually for the next decade.²

45%
EMPLOYEE DEMAND FOR
MENTAL HEALTH SUPPORT

Nearly half (45%) of U.S. employees expect more mental health support from their employers compared to last year. Highlighting the growing importance of prioritizing employee well-being.³

1. LinkedIn, Skills-First: Reimagining the Labor Market and Breaking Down Barriers, 2023
2. U.S. Bureau of Labor Statistics, Occupational Outlook Handbook, 2022
3. SHRM, Work is Negatively Impacting Employee's Mental Health, 2023



WIDENING PATHWAYS TO WORK

HELPING EMPLOYERS ENGAGE THE FULL SPECTRUM OF TALENT

We empower HR professionals and employers to embrace diverse talent pools and prioritize skills-first approaches, enhancing recruitment, retention, and career progression. Our focus extends to expanding opportunities to military-connected talent, justice-involved individuals, people with disabilities, opportunity youth, and candidates without traditional job readiness credentials like 2-4-year degrees.

- ✓ **Build a Skills-First Mindset:** Research on identifying and evaluating skills-based hiring practices toolkits, action planners and communities of practice. [↗](#)
- ✓ **Discover Untapped Talent Pools:** Research, FREE educational certificate programs, toolkits and more to create inclusive workplaces and build a diverse workforce. [↗](#)



STRENGTHENING THE HR FIELD

SUPPORTING THE HR LEADERS OF TODAY AND TOMORROW

We support HR students and emerging professionals — especially those from populations currently underrepresented in the field — with \$600K+ funding, mentorship, apprenticeship and support, ensuring a bright future for the profession. Our work creates new opportunities, drives professional growth, improves diversity and sparks innovation.

- ✓ **Apply for Scholarships and Grants:** Financial assistance to pursue an HR education. [↗](#)
- ✓ **Participate in Mentorship:** Connect with experienced professionals and gain valuable industry insights. [↗](#)
- ✓ **Build a HR Registered Apprenticeship Program:** A structured program to gain hands-on experience and earn industry-recognized credentials. [↗](#)
- ✓ **Annual Awards and Tharseo:** Recognition for outstanding contributions to the HR profession and workplace. [↗](#)



TACKLING SOCIETAL CHALLENGES

PREPARING AND SUPPORTING HR LEADERS TO ADDRESS CHALLENGES

We mobilize and equip the HR profession and employer community with resources and insights to strengthen workplace mental health and wellness. Our work focuses on improving access, reducing stigma and building equity, which ensures that more workplaces and workers — including those in the HR field — thrive.

- ✓ **Prioritize Mental Health:** Resources for building a business case, crafting a strategy, and investing in workplace mental health. [↗](#)
- ✓ **Enhance Expertise:** Low-cost online certificate program to gain insights in workplace mental health practices. [↗](#)

**TOGETHER, WE CAN
CREATE A WORLD OF
WORK THAT WORKS
FOR ALL.**

DONATE.SHRMFOUNDATION.ORG

We work with SHRM, impactful partners, and smart investors to generate awareness, action, and impact to build a world of work that works for all.

We are leading the charge to invest in and create more supportive work environments. Support for these resources is urgent and only made possible by the generosity of corporations, foundations and individuals like you.