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SYLLABUS FOR CERTIFIED HUMAN CAPITAL EXPERT (CHCE)®

Offered by: Global Institute for Leadership, Human Resources and Project Excellence (AGILE-HRP)®

PROGRAM DESCRIPTION

The **Certified Human Capital Expert (CHCE)®** certification is designed for advanced HR professionals, consultants, and business leaders seeking to align human capital strategy with organizational goals. This program provides the strategic frameworks, analytics capabilities, and leadership tools required to design, develop, and manage a modern, agile, and performance-driven workforce in a globalized economy.

Participants will gain deep insight into workforce analytics, strategic HRM, digital transformation in human capital, and ROI-based talent development—positioning them as key contributors to enterprise value creation.

COURSE LEARNING OUTCOMES

Upon completing the CHCE® certification, participants will be able to:

1. Formulate enterprise-level human capital strategies aligned with business growth.
2. Apply human capital analytics for workforce decision-making.
3. Lead initiatives in talent development, performance, and workforce planning.
4. Integrate digital tools and emerging technologies in human capital operations.
5. Align total rewards, succession planning, and organizational design.
6. Manage and measure the return on human capital investments.
7. Influence executive decision-making through data-driven HR insights.
8. Foster agile, inclusive, and high-performance workplace cultures.



TARGET AUDIENCE

- Senior HR Professionals
- Organizational Development Consultants
- Human Capital Analysts
- HR Directors & VPs
- People & Culture Executives
- HR Transformation Specialists
- Aspiring Chief Human Capital Officers (CHCOs)

EMPLOYMENT OUTLOOK (U.S. BUREAU OF LABOR STATISTICS):

The U.S. Bureau of Labor Statistics projects a 7% job growth for HR managers and human capital leaders from 2022 to 2032, with a median annual salary of \$130,000+. Organizations increasingly seek strategic HR leaders who can use data, align talent with business outcomes, and drive measurable value—especially in industries undergoing digital transformation and restructuring.

CAREER PATHS FOR CHCE® HOLDERS:

- Chief Human Capital Officer (CHCO)
- VP, People & Strategy
- Human Capital Transformation Consultant
- Global Workforce Strategist
- HR Business Intelligence Analyst
- Director of Organizational Effectiveness
- Human Capital Innovation Lead



MODULES AND SUBMODULES

Module 1: Human Capital Management Strategy

- 1.1 Introduction to Human Capital Frameworks
- 1.2 Human Capital as a Strategic Asset
- 1.3 Value-Based Workforce Strategy

Module 2: Organizational Design and Structure

- 2.1 Agile Organization Models
- 2.2 Functional vs. Matrixed Structures
- 2.3 Talent Optimization and Alignment

Module 3: Workforce Planning and Analytics

- 3.1 Scenario-Based Workforce Planning
- 3.2 Key Human Capital Metrics
- 3.3 Predictive Analytics and Dashboards

Module 4: Talent Acquisition and Pipeline Development

- 4.1 Strategic Sourcing and Employer Branding
- 4.2 Talent Pipeline Mapping and Critical Roles
- 4.3 Building Future-Ready Talent Pools

Module 5: Employee Lifecycle and Capability Development

- 5.1 Lifecycle Talent Frameworks
- 5.2 Capability Assessment and Upskilling
- 5.3 Career Pathing and Internal Mobility

Module 6: Total Rewards and ROI on People Investments

- 6.1 Compensation, Incentives, and Recognition
- 6.2 Calculating ROI for People Programs
- 6.3 Data-Driven Reward Design

Module 7: Human Capital Technology and Digital Integration

- 7.1 Digital Tools for Workforce Management
- 7.2 HCM Platforms and AI-Powered Insights
- 7.3 Human-Tech Collaboration Models

Module 8: Diversity, Inclusion, and Human Capital Ethics

- 8.1 DEIB Strategy and Cultural Impact
- 8.2 Ethical Decision-Making in Workforce Planning
- 8.3 Legal Compliance and Social Responsibility

Module 9: Change Leadership and Transformation Management

- 9.1 Leading Human Capital Transformation
- 9.2 Change Management Frameworks
- 9.3 Aligning Workforce Culture to Change

Module 10: Capstone Project: Strategic Human Capital Plan

- 10.1 Design of a Human Capital Strategy for a Case Organization
- 10.2 Performance Metrics and KPIs
- 10.3 Final Presentation and Peer Review

CERTIFICATION EXAM DETAILS

- **Format:** 100 Multiple Choice Questions
- **Duration:** 90 Minutes
- **Passing Score:** 70%
- **Retake Policy:** One free retake within 3 months
- **Delivery Mode:** Online (proctored, timed)

CERTIFICATION TESTING OUTCOMES

The CHCE® exam evaluates participants on:

- Designing and implementing data-driven human capital strategies
- Workforce planning, HR analytics, and capability development
- DEIB, change leadership, and performance culture alignment
- Applying metrics to improve HR ROI and organizational effectiveness
- Technology integration in talent and workforce systems



ACCREDITATION AND RECOGNITION

The **CHCE®** is awarded by **AGILE-HRP®**, an internationally recognized institute for certifications in HR, leadership, and project management. The program is aligned with standards such as ISO 30414, SHRM People Analytics Competency, and OECD Guidelines for HR Measurement. It is widely accepted across the private sector, government institutions, multinational corporations, and academia.

CERTIFICATION DELIVERABLES

- Digital and Printed Certificate: **Certified Human Capital Expert (CHCE)®**
- Verified Digital Credential and LinkedIn Badge
- CHCE® Study Pack and Case-Based Templates
- Lifetime Access to AGILE-HRP® Talent Network
- 40 CEUs and eligibility for executive learning credits

PROGRAM FORMAT

- **Length:** AS NEEDED (Self-paced or Instructor-led)
- **Delivery Mode:** 100% Online
- **Assessments:** Case projects, quizzes, and certification exam

ELIGIBILITY CRITERIA:

- Bachelor's degree or equivalent work experience
- OR 4+ years in HR, workforce strategy, or human capital consulting
- Prior certification in CHRG® or CHRM® is beneficial but not mandatory

NEED ASSISTANCE?

For queries or certification support:

 **South Carolina Office, Greer, SC Center**
1309 W Poinsett St. Ste B Unit #16 Greer, SC 29650

 **Dallas, Texas Center**
6820 S Stemmons Fwy Ste 115 Corinth, TX 76210

 **admin@agilehrp.org**

 **www.agilehrp.org**