

# **GHR-Academy**

## List of Certifications and Programs

# GHR-Academy Global HR Education Programs

Step	Certification	Program	Positioning
Level1	<b>GHR-BASIC™</b> 人事国際基礎資格	<b>GHR-Basic Program</b> 人事国際教育プログラム 【入門・基礎】講座	<b>Global HR Beginner</b> <i>(Gateway to becoming a professional)</i>  Acquire foundational knowledge of international HR systematically Develop an initial understanding of global HR terminology
Level2	<b>GHR-Professional™</b> 人事国際資格	<b>GHR-P</b> 人事国際教育プログラム	<b>Comprehensive Training Program for Becoming a Global HR Specialist</b>  Acquire a holistic understanding of the definition and practice of world standard HR Develop and apply proficiency in global HR terminology Understand and implement both human-centric and data-driven approaches
Level3	<b>GHR-ProAdvance™</b> 人事国際上級資格	<b>GHR-P Advance</b> 人事国際教育プログラム 【上級】講座	<b>Global Human Capital Leader Program</b>  Develop the knowledge and skills to support management as a <b>strategic partner</b> , enhancing understanding and practice of <b>business analysis</b> and <b>strategic design</b> . Embody the spirit of <i>People First</i> to lead <b>global human capital management</b> , acquiring the knowledge, skills, and practical capabilities required of future leaders. Build the ability to <b>communicate, share, and lead globally</b> as a Human Capital Leader who connects people and business strategy.

# GHR-Academy Specialized Programs

Level	Certification	Program	Positioning
Specialized PA	<b>GHR-PA™</b> <b>GHRピープルアナリティクス基礎資格</b>	<b>GHR- People Analytics Basic Course</b> <b>GHR-ピープルアナリティクス入門基礎講座</b>	<p><b>Comprehensive Foundation Program for Global HR Analyst (People Analytics)</b></p> <p>Acquire fundamental knowledge and practical skills from data collection to analysis  Learn to derive insights from analytical results and develop storytelling skills to present findings to management  Understand and apply both human-centric and data-driven approaches</p>
Specialized HRBP	<b>GHR-HRBP™</b> <b>グローバルHRBP資格</b>	<b>GHR-HR Business Partner</b> <b>グローバルHRBP講座</b>	<p><b>Global HR Business Partner Development Program</b></p> <p>Develop the knowledge, skills, and practical capability to act as a strategic partner to business leaders, connecting management and HR and leading the design and execution of HR strategy.  From a People-First perspective, design talent strategies and human capital initiatives in a Human-Centric × Data-Driven way, working with the G3 management team to drive organizational growth.  Establish real, hands-on strategic HR execution capability as a Global HRBP who builds trust in cross-cultural environments and delivers HRBP Business Proposals that stand up on the global stage.</p>

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## Global HR Education Programs

### Recommended Participant Profile

Level	Years of HR Experience (Guideline)	Years of Business Experience (Guideline)	Certification Validity / Renewal Requirements	Program Language	Program Format
Level 1	<b>0-3</b>	<b>0 &lt;</b>	Permanent	Japanese	Online
Level 2	<b>3 &lt;</b>	<b>5 &lt;</b>	1 year Annual renewal Continuous education	Japanese English Bilingual (English & Japanese)	Online (For Japanese Classroom also available)
Level 3	<b>5 &lt;</b>  <b>GHR-Professional™</b> holders or those with equivalent KSAs	<b>3+ years of management or equivalent leadership experience.</b>  <i>(Holders of the GHR-Professional™ certification are considered to have met this requirement in lieu of management experience.)</i>	1 year Annual renewal Continuous education	Japanese English Bilingual (English & Japanese)	Online (For Japanese Classroom also available)

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Specialized Programs

Recommended Participant Profile

Level	Years of HR Experience (Guideline)	Years of Business Experience (Guideline)	Certification Validity / Renewal Requirements	Program Language	Program Format
Specialized PA	0<	1<	Permanent	Japanese English	Online
Specialized HRBP	5<  GHR-Professional™ holders or those with equivalent KSAs	5<	Permanent	Japanese  English Bilingual (English &Japanese)	Online