

Overview

The International College of Cayman Islands is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP® or SHRM-SCP®.

Earning your SHRM-CP or SHRM-SCP credential makes you a recognized expert and leader in the HR field and a valuable asset to your organization, keeping you and your organization more competitive in today's economy. This professional distinction sets you apart from your colleagues, proving your high level of knowledge and skills.

SHRM certification is the only HR certification offered by the world's largest HR membership organization. As the industry leader in HR professional development, SHRM has supported more than 100,000 employers representing 140 million employees worldwide.

Our course will expand and test your knowledge, along with providing practical, real-world competencies in areas critical to your HR career success.

For information on our SHRM CP and SCP Certification Review and Exam Preparation, [please click here to fill out the form online](#) or contact us at 345.947.1100 or at shrmready@icci.edu.ky.

The program fee is \$1,800.

10% discounts are available for:

- *CISHRP Members
- *Companies enrolling three or more of their employees
- *ICCI Staff, Faculty, and Alumni
- *SHRM 2025 begins Saturday 6th September for 14 Weeks

Contact Marilyn Whittaker : marilyn.whittaker@icci.edu.ky

Who should attend

This certification preparation course is designed for HR professionals seeking SHRM-CP or SHRM-SCP certification and want to:

- Increase knowledge
- Advance skills
- Earn recognition from the global HR community

Eligibility Criteria:

For eligibility requirements please click [here](#).

*Less than a bachelor's degree includes: working toward a bachelor's degree, associate's degree, some college, qualifying HR certificate program, high school diploma, or GED.

Seeking career advancement without certification?

The SHRM Learning System for SHRM-CP/SHRM-SCP course offers you a comprehensive, yet accelerated option to drive your professional development.

You'll gain a generalist viewpoint, refresh key ideas and concepts, strengthen your core HR competencies and increase productivity.

Key topics covered

The SHRM Learning System for SHRM-CP/SHRM-SCP includes five modules covering the comprehensive SHRM BoCK. You'll learn:

HR Competencies

- Leadership & Navigation
- Ethical Practice
- Business Acumen
- Relationship Management
- Consultation
- Critical Evaluation
- Global & Cultural Effectiveness
- Communication

People

- Talent Acquisition & Retention
- Employee Engagement
- Learning & Development
- Total Rewards

Organization

- Structure of the HR Function
- Organizational Effectiveness & Development
- Workforce Management
- Employee Relations
- Technology & Data

Workplace

- HR in the Global Context
- Diversity & Inclusion

- Risk Management
- Corporate Social Responsibility
- Employment Law & Regulations (U.S. only)

Strategy

- Business & HR Strategy
- Business & HR Strategy

Facilitators:



Raymond “Ray” Swarts

- Ray Swarts is a seasoned professional from a diverse background with extensive experience in the realms of leadership, facilitation, human capital consulting, training, public speaking, as well as risk management and information technology consulting.
- Ray Swarts has worked for and consulted with organizations of varying sizes from offices of five to 2,500 with expansive global presence across diverse international backgrounds.

Qualifications and Memberships

- Bachelor of Business Administration – Computer Information Systems (“BBA-CIS”)

- Society of Human Resource Management – Certified Professional (“SHRM-CP”)
- Development Dimensions International – Certified Facilitator (“DDI-CF”)
- Certified CliftonStrengths Coach
- Training and Development Director for the CISHRP
- Memberships: CISHRP, SHRM

Ray’s Mission Statement:

Ray is known for several sayings, one of which is “Don’t reinvent the wheel – re-engineer it!” In that spirit, Ray takes pride in carrying away with him the mission of his former colleagues at Deloitte. That mission is profound, far reaching and at the same time quite simple: Make an impact that matters!

Ray is passionate about helping individuals and organizations improve, taking them from good to great to outstanding and amazing.

Ray is a certified SHRM-CP and he believes in HR professionals training themselves to the highest standards to provide the best service to their organisations. Having gone through the certification preparation process and testing, Ray knows the SHRM certification preparation and certification test is the best way to prove that level of knowledge and understanding beyond doubt.

He is excited to help other professionals to achieve their goals in certification.



Rebecca Jordison

Meet Rebecca, a seasoned Manager with a rich tapestry of experience spanning over two decades in Finance, complemented by an impressive eleven-year journey in Human Resources. With a well-rounded approach, Rebecca seamlessly navigates the realms of Staff and Finances, ensuring operational excellence and organizational effectiveness.

Throughout her career, Rebecca has been instrumental in the recruitment and onboarding of over 20 new staff members in the past five years alone. Her expertise extends beyond mere administration, as she has adeptly consulted on numerous challenging HR issues, demonstrating her prowess in conflict resolution and personnel management.

Drawing from a diverse professional background encompassing legal, retail, artist liaison, and Civil Service sectors, Rebecca effortlessly integrates into varied teams and projects. Her adaptability and versatility make her an invaluable asset, capable of thriving in any environment and tackling unforeseen challenges with confidence and poise.

Rebecca's commitment to professional development is evident through her role as a SHRM Facilitator for the past two years. She derives immense satisfaction from the intricacies of HR, relishing the opportunity to contribute meaningfully to business

success through her passion and expertise. With Rebecca at the helm, rest assured that your organization is in capable hands, ready to navigate the complexities of the modern business landscape with precision and foresight.

[Click here to Register Now](#)

International College of the Cayman Islands
Newlands Campus
595 Hirst Rd
Grand Cayman

Program Fee

The program fee is \$1,800.00.

Registration and Payment Deadline: 27 June, 2025

Program fee includes ALL the following:

- Online Materials
- Textbooks and Instructional Resources
- International College Certificate of Completion

10% discounts are available for:

- If full payment is made by 27 June, 2025
- ICCI employees, alumni, and students.
- Companies that are enrolling 3 or more of their employees in a program.

ICCI employees, alumni, or students who are requesting a discount must enroll with an "@icci.edu.ky" email address and actively use it for the duration of the program.

Policies:

Payment Policy

1. A non-refundable down payment of \$600 is required at registration no later than 28 July 2025 (if student wishes to pay in 3 payments) to guarantee your spot in the program and for materials to be purchased.
2. The second payment of \$600 is due no later than 29 August 2025. The remaining balance is due no later than 29 September, 2025.
3. Late registrants will be charged an additional \$100 on their program invoice.

NOTE: Applicants paying in full prior to 28 July 2025 receive 10% discount

Substitution Policy

- Qualified substitutes for participants can be accommodated with written notice by 15 August, 2025.

International College (ICCI) may, in its sole discretion, permit the substitution at no additional charge if the candidate is qualified.

Withdrawal Policy

All program withdrawal requests must be received in writing.

Due to costs associated with establishing, holding, and replacing participant slots the following guidelines will be implemented:

- After Monday 1 September 2025 ICCI will allow a refund less the cost of the book \$600 and administrative fee \$100 (total \$700).
- * If a registrant fails to attend without notification, or if a withdrawal occurs on or after a program start date, full tuition will be forfeited.

If International College (ICCI) cancels a program due to low enrollment, registered participants will receive a refund of any tuition paid, or be allowed to move their registration to a future running of the program. Refunds from cancelled programs can also be applied to other open-enrollment programs. Please note that in all situations, participants are responsible for their travel and International College (ICCI) cannot reimburse for any travel expenses that may have been incurred.