



Cascade Employers Association

Building better workplaces
through compliance, culture, connection

Training Catalog

grow

We work with employers to train, develop and grow their people

confidence

Our team's strategic, yet practical, approach inspires your team's confidence and credibility

answers

Down to earth knowledge and insight in human resource management and leadership development

complete

A complete range of services for employers – from hiring well, to training for excellence to meeting your compliance obligations

May - August, 2026



Cascade Employers Association

About This Catalog

Consider this your "go-to resource" for the best of HR management and leadership skills. Inside you'll find descriptions of upcoming training sessions, including dates, times, locations and pricing. We are always adapting and responding to the latest research, so be sure to browse classes online and look for special programs not listed in this publication.

For questions or feedback, contact us at info@cascadeemployers.com or call 503.585.4320.



■ Registration –

It's easy. Go to <https://www.cascadeemployers.com/events>. Or, simply give us a call at 503.585.4320 and we'll complete the registration for you. Once you register, you will receive confirmation emails and other details to access your Learning Hub.

■ Pricing –

Cascade members receive **preferred pricing**. Both member and standard prices are listed below each session (for example, \$115 / \$175).

■ HR Academy Designations –

Many classes say "HR Academy" directly under the title. Although these classes are electives within our popular HR Academy certification program, they are also offered as standalone training.

■ PHR/SPHR/GPHR/aPHR Recertification and SHRM Credits –

Many of these classes qualify as credit toward recertification. Qualified programs are indicated online within the program description. (The use of the HRCI seal is not an endorsement by the HR Certification Institute of the quality of the activity. It means that the activity has met the HR Certification Institute's criteria to be pre-approved for recertification credits. Cascade is recognized by SHRM to offer Professional Development Credits [PDCs] for the SHRM-CP® or SHRM-SCP®.)

■ Cancellation Policy –

Cancellations received up to five business days prior to a live training program are fully refundable. Cancellations received less than five business days prior to a program, or no-shows, are non-refundable. Once purchased, on-demand courses may not be cancelled or refunded.

Table of Contents

HR & Compliance Training

The ADA: Service Animals and Emotional Support Animals in the Workplace	5
AI and Social Media in the Workplace: Compliance Considerations	5
Corrective Action: Reduce Stress and Get Results	5
Crafting Powerful Interview Questions: Go Beyond “Tell Me About Yourself”	5
Demystify the Interview Process: Hire with Confidence from Start to Finish	5
Documentation: Write it Right	5
Harassment Awareness and Prevention for Supervisors	6
Hiring Laws and Interview Bias: What Every Hiring Manager Should Know	6
HR Connect: Leave Interactions In Oregon	7
HR Connect: Remote and Hybrid Workforce - Oregon Employment Law Essentials	7
Inclusive Hiring Practices	6
Inclusive Onboarding Practices	6
Managing Drugs and Alcohol in the Workplace: Reasonable Suspicion	6
Oregon and Federal Military Leave Laws	6
Respect and Civility in the Workplace	7
Service Highlight: HR Audits	10
Washington Leave Laws: Basic Compliance	7

Compensation

AI in Total Rewards: Opportunities, Risks, and Responsible Integration	8
Building a Competitive Compensation Program	8
HR Connect: Building the Foundation - Why Every Organization Needs a Compensation Philosophy and Strategy	7
HR Connect: Total Rewards Statements - The Answer to How Much Do I Make?	7
The Pay Conversation: Talking About Compensation with Clarity and Confidence	8
Understanding Pay Compression: Causes, Consequences, and What Comes Next	8

Leadership Development

Basics of Supervision	11
Beyond the Drama: Practical Tools for a Healthier Team	11
The Complete Leader: 6-Part Development Series	11
Conflict, Coaching, and Accountability	12
Productivity Power Skills: Master Time, Prioritization, and Focus	12
Quality Starts with You: Personal Accountability at Work	12
Service Highlight: Coaching for Success	10
Service Highlight: Discover Supervisory Success with Conflict, Coaching, and Accountability	10

Access Trainings Through Your Learning Hub

What is Cascade's Learning Hub?

- Direct and easy access to your Cascade training participation links, materials and other important information all in one place
- Quick and easy access to your training sessions and your training history
- Track your training credits and the certificates you have achieved

How do I use the Learning Hub?

It's easy! Register for your courses through Cascade's website. Once registered, you will gain automatic access to your own personal Learning Hub.

To access session materials and participation links, just log in to your Learning Hub, through the Cascade website or via links included in session reminders.



Gain Actionable Insights with Custom Employee Surveys

Custom surveys are designed for organizations that need answers to a specific question or are navigating a complex situation. Rather than relying on standard survey content, custom surveys focus on collecting targeted, relevant data to support informed decision-making.

When Custom Surveys Make Sense

- Addressing a specific organizational challenge
- Navigating sensitive or complex issues
- Evaluating the impact of a particular change or initiative
- Standard surveys do not capture the information needed

Custom surveys are especially useful when clarity and precision are critical.

How We Approach Custom Survey Design

Our approach includes:

- Consultation to understand the issue being addressed
- Intentional survey design aligned to decision-making needs
- Thoughtful analysis of both rated and narrative data

This level of customization allows organizations to gather insight that directly supports next steps.

Cascade's custom surveys are intentionally designed to ask the right questions, not just more questions. Let's start the conversation about how we can help you better understand and engage your workforce. Contact Cascade today at info@cascadeemployers.com.

HR & Compliance Training

The ADA: Service Animals and Emotional Support Animals in the Workplace

Understanding how the Americans with Disabilities Act (ADA) applies to workplace requests involving animals can be confusing for employers. While many people are familiar with service animals in public settings, workplace rules are different. For employers in Oregon and Washington, where state disability accommodation laws closely align with federal requirements, understanding how service animal and emotional support animal requests fit into the ADA interactive process is critical.

Jun 10 (Online), 8:30-9:30

\$115 / \$175

AI and Social Media in the Workplace: Compliance Considerations

AI tools and social media platforms are increasingly being used in the workplace for recruiting, communication, investigations, and documentation. While these tools can improve efficiency, they also raise new workplace compliance considerations. For employers in Oregon and Washington, understanding how the use of AI and social media intersects with employment laws is critical.

Aug 18 (Online), 8:30-9:30

\$115 / \$175

Corrective Action: Reduce Stress and Get Results

HR Academy #120

Disciplining employees isn't enjoyable, but with the right approach, it can be a positive step toward improvement. This course equips participants with the tools and confidence to navigate corrective action effectively. Learn to simplify the process, communicate with confidence, reduce stress and anxiety, and promote positive outcomes.

May 12 (Online), 8:30-10:30

\$115 / \$175

Crafting Powerful Interview Questions: Go Beyond "Tell Me About Yourself"

HR Academy #118

Frustrated with generic interviews that leave you unsure of your candidates' true potential? This workshop teaches you the skills to write insightful interview questions that truly reveal a candidate's fit for the role. Through hands-on exercises, real-world examples, and personalized feedback, you will learn the art of crafting interview questions that will help you assess your candidates' skills and potential.

May 19 (Online), 8:30-10:30

\$115 / \$175

Demystify the Interview Process: Hire with Confidence from Start to Finish

HR Academy #119

Feeling overwhelmed by the interview process? This workshop will give you the hands-on tools to conduct unbiased interviews that lead to hiring the people you need. Learn to recognize and mitigate the impact of interviewer unconscious bias, define selection criteria for the role, understand when to use different questioning techniques, and create a positive and professional experience for all candidates.

Jun 16 (Online), 8:30-10:30

\$115 / \$175

Documentation: Write it Right

HR Academy #121

Effective documentation is the cornerstone of HR success. It's your ally in making sound decisions and your defense against potential legal challenges. In this session, we'll explore how to harness the power of documentation to protect your organization and its employees. We'll delve into practical strategies for creating clear, concise, and legally defensible records. By the end of this session, you'll have the tools and knowledge to transform documentation from a dreaded task into a strategic advantage.

Jun 18 (Online), 8:30-10:00

\$115 / \$175



Harassment Awareness and Prevention for Supervisors

This practical and engaging training equips supervisors with the knowledge and tools to recognize, prevent, and appropriately respond to harassment in the workplace. Participants will learn to distinguish between inappropriate behavior, bullying, and unlawful harassment—including sexual harassment—and understand their role in creating a respectful, inclusive work environment.

Jun 2 (Online), 1:00-3:30

\$155 / \$235

Hiring Laws and Interview Bias: What Every Hiring Manager Should Know

In this session, participants will learn the legal basics of hiring and how unconscious bias can affect interview decisions. The training provides practical tools to ask better questions, avoid legal pitfalls, and improve the fairness of hiring processes.

Aug 27 (Online), 8:30-10:30

\$115 / \$175

Inclusive Hiring Practices

HR Academy #115

Unlock the power of a diverse team! Learn how to build a more inclusive recruitment process and attract top talent from all backgrounds. In this interactive session you will learn practical strategies to craft job postings that attract diverse candidates and eliminate unconscious bias, expand your talent pool and reach a wider audience, leverage social media for inclusive recruitment, conduct culturally competent interviews that create a positive candidate experience, and ensure your hiring process is EEOC compliant and avoids potential legal pitfalls.

May 7 (Online), 8:30-10:30

\$115 / \$175

Inclusive Onboarding Practices

HR Academy #116

This interactive training equips HR professionals to create a truly inclusive onboarding strategy that welcomes and supports all new employees, regardless of background or position. Discover how to differentiate onboarding from orientation, effectively onboard remote employees, embrace "pre-boarding," uncover the key elements that make an onboarding program truly inclusive and successful, and empower new employees to succeed and contribute meaningfully to your organization.

Jun 4 (Online), 8:30-10:30

\$115 / \$175

Managing Drugs and Alcohol in the Workplace: Reasonable Suspicion

This course is designed to equip supervisors and managers with the knowledge and skills necessary to identify potential substance impairment in employees and to respond effectively. Participants will learn to define and recognize the elements of reasonable suspicion, identify the signs and symptoms of drug and alcohol use, properly document observations and interactions, conduct effective and respectful employee approaches, initiate reasonable suspicion testing in accordance with company policy, and avoid common pitfalls in handling impairment situations.

Jul 9 (Online), 1:00-3:00

\$115 / \$175

Oregon and Federal Military Leave Laws

Managing employee leave can be complex, and military-related leave presents unique challenges. This session equips HR professionals and supervisors with the knowledge to support employees who serve in the military or have family members who do. Learn about employee rights, employer responsibilities, and compliance under federal and Oregon law. By the end of the course, you will be able to identify military leave scenarios, ensure compliance, and effectively support employees while maintaining organizational obligations.

Aug 25 (Online), 8:30-10:00

\$115 / \$175



Spanish Training and Translation Services

Need Spanish training or translation support? We can help.

- On-demand harassment awareness training for employees and supervisors
- Other training topics on-demand
- Translation services for employee handbooks, policies, training materials, etc.

For more information, contact info@cascadeemployers.com or call us at 503.585.4320.

Respect and Civility in the Workplace

With the rate in uncivil and disrespectful behavior in the workplace increasing, cultivating a positive work environment is essential to employee morale, retention and productivity. In this interactive session, learn how seemingly minor disrespectful behaviors can have a major impact; develop self-awareness to build stronger relationships; understand and appreciate the value of diversity in the workplace; gain practical tools to effectively respond to disrespectful behavior and minimize bullying; equip yourself with skills to resolve conflicts constructively; and, more.

Jul 16 (Online), 1:00-3:00

\$115 / \$175

Washington Leave Laws: Basic Compliance

HR Academy #109

Washington's leave laws are challenging and have undergone changes recently. This class equips you with the fundamental knowledge to confidently and compliantly navigate employee leave. We'll break down Washington's Paid Sick Leave (PSL), Washington's Paid Family Medical Leave (PFML), Washington's Family Care Act (FCA), and the federal Family Medical Leave Act (FMLA) to give you the essential knowledge for staying compliant with these intricate laws.

May 5 (Online), 1:00-3:00

\$115 / \$175



HR CONNECT

A Member Benefit

FREE to Cascade Members, HR Connect sessions are one-hour live online sessions by our own subject matter experts, and focus on trending HR topics and best practices around compliance, culture and connection.

Building the Foundation - Why Every Organization Needs a Compensation Philosophy and Strategy

Every successful pay program starts with a story, your why. A well-defined compensation philosophy not only guides pay decisions but also shapes culture, builds trust, and supports long-term success.

May 20 (Online), 12:00-1:00

FREE / \$50

Leave Interactions In Oregon

Over the past few years, Oregon's leave laws have seen significant updates. One of the most common questions employers and employees face is how these various laws work together. Join us for a discussion on the interactions between Paid Leave Oregon, the Oregon Family Leave Act, and the federal Family and Medical Leave Act.

Jul 15 (Online), 12:00-1:00

FREE / \$50

Remote and Hybrid Workforce - Oregon Employment Law Essentials

Navigating remote workforce compliance is complex. This session will break down employer obligations for employees working in other states, using Washington as a key example. Then, learn best practices for complying with Oregon employment laws when managing remote and hybrid staff.

Jun 17 (Online), 12:00-1:00

FREE / \$50

Total Rewards Statements - The Answer to How Much Do I Make?

Strong internal pay communication practices, like providing total rewards statements to employees, communicate the investment your company is making in them directly in a personalized and transparent way. Total rewards statements can bring a strategic advantage to employers in today's ultra-competitive economy.

Aug 19 (Online), 12:00-1:00

FREE / \$50

Compensation

AI in Total Rewards: Opportunities, Risks, and Responsible Integration

AI is transforming the workplace, including total rewards. This session explores how AI tools can save time, boost efficiency, and enhance the employee experience. Learn the potential benefits, risks, and limitations of AI in compensation and rewards, and discover strategies for thoughtful, responsible integration. Gain practical insights to navigate the future of total rewards with AI while maintaining fairness, oversight, and strategic alignment.

May 13 (Online), 8:30-9:30

\$115 / \$175

Building a Competitive Compensation Program

HR Academy #110

In today's competitive talent market, focusing on total compensation is essential. This session equips you to design a program that attracts, engages, rewards, and retains top performers. We'll delve into current compensation trends and guide you through developing a simple, competitive, and equitable pay plan. Learn how to create a total rewards package that fuels organizational success.

Jun 3 (Online), 1:00-2:30

\$115 / \$175

The Pay Conversation: Talking About Compensation with Clarity and Confidence

Compensation discussions are critical for building trust, clarity, and engagement, yet many leaders feel unprepared. This session explores how to approach pay conversations with transparency, consistency, and confidence. Learn strategies for addressing common challenges, including pay equity, market competitiveness, promotions, and differences in employee pay. Gain practical tools to strengthen trust, improve understanding, and reinforce confidence in your organization's compensation practices.

Jul 7 (Online), 1:00-2:00

\$115 / \$175

Understanding Pay Compression: Causes, Consequences, and What Comes Next

Pay compression can quietly erode pay equity, morale, and retention if left unchecked. In this session, learn why pay compression happens, how it affects equity and employee engagement, and what it reveals about your compensation structure. Explore practical strategies to identify and address compression and discover effective ways to communicate with employees about pay. Whether you're spotting early signs or managing ongoing challenges, gain the insights needed to restore balance and strengthen your compensation practices.

Aug 4 (Online), 8:30-9:30

\$115 / \$175



SERVING THE HR PROFESSION TOGETHER

Many of Cascade's classes qualify as credit toward your aPHR, PHR, SPHR or GPHR recertification.

And, if you're a Cascade member you'll receive the following benefits when obtaining or renewing HRCI certifications:

- Earn up to twelve (12) Recertification Credits per renewal cycle
- \$50 discount off the aPHR, PHR, SPHR or GPHR exam fee

Contact training@cascadeemployers.com to learn more.

HR Academy

A Certificate Program for Human Resource Professionals

This series is designed to provide you with the HR knowledge, tools and resources you need to manage and lead in the core functions of HR as well as more specialized areas.

Each session integrates core HR and leadership principles with real life scenarios, trends and the practical tools and guidance you need to take your HR skills to the next level.

Choose Your Certificate Series

HR Fundamentals: Perfect for those newer to HR, or those seeking to expand their general HR knowledge. To receive this certificate participants must complete 22 credit hours.

HR Professional: If you're seeking more in-depth or specialized knowledge, this is the series for you. To receive this certificate participants must complete 36 credit hours.



No matter what certificate you seek, choose whatever electives best meet your needs. Take the classes at your own pace. There is no time limit for completing the series.

Elective Courses

Compliance

- 101: Oregon Employment Law: The Basics (3 credits)
- 102: Washington Employment Law: The Basics (2 credits)
- 103: Oregon Leave Laws: Basic Compliance Obligations (2 credits)
- 104: Oregon Leave Laws: Administering Family and Medical Leave (1 credit)
- 105: Paid Leave Oregon: Basics of Compliance (2 credits)
- 106: Oregon Leave Laws: Advanced Scenarios (2 credits)
- 107: Oregon Wage and Hour Laws: The Basics (2 credits)
- 108: Washington Wage and Hour: The Basics (2 credits)
- 109: Washington Leave Laws: Basic Compliance (2 credits)
- 110: Building a Competitive Compensation Program (1.5 credits)
- 111: The ADA: Fundamentals of Workplace Disability and Accommodation Compliance (2 credits)
- 112: The ADA: Applying Disability Law to Workplace Practice (2 credits)
- 113: Writing Job Descriptions That Get Results (2 credits)
- 114: Mitigating Risk with Employee Terminations (2 credits)

Recruitment and Hiring

- 115: Inclusive Hiring Practices (2 credits)
- 116: Inclusive Onboarding Practices (2 credits)
- 117: Find the Best: Strategies for Recruiting Quality Talent (2 credits)
- 118: Crafting Powerful Interview Questions: Go Beyond "Tell Me About Yourself" (2 credits)
- 119: Demystify the Interview Process: Hire with Confidence from Start to Finish (2 credits)

Performance Management and Employee Engagement

- 120: Corrective Action: Reduce Stress and Get Results (2 credits)
- 121: Documentation: Write it Right (1.5 credits)
- 122: Employee Engagement: Beyond Satisfaction (3 credits)
- 123: Accountability and Delegation (3 credits)
- 124: Finding Ease in Difficult Conversations (3.5 credits)
- 125: Performance Management in the Modern Workplace (2.5 credits)

Tuition: Fundamental Certificate – \$ 990 Member Rate / \$1,485 Non-Member Rate
Professional Certificate – \$1,620 Member Rate / \$2,430 Non-Member Rate

Get started toward your certification by registering for the HR Academy Certificate Program at www.cascadeemployers.com/hr-academy today.



HR Service Highlights

For Members Only: Cascade membership includes a wide range of HR resources, but employers are not always sure where to start or how to use them fully. Our HR Services webinars are a monthly series focused on the tools, consulting services, and support available through Cascade. These sessions walk through how our services work, when to use them, and practical ways to get more value from your membership.

Each webinar highlights a specific area of support such as HR consulting, employee surveys, workplace investigations, compensation guidance, leadership development, and compliance resources. You will see how the service works, when employers typically use it, and how to access help when issues come up.

June Service Highlight: Discover Supervisory Success with Conflict, Coaching, and Accountability

Are you looking for a dynamic training for your leaders? Join us as we highlight our Conflict, Coaching, & Accountability series. This popular training is ideal for leaders at all levels and can be delivered virtually or brought on-site to engage larger teams in an interactive, in-person learning experience.

Jun 23 (Online), 12:00-12:30 \$FREE

July Service Highlight: HR Audits

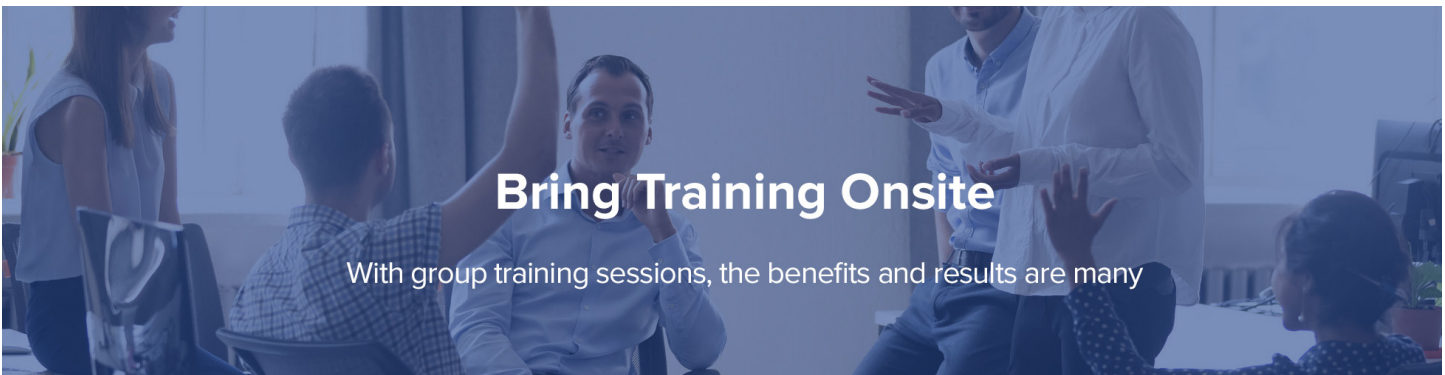
Compliance focused HR audits are important tools for employers to ensure state and federal laws are being followed, and to help identify gaps and manage risk. Come learn about different compliance focused HR Audits that Cascade offers, and hear about what to expect with our strategic, yet practical approach.

Jul 21 (Online), 12:00-12:30 \$FREE

August Service Highlight: Coaching for Success

Do you want to add coaching to your professional development program? Is there a leader in your organization who can benefit from 1:1 support? Meet our coaching staff and ask questions in this 30-minute overview of Cascade's Coaching Program.

Aug 11 (Online), 12:00-12:30 \$FREE



Bring Training Onsite

With group training sessions, the benefits and results are many

Maximize the benefits of on-site training. Bring us to you.

Leadership Development

Basics of Supervision

Good supervisors are the first line of defense against employee disengagement and turnover. Yet only one third of all supervisors and managers are perceived to be strong leaders. This two-day leadership training course is designed for individuals who are new to leadership roles, including aspiring leaders, frontline supervisors, and mid-level managers.

Whether you are stepping into a leadership position for the first time or recently transitioned into a supervisory or managerial role, this program provides the essential tools to lead with confidence, foster team engagement, and drive success in your organization.

This comprehensive training program is delivered over two full days, offering a blend of interactive discussions, real-world applications, and practical exercises to enhance leadership confidence and competence. Participants will develop the skills necessary to navigate the challenges of supervisory roles, motivate their teams, and create a culture of accountability and growth. Participants can choose to attend the full two-day program or just the first session.

May 21-22; Jun 11-12; Jul 16-17; Aug 13-14
8:30-4:30 (Online)

Full Course Pricing: \$630 / \$945
Part One Only: \$350 / \$525

Basics Plus Upgrade*: \$1225 / \$1840
**includes three 60-minute coaching sessions*

Beyond the Drama: Practical Tools for a Healthier Team

Stop workplace drama before it disrupts your team. This interactive training helps leaders recognize and address the patterns that fuel gossip, blame, and unproductive conflict. Participants will learn to identify common workplace drama dynamics, including the drama triangle, and practice strategies for stepping out of these cycles. Through real world scenarios and group discussion, you will gain practical tools to reduce drama and build a healthier, more collaborative team culture.

Aug 12 (Online), 8:30-11:00 \$155 / \$235

The Complete Leader: 6-Part Development Series

Master the art of leadership and empower team members in this comprehensive virtual training series. Led by experienced instructors, each course combines insightful instruction with interactive workshops. Gain practical skills, build confidence, and tackle real-world scenarios to become a more effective leader.

The series covers six essential areas:

- **Foundations of Leadership** – Establish a strong foundation for success and build trust on a team.
- **Coaching: Bring Out the Best in Others** – Learn to unlock potential in others through effective coaching techniques. Motivate and inspire team members to achieve their full potential.
- **Essentials of Teamwork: Build a Collaborative Culture** – Cultivate a collaborative environment where everyone thrives.
- **Conquer Fear and Ambiguity During Change** – Navigate change with confidence and guide the team through transitions.
- **Strategic Decision-Making and Problem Solving** – Learn to make strategic decisions, apply problem-solving techniques, mitigate biases, and collaborate effectively with their teams while aligning choices with long-term goals and organizational priorities.
- **Address Poor Performance with Confidence** – Learn effective strategies for handling performance issues with empathy and clarity.

By the end of this series, you will be able to:

- Implement core leadership principles for a thriving team.
- Coach and develop team members' talents.
- Foster a positive and collaborative work environment.
- Lead with confidence during periods of change.
- Increase efficiency and achieve goals with a team.
- Address performance issues constructively and effectively.

Don't miss this opportunity to invest in your leadership development and empower your team for success!

May 5, 12, 19 & 26; Jun 2 & 9
(Online), 7:30-10:00

Series Pricing: \$ 699 / \$1050

Individual Session Pricing: \$ 155 / \$ 235

Complete Leader Plus Upgrade*: \$1295 / \$1940
**includes three 60-minute coaching sessions*

Conflict, Coaching, and Accountability

This three-part series equips you with the skills to become a leader who fosters a culture of growth, ownership, and results. We'll delve into the cornerstones of effective leadership: the power of coaching, clear accountability practices, and navigating productive disagreements.

Interactive sessions will focus on

- **Managing Conflict in the Workplace** - Conflict doesn't have to be a roadblock; it can be a catalyst for stronger collaboration, innovation, and team cohesion.
- **Coaching for Success** - Great leaders empower their teams by fostering growth, ownership, and accountability.
- **Workplace Accountability for Leaders** - Strong teams thrive when accountability is clear, consistent, and empowering.

Jul 8, 15 & 22 (Online), 8:30-11:30

Series Pricing: \$ 405 / \$ 610

Individual Session Pricing: \$ 155 / \$ 235

Productivity Power Skills: Master Time, Prioritization, and Focus

Feeling stretched thin or pulled in too many directions? This energizing session equips you with practical tools to take control of your workload, cut through distractions, and focus on what truly matters. Learn to prioritize tasks that drive results, manage competing demands effectively, strengthen attention, and build sustainable habits that keep you productive without burning out.

Jul 21 (Online), 8:30-10:30

\$115 / \$175

Quality Starts with You: Personal Accountability at Work

Quality and accountability are not just organizational expectations; they are daily choices employees make. In this session, participants will learn how their decisions impact customer satisfaction, team performance, and overall results. Through practical examples and interactive discussion, participants will explore the difference between completing tasks and owning outcomes, while learning strategies to prevent errors, reduce rework, and take ownership for quality work.

Jun 30 (Online), 8:30-11:00

\$155 / \$235



All online, on-demand learning allows learners to access training opportunities when it's convenient for them. No need to show up at a specific time or place. It's an efficient and cost-effective way to develop employees.

Some courses are standalone topics of varied length, while others are micro-learning we've bundled together for you. In bundled courses, each topic within the course is typically 5-10 minutes long. These bite-sized learning opportunities are short and to the point allowing for better retention of the information by the learner. AND more convenient when everyone is pressed for time.

Visit our website to check out what's currently available:

Sample topics:

- Harassment Awareness (including California)
- Transitioning from Peer to Boss
- Leading in a Remote and Hybrid Workplace
- Effective Communication
- Project Management
- Productivity
- Coaching Employees
- Conflict Management
- Delegating Work
- Change Management

www.cascadeemployers.com/on-demand-classes

Meet Our Training Team



Jenna Reed,
Senior Vice President
and General Counsel



Lindsay Hill,
Director, Compensation
Services



Plummer Bailor,
Leadership Development
Consultant



Carolyn Culley,
Director of Learning and
Development



Caitlin Egeck,
HR and Compliance
Manager



Maria Cenicerros,
Senior HR
Consultant



Trudy Hylemon,
Senior HR & Leadership
Consultant



Mackenzie Cowan,
HR Consultant



Jocelyn Billings,
Training Coordinator



McKenna Arnold,
Survey and Research
Manager



Margaret Oglesby,
Compensation
Consultant



Olivia Steelman,
Compensation
Consultant

*Behind every great organization
is a well-trained staff.*

What Our Members Say



Katlin B.

Total Rewards Analyst
Reser's Fine Foods of Beaverton, OR

"This is a great association to be a member of! They offer great opportunities for free and discounted training and can even come to you for on-site training if desired. They have lots of information on various topics that are easy to access as well."



What Our Members Say



Teri B.

HR Manager,
Freres Engineered Wood of Lyons, OR

"I have been working to develop a more robust, multi-platform L&D program for our employees and having the On Demand and Online courses that CEA offers has been very helpful in this endeavor. Their trainings are very well done and presented in a way that everyone can understand, learn or be reminded of, and also immediately apply in their jobs. The presenters are top-notch!"



Responsive Service

Plus...

- Assistance with COBRA, HIPAA, and other administrative issues
- Single source billing
- Online enrollment
- ACA compliance

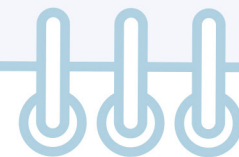


Association Health Plan Benefits

- Health, vision, dental, and life
- Small groups can leverage large group rates
- Extensive provider network
- Choice of plans
- Alternative care

GROUP BENEFITS

Get a quote for the
Cascade Employers
Association Health Plan.



Schedule a complimentary
consultation appointment
now!

Contact Alera Group at
csnwinfo@alera.com
or call **503.546.7415**



Cascade Employers Association
Building better workplaces through
compliance, culture, connection

Sound HR Advice & Workplace Solutions Whenever You Need It



HR Support

Access to a team of experienced professionals. Quick answers to questions, compensation planning, policy development, on-site HR support, AAP development, performance appraisal tools, and more.



Recruitment & Talent Acquisition

Let our Talent Acquisition experts handle the sourcing, screening and selection of top candidates so your staff can focus on what they do best.



Compliance

Ensure the legal compliance and effectiveness of your entire HR program before a crisis happens: HR assessments, HR audits, and consultation on employee situations.



Pay & Benefits Surveys

Accurate market pay and benefit data is a must for recruiting and retaining the right people. Local and national data for hundreds of exempt, nonexempt and executive positions.



Training

Behind every organization is a well trained staff. Get proven soft skills and compliance training to achieve performance improvement and personal success for your managers, supervisors, and employees.



Employee Benefits

Control employee benefit costs. Group health insurance, retirement plan, benefit program design and evaluation.



Cascade Employers Association