



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

September 2026 -
February 2027



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, 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, \$125 / \$190).

■ HR Academy and Leadership Academy Designations –

Many classes say "HR Academy" and/or "Leadership Academy" directly under the title. Although these classes are electives within our popular certification programs, they are also offered as standalone trainings.

■ 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.

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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.

2027 Compliance Updates

2027 Oregon Compliance Update

Our most popular session of the year for employers with employees in Oregon will ensure that you are prepared for 2027. Oregon's 2026 legislative session brought several important changes to employment law, while continued developments at the federal level are also impacting employers. Staying ahead of these changes is crucial for protecting your organization and your workforce.

We'll cover many important state and federal employment law changes that took effect in 2026, along with upcoming changes for 2027:

- Paid Leave Oregon and paid sick leave changes
- New pay statement requirements
- Wage and hour developments
- Immigration-related workplace protections
- Workplace violence prevention requirements
- New BOLI payroll tax
- Agricultural employee overtime requirements
- Caregiver wage and overtime protections
- Predictive scheduling changes
- New protections for minor employees
- Disability protections
- Federal employment law developments
- Important court decisions

And much more, including trends and what to expect in 2027.

Dec 1 (Online), 8:30-10:30

\$125 / \$190

2027 Washington Compliance Update

Our most popular session of the year for employers with employees in Washington will ensure that you are prepared for 2027. Washington's 2026 legislative session brought significant changes to employment law, while continued developments at the federal level are also impacting employers. Staying ahead of these changes is crucial for protecting your organization and your workforce.

We'll cover many important state and federal employment law changes that took effect in 2026, along with upcoming changes for 2027:

- Paid Family and Medical Leave changes
- Minimum wage and overtime exemption updates
- Fair Chance and hiring requirements
- Expanded pregnancy and lactation protections
- Noncompete agreement changes
- Pay transparency requirements
- Wage and hour developments
- Immigration-related workplace requirements
- Workplace violence and employee safety requirements
- Domestic worker protections
- Washington's new retirement savings program
- Federal employment law developments
- Important court decisions

And much more, including trends and what to expect in 2027.

Dec 3 (Online), 8:30-10:30

\$125 / \$190

Attend these must-have Annual Update sessions to help you navigate the maze of changes ahead.

The ADA: Fundamentals of Workplace Disability and Accommodation Compliance

HR Academy #112

Creating a fair and compliant workplace starts with understanding the Americans with Disabilities Act (ADA), the federal law at the core of workplace disability rights. For employers in Oregon and Washington, where state laws closely align, ADA knowledge is key to fostering compliance and inclusion. This course is designed for HR professionals, managers, and supervisors seeking practical guidance on applying these requirements in the workplace.

Sept 10 (Online), 1:00-3:00

\$125 / \$190

The ADA: Applying Disability Law to Workplace Practice

HR Academy #113

Building on your foundational Americans with Disabilities Act (ADA) knowledge, this interactive session focuses on applying the law throughout the entire employment process. Designed for HR professionals, managers, and supervisors in Oregon and Washington, this course offers practical strategies to ensure compliance and foster an inclusive workplace. We'll explore real-world scenarios to equip you with the knowledge and skills to address ADA concerns effectively and foster a more welcoming workplace for everyone.

Nov 3 (Online), 1:00-3:00

\$125 / \$190

AI at Work: Compliance Risks and Best Practices

Artificial Intelligence (AI) is rapidly changing the workplace, and many organizations are already navigating the use of AI tools, whether formally adopted or not. This training equips employers, HR professionals, and supervisors to identify and address the compliance, privacy, and workplace risks associated with AI use.

Jan 26 (Online), 8:30-10:00

\$125 / \$190

Corrective Action: Reduce Stress and Get Results

HR Academy #121 | Leadership Academy #221

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.

Sept 24 (Online), 8:30-10:30

\$125 / \$190

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

HR Academy #119

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.

Nov 18 (Online), 8:30-10:30

\$125 / \$190

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

HR Academy #120

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.

Oct 8 (Online), 8:30-10:30

\$125 / \$190

Documentation: Write it Right

HR Academy #122 | Leadership Academy #222

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.

Oct 7 (Online), 8:30-10:00

\$125 / \$190

Employment Law for Supervisors

This practical, interactive workshop is designed to give supervisors the essential employment law knowledge and tools they need to manage their teams effectively and legally. It will help bridge the gap between leadership and legal compliance, empowering your leaders to protect the organization while supporting their teams. Through real-world scenarios, group activities, and guided discussion, participants will leave with a step-by-step approach to handling employment law matters confidently and minimizing risk.

Jan 7 (Online), 8:30-3:30

\$425 / \$640

Find the Best: Strategies for Recruiting Quality Talent

HR Academy #118

With increasing competition for attracting and keeping top talent, making great hiring decisions is no easy task. In this interactive session, you will learn to craft compelling job advertisements, source like a pro, and build a magnetic employer brand that attracts the best! Find out what applicants are looking for, which job boards to post on, and common mistakes to avoid.

Nov 5 (Online), 8:30-10:30 **\$125 / \$190**

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.

Feb 24 (Online), 1:00-3:30 **\$170 / \$255**

Inclusive Hiring Practices

HR Academy #116

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.

Sept 23 (Online), 8:30-10:30 **\$125 / \$190**

Inclusive Onboarding Practices

HR Academy #117

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.

Oct 22 (Online), 8:30-10:30 **\$125 / \$190**

Intro to Oregon Workers' Compensation

This one-hour virtual training provides a foundational overview of workers' compensation in Oregon for HR professionals who are new to the process. Designed for beginners, the course explains key concepts, employer responsibilities, and the steps involved when a workplace injury occurs. Attendees will gain practical knowledge to confidently support employees and navigate the workers' compensation system.

Jan 12 (Online), 8:30-9:30 **\$125 / \$190**

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.

Oct 6 (Online), 1:00-3:00 **\$125 / \$190**

Mitigating Risk with Employee Terminations

HR Academy #115

Every employee termination carries inherent risk. This session equips participants with the knowledge and skills to navigate the termination process effectively, minimizing potential liabilities. Learn the red flags that signal increased risk, including poor documentation, supervisor missteps and timing traps, and understand the most common post-employment claims arising from terminations and how to employ sound practices.

Jan 20 (Online), 1:00-3:00 **\$125 / \$190**

Oregon Employment Law: The Basics

HR Academy #101

In today's dynamic workplace, staying compliant with employment law is crucial for any organization. This course equips you with the essential understanding of key legal issues for Oregon employers and best practices to minimize risk and foster a positive work environment. By the end of this course, you will be able to understand the federal and Oregon employment laws for your workplace, implement proactive measures to foster a culture of compliance and respect, make informed decisions regarding employee matters, and stay updated on evolving legal trends in the workplace.

Sept 15 (Online), 8:30-11:30 **\$170 / \$255**

Oregon Leave Laws: Basic Compliance Obligations

HR Academy #103

Oregon's leave laws are complex and have undergone significant changes recently. If your organization has 25 or more employees in Oregon and you're new to navigating family and medical leave or just trying to keep pace with the latest updates, this class is for you. We'll break down Paid Leave Oregon (PLO), Oregon's Family Leave Act (OFLA), and the federal Family Medical Leave Act (FMLA) to give you the essential knowledge for staying compliant with these intricate laws.

Oct 14 (Online), 1:00-3:00 **\$125 / \$190**

Oregon Leave Laws: Administering Family and Medical Leave

HR Academy #104

Administering family leave in Oregon is a complex task, governed by intricate regulations and a strict administrative process. Recent updates to forms and procedures have only added to the challenge. This class is designed for anyone managing employee leave. We'll guide you through a real-world scenario and walk you through the necessary forms and procedures so you can handle these situations with confidence and ensure compliance with all applicable laws.

Oct 20 (Online), 1:00-2:00 **\$125 / \$190**

Oregon Leave Laws: Advanced Scenarios

HR Academy #106

If you've already mastered the basics of Oregon's leave laws, this course is your next step. Using real-world scenarios, we'll explore and resolve the more challenging issues frequently encountered in family and medical leave administration. You'll learn about the interplay between PLO, OFLA, and FMLA, managing leave extension requests, managing suspected abuse, common paperwork problems, and much more.

Dec 8 (Online), 8:30-10:30 **\$125 / \$190**

Oregon Wage and Hour Laws: The Basics

HR Academy #107

Wage and hour laws are complex, and even minor missteps can lead to expensive lawsuits. This course equips you with the knowledge to confidently navigate these regulations and ensure your employees are paid correctly. You will learn to identify key federal and state wage and hour regulations, classify employees as exempt or non-exempt, calculate minimum wage and overtime pay accurately, understand meal break and rest period requirements, and maintain compliant records.

Dec 16 (Online), 8:30-10:30 **\$125 / \$190**

Oregon Wage and Hour Laws: Beyond the Basics

HR Academy #108

Navigating Oregon's robust wage and hour laws can be challenging for employers. Building on foundational knowledge, this advanced course empowers HR professionals, payroll specialists, and managers to tackle intricate challenges through practical, scenario-based training. You'll gain the skills necessary to navigate complex wage and hour situations and proactively address potential missteps that can lead to costly penalties and litigation.

Jan 14 (Online), 1:00-2:30 **\$125 / \$190**

Paid Leave Oregon: Basics of Compliance

HR Academy #105

Paid Leave Oregon (PLO) is a statewide paid leave program that applies to all Oregon employers, regardless of size. We'll cover essential compliance topics such as determining employer coverage and employee eligibility, qualifying reasons for leave, and how to apply PLO when employees work remotely or in hybrid settings. The training also explores how to calculate and track leave usage, coordinate with short-term disability plans, and comply with employee rights and protections. Additionally, we'll walk through the employee application process, employer notice obligations, required reporting, how to handle overpayments, and the appeals process.

Nov 10 (Online), 1:00-3:00 **\$125 / \$190**

Respect and Civility in the Workplace

With uncivil and disrespectful behavior in the workplace increasing, cultivating a positive work environment is essential to employee morale, retention and productivity. 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.

Dec 17 (Online), 1:00-3:00 **\$125 / \$190**

Washington Employment Law: The Basics

HR Academy #102

For HR professionals with employees in Washington, this comprehensive training provides a strong foundation in the key legal areas impacting your workplace. By the end of this course, you will be able to understand the federal and Washington employment laws for your workplace, implement proactive measures to foster a culture of compliance and respect, make informed decisions regarding employee matters, and stay updated on evolving legal trends in the workplace.

Sept 29 (Online), 8:30-10:30 **\$125 / \$190**

Washington Leave Laws: Basic Compliance

HR Academy #110

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 Care Act (FCA), and the federal Family Medical Leave Act (FMLA) to give you the essential knowledge for staying compliant with these intricate laws.

Feb 2 (Online), 1:00-3:00

\$125 / \$190

Writing Job Descriptions that Get Results

HR Academy #114

Tired of unqualified applicants or employee confusion about their roles? Accurate and well-written job descriptions are the secret weapon for any HR professional. This course equips you to create descriptions that not only attract top talent, but also ensure a smooth onboarding process and clear expectations throughout employment. You'll gain expertise in crafting compelling content, writing for clarity, staying compliant, and maximizing HR efficiency.

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

\$125 / \$190

Washington Wage and Hour: The Basics

HR Academy #109

Washington's wage and hour regulations are detailed and can be challenging to navigate, especially due to the interplay of federal, state, and local laws. This course equips you with the essential skills to maintain compliance, ensuring your employees are paid correctly every time. By staying up to date, you'll protect your organization from expensive penalties and legal disputes that can arise from even minor payroll mistakes.

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

\$125 / \$190



**Cascade Employers
Association**

On-Demand Trainings

Online, on-demand learning lets employees train anytime, anywhere; no fixed schedule required, making it efficient and cost-effective.

Courses range from standalone topics to bundled micro-learning (typically 5-10 minutes per topic). These bite-sized formats boost retention and fit easily into busy schedules.

cascadeemployers.com/on-demand-classes

- Harassment Awareness
- Building Accountability
- Project Management
- Conflict Management
- Change Management
- Delegating Work
- Effective Time Management
- Healthy Communication
- And many 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:** Oregon Wage and Hour Laws: Beyond the Basics (1.5 credits)
- 109:** Washington Wage and Hour: The Basics (2 credits)
- 110:** Washington Leave Laws: Basic Compliance (2 credits)
- 111:** Building a Competitive Compensation Program (1.5 credits)
- 112:** The ADA: Fundamentals of Workplace Disability and Accommodation Compliance (2 credits)
- 113:** The ADA: Applying Disability Law to Workplace Practice (2 credits)
- 114:** Writing Job Descriptions That Get Results (2 credits)
- 115:** Mitigating Risk with Employee Terminations (2 credits)

Recruitment and Hiring

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

Performance Management and Employee Engagement

- 121:** Corrective Action: Reduce Stress and Get Results (2 credits)
- 122:** Documentation: Write it Right (1.5 credits)
- 123:** Employee Engagement: Beyond Satisfaction (3 credits)
- 124:** Workplace Accountability for Leaders (3 credits)
- 125:** Finding Ease in Difficult Conversations (3.5 credits)
- 126:** Performance Management in the Modern Workplace (2.5 credits)
- 127:** Delegating to Develop Your Team (2 credits)

Tuition: Fundamental Certificate – \$1,050 Member Rate / \$1,575 Non-Member Rate
Professional Certificate – \$1,715 Member Rate / \$2,575 Non-Member Rate

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

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.*

Performance Improvement Coaching - An Opportunity for Positive Change

When an employee is underperforming, organizations often face a difficult choice; invest more time or move toward separation. Performance Improvement Coaching can provide one final opportunity for success.

Sept 16 (Online), 12:00-1:00

FREE / \$50

10 Pillars of Leadership

Much of the failure in leadership today can be attributed to a lack of understanding of the foundational tenets of leadership. Walk away from this session with a firm understanding of how being strategic, purposeful, intentional, and focused, can help you develop the skills necessary to effectively utilize the 10 Pillars of Leadership and position yourself and your team for success.

Oct 21 (Online), 12:00-1:00

FREE / \$50

2026 Compensation Trends and the Year Ahead

With compensation remaining a top priority for employers and employees alike, join us to examine key 2026 trends and explore what's shaping compensation strategies for 2027. Gain insights into market shifts, pay practices, and emerging approaches that will help your organization stay competitive and equitable in the year ahead.

Nov 18 (Online), 12:00-1:00

FREE / \$50

Overcome Leadership Burnout

Feeling exhausted, overwhelmed, or like work never leaves your mind? Leadership burnout can affect even the most dedicated leaders, but it doesn't have to. Learn how to recognize burnout early, understand its impact on your health and performance, and challenge the myths that keep leaders stuck in stress mode.

Dec 16 (Online), 12:00-1:00

FREE / \$50



Cascade Employers Association

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.

Compensation

Building a Competitive Compensation Program HR Academy #111

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.

Oct 29 (Online), 1:00-2:30 **\$125 / \$190**

Compensation in the Age of AI: Rethinking Pay, Skills, and Workforce Value

Artificial intelligence (AI) is reshaping jobs, skills, and compensation practices across organizations of all sizes. For HR professionals, nonprofit leaders, and business owners, the challenge is adapting pay strategies to changing workforce needs while managing limited resources. In this practical session, you'll learn simple, scalable approaches to compensation that help you respond to AI driven workplace changes without a complex redesign of your pay programs.

Dec 2 (Online), 1:00-2:00 **\$125 / \$190**

Expanding Total Rewards Without Expanding Payroll

When salary budgets are limited, organizations need creative ways to attract, retain, and engage employees. This session explores practical total rewards strategies that increase employee value through benefits, flexibility, development, recognition, and culture, without significantly increasing payroll costs.

Oct 15 (Online), 1:00-2:00 **\$125 / \$190**

Trust as Currency: How Pay Transparency Strengthens Workplace Culture

In an era of unprecedented access to compensation information, organizations must rethink their approach to employee pay communication. In this session, we'll help you identify your organization's current pay transparency level and equip leaders to communicate pay practices with clarity, empathy, and consistency.

Nov 19 (Online), 1:00-2:00 **\$125 / \$195**



Unlimited live training. One flat fee.

Give one team member unlimited access to Cascade's live virtual public training programs all year long for one flat annual fee.

\$1,599 per subscription

Replaces individual course registration fees.

Exclusively for Cascade members. Learn more at:
cascadeemployers.com/all-access-training

What's included:

- Unlimited enrollment in live virtual public trainings, with new courses added year-round
- SHRM & HRCI recertification credits
- Access to 4 certificate pathways (HR Academy Fundamentals & Professional, Leadership Academy Certificate, Leadership Professional Certificate)
- Live, instructor-led sessions from Cascade's regional HR and employment law experts



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.

September Highlight: Handbooks

Keeping your Employee Handbook updated is a key compliance and risk management task. Come meet the team responsible for keeping your employee handbooks updated and hear about our approach and process.

Sept 22 (Online), 12:00-12:30 \$FREE

October Highlight: People Analytics and Predictive Index

Hiring and keeping the right people shouldn't feel like guesswork. Join us for a free introduction to The Predictive Index (PI), a science-backed talent optimization tool that helps you make smarter hiring decisions, build stronger teams, and create a culture where people want to stay.

Oct 13 (Online), 12:00-12:30 \$FREE

November Highlight: Workplace Investigations - When You Can't Do It On Your Own

Even the most experienced HR professionals encounter investigations that are too sensitive or high-risk to manage internally. Meet our investigation experts and learn how outside investigators approach difficult cases with objectivity, clarity, and care.

Nov 17 (Online), 12:00-12:30 \$FREE

December Highlight: 2027 Survey Strategy - Your Blueprint to Leverage Surveys for Success

Join our survey department for a sneak peek at the 2027 survey schedule. Explore our compensation, benefits, and trends surveys launching next year, and learn how to leverage our third-party survey services to successfully inform your 2027 strategic planning.

Dec 15 (Online), 12:00-12:30 \$FREE

HABLA ESPAÑOL?



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.

Leadership Development

Address Poor Performance with Confidence

Leadership Academy #211

Feeling frustrated with managing performance? Learn to deliver impactful performance feedback that addresses both strengths and areas for improvement. Attendees will also develop the ability to determine some of the root causes of underperformance, allowing them to create improvement plans. By the end of the workshop, participants will have learned skills to address performance concerns with confidence, all while maintaining a positive and supportive work environment.

Feb 23 (Online), 8:30-11:00

\$170 / \$255

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.

Sept 17-18; Oct 15-16; Nov 12-13; Dec 10-11;

Jan 21-22; Feb 18-19 **8:30-4:30 (Online)**

Full Course Pricing: **\$765 / \$1150**

Part One Only: **\$425 / \$640**

Basics Plus Upgrade*: **\$2965 / \$4450**

**includes six 60-minute coaching sessions*

Beyond the Drama for a Better Workplace

Leadership Academy #214

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, gain practical tools to reduce drama and build a healthier, more collaborative team culture.

Dec 9 (Online), 1:00-3:30

\$170 / \$255

Coaching to Bring out the Best in Others

Leadership Academy #208

Great leaders empower their teams by fostering growth, ownership, and accountability. Explore how to adopt a coaching mindset and guide meaningful conversations that inspire development and engagement. Using real-world scenarios, you'll learn to support team members in discovering their own solutions, encouraging insight and confidence, while building a culture of continuous improvement and accountability.

Oct 28 (Online), 8:30-11:30

\$170 / \$255

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 to Bring Out the Best in Others** - 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.

**Oct 21 & 28 and Nov 4 (Online),
8:30-11:30**

\$445 / \$670

Communicate with Impact: Essential Skills for Leaders

Leadership Academy #207

Strengthen your ability to communicate with precision, confidence, and impact in every interaction. Build the core communication skills leaders need to influence, align, and engage teams across all levels of an organization while understanding how communication directly shapes engagement, performance, and culture.

Nov 19 (Online), 8:30-11:00

\$170 / \$255

Conquer Fear and Ambiguity During Change

Leadership Academy #215

In today's dynamic work environment, leading through change effectively is crucial to maintaining a positive, productive team environment. This interactive session equips leaders with the tools and strategies to navigate the changes within their teams and organizations and empowers leaders to not only conquer their own anxieties but also foster a positive and productive environment for their teams during these transitions.

Dec 15 (Online), 8:30-11:00

\$170 / \$255

Delegating to Develop Your Team

HR Academy #127 | Leadership Academy #227

Effective delegation is more than offloading tasks. It's a powerful leadership strategy for building team capability and driving growth. This course equips managers and supervisors with practical tools to delegate with clarity and confidence. Key takeaways include delegating with clear expectations, getting buy-in, when agreements are broken, and leadership through delegation.

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

\$125 / \$190

Emotional Intelligence in Leadership

Leadership Academy #217

Emotional intelligence is a critical leadership skill that influences communication, decision-making, relationships, and team performance. In this training, learn how to increase self-awareness, manage emotions effectively, demonstrate empathy, and build stronger workplace relationships. Leaders will leave with practical tools to enhance communication, navigate conflict, and create a more engaged and productive team.

Dec 2 (Online), 8:30-11:00

\$170 / \$255

Employee Engagement: Beyond Satisfaction

HR Academy #123 | Leadership Academy #223

In today's dynamic workplace, engaged employees are the key to unlocking an organization's full potential. This training provides an understanding of employee engagement, how it differs from employee satisfaction, and why engagement is a critical driver of organizational success. Participants will explore current engagement trends, common threats to engagement, methods for measuring engagement, and practical strategies for building and sustaining a highly engaged workforce.

Feb 9 (Online), 1:00-4:00

\$170 / \$255

Essentials of Teamwork: Build a Collaborative Culture

Leadership Academy #203

This interactive session ignites the power of teamwork! Learn how to foster a collaborative environment where everyone feels valued, ideas flourish, and success is achieved together. Learning objectives include the power of collaboration, building trust and psychological safety, effective communication and active listening, cultivating a culture of belonging, conflict resolution and negotiation, and action planning for collaboration.

Nov 17 (Online), 8:30-11:00

\$170 / \$255

Finding Ease in Difficult Conversations

HR Academy #125 | Leadership Academy #225

Having workplace conversations that feel tense or unproductive? This course equips leaders to navigate even the most challenging discussions with clarity, respect, and purpose. We'll explore how to foster a culture of constructive problem-solving, where your team can address issues collaboratively, proactively, and with a sense of empowerment.

Jan 13 (Online), 8:30-12:00

\$170 / \$255

Foundations of Leadership

Leadership Academy #201

This dynamic workshop equips participants with strategies for effective leadership. Learners are introduced to the importance of the leader's mindset and the key competencies that drive success at any level, regardless of the leader's specific role or title.

Sept 9 (Online), 8:30-11:00

\$170 / \$255

Influence Without Authority

Leadership Academy #209

Success in today's workplace often depends on the ability to influence others without relying on formal authority. Learn how to build credibility, strengthen relationships, communicate persuasively, and gain commitment across teams. Discover practical strategies for influencing decisions, building trust, and leading effectively regardless of title or position.

Feb 4 (Online), 8:30-11:00

\$170 / \$255

Leading a Multi-Generational Workforce

Leadership Academy #204

With up to five generations working side by side, leaders must navigate differing perspectives, communication styles, and workplace expectations. This training provides practical strategies for fostering collaboration, reducing generational misunderstandings, and creating an inclusive culture where employees of all ages can thrive.

Jan 28 (Online), 8:30-11:00

\$170 / \$255

Managing Conflict in the Workplace

Leadership Academy #228

Conflict doesn't have to be a roadblock—it can be a catalyst for stronger collaboration, innovation, and team cohesion. This session equips participants with practical strategies to navigate workplace disagreements confidently and constructively. Through interactive exercises and real-world scenarios, gain the skills to guide challenging conversations, foster a culture where diverse perspectives are valued, and strengthen collaboration across your team.

Oct 21 (Online), 8:30-11:30

\$170 / \$255

Mitigating Bias in Leadership Decision-Making

Leadership Academy #218

Even experienced leaders are influenced by unconscious biases that shape how they interpret information, assess risk, and make decisions. Under pressure, these biases can affect judgment, limit perspective, and lead to unintended outcomes. In this training, learn how common decision-making biases influence leadership effectiveness and explore practical strategies to recognize assumptions, invite diverse viewpoints, and improve decision quality.

Feb 10 (Online), 8:30-11:00

\$170 / \$255

Navigating Challenging Workplace Behaviors

Leadership Academy #210

Every workplace has employees whose behavior may create tension, slow progress, or drain the energy of those around them. This training helps you recognize the patterns behind challenging behavior and understand what drives it so you can respond with greater confidence and less frustration.

Feb 17 (Online), 8:30-10:30

\$125 / \$190

Organizational Culture and the Role of Leadership

Leadership Academy #202

Organizational culture is shaped by the actions and behaviors leaders model every day. This course equips leaders with practical strategies to align team culture with organizational values, strengthen employee engagement, and support organizational success.

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

\$170 / \$255

Performance Management in the Modern Workplace

HR Academy #126 | Leadership Academy #226

Most workplaces are stuck with outdated performance management systems. This session equips leaders to break free and build a system that truly motivates and develops employees. You'll walk away with actionable strategies to assess your current system and identify improvement areas, practical tools to make performance management effective, efficient, and employee-centric, and insights into cutting-edge trends.

Oct 27 (Online), 8:30-11:00

\$170 / \$255

Productivity Power Skills for Leaders

Leadership Academy #212

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.

Oct 1 (Online), 8:30-10:30

\$125 / \$190

Project Management Essentials

Leadership Academy #213

Project Management Essentials equips participants with practical, real-world tools to confidently plan, execute, and close projects. Learn how to define clear objectives, build structured plans, and apply the five stages of the Project Management Life Cycle. Develop skills to manage scope, prioritize tasks, allocate resources, and establish effective communication and tracking systems that keep work on schedule and aligned.

Feb 11 (Online), 8:30-12:30

\$170 / \$255

Psychological Safety in Practice

Leadership Academy #205

Psychological safety is a key driver of employee engagement, collaboration, innovation, and team performance. Participants will learn how to create an environment where employees feel comfortable speaking up, sharing ideas, asking questions, and addressing concerns without fear of embarrassment, punishment, or retaliation. Explore practical strategies for building trust, encouraging open communication, and fostering a culture where people can do their best work.

Jan 6 (Online), 8:30-11:00

\$170 / \$255

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.

Jan 19 (Online), 8:30-11:00

\$170 / \$255

Strategic Decision-Making and Problem Solving

Leadership Academy #216

This interactive session equips leaders with structured frameworks and practical tools to tackle complex organizational challenges. Participants will learn to make strategic decisions, apply problem-solving techniques, mitigate biases, and collaborate effectively with their teams—all while aligning choices with long-term goals and organizational priorities.

Dec 22 (Online), 8:30-11:00

\$170 / \$255

Succession Planning: Build Tomorrow's Organization Today

Leadership Academy #206

Leaders play a critical role in making sure the right people are ready to step into key roles when the time comes. This training offers guidance to identify strong talent and build a pipeline that keeps the organization moving forward. By the end of this training, you will understand the basic steps of creating a succession plan. If you want to begin thinking seriously about the future of your organization, this is the place to start.

Feb 3 (Online), 8:30-10:30

\$125 / \$190

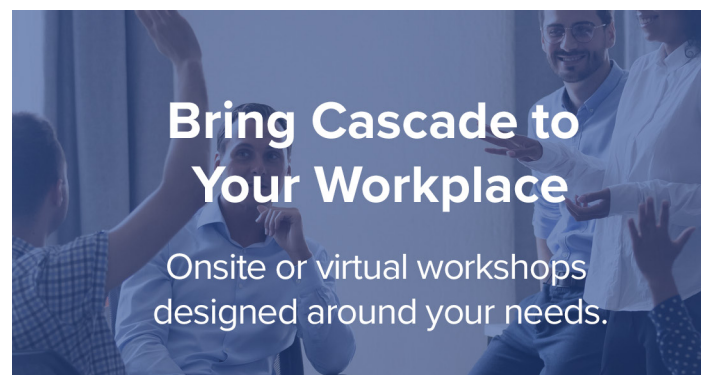
Workplace Accountability for Leaders

HR Academy #124 | Leadership Academy #224

Strong teams thrive when accountability is clear, consistent, and empowering. This session helps participants understand the core elements of accountability, connect it to effective teamwork, and create a culture where responsibility and follow-through are valued. Through self-reflection, assessments, and practical exercises, you'll explore structured approaches to establish expectations, guide team behavior, and ensure follow-through with clarity and care.

Nov 4 (Online), 8:30-11:30

\$170 / \$255



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Leadership Academy

An Elective, Credit-Based Leadership Certificate Program

Grow into a more capable, confident leader. Building on Basics of Supervision, the Leadership Academy gives you real-world skills you can apply immediately, so you lead with more clarity, handle challenges faster, and show up stronger at work every day.

Choose Your Certificate Series

Leadership Certificate: Designed for supervisors and mid-level managers who want to strengthen day-to-day leadership judgment, communication, and team effectiveness. To receive this certificate, participants must complete 24 credit hours.

Leadership Professional Certificate: Built for experienced and senior leaders who want a structured development path to refine influence, lead cross-functional priorities, and drive alignment and organizational impact. To receive this certificate, participants must complete 36 credit hours.



No matter what certificate you seek, choose whatever electives best meet your needs. Take classes when it works best for your schedule. There is no time limit for completing the series.

Recommended: We strongly recommend completing Basics of Supervision before starting the Leadership Academy. It provides the foundational skills that the Academy's elective courses build upon.

Elective Courses

Leadership Foundations, Culture, & Team Building

- 201:** Foundations of Leadership (2.5 credits)
- 202:** Organizational Culture & The Role of Leadership (2.5 credits)
- 203:** Essentials of Teamwork: Build a Collaborative Culture (2.5 credits)
- 204:** Leading a Multi-Generational Workforce (2.5 credits)
- 205:** Psychological Safety in Practice (2.5 credits)
- 206:** Succession Planning: Building Tomorrow's Organization Today (2 credits)
- 223:** Employee Engagement: Beyond Satisfaction (2.5 credits)

Communication, Influence & Coaching

- 207:** Communicate with Impact: Essential Skills for Leaders (2.5 credits)
- 208:** Coaching to Bring out the Best in Others (3 credits)
- 209:** Influence Without Authority (2.5 credits)
- 210:** Navigating Challenging Workplace Behaviors (2 credits)
- 225:** Finding Ease in Difficult Conversations (3.5 credits)

Conflict, Change & Decision Making

- 214:** Beyond the Drama for a Better Workplace (2.5 credits)
- 215:** Conquer Fear and Ambiguity During Change (2.5 credits)
- 216:** Strategic Decision-Making and Problem Solving (2.5 credits)
- 217:** Emotional Intelligence in Leadership (2.5 credits)
- 218:** Mitigating Bias in Leadership Decision-Making (2.5 credits)
- 228:** Managing Conflict in the Workplace (3 credits)

Accountability, Performance & Delegation

- 211:** Address Poor Performance with Confidence (2.5 credits)
- 212:** Productivity Power Skills for Leaders (2 credits)
- 213:** Project Management Essentials (4 credits)
- 221:** Corrective Action: Reduce Stress and Get Results (2 credits)
- 222:** Documentation: Write it Right (1.5 credits)
- 224:** Workplace Accountability for Leaders (3 credits)
- 226:** Performance Management in the Modern Workplace (2.5 credits)
- 227:** Delegating to Develop Your Team (2 credits)

Tuition: Leadership Certificate – \$1,150 Member Rate / \$1,725 Standard Rate
Leadership Professional Certificate – \$1,715 Member Rate / \$2,575 Non-Member Rate

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



Training Builds the Skill. Coaching Makes it Stick.

You've invested in training your team. Coaching is how that investment keeps paying off.

Training delivers knowledge. Coaching turns it into practice. Where a class teaches a skill, a coach helps employees apply it in real situations, with real accountability.

Cascade's coaches work through a proven four-step process: identifying current challenges, clarifying what success looks like, building practical strategies, and setting goals with accountability to follow through.

Whether it's a few sessions to work through a specific challenge or ongoing support built into how someone leads day to day, coaching is the natural next step after training.

The numbers back it up:

- 70% increase in retention among organizations that invest in leadership coaching
- 72% of participants report improved communication
- 86% report a significant impact on their leadership

Explore Coaching Options: cascadeemployers.com/coaching

Micro-Learning for Busy Workdays - Exclusively for Members

Cascade's micro-learning library features short, practical video lessons designed for real workplace challenges. Each session delivers focused guidance in just a few minutes, making it easy to build knowledge without stepping away from your day.

Unlike generic, third-party content, these videos are developed and curated by Cascade's HR and compliance experts, with topics tailored specifically to the needs of Oregon and Washington employers.

Available with the click of your mouse, these micro-learning help you stay current on compliance, strengthen leadership skills, and tackle everyday HR issues with confidence.

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cascadeemployers.com/member-login



Meet Our Training Team



Lindsay Hill,
Director, Compensation
Services



Plummer Bailor,
Leadership Development
Consultant



Carolyn Culley,
Director of Learning and
Development



Caitlin Egeck,
HR and Compliance
Manager



Trudy Hylemon,
Senior HR & Leadership
Consultant



Mackenzie Cowan,
HR Consultant



Maria Cenicerros,
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Consultant



McKenna Arnold,
Survey and Research
Manager



Margaret Oglesby,
Compensation
Consultant



Olivia Steelman,
Compensation
Consultant



Jocelyn Billings,
Training Coordinator

***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!"



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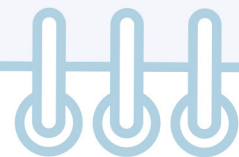


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Sound HR Advice & Workplace Solutions Whenever You Need It



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.



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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.



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



Cascade Employers Association