



Fuel Your Career and Impact

WorldatWork Membership Guide

Your Voice. Your Association.



Backed by over 65 years of workplace rewards education, WorldatWork is a non-profit association recognized as the world's authority for Total Rewards-focused practice education and certification.

Our Vision

A world of productive, committed, and inspired people engaged in rewarding work.

Our Mission

To make the world a great place to work by providing Total Rewards education, leadership, and community to elevate employee experiences and drive organizational performance.

Member Driven

Everything we do starts with the voice of our members. We work hard to listen, observe, and ask the tough questions that get at what matters most for our members and their organizations.

Not-for-profit

We invest wisely to ensure our long-term sustainability, but profitability is not our primary objective. Our focus lies in creating a better world of work, advancing Total Rewards, and addressing the unique needs of the professionals we serve, like you.

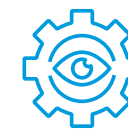
Total Rewards is Today's Most Essential HR Capability

Total Rewards refers to a strategic portfolio of commitments employers deploy to attract, retain, and nurture a skilled, talented and engaged workforce.



#1 Priority

Retention rated top C-suite priority and Total Rewards #1 retention-focused investment for organizations¹



Compliance

Over 85% of U.S. states have legislated pay equity with increasing global actions for pay transparency²



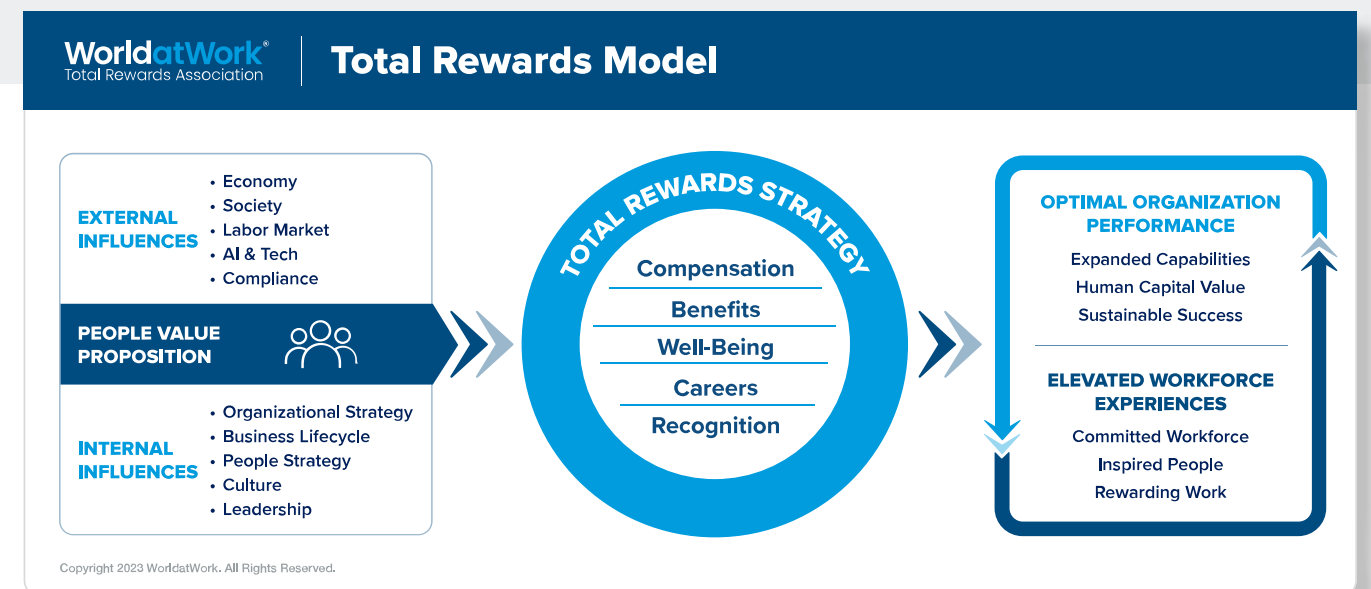
Expertise Demand

+60% growth in organizations seeking Total Rewards-focused professional roles since 2018³

Sources – (1) Gallagher, Paycor (2) Syndio (3) Revelio Labs

Total Rewards Focus

Established in 2000 as the standard for professional practice, the WorldatWork Total Rewards Model illustrates the dynamic employer-employee relationship in exchanging rewards for work, emphasizing strategic elements and factors influencing outcomes.



WorldatWork is the Global Leader in Total Rewards Education and Research

93%

Professionals from over 93% of Fortune 500s rely on WorldatWork

3x

Up to 3X¹ higher pay boost with WorldatWork CCP® credentials

90%

Of hiring managers for compensation roles prefer candidates with WorldatWork credentials²

168

Countries served around the world

Sources – (1) HR Certifications: How They Impact Pay and Career Trajectory, Payscale (2) 2023 WorldatWork Customer Impact Study

The Power of Membership

WorldatWork membership provides you a flexible Total Rewards learning experience that will accelerate your HR career, boost employee acquisition and retention and drive organizational success.

“

WorldatWork is our society. I find that WorldatWork is at the top of everything that is happening in the industry. I can find all the information I need to be successful at my job.”

– **JACKIE WILSON, CCP**
Director, Compensation
Michigan Medicine

Unlock a World of Opportunities with Membership

Community

Forge empowering connections on both the local and global scales.

Professional Development

Elevate your career with the gold standard in Total Rewards certification and education, offering flexibility in your learning journey.

Authoritative Insights

Stay on the pulse of the latest industry news, invaluable information, and policies shaping the world of work.

Interactive Tools & Resources

Gain access to essential salary data, interactive HR tools and benchmarking surveys that will save you time and money.

Impact of Membership

We asked members and customers to share how WorldatWork has impacted their careers and organizations.

Career Impact

96%

Made me more effective at work

93%

Improved my strategic thinking

94%

Made me more confident

Organization Impact

84%

Improved Employee Satisfaction*

74%

Improved Employee Retention*

70%

Improved Organization Growth*

Source – 2023 WorldatWork Customer Impact Study (n= 874). *Certified participants.

Membership Benefits

Community

WorldatWork helps you make empowering connections to share ideas, and resources, expand your professional opportunities and elevate the profession.

WORLDATEWORK ENGAGE COMMUNITY

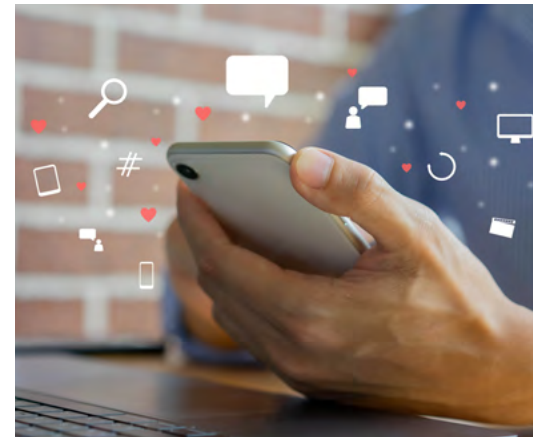
Exclusive community for members to connect globally with HR and Total Rewards peers and experts to exchange and gain innovative insights on pressing workplace issues.

AFFILIATE NETWORK

Engage with HR and Total Rewards colleagues in your local community to share insights, collaborate, and broaden your perspectives. As an Affiliate member, you'll enjoy exclusive access to events, networking opportunities, educational resources, and chances to volunteer.

GIVE BACK TO THE PROFESSION

Enrich your professional standing with WorldatWork volunteering opportunities.



Research

Recognized as the leader in Total Rewards, empower your HR decisions with our data-driven Total Rewards research.

With data collected from and provided exclusively to our members around the globe, WorldatWork conducts numerous studies each year with a focus on key Total Rewards topics, such as:

- Compensation
- Total Rewards
- Pay Equity
- Sales Compensation
- Geographic Pay
- Incentive Pay
- Bonus Programs
- Workplace Well-Being
- People Analytics

Members participating in our annual **Salary Budget Survey** get free access to comprehensive results and an online reporting tool (\$1,267 USD value), allowing you to build customized reports based on industry and geographic area (U.S. and Canada).



Publications

Get timely, practical and insightful content with exclusive access to top WorldatWork publications for the latest HR and Total Rewards news and trends.

MEMBER EXCLUSIVE NEWSLETTER

Curated weekly, this newsletter keeps you updated on HR and Total Rewards industry trends, tailored just for you.

WORKSPAN MAGAZINE

Timely, practical digital content for professionals who are responsible for compensation, rewards and benefits.

THE JOURNAL OF TOTAL REWARDS

This scholarly digital journal focuses on practical applications providing research-driven insight on Total Rewards and the complex issues facing the workplace.



Events

HR and Total Rewards professionals from around the globe come together in person or online to connect, learn and discover solutions.

Members enjoy discounted rates for WorldatWork's in-person events, offering immersive learning opportunities and the chance to grow your professional connections.

- Total Rewards Conference
- Sales Comp Conference

In addition, WorldatWork provides other free educational opportunities including **live topic-focused digital events and webinars**.



Membership Benefits

HR Tools



Salary Data Center

Access up-to-date salary benchmarking information and proxy data.



Salary Benchmarking

Access 800+ compensation reports, U.S. data provided by BLS, which is sortable by state, and metro.



Sample Job Descriptions

Keep up with job criteria and lingo with searchable job descriptions by title or family.



Total Compensation Statement Builder

Easily create customized compensation statements with clean, user-friendly data entry.



Custom Job Description Builder

Craft custom job descriptions easily. Select tasks, skills, or add your own for consistent results.



Real-Time Labor Market Intelligence

Instant access to real-time pay data to help you keep up with the talent market.



Performance Review Builder

Customize performance reviews with consistent criteria and language.

US Compliance Tools



FMLA Advisor

Navigate FMLA complexities skillfully and stay updated with DOL information for legal compliance.



FLSA Implementation Toolkit

Templates to guide you through FLSA implementation process, including exemption test worksheets.



Multi-State Laws Comparison Tool

Easily compare state and federal laws with customized charts in selected topic areas.



Pay Equity Laws by State

Easily locate state and local laws on pay equity, salary history, and pay transparency.

HR Reference Tools



Compensation Committee Toolkit

35+ templates for common comp committee topics. Find peer guidance and best practices.



Key Rewards and Business Formulas

Save time and drive consistent, reliable outcomes with these sample formulas.



Glossary of Key Rewards and HR Terms

This glossary will help you get up to speed quickly with reliable definitions for key terms.



Proxy Tables Checklist

Crafted by executive comp experts, this checklist guides critical proxy statement considerations.



Career Center

Get an edge with faster access to exclusive job listings.

Education & Certification

The world's most comprehensive Total Rewards Education and certification program serving the full practice.

Fast track your professional development with our HR and Total Rewards focused education courses and certifications. WorldatWork members receive significant savings on both; it pays to be a member.



Certification Standards

Credentials that Fuel Careers and Human Potential

WorldatWork credentials are known throughout the world as a mark of expertise and excellence in Total Rewards.

Earning a WorldatWork certification gives you a significant edge in today's competitive workplace climate and confirms you have the knowledge and skills to manage your organization's most significant investment – its people rewards.

 <p>Essentials Courses</p> <p>Discover core principles in our 6-hour Essentials Courses, offering focused learning in single sessions.</p>	 <p>Immersion Programs</p> <p>Master best practices and competencies across multiple sessions in our 18-40 hour Immersion Programs.</p>	 <p>Expert Certification</p> <p>Earn career-fueling credentials through 4-10 Expert Certification courses/exams, each spanning 10 hours.</p>	 <p>Skill Building Courses</p> <p>Explore skill-specific courses in 2-8 hours, perfect for efficient learning and focused development.</p>
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CCP[®]
Certified Compensation Professional



CBP[®]
Certified Benefits Professional



GRP[®]
Global Remuneration Professional



CSCP[®]
Certified Sales Compensation Professional



CECP[®]
Certified Executive Compensation Professional



**WorldatWork
has resources to
fit your unique
needs and
those of your
organization**



TEAM VOLUME PRICING

- Membership
- Education
- Events



TAILORED EDUCATION

Delivered virtually or on-site at your organization

Total Rewards is a team game.

Equip every member of your HR team with Total Rewards skills and strategies. When everyone is working toward the same goal, organizations can build a great culture that drives growth.

Total Rewards Leader

Exhibits leadership of Total Rewards critical strategy, implementation, and measurement.

Total Rewards Expert

Demonstrates expert strategic and programming skills and certification credentials for the Total Rewards field.

Total Rewards Influencer

Maintains concise strategy and practice skills that provide context for those new to the field; including those who deliver rewards through a related HR role (such as recruiters, HR business partners, etc.).

TEAM SOLUTIONS



Global Content

Get the insights you need, for all of your business' locations.



Team Development

We deliver training right to your office door, in-person or online.



Professional Network

In-person, online, worldwide: You want employees this connected.



Education & Credentials

Provide training from the recognized leader in global rewards strategy.



Member Discounts

What's better than one member discount? How about many?



Conferences & Events

Manage all conference registrations easily through one central account.

Choose Your Membership

Membership is an Investment in Your Career and Organization Impact

For as low as **\$249*** you'll develop and sustain an elite Total Rewards skillset whose value far exceeds your investment.

*\$249 is the annual cost of a 3-year membership.



Source – Open market cost for similar resources

WorldatWork delivers value to its members year over year - so sign up for a multi-year membership and keep the benefits coming without interruption, and enjoy some savings too.

Membership Type	Good Value	Better Value	Best Value
1-Year Membership	\$350 USD	\$554 USD	\$748 USD
2-Year Membership	\$265 Renewal Rate for each year after	\$615 USD	\$880 USD
3-Year Membership		10% Savings	15% Savings



WorldatWork[®]
Total Rewards Association



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