CERTIFICATE OF COMPLETION

ACADEMY TO INNOVATE HR

AIHR | ACADEMY TO INNOVATE HR

Cas van Andel

Has successfully completed

HR Trends & Strategies for 2027

Eligible for recertification credits with:

CONTINUING PROFESSIONAL DEVELOPMENT PRE-APPROVED HRPA

RECERTIFICATION PROVIDER HRCI 2026 HRCI.ORG

CHARTERED PROFESSIONALS IN HUMAN RESOURCES CPHR

+ 6 others

E. van Vulpen

Erik van Vulpen

Dean of the Academy to Innovate HR

Date issued: November 16, 2026

ID: AIHR-9qabxywow9