**PAYROLL**

### Professional Organizations:
- American Payroll Association (APA)
- American Payroll Association (APA) Richmond Chapter

### Events & Training:
- UVa Center for Leadership Excellence classes
- SkillSoft classes
- American Payroll Association Courses & Conferences
- American Payroll Association Congress event
- Virginia Statewide Payroll Conference (APA)
- APA Richmond Chapter events

### Education & Certifications:
- Accounting classes (UVa SCPS)
- Accounting classes (PVCC)
- Certificate in Accounting (UVa SCPS)
- Fundamental Payroll Certification (FPC)
- Certified Payroll Professional (CPP)

### Independent Learning:

**Publications:**
APA publications, e-books and resources

**Social Media:**
- APA Facebook
- APA LinkedIn
- APA Twitter

**Other Resources:**
- Social Networking opportunities for American Payroll Association
- Suggested resources, organizations, and associations on the APA website
- APA Richmond Chapter CPP & FPP study groups

### On-the-job Resources:

**Mentoring:**
- Management Mentors
- National Mentoring Partnership
- Center for Creative Leadership (CCL) mentoring information
- Bringing People Together mentoring information
Job Shadowing:
Caress Out There
"The Job Shadow Knows: Try on a Career Before You Commit"
About.com "Job Shadowing is Effective On-the-Job Training"
Success Mentor Education Inc. "Top 7 Questions to Ask on a Job Shadow Interview"

Informational Interviews/Networking:
My UVa Career
"Mastering the Informational Interview" (NY Times)
"What is an Informational Interview Anyway?" (U.S. News & World Report)
Informational Interviewing: The Neglected Job Search Tool
"How Does an Informational Interview Work?"

360 degree feedback:
UVa Center for Leadership Excellence: Leadership Consulting, 360 Degree Feedback
custom insight: "What is 360 Degree Feedback?"
American Psychological Association "Do 360 Evaluations Work?"
Sigma Assessment Systems: Best Practices in 360 Degree Feedback
About.com: "Sample Questions for 360 Reviews" by Susan M. Heathfield
SkillSoft: 360-degree Performance Appraisal