



NATIONAL ASSOCIATION OF PERSONNEL SERVICES

naps
360
YOUR RECRUITING
COMMUNITY

SINCE
1961

www.NAPS360.org

Creating the Winning Edge



Certification of Individuals /
Accreditation of Firms

Earning NAPS Certification

Tells candidates and clients that you and your firm:

- Understands the importance of functioning in accordance with the US employment laws.
- Are committed to professionalism and the peer-established ethics.
- Seeks to function at a heightened level of level of professional capacity.



NAPS Credentialing

Certified Personnel Consultant (CPC) credential created in the 1960s. Certified Temporary Staffing-Specialist (CTS) followed in 1990s. Certified Employee Retention Specialist (CERS) added in the current millennium.

Recertification, via continuing education, established in 1995.

National Accredited Firm (NAF) Credential added in 2009.

National Registry of Certified Staffing Industry Professionals (NRCSIP) established in past decade.

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A circular logo with a green-to-blue gradient background. The number "360" is written in white, bold, sans-serif font in the center of the circle.

360

Testimonial

THE VALUE OF PROFESSIONAL CERTIFICATION



“Being a CPC differentiates me from my competition. Nothing says “professional” like having the CPC after your name. There is no question, it has leveraged my business.”

Kimberley Chesney, CPC
Founder and President, Prime Management Group Inc.,
London, Kitchener, Ontario

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NAPS Certification Eligibility

Study the laws that govern the various workplace transitions.

Agree to abide by and work in accordance with the NAPS Standards of Ethical Practices.

Agree to engage in continuing professional education for certification maintenance.



Testimonial

THE VALUE OF PROFESSIONAL CERTIFICATION



“My certifications have led to some insightful conversations regarding growth, retention and succession planning at all levels within my client's organizations.”

Karen Richards, CERS, CPC, CTS
President & CEO, Fidelis Companies
Plano, Texas

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Path to Certification

- ★ Register and acquire legal training manual(s).
- ★ Engage in personal study.
- ★ Participate in Certification Immersion Class (optional).
- ★ Take certification examination.

Certification Program Rules

Once certified, CPCs and CTSs agree to:

- √ Adhere to the NAPS Standards of Ethical Practices.
- √ Participate in 17 hours of continuing education annually.
- √ Submit annual continuing education log and maintenance fee.

Testimonial

THE VALUE OF PROFESSIONAL CERTIFICATION



"The CPC credential is a benefit to me in three ways. First it puts me on a more solid footing when offering coaching and advice to recruiters, employers and candidates because, I know the rules of the profession. Secondly it shows commitment to the profession. And third, it is a great conversation starter with clients. I am frequently asked what the CPC after my name means and that is worth the effort to get certified all by itself. You are differentiated as soon as they see those letters."

Dave Nerz
President
NPWorldwide Recruitment Network

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NAPS Firm Accreditation



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Earning the NAF Firm Accreditation Distinction

- Affirms the firm's promise of professional and ethical standards adherence.
- Commits the firm to the professional development and continuing education of the professional staff.
- Endorses the firm's commitment to the concepts of free enterprise and community service.





Path to Accreditation

- Review accreditation criteria.
- Engage in self-study of firms adherence with NAPS requirements for NAF designation.
- Prepare application for accreditation.
- Maintain standards over time.



Testimonial

THE VALUE OF PROFESSIONAL ACCREDITATION



“Candidates and clients place a high premium on credibility, commitment and experience. The NAF distinction calls attention to our firm’s adherence to professional and ethical standards and our devotion to the concepts of free enterprise and community service.”

Ann Bohl Deacon, Founder
Deacon Recruiting Inc./Deacon Professional Services, LLC
San Antonio, Texas

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Credentialing Value to the Search & Staffing Professional

- Affirms desire to be credible and competitive.
- Indicates command of the laws governing employment transitions.
- Influences professional status and earning power.
- Generates confidence---a certain “swagger.”
- Represents one measure on the “yardstick” by which your clients and candidates may measure you.



Credentialing Value to the Search & Staffing Firms

- Displays commitment to the utilization of competent, credible professionals.
- Signals standards adherence and compliance.
- Broadcasts pledge to excellence in service to candidates and clients.



NAPS Credentialing



The “edge” you may be looking for!



LEARN MORE...

LEARN MORE

AND LET US KNOW IF YOU HAVE ANY QUESTIONS

For additional information, visit the following:

National Association of Personnel Services (NAPS):
www.naps360.org

National Registry of Certified Staffing Industry Professionals
(NRCSIP): www.nrccsip.com

Direct questions about registration, training manuals and online
examinations to Carolyn Boyer at cboyer@naps360.org

Direct questions about certification, accreditation and continuing
education to Frank Burtnett at fburtnett@naps360.org



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