

# SHRM Certification

SHRM is committed to ensuring that the certification our members achieve is recognized as best in class and distinguishes them in and prepares them for today's marketplace. Business is changing and employers are demanding that HR professionals adapt to that change.

It's important that SHRM stay ahead of this trend for the profession and its members.

The Society is developing a new HR Certification program based on the competencies required to be an effective HR professional. This certification is the culmination of over three years of research, and based on the SHRM HR Competency Model, which was validated by more than 30,000 HR professionals around the world. These HR professionals identified the skills needed to grow and succeed in HR careers. SHRM will soon offer a certification exam that assesses both competencies and HR knowledge. We are working to finalize:

- the new global Body of Competency and Knowledge (BOCK),
- a comprehensive exam,
- world-class instructional materials, and
- certification preparation tools you have come to expect from SHRM.

We know that this may bring up some questions and concerns—because you have invested time and energy in your existing credentials. SHRM will make this transition as smooth as possible to ensure your continued success. So, what does this mean for you? [Read our FAQs]

## **WHO:**

All HR professionals, whether certified or seeking certification, at all career levels and all industries.

## **WHAT:**

The new SHRM credential will be the first competency-based HR certification focused on practical, real-life knowledge and behaviors HR professionals need to excel in their careers today. The SHRM certification will be relevant to all career levels, across all industries and organizations around the globe.

## **WHEN:**

- Beginning January 1, 2015, SHRM will begin accepting applications for the first exam window of the new certification, the first of which is tentatively scheduled for mid-2015.
- We will begin to offer the Learning System for the new SHRM certification on December 1, 2014.
- We will begin the process for converting HR professionals with existing HR generalist certifications (PHR®, SPHR®, GPHR®, HRMP®, HRBP®, and other recognized HR generalist certifications\*) to the new SHRM certification on January 1, 2015.

## **WHY:**

We believe this competency-based certification is the new standard for HR professionals around the globe—and is needed for the ever-evolving demands of business. We are seeing an increasing number of colleges and universities, and other SHRM global partners, transition to a competency-based curriculum. Businesses have been asking – almost demanding – that employees have specific behavioral competencies to be successful in the workplace. As the leading HR professional society, it is SHRM's responsibility to stay ahead of these trends and better serve the HR professional.

## **FAQs**

### ***How will this affect my current certification (SPHR®, PHR®, GPHR®, and others)***

We recognize that you have invested a great deal of time, money and energy to obtain your credential.

SHRM will continue to support the current programs through the December 2014 - January 2015 testing windows. For example:

- We will continue to offer the SHRM Learning System for PHR/SPHR, the SHRM Learning System for GPHR, the SHRM Learning System for HRMP® and the SHRM Learning System for HRBP® through November 30, 2014,
- We will continue to support our Education Partners who offer the current certification prep programs through the end of 2014,
- We will continue to offer SHRM certification prep programs at SHRM conferences and through our seminars, virtual programs and corporate programs,
- We will continue to submit our 2014 programs to HRCI for pre-approved recertification credits.
- By maintaining your existing credentials in good standing, you will be eligible to convert to the new SHRM certification program in 2015.

***If I'm already certified, what do I have to do? Do I have to take another exam?***

SHRM will facilitate the conversion of your current certification to the new SHRM credential free of charge to you from January 1 – December 31, 2015. During this period, you will be invited to obtain the new SHRM certification by completing the following process:

- Document that your current certification is in good standing
- Sign the SHRM code of ethics
- Complete an online educational module and brief online test on HR competencies.

Once you go through this process, you will receive the new SHRM credential and will begin a three-year recertification cycle.

***What does this mean for my recertification credits?***

We recognize that you have spent a significant amount of time and energy to obtain your current recertification credits. SHRM will continue to apply to HRCI for recertification credits for all current SHRM programs and events scheduled in 2014. By maintaining your existing credentials in good standing, you will be eligible to convert to the new SHRM certification program in 2015.

Beginning in 2015, we will offer recertification credits for the new SHRM certification at SHRM programs and also authorize other program providers to offer recertification credits.

***Should I still sit for the exam I'm currently studying for or scheduled to take?***

SHRM supports your decision to prepare for and take the current exam for the existing credentials. If you pass your exam, you can then convert to the new SHRM credential free of charge from January 1 – December 31, 2015. During this period, you will be invited to obtain the new SHRM certification by completing the following process:

- Document that your current certification is in good standing
- Sign the SHRM code of ethics
- Complete an online educational module and brief online test on HR competencies.

Once you go through this process, you will receive the new SHRM credential and will begin a three-year recertification cycle.

If you do not pass your exam prior to January 2015 and you purchased the current SHRM Learning System, we will provide the new SHRM Learning System for the new SHRM certification free of charge in preparation for the new assessment.

***If my chapter or state council has an event scheduled in 2015, how will that affect the recertification credits associated with that event?***

If you are a chapter or state council in good standing, you can become an approved provider for the new SHRM certification program free of charge. We are streamlining the process for awarding recertification credit for your chapter and state council events.

Your SHRM Field Service Director will be contacting you detailing that process as it becomes available.