

What's Happening to OUR Certifications???

R. S. Colfax, Ph.D., GPHR, HRMP, PHR, CHRP, CM ...

2014 Annual Conference

- **HRCI was NOT at the Conference**
- Certification Explanation Sessions by SHRM VP's
- Certification Lounge:
 - Focus almost exclusively on new Certification
 - Transition questions
 - Transition issues
 - Transition registration
 - Transition materials

SHRM & HRCI

- SHRM is apparently not associating with HRCI
- HRCI Certifications are not SHRM Certifications
- **SHRM** will offer (new) SHRM Certifications
 - SHRM-CP and SHRM-SCP
- **HRCI** will continue to offer HRCI Certifications
 - PHR, HRBP and SPHR, GPHR, HRMP
 - Recertify as usual with HRCI (*nothing new here*)

HRCI information

- On hrci.com Website
 - HRCI Provides Updated Comments on SHRM's Proposed Certification
 - Learn more at <http://www.hrci.org/about-hrci/press-media/let's-be-clear>
- Contacted HRCI
 - 07-08-2014 e-mail: request for info & clarification
 - 07-10-2014 response: Oscar Lasso, Certification Team Lead
 - 08-01-2014 **Cert eBrief** from HRCI Exec Dir Amy Dufrane
 - HRCI processes will remain the same
 - Birthday rule
 - Lapse status → Suspended Status Policy
 - SHRM HR activities will “count” for recertification

Aug 01 Letter from HRCI

Friday, August 1, 2014 3:33 AM



CERT eBRIEF

For information on certification, please visit HRCI.org. We hope you will join the conversation at [HRCI Voices](#), a fast-growing LinkedIn forum. You can also connect with us on [Twitter](#) or by e-mail at info@hrci.org.

I look forward to connecting with you in the months ahead.

Regards,

Amy Schabacker Dufrane, Ed.D., SPHR, CAE
Executive Director
HR Certification Institute

SHRM Explanation Slides

- There were handout materials at Conference
- SHRM.org site has info
 - <http://shrmcertification.org>
- Certification Preparation Materials
 - Current Materials → for HRCI exams
 - December or January Test Window
 - Pass in Dec/Jan → can transfer to new Certification
 - New Prep Study Materials are coming
 - » Competency Model Study Materials: SHRM BoCK

<http://shrmcertification.org/#home-content>



THE SHRM BODY OF COMPETENCY
& KNOWLEDGE

<http://shrmcertification.org/#benefits-content>



HOME

KEY BENEFITS

HERE'S WHAT HR
PROFESSIONALS
ARE SAYING

WHICH
CREDENTIAL IS
RIGHT FOR YOU?

TIMELINE

FREQUENTLY
ASKED
QUESTIONS

TEAM

KEEP IN TOUCH

KEY BENEFITS

UNIVERSAL SKILLS AND RECOGNITION

SHRM Certified Professional (SHRM-CP) and SHRM Senior Certified Professional (SHRM-SCP) are based on a single, comprehensive Body of Competency and Knowledge (BoCK) and are relevant worldwide, giving professionals the recognition and flexibility to use their knowledge, skills and competencies anywhere their career takes them.



DEVELOPED WITH EMPLOYERS IN MIND

SHRM-CP and SHRM-SCP are based on in-depth research focused on —and backed by— global employers and business leaders. They reflect what HR practitioners need to know to be leaders in their organizations and in the profession.



KNOWLEDGE AND COMPETENCY

SHRM-CP and SHRM-SCP test HR knowledge as well as competencies and their application to ensure the professional's ability to demonstrate what they know, and what they can do with their knowledge in the variety of situations they encounter.

FOCUS ON YOU

SHRM-CP and SHRM-SCP are your credentials, based on the current HR landscape. This Certification is 100% focused on the knowledge and competencies all HR professionals need to lead in today's business community.



EXPANDED ELIGIBILITY AND INCLUSIVITY

TIMELINE

2014

2015

2016

JAN

JUN

DEC

December 2014: 2015 SHRM Learning System[®] available for purchase.

January-December 2015: Certified HR Professionals eligible to obtain new credential through online tutorial process

January 2015: Applications for first test window accepted.

Spring-Summer 2015: First test window for new exam.

Winter 2015-2016: Second test window for new exam.

<http://shrmcertification.org/#faq-content>

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FREQUENTLY ASKED QUESTIONS

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SHRM
Annual 2014
CONFERENCE & EXPOSITION

The New SHRM Certification Program

Elissa O'Brien, SPHR

Vice President,
Membership and
Member Relations,
SHRM

June 23, 2014

The New SHRM Credentials

SHRM-CP



SHRM-SCP



We believe these new credentials will become the globally recognized standard of excellence in HR.

Why is SHRM Creating a New Certification?

- 1 To encourage HR professionals to acquire the knowledge and behaviors required for effective performance
- 1 To establish a certification that is highly relevant to employers, and meets the needs of business
- 1 To grow certification in the HR profession – currently plateaued in the US at around 12%
- 1 To elevate the profession & create a universal standard for HR

SHRM HR Competency Model



Most rigorous, thoroughly researched HR competency model

Competency Model identifies behavioral competencies required for success in HR

32,000+ survey participants, 100+ focus groups, 34 countries represented

Criterion validation study underway with several leading academic institutions

Eligibility Requirements

Credential	Less than a BA		Bachelor's Degree		Graduate Degree	
	<i>HR-Related Associate</i>	<i>Unrelated or No Degree</i>	<i>HR-Related</i>	<i>non-HR</i>	<i>HR-Related</i>	<i>non-HR</i>
SHRM-CP	3 yrs	4 yrs	1 yr	2 yrs	Employed in HR role	1 yr
SHRM-SCP	7 yrs	8 yrs	5 yrs	6 yrs	3 yrs	4 yrs
	OR, complete one full recertification cycle as SHRM-CP					

Recognizes value of formal HR education

Makes certification accessible to professionals with less-than-full-time work arrangements

- 1000 work hours in HR role in a calendar year = 1 year of experience
- No exempt-level requirement

Provides pathway from junior- to senior-level credential

Streamlined Recertification

Broad
Opportunities
for Qualifying
Activities

User-Friendly,
Job- Related
Requirements

Streamlined
Approved
Provider
Program

- Q BoCK adds competency-related programming
- Q Credits awarded: Advance Your Education; Advance Your Profession; Advance Your Organization
- Q Greater emphasis on job-related experiences and projects
- Q No distinction between General and Strategic Credit
- Q State Councils and Chapters in good standing will be eligible to become Preferred Providers at no cost

Obtaining the New Certification



Existing Certificants

- ☐ If you are currently certified, you will be eligible to obtain the SHRM-CP or SHRM-SCP during 2015
- ☐ Credential holders will complete a simple three-step process
 - Agree to the SHRM Code of Ethics
 - Affirm you hold a valid credential;
 - Complete a 1-hour on-line tutorial
- ☐ PHR and HRBP → SHRM-CP*
- ☐ SPHR, GPHR & HRMP → SHRM-SCP*
- ☐ SHRM-CP/SHRM-SCP = New Standard
- ☐ It don't need to give up your existing credentials

Aspiring Certificants

- ☐ Individuals interested in pursuing existing certification this year should continue preparations
- ☐ If you pass your exam before Jan 2014, you will be eligible to receive the new SHRM certification by completing the simple three-step process
- ☐ If you purchase the 2014 SHRM Learning System, and take the exam, but don't pass, or decide not to take the exam, you will be eligible to receive the new version of the SHRM Learning System at no cost

*Note: PHR, SPHR, GPHR, HRBP and HRMP are registered trademarks of the HR Certification Institute and are not SHRM certifications.

Key Dates

Nov 30, 2014	Q Final day that SHRM will offer the 2014 SHRM Learning System for PHR/SPHR
Dec 1, 2014	Q Advance sales of SHRM Learning System for SHRM-CP and SHRM-SCP begin
Jan 1, 2015	Q Registration begins for first SHRM-CP / SHRM-SCP exam window
Jan 30, 2015	Q HRCI window ends for PHR/SPHR exam; SHRM will only support SHRM-CP / SHRM-SCP
May 2015	Q Initial exam window opens for SHRM-CP and SHRM-SCP

Our Commitment to YOU

This initiative is critical to the continued progression of the HR profession

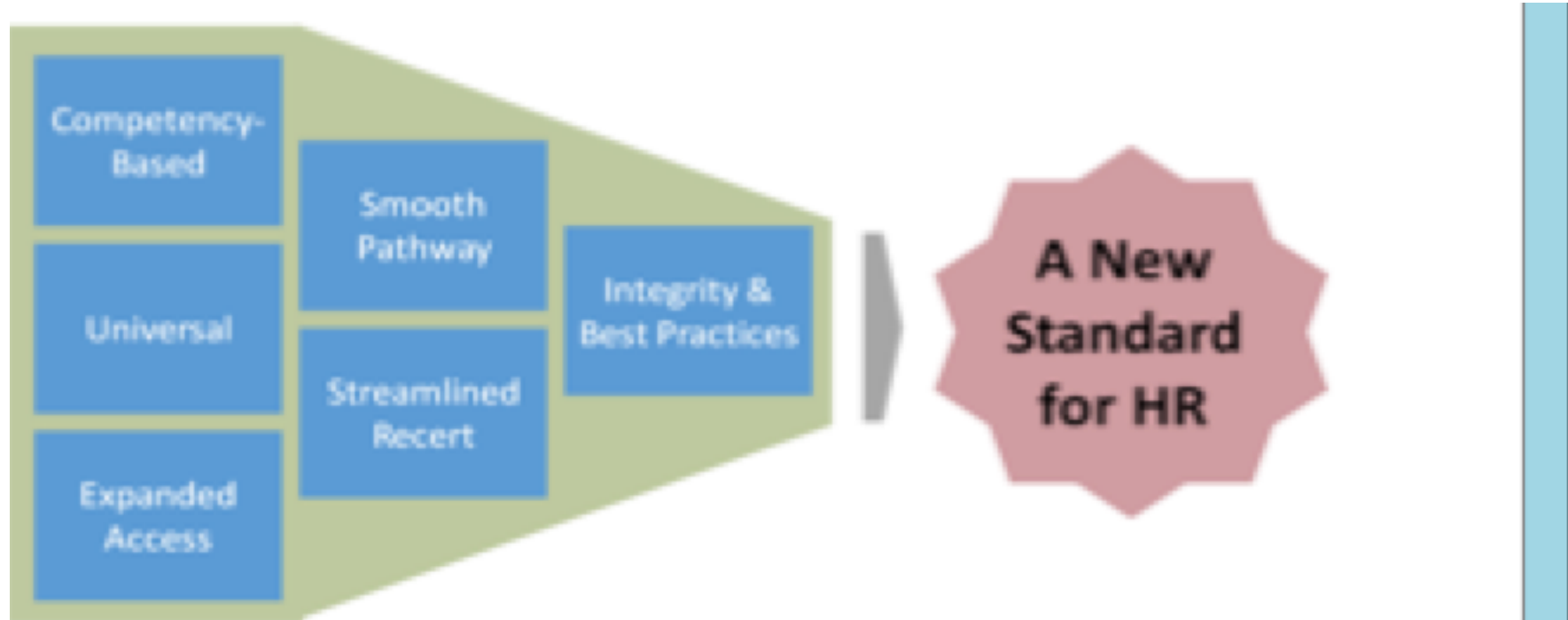
We are applying a member-focused approach to certification with an emphasis on ease of use and reduced barriers to participation

At all times, your voice will be heard

At all times, we will adhere to the highest standards, and manage SHRM's certification activities for the benefit of the profession



Elevating the HR Profession



Our commitment to you is to build world-class certification that creates a new standard for HR, and embodies best certification practices.

To Do ...

- **Certified?** (PHR, HRBP, SPHR, GPHR, HRMP)
 - Pay attention to the Timelines
 - Complete the transition processes
 - Sign the Code of Ethics
- **Getting Certified?** (PHR, HRBP, SPHR, GPHR, HRMP)
 - Pass the Exam!!!
 - Complete the transition processes
- **Waiting to get Certified?** (SHRM-CP or SHRM-SCP)
 - Obtain the Preparation/Study materials
 - Register for the May 2015 Exam
 - Pass the Exam!!!

***Hope this helps us all
understand what is going on ... and
What we need to do...***



**Thank You Again SHRM-Guam
for your Support and Encouragement of
our UOG SHRM Student Chapter.**

For Related Information

- **SHRM**
 - » <http://shrmcertification.org>
 - E-mail
 - » shrmcertification@shrm.org
- **HRCI**
 - » <http://www.hrci.org/about-hrci/press-media/let's-be-clear>
- **HR Daily Advisor Article**
 - » http://hrdailyadvisor.blr.com/2014/07/09/certification-brouhaha-at-shrm-orlando/?source=HAC&Effort=36&utm_source=BLR&utm_medium=Email&utm_campaign=HRDAEmail
- **Other Articles** (search: ***hr certification changes***)
 - » <http://upstarthr.com/shrm-stop-supporting-phrsphr/>
 - » <http://truefaithhr.blogspot.com/2014/05/new-shrm-certification-raises-more.html>
 - » <http://www.hrcapitalist.com/2014/05/podcast-what-do-the-shrm-changes-mean-to-your-sphrphr-certification.html>
 - » <http://www.workforce.com/articles/20474-hrci-surprised-by-shrm-plan-to-offer-hr-certifications>
 - » <http://www.hrmag.org/?page=9>
 - » <http://chicagoshrm.wordpress.com/2014/03/25/certification-update-recertification-program-changes/>

HRCI Provides Updated Comments on SHRM's Proposed Certification

ALEXANDRIA, Va. – JUNE 22, 2014 – HR Certification Institute Executive Director Amy Schabacker Dufrane, Ed.D., SPHR, CAE, released the following statement today regarding SHRM's updated announcement about its proposed certification:

...

Nearly 140,000 HR professionals across 100 countries hold one or more HRCI certifications – the PHR®, SPHR®, GPHR®, PHR–CA®/SPHR-CA®, HRBP® and HRMP® – that are sought-after and recognized by organizations and businesses worldwide. Importantly, HR professionals in 98 percent of Fortune 500 companies also hold one or more HRCI certifications; and HRCI certified professionals play increasingly active roles within their companies and organizations.

HRCI is confident that the HR profession will continue to pursue and support these certifications. In fact, a just-released survey of HR professionals by HR.com, showed that 93 percent of decided respondents say they will continue to support the PHR/SPHR designations.

Received July 10, 2014

Dear Dr. Colfax

Thank you for contacting the HR Certification Institute Client Relations Department. Your email is important to us.

I will be happy to answer your questions.

My questions:

1) will HRCI recertification change?

It will not, the process remains the same.

2) will SHRM activities continue to qualify for HRCI recertification?

They will.

As long as they are HR related or specific, they will count for recertification credits.

3) Will there be any changes on the HRCI side?

There were changes to our recertification policies this year but we announced them last October.

The changes are the birthday rule and the suspended status that replaced the prior lapse status policy.

...

I hope this has been helpful. If you need additional assistance, please feel free to contact us by phone at 1-866-898-4724 or visit us online at www.hrci.org

...Kind Regards,

Oscar Lasso, Certification Team Lead

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www.hrci.org

<http://chicagoshrm.wordpress.com/2014/03/25/certification-update-recertification-program-changes/>

New Recertification Dates – The “Birthday” Rule

As of February 1, 2014, your new recertification date will be *the end of your birth month*. Those who recertified by January 31, 2014 will have their FOLLOWING cycle extended to match up with their birthday month. Still confused? Try thinking of it this way:

- 1) If the month in which you are due to recertify is the *same* as your birth month listed in the Institute’s records, your cycle date will remain the same
- 2) If the month in which you are due to recertify occurs *earlier* in the year than your birth month listed in the Institute’s records, your cycle date will be extended to the end of your birth month later that *same* year
- 3) If the month in which you are due to recertify occurs *later* in the year than your birth month listed in the Institute’s records, your cycle end date will be extended to the end of your birth month in the *following* year

All certified HR professionals who have their birthdate on file in the Institute’s records are impacted by the new birthday rule. The recertification date and cycle for those who do not have a birthday on file in the Institute’s records will remain unchanged. The Institute will send everyone a new certificate in the upcoming months that includes the new recertification end dates.

<http://chicagoshrm.wordpress.com/2014/03/25/certification-update-recertification-program-changes/>

New Suspended Status Policy

The Suspended Policy is designed to address situations in which a previously certified HR professional fails to submit a Recertification Application by the last day of their recertification cycle.

Failing to submit your application by the last day of your recertification cycle will result in your credential(s) being placed in Suspended status for up to 12 months.

Individuals in Suspended status can submit their Recertification Application during this 12 month period in order to retain their credential(s).

Submission of the Recertification Application requires an additional \$100 Suspension fee in addition to the regular recertification fee.

Individuals in Suspended status can still earn additional credits during the 12 month period however the time spent in this status will not change your recertification cycle dates.

As a result of the time spent in Suspended status, your next recertification cycle will be shorter