

FAQ regarding HRCI's Certifications

The HR Certification Institute (HRCI) has been receiving numerous questions from confused certificants about the status of HRCI's certification programs since SHRM announced its proposed certification program. Here, HRCI answers the frequently asked questions about HRCI's certifications.

Q1: What does the new certification mean for my existing HRCI certification?

A1: HRCI wants you to know that HRCI will continue to develop and administer the PHR®, SPHR®, GPHR®, PHR/SPHR-CA®, HRBP® and HRMP® and HRCI's other high-quality certification products to meet the needs of HR professionals around the world.

HRCI credentials are the gold standard certification that are sought-after, known, trusted and respected by HR professionals and the companies they serve in more than 100 countries worldwide. HR professionals who have HRCI certifications are well regarded for the strong brand recognition they carry in the HR marketplace.

Q2: What is the difference between SHRM's certifications and HRCI's?

A2: HRCI has not been provided with any materials regarding the proposed SHRM certification or exam.

What HRCI can tell you is that HRCI exams have always been competency-based and derived with input from thousands of practicing HR professionals around the world. HRCI certifications indicate real-world application, mastery and forward-thinking HR practices. HRCI's certifications are accredited by the National Commission of Certifying Agencies (NCCA).

HRCI continuously makes updates and improvements to the HRCI certifications to meet the demands of the HR marketplace.

Q3: I am confused. Do the PHR®, SPHR®, GPHR®, PHR/SPHR-CA®, HRBP® and HRMP® certifications belong to SHRM or HRCI?

A3: The PHR®, SPHR®, GPHR®, PHR/SPHR-CA®, HRBP® and HRMP® are developed and administered by HRCI only to meet the needs of the HR profession around the world.

These HRCI credentials are the gold standard certification that are sought-after, known, trusted and respected by HR professionals and the companies they serve in more than 100 countries worldwide. HR professionals who have HRCI certifications are well regarded for the strong brand recognition they carry in the HR marketplace.

Q4: Do I need to have both HRCI's and SHRM's certifications?

A4: Individuals who have HRCI certifications are well regarded for the strong brand recognition HRCI credentials carry in the HR marketplace. HRCI is the world's most widely recognized independent certifying body for the HR profession and offers a comprehensive global product portfolio that counts almost 140,000 HR professionals across 100 countries who are certified with one or more of HRCI's credentials.

Q5: Is HRCI involved in the process of developing this new SHRM certification?

A5: HRCI is not and was not involved with the development of SHRM's proposed certification. HRCI is an independent, non-profit organization. It is free from influence, meaning that HRCI certifications are not built around any proprietary product or organization.

Q6: How will this affect my recertification credits for renewal of HRCI certification?

A6: There is no change to the HRCI recertification process or how you receive credits toward your recertification. In fact, HRCI is working to simplify the process:

- HRCI offers a network of thousands of approved providers and programs for recertification.
- HRCI will recognize credits earned at SHRM conferences.
- HRCI will continue to accept credits toward recertification for HR-related continuing education that links to our Body of Knowledge from any provider.
- HRCI is open to feedback and your suggestions about ways to make its process easier.

Please find more information about recertification at HRCI's website
<http://www.hrci.org/recertification>.

Q7: If HRCI is not at the SHRM conference, will we get recertification credits?

A7: Yes. HRCI will continue to certify, recertify and support HR professionals in their pursuit of professional excellence. HRCI will continue to accept credits for HR-related continuing education towards recertification from any provider, regardless of whether they have applied for preapproval. Please find more information about recertification at HRCI's website
<http://www.hrci.org/recertification>.

Q8: Will my HRCI certification be transferrable to SHRM's certification program?

A8: Your certification cannot be transferred. You can only maintain your current credentials, which you earned through HRCI, by continuing to fulfill all recertification obligations through HRCI.

Q9: How can I get training for HRCI's certifications?

A9: HRCI has never required nor recommended any specific product, program or organization to prepare for our exams. This is because the exams are experience-based and every individual brings a different combination of education and experience to the exam – there is no single best method to prepare. There is an established network of vendors and providers to help applicants prepare for the exam. Please visit the “Exam Preparation” section of the HRCI website for more information.

Q10: I am an approved vendor. What's going to happen to my business since SHRM is no longer going to support these certifications?

A10: HRCI will continue to develop and administer the certifications – PHR®, SPHR®, GPHR®, PHR-CA®/SPHR-CA®, HRBP® and HRMP®. Your programs will continue to be needed by those recertifying their HRCI credentials.

Q11: Are HRCI's certifications competency-based? Will there be changes to the HRCI certifications as a result?

A11: HRCI's exams have always been competency-based and derived with input from thousands of practicing HR professionals around the world. HRCI continuously makes updates and improvements to HRCI's certifications to meet the demand of the market place.

Q12: Will the upcoming HRCI testing process change? Should I continue preparing and/or sit for my upcoming exam?

A12: There is no change to the preparation process or dates of ongoing or future exams for HRCI certifications. All current and future dates remain as scheduled.

Q13: I don't see my questions being answered here. Whom should I contact if I still have further questions?

A13: If you have further inquiries regarding HRCI's certifications, please do not hesitate to contact HRCI at +1-866-898-4724 (U.S. Toll Free) and +1-571-551-6700.

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