

SHRM has announced additional details on its proposed new certification. As a result of this announcement, HRCI has been fielding numerous questions from confused certificants about the status of HRCI's certification programs. The “big” question is, whether HRCI will continue to develop and administer its certification programs. The answer to that question is an unequivocal yes. Given HRCI's intent to continue its certification programs, the next question to consider is why would you want to give up the letters you worked so hard to earn and that are tested, proven, and accredited?

In response to the many other questions received, HRCI reaffirms that HR Certification Institute (HRCI) stands for:

- **Independence:** We are an independent, non-profit organization. We are free from influence, meaning our certifications are not built around any proprietary product or organization.
- **Integrity:** Nearly 140,000 HR professionals hold one or more HRCI certifications. Our sole focus has been on certification and the integrity of the credentials that show real world experience and knowledge about what makes an effective HR professional in today's world.
- **Accreditation:** The HR Certification Institute is the world's largest HR certifying body to offer National Commission for Certifying Agencies (NCCA) accredited credentials.
- **Transparency:** We have been a trusted partner to the HR community for nearly 40 years. Our exams have always been competency-based and derived with input from thousands of practicing HR professionals around the world.
- **Network:** HRCI exams are developed for and by the HR community. There is a well-regarded and growing network of thousands of vendors and providers we have approved who offer test preparation and continuing education programs.

**Certification and Recertification:** The HR Certification Institute will continue to certify, recertify and support HR professionals in their pursuit of professional excellence. HRCI credentials provide the brand recognition that is so important and respected in the HR industry.

HRCI wants our current and future certificants, vendors and partners to know that we will continue to develop and administer the PHR®, SPHR®, GPHR®, PHR/SPHR-CA®, HRBP® and HRMP® and our other high-quality certification products to meet the needs of the HR profession around the world. The range of certifications offered by HRCI will continue to be regarded as the highest mark of professional distinction among HR professionals.