

SHRM CERTIFICATION



ONLINE TUTORIAL *Pathway*

THE NEW CREDENTIALS FOR
HR PROFESSIONALS

shrmcertification.org/pathway

SHRM-CPSM SHRM-SCPSM



Leading People.
Leading Organizations.



EVOLUTION OF HR CERTIFICATION

Business leadership has changed over recent decades. We live and work in a global economy requiring increasing innovation, agility and strategic perspective. The HR professional operates at the core of the global enterprise, ensuring the alignment of policy and practice with organizational strategy. The new SHRM credentials, the **SHRM Certified Professional (SHRM-CP)** and **SHRM Senior Certified Professional (SHRM-SCP)**, reflect the expanding role of today's HR professional.

As the leading advocate for HR professionals worldwide, SHRM provides comprehensive research, education and professional development around the globe. Founded in 1948, SHRM is the world's largest HR membership organization devoted to human resource management. Representing more than 275,000 members in over 160 countries, the Society is the leading provider of resources to serve the needs of HR professionals and advance the professional practice of human resource management. SHRM has more than 575 affiliated chapters within the United States and subsidiary offices in China, India and United Arab Emirates.

NEXT-GENERATION

THE ONLINE TUTORIAL PATHWAY *for* CERTIFIED HR PROFESSIONALS

If you are a credentialed HR professional, SHRM is proud of your achievements and recognizes the time, money and energy you have invested. As an organization committed to its members, SHRM will continue to support and recognize your expertise.

Now your path to even greater opportunity is simple and clear. Your existing HR certification constitutes your eligibility to earn the SHRM-CP or SHRM-SCP, which indicates to the global HR community that you have the competencies, knowledge and skills to perform effectively in today's ever-changing workplace.



EVOLUTION

WHAT'S IN IT FOR YOU?

Set yourself apart. The SHRM-CP and SHRM-SCP professional designations distinguish you from your colleagues, demonstrating your high level of competence, knowledge and skills. Earning your SHRM certification makes you a more valuable business asset, allowing both you and your organization to stay relevant and up-to-date.



SUCCESS

In this ever-changing business world, it's not only what you know but what you do with what you know. SHRM has responded to this change by incorporating behavioral competencies into the SHRM certification program to ensure you have the capabilities to succeed.



CREDIBILITY

The SHRM-CP and SHRM-SCP are the only HR certifications based on a rigorously validated HR competency model. Accordingly, SHRM certifications are a credible indication of effective job performance.



UNIVERSAL RECOGNITION

SHRM designed the certification program to be as inclusive and diverse as the profession itself. The SHRM-CP and SHRM-SCP are the new standards of global certification – recognized across geographic borders, industries, job responsibilities and career levels.

To maintain the integrity of the SHRM certification program, SHRM will verify, through a random audit, a percentage of HR generalist credentials for those who have participated in the pathway process.

Audited applicants will be able to complete the tutorial immediately, but award of their SHRM credential will not be made until their HR generalist certification has been verified.

WHAT YOU NEED TO KNOW

THE PROCESS IS SIMPLE AND FREE OF CHARGE.

If you are a current holder of an HR generalist certification* in good standing, or obtained your certification by January 31, 2015, you are eligible for SHRM's new certification — at no cost — by completing the following steps between now and December 31, 2015. Any professionals who have obtained their certification after January 31, 2015, will not be eligible for the tutorial pathway.

It's Easy to Get Started

STEP 1 **Go to** shrmcertification.org/pathway.

STEP 2 **Create** an account and select "Online Tutorial Pathway."

STEP 3 **Affirm** that you hold a valid HR credential.

STEP 4 **Enter** current certification details: certification name, issue date and expiration date.

STEP 5 **Agree** to abide by the SHRM Code of Ethics.

STEP 6 **Access and complete** the Online Tutorial focusing on the SHRM Competency Model via the link sent to your e-mail.

STEP 7 **Receive** your SHRM-CP or SHRM-SCP once you complete the pathway process, and begin a three-year recertification cycle.

* Eligible HR generalist certification programs include PHR, SPHR, GPHR, HRBP, HRMP and IPMA-CA.

You will not lose or have to give up any of your current credentials in order to obtain the new SHRM certification.

HR GENERALIST CERTIFICATION PROGRAMS ELIGIBLE FOR THE ONLINE TUTORIAL PATHWAY

ELIGIBLE FOR SHRM-CP	ELIGIBLE FOR SHRM-SCP	CREDENTIAL SPONSOR
PHR® HRBP®	GPHR® SPHR® HRMP®	HR Certification Institute (HRCI)
	IPMA-CP	International Public Management Association for Human Resources (IPMA-HR)

Please note: PHR, SPHR, GPHR, HRBP and HRMP are registered trademarks of the HR Certification Institute and are not SHRM certifications. SHRM has no rights in the "IPMA" trademark, and IPMA-CP is not a SHRM certification. Other HR generalist credentials may also qualify based on SHRM's review, please e-mail shrmcertification@shrm.org for more information.

SHRM CERTIFICATION WILL HELP YOU

- **Boost** your confidence with recognition.
- **Demonstrate** your mastery of the competencies and knowledge most important to organizations as defined by the SHRM Body of Competency and Knowledge™ (SHRM BoCK™).
- **Expand** your outlook on the HR field and bring new ideas to your workplace.
- **Keep up** with HR developments, including the latest legislative changes*.
- **Enhance** your HR behavioral competencies that contribute to your career success.
- **Stand out** from other HR candidates in a job search.
- **Prove** your long-term commitment to the HR profession.

* Applicable only to the U.S.

RECERTIFICATION: STAY CURRENT

Now and in the future. Recertification is the key to keeping your knowledge and capabilities current. To maintain a SHRM-CP or SHRM-SCP, credential holders must earn 60 Professional Development Credits (PDCs) within a three-year recertification period that ends on the last day of the credential holder's birth month.

SHRM has addressed the needs of HR professionals by creating three avenues by which SHRM-CP and SHRM-SCP credential holders earn recertification credits: Advance Your Education, Advance Your Organization and Advance Your Profession.

For up-to-date details on recertification, visit
shrmcertification.org/recertification

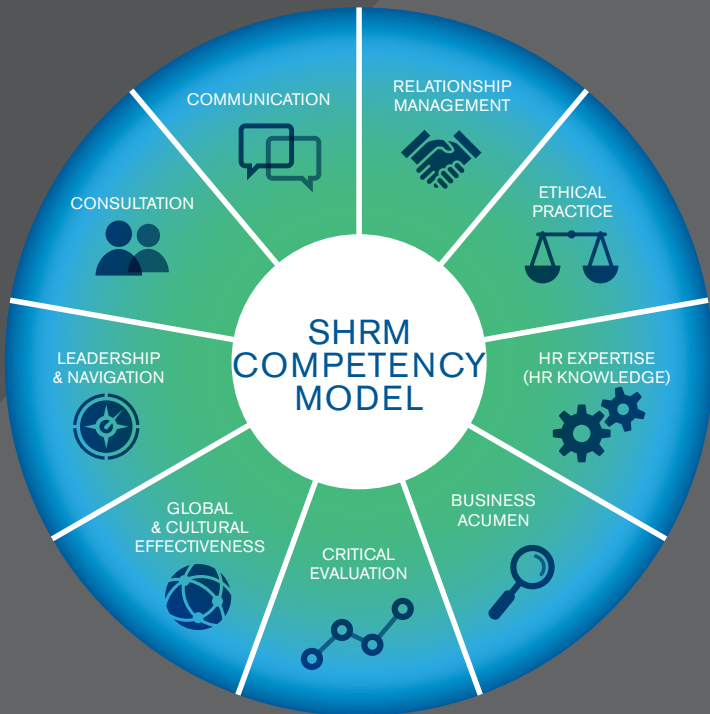
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THE PATHWAY TO SHRM CERTIFICATION

SHRM has responded to the global HR community by launching an unparalleled study to define not only the knowledge but also the competencies required of today's HR leaders. The result of this rigorous research is the SHRM Competency Model, which incorporates key behavioral competencies — such as Leadership and Navigation, Business Acumen, and Relationship Management — and represents the backbone of the new SHRM certifications.

SHRM is offering a pathway process for holders of HR generalist credentials as a bridge to the SHRM-CP or SHRM-SCP. Pathway participants have the opportunity to complete a series of steps and obtain their new SHRM credential. The core of the pathway process is an online tutorial that provides an overview of the SHRM Competency Model and explores how the competency model supports your professional development.



HR CERTIFICATION

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SHRM-CPSM
SHRM-SCPSM

SHRM certification promises an exciting future for your HR career and your ability to **advance, serve and lead the global HR community**. Join us in this evolution.

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