Pathway to SHRM Certification

For Existing Certificants:

From January 5, 2015, to 31 December 2015, holders of a valid HR generalist certification can be eligible to obtain the SHRM-CP or SHRM-SCP.

Credential holders will complete a simple three-step process:
1. Agree to abide by the SHRM Code of Ethics;
2. Affirm that you hold a valid HR credential; and
3. Complete the online tutorial on HR competencies.

Holders of credentials like PHR & HRBP* will be eligible for:

Holders of senior-level credentials like SPHR, GPHR, & HRMP* will be eligible for:

You are not required to give up your existing credentials. Credentials must be earned by January 31, 2015, in order to be eligible for the three-step pathway process.

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

For Aspiring Certificants

Individuals interested in pursuing certification this year should continue preparations and take an HR general certification exam (e.g. PHR/SPHR/GPHR exam) prior to January 31, 2015.

○ If you pass the exam, 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 this year, and take the exam it supports, but don’t pass, you will be eligible to receive the new version of the SHRM Learning System that supports the SHRM-SCP or SHRM-CP next year at no cost following registration for the May-July 2015 SHRM-CP or SHRM-SCP testing window.

○ If you purchase the 2014 SHRM Learning System this year, and decide not to take your exam, you will be eligible to receive the new version of the SHRM Learning System next year at no cost following registration for the May-July 2015 SHRM-CP or SHRM-SCP testing window.
SHRM-CP, SHRM-SCP Exam Fees

<table>
<thead>
<tr>
<th></th>
<th>SHRM Member Price</th>
<th>Nonmember Price</th>
</tr>
</thead>
<tbody>
<tr>
<td>Exam Fee (SHRM-CP &amp; SHRM-SCP)</td>
<td>$300* USD</td>
<td>$400* USD</td>
</tr>
<tr>
<td>*Includes $50 non-refundable processing fee.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Late Application Fee</td>
<td>$75 USD</td>
<td>$75 USD</td>
</tr>
</tbody>
</table>

Streamlined Recertification Process

<table>
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<tr>
<th>Broad Opportunities for Qualifying Activities</th>
<th>User-Friendly, Job-Related Requirements</th>
<th>Streamlined Preferred Provider Program</th>
</tr>
</thead>
</table>

SHRM’s streamlined approach to recertification includes:

- 60 Professional Development Credits (PDCs) based on the SHRM BoCK;
- Credits awarded for Advance Your Education, Advance Your Organization, and Advance Your Profession;
- Greater emphasis placed on job-related experiences and projects;
- No distinction between Strategic & General Business Credits; and
- State Councils, Chapters, and Educational Partners in good standing are eligible to become Preferred Providers at no cost.

*Once you earn the new SHRM credentials, you will begin a three-year recertification cycle.*

SHRM-CP/SHRM-SCP TESTING WINDOW


<table>
<thead>
<tr>
<th>APPLICATIONS ACCEPTED</th>
<th>REGULAR APPLICATION DEADLINE</th>
<th>LATE APPLICATION DEADLINE</th>
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<tbody>
<tr>
<td><strong>Spring Window:</strong> Jan. 5</td>
<td>March 13</td>
<td>April 17</td>
</tr>
<tr>
<td><strong>Winter Window:</strong> May 1</td>
<td>Oct. 16</td>
<td>Nov. 13</td>
</tr>
</tbody>
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*An additional $75 USD nonrefundable late application fee will be assessed.*

Please note: The exam application deadlines close at 11:59 PM, ET on the dates listed above.
### Recertification Credits

<table>
<thead>
<tr>
<th>Category</th>
<th>Description/Examples</th>
<th>Maximum Number of Professional Development Credits (PDCs)</th>
</tr>
</thead>
</table>
| Advance Your Education    | Continuing education such as:  
  - Conferences  
  - College courses  
  - Seminars  
  - e-Learning (Instructor-Led and Self-Directed)  
  - Chapter programs  
  - Webcasts  
  - Audiocasts  
  - Podcasts                                                                                                                                 |  
  - No maximum for instructor-led PDCs  
  - Maximum of 30 PDCs for self-directed programs                                                                                   |
| Advance Your Organization | Work projects endorsed by supervisor which support organizational goals and advance or demonstrate capabilities in one or more HR competency. | Maximum of 20 PDCs per cycle                                                                                             |
| Advance Your Profession   | Thought leadership and volunteer activities such as:  
  - Professional membership  
  - Volunteer leadership  
  - Speaking at conferences  
  - Writing and Research                                                                                                                                 | Maximum of 30 PDCs per cycle                                                                                           |