

# SHRM CERTIFICATION

## SHRM-CP™ AND SHRM-SCP™

THE NEW CREDENTIAL FOR HR PROFESSIONALS

## ELIGIBILITY REQUIREMENTS

Credential	Less than a Bachelor's Degree		Bachelor's Degree		Graduate Degree	
	HR-Related Degree	Non-HR Degree	HR-Related Degree	Non-HR Degree	HR-Related Degree	Non-HR Degree
SHRM-CP	3 years in HR role	4 years in HR role	1 year in HR role	2 years in HR role	Currently in HR role	1 year in HR role
SHRM-SCP	6 years in HR role	7 years in HR role	4 years in HR role	5 years in HR role	3 years in HR role	4 years in HR role
Or you are eligible to sit for the SHRM-SCP exam after one SHRM-CP recertification cycle.						

- >> Applicants must show that they have worked in an HR role for more than 1,000 hours within a calendar year, which equates to 1 year of experience.
- >> HR experience can be in an exempt or non-exempt capacity.
- >> SHRM membership is not required to attain the new SHRM certification.

## QUALIFYING DEGREES

**GRADUATE (or global equivalent<sup>^</sup>):** HR-related degrees may include but **are not limited to** the following: MA or MS in Industrial and Organizational Psychology; MAM with concentration in HR; Organizational Leadership or Leadership Development with concentration in HR; Human Capital Development; Organizational Behavior; Labor Relations; Industrial Relations.

**BACHELOR'S (or global equivalent<sup>^</sup>):** HR-related degrees may include but **are not limited to** the following: BA or BS degree with concentration in HR; Organizational Behavior; Industrial Relations; Organizational Development; Management and Leadership.

**OUTSIDE THE U.S.:** HR-related bachelor programs may include the following: BBA with emphasis in HRM; Bachelor of Commerce with concentration in Managing People and Organizations; Bachelor of Business in Pedagogy with concentration in HR.

**LESS THAN A BACHELOR'S DEGREE:** Applicants with less than a bachelor's degree may complete an HR Certificate Program from an accredited institution completing 8 courses that cover the fundamentals in HR (i.e., Principles of HRM; Compensation & Benefits; Organizational Development; Recruitment & Selection; Employment Law; Training & Development; Employee Relations; Performance Management).

<sup>^</sup>For more information on global equivalence evaluation services, visit [www.naces.org/members.html](http://www.naces.org/members.html); [www.aice-eval.org](http://www.aice-eval.org); [www.aacrao.org](http://www.aacrao.org)

### SHRMCertification.org

Questions?

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