## ELIGIBILITY REQUIREMENTS

<table>
<thead>
<tr>
<th>Credential</th>
<th>Less than a Bachelor's Degree</th>
<th>Bachelor's Degree</th>
<th>Graduate Degree</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>HR-Related Degree</td>
<td>Non-HR Degree</td>
<td>HR-Related Degree</td>
</tr>
<tr>
<td>SHRM-CP</td>
<td>3 years in HR role</td>
<td>4 years in HR role</td>
<td>1 year in HR role</td>
</tr>
<tr>
<td>SHRM-SCP</td>
<td>6 years in HR role</td>
<td>7 years in HR role</td>
<td>4 years in HR role</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>5 years in HR role</td>
</tr>
</tbody>
</table>

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^)**: 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^)**: 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).

^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)

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**Questions?**
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