Why earn the SHRM-CP/SHRM-SCP credential?

Prove you’re a capable strategic thinker.
Being certified indicates that you can deliver innovative and measurable business results.

INCREASE YOUR EARNING POTENTIAL*

HR professionals who pass a SHRM certification exam report earning salaries 14% to 15% higher than peers who do not.

Gain readiness for any path your HR career takes.
Certified professionals report a greater understanding of necessary skills.

INCREASE YOUR EARNING POTENTIAL *

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GET PROMOTED* 88% of HR professionals report that SHRM certification increases the likelihood of obtaining a promotion.

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Demonstrate your HR expertise.
Among examinees, the top reason for pursuing SHRM certification was to enhance their credibility as HR professionals.

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JOIN 115,000+

SHRM Certified Professionals

Download the SHRM BoCK at shrmcertification.org/SHRMBoCK

ABOUT THE SHRM-CP AND SHRM-SCP CREDENTIALS

The SHRM Body of Competency and Knowledge™ (SHRM BoCK™) is the basis for the SHRM credentials. The SHRM BoCK describes the behavioral competencies and knowledge HR professionals need for effective job performance. SHRM’s dual approach to understanding HR success is supported by empirical research and accredited by the Buros Center for Testing.

SHRM Body of Competency & Knowledge™

YOUR JOURNEY THROUGH

SHRM CERTIFICATION

Decide • Apply • Prepare • Certify • Recertify

Professional development is easier with SHRM membership. Join today to earn professional development credits and save money!
SHRM certification gives you the opportunity to demonstrate mastery of the core competencies needed for success in today’s business environment.

**DETERMINE YOUR CREDENTIAL**

Eligibility for the SHRM-CP and SHRM-SCP is based on a combination of education and HR-related work experience. Neither an HR title nor SHRM membership is required.

**ELIGIBILITY CRITERIA**

<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>SHRM-CP</td>
<td>3 years in HR role</td>
<td>4 years in HR role</td>
<td>7 years 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>5 years in HR role</td>
</tr>
</tbody>
</table>

*Less than a bachelor’s degree includes working toward a bachelor’s degree, associate degree, some college, qualifying HR certificate program, high school diploma, or GED diploma.

- Applicants must demonstrate 1000 hours devoted to HR-related activities in any calendar year. Part-time work qualifies.
- Individuals who have mixed roles—for example, office managers who have both administrative and HR responsibilities—may also have qualifying experience.
- Students may qualify if they are enrolled in their final year of a bachelor’s or master’s HR degree program at an educational institution aligned to SHRM’s curriculum guidelines and have the requisite hours in HR experience gained through internship or work opportunities.
- Service members who have served or are serving in the human resources, personnel management, or recruiting and career counseling fields can count their time in these areas as HR-related experience. Those who have served or are serving in a leadership role performing HR-related duties in any of the 15 functional areas outlined in the SHRM BoCK™ may also count this experience.

For complete eligibility criteria and other details about the program, download a copy of the SHRM Certification Handbook at [shrmcertification.org/certificationhandbook](http://shrmcertification.org/certificationhandbook).

**PREPARE FROM HOME**

The SHRM Learning System™ is the leading resource to prepare for the SHRM-CP or SHRM-SCP exam. HR professionals who use it consistently beat the average pass rate on the exam. Select a delivery option below to get started.

**EXAM TESTING WINDOWS**

Testing windows are the dates during which the exams are administered:

- **SPRING SHRM-CP/SHRM-SCP EXAM WINDOW**
  - May 1 – July 15, 2021
  - Application Acceptance: January 4, 2021
  - Early Bird Application Deadline: April 6, 2021
  - Standard Application Deadline: April 19, 2021
- **WINTER SHRM-CP/SHRM-SCP EXAM WINDOW**
  - December 1, 2021 – February 15, 2022
  - Application Acceptance: January 1, 2022
  - Early Bird Application Deadline: October 15, 2021
  - Standard Application Deadline: November 8, 2021

**SHRM FOUNDATION SCHOLARSHIPS AND GRANTS**

SHRM Foundation awards certificates, academic, and professional development scholarships and grants to HR professionals and students. Learn more at shrmfoundation.org/scholarships.

**RECERTIFICATION APPLICATION FEE**

SHRM Members: $100
Nonmembers: $150

Learn more about recertification activities and access resources at shrmcertification.org/recertify.

**RECERTIFICATION ON THE GO!**

Use the SHRM Certification app to load your professional development credits on the go.

Download the SHRM Certification App Today!

Search for “SHRM Certification” in the App Store or Google Play Store.