

SHRM Specialty Credentials

Are you ready for your next challenge? Looking for a way to demonstrate your expertise in a functional area of HR? A Specialty Credential may be just what you're looking for to prove your HR knowledge and expertise—and demonstrate that you can know how to apply that knowledge on the job.

Here are a few Q & A's to provide additional information about Specialty Credentials:

Q: What is a Specialty Credential?

A: A SHRM Specialty Credential is a recognition of competency-based professional development accomplished in a focused field of practice. Those completing a SHRM Specialty Credential have demonstrated specialized knowledge in a complex and continually-evolving topic area (e.g. California Employment Law or Talent Acquisition).

A SHRM Specialty Credential educates individuals on specific learning objectives. This is done by participating in a series of learning events and passing an assessment to demonstrate comprehension of program learning objectives.

Q: What are SHRM's current Specialty Credential offering areas?

- People Analytics
- Talent Acquisition
- SHRM California Employment Law

Coming soon:

- HR Department of One Specialty Credential
- U.S. Immigration Specialty Credential

Q: What can I do with a Specialty Credential?

A: Successful practitioners receive a certificate of accomplishment and a digital badge verifying their specialty. SHRM certified professionals with a SHRM Specialty Credential also earn professional development credits (PDCs) which are automatically uploaded to their SHRM Certification Portal.

Q: How long does the credential last? Do I need to recertify?

A: SHRM Specialty Credential remains valid for three years from the date of completion. A SHRM Specialty Credential cannot be recertified and can only be re-issued following completion of the updated specialty credential learning program.

Q: Do I have to be SHRM Certified to earn a Specialty Credential?

A: No, you do not need to be SHRM-CP or SHRM-SCP certified to earn a specialty credential. Currently, SHRM certified professionals who successfully complete the credential package will receive between 22 - 25 PDCs toward SHRM recertification.

Want to know more about SHRM Specialty Credentials? Visit the [SHRM website](#) or contact your [SHRM Regional Team](#).



SHRM Specialty Credentials

Reference:

SHRM (2019). SHRM Website – SHRM Specialty Credentials. Retrieved from:

<https://www.shrm.org/LearningAndCareer/learning/Pages/Specialty-Credentials.aspx>