



ONLINE TUTORIAL PATHWAY

ALREADY CERTIFIED?

Your existing HR certification constitutes your eligibility to earn the SHRM-CP or SHRM-SCP.

If you are a current holder of an HR generalist certification (including: PHR, SPHR, GPHR, HRBP, HRMP and IPMA-CP*), you are eligible for SHRM's new certification—at no cost—by completing the following three simple steps by December 31, 2015:

- Document that your current certification is in good standing.
- Sign the SHRM Code of Ethics.
- Complete a brief online tutorial focusing on HR competencies.

Once you complete this process, you will earn the new SHRM credential and begin a three-year SHRM recertification cycle.

You will not lose or have to give up any of your current credentials in order to obtain the new SHRM Certification.

Format of the Online Tutorial Pathway

The online tutorial is an educational program that focuses on the eight behavioral competencies found in the SHRM Competency Model and the SHRM Body of Competency and Knowledge (SHRM BoCK). The tutorial comprises five modules, including an interactive tool to create an individual Competency Self-Portrait, as well as an opportunity to experience the scenario-based questions on the SHRM certification exams. The scenarios and question examples are not scored, but rather serve to provide exposure to how SHRM is assessing competencies in the exams.

Determining Certification Level for Online Tutorial Pathway

If you hold an existing senior- or advanced-level certification, you will be eligible for the more senior of the new SHRM Certification, the SHRM Senior Certified Professional (SHRM-SCP).

If you hold an existing generalist- or professional-level certification, you will be eligible for the correlating new SHRM Certification, the SHRM Certified Professional (SHRM-CP).

Will I have to give up my current credential in order to obtain the new SHRM certification?

You will not lose or have to give up any of your current credentials in order to obtain the new SHRM Certification.

Please e-mail shrmcertification@shrm.org for more information.

*PHR, SPHR, GPHR, HRBP and HRMP are registered trademarks of the HR Certification Institute and are not SHRM certifications. SHRM has no rights in the "IPMA" trademark, and IPMA-CP is not a SHRM certification. Other HR generalist credentials may also qualify based on SHRM's review.