

HR Certification Institute's New Eligibility Requirements to Take Effect in 2011

These changes will go into effect beginning with the May-June 2011 testing window.

What are the new eligibility requirements?		
PHR Eligibility	SPHR Eligibility	GPHR Eligibility
<ul style="list-style-type: none"> • Four years of demonstrated exempt-level HR experience with less than a bachelor's degree • Two years of demonstrated exempt-level HR experience with a bachelor's degree • One year of demonstrated exempt-level HR experience with a master's degree or higher 	<ul style="list-style-type: none"> • Seven years of demonstrated exempt-level HR experience with less than a bachelor's degree • Five years of demonstrated exempt-level HR experience with a bachelor's degree • Four years of demonstrated exempt-level HR experience with a master's degree or higher 	<ul style="list-style-type: none"> • Four years of demonstrated exempt-level HR experience (with two of the four years being global HR experience) with less than a bachelor's degree • Three years of demonstrated exempt-level HR experience (with two of the three years being global HR experience) with a bachelor's degree • Two years of demonstrated global exempt-level HR experience with a master's degree or higher

Why are the eligibility requirements changing?

- Based on recommendations from over 14,000 HR professionals, certificants, business leaders, students and academicians, the HR Certification Institute's exam eligibility requirements are changing to reflect the needs and requirements of the HR profession.
- The new eligibility requirements result in better alignment with the candidate profile that possesses the level of practical experience and HR knowledge to perform successfully on the exam.
- The new eligibility requirements were developed in cooperation with HR practitioners, academicians and current certificants, including recent student certificants. The eligibility requirements will help candidates be more successful in passing the exam.

How were the requirements developed?

- As a part of our standard business practices, we evaluate the eligibility requirements to determine if they are in alignment with the needs of the HR industry.
- The HR Certification Institute embarked on a multi-pronged study of the current eligibility requirements for our three core products: the PHR, SPHR and GPHR exams.
- The study included a task force and focus groups made up of all our stakeholders (certificants, HR practitioners, senior business leaders, SHRM leaders, students, student advisors and academicians).
- Recommendations on changes to our eligibility requirements from these groups were then posed to the HR community through an open-comment period in which all certificants, SHRM members and other HR professionals were invited to provide their views on the proposed changes.
- More than 14,000 people responded to the survey.
- The respondents were overwhelmingly in favor of the proposed changes.
- The new eligibility requirements result in better alignment with the candidate profile that possesses the level of practical experience and HR knowledge to perform successfully on the exam.
- The new eligibility requirements will help candidates be more successful in passing the exam.

When will the new eligibility requirements go into effect?

- The new eligibility requirements will begin with the **spring 2011 testing window** (May-June 2011).
- The last PHR, SPHR and GPHR exam to be administered under the current eligibility requirements will be the winter 2010 testing window (December 2010-January 2011).

Who will be most affected by the new eligibility requirements?

- Prospective GPHR certificants
 - Those who have been able to sit for the GPHR exam without demonstrated exempt-level experience in global HR will not be able to sit for the exam beginning in 2011.
- Prospective SPHR certificants
 - Those who are eligible to sit for the SPHR exam under the current eligibility requirements may only be eligible to take the PHR exam under the new requirements that go into effect in 2011.
- Students
 - Students will no longer be eligible to take an exam without the required work experience. Students will be able to take a certification exam after they have graduated and met the work experience and degree eligibility requirements for that exam.
- Current certificants who wish to recertify by exam
 - One can recertify by examination in 2011 or after but must qualify to sit for the exam under the **new eligibility requirements**, even if they originally were eligible to sit for the exam under the current eligibility requirements.