



The Human Resource Certification Institute (HRCI) announces the California Certification, the newest credential testing the mastery of California’s human resource laws.

Evolution of the California Certification

In November 2005, the California State Council of SHRM approached HRCI requesting financial assistance in the development of a state-specific certification. The State Council identified the need, conducted the legwork, and identified the initial content areas to be tested. An undeniably strong case was made regarding the unique differences between federal and California state employment laws. Working with subject matter experts based in California, HRCI formed a task force that identified the differences between state and federal employment law and validated the CA-specific body of knowledge through a practitioner survey administered in mid-September.

Functional Areas

The broad content areas for the CA Certification will include:

- **Compensation and Benefits (26%)**
- **Employee and Labor Relations (46%)**
- **Leaves of Absence and Workers Compensation (17%)**
- **Health, Safety, and Security (11%)**

Eligibility

Applicants for this exam must hold a current PHR or SPHR designation before applying to take the exam.

Exam Administration

The California Certification exam will consist of 125 questions (100 scoreable and 25 as pretest) focused on state-specific laws. Examinees will have two hours and fifteen minutes to complete it.

Exam Date/Window	April 22, 2007	June 24, 2007	December 1-31, 2007
Test Mode	paper/pencil	paper/pencil	computer-based
Event	Legal and Legislative Conference	SHRM Annual Conference	N/A
Location	Sacramento, CA	Las Vegas, NV	Various locations
Regular Deadlines	March 23, 2007	May 25 2007	October 12, 2007
Late Deadline	April 6, 2007	June 8 2007	November 16, 2007

2007 Exam Fees

	SHRM Member	Nonmember
Application Fee	\$75	\$75
Regular Deadline Exam Fee	\$200	\$250
Total Regular Deadline Fee	\$275	\$325
Total Late Deadline Fee	\$325	\$375

About the Designation

In order to maintain your California state-specific certification, you must also maintain your PHR or SPHR credential.