

Recertification and Multiple Designations

Recertification shows that certified professionals have maintained and updated their HR knowledge during the three-year certification period. The requirement to recertify through continuing education/experience is a total of 60 hours. Since candidates must be currently PHR or SPHR certified in order to obtain the PHR-CA or SPHR-CA, the end date for the California certification will sync up to the existing PHR or SPHR cycle end date. Recertification for the California certification requires either documenting 15 recertification credit hours of California-specific HR-related continuing education activities (in addition to the remaining general, international, or strategic hour requirement as applicable) and/or experience or by retaking the exam. The 15 California specific hours will be prorated based on the time left in the recertification cycle when the California certification is achieved. The following chart illustrates sample recertification cycles:

MULTIPLE DESIGNATION CYCLES			
1st Designation Obtained	PHR	SPHR	PHR
Recertification Cycle (example)	1/1/08 - 12/31/10	06/30/07 - 06/30/10	1/1/08 - 12/31/10
2nd Designation Obtained	CA*	GPHR	CA
Recertification Cycle (example)	06/30/08 - 12/31/10	06/30/08 - 06/30/10	06/30/08 - 12/31/10
Credit Hour Requirements	47.5 (General) 12.5 (California)	25 (General) 15 (Strategic) 20 (International)	47.5 (General) 12.5 (California)
3rd Designation Obtained	GPHR	CA	SPHR
Recertification Cycle (example)	1/1/10 - 12/31/10	1/1/09 - 06/30/10	1/1/10 - 12/31/10
Credit Hour Requirements	37.5 (General) 12.5 (California) 10 (International)	17.5 (General) 15 (Strategic) 20 (International) 7.5 (California)	42.5 (General) 12.5 (California) 5 (Strategic)
* Note that the CA hours always will be prorated the first year.			