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For Immediate Release

HR Certification Institute Eligibility Requirements to Change in 2011

New certification requirements focus on more education and practical experience

Alexandria, Va. – Feb. 4, 2009 – Beginning in 2011, the eligibility requirements for the HR Certification Institute professional credentials will change, increasing the education level and years of practical experience necessary to earn the certifications.

The changes regard the Professional in Human Resources (PHR), Senior Professional in Human Resources (SPHR), and Global Professional in Human Resources (GPHR) certifications.

“Committed to higher standards and recognizing that certification advances the HR profession, we completed a thorough benchmarking study and weighed the recommendations from more than 14,000 HR professionals, business leaders, students, and academicians,” said Mary E. Power, CAE, executive director of the HR Certification Institute. “Our certifications are re-evaluated every three to five years to ensure that our credentials behind someone’s name are providing the highest level of value to them and their HR career.”

The eligibility changes include:

- PHR eligibility requirements – 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; or one year of demonstrated exempt-level HR experience with a Master’s degree or higher.
- SPHR eligibility requirements – 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; or four years of demonstrated exempt-level HR experience with a Master’s degree or higher.
- GPHR eligibility requirements – four years of demonstrated exempt-level HR experience (with two of the four being global HR experience) with less than a Bachelor’s degree; three years of demonstrated exempt-level HR experience (with 2 of the 3 being global HR experience) with a Bachelor’s degree; or two years of demonstrated global exempt-level HR experience with a Master’s degree or higher.
- Students – will not be eligible to sit for the certification exams until they have the required level of exempt work experience for their education level.
- Current certified HR professionals – who would like to recertify by exam in 2011 or after must meet the new eligibility requirements in order to take the exam, even if they are eligible for the exam under current standards.

“The new eligibility requirements reflect the need for both knowledge and experience to master the body of knowledge of these important certifications,” said Power. “Obtaining and maintaining HR certification demonstrates a career-long commitment and gives HR professionals a competitive advantage in the job market.”

For more information about the HR Certification Institute and the new eligibility requirements for PHR, SPHR or GPHR credentials, please visit www.hrci.org.

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About HR Certification Institute

The HR Certification Institute is an internationally recognized certifying body for the HR profession. The HR Certification Institute has awarded more than 100,000 credentials in over 70 countries to HR professionals who have passed rigorous exams to demonstrate their mastery and real-world application of forward-thinking HR practices, policies and principles. The HR Certification Institute is an affiliate of the Society for Human Resource Management. Visit www.hrci.org.