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For Immediate Release

One month and counting...

HR Certification Institute Exam Eligibility Requirements Change This Year; October 8 Deadline for Exams Under Current Requirements

New requirements to focus on more education and practical experience

Alexandria, Va. – September 15, 2010 – Human Resource (HR) professionals who want to test for HR Certification Institute (the Institute) professional credentials under current eligibility requirements have until **October 8, 2010**, to sign up before late fees are levied. **Late registration will be open from October 9, 2010, through November 12, 2010.** Candidates who are seeking a Professional in Human Resources (PHR®), Senior Professional in Human Resources (SPHR®), or Global Professional in Human Resources (GPHR®) certification after 2010 will be required to demonstrate increased educational levels and years of practical experience in order to be eligible to take the certification exams.

“These are important deadlines for our potential candidates, because we are raising basic requirements in 2011,” said Mary E. Power, CAE, executive director of the Institute. “After considerable input from certificants, business leaders and HR professionals, the eligibility requirements were tightened to better reflect the increased responsibility of today’s HR professional. We hope that those professionals considering getting certified are aware of these changes and will respond by the final deadline for the old eligibility requirements.”

Significant eligibility changes are highlighted in the following:

- **PHR eligibility requirements** – minimum of **four years of demonstrated professional (exempt-level) HR experience with less than a Bachelor’s degree;**
 - minimum of **two years of demonstrated professional (exempt-level) HR experience with a Bachelor’s degree;** or
 - **one year of demonstrated professional (exempt-level) HR experience with a Master’s degree or higher.**
- **SPHR eligibility requirements** – minimum of **seven years of demonstrated professional (exempt-level) HR experience with less than a Bachelor’s degree;**
 - minimum of **five years of demonstrated professional (exempt-level) HR experience with a Bachelor’s degree;** or
 - minimum of **four years of demonstrated professional (exempt-level) HR experience with a Master’s degree or higher.**
- **GPHR eligibility requirements** – minimum of **four years of demonstrated professional (exempt-level) HR experience (two of the four years must be in global HR)** with less than a Bachelor’s degree;
 - minimum of **three years of demonstrated professional (exempt-level) HR experience (with two of the three years in global HR)** with a Bachelor’s degree; or

- **minimum of two years of demonstrated global professional (exempt-level) HR experience with a Master's degree or higher.**
- Students (without demonstrated professional experience) – **will not be eligible** to sit for the certification exams until they have the required level of professional 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 application period for testing in 2010 through early 2011 closes on October 8, 2010. Late registration is open until November 12, but applicants must pay an additional \$50 fee to register for an exam.

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 108,000 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 a strategic partner of the Society for Human Resource Management. Visit www.hrci.org.