Q: What is changing with the 2020 GPHR® Certification Program?
A: In April 2020, several updates will be made to the GPHR® Certification Program:
  • Effective April 14, 2020, global/cross-border HR experience will be removed from the eligibility requirements.
  • Effective October 1, 2020, the functional areas on the new Exam Content Outline (ECO) will be expanded from five to six, with new naming conventions and percentage weightings.

Q: Why did HRCI remove the global/cross-border work experience requirement?
A: HRCI conducted a GPHR practice analysis study and determined:
  • Globalization has increased the use of remote work.
  • Virtual teams have enabled HR professionals to gain multi-cultural experience.
  • Greater understanding of the unique HR implications for multi-national organizations.
This made the cross-border requirement unnecessary in many situations. Effective April 14, 2020, prospective GPHR candidates will still have to demonstrate global HR expertise and knowledge via an exam, but they will no longer need to have formal cross-border HR work experience.

Q: What is the new GPHR Exam Content Outline (ECO) and how does it compare to the old exam?
A: The ECO was expanded from five to six exam functional areas with new naming conventions and percentage weightings. The table below shows a side-by-side comparison of the current ECO and new GPHR ECO, taking effect on October 1, 2020:

<table>
<thead>
<tr>
<th>Current Content Outline (through 9/30/20)</th>
<th>%</th>
<th>New Content Outline (eff. 10/1/20)</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strategic HR Management</td>
<td>25%</td>
<td>Strategic Global Human Resources</td>
<td>25%</td>
</tr>
<tr>
<td>Global Talent Acquisition and Mobility</td>
<td>21%</td>
<td>Global Talent Management</td>
<td>20%</td>
</tr>
<tr>
<td>Global Compensation and Benefits</td>
<td>17%</td>
<td>Global Mobility</td>
<td>15%</td>
</tr>
<tr>
<td>Talent and Organizational Development</td>
<td>22%</td>
<td>Workplace Culture</td>
<td>15%</td>
</tr>
<tr>
<td>Workforce Relations and Risk Management</td>
<td>15%</td>
<td>Total Rewards</td>
<td>15%</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Risk Management and Compliance</td>
<td>10%</td>
</tr>
</tbody>
</table>

Q: What are the new eligibility requirements for the GPHR certification?
A: To be eligible for the GPHR certification, candidates must have:
  • A minimum of 2 years of professional-level HR experience with a master’s degree or higher.
  • A minimum of 3 years of professional-level HR experience with a bachelor’s degree.
  • A minimum of 4 years of professional-level HR experience with a high school diploma.
**Q:** What is the definition of “Professional-Level” HR experience?

**A:** HR experience is considered “Professional-level” if it includes the following:

- The ability to use independent judgment and discretion in performing work duties.
- A level of specialized knowledge in the HR field, with some authority for decision-making.
- In-depth work requirements, such as data gathering, analysis and interpretation.
- Interaction with a broad range of individuals, including key personnel.
- Individual accountability for results.

**Q:** Will the GPHR recertification requirements remain the same?

**A:** Every three years, you must recertify to maintain the GPHR designation. A total of 60 credits are required: 15 Global credits plus 45 General HR credits.

**Q:** I have an active application and am planning to take the exam before October 1, 2020. Will these changes impact me?

**A:** No. Candidates with active applications planning to take the GPHR exam by September 30, 2020, should refer to the current exam content outline. All current requirements will be honored through that date.

**Q:** What happens if I fail the GPHR exam and the 90-day retake waiting period moves my retest date on or after October 1, 2020?

**A:** Your next exam will be based on the new exam content outline. Therefore, you should use the 90-day waiting period to evaluate how your experience compares to the new outline and, if necessary, pursue additional cert preparation for your next testing appointment.

**Q:** I have Second Chance Insurance. Can I still use the insurance to retest if I do not pass?

**A:** Yes. Second Chance Insurance provides the ability to take the same exam type again after a 90-day waiting period. However, depending on when you choose to test the first time, your 90-day re-testing period may coincide with the change from the current exam to the new exam on October 1, 2020.

**Q:** What is the format of the exam?

**A:** The GPHR is a three hour, computer-based exam that consists of 140 multiple-choice questions, plus 25 pretest/not scored questions.

**Q:** Is there any change to the price of the GPHR exam?

**A:** The exam fee will remain $495, plus a $100 application fee.

**Q:** What GPHR exam preparation materials are available and recommended?

**A:** You are encouraged to use a variety of study methods and materials when preparing for the GPHR exam. However, optional preparation materials are available. HRCI offers various preparation materials and resources. Browse for options at hrci.org/byob.