HRCI

ACCELERATE
Your California HR Career

PHR ca®

Earn your PHRca Certification

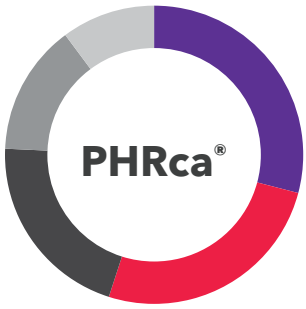
Accelerate your California HR expertise and demonstrate mastery as an emerging HR leader, committed to HR as an important business-value function. That's the power of earning your **Professional in Human Resources - California® (PHRca®)** certification from HRCI®. The accredited PHRca certification proves your expertise in the legal, technical and operational aspects of HR practice unique to the state of California.

PHRca Certification Benefits

1. Increase career visibility and marketability as an HR expert.
2. Win respect and greater potential for promotions & higher earnings.
3. Demonstrate your commitment to people management that adds business value.

What is Covered?

Earn your PHRca and showcase your knowledge and expertise in four essential HR functional areas:



- **29%** Compliance and Risk Management
- **26%** Employment Lifecycle and Employee Relations
- **21%** Compensation/Wage and Hour
- **14%** Leaves of Absence and Benefits
- **10%** Health, Safety and Workers' Compensation

Exam Fee

$100*	+	$395	=	$495
Application Fee		Exam Fee		Total Fee

Register today and start preparing for your PHRca Exam.

**Application fee is non-refundable.*

Eligibility Requirements

Less Than a Bachelor's Degree
+
4 years HR experience

or

Bachelor's Degree
+
At least two years of professional-level HR experience.

or

Master's Degree
+
At least one year of professional-level HR experience.

Frequently Asked Questions

When and where can I take the PHRca exam?

The PHRca exam is administered year-round by PearsonVUE. We offer exam testing locations worldwide and limited on-line monitored exams. Search https://home.pearsonvue.com/hrci for additional information.

What PHRca exam preparation materials are available and recommended?

You are encouraged to use a variety of study methods and materials when preparing for the PHRca exam. HRCI offers various preparation materials and resources. Browse for options at hrci.org/byob.

What is the format of the exam?

The PHRca is a two-hour and fifteen-minute (plus 30 minutes administration time) computer-based exam that consists of 90 scored questions (mostly multiple-choice) plus 25 pre-test/unscored questions.

What should I bring on exam day?

On exam day, you must present a valid, unexpired, government-issued photo ID with a signature, such as a driver's license with a photograph or a passport.

When will I know my exam results?

You will receive your result report either at the testing center or online once you submit your exam. Access the result report when you login to your HRCI® account within one hour after your testing session has ended.

How will employers know I am certified?

HRCI creates a digital badge that you can share in email signatures and on various social media platforms, such as LinkedIn. Learn more about digital badges at hrci.org/digital-badges.

What are the recertification requirements?

Recertification demonstrates your continued commitment to enhancing your skills and HR knowledge. Learn more about ways to earn 60 hours of recertification credits at hrci.org/recertification.

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