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## **Top Global Accreditation Awarded to International HRCI Credentials Recognizing Professional HR Excellence**

PHRi and SPHRi Credentials From HR Certification Institute  
Earn the Prestigious ISO/IEC 17024 Accreditation

ALEXANDRIA, Va., June 14, 2018 — HR Certification Institute® (HRCI®) has earned the top global accreditation for its Professional in Human Resources – International™ (PHRi™) and Senior Professional in Human Resources – International™ (SPHRi™) credentials, as recognized by the International Accreditation Service Inc.

In earning the prestigious IAS accreditation, the [PHRi](#) and [SPHRi](#) become the first and only HR certifications to meet the requirements of IAS and the ISO/IEC 17024 standard. The International Organization for Standardization, which publishes the ISO/IEC standard, is the world's largest developer of international standards, including those for certifying organizations such as [HRCI](#).

"The rigor it takes to meet these standards is well known worldwide," said HRCI CEO Amy S. Dufrane, Ed.D., SPHR, CAE. "When an HR professional earns a PHRi or SPHRi, they assure the public and their employer that their HR and business expertise has been assessed and determined to meet the latest competencies in human resource management practice."

The PHRi, for HR professionals who oversee a single non-U.S. location, can be earned by practitioners who can demonstrate expertise in generally accepted technical and operational HR principles as determined by global research. The SPHRi can be earned by HR professionals who can demonstrate expertise of generally accepted HR principles in strategy, policy development and service delivery in a single international setting.

"This is a tremendous achievement for HRCI and for the international community of HR professionals," said Jorge Jauregui Morales, SPHRi, former president of the World Federation of People Management Associations (WFPMA), representing over 600,000 people



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management professionals. "It is crucial for the international community to have a certification accredited by a recognized global standard that demonstrates what HR professionals need to do and know to be effective in today's and tomorrow's business world."

In 2017, the PHRi and SPHRi were accredited by the National Commission for Certifying Agencies (NCCA). NCCA standards were the first to be developed for professional certification programs, and only HRCI has HR credentials that meet both NCCA and IAS requirements. The ISO/IEC 17024 standard has specific requirements for certification program design, development and administration, as well as requirements for a quality management system. It is broadly recognized as an international standard for certifying bodies.

"Earning IAS accreditation for compliance with the ISO standard is a significant achievement demonstrating rigor and program-wide excellence," said Dania Eter, MBA, Chief Credentialing & Products Portfolio Officer for HRCI. "It reflects our continued commitment to certification integrity, quality management and continuous improvement."

The functional areas for the PHRi and SPHRi were each recently updated to reflect advancements and changes in international HR practice. The PHRi exam was updated to include enhanced technology and program development competencies (see the [2018 PHRi Exam Content Outline](#)). The SPHRi exam was updated to capture greater emphasis on measurement, analytical thinking and HR initiatives linked more closely with external as well as internal business outcomes (see the [2018 SPHRi Exam Content Outline](#)).

"International HR competencies continue to evolve as global business needs change," Dufrane said. "Across the globe, HR management is closely linked to business leadership and strategy. And HR professionals are being called upon to create sustainable competitive advantages through effective people management."

### About HRCI

HR Certification Institute® (HRCI®) helps people and organizations excel. Founded on a more than 40-year commitment to preeminent learning and assessment, [HRCI certifications](#) demonstrate that HR and non-HR professionals have the foundational (aPHR™, aPHRi™), HR professional (PHR®, PHRca®, PHRi™) and HR strategic (SPHR®, SPHRi™, GPHR®) competencies needed to lead talent and businesses worldwide. [HRCI upSkill™](#) provides on-demand, self-paced learning through a unique online platform and recognizes professional excellence to apply the newest in people management practices to reduce risk, engage employees and drive business results. Learn more at [www.hrci.org](http://www.hrci.org).