



OUR MISSION...

The HR Certification Institute® (HRCI®) mission, helping people and organizations perform better, grows out of a more than **40-year** commitment to certification and continuous learning excellence. More than **500,000** HR and non-HR professionals have earned credentials from HRCI to advance their careers, their teams and the global organizations they serve.

HRCI is the global leader for awarding professionals with accredited certifications that demonstrate competency, excellence, and real-world application of human resource initiatives that drive business results.

OUR

Certifications

Certifications from HRCI ensure that professionals have the knowledge, skills and practice-based experience necessary to manage risks and enhance workplace performance. HRCI has a suite of credentials for **every career level** to provide professionals with recognition for HR and people management excellence.

All HRCI credentials are designed and routinely updated by experts in the field to meet the rigorous standards of the National Commission for Certifying Agencies (NCCA).

Foundational



Associate Professional in Human Resources™ (aPHR™)

The aPHR is for students, new HR practitioners and non-HR managers. Earn the aPHR to demonstrate foundational knowledge of HR and talent management practices, including U.S. workplace laws and regulations.



Associate Professional in Human Resources -International™ (aPHRi™)

The aPHRi is for students, early-career HR practitioners, non-HR managers. Earn the aPHRi to demonstrate foundational knowledge of HR and talent management practices around the world.

Professional



Professional in Human Resources® (PHR®)

The PHR is our core certification and demonstrates mastery of the technical and operational aspects of HR practices, including U.S. laws and regulations.



Professional in Human Resources-California® (PHRca®)

The PHRca certification demonstrates mastery of laws, regulations and HR management practices unique to the state of California.



Professional in Human Resources-International™ (PHRi™)

The PHRi certification demonstrates mastery of technical and operational HR principles around the world.

Strategic



Senior Professional in Human Resources® (SPHR®)

The SPHR certification is awarded to those who have mastered the strategic and policy-making aspects of HR management in the United States.



Senior Professional in Human Resources-International™ (SPHRi™)

The SPHRi credential demonstrates mastery of HR strategy, policy development and service delivery around the world.



Global Professional in Human Resources® (GPHR®)

Being awarded the GPHR certification demonstrates expertise in multinational HR management practices.

90%+

of Fortune 500 companies have HRCI certified professionals in their ranks.

95%

of HR job postings that require or recommend certifications specify that a candidate have HRCI credentials.¹

7 out of 10

executives say their organizations would benefit from having HR departments with HRCI-certified professionals.

WHY

Certification is Valuable

Today's leading executives want the best and brightest to lead their HR departments and manage their people. Eight out of 10 executives say that human resource management is now an essential strategic partner to help drive performance across their organizations.³

Finding the right people, keeping them motivated and creating cultures of high performance are top challenges for today's business leaders. To stay competitive, companies are increasingly relying on competent HR teams and line managers to drive people, innovation and business results.



DID YOU KNOW...



Most Credible

HRCI certification holders perform better on the job and are more capable to take on strategic HR tasks.²



More Advancement

Executives rate HRCI credential holders as having more expertise and greater potential for promotion to higher-level positions.²



More Satisfaction

HRCI-certified individuals enjoy greater career satisfaction and higher growth potential.



More Preferred

Companies report higher employer reputation ratings when they have more than five HRCI certification holders on staff.³



More Performance

Companies report stronger business performance when they have more than five professionals on staff who have earned credentials from HRCI.⁴

¹2016 analysis of job boards and company sites by CareerBuilder and Emsi

²2015 survey conducted by the Human Resources Research Organization (HumRRO)

³2017 survey conducted by Dow Jones Customer Intelligence

⁴2016 survey conducted by HRCI and Top Employers

6 STEPS

to Certification



Create an online account



Select an exam and apply

Choose the certification that fits your eligibility.



Schedule your exam

You will take your exam at a Pearson VUE testing center near you.



Prepare for your exam

There are varied preparation tools and resources available to fit your learning style and budget.



Take the test

The computer-based test is proctored at Pearson VUE testing centers around the globe.



Earn your credential

Display your digital badge proudly on your social media profiles and resume.

Whether you're looking at HRCI certification for yourself, group packages for members of your HR team or credentials for non-HR managers, HRCI is here to help you enhance people-driven performance to meet worldwide business goals.

OUR

Core Values

- ★ **Trust:** We treat each other and our community of professionals with the highest levels of honesty, integrity and respect.
- ★ **Collaboration:** Through effective communication, the HRCI team collaborates with a community of experts and partners to drive the growth of professionals, teams and organizations.
- ★ **Innovation:** HRCI is passionate about providing game-changing certification and continuous learning products and services that help people and organizations perform better.

