

# Frequently Asked Questions

## California HR upSkill™

- Q Why is HRCI introducing a California upSkill module?**  
HRCI recognizes that there is an ongoing need for people managers, business owners and HR people to learn about California employment laws and to demonstrate California expertise. By creating a new California learning opportunity as part of our upSkill product line, we can help meet this need for those who are not yet ready or eligible to earn the PHRca certification.
- Q Will people still be able to earn the PHRca if they wish to do so?**  
Absolutely! HRCI continues to develop the PHRca® certification and it is still available for testing for those who meet the professional HR experience eligibility requirement.
- Q What is the difference between the California upSkill assessment and the PHRca exam?**  
The California upSkill micro-credential assessment is knowledge-based and is only designed to measure the learning provided in the micro-learning module. On the other hand, the PHRca is the only full, practice-based and accredited certification available that is designed to assess someone's expertise in understanding and applying California laws and HR practices in the workplace.
- Q Will the eligibility requirements for the California upSkill be the same as for the PHRca?**  
No. Since the California upSkill is a micro-credential rather than a full certification, it is available to anyone who is interested in learning about California employment laws and practice and demonstrating that knowledge by taking the built-in assessment. The upSkill is ideal for people managers, small business owners and/or those just getting started in California HR. Currently PHRca-certified professionals seeking to update their knowledge of California HR laws may also wish to take the California upSkill each year. The PHRca certification exam, on the other hand, demonstrates specialized expertise in the unique laws, regulations, and practices in the state of California. Individuals must meet professional eligibility requirements before they are allowed to take the exam.
- Q What will differentiate someone who has earned a PHRca certification and someone who has passed the California upSkill?**  
Those who have earned the PHRca have a full certification which allows them to use the PHRca letters after their name on their LinkedIn profile, email signature, resume and business cards. Every PHRca credential holder also earns a digital badge which is a secure way to provide interested parties with the verified details of the PHRca credential someone holds. The completion of the California upSkill micro-learning and assessment will be designated by a digital badge only which looks very different from the PHRca certification badge.