



Codifying Levels of Engagement for HRCI Recertification Credit

Recertification opportunities for National and International Participation

May 3, 2021

At HRCI, we strive to provide vital intelligence for people in the people business, helping make human resources professionals invaluable to workforces and workplaces. For over 45 years, HR and business leaders alike have turned to us for the knowledge, connections, and inspiration they need.

In keeping with HRCI's role as the global leader in certification programs, we are excited to be selected by the American National Standards Institute (ANSI) to be the International Secretariat for the International Organization for Standardization (ISO) Technical Committee (TC) 260 on Human Resource Management.

ISO TC 260, formed in 2011, is responsible for the development of a series of standards for human resource management processes and practices. There are numerous standards and technical specifications published, with more under development. One of the most noteworthy standards from this work is ISO 30414 Human Capital Reporting, which many chief financial officers believe is a safe harbor for the recent ruling from the SEC requiring Human Capital Management Disclosures. Additionally, the forthcoming ISO 301415 standard will focus on assisting organizations in creating a culture of diversity and inclusion.

Talent management is a high organizational priority, yet today we cannot compare human resource management across two different companies, let alone countries where cultural, legal, historical, and other factors confound measurement. Human resource management standards help organizations compare practices across business units and countries and can help leaders articulate the value that human resources creates.

HRCI looks forward to providing effective leadership and continue the development of additional standards to guide and optimize organizational performance, value creation, sustainable development, and workforce productivity, satisfaction, and engagement.

Leading this initiative to develop standards and practices for global human resources management is a natural expansion of HRCI's responsibilities to the HR community. In that vein, we are pleased to announce a new opportunity for HRCI-certified professionals to engage in setting global standards at the highest levels of the profession. Read more about how the international standards-setting process works, and review opportunities to engage. Contact us at info@hrci.org or +1-571-551-6700 to learn more.



Amy Dufrane, Ed.D., SPHR, CAE

Chief Executive Officer



ISO TC 260: Human Resource Management Standards

A collection of best practices, guidelines, customs, experiences, and practical solutions that are collaboratively and voluntarily developed through consensus and regularly revisited and revised.

What are consensus standards?

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HRM Can Create Real Business Value

With the right approach, including global standards, HRM can be more than just a cost center for any business. It can be an instrument to create and maintain real business value.

What is TC 260?

TC, or Technical Committee, 260 for Human Resource Management is a composed of representatives from various national standards bodies, such as the American National Standards Institute (ANSI), which create a strategic business plan to address areas where HRM standards could be beneficial.

Why standards?

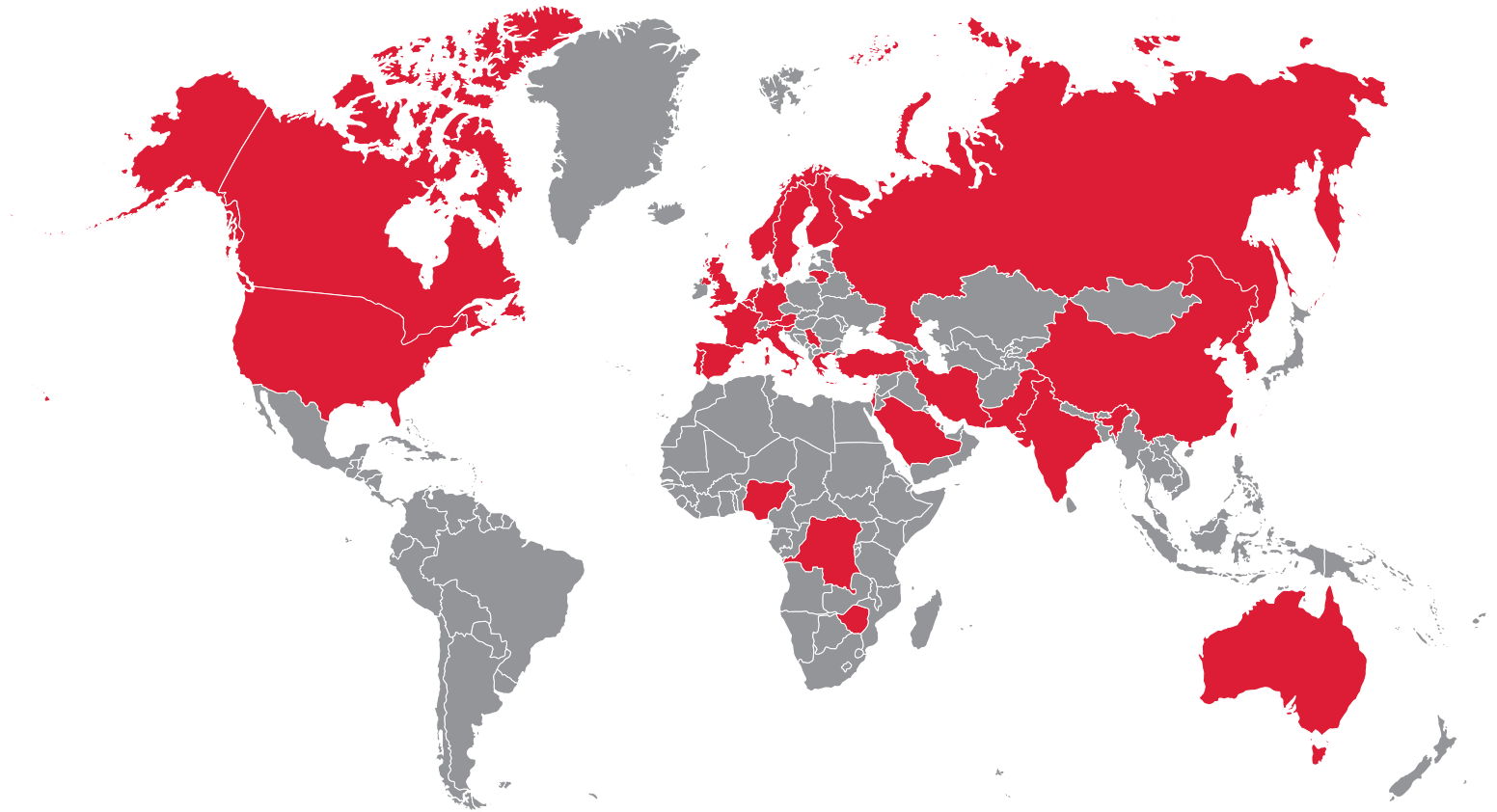
It's tough to compare HRM practices without standards. Some measure new hires from: Measure from date of "slot" creation. Measure from date of posting. Measure from date of first application received.

Opportunities to engage in the global standards-setting process:

1. Comment on draft standards
2. Use the standards
3. Provide feedback on standards' effectiveness
4. Advocate and engage with HRCI

Contact HRCI to learn more: standards@hrci.org

Countries Participating in TC260



Australia	Finland	Lithuania	Saudi Arabia
Austria	France	Malaysia	Serbia
Bahrain	Germany	Netherlands	Slovenia
Barbados	Greece	Nigeria	Spain
Belgium	India	Norway	Sweden
Canada	Iran	Pakistan	Turkey
China	Italy	Portugal	United Kingdom
The Democratic Republic of the Congo	Israel	Russian Federation	United States of America
			Zimbabwe

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(Recertification opportunities for national and international participation)

What is ISO?

ISO is the Organization for International Standards. It is a non-governmental global entity founded in 1947, and is comprised of 165 countries who come together through national standards bodies to develop proprietary, industry, and commercial global standards. The most recognizable and noteworthy series of standards is ISO 9001 Quality Management.

What is ISO TC 260?

ISO TC 260 is the technical body under the ISO umbrella charged with developing standards in human resource management. For more information on the series of standards published and in progress please visit the home page: <https://committee.iso.org/home/tc260>.

What is the U.S. TAG for ISO TC 260?

Only national standards bodies can be a member of ISO. The national standards body assembles a group of experts in the area to represent national interests in the development of standards. This body of experts is referred to as the Technical Advisory Group (TAG) when they represent the country with the secretariat position at the international level. Every other country would refer to themselves as mirror committees. Example, someone in the U.S. who is participating in the standards work of TC 260 would be considered a member of the U.S. TAG, and if they join a group at the international level, they would be joining a work group with the intent of creating a specific standard. Someone in Germany who wanted to participate would refer to themselves as being part of an ISO TC mirror committee.

How to Get Involved

Participating in setting the ISO Global HR standards are open to all who are interested and materially affected by HR standards activities. Each representative is an expert in their national standards organization and a contributor to their profound knowledge of respective subjects to efforts of the TC and its Working Groups. Thirty-three countries are actively participating in the work of this committee, with 25 observing.

While participants can earn HRCI recertification credit and have the opportunity to network and exchange knowledge with others working on global HR management standards, they need to meet certain requirements

Participation in the ISO Global HR Standards is country-based.

U.S. Based Volunteers

The Technical Advisory Group (TAG) is open and available to all U.S. nationals who indicate that they are directly and materially affected by TAG activity.

The TAG organizational members include any parties interested in the coordination and development of HR management standards. The TAG is actively seeking new members to participate and encourages any interested parties to reach out with questions.

Non-U.S. Based Volunteers

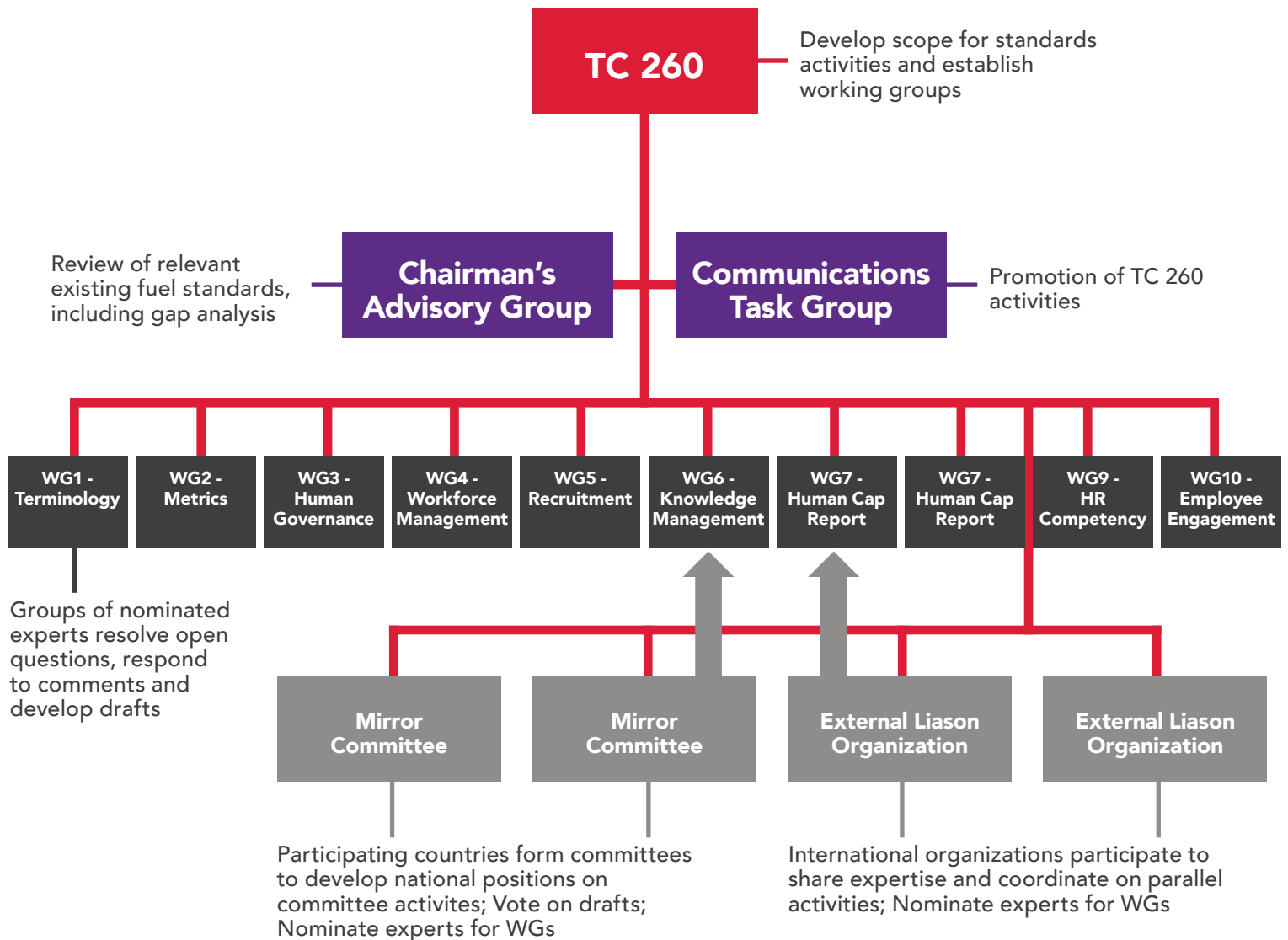
For non-U.S. nationals involvement, please contact your country's national standards body, if they are participating in TC260. To volunteer, your country must work through your local body. Responsiveness varies by country and determines participation in this process.

For questions about TC260 in the U.S, please contact standards@hrci.org.

Language that may be used for Recertification

- TAG—U.S. (member or elected position (Chair or Vice Chair) at the national level),
- Mirror Committee (member or elected official from a participating country other than the U.S.),
- ISO TC 260 Working Group (WG) member (Must be either of a TAG or Mirror Committee member),
- Convenor of a Working Group (must be a TAG or Mirror Committee member),
- Project Leader for a specific project within the WG (Must be either a TAG or Mirror Committee member),
- Delegate to Plenary meeting (1 plenary meeting a year), normally participates in WGs but doesn't have to.
- Head of Delegation is the spokesperson for a country's delegation (usually delegation 3-5 members)

TC 260 Committee Structure



Levels of Engagement and Annual Time Commitment

HRCI certificants may earn up to 40 credits in a recertification cycle by participating in the activities below. The actual hours depend on the volunteer time given. Hours may be logged under Professional Achievement / Leadership.

Role	Major Activities	National or International Orientation	Annual Time Commitment	Documents acceptable for verification
TAG/Mirror Committee Member	Participate in Quarterly Meetings (2 hours) Review, comment and Vote on standards in progress	National	12	Letter from Secretary denoting attendance at meetings and voting record. Minutes of meetings with recorded attendance, list of standards and votes cast annually.
TAG/Mirror Committee Leadership	Participate in Quarterly Meetings (2 hours) Review, comment and Vote on standards in progress. Strategize for National initiatives, review documents and votes to ensure integrity	National	20	Screenshot of official role on TAG/Mirror committee website
ISO TC 260 WG Member	Work to develop standard by creating drafts, comment disposition to arrive at consensus until standard is published (3 years). Usually 2hours/month plus time devoted to drafts	International	24	Screen shot of ISO Website under WG membership.
ISO TC 260 Convener/ Project Leader	Lead group to reach consensus on the development of revision of standards. About monthly (2 hours) in addition to pre meeting preparations	International	28	Screen shot of ISO Website for role, and Project Progress