

**ANY WAY YOU WANT IT,  
THAT'S THE WAY YOU EARN IT!**



**SHRM Learning System Panel Discussion**  
February 27, 2018

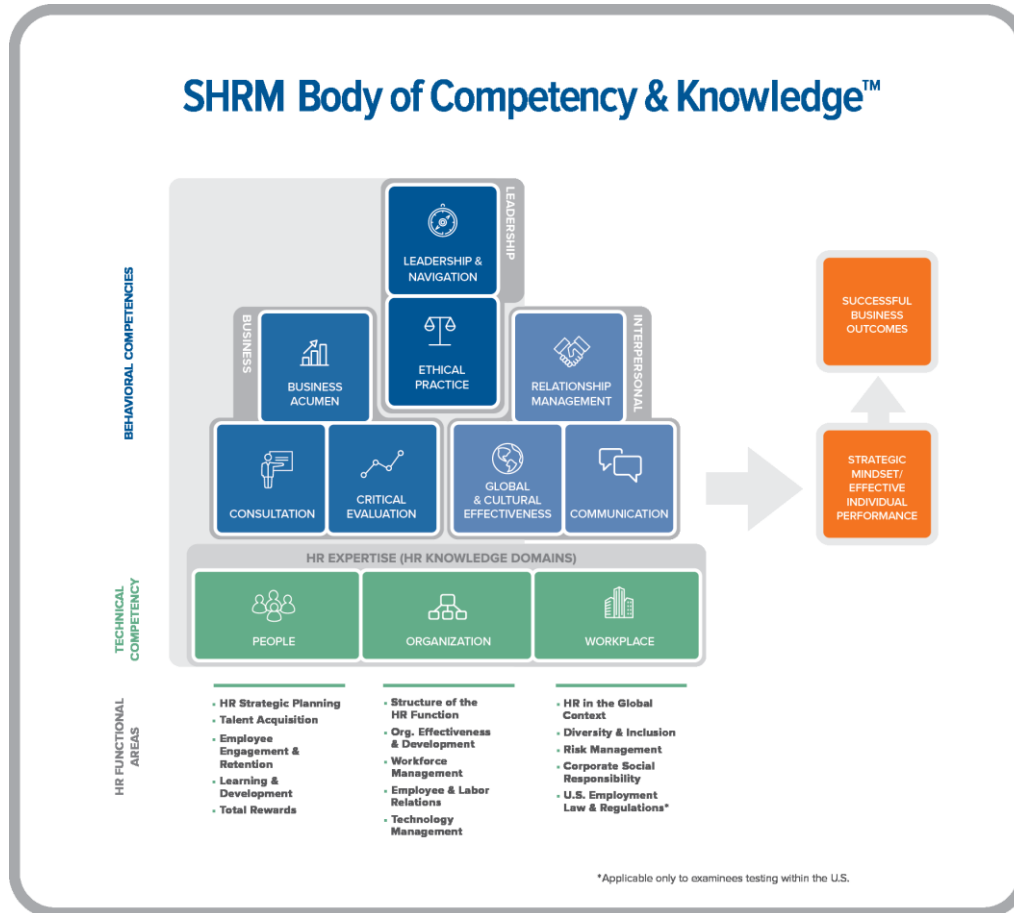
# SHRM-CP and SHRM-SCP Credentials



- Demonstrates to employers an HR professional has current and relevant **skills & competencies**
- Provides a **universal standard** recognized around the globe
- **Accredited** by the Buros Center for Testing



# SHRM Body of Competency & Knowledge (SHRM BoCK™)



**Defines knowledge, strategies, and competencies required of global HR professionals**



**Industry-leading level of excellence and relevancy**

## SHRM-CP AND SHRM-SCP ELIGIBILITY CHART

Credential	Less than a Bachelor's Degree*		Bachelor's Degree		Graduate Degree	
	HR-Related Program	Non-HR Program	HR-Related Degree	Non-HR Degree	HR-Related Degree	Non-HR Degree
SHRM-CP	3 years in HR role	4 years in HR role	1 year in HR role	2 years in HR role	Currently in HR role	1 year in HR role
SHRM-SCP	6 years in HR role	7 years in HR role	4 years in HR role	5 years in HR role	3 years in HR role	4 years in HR role

\*Less than a bachelor's degree includes: working toward a bachelor's degree; associate's degree; some college; qualifying HR certificate program; high school diploma; or GED.

The SHRM certification program recognizes the **value of formal HR education**, makes certification **accessible to professionals** with less-than-full-time work arrangements, and provides a **pathway from SHRM-CP to SHRM-SCP**.

## EXAM FORMAT AND LENGTH

- Computer-based testing (CBT)
- 160 questions (knowledge-based items and situational judgment test items)
- 4 hours for exam

## TEST WINDOWS AND REGISTRATION DATES

	Spring Exam	Winter Exam
<b>Exam Window</b>	May 1 – July 15, 2018	December 1, 2018– February 15, 2019
<b>Regular Application Deadline</b>	January 2 – March 23, 2018	May 14 – October 19, 2018
<b>Late Application Deadline</b>	March 24 – April 13, 2018	October 20 – November 9, 2018

## CERTIFICATION CYCLE

All certifications are valid for three years.

# Prepare With a Program to Increase Success

 **Covers the Right Content**

 **Includes Practice & Feedback**

 **Offers a Proven Way To Learn**

 **Provides Options to Study**

**SUCCESS**



## 2018 SHRM Learning System for SHRM-CP<sup>®</sup>/SHRM-SCP<sup>®</sup>

Choose from four learning options and start your certification path, your way.



**Self-Study  
Program**



**Certification  
Preparation  
Seminars**



**Organizational  
Training and  
Development  
Programs**



**SHRM  
Education Partner  
Programs**



# Hear From Successful Candidates



**Julian Beck**  
Human Resource Generalist  
The AZEK Company



**Allan Freedman, MS**  
Chief Operating Officer  
National Board for Certification  
in Occupational Therapy



**Christina Irwin**  
Payroll and Benefits  
Administrator, General  
Church of the New Jerusalem



**Danielle Spieckerman**  
System Leader, Talent Management  
SSM Health

**SHRM-CP**



**Education  
Partner Course**

**SHRM-SCP**



**Self Study**

**SHRM-CP**



**SHRM Seminar**

**SHRM-SCP**



**Organizational Training  
& Development**

# What Do You Wish You Would Have Known?

Do some **unlearning**...you need to **think beyond** how your business does things, about what is the best solution across the industry.

What to expect on exam day...it's a lockdown environment

It can seem daunting at first. You need to commit the time to study.

Don't underestimate the difficulty of this endeavor. There is no short cut, put the time in.

# Why SHRM Certification?

The **only HR certification** backed by SHRM, the world's largest HR membership organization



Leadership and Navigation



Consultation



Ethical Practice



Critical Evaluation



Business Acumen



Global and Cultural Effectiveness



Relationship Management

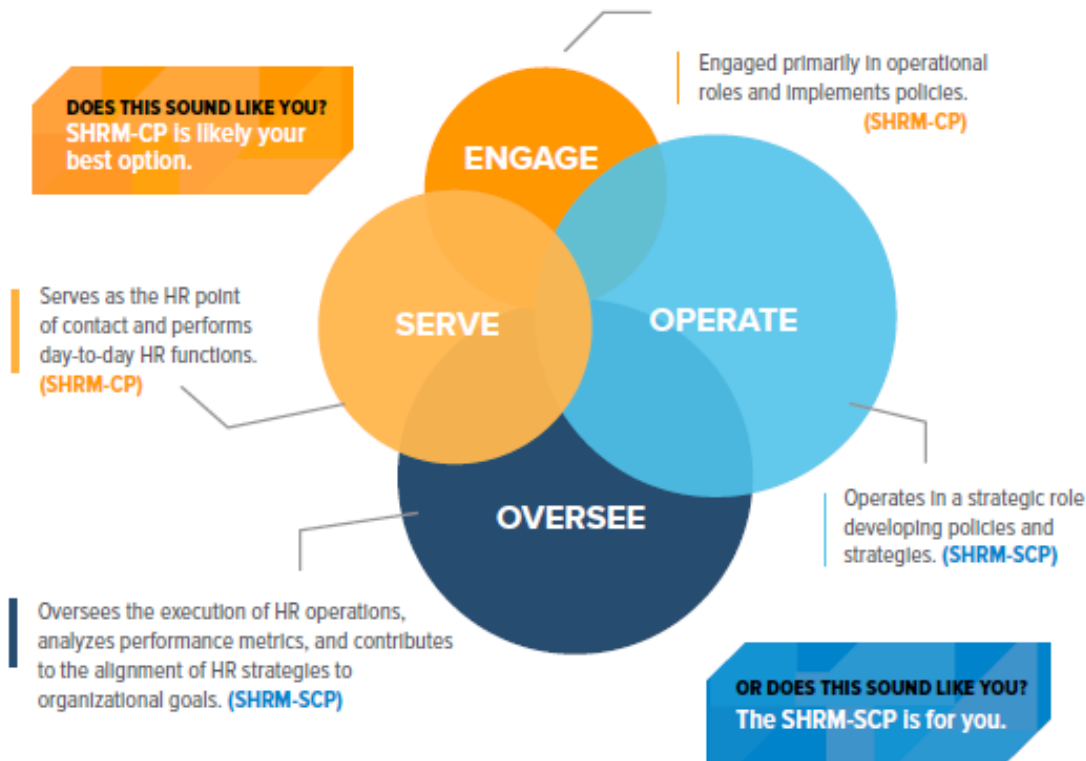


Communication

**Competency-based**  
certification that tests your  
ability to apply knowledge  
on the job

# Determining SHRM-CP / SHRM-SCP

## SHRM-CP / SHRM-SCP Eligibility Criteria

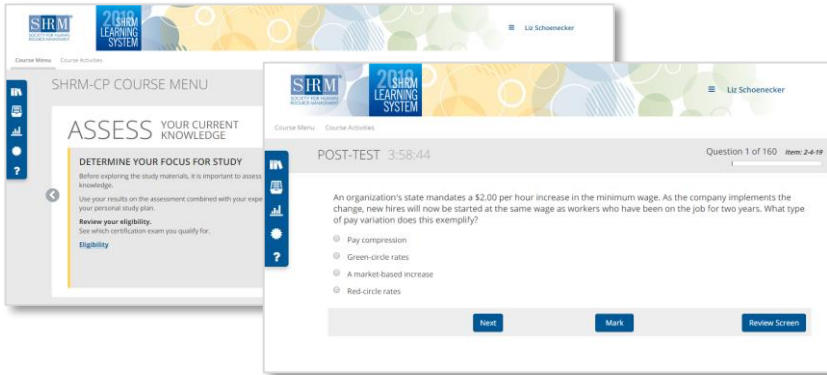


▶ **Choose based on the focus of your job**

▶ **Some may eventually earn both**

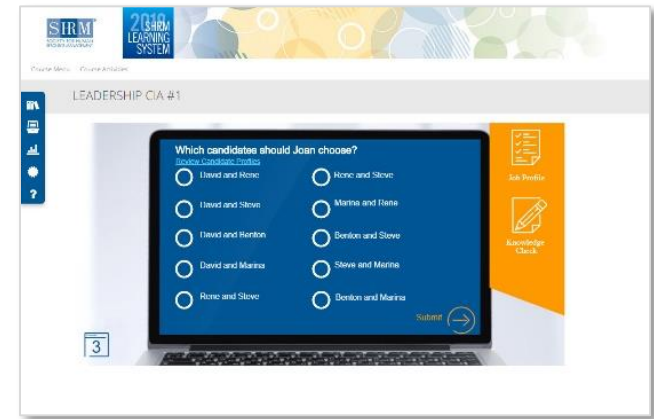
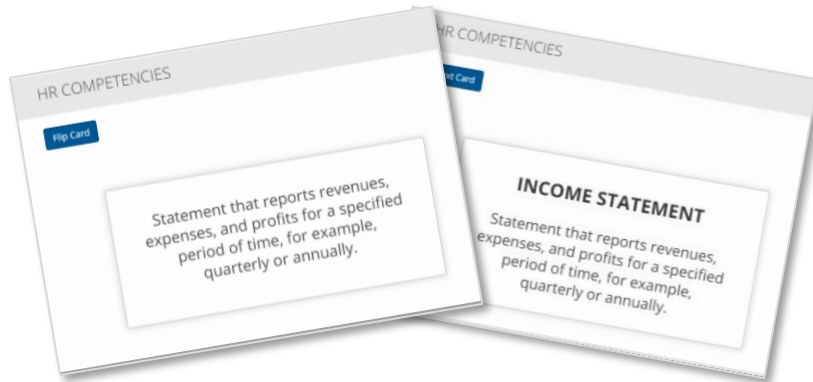
# How Did the LS Help You Prepare?

## Assessment and Post-Test



## SmartStudy Tool

## Flashcards



## Competencies in Action

# How Much Did You Study?

## Education Partner Course:

- During Class (40-50 hours)
- After course ended, studied M-F, two to three hours every night for three+ months until exam

## Group Training:

- 12 week course during work hours
- Review prior to exam

## Self Study:

- Started studying four months before exam. 1<sup>st</sup> two months read through materials. Two months before exam, started to study six hours every week with reading and online study tools

## Seminar:

- Studied 26 hours prior to the seminar, 30 hours in the seminar and studied right up to the test (two weeks out)



# Which Format is Right For You?

## Self-Study Program

**PERSONAL STUDY PLAN** 

Provides the ultimate flexibility for learning.

“As a COO, I didn’t have time to attend a class, and wanted the flexibility of studying on my own”

**Allan Freedman**

## Instructor-Led Programs

**3-DAY IN-PERSON SEMINAR** 

Offered at a variety of locations.

“I studied on my own but I wanted additional help, a chance to network, and final preparation before my exam”

**Christina Irwin**

**7-WEEK OR 9-WEEK VIRTUAL SEMINAR** 

A virtual classroom experience with real-time Q&A and chats.

**SHRM EDUCATION PARTNER PROGRAM** 

Over 275 Education Partners worldwide.

“I wanted instructor guidance and a structured schedule”

**Julian Beck**

**ORGANIZATION TRAINING** 

Train and prepare staff at your location.

“With more than 40,000 employees in four states, we wanted a program to build into our HR Academy”

**Danielle Spieckerman**

## How do you plan to study for your SHRM Certification Exam?

- On My Own
- Attend an Instructor Led Course with a Local Education Partner
- Attend a SHRM Seminar
- With a Group of My Co-workers Organized By My Employer





## **SUCCESSION PLANNING**

Process of implementing a talent management strategy for identifying and fostering the development of high-potential employees or other job candidates who, over time, may move into leadership positions of increased responsibility.



Learn the terminology and become familiar with definitions to help with answering questions

Think with a fresh mind vs. reflect on what your HR department would do



Discuss what you are learning with colleagues for a different understanding and application

# How Has Certification Affected Your Career?



My SHRM-SCP is one more factor if someone is considering my expertise – can I handle the job? Yes– I am SHRM Certified. I am recognized as an HR expert without being asked.



My organization is restructuring and my SHRM certification provided me the confidence to guide leadership in the direction I think the organization should go. I put learning into action.



Certification leads to confidence and pride in your profession. SHRM Certified individuals are an ELITE group. It proves we are well-rounded HR professionals and able to take on an influential role in the company.



I recently got a new job and although I had the experience and education required, I think the fact that I earned SHRM-CP brought it home – it was the icing on the cake.



## Identify

Which exam to take—SHRM-CP or SHRM-SCP

## Determine

Time you can commit and when to take exam

## Assess

Your current knowledge and competencies

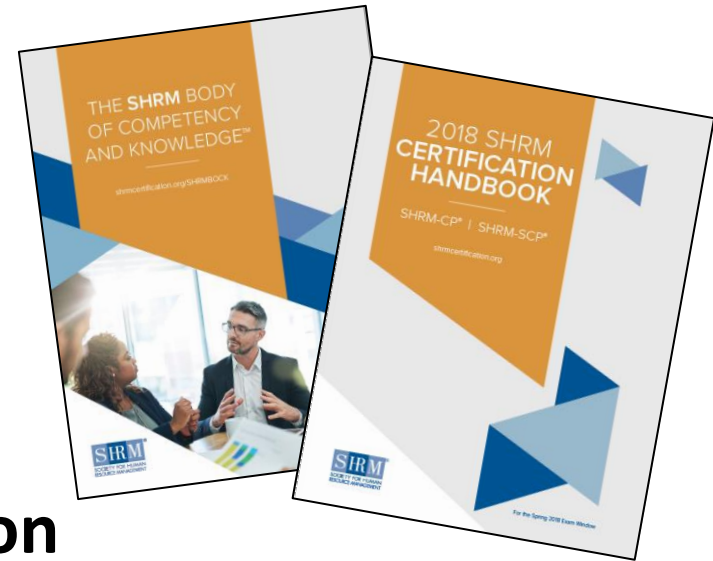
## Evaluate

Exam weighting versus your skills

## Plan

Appropriate resources and map for success

- **First Hand Advice.** [“How I passed the SHRM-CP”](#) by Julian Beck.
- **Certification Tools.** SHRM Body of Knowledge and Certification Handbook. [shrmcertification.org](http://shrmcertification.org)
- **SHRM Learning System Information**  
Free demo, learning options, listing of courses and seminars. [shrm.org/learning](http://shrm.org/learning)



## Self-Study Program

Earn a **\$25 discount** when you purchase\* by March 31, 2018.

To redeem discount, visit [shrmcertification.org/learning](http://shrmcertification.org/learning) and click on the Order Now button. Enter the code: **VIP06684**.

\*Offer applies only to the self-study learning option and cannot be combined with any other offers or previous orders. **Expires March 31, 2018.**

## SHRM Education Partner Programs

275+ Partners offer courses worldwide. Contact partners for potential offers such as early bird/member discounts.

Program fees and discounts vary. To find an Education Partner in your area, visit [shrmcertification.org/partners](http://shrmcertification.org/partners)

## Certification Preparation Seminars

Seminars are discounted for SHRM members. The discount varies depending on format.

For schedule, pricing and discount details, visit [shrm.org/seminars](http://shrm.org/seminars)

Available formats:

- 3-Day In-Person Seminar
- 7-Week Virtual Seminar
- 9-Week Virtual Seminar

## Organizational Training and Development Programs

Volume discounts are available for group orders. Choose from two convenient options.

For more information on group training, visit [learnhrm.shrm.org/hr-team/](http://learnhrm.shrm.org/hr-team/)

Training led by a SHRM-certified instructor. Contact: [OrgTraining@shrm.org](mailto:OrgTraining@shrm.org)

Training led by your instructors or self-directed learning. Contact: [Colin.Moylin@shrm.org](mailto:Colin.Moylin@shrm.org)

# Questions?