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What's New with SHRM Certification



**Tiffany Brown, SHRM Certification Specialist –
Affiliate Operations**



Reminder of 2022 Certification Changes



1

Revised Name & Exam Eligibility

- Name change from SHRM BoCK to SHRM Body of Applied Skills and Knowledge (SHRM BASK) reflects the evolution of the HR profession
- Research supports basic modifications to eligibility requirements

2

Practice Analysis Drove Changes to the SHRM BASK

- Diversity & Inclusion emerged as a behavioral competency
- 9 behavioral competencies across three clusters
- 14 HR Functional Areas over three knowledge domains—minor content changes in Labor Relations

3

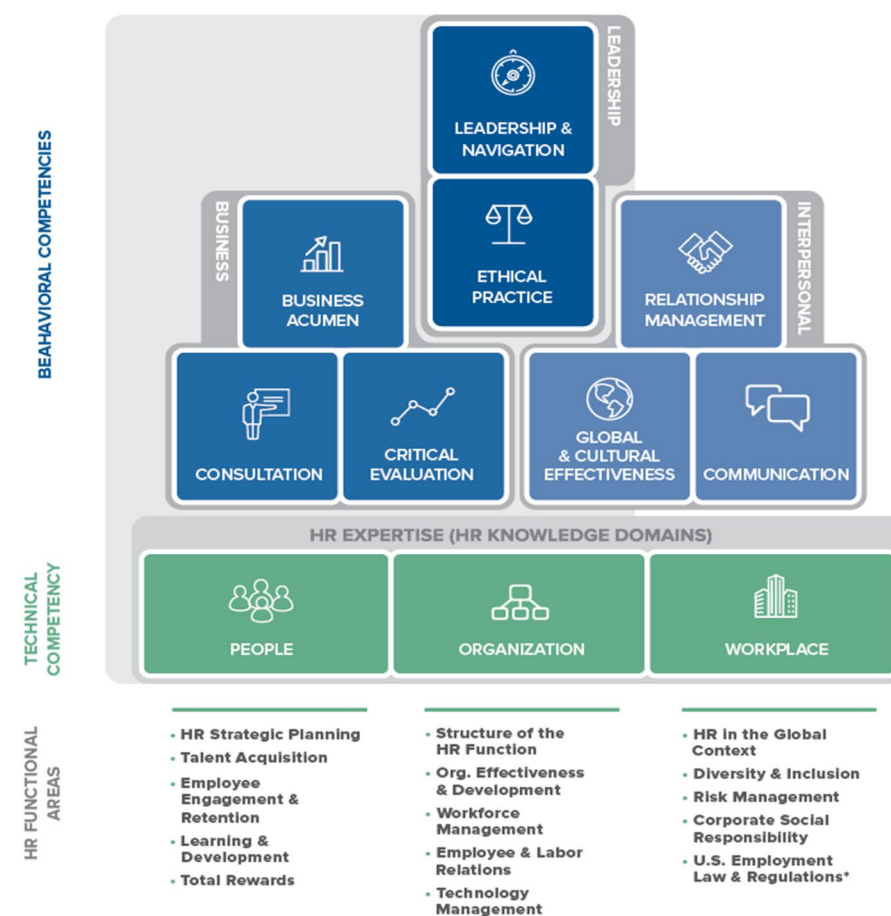
Reduced Exam Length & Seat Time

- Exams modified based on new test blueprint
- 134 total items, 110 scored
- 3 hours 40 minutes for the exam
 - A minimum of 90% of examinees expected to finish without need to rush
 - Consistent across all subgroups

Revised Name

Name change from SHRM BoCK to SHRM Body of Applied Skills and Knowledge (SHRM BASK) reflects the evolution of the HR profession.

SHRM Body of Competency & Knowledge™



*Applicable only to examinees testing within the U.S.

SHRM Body of Applied Skills and Knowledge



Outdated Eligibility



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 towards a bachelor's degree, or an associate's degree, some college, qualifying HR certificate program, high school diploma, or GED



Updated Eligibility Requirements



Choose SHRM-CP if...



You are **performing HR/HR-related duties** or **pursuing a career in Human Resources** (basic working knowledge in HR is recommended).

Your current or most recent work in HR is **operational** in nature (i.e., implements policy, serves as HR day-to-day point person, etc.)

Your duties tend to be **specialized** versus general

Choose SHRM-SCP if...



You have a work history of at **least 3 years performing strategic level HR/HR-related duties**; or for SHRM-CP credential holders who have held the credential for at least 3 years and are working in, or are in the process of transitioning to, a strategic level role.

Your current or most recent work in HR is **strategic** in nature (i.e., drives culture, creates HR strategy, develops policy, etc.)

You **lead** HR operations

Revised Test Content and Length



Previous Exam Format

160 Questions

- 96 Stand-alone Knowledge-based Items
- 64 situational judgment items

130 Scored Items
+
30 Unscored Field-Test Items

Two Sections

Up to 2 Hour
(120 minutes) Per Section

New Exam Format

134 Questions

- 80 Stand-alone Knowledge-based Items
- 54 situational judgment items

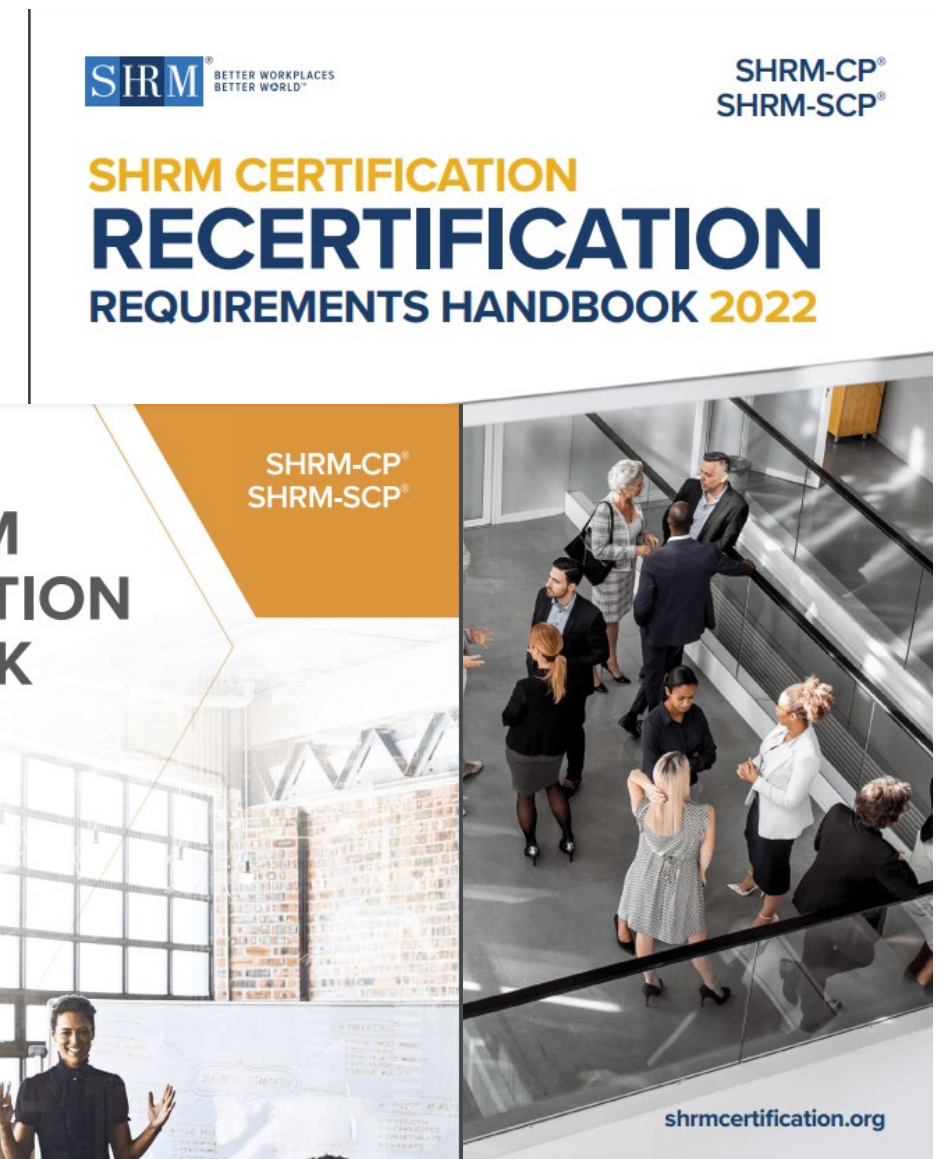
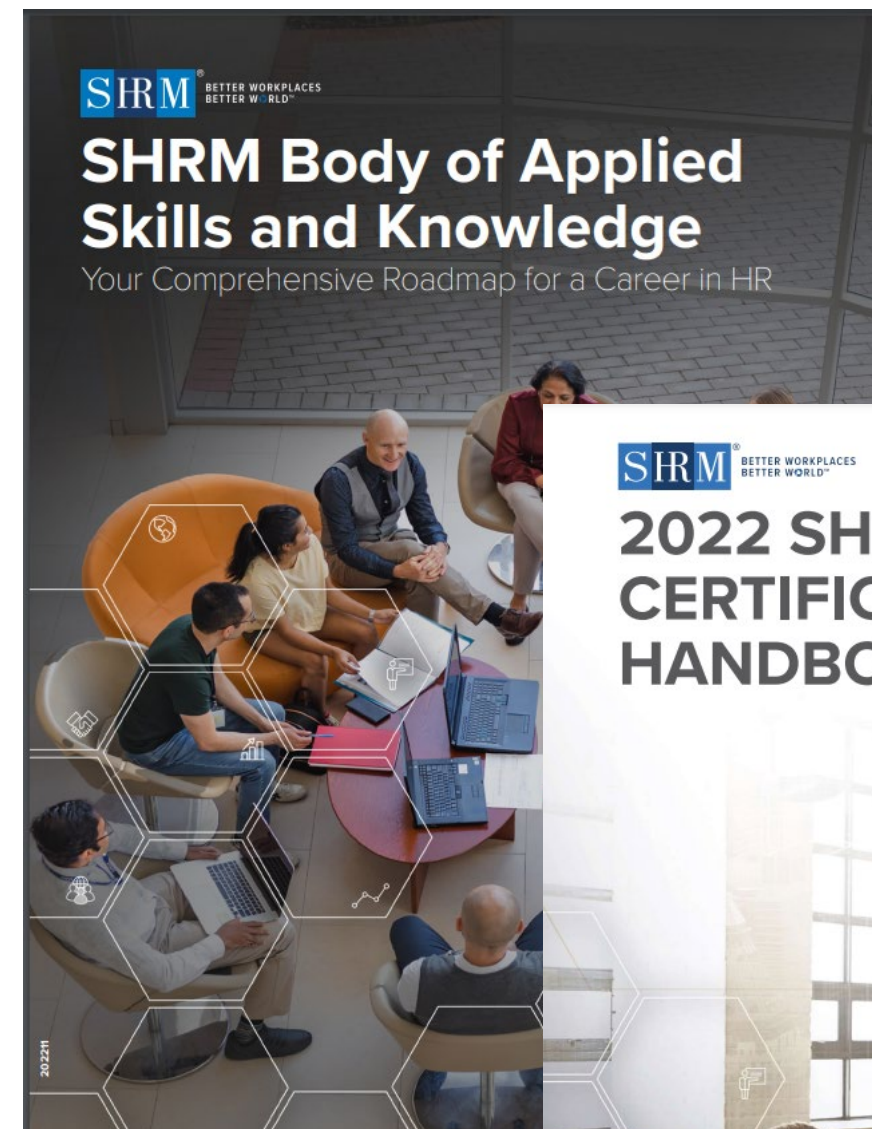
110 Scored Items
+
24 Unscored Field-Test Items

Two Sections

Up to 1 Hour and 50 minutes
(110 minutes) Per Section

SHRM BASK Resources Now Available

Visit the SHRM Certification Website To Download Your Copy!



<https://www.shrm.org/certification>

Questions?



Academic Alignment & Exam Eligibility Changes



**Demetrius Norman, SHRM Senior Specialist –
Academic Programs & Initiatives**



The Value and Process of Alignment



What is Alignment?

- Academic Alignment supports colleges and universities seeking to align new and or existing HR undergraduate and graduate degree programs.



SHRM offers its alignment review service free of charge to colleges and universities aligning their undergraduate or graduate HR degree program(s). To qualify, the program must contain curriculum content that covers the following areas:

- Compensation & Benefits
- Employee & Labor Relations
- Employment Law
- Strategy
- Training & Development
- Workforce Planning

Academically Aligned Programs



How many programs are aligned?

- 491 Colleges and Universities
 - 657 aligned undergraduate and graduate programs represented

Increased Program Exposure

- School listed in the SHRM HR Program Directory, a resource widely used by prospective HR students.

Enhanced Student Career Development Opportunities

- Students have the opportunity to earn a SHRM-CP credential.



NEW Eligibility Requirements

SHRM Removed the Student Eligibility Requirement



Candidates for the SHRM-CP certification are not required to hold an HR title and do not need a degree or previous HR experience to apply; however, a basic working knowledge of HR practices and principles or a degree from an Academically Aligned program is recommended.



The SHRM-SCP certification is for individuals that have a work history of at least 3 years performing strategic level HR/HR-related duties; or for SHRM-CP credential holders who have held the credential for at least 3 years and are working in, or are in the process of transitioning to, a strategic level role.



The Career Benefit for Students – it's in the numbers!



HR professionals who pass the SHRM certification exam report salaries 14%-15% higher than their peers who do not

It's a Commitment to Your Career Development

- "It made me more confident in my decision-making skills, and I believe it will open doors for future opportunities." -Angela F., SHRM-CP

Certification Matters to Leadership

- 9 out of 10 HR executives agree it will be important for HR professionals to be SHRM-certified in the future.*

Get Ahead in Your HR Career

- 88% of HR professionals report that SHRM certification increases the likelihood of obtaining a promotion.*

SHRM Member Benefits for SHRM Certification



SHRM Member Rate for
Exam Application Fees



Access to Member-Only Content
on the SHRM website that can
help with recertification



Questions?



2022 SHRM Learning System Update



Elizabeth Moore, Holmes Corporation, Vice President Development SHRM-SCP



2022 Updates

- Back to BASK Changes
- Test updates
- Dashboard **NEW!**
- Accessibility



SHRM Body of Applied Skills and Knowledge



SHRM BASK updates included in the 2022 SHRM LS

- Expanded the functional area previously called Diversity & Inclusion and evolved it into a behavioral competency called Diversity, Equity & Inclusion.
- Revised the names of two behavioral competencies and two functional areas.
- Revised and expanded definitions, sub-competencies, proficiency indicators and key concepts throughout.
- Added new examples for key concepts throughout to help users better understand and interpret the content.

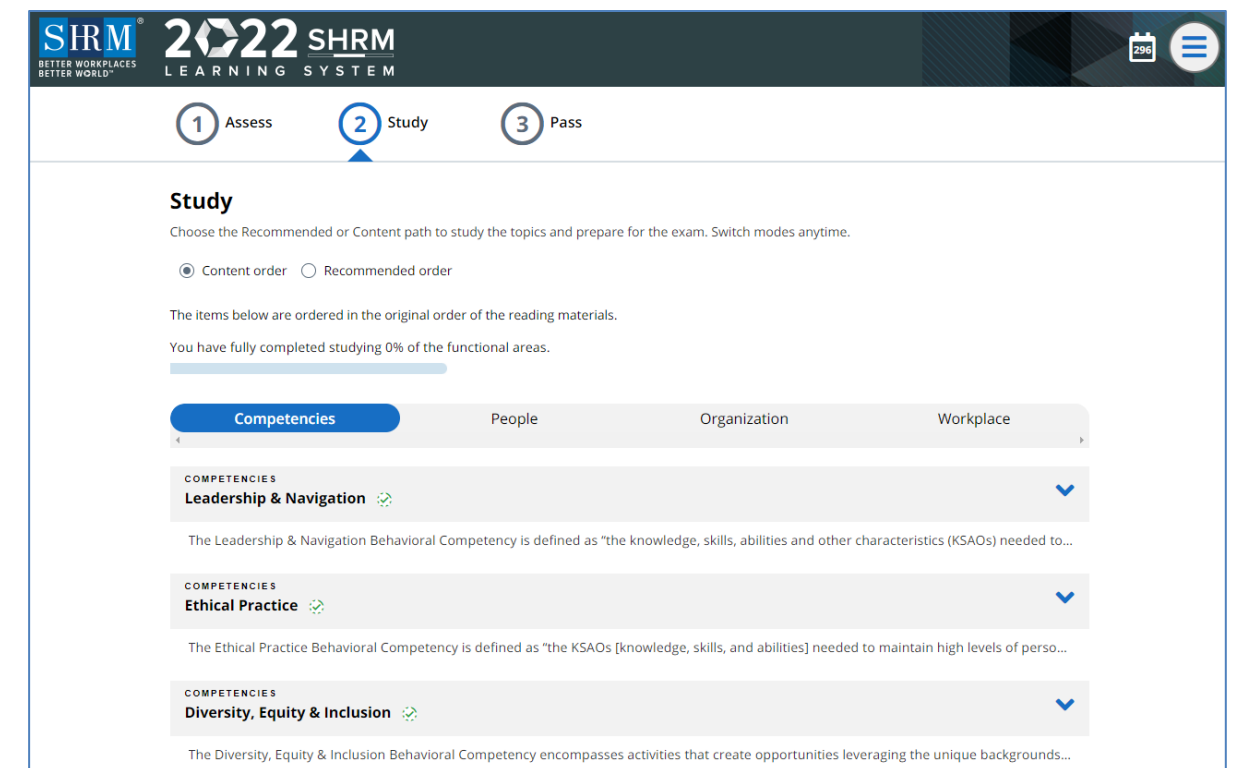
SHRM Body of Applied Skills and Knowledge



Product Updates



- All content reviewed and updated to align to the SHRM BASK
- Removed content
- Competencies in Action updated to align to the SHRM BASK
- Number of questions updated on the following tests
 - Pre-test 134 questions
 - Post-test 67 questions
 - Practice Exam 134 questions; 3 hours, 40 minutes; 2 sections
- Accessibility



New Dashboard



Motivational messages

- Pre-test complete! Let's do some reading!
- Now would be a great time to take your pre-test!
- Let's get started! Begin reading a topic.
- Great progress, X area(s) completed! You can do this!
- With all of your studying out of the way, take the Practice Exam.

Visual tracking

- Complete
- Reading and Quiz progress

Outstanding! You have completed 2 of 23 areas.

Progress Tracker

Exam date: 2/16/2023



Pre-test



Study Path



Post Test



Practice Exam

Recommended Next Steps

Domain	Functional Area	Reading	Quiz	
People	Employee Engagement & Retention	8 of 18	...	Continue
Organization	Workforce Management	Get started
Organization	Employee & Labor Relations	Get started

Competencies

People

Organization

Workplace

Leadership & Navigation



Functional area complete!

Quiz: 96%

[Review materials](#)

Ethical Practice

Reading: 2 of 7 completed

Quiz: ...

[Continue](#)

Diversity, Equity & Inclusion

Reading: 8 of 8 completed

Quiz: completed at 72%

[Retake the quiz](#)

Relationship Management

Reading: 0 of 8 completed

Quiz: ...

[Get started](#)

Progress Tracker

- Pre-, post-test and practice exam tracked
- 23 areas tracked

Next steps

- Status changes
 - Get started
 - Continue
 - Take quiz
 - Retake quiz

Icon



Instructor Tools & Resources



Instructor and student resources are available on PRC

- Change document
- Slides
- Supplemental questions

The screenshot shows the 'PARTNER RESOURCE CENTRAL' (PRC) interface for the SHRM Learning System. The header includes the SHRM logo and the tagline 'BETTER WORKPLACES BETTER WORLD™'. A breadcrumb trail indicates the user is in 'Home > SHRM > Instructor Resources > SHRM Learning System - 2022'. A left sidebar contains a list of navigation links: 'Links to SHRM Sites', 'My SHRM Course URLs', 'Where Can I Find...?', 'Course Preparation', 'Course Promotion', 'Course Resources', 'Course Sessions & Users', 'Instructor Resources', 'Order Materials & Pay', 'Access To Products & Group Reports', and 'Other SHRM Products'. Below these links are links for 'SYSTEM HELP AND FAQs', 'SYSTEM TUTORIALS', and 'CONTACT US'. The main content area is titled 'SHRM Learning System Instructor Materials' and includes a sub-header 'Ensure you've got everything you need to run your courses successfully.' Below this, there is a grid of nine resource categories, each with a description and a 'FIND >' button. Two large blue arrows point from the top of the grid towards the 'INSTRUCTOR RESOURCES' and 'STUDENT RESOURCES' categories. The categories are: 'INSTRUCTIONAL RESOURCES' (Download slides and information to be an effective facilitator.), 'STUDENT RESOURCES' (Download resources to distribute to students.), 'NEWSLETTERS' (Keep current with information about the SHRM programs.), 'CERTIFICATES' (Generate certificates of completion for your students.), 'PRODUCT & CERTIFICATION' (Get all of your product and certification questions answered.), 'MARKETING & FORMS' (Find tools to market courses & get helpful student feedback.), 'TRAINING' (Learn to prepare, build and deliver exceptional SHRM cert prep.), 'CONTENT CHANGES' (Click here for update posted March 2022.), and 'AGENDA / SYLLABUS' (Get ideas on ways to format your course.).

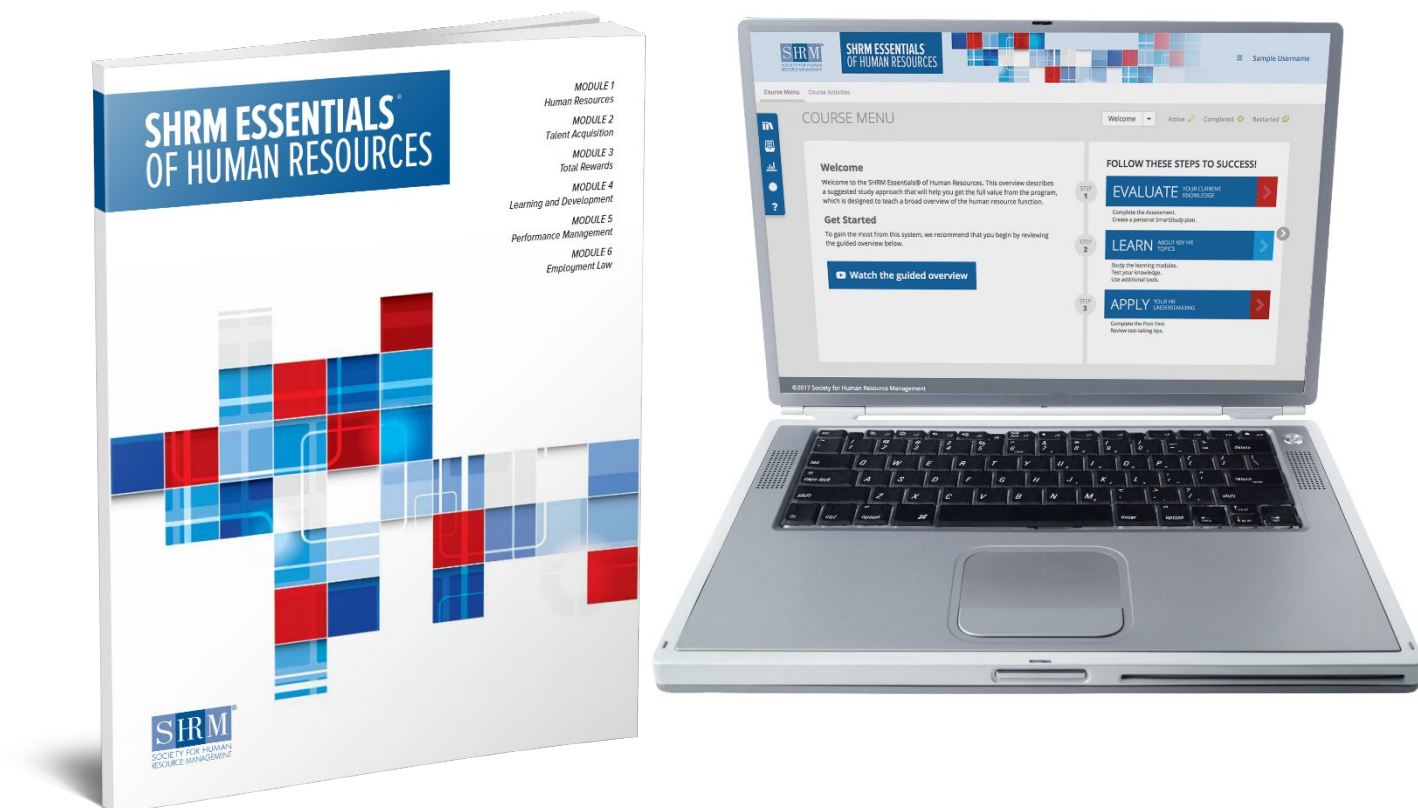
SHRM Essentials of Human Resources



Current version of Essentials will be offered through 2022

- Updates available in Resource Center and PRC

New! product coming in early 2023



Questions?



Recertification Provider Program



Andrew Morton, Director
Certification Relations



Recertification Provider Program Overview



- Established by SHRM to give third-party and SHRM affiliate organizations the opportunity to award Professional Development Credits (PDCs) for the HR-related educational programming they offer to SHRM certified professionals working to maintain their SHRM-CP or SHRM-SCP credential.
- Types of Providers
 - General (Paid)
 - Affiliates (Complimentary)
 - Chapters, State Councils or SHRM Global Forums
 - Education Partners
 - Academically Aligned Institutions



How Does the Program Work?



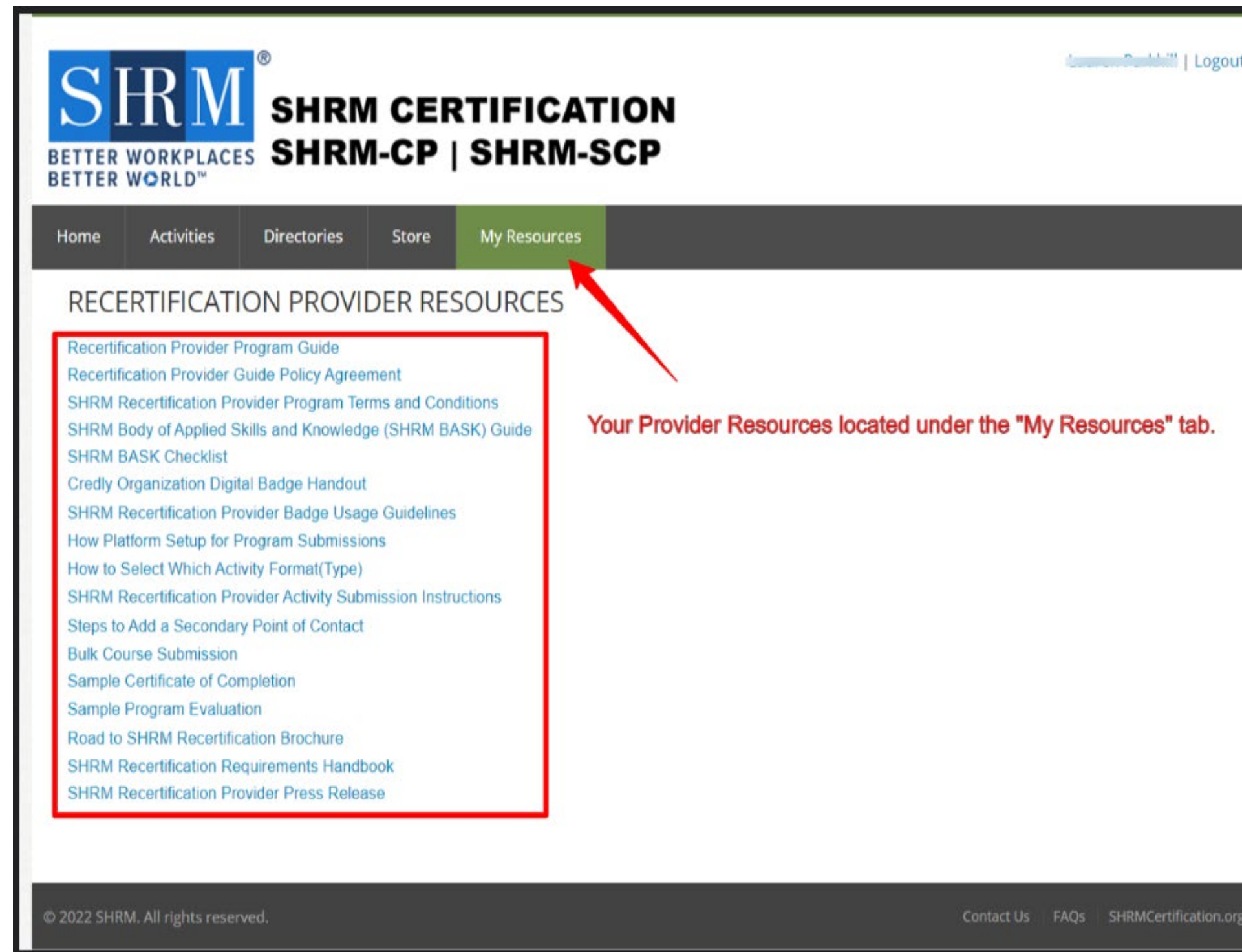
Assign single point of contact to administer the program (i.e., enter program information into the SHRM online database, receive and respond to program related correspondence

Select programs and/or activities that align with the content areas outlined in the SHRM BASK®.

Award professional development credits (PDCs) using the SHRM prescribed method

Provide program participants with verification of attendance. And retain program documentation for a minimum of three years/

Resources for Your Program



Questions?

