EXAM ELIGIBILITY

In order to be eligible to sit for the SHRM-CP or SHRM-SCP exam, an applicant must meet specific educational and work experience criteria, outlined below:

<table>
<thead>
<tr>
<th>Credential</th>
<th>Less than a Bachelor’s Degree*</th>
<th>Bachelor’s Degree</th>
<th>Graduate Degree</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>HR-Related Degree</td>
<td>Non-HR Degree</td>
<td>HR-Related Degree</td>
</tr>
<tr>
<td>SHRM-CP</td>
<td>3 years in HR role</td>
<td>4 years in HR role</td>
<td>1 year in HR role</td>
</tr>
<tr>
<td>SHRM-SCP</td>
<td>6 years in HR role</td>
<td>7 years in HR role</td>
<td>4 years in HR role</td>
</tr>
</tbody>
</table>

*A SHRM-CP credential holder is eligible to sit for the SHRM-SCP exam after successful completion of one three-year SHRM-CP recertification cycle.

The following general eligibility criteria also apply:

» Applicants must show that they have worked in an HR role for more than 1,000 hours within a calendar year, which equates to one year of experience.

» HR experience may be in an HR exempt or non-exempt capacity.

» HR experience may be classified directly, as working in an HR role, or indirectly, by consulting, educating or researching HR practices linked specifically to human resource management.

» SHRM membership is not required.

HR-RELATED DEGREES

Graduate (or global equivalent)

HR-related degrees may include but are not limited to the following: MA in Human Resource Management (HRM); MS in Human Resources (HR); MA or MS in Industrial and Organizational Psychology; MA in Management (MAM) with HR concentration; MBA with concentration in HRM; Organizational Leadership or Leadership Development with HR concentration; Human Capital Development; Organizational Behavior; Labor Relations; Industrial Relations.

Bachelor’s (or global equivalent)

HR-related degrees may include but are not limited to the following: BA or BS in HRM; BA or BS in Management with concentration in HR; BA or BS in Business Administration with concentration in HRM; Bachelor of Business Administration with emphasis in HR; Organizational Behavior; Industrial Relations; Organizational Development; Management and Leadership.

Associate’s

Applicants with less than a bachelor’s degree may have HR-related associate’s degrees that may include, but are not limited to: Associate-HR Specialist; Associate-Business: HR Management; Associate-HR Administration.

Certificate Program

Applicants with less than a bachelor’s degree may complete an HR Certificate Program from an accredited institution completing eight courses that cover the fundamentals in HR (i.e., Principles of HRM; Compensation & Benefits; Organizational Development; Recruitment & Selection; Employment Law; Training & Development; Employee Relations; Performance Management).

Outside the U.S.

HR-related bachelor’s programs may include but are not limited to the following: BBA with emphasis in HRM; Bachelor of Commerce with concentration in Managing People and Organizations; Bachelor of Business in Pedagogy with concentration in HR. HR-related master’s programs may include the following: MA in International HRM; Professional Post-Graduate Diploma in HRM; Executive Master in HRM.

For information on global equivalence evaluation services in support of the degree requirements shown, visit:

» National Association of Credential Evaluation Services (NACES) at naces.org/members.html

» Association of International Credential Evaluators, Inc. (AICE) at aice-eval.org

» American Association of Collegiate Registrars and Admission Officers (AACRAO) at aacrao.org

FOR MORE INFORMATION:
shrmcertification.org/eligibility

QUESTIONS:
E-mail: shrmcertification@shrm.org
Phone (U.S. only): 800.283.7476, option 3 | Phone (Int’l): +1.703.548.3440, option 3