

Certification	PHR	SHRM-CP	SPHR	SHRM-SCP	aPHR	PHRca	GPHR
Accrediting Body	HRCI	SHRM	HRCI	SHRM	HRCI	HRCI	HRCI
Exam Eligibility Guidelines	A minimum of 4 years of experience in a professional-level HR position with less than a Bachelor's degree, OR A minimum of 2 years experience in a professional HR position with a Bachelor's degree, OR A minimum of 1 year of experience in a professional-level HR position with a Master's degree or highr.	Less than a Bachelor's Degree: HR-Related Degree and 3 years in HR role. Non-HR Degree and 4 years in HR role. OR Bachelors Degree: HR-Related Degree and 1 year in HR role. Non-HR Degree and 2 years in HR role, OR Graduate Degree: HR-Related Degree and currently in HR role. Non-HR Degree and 1 year in HR role.	A minimum of 7 years of experience in a professional-level HR position with less than a Bachelor's degree, OR A minimum of 5 years experience in a professional HR position with a Bachelor's degree, OR A minimum of 4 years of experience in a professional-level HR position with a Master's degree or higher.	Less than a Bachelor's Degree: HR-Related Degree and 6 years in HR role. Non-HR Degree and 7 years in HR role, OR Bachelros Degree: HR-Related Degree and 4 years in HR role. Non-HR Degree and 5 years in HR role, OR Graduate Degree: HR-Related Degree and 3 years in HR role. Non-HR Degree and 4 years in HR role.	You are eligible if you are interested in pursuing a career in HR management and you have a high school diploma or equivalent.	A minimum of 4 years of experience in a professional-level HR position with less than a Bachelor's degree, OR A minimum of 2 years experience in a professional HR position with a Bachelor's degree, OR A minimum of 1 year of experience in a professional-level HR position with a Master's degree or highr.	A minimum of 4 years of experience in a global professional-level HR position with less than a Bachelor's degree, OR A minimum of 3 years experience in a global professional HR position with a Bachelor's degree, OR A minimum of 2 year of experience in a global professional-level HR position with a Master's degree or highr.
				A SHRM-CP credential holder is eleigible to sit for the SHRM-SCP exam after successful completion of one three-year SHRM-CP recertification cycle.			
Accreditation	Accredited by:NCCA	No accreditation	Accredited by:NCCA	No accreditation	No accreditation	Accredited by:NCCA	Accredited by:NCCA
Body of Knowledge	Click Here	Click Here	Click Here	Click Here	Click Here	Click Here	Click Here

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Unique Exam Content	US Legal and Compliance	Diversity and Inclusion, Global Mobility	US Legal and Compliance	Diversity and Inclusion, Global Mobility	Core HR Concepts (Knowledge Based)	California State Legal and Compliance	Global Competencies
Industry Pass Rate	54%	68%	53%	56%	TBD		
	(Jan 2015)		(Jan 2015)				
Time in the Market	39 years	< 1 year	39 years	<1 year	< 1 year	9 years	
Test Booking Period	Registration open year-round	Jan. 4 - Mar. 25	Registration open year-round	Jan. 4 - Mar. 25	Registration open year-round	Registration open year-round	Registration open year-round
Testing Windows	OPEN: Exams are given year-round	a) Dec 1 – Feb 15 b) May 1 - July 15	OPEN: Exams are given year-round	a) Dec 1– Feb 15 b) May 1 - July 15	OPEN: Exams are given year-round	OPEN: Exams are given year-round	OPEN: Exams are given year-round
Exam Price	\$375 + \$75 application fee	\$300 (SHRM members) \$400 (non-SHRM members)	\$475 + \$75 application fee	\$300 (SHRM members) \$400 (non-SHRM members)	\$325 + \$75 application fee	\$250 + \$75 application fee	\$475 + \$75 application fee
Exam Format	175 Multiple Choice Questions (150 scored, 25 pre-test)	160 Multiple Choice Questions (110 knowledge items/50 situational judgment items)	175 Multiple Choice Questions (150 scored, 25 pre-test)	180 Multiple Choice Questions (110 knowledge items/70 situational judgment items)	125 Multiple Choice Questions (100 scored, 25 pre-test)	125 Multiple Choice Questions (100 scored, 25 pre-test)	165 Multiple Choice Questions (140 scored, 25 pre-test)
	3 hours in length	3 hours and 40 minutes	3 hours in length	3 hours and 40 minutes	2 hours 15 mins in length	2 hours 15 mins in length	3 hours in length
Exam Location/Delivery:	Prometric	Prometric	Prometric	Prometric	Prometric	Prometric	Prometric
	1000s of locations across US and International	1000s of locations across US and International	1000s of locations across US and International	1000s of locations across US and International	1000s of locations across US and International	1000s of locations across US and International	1000s of locations across US and International

Which Professional HR Certification Should I Pursue?



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Test Prep/Study Material Provider(s)	A complete list of suppliers is available here	SHRM Learning System \$870 (USD) for non-members, \$695 (USD) for members	A complete list of suppliers is available here	SHRM Learning System \$870 (USD) for non-members, \$695 (USD) for members	A complete list of suppliers is available here	A complete list of suppliers is available here	A complete list of suppliers is available here
Price Range of Cert Prep	\$35 - \$1199	\$450 - \$1400 *15% AHRM discount with Davenport	\$35 - \$1199	\$450 - \$1400 *15% AHRM discount with Davenport	\$150 - \$800	\$150 - \$800	\$35 - \$1199
Local Test Prep/ In Classroom Study Providers	None (Kalamazoo & Jackson closest)	Davenport IPEX/AHRM (GR & Holland)	None (Kalamazoo & Jackson closest)	Davenport IPEX/AHRM (GR & Holland)	None	None	None
	AHRM will also be providing a fall 2016 study group as a supplement to Davenport Prep Course (as a free benefit to AHRM members only) studying for either SHRM or HRCI exams. Contact certification@ahrm.net for more info.	AHRM will also be providing a fall 2016 study group as a supplement to Davenport Prep Course (as a free benefit to AHRM members only) studying for either SHRM or HRCI exams. Contact certification@ahrm.net for more info.	AHRM will also be providing a fall 2016 study group as a supplement to Davenport Prep Course (as a free benefit to AHRM members only) studying for either SHRM or HRCI exams. Contact certification@ahrm.net for more info.	AHRM will also be providing a fall 2016 study group as a supplement to Davenport Prep Course (as a free benefit to AHRM members only) studying for either SHRM or HRCI exams. Contact certification@ahrm.net for more info.			

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Exam Cancellation Policies	Cancel or withdraw from an exam at least three (3) days in advance of testing date to be eligible for 50% refund of exam fees. All refund request forms must be sent to HRCI within 30 days of the close of the testing period. (Administration Fees are non-refundable.)	Full refund minus the \$50 application fee prior to close of late registration. 50% refund minus the \$50 application fee after the late registration deadline and up to 5 business days before the scheduled exam date.	Cancel or withdraw from an exam at least three (3) days in advance of testing date to be eligible for 50% refund of exam fees. All refund request forms must be sent to HRCI within 30 days of the close of the testing period. (Administration Fees are non-refundable.)	Full refund minus the \$50 application fee prior to close of late registration. 50% refund minus the \$50 application fee after the late registration deadline and up to 5 business days before the scheduled exam date.	No refunds will be given for exam cancellations.	Cancel or withdraw from an exam at least three (3) days in advance of testing date to be eligible for 50% refund of exam fees. All refund request forms must be sent to HRCI within 30 days of the close of the testing period. (Administration Fees are non-refundable.)	Cancel or withdraw from an exam at least three (3) days in advance of testing date to be eligible for 50% refund of exam fees. All refund request forms must be sent to HRCI within 30 days of the close of the testing period. (Administration Fees are non-refundable.)
Recertification Requirements	Retake and pass the same certification exam OR earn 60 hours of HR related continuing professional development activities over 3-years.	60 Professional Development Credits (PDCs) every three years, or retake the certification exam.	Retake and pass the same certification exam OR earn 60 hours of HR related continuing professional development activities over 3-years. 15 credits must be classified as Strategic	60 Professional Development Credits (PDCs) every three years, or retake the certification exam.	Retake and pass the same certification exam OR earn 45 hours of HR related continuing professional development activities over 3-years.	Retake and pass the same certification exam OR earn 60 hours of HR related continuing professional development activities over 3-years. 15 credits must be classified as California	Retake and pass the same certification exam OR earn 60 hours of HR related continuing professional development activities over 3-years. 15 credits must be classified as Global
	Maximum of 20 Webcast Credits can be used.	Maximum of 30 Webcast Credits (Self-Paced) can be used.	Maximum of 20 Webcast Credits can be used.	Maximum of 30 Webcast Credits (Self-Paced) can be used.		Maximum of 20 Webcast Credits can be used.	
	Unlimited amount of eLearning Credits can be used.	Unlimited amount of eLearning Credits (Instructor-Led)	Unlimited amount of eLearning Credits can be used.	Unlimited amount of eLearning Credits (Instructor-Led)		Unlimited amount of eLearning Credits can be used.	
Recertification Fees:	\$150 USD Additional Certification = \$50 USD	SHRM Members = \$100 USD Nonmembers = \$150 USD	\$150 USD Additional Certification = \$50 USD	SHRM Members = \$100 USD Nonmembers = \$150 USD	\$150 USD Additional Certification = \$50 USD	\$150 USD Additional Certification = \$50 USD	\$150 USD Additional Certification = \$50 USD

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Provider Recommends:	Take this exam to demonstrate a mastery of the technical and operational aspects of HR practices and U.S. laws and regulations. The professionally relevant credential is for the HR professional who focuses on program implementation, has a tactical/logistical orientation, is accountable to another HR professional within the organization and has responsibilities that focus on the HR department rather than the whole organization.	HR professionals who implement policies and strategies, serve as point of contact for staff and stakeholders, deliver HR services, and perform operational HR functions, should take the SHRM-CP exam.	Take this exam to demonstrate that you have mastered the strategic and policy-making aspects of HR management. The credential is designed for the HR professional who plans, rather than implements, HR policy, focuses on the “big picture,” has ultimate accountability in the HR department, has breadth and depth of knowledge in all HR disciplines and understands the business beyond the HR function and influences the overall organization.	HR professionals who develop strategies, lead the HR function, foster influence in the community, analyze performance metrics, and align HR strategies to organizational goals, should take the SHRM-SCP exam.	HRCI's Associate Professional in Human Resources™ (aPHR™) is the perfect certification to help fast-track your career growth and provide you with the confidence to launch into the HR profession. The aPHR is the first-ever HR certification designed for professionals who are just beginning their HR career journey and proves your knowledge of foundational Human Resources.	Take this exam to demonstrate that you are an HR professional who has mastered the laws, regulations and HR management practices unique to the state of California. The PHRca is for professionals who either practice in California or are responsible for human resources in California. You do not have to be located in California to earn a PHRca.	Take this exam to demonstrate a mastery of cross-border HR responsibilities that include strategies of globalization, development of HR policies and initiatives that support organizational global growth and employer retention and creation of organizational programs, processes and tools that achieve worldwide business goals.

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AHRM Considerations:	One of the most widely recognized certifications. If you are a college grad with a degree in HR, wait until you have the required years of experience and then take this exam. If you are currently at a management level in HR, take this exam before pursuing the SPHR to prove a solid and broad HR knowledge base. If you are looking for an indepth knowledge soak in employment law and compliance fundamentals, this is the holy grail. SHRM member or not.	If you are a SHRM member with a solid grasp of the technical and operationsal aspects of HR (employment law and compliance details), then consider this certification. It still has some of the same technical components of the PHR but it's less expensive and has the recognized backing of SHRM.	One of the most widely recognized certifications. If you are deciding between PHR and SPHR, take the PHR. If you are at a Director or VP level, consider taking this exam to demonstrate your comittment to the profession and lead by example for your team. Still has a policy focus but you must apply your knowledge in less than obvious scenarios, thinking outside the lines of HR.	If you are a SHRM member at the Director or VP level with a solid grasp of strategic policy development and implementation, then consider this certification. It still covers many of the same disciplines as the SPHR but it's less expensive and has the recognized backing of SHRM.	Consider taking this exam if you do not have a bachelors degree and do not plan to pursue one, or are beginning your HR career/change in careers. Use this exam to prove your knowledge of foundational Human Resources. Good for small company office/finance managers and admins whose main role expands beyond HR or a person outside the HR profession looking to gain practical HR knowledge.	If you are responsible for a significant number of employees in California or a facility in California (vs home based sales reps, etc) in addition to employees in other states, consider this exam as an add-on to your PHR. It can be a different world out there - legally and culturally. But if you just have a few CA employees and are a savvy Internet researcher (or have access to general counsel), consider saving your money.	Consider this exam if your company and/or your career path is deeply dependent upon demonstration of global competencies and global certification is important to your employer/potential employer. Does not teach employment law, compliance, or specific cultural differences for countries outside the US.