Why earn the SHRM-CP/SHRM-SCP credential?
Prove you’re a capable strategic thinker. Being certified indicates that you can deliver innovative and measurable business results.

Gain readiness for any path your HR career takes. Certified professionals report a greater understanding of necessary skills.

Demonstrate your HR expertise. Among examinees, the top reason for pursuing SHRM certification was to enhance their credibility as HR professionals.

INCREASE YOUR EARNING POTENTIAL
HR professionals who pass the SHRM certification exam report earning salaries 7% to 9% higher than peers who do not.

INCREASE YOUR EARNING POTENTIAL

Professional development is easier with SHRM membership. Join today to earn professional development credits and save money!

ABOUT THE SHRM-CP AND SHRM-SCP CREDENTIALS
The SHRM Body of Competency and Knowledge™ (SHRM BoCK™) is the basis for the SHRM credentials. The SHRM BoCK describes the behavioral competencies and knowledge HR professionals need for effective job performance. SHRM’s dual approach to understanding HR success is supported by empirical research and accredited by the Buros Center for Testing.

SHRM Body of Competency & Knowledge™

YOUR JOURNEY THROUGH SHRM CERTIFICATION

Decision-making skills
Leadership & Navigation
Engaging People
Error & Cultural Competency
Interpersonal KNOWLEDGE (DIMENSIONS)
Communication
Strategic Management
Change Management
HR Policies
Human Resources
Employee & Labor Relations
Benefits & Compensation
Planning & Talent Development
Leadership & Education

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SHRM certification gives you the opportunity to demonstrate mastery of the core competencies needed for success in today’s business environment.

**Determine Your Credential**

<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>HR-Related Program</td>
<td>HR-Related Degree</td>
<td>Non-HR Degree</td>
<td>Non-HR Degree</td>
</tr>
<tr>
<td>SHRM-CP</td>
<td>HR-Related Role</td>
<td>3 years in HR role</td>
<td>3 years in HR role</td>
</tr>
<tr>
<td></td>
<td>Non-HR Role</td>
<td>4 years in HR role</td>
<td>4 years in HR role</td>
</tr>
<tr>
<td>SHRM-SCP</td>
<td>Current in HR role</td>
<td>5 years in HR role</td>
<td>5 years in HR role</td>
</tr>
</tbody>
</table>

*Less than a bachelor’s degree includes working toward a bachelor’s degree, associate degree, some college, qualifying HR-related work qualifies.

**Prepare for the Certification Exam**

The SHRM Learning System® is the leading resource to prepare for the SHRM-CP or SHRM-SCP exam. SHRM has designed several learning options to suit different learning styles, schedules, exam levels, group sizes and locations. Each option includes the SHRM Learning System. Choose the learning option that fits your preference:

**SHRM Learning System®**

- **Self-Study**
  - **Personnel Plan**
    - SHRM-CP
      - $325
      - $950
  - **Instructor-Led (Available In Person and Virtually)**
    - **SHRM Courses**
      - $475
    - **SHRM Power Prep**
      - $475
    - **SHRM PRO Prep**
      - $95
    - **SHRM PoP Prep**
      - $1,270

**Learn more at shrmcertification.org/learning**

**Exam Testing Windows**

Testing windows are the dates during which the exams are administered.

<table>
<thead>
<tr>
<th>Early-Bird Application Deadline</th>
<th>Standard Application Deadline</th>
<th>Winter-Spring SHRM-CPS/SCP Exam Window</th>
</tr>
</thead>
<tbody>
<tr>
<td>June 1 – August 15, 2020</td>
<td>May 15, 2020</td>
<td>December 1, 2020 – February 15, 2021</td>
</tr>
<tr>
<td>May 6, 2020</td>
<td>January 6, 2020</td>
<td>Early-Bird Application Deadline: April 6, 2020</td>
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<tr>
<td></td>
<td></td>
<td>Standard Application Deadline: May 15, 2020</td>
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<tr>
<td></td>
<td></td>
<td>Early-Bird Application Deadline: October 16, 2019</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Standard Application Deadline: December 1, 2019</td>
</tr>
</tbody>
</table>

**SHRM Foundation Scholarships**

Various professional development and certification scholarships are awarded by the SHRM Foundation. Learn more at shrmfoundation.org/scholarships