

5 STEPS TO SUCCESSFULLY BEGIN A CAREER IN HR



STEP 1:

Find the Right HR Program

- Use **SHRM's Academic Institution Program Directory** to find a comprehensive HR degree program that aligns with **SHRM's HR curriculum guidelines**.

→ [FIND A PROGRAM](#)

- **Study the SHRM Body of Applied Skills and Knowledge® (SHRM BASK®):** The SHRM BASK outlines the knowledge, skills, and behaviors needed to be an effective HR professional. Use it to shape your studies and career and prepare for your SHRM certification exam.

→ [REVIEW THE SHRM BASK](#)

- **Work with a Faculty Advisor:** Leverage their expertise for career advice and internship recommendations.

SHRM BASK



Access a network of
nearly **340,000 members**

in **180 countries** as a
SHRM student member.

STEP 2:

Become a SHRM Student Member

- **Access Exclusive Resources:** Get HR sample documents, resume templates, mock interviews, job insights, and more to help you advance in your career.

→ [JOIN SHRM](#)

- **Build Your Network:** Join a SHRM local professional chapter to network with peers and connect with potential hiring managers. Most local chapters have customized student programs!

→ [FIND A LOCAL CHAPTER](#)

50%

**of students complete
at least 1 internship.**

Employers prioritize hiring
candidates with on-the-job
experience.

STEP 3:

Gain Experience to Stand Out

- **Secure Internships with SHRM's Help:** Find a micro-internship through the SHRM Foundation or connect with an HR professional in your area for a long-term internship.

→ [EXPLORE INTERNSHIPS](#)

→ [CONNECT WITH AN HR PRO](#)

STEP 4:

Earn the SHRM-CP by Graduation & Upgrade Your Membership

- **Get Certified:** Stand out by earning the SHRM-CP, a globally recognized certification that demonstrates your HR expertise.

→ [GET CERTIFIED](#)

- **Upgrade Your SHRM Membership:** A top perk of SHRM professional membership is the **Ask an Advisor** service, where you have direct access to SHRM-certified HR experts for resume reviews and guidance on your toughest questions.

138,000+
HR professionals

have earned
SHRM-CP® or SHRM-SCP®
certification.

BONUS

As a student member, you can
upgrade to a **professional
membership for 50% off** and
unlock tools to keep your
career on track.

→ [UPGRADE YOUR MEMBERSHIP](#)

STEP 5:

Land Your First HR Job!

- **Enhance Your Resume:** Leverage a well-branded headline using relevant terms from the SHRM BASK and highlight your SHRM certification to showcase your credibility.
- **Use the SHRM HR Jobs Site:** Find opportunities that match your interests.

- **Your SHRM Network:** Now that you've expanded your professional network via your professors, mentor, internship, and SHRM chapter, use those connections as your best referral sources for job leads

→ [BROWSE SHRM HR JOBS](#)