



# Helping Business People in the People Business

# Recognized globally as the gold standard of accredited HR certifications



**125+ Countries**  
in the HRCI  
community



**500,000+**  
Certification holders  
over 40 years

**93%**

**93% of Fortune 500**  
companies employ  
HRCI certification  
holders



# Professional Advantages



## Benefits:

- ✓ More likely to be in demand/promoted/fully employed.
- ✓ More likely to be strategically engaged.
- ✓ Professionals with HRCI credentials report greater satisfaction and passion for work.

# Benefits of HRCI Certification

Supervisors of HR teams recognize that HRCI certifications are a powerful marker of an HR professional's potential value to an organization.



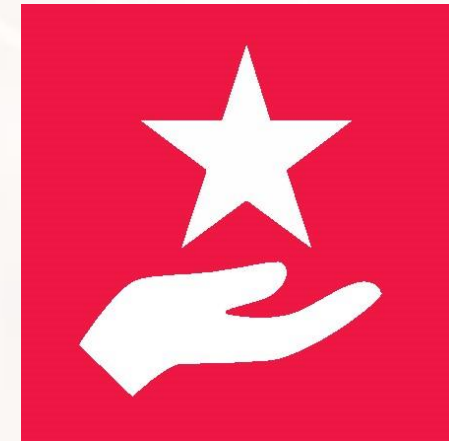
## MORE DEMAND FROM EMPLOYERS

When hiring, 2 out of 3 supervisors prefer HRCI certifications for HR positions. 1 in 5 supervisors **require HRCI certifications.**



## MORE CAREER OPPORTUNITIES

Supervisors report HRCI certified professionals have **greater potential** for higher level positions.



## HIGHER LEVELS OF EXCELLENCE

Supervisors report HRCI certified professionals are **more effective** at carrying out strategic HR tasks and have more HR expertise.



# Benefits of HRCI Certification

HRCI-certified professionals report better career outcomes than their non-certified counterparts.



## HIGHER ANNUAL INCOME

PHRs earn an average of \$4,547 more per year. SPHRs earn an average \$19,712



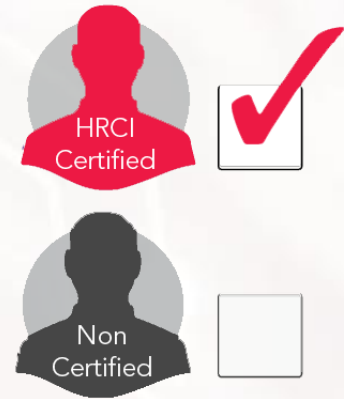
## FASTER INCOME GROWTH

Income growth for PHRs was \$292 higher per year. Income growth for SPHRs was \$983 higher per year.



## HIGHER CAREER SATISFACTION

PHRs and SPHRs reported significantly higher ratings overall.



## ADVANTAGES IN JOB MARKET

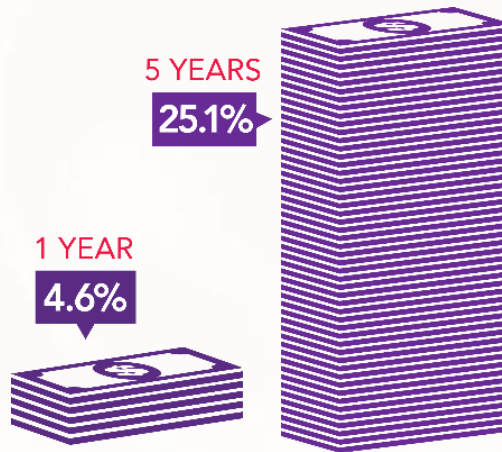
PHRs and SPHRs have a greater potential for promotions and senior-level positions.

# Business Advantages

Recent research from HRCI and Top Employers Institute suggests company-wide adoption of HR best practices and top-notch HR departments can positively impact business performance. Specifically, companies that build HR departments around HRCI certified employees have higher employer reputation ratings (on sites like Glassdoor), increased stock price performance, and revenue growth.



STOCK PRICE



REVENUE GROWTH



EMPLOYER BRAND

# Certification Steps



## Create an online account

[www.hrci.org](http://www.hrci.org)



## Select an exam and apply

Choose the certification that fits your eligibility



## Schedule your exam

You will take your exam at a Pearson VUE testing center near you



## Prepare for your exam

There are varied preparation tools and resources available to fit your learning style and budget



## Take the test

The computer-based test is proctored at Pearson VUE testing centers around the globe



## Earn your credential

Display your digital badge proudly on your social media profiles and resume

# The Most Recognized and Trusted HR Credentials



## Most Credible

**HRCI certification holders** perform better on the job and are more capable to take on strategic HR tasks.<sup>2</sup>



## More Advancement

**Executives rate HRCI credential holders** as having more expertise and greater potential for promotion to higher-level positions.<sup>2</sup>



## More Satisfaction

**HRCI-certified individuals enjoy** greater career satisfaction and higher growth potential.



## More Preferred

**Companies report higher** employer reputation ratings when they have more than five HRCI certification holders on staff.<sup>3</sup>



## More Performance

**Companies report stronger business performance** when they have more than five professionals on staff who have earned credentials from HRCI.<sup>4</sup>

<sup>1</sup>2016 analysis of job boards and company sites by CareerBuilder and Emsi

<sup>2</sup>2015 survey conducted by the Human Resources Research Organization (HumRRO)

<sup>3</sup>2017 survey conducted by Dow Jones Customer Intelligence

<sup>4</sup>2016 survey conducted by HRCI and Top Employers