

If you are an HR professional interested in obtaining HR certification, you have options to consider. Both the HR Certification Institute (HRCI) and the Society for Human Resources Management (SHRM) are certifying bodies for professional HR certification. The exams differ in both requirements and in content. The following chart highlights a summary of each certification option.

## CERTIFICATION EQUIVALENTS

aPHR = N/A

PHR = SHRM-CP

SPHR or GPHR = SHRM-SCP

## EXAM ELIGIBILITY REQUIREMENTS

Certification/ Credential	Less than Bachelor's Degree		Bachelor's Degree		Master's Degree	
	HR-Related Program	Non-HR Program	HR-Related Degree	Non-HR Degree	HR-Related Degree	Non-HR Degree
aPHR	High school diploma or global equivalent required. No HR experience necessary.		N/A		N/A	
PHR	A minimum of 4 years of experience in a professional-level HR position		A minimum of 2 years of experience in a professional-level HR position		A minimum of 1 year of experience in a professional-level HR position	
SPHR	A minimum of 7 years of experience in a professional-level HR position		A minimum of 5 years of experience in a professional-level HR position		A minimum of 4 years of experience in a professional-level HR position	
SHRM-CP	3 years in HR role	4 years in HR role	1 year in HR role	2 years in HR role	Currently in HR role	1 year in HR role
SHRM-SCP	6 years in HR role	7 years in HR role	4 years in HR role	5 years in HR role	3 years in HR role	4 years in HR role

## BODY OF COMPETENCY/KNOWLEDGE

aPHR	PHR	SPHR	SHRM-CP/SHRM-SCP
HR Operations	Business Management	Leadership Strategy	Leadership & Navigation
Recruitment & Selection	Employee & Labor Relations	Employee Relations & Engagement	Business Acumen Ethical Practice
Compensation & Benefits	Talent Planning & Acquisition	Talent Planning & Acquisition	Relationship Management Consultation
Human Resource Development & Retention	Learning & Development	Learning & Development	Critical Evaluation Global and Cultural Effectiveness
Employee Relations	Total Rewards	Total Rewards	Communication
Health, Safety, & Security	 <b>BUILD YOUR PEOPLE. BUILD YOUR BUSINESS.</b> <b>BUILD SUCCESS.</b> 877-662-6444		HR Expertise (HR Knowledge Domains: People, Organization, Workplace, Strategy)

## EXAM FEES

aPHR	PHR	SPHR	SHRM-CP/SHRM-SCP
\$300*	\$395* EANE members receive a discount off these fees. Contact us for more information.	\$495* EANE members receive a discount off these fees. Contact us for more information.	\$400 (non-member) or \$300 (SHRM member)

\*Please note, in addition to the exam fee, there is a \$100 USD non-refundable application fee. Visit [hrci.org](http://hrci.org) and [shrmcertification.org](http://shrmcertification.org) for the most up-to-date information on fees.

## EXAM COMPARISON

aPHR	PHR/SPHR	SHRM-CP/SHRM-SCP
Exams are certified by the HR Certification Institute (HRCI)	Exams are certified by the HR Certification Institute (HRCI)	Exams are certified by the SHRM Certification Commission
125 multiple-choice questions	175 multiple-choice questions	160 multiple choice questions (SHRM-CP) 160 multiple choice questions (SHRM-SCP)
2 hours 15 minutes	3 hours	4 hours
Pearson Vue	Pearson Vue	Prometric Testing Center

## EXAM DATES

aPHR/PHR/SPHR	SHRM-CP/SHRM-SCP
<b>Testing window:</b> Year round	<b>Testing window:</b> Spring: May 1 – July 15, 2019 Winter: Dec. 1, 2019 – Feb. 15, 2020
<b>Applications Accepted:</b> Year round	<b>Applications Accepted:</b> Spring: January 2 – March 22, 2019 Winter: May 13 – October 18, 2019

## EANE CAN HELP YOU PREPARE

Each HR certification has its benefits and challenges and each is recognized in the field. Ultimately, you will want to obtain the certification that makes sense for you. EANE can help you successfully prepare for either exam with our HR Certification 10-Week Study Groups.

Our HR Certification 10-Week Study Groups feature highly experienced, certified instructors who enhance your knowledge through intense material review and help to sharpen your test-taking skills. To learn more about our upcoming HR Certification 10-Week Study Group dates, times, and locations, please visit our website at [www.EANE.org](http://www.EANE.org) or contact us at 877.662.6444.



**BUILD YOUR PEOPLE. BUILD YOUR BUSINESS.**  
**BUILD SUCCESS.**

877-662-6444

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

877.662.6444

67 Hunt Street, P.O. Box 1070  
Agawam, MA 01001  
413.789.6400 F 413.789.6470

300 Church Street  
Wallingford, CT 06492  
877.662.6444

15 Midstate Drive  
Auburn, MA 01501  
508.767.3415

6 Blackstone Valley Place  
Lincoln, RI 02865  
401.732.6788