



## HR CERTIFICATION INSTITUTE® (HRCI®) BY THE NUMBERS

**1 and only** independent HR credentialing organization offering NCCA-accredited certifications for HR generalists

**7 certifications** that distinguish elite HR pros all the way up the career ladder, from entry level to senior management

**40 years** focused solely on setting the standard for HR mastery and excellence

**1,200 HR experts** help update and validate exams for each HRCI certification twice a year, ensuring HRCI certifications reflect the proficiency and acumen needed in today's dynamic business environment

**145,000 HRCI-certified** professionals around the globe right now

**500,000+ certifications** issued during HRCI's first 40 years

## THE VALUE OF HRCI CERTIFICATION

**HRCI's Certifications** – the aPHR™, PHR®, PHRca®, SPHR®, GPHR®, PHRi®, and SPHRi® – are recognized as the **most rigorous, meaningful, and sought after** in the industry. HRCI certificants demonstrate a **mastery** of HR competencies, real-world practical skills and knowledge in the field. They also possess the **business acumen** and the **sound judgment and strategic mindset** required to adapt HR best practices to their organization's unique challenges.

- HRCI's **portfolio of seven certifications** distinguish HR's elite and most committed practitioners from the start of their career through their most senior and complex roles, no matter where in world they practice.

**Recent Large-Scale Study** of more than **17,500 HR practitioners** and nearly **2,500 of their supervisors** explains why HRCI certifications are the most in demand HR credentials everywhere in the world.

**HRCI-certified HR professionals** report they **earn more**, are **more likely to get promoted**, and **have greater job satisfaction** as compared to their non-certified peers. They are also **more likely to be employed** and report **greater income growth over time, greater technical knowledge** and **greater ability to take on strategic tasks**.

- SPHRs report their annual incomes are \$19,712 higher on average.
- 90% of PHRs and 87% SPHRs are employed full-time vs. 69% of their non-certified peers.

**Employers of PHRs and SPHRs say they demonstrate better job performance, greater future potential** and **greater HR expertise** than their non-certified peers.

- 2/3 said they prefer to hire HRCI-certified professionals for at least some positions.
- 1 in 5 supervisors said their organization requires HRCI certification for some or all HR positions.

**Better Business Performance** is linked with HRCI certification. Joint research conducted in 2016 by HRCI and Top Employers Institute found that companies employing more than five HRCI-certified professionals had:

- 57% **higher stock performance** (vs. relevant indices)
- 25% **greater compounded revenue growth rates** (vs. relevant industries)
- Significantly **higher Glassdoor ratings** (3.46 vs. average rating of 3.20)

# CONCIERGE-LEVEL SERVICE, UNMATCHED RESOURCES

HRCI offers **concierge-level customer service** for current and prospective certificants and their employers plus **extensive certification and recertification resources** including exam content outlines, practice tests, preparation resources, continuing education, and the HR industry's most extensive exam preparation provider directory.

Among HRCI's exclusive offerings are:

- **Official Practice Exams** – Composed entirely of retired official test questions (with the current exception of the brand new aPHR), prospective certificants can get comfortable with the pace and challenge of HRCI's exams with either of two test modes – a timed “real life” exam mode or practice mode, which includes explanations for correct answers.
- **High Caliber Content for Continuing Education and Recertification** – HRCI's partnerships with leading research organizations such as i4cp, CEB and RBL Group/University of Michigan give HRCI certificants exclusive and free or reduced cost access to the highest quality HR and broad-based business content, continuing education and thought leadership.

Other offerings HRCI has introduced in just the last 18 months include:




- **Year-Round Testing** – A just-announced HR industry first, starting Nov. 1, 2016, exams for all seven HRCI certifications will be available any day of the year. And in early 2017, every HRCI exam will be available everywhere in the world.
- **Build Your Own Bundle** – Pick the exam that's right for you and the prep resources that match your learning style and budget to build a bundle that saves you time and money.
- **Second Chance Test Insurance** – This advance-purchase option offers test-takers the comfort that if they don't pass one of HRCI's rigorous exams the first time, they can retake the exam at a significantly reduced cost.

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Please contact us should you have questions:

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 HRCI Voices

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