

A Comparison: HRCI vs. SHRM

	HR Certification Institute® (HRCI®)	Society for Human Resource Management (SHRM)
Years of Certification Expertise	40+	2+
Nos. of HR Credentials Awarded	500,000+	95,000+*
Employer Preference**		
Comparison of paid job postings specifically for HR Generalists, requiring or requesting HRCI vs. SHRM credentials (Dec. 2015 – Nov. 2016):	16,834 (81 percent)	3,936 (19 percent)
Comparison of paid job postings for all HR-Related positions requiring or requesting HRCI vs. SHRM credentials (Dec. 2015 – Nov. 2016):	84,481 (83 percent)	17,374 (17 percent)
HR Generalist Certifications	7	2
Entry-level:	aPHR™	SHRM-CP
HR professional:	PHR®	SHRM-SCP
Senior HR professional:	SPHR®	
California-specific:	PHRca®	
Global practitioner:	GPHR®, PHRI™, SPHRI™	
Accreditation Type		
Program-Wide via NCCA***: Assures fairness and validity of structure and governance; policy development; separation of education and certification; published information; grandfathering; recertification; documentation; vendor relations; quality assurance; and maintenance.	☑	
Test-Only via Buros****: Assures that tests meet psychometric standards for validity and reliability.		☑
Exam Content & Design		
HR competency- and knowledge-based:	☑	☑
Based on multiple competency models and industry-wide collaboration:	☑	
Based on an internal, one-size-fits-all competency model:		☑
Organization both creates and sells exam preparation for its own exams:		☑
Customer Service		
Year-round testing available:	☑	
Second Chance Insurance available:	☑	
Bundled and group purchase discounts available:	☑	

*SHRM certifications include a large number of credential holders from HRCI and other organizations who were awarded SHRM credentials without taking a comprehensive or accredited HR competency exam.

**Employer Preference data is based on unique job posting data collected by Emsi, a CareerBuilder company, from major job boards such as CareerBuilder, Monster, LinkedIn and many others. More than 336 million job postings were analyzed from April 2011 – November 2016.

***NCCA is an independent non-governmental agency that provides program-wide accreditation of more than 300 certifications for a wide range of professions and industries.

****Buros provides test-only accreditation, testing appraisals and psychometric consultation services.