

THE REQUIREMENTS FOR PHR/SPHR ARE CHANGING SOON!

In 2011 the requirements for PHR/SPHR Certification will change. So, HURRY if you are considering getting CERTIFIED. This is the perfect opportunity to increase your knowledge and increase your competitive edge in the marketplace. The most drastic change to the requirements are the number of years of exempt level work experience and education that is required for each category of certification. Below is a table that outlines current requirements as well as the 2011 requirements. If you are interested in certification or have a question please contact Jeanine Wilson, SPHR at certification@mobileshrm.org (251)607-7831 or HRCI at www.HRCI.org/certification.

	Current Certification Requirements	2011 Certification Requirements
PHR Eligibility	Must have 2 or more yrs of exempt HR experience.	<p>Must have 4 yrs of demonstrated exempt HR experience if less than a Bachelor's degree is held.</p> <p>Must have 2 yrs of demonstrated exempt HR experience if a Bachelor's degree is held.</p> <p>Must have 1 yr of demonstrated exempt HR experience if a Master's or higher degree is held.</p>
SPHR Eligibility	Must have 2 or more yrs of exempt HR experience.	<p>Must have 7 yrs of demonstrated exempt HR experience if less than a Bachelor's degree is held.</p> <p>Must have 5 yrs of demonstrated exempt HR experience if a Bachelor's degree is held.</p> <p>Must have 4 yrs of demonstrated exempt HR experience if a Master's or higher degree is held.</p>
Student Eligibility	Students and recent graduates (in a Bachelor's or higher degree program) can take the PHR exam only for \$120. After graduation and passing the exam they must within 5 years have the required 2 yrs exempt level experience and pay the remaining balance of the PHR fee.	Students must have the required exempt level experience and/or degree before they are eligible to take the certification exams
GPHR Eligibility	Must have 2 or more yrs of exempt HR experience.	<p>Must have 4 yrs of demonstrated exempt HR experience of which 2 yrs must be global HR experience if less than a Bachelor's degree is held.</p> <p>Must have 3 yrs of demonstrated exempt HR experience of which 2 yrs must be global HR experience if a Bachelor's degree is held.</p> <p>Must have 2 yrs of demonstrated global exempt HR experience if a Master's or higher degree is held.</p>