**Do you have the HR credentials necessary to elevate your career? Establish yourself as a globally recognized HR expert by earning HR certification.**

Here are nine reasons you should pursue a SHRM certification.

**Certification demonstrates both your HR proficiency and your business acumen**

The SHRM-CP and SHRM-SCP credentials are state of-the-art certifications offered by the Society for Human Resource Management (SHRM), the world’s largest HR membership organization and the industry leader in HR professional development. Elevating your credentials with an HR certification proves your level of adeptness in the field. The SHRM certification exams test your knowledge AND how you use that knowledge to demonstrate your expertise as a business leader.

**Certification is portable**

The SHRM certification program was created to meet the needs of employers worldwide, driving business through the globally recognized competencies for HR professionals around the world. SHRM certification is applicable across industries, geographic borders, job responsibilities and career levels. Certification that you earn now can follow you through your upcoming career moves.

**Certified professionals earn more**

According to a study by Payscale, a company that evaluates salary and compensation information, there is a significant pay difference between certified professionals and non-certified professionals across all industries, title levels and company sizes. A separate Payscale report found that those employees with certifications are far more likely to hold higher roles within their organization.

**Differentiate yourself**

One of the primary reasons to earn certification is to set you apart from other HR professionals. Having an HR credential will distinguish you in a candidate pool and among your co-workers. Certified HR professionals are highly valued by organizations and their leaders.

**Perform better at your current job**

Certification prepares you to assume greater leadership roles and contribute to the strategic direction of your organization. Exam preparation helps HR professionals bring new ideas to their organization that will help drive organization success.

**Certification preparation is applicable to what you already know and do**

SHRM certifications directly link to on-the-job scenarios and realistic work situations, making them relevant for HR professionals. Seventy-three percent of examinees say the SHRM-CP and SHRM-SCP exam content is germane to their day-to-day work.

**Networking Opportunities**

One of the key benefits associated with professional certification is the chance to connect with other professionals in your field. In addition to the class linking you to other local HR professionals, SHRM has certified 100,000 HR professionals, and has a total membership of 275,000. The organization provides many opportunities to network with through conferences on topics related to leadership, law and more, including an annual conference, LinkedIn groups and blogs. Local SHRM chapters typically have regular meetings where you can both connect with your peers and obtain professional development.

**SHRM certifications are accredited**

The SHRM-CP and SHRM-SCP exams are accredited by The Buros Center for Testing, the global leader in evaluating the psychometric quality of examinations.

**Recertification provides continued personal development**

Once certified you continue to improve your skills and increase your knowledge in the HR field. Because HR certifications are valid for three years, certified professionals have the opportunity to recertify by either their demonstrated continued professional development or retaking the exam. SHRM’s recertification program provides a broad scope of eligible recertification activities, allowing you to determine your professional development needs based on your specific career path. Being recertified demonstrates your commitment to the HR field and keeps you on the path to success.

Sally Hart is the instructor for the College of St. Rose Learning System Program and the owner of a local HR consultancy firm. She brings 30 years of HR experience and a proven track record of providing HR perspective to the class. She holds a masters degree in Education, as well as SHRM-SCP and SPHR certifications.