

SHRM-CP	HRCI PHR
<b>Sponsoring Organization:</b> <ul style="list-style-type: none"> <li>Society of Human Resources (SHRM)</li> </ul>	<b>Sponsoring Organization:</b> <ul style="list-style-type: none"> <li>Human Resource Certification Institute (HRCI)</li> </ul>
<b>Link:</b> <ul style="list-style-type: none"> <li><a href="#">SHRM Certifications</a></li> </ul>	<b>Link:</b> <ul style="list-style-type: none"> <li><a href="#">HRCI Certifications</a></li> </ul>
<b>Brennen's Take:</b> <ul style="list-style-type: none"> <li>Competency Based</li> <li>3 Behavioral Clusters, 3 Technical Clusters</li> </ul>	<b>Brennen's Take:</b> <ul style="list-style-type: none"> <li>Knowledge Based</li> <li>6 Functional Areas</li> </ul>
<b>Exam:</b> <ul style="list-style-type: none"> <li>Spring and Winter Exam Windows, Computer Based, 160 Questions, 240 Minutes</li> </ul>	<b>Exam:</b> <ul style="list-style-type: none"> <li>Year-round, Computer Based, 175 Questions, 180 Minutes</li> </ul>
First-Time Pass Rate: 69%	First-Time Pass Rate: 55%
<b>Costs:</b> Exam Fee: \$400. Study Materials: \$695, Individual Price: \$1,095  <a href="#">CSHRM Member Study Material Pricing:</a> \$505 Total: \$905	<b>Costs:</b> <ul style="list-style-type: none"> <li>Application: \$100, Study Materials: \$445 Exam Fee: \$395. Other: \$50 , Individual Price: \$990</li> </ul> CSHRM Member Material Pricing: n/a Total: \$990
CSHRM Study Sessions: In-Person, Spring & Fall, 8 Sessions	CSHRM Study Sessions: TBD, <u>If</u> Conducted They Will Be Remote, Fall, 10 Sessions

### Benefits

- Certifications are an independent validated measure of your knowledge and expertise
  - Builds credentials and trust as a business partner
- Certifications distinguishes you as a master within the HR field, setting you apart from colleagues
  - Both exams are fully accredited
- Certifications demonstrate career advancement preparation

# 2019 CSHRM SHRM-CP/SHRM-SCP Spring Study Group Schedule

All sessions will last 5:45 pm – 7:45 pm and are **free** to CSHRM members

Sessions will be conducted remotely via Webex with log-in details provided to registered attendees in advance.

We will have an optional in-person kick-off meeting at the Whole Foods Community Room for Session One:

702 Cross Hill Rd + Fort Jackson Blvd, Suite 300, Columbia , SC 29205

[Map & Directions](#)

Refreshments, food, and snacks are available for purchase in the Café.

For additional information, please contact Brennen Gerards: [brennen.gerards@bcbssc.com](mailto:brennen.gerards@bcbssc.com)

## **Study Materials May Be Purchased By CSHRM Members At A Substantially Discounted Price**

Date of Session	Content
March 6	Course Introduction and HR Competencies
March 13	Talent Acquisition and Employee Engagement
March 20	Employee Engagement and Learning and Development
March 27	Total Rewards and Structure of Human Resources
April 3	Organizational Effectiveness and Development and Workforce Management
April 10	Employee Relations and Technology & Data
April 17	HR in the Global Context and Diversity & Inclusion
April 24	Risk Management and Corporate Responsibility
May 1	U.S. Employment Laws and Regulations
May 8	Business and HR Strategy and Final Exam