

SHRM Certification Prep System | SHRM Certification Prep+

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Value of SHRM Certification

Move Your Career Forward with SHRM Certification

It's time to advance. Earning your SHRM-CP or SHRM-SCP credential not only deepens your HR expertise but also equips you to drive meaningful change within your organization. Plus, it opens doors to greater earning potential and career progression.

Why SHRM Certification Matters for Your Career

Did you know **92% of HR executives agree** that it's important for HR professionals to be SHRM-certified in the future?*

Here's why earning your SHRM certification in 2026 is a career-defining move:

Boost Your HR Expertise

- SHRM-certified HR professionals report stronger credibility among peers and senior leadership, enhancing their influence within the organization.

Increase Your Earning Power

- Passing the SHRM certification exam can lead to earnings that are **14%-15% higher** than those of non-certified HR peers.*

Advance Your Career Opportunities

- 71% of HR executives agree that SHRM certification increases the likelihood of obtaining a promotion in HR and list it as a preferred qualification.*

**Source: 2020-2021 Certification & Certification Preparation Resource Guide, SHRM*

SHRM BASK

SHRM Body of Applied Skills and Knowledge® (SHRM BASK®)

The SHRM-CP® and SHRM-SCP® certifications are built upon the [SHRM BASK](#), which is more than an exam outline. It defines the standards for knowledge, strategies, and competencies required for effective HR professionals around the world.

To maintain this level of excellence and relevancy, SHRM brought together some of the best minds in the HR profession to define **nine behavioral competencies** and **14 functional areas** that every HR professional should know.

Visual: SHRM BASK Image

Steps to Certification

4 Steps to SHRM Certification

1. [Determine your eligibility](#)
2. [Apply for the SHRM-CP® or SHRM-SCP® exam](#)
3. Prepare for the certification exam with expert guidance from Dr. Katie Walk, SPHR
4. Take the exam and leverage your certification

For complete certification details, visit shrmcertification.org.