

MAINTAIN YOUR SHRM-CP OR SHRM-SCP

Attaining your SHRM Certified Professional (SHRM-CPSM) or SHRM Senior Certified Professional (SHRM-SCPSM) credential is the first step. Recertifying demonstrates your commitment to the profession, to your organization and to yourself through lifelong education and professional development.

HR professionals may maintain their SHRM-CP or SHRM-SCP credential by engaging in professional development activities that relate to the Behavioral Competencies and Functional Areas of Knowledge identified in the SHRM Body of Competency and Knowledge™ (SHRM BoCK™). The incorporation of competencies into the SHRM BoCK greatly expands the range of activities that will qualify for Professional Development Credits (PDCs).

Categories of Professional Development Credit (PDC)

SHRM created three avenues by which SHRM-CP and SHRM-SCP credential holders can earn recertification credits: **Advance Your Education**, **Advance Your Organization** and **Advance Your Profession**. These categories parallel the SHRM BoCK's three main elements of **Effective Individual Performance**, **Successful Business Outcomes** and **Advancing the HR Profession**.

PDC CATEGORY	DESCRIPTION / EXAMPLES	PDC MAXIMUM (per recertification period)
Advance Your Education	Continuing education activities, including: <ul style="list-style-type: none"> • Conferences • Seminars • College/university courses • e-Learning (instructor-led) • Chapter programs 	Instructor-led: No maximum
	<ul style="list-style-type: none"> • e-Learning (self-paced) • Videoconferences • Webcasts • Audiocasts • Podcasts • Books and e-Books 	Self-paced: 30 PDCs
Advance Your Organization	Supervisor-endorsed work projects that: <ul style="list-style-type: none"> • Meet or support organizational goals and demonstrate or advance capabilities in one or more HR Competencies 	20 PDCs
Advance Your Profession	Thought leadership and volunteer activities that contribute to the development of the HR profession and the community, including: <ul style="list-style-type: none"> • Professional membership • Speaking at conferences • Volunteer leadership • Research, writing and publishing 	30 PDCs