

ADVANCE Your Military HR Career

Bridge the Gap between Military and Civilian HR

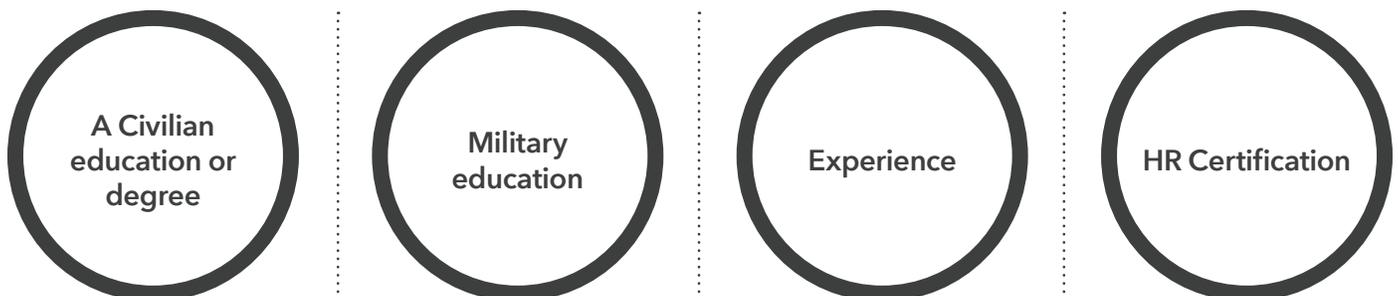
There are distinct differences in knowledge, skills and terminology when comparing military and civilian HR practices. As an HR Military Service Member and Veteran, you understand how important it is to translate your abilities for current–or future–success. Empower yourself and stay competitive in the marketplace with HR Certification Institute® (HRCI®) certification.

Visit hrci.org/military to learn more.

Help at Each Milestone of Your Career

- 1 While Serving:**
Improve performance through understanding and application of private sector HR concepts, knowledge and best practices.
- 2 During Transition:**
Translate military education, skills and experience into language private sector recruiters and hiring managers will understand.
- 3 After Separation:**
Gain greater earning power and an elevated entry into the civilian market, and significantly higher overall career satisfaction.

It is important to develop the skills you need to be an asset to the military and also marketable in the civilian workforce. There are 4 main efforts that can help you to be both a well-balanced Military HR professional and Veteran HR professional prepared to tackle the challenges of civilian HR*.



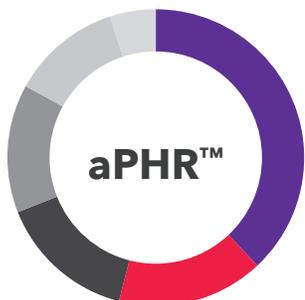
*CW4 Mark Hickman, SPHR, Improving and Empowering Army

HR Professionals through Certification (2016, LinkedIn)

Choose The Right Certification For You

Associate Professional in Human Resources™

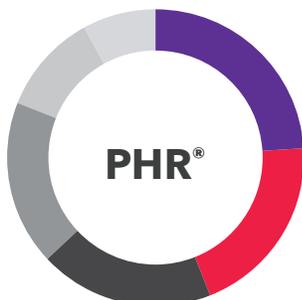
The aPHR™ for new practitioners, demonstrates foundational knowledge of HR practices, including U.S. laws and regulations.



- **38%** HR Operations
- **16%** Employee Relations
- **15%** Recruitment and Selection
- **14%** Compensation and Benefits
- **12%** Human Resource Development and Retention
- **05%** Health, Safety, and Security

Professional in Human Resources®

The PHR® demonstrates mastery of the technical and operational aspects of HR practices, including U.S. laws and regulations.



- **24%** Workforce Planning and Employment
- **20%** Employee and Labor Relations
- **19%** Compensation and Benefits
- **18%** Human Resource Development
- **11%** Business Management and Strategy
- **08%** Risk Management

Senior Professional in Human Resources®

The SPHR® certification demonstrates mastery of strategic and policy-making aspects of HR management in the U.S.



- **40%** Leadership and Strategy
- **20%** Employee Relations and Engagement
- **16%** Talent Planning and Acquisition
- **12%** Learning and Development
- **12%** Total Rewards

Apply for the Exam

The aPHR, PHR and SPHR exam registration is available throughout the year.

- Go to hrci.org/login and create an account
- Complete the online application

Once you receive your eligibility confirmation, schedule your exam at pearsonvue.com/hrci

Exam Fees



**Visit hrci.org/military to determine your eligibility for government funding towards your HRCI certification.*



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HRCI Voices

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