Alex Alonso, SHRM Chief Knowledge Officer

Leveraging SHRM Career Resources for Lifelong Learning
Career Resources on SHRM.org

MORE SHRM CERTIFICATION NEWS

New SHRM Career Resources Are Designed to CURE "Analysis by Analysis" and Help You Advance.

SHRM has just launched a set of specially designed online Career Resources to help SHRM members grow their careers. User-friendly interactive tools can assist you in identifying your developmental needs and the best ways to meet those needs—step by step, page by page.

Member-Exclusive Career Resources

Earn 1PDC RIGHT NOW by completing our new Competency Self-Assessment →

3 WAYS SHRM CAN HELP ACCELERATE YOUR CAREER GOALS

shrm.org/careers
<table>
<thead>
<tr>
<th>Category</th>
<th>Non-Certified</th>
<th>SHRM-CP &amp; SHRM-SCP</th>
</tr>
</thead>
<tbody>
<tr>
<td>Self-Directed</td>
<td>28.9</td>
<td>75.5</td>
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<tr>
<td>On-the-Job</td>
<td>28.9</td>
<td>43.2</td>
</tr>
<tr>
<td>Networking &amp; Collaboration</td>
<td>32.3</td>
<td>41.5</td>
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<tr>
<td>Modeling &amp; Observation</td>
<td>25.2</td>
<td>49.8</td>
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<tr>
<td>Instructor-Led</td>
<td>9.1</td>
<td>8.8</td>
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<td>Global Experiences</td>
<td>29.7</td>
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<tr>
<td>Certification</td>
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All Career Levels
Average Competency Proficiency

[Graph showing the average competency proficiency across various domains for SHRM-CP & SHRM-SCP and Non-Certified individuals, with domains including Ethical Practice, Leadership &..., Business Acumen, Consultation, Critical Evaluation, Communication, Global & Cultural, Relationship, People (HR Expertise), Organization (HR), and Workplace (HR).]
Self-Assessment Data tells us that Certified Professionals are much clearer on perceived proficiency.
What we’ve learned in the first 60 days

Competencies Needing Development

- Non-certified selected Consultation, Ethical Practice, Leadership & Navigation, and HR Expertise significantly more than non-certified.
- Certified selected Business Acumen and Global & Cultural Effectiveness significantly more than non-certified.

Preferred Learning Modes

- Non-certified selected Certification significantly more than certified (indicates strong interest from the non-certified community to become certified).
- Certified selected Networking & Collaboration and Self-Directed Learning significantly more than non-certified.
Define your SHRM Learning Path

- Build Your Essentials
- Specialize & Maintain
- Join the Certified Community
- Build Your Team
- Start Your Career
THANK YOU