These are not ordinary times. An uncertain job market requires HR professionals to demonstrate added value to employers and set themselves apart from peers; in other words, to be extraordinary.

Maybe it’s time you earn the PHR® (Professional in Human Resources) or SPHR® (Senior Professional in Human Resources) credential.

There’s no doubt that certification opens doors to unlimited professional growth and advancement.

The course is designed to make the process easier and more effective by combining the best exam preparation system with group facilitation and networking that enhances learning and retention.

The curriculum is designed by subject matter experts, covers the most up-to-date HR Certification Institute Body of Knowledge and ranks as the #1 certification preparation program.

**Why you should enroll**

When you complete this course, you’ll be prepared to take the PHR or SPHR exam with confidence. Year after year, professionals who use the SHRM Learning System to prepare for certification exams consistently beat the national pass rate.

*When asked if certification was worth the cost and effort, HR professionals, on average, attributed a personal ROI of 253% to personal certification. Over one-third believed the benefits were worth more than five times the cost, suggesting an ROI of 476%!*

In addition to certification preparation, the SHRM Learning System helps participants develop a generalist point of view, refresh key ideas and concepts, strengthen their understanding of core competencies and increase productivity. Long after course completion, Learning System materials will serve as a valuable day-to-day operations manual, providing answers to a wide range of HR challenges.

**When:** Register for February 2013 session

**Fee:** $1099.00 (includes instruction, online tools, flashcards, glossary, and study materials)

**Location:** UVICELL Center, St. Thomas

*Registration deadline to be announced*

*Invest in yourself.*

A recent study showed HR certified individuals are more marketable in their careers, serve in higher level job positions and enjoy a higher level of credibility.

"97% of employers report that it was very important or somewhat important for HR professionals to be certified. The vast majority of HR professionals believed it was important for people working in the field of HR to be professionally certified; specifically, 96% believed it was important and 58% believed it was extremely important."

*"The Value of HR Certification Around The World", Independent research commissioned by HR Certification Institute, 2010.*

*To register, call 693-1100 or visit [http://cell.uvi.edu](http://cell.uvi.edu).*
What you’ll learn

The SHRM Learning System® teaches the following six modules covering the HR Certification Institute’s body of knowledge tested in PHR/SPHR exams.

- Strategic Business Management
- Workforce Planning and Employment
- Human Resource Development
- Total Rewards
- Employee and Labor Relations
- Risk Management

How you’ll learn

The SHRM Learning System uses a blended format of printed workbooks and web-based study tools.

Printed workbooks:

- Six print modules teach the HR Certification Institute Body of Knowledge tested in PHR and SPHR exams.
- Printed glossary of terms and subject index provided for each module.
- Easy-to-identify icons highlight key content and links to additional resources.
- SPHR Preparation Book specifically designed for SPHR candidates.

Online tools with mobile access:

- Practice tests
- Flashcards
- Glossary
- Interactive case study

Online Resource Center:

- HR Updates highlighting up-to-date legislative changes and new HR developments
- Free audio and webcasts to supplement each module
- Test-taking strategies for the HR Certification Institute exam
- Ask-The-Expert feature for individualized follow-up questions
- Links to key HR information cited in the modules
- Feedback feature
- “Plan to Pass” tools that guides your studies

2012 Exam Application Submission Dates

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For more information visit www.hrci.org, call the HR Certification Institute at +1-866-898-4724 or send an email to info@hrci.org.