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## **HR Certification Institute Announces aPHRi, a Foundational HR Certification to Help International Companies Develop HR Leaders**

***HRCI Answers the Global Call for More Rising HR Stars With Associate Professional in Human Resources - International, Available in 2018***

**ALEXANDRIA, Va., November 1, 2017** — In response to a global market need to groom more HR-savvy business leaders, HR Certification Institute® (HRCI®) today announced plans to offer, in May 2018, the Associate Professional in Human Resources – International™ (aPHRi™). For students, early-career HR professionals, non-HR practitioners and those transitioning into HR roles, the [aPHRi](#) designates foundational knowledge of talent management practices in a country outside of the United States.

"The aPHRi will represent an important mark of distinction for the next generation of rising HR stars and people managers in international locations," said HRCI CEO Amy Schabacker Dufrane, Ed.D., SPHR, CAE. "For international businesses, the aPHRi will provide assurance of a professional's knowledge and commitment to improving people performance, reducing workplace risks and implementing talent initiatives that move organizations forward."



Professionals interested in earning the aPHRi are urged to visit the [aPHRi preview site](#), where they can learn more about the certification and review the *2018 aPHRi Exam Content Outline*, which outlines the exam's framework. Professionals may also sign up to be chosen to participate in the aPHR Pilot Program — an opportunity to be among the first to earn the credential at a reduced application and exam fee of \$200. Pilot program testing for the aPHRi will be available March 1-15, 2018.

"I'm very pleased that HRCI is introducing the aPHRi globally so that anyone, regardless of geographic location or professional experience, can demonstrate foundational knowledge of human resource management," said Daniel Freitas, PHRi, head of HR at Willis Towers Watson in Brazil. "As a PHRi-certified professional, I am well aware of the quality of HRCI certification programs."

As the eighth certification to be added to the HRCI portfolio of premier HR credentials for professionals with various levels of experience, the [aPHRi](#) continues the expansion of HRCI credentials to help close the substantial HR capability gap that exists worldwide. HRCI also provides the Professional in Human Resources - International™ (PHRi™) for established practitioners, the Senior Professional in Human Resources - International™ (SPHRi™) for HR executives and the Global Professional in Human Resources® (GPHR®) for HR practitioners with workforces in multinational locations.

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In the U.S., the Associate Professional in Human Resources™ (aPHR™) complements the aPHRi. In 2016, HRCI offered the aPHR as the field's first-ever introductory HR certification. Also available to U.S. HR practitioners are the Professional in Human Resource Management® (PHR®), the Senior Professional in Human Resource Management® (SPHR®) and the Professional in Human Resources – California® (PHRca®), for HR managers with workforces in California.

"Demand has been high for the aPHR in the U.S. and it is equally critical that the international community has the ability to earn the aPHRi as a means of developing future HR leaders and supervisory talent management support of HR initiatives," said Dania Eter, MBA, Chief Credentialing and Products Officer at HRCI. "As with all HRCI credentials, the aPHRi is being developed to represent a trusted mark of excellence as an HRCI designation. The aPHRi will continue to undergo a rigorous practice analysis, including peer review of aPHRi exam questions during the pilot testing phase and ongoing expert review to ensure the aPHRi represents current HR knowledge and practice."

The [2018 aPHRi Exam Content Outline](#), developed by an international and domestic task force of PHRi and aPHR certification holders, has been approved by the [HRCI Certification Council](#), which oversees the development, maintenance and administration of HRCI certification programs.

## **About HRCI**

The HR Certification Institute® (HRCI®) mission, helping people and organizations perform better, grows out of a more than 40-year commitment to certification rigor and continuous learning excellence aimed at advancing global HR practices. Just as HRCI has earned its standing as the premier HR certification organization, HRCI-certified professionals have earned reputations for possessing the skills and knowledge needed to mitigate workplace risks and enhance people-driven business results. The HRCI suite of seven fully accredited credentials includes the PHR® and SPHR® for HR professionals, and the aPHR™ for students, early-career HR professionals and non-HR managers, and international certification options. Learn more about HRCI credentials and group certification programs at [www.hrci.org](http://www.hrci.org).

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