

INFORMATION PAPER

ATSG-AGP
11 December 2012

SUBJECT: HR Credentialing Initiative Update

1. Purpose. To provide an update on the ongoing credentialing initiative by the Adjutant General School pursuant to the National Defense Authorization Act of 2012 and the implementation directive by the Undersecretary of Defense for Personnel and Readiness dated 22 August 2012.

2. Background. TRADOC provided funding to the Adjutant General School, as part of the President's "We Can't Wait Initiative," and the directives referenced above, to help AG Soldiers obtain civilian credentials related to their military occupational specialty (42A – HR Specialist). The goal is to reduce the number of veterans facing unemployment during transition from active duty and to increase the overall body of knowledge of our professional Soldiers that remain in service to increase our capabilities for the Army 2020.

3. Facts.

a. Available Credentialing: The basic civilian credential that corresponds to Soldiers performing Human Resources (HR) work in the military is the Professional in Human Resources (PHR). The governing body that issues this certification is the HR Certification Institute. As of January 2011 there were approximately 67,000 individuals with a PHR certification. A growing number of US companies are showing preference to hire individuals seeking employment in the HR field with this certification over those without. The PHR requires one year of demonstrated professional HR experience with a Master's degree or higher; or two years of demonstrated professional HR experience with a Bachelor's degree; or 4 years of demonstrated professional HR experience with less than a Bachelor's degree. The PHR examination fee is approximately \$300. Preparatory courses can cost more than \$1000 and assume individuals have been working as HR professionals primarily in the civilian sector. Nearly 40 percent of the PHR certification covers Employee and Labor Relations and Total Rewards which covers the federal and state laws governing hiring, compensation packages, unions and organized labor. AG Soldiers have limited exposure or knowledge related to these HR functions based solely on their military HR experience.

b. Resources: The Adjutant General School and Soldier Support Institute received \$345K from FY12 end of year funds that is being used for the development of a web based distance learning preparatory course, designed specifically for military HR professionals, to translate their understanding of HR to civilian terms and to review their body of knowledge compared to the requirements to successfully take the PHR exam. The current passing rate for individuals that take the PHR exam is roughly 60 percent. TRADOC directed any additional funding for future sustainment of the learning material be requested through CASCOM as part of the POM.

c. Course development: The course currently under development has six modules that are directly related to the six functional areas of the PHR exam: Business Management and Strategy, Workforce Planning and Employment, HR Development, Total Rewards, Employee and Labor Relations and Risk Management. There are a total of 38 sub-modules that will include interactive study and progress checks, pre and post tests to gauge current knowledge levels and an assessment on eligibility to take the exam. The projected launch of the program will be late summer 2013. Army HR Soldiers that use this preparatory course will have an increased potential to pass the certification exam which is offered in the Spring and Winter of each calendar year.

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