



LEARNING & DEVELOPMENT

# CERTIFICATIONS FOR **L&D** PROFESSIONALS

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Get a sneak-peek into the most relevant certifications  
for building a great career in learning & development

# Certifications to Ace the Learning & Development Skills

The learning and development arena is vast and dynamic, one that sees frequent changes with the pace of developments pertaining to every field and sector. Learning and development professionals have to keep themselves updated with the advancements happening periodically to keep up with the pace of improvements and developments. A certification on the latest tech is a cherry on the cake for professionals looking to make a bright future out of it.

According to a 2017 Mckinsey report, 87% of executives interviewed said they were experiencing skill gaps in their workforce due to automation and artificial intelligence. This is true for all employees, including professionals from learning and development who lack the skills to do their jobs the best.

To have a complete idea of learning and development skills required to remain competitive, we have gathered some certifications that one must have to keep oneself updated and ahead in the workplace. Therefore, it is worth investing your time to understand the certifications that would be best for your learning and development skills.

## Certified Professional in Training Management (CPTM)

CPTM focuses on the role of the training manager. You will gain the skills needed to manage corporate training programs that align with your company's goals with a certified course in CPTM. In addition, you will develop core competencies that will allow you to demonstrate your expertise in training management and impact change across the business.

*The course includes four most relevant training areas:*



**Understanding the responsibilities of a training Manager**



**Best practices in training in an organization**



**Tools required for more competent training**



**Tools for the regular training tasks**

# Who should become a Certified Professional in Training Management?

It is ideal for anyone who wants to build a career in training and management. There are no prerequisites. Many learning and development professionals manage training, look after the training department, and aim to become training managers. Anybody who wants to move to the next level in training and development roles can take up the course to get certified.

## Requisites –

There is no prerequisite for this certification. However, passing the exam with a minimum of 70% is essential to getting the certification.

The ATD Certification Institute (ATD CI) aims to provide world-class credentials for talent development professionals. It provides validation for your knowledge and skills in the talent development profession with an ATD CI certification.

## Project Management Professional (PMP)

PMP is the leading certification for project management. The expertise of project management is required in every arena and is highly valued in any organization. The PMP certification emphasizes that you are among the highly skilled professionals. The three main parts of PMP are–



### People

emphasis on the soft skills of people to lead teams efficiently.



### Process

managing the technical aspects successfully.



### Work Environment

building the right connection between people and processes for effective business.

*The certification includes three approaches:*



### Predictive

The scope and requirement of the project are clear, and they justify the upfront



### Agile

This serves those projects that are dynamic and have frequent or fast-moving contexts.



### Hybrid

It has the right blend of predictive and agile approaches in the project.

*The certification develops project leadership skills that are most looked for in a professional.*

# Who should become a Certified Project Management Professional?

PMP is usually pursued by people who have minimum 10 years of industry experience. Any professional who wants to make a career in Project Management.

## Requisites –

### *If you have a four-year degree –*

35 hours of project management training and 36 months of experience in leading projects.

### *If you have a high school diploma or an associate's degree –*

35 hours of project management training and 60 months of experience in leading projects.

The Project Management Professional (PMP) is the world's leading project management certification. It supercharges careers for project leaders across industries and helps organizations find the people they need to work smarter and perform better.

## ATD Certified Professional in Learning and Performance (CPLP)

The Certified Professional in Learning and Performance (CPLP) is offered by the ATD Certification Institute (ATD CI) for talent development professionals. The credential measures a talent development professional's competency in 10 areas of expertise (AOEs), focusing on a global mindset defined by the latest ATD Competency Model.

### 5 reasons to become CPLP certified–



Building on  
your skills



Skills that  
elevate your  
potential



Have the  
upper hand in  
a competitive  
environment



Broaden your  
career  
opportunities

# Who should become a Certified Professional in Learning and Performance?

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- ✓ Any professional who has 5 years of related work experience and wants to develop deep knowledge on skills for learning and performance can opt for the certification.
- ✓ Any professional can apply talent development principles and practices globally, across cultures and borders, as defined by the Foundational Competency: Global Mindset in the ATD Competency Model.
- ✓ Anybody who knows advanced talent development topics. Anybody who has a deep knowledge of core instructional design, training delivery, and improving human performance practices, as defined by The ATD Competency Model.



## Requisites

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- ✓ Have at least five (5) years of full-time professional work experience in talent development or related fields; OR
- ✓ Have at least four (4) years of full-time professional work experience in the talent development or related fields AND one year of college or university study in talent development; OR
- ✓ Have at least four (4) years of full-time professional work experience in talent development or related fields and successfully completed an ATD Master Series program or the Associate Professional in Talent Development (APTD) credential.
- ✓ CPLP Exams – Candidates must pass the Knowledge Exam and Skills Application Exam to achieve the credential. The candidate must pass the Knowledge Exam before candidates can take the Skills Application Exam.

***This certification is provided by **ATD Certification Institute (ATD CI)**. It aims to provide certification and validation to professionals pursuing a bright career in Project Management.***

# Senior Professional in Human Resources (SPHR)

It is the certification that recognizes your potential as a senior professional in Human Resources. The SPHR develops your mastery in policymaking and strategizing HR functions effectively. The course is mainly meant for HRs responsible for planning the policy. Organizations seek for HR professionals who have proven achievement in HR goals, understand the company goals beyond the HR functions and have all the knowledge to be great at the planning policy.

## Who should become a Senior Professional in Human Resources (SPHR)?

Any HR professional having a minimum of 4 years of experience can opt for the certification. The certification gives credibility to the professional to uphold essential decisions and planning not only in the HR policy but also with crucial decisions in the company.

### Requisites –

- ✓ Have at least four years of experience in a professional-level HR position + a Master's degree or higher,
- ✓ Have at least five years of experience in a professional-level HR position + a Bachelor's degree, OR
- ✓ Have at least seven years of experience in a professional-level HR position.
- ✓ SPRF exam has to be taken.
- ✓ The certification has to be maintained by achieving 60 recertification credits or retaking the test every 3 years.



**HR Certification** Institute is the premier credentialing organization for the human resource profession. The SPHR certification is provided by HRCI for proving credibility in HR related functions.



# Senior Certified Professional (SHRM-SCP)

SHRM has made two competency-based certifications for business purposes, SHRM-CP for early and mid-career professionals and SHRM-SCP for senior-level practitioners. SHRM's certifications demonstrate to the global business community that the credential-holder has strong capabilities in both aspects of HR practice-competency and knowledge that are required for effective job performance. The certification program incorporates key HR competencies and knowledge into the SHRM-CP and SHRM-SCP exams.

## Who should become a Senior Certified Professional (SHRM-SCP)?

Any Human Resource professional at the senior level can opt for the course involved in planning, making HR strategies, analyzing performance metrics, and aligning HR goals with organizational goals. The certification is focused on building knowledge and competencies among senior HR professionals to excel in the business community.

### Requisites –

#### ***Less than a Bachelor's degree:***

Minimum of 6 years in HR-related role or minimum of 7 years in HR role in non-HR-related program.

#### ***Bachelor's Degree:***

Minimum of 4 years in an HR role with HR-related degree and a minimum of 5 years in an HR role with a non-HR related degree.

#### ***Graduate Degree:***

Minimum of 3 years in HR role in HR related degree and minimum of 4 years in HR role in non-HR related degree.



**SHRM** provides certification as Senior Certified Professional for performing HR functions in a way to foster the community and meet organizational goals.