



## Showcase: Society for Human Resource Management

Credential Engine is collaborating with the Society for Human Resource Management (SHRM), the world's largest human resource professional society with more than 300,000 human resource and business executives in 165 countries, to address a fundamental challenge impacting anyone who participates in higher education or the workforce: How do we make sense of credentials? It's an important question, given that there are more than a million unique credentials offered in the U.S., including degrees, diplomas, badges, certificates, and more.

SHRM has published its certifications and competency framework, Body of Applied Skills and Knowledge™ (SHRM BASK™) in the Credential Registry, an open-access repository of quality, relevant, and comparable information that can be easily placed in the hands of stakeholders. The information is communicated through the Credential Transparency Description Language (CTDL), Credential Engine's common language that describes credentials and their associated skills, competencies, and learning outcomes. The information can link across different providers — such as the connection between SHRM and two aligned programs at the University of Arizona Global Campus.

Having the SHRM certifications and competency framework available as linked data allows stakeholders to connect to it, include it in pathways, build it into curriculum and provide its transfer value. It also:

- Raises awareness of SHRM certification or recertification opportunities: How does this credential help me in career pathways? Does this credential include the skills I need? How is this credential related to other relevant credentials?
- Provides access to those opportunities: How do I get this credential?
- Demonstrates the achievability of those opportunities: What courses and programs help me prepare for this credential?

Prospective students and workers benefit from SHRM becoming part of Credential Engine's linked open data because it contextualizes offerings to address key questions about how SHRM credentials are important in career pathways, what skills and knowledge they include, and how they're related to other credentials. The result of this collaboration between Credential Engine and SHRM is greater credential transparency, which helps students, job seekers, educators and employers make better informed decisions.

