

The HRCI Pay Bump

Earn an HRCI certification and your pay doesn't just rise—it **keeps climbing** for years. Here's how income grows in the five years after certifying.

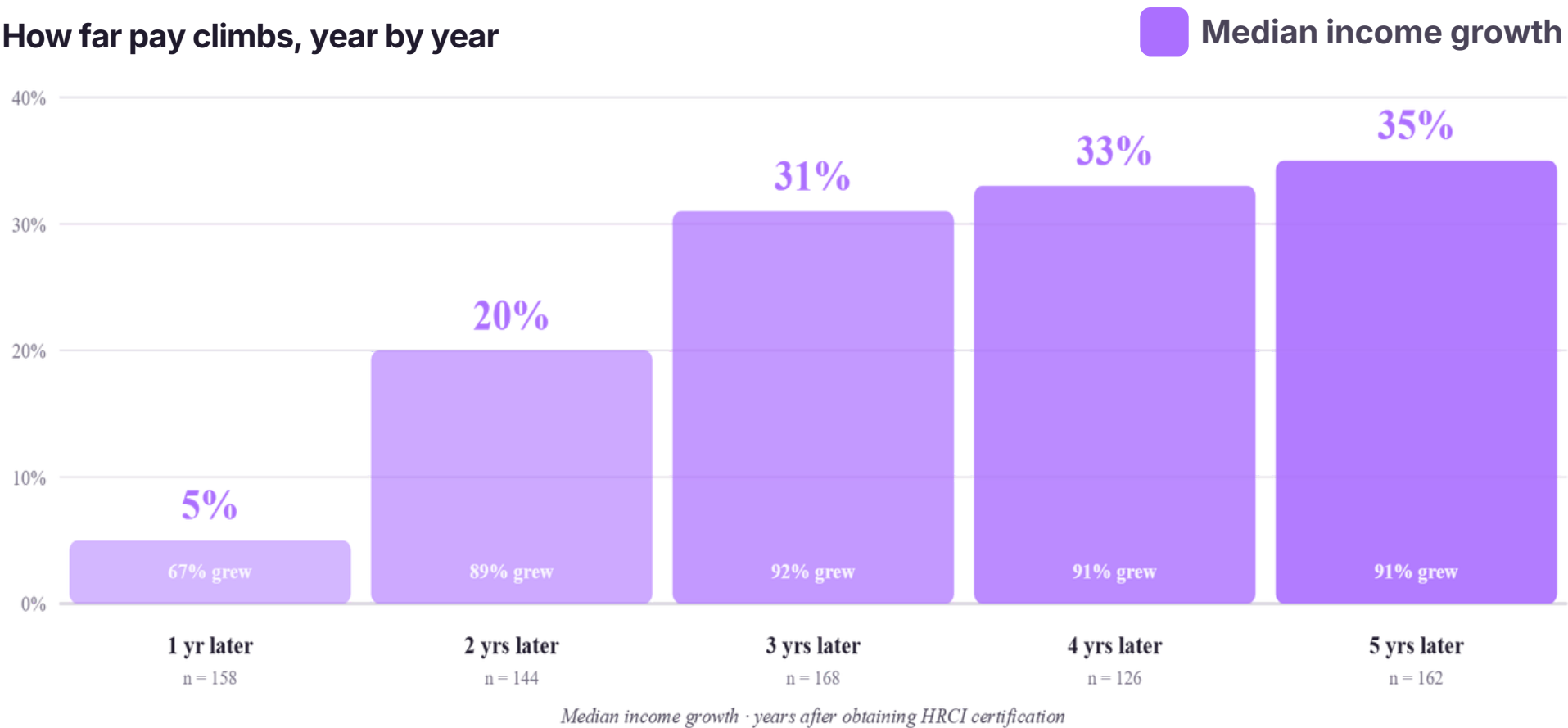
+33%

more pay by year four, vs. pre-certification. ¹

2x

the four-year growth of a comparable HR professional. ²

How far pay climbs, year by year



HOW WE MEASURED THIS

Share who saw growth

Full-time certificants grouped into five cohorts (1–5 years out); we counted those earning more now than before they certified.

Median income growth

The median percentage gap between current and pre-certification salary within each cohort, then across all five.

Comparable HR benchmark

2019 & 2023 BLS median wages for HR managers, specialists, and assistants, weighted to the study's seniority mix.



¹HRCI 2021 Value of Certification Study. ²U.S. BLS, 2019 & 2023 OEWS. hrci.org