

What Does It Cost to Attain Certification?



Many employees work in fields not directly related to their earned degrees. Some people find themselves in careers for which they have no educational background at all. And others choose a new career path later in life. For those employees who desire more knowledge, skills, and authority in their learning profession, a certification may be the answer.

Human resources, learning professional, or management certifications>>

Certifications differ from certificate programs. Certifications require participants to have approximately three to five years of experience in the respective field and are earned through an examination. Some certifications also require a work component.

Certification exam:
\$300 to \$1,000

If certification is earned through an association, members may receive approximately a \$50 to \$200 discount.

Recertification>>

Certifications are valid for an average of three years, and then a recertification is required. Recertification can be earned through a variety of options, such as seminars, work experience, and leadership experience.

Continuing Education Credits (CEUs) are offered by many learning organizations and training institutes and can be used toward recertification. One CEU is equal to 10 contact hours of successful completion of the requirements of a continuing education course. CEUs are recognized internationally as a measure of professional education and training.

Certificate Programs>>

Certificate programs award certificates once a course of study has been completed, without the need for previous work experience.

General or Master certificate programs can be in project management, human resources, Six Sigma, contract management, leadership, ROI methodology, and business analysis. A participant is required to complete three to five courses within a certain time frame to earn a certificate, and some programs provide a variety of courses from which the participant may pick, while others provide a designated course package.

Cost per course:
\$900 to \$2,100

Total course package:
\$3,000 to \$6,500

If a certificate is earned through an association, members may receive an approximate \$1,000 to \$1,200 discount.

Purchase of books and course materials (if required):
\$400 to \$600

Specialized certificate programs are one-course programs that provide a more specialized certificate for expertise in, for example, ADA, COBRA, HIPAA, 401(k), payroll operations, recruiting and hiring, and compensation.

Cost per course:
\$400 to \$500

For more information on certification and certificate programs, search any college or university website, or visit the following:

Certified Profession in Learning and Performance (CPLP):

<http://www.astd.org/content/ASTDcertification/>

Human Resources Certification:

<http://www.hrci.org>

Project Management Certification:

<http://www.pmi.org/Pages/default.aspx>

Human Resources Certificate Programs:

<http://hrcertification.com/courses.asp>

Management Certificate Programs:

<http://www.amanet.org/seminars/Certificate.cfm>



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T+D is published by the American Society for Training and Development (ASTD)

010859.63250

