

CAREER STRATEGIES

Acknowledge Your Professional Strengths

(NAPSA)—Employment experts say that the fastest track for professional success may be through continuous learning. That's where certification and training programs can help professionals distinguish themselves from their peers, get the jobs they want and be paid what they are worth.

The good news is that a number of different programs are available geared towards helping people make the most of their chosen professions.

For example, the International Personnel Management Association (IPMA) runs two comprehensive certification programs designed to enhance knowledge, improve skills and help develop the next generation of human resources (HR) professionals.

The programs measure two areas: technical proficiency—done through a candidate profile that demonstrates their educational and professional achievements—and behavioral competency—measured with an examination required to gain certification.

HR specialists say such certification programs serve to identify qualified practitioners, ensure recognition of their expertise and assist in professional and self improvement by establishing a critical body of knowledge and standards.



Certification programs can help professionals gain the recognition—and salaries—they deserve.

In addition, certification can give individuals the necessary tools to meet and excel in an increasingly complex, demanding and competitive environment. In fact, IPMA reports that a number of public sector employers use certifications of this type as a measuring stick by which many potential employees are hired and evaluated.

According to the Association, certification indicates to employers that a candidate for employment is competent and has the skills needed in the public sector—this can be a big boost for people working to get ahead in the job market.

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