RACR
Recertification Program

What does it mean to be a Recruiter Academy Certified Recruiter (RACR)?

Successfully completing all requirements of the RACR program demonstrates mastery knowledge of Best Practice recruitment methodologies, tools and techniques proven successful in today's talent-driven marketplace. Successful completion of this RACR Program ensures recruiters understand the competencies and skills required to be an Elite Recruiter and were an active participant during education program. The ability to become certified is included in the registration fee for all RACR programs.

RACR Certification Requirements:
▶ Complete all RACR Modules.
▶ Development of an approved Deployment Plan of Action at the end of the program.
▶ Passing score of 70 or higher on final certification exam.

Recertification Process

All RACR Certifications are valid for 2 years after the year you complete the course. (Example: If the final module is delivered in 2018, your certification would be valid through 12/31/20. NOTE: If you were a student in a class held prior to 2015 - you have been grandfathered into the 2015 year - so your certification will be valid through 12/31/17.

There are two options for Recertification:
■ **Development of a Recertification Deployment Plan and earn 30 Recertification Credits** before expiration of RACR Certification:

   ▶ Cost: **Free**

OR

■ **Development of a Recertification Deployment Plan and retaking the Certification Exam:**

   ▶ Cost: **$200 Fee**

**30 Recertification Credits

There are 4 ways to earn 30 Recertification Credits:

■ **RACRx Quarterly Retention and Advanced Education Sessions (8 total per year) delivered as part of the annual RACRx program. Each session is worth 1.5 credits, for a potential total of 12 credits per year.**

■ **All Lean Human Capital Webinars. Each webinar is worth 1 credit, and there are numerous webinars delivered each year.**

■ **Research and Publishing – examples include:**

   ▶ **Writing a blog for our Weekly Guest Blog covering topics related to talent acquisition. (5 credits)**
   ▶ **Writing an article that is published in a journal or periodical. (15 credits)**
   ▶ **Presenting a topic related to talent acquisition at a conference or during a webinar. (15 credits)**

■ **SHRM/HCRI/NACHR approved RECRUITMENT education sessions. Must provide approval codes for each session.**

How to submit for Recertification

Each RACR alumni is required to track and submit their acquisition of credits above utilizing the **RACR RecertificationTrackingForm**. Once all 30 recertification credits have been acquired, and prior to your expiration date based on the guidelines explained above, please submit your Tracking Form to **student@leanhumancapital.com** for review and processing.

For more information, please contact: info@leanhumancapital.com

leanhumancapital.com