

Certification Requirements		
Current Certification Course/Exam	2025 Certification Course/Exam	CCP Exam Required
Total Rewards Management (T1/GR1)	Creating Impact Through Total Rewards	✓
Regulatory Environments for Compensation Professionals (C1)	Understanding the Total Rewards Regulatory Landscape	✓
Base Pay Administration and Pay for Performance (C4/GR4)	Designing and Managing Base Pay Systems	✓
Job Analysis, Documentation and Evaluation (C2/GR3)		
Variable Pay: Improving Performance with Variable Pay (C12/GR6)	Improving Performance with Variable Pay	✓
Market Pricing: Conducting a Competitive Pay Analysis (C17/GR17)	Market Pricing and Competitive Pay Analysis	✓
Quantitative Principles in Compensation Management (C3E)	Compensation Analytics and Insights	✓
Accounting and Finance for the Human Resources Professional (T2)	Finance and Accounting Applications for Total Rewards	✓
International Financial Reporting Standards for Compensation Professionals (T7)		
Business Acumen for Compensation Professionals (C8)	Business Acumen and Communication Strategies in Total Rewards	✓
Strategic Communications in Total Rewards (T4/GR9)		