

# Stay Current with SAP SuccessFactors Certification

Program Launch: September 2016



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### Frequently Asked Questions



# Path to SAP SuccessFactors Certification

We've redesigned the certification program to fit your needs as an implementation expert in the rapidly-changing arena of SAP SuccessFactors Cloud products.

## Foundational Knowledge

Join Introduction to SAP SuccessFactors Academy Learning Room\* to accompany training course and stay current with quarterly delta content and assessments.

Complete Introduction to SAP SuccessFactors Academy training course via SAP Learning Hub\*\* or Success Map Learning\*\*\*.

[Learn more](#)  
[Free Discovery account](#)

## Product Knowledge

Join SAP SuccessFactors Academy product-specific Learning Room to accompany training course and stay current with quarterly delta content and assessments.

Complete SAP SuccessFactors Academy product-specific training course via SAP Learning Hub or Success Map Learning.

[View SAP SuccessFactors Learning Journeys](#)

## Associate Certification

Purchase Certification in the Cloud subscription and register for the core Associate Certification exam through the Training and Certification Shop.

Grandfathered consultants from legacy certification programs: Continue to [Page 5](#) for information on updating to the latest release.

[Certification in the Cloud List of available exams](#)

## Quarterly Delta Knowledge

Review delta content and complete assessments via SAP Learning Hub or Success Map within 90 days of delta content release.

Delta content is released quarterly for SAP SuccessFactors products, and links to content are provided in corresponding Learning Rooms.

Continue to [Page 4](#) for more information

## Professional Certification

Apply for SAP Professional Certification after gaining implementation experience with 3 SuccessFactors projects in past 24 months.

Requirements:

- Supporting consultant on 1 of 3 projects
- Lead consultant on 2 of 3 projects
- [Learn more](#)

[Apply for SAP Professional Certification](#)



\*SAP SuccessFactors Learning Rooms are only available on Professional Edition of SAP Learning Hub.

\*\*Partners, and independent consultants review delta content and complete delta assessments through SAP Learning Hub. **3 / 22**

\*\*\*SAP employees review delta content and complete delta assessments through Success Map Learning.

# Stay Current with Quarterly Delta Assessments

Delta content will be released for all SAP SuccessFactors products to coincide with quarterly enhancement releases. Review content and complete delta assessments within 90 days to maintain current certification.

## Quick Facts

- Delta content includes a slide deck of training content covering the latest enhancements and an assessment.
- Links to delta content are posted in SAP SuccessFactors Academy Learning Rooms.
- Assessments are short and attempts are unlimited until passing score is achieved.
- Passing score of 100% is required.

## Quarter 1

**Product release**  
February

**Delta content available**  
February 28th\*

**Stay current**  
Successfully complete delta assessment via SAP Learning Hub or Success Map Learning within 90 days of content release.

## Quarter 2

**Product release**  
May

**Delta content available**  
May 30th\*

**Stay current**  
Successfully complete delta assessment via SAP Learning Hub or Success Map Learning within 90 days of content release.

## Quarter 3

**Product release**  
August

**Delta content available**  
August 30th\*

**Stay current**  
Successfully complete delta assessment via SAP Learning Hub or Success Map Learning within 90 days of content release.

## Quarter 4

**Product release**  
November

**Delta content available**  
November 30th\*

**Stay current**  
Successfully complete delta assessment via SAP Learning Hub or Success Map Learning within 90 days of content release.

**What if I don't stay current?** Certification is required to access provisioning. Current projects will not be affected if you do not maintain up-to-date certification, but you will not have access to provisioning for future projects. You may regain Associate Certification by completing the latest core exam, then staying current with all delta assessments. Provisioning access will be reinstated after completing the latest core Associate Certification exam. Consultants that held Professional Certification must reapply after completing the latest core exam.



# Grandfathered into Credential Manager?

Many Certified Associate consultants were grandfathered into Credential Manager after gaining certification through legacy programs. Obtain Professional Certification or complete latest core exam by December 2017 to stay current.

Legacy Programs	Timeline	Option 1	Option 2	Stay Current
<p><b>SuccessFactors Legacy Certification</b> Completion of required virtual instructor-led training course, exam in the SuccessFactors LMS, and instructor-reviewed final case study granted Associate Certification.</p> <p><b>SAP Learning Hub Legacy Certification</b> Completion of required training course and exam in SAP Learning Hub granted Associate Certification if the core exam was not available in the Training and Certification Shop.</p>	<p><b>September 2016 through December 2017</b> Consultants grandfathered into Credential Manager through legacy certification programs must complete Option 1 <b>OR</b> Option 2 by December 2017 to maintain current certification.</p> <p><b>Deadline: December 2017</b></p>	<p><b>Obtain Professional Certification</b> If you have implementation experience, apply for Professional Certification to bypass the core exam.</p> <p><b>Maintain Certification</b> Stay current with quarterly delta exams.</p>	<p><b>Complete Latest Core Associate Exam</b> Complete the latest core exam through the Training and Certification Shop to update to the latest release.</p> <p><b>Maintain Certification</b> Stay current with quarterly delta exams.</p>	<p><b>Maintain Current Certification</b> After updating certification to latest release, complete each quarterly delta assessment in SAP Learning Hub or Success Map Learning to maintain Associate or Professional Certification moving forward.</p>

**Does this apply to all SAP SuccessFactors products?** No. Introduction to SAP SuccessFactors Academy is the prerequisite to all SAP SuccessFactors training courses, and therefore does not offer certification. Other courses either already have released a new core exam and/or delta that grandfathered consultants have completed to update to the latest release (Employee Central, Learning Management) do not apply. Please review the product-specific certification paths in the following pages for more information.



## Select Your Path to SAP SuccessFactors Certification

### New Consultant Path (No prior certification)

- Join Introduction to SAP SuccessFactors Academy Learning Room to accompany training course
- Complete Introduction to SAP SuccessFactors Academy course via [SAP Learning Hub](#) or Success Map Learning\*\*

- Join product-specific SAP SuccessFactors Academy Learning Room to accompany training course ([Learning Journeys](#))
- Complete product-specific SAP SuccessFactors Academy course via SAP Learning Hub or Success Map Learning\*\*

Purchase [Certification in the Cloud](#) subscription and complete latest Core Associate Certification exam ([Available Exams](#))

**Beginning September 2016:**  
[Stay Current](#) by reviewing Quarterly Delta Content, and completing Quarterly Delta Assessments via SAP Learning Hub or Success Map Learning\*\* within 90 days of content release (links to delta content provided in SAP SuccessFactors Academy Learning Rooms)

Gain implementation experience with 3 projects in 2 years, then [Apply](#) for SAP Professional Certification ([Learn More](#))

### Certified Consultant Path\* (Updating certification to latest release)

I currently have:  
Associate  
Certification

I currently have:  
Professional  
Certification

**Beginning September 2016:**  
[Stay Current](#) with Quarterly Delta Content & Assessments in SAP Learning Hub / Success Map Learning

**September 2016-December 2017:**  
Complete Option 1 or Option 2 within 16 Months

**Option 1:**  
Gain implementation experience with 3 projects in 2 years, then [Apply](#) for SAP Professional Certification ([Learn More](#))

**Option 2:**  
Complete Latest Core Associate Exam ([Available Exams](#))

**Beginning September 2016:**  
[Stay Current](#) by reviewing Quarterly Delta Content, and completing Quarterly Delta Assessments via SAP Learning Hub or Success Map Learning\*\* within 90 days of content release (links to delta content provided in SAP SuccessFactors Academy Learning Rooms)

### Recertification Path (Did not Stay Current)

Complete latest Core Associate Certification Exam ([Available Exams](#))

**Beginning September 2016:**  
[Stay Current](#) by reviewing Quarterly Delta Content, and completing Quarterly Delta Assessments via SAP Learning Hub or Success Map Learning\*\* within 90 days of content release (links to delta content provided in SAP SuccessFactors Academy Learning Rooms)

Reapply for Professional Certification after gaining experience on 3 implementation projects within past 2 years ([Learn More](#)) ([Apply](#))

Note: Projects listed on a Professional Certification application cannot be older than 2 years, meaning projects used on the original application are often different than those used to reapply.

\*Certified Consultant Paths vary by product.

\*\*Internal SAP employees review training content and complete delta assessments through Success Map Learning.



## SAP SuccessFactors Employee Central Academy

### New Consultant Path

Complete latest core Associate Certification exam [C\\_THR81\\_1602](#)

**Beginning September 2016:**  
[Stay Current](#) with Quarterly Delta Content & Assessments in SAP Learning Hub / Success Map Learning

Gain implementation experience with 3 projects in 2 years, then [Apply](#) for SAP Professional Certification ([Learn More](#))

### Certified Consultant Path

Credential Manager:  
C\_THR81\_1405, C\_THR81\_1502

Completed D\_THR81\_1505 OR D\_THR81\_1602 by July 31, 2016?

Yes

**Beginning September 2016:**  
[Stay Current](#) with Quarterly Delta Content & Assessments in SAP Learning Hub / Success Map Learning

Gain implementation experience with 3 projects in 2 years, then [Apply](#) for SAP Professional Certification ([Learn More](#))

No

Recertify by completing latest core Associate Certification exam [C\\_THR81\\_1602](#)

**Beginning September 2016:**  
[Stay Current](#) with Quarterly Delta Content & Assessments in SAP Learning Hub / Success Map Learning

Credential Manager:  
D\_THR81\_1505, C\_THR81\_1505,  
D\_THR81\_1602, C\_THR81\_1602

**Beginning September 2016:**  
[Stay Current](#) with Quarterly Delta Content & Assessments in SAP Learning Hub / Success Map Learning

Gain implementation experience with 3 projects in 2 years, then [Apply](#) for SAP Professional Certification ([Learn More](#))



## SAP SuccessFactors Performance and Goal Management Academy

### New Consultant Path

Complete latest core Associate Certification exam C\_THR82\_1605

**Beginning September 2016:**  
[Stay Current](#) with Quarterly Delta Content & Assessments in SAP Learning Hub / Success Map Learning

Gain implementation experience with 3 projects in 2 years, then [Apply](#) for SAP Professional Certification ([Learn More](#))

### Certified Consultant Path

Credential Manager:  
 C\_THR82\_1411

I currently have:  
 Associate Certification

**September 2016-December 2017:**  
 Complete Option 1 OR Option 2 within 16 months

#### Option 1:

Gain implementation experience with 3 projects in 2 years, then [Apply](#) for SAP Professional Certification ([Learn More](#))

**Beginning September 2016:**  
[Stay Current](#) with Quarterly Delta Content & Assessments in SAP Learning Hub / Success Map Learning

#### Option 2:

Complete Latest Core Associate Exam C\_THR82\_1605\*

**Beginning September 2016:**  
[Stay Current](#) with Quarterly Delta Content & Assessments in SAP Learning Hub / Success Map Learning

Gain implementation experience with 3 projects in 2 years, then [Apply](#) for SAP Professional Certification ([Learn More](#))

I currently have:  
 Professional Certification

**Beginning September 2016:**  
[Stay Current](#) with Quarterly Delta Content & Assessments in SAP Learning Hub / Success Map Learning





## SAP SuccessFactors Recruiting Management Academy

### New Consultant Path

Complete latest core Associate Certification exam C\_THR83\_1605\*

**Note:** If this exam has not been released in the Training and Certification Shop yet, complete the latest SAP SuccessFactors Recruiting Management Academy training course and final exam in SAP Learning Hub OR Success Map Learning. You will then be grandfathered into Credential Manager with Associate Certification. ([Available Certification Hub Exams](#))

**Beginning September 2016:** [Stay Current](#) with Quarterly Delta Content & Assessments in SAP Learning Hub / Success Map Learning

Gain implementation experience with 3 projects in 2 years, then [Apply](#) for SAP Professional Certification ([Learn More](#))

### Certified Consultant Path

Credential Manager:  
C\_THR83\_1512\*\*

I currently have:  
Associate Certification

**September 2016-December 2017:**  
Complete Option 1 OR Option 2 within 16 months

**Option 1:**  
Gain implementation experience with 3 projects in 2 years, then [Apply](#) for SAP Professional Certification ([Learn More](#))

**Beginning September 2016:** [Stay Current](#) with Quarterly Delta Content & Assessments in SAP Learning Hub / Success Map Learning

**Option 2:**  
Complete Latest Core Associate Exam C\_THR83\_1605\*

**Beginning September 2016:** [Stay Current](#) with Quarterly Delta Content & Assessments in SAP Learning Hub / Success Map Learning

Gain implementation experience with 3 projects in 2 years, then [Apply](#) for SAP Professional Certification ([Learn More](#))

I currently have:  
Professional Certification

**Beginning September 2016:** [Stay Current](#) with Quarterly Delta Content & Assessments in SAP Learning Hub / Success Map Learning

\*This exam is due to be released Q3 2016

\*\*1512 does not correspond with any SuccessFactors quarterly enhancement releases. It was assigned as an interim code for consultants grandfathered into Credential Manager and/or while the core Associate Certification exam was in production.



## SAP SuccessFactors Recruiting Marketing Academy

### New Consultant Path

Complete latest core Associate Certification exam C\_THR84\_1608\*

**Note:** If this exam has not been released in the Training and Certification Shop yet, complete the latest SAP SuccessFactors Recruiting Marketing Academy training course and final exam in SAP Learning Hub OR Success Map Learning. You will then be grandfathered into Credential Manager with Associate Certification. ([Available Certification Hub Exams](#))

**Beginning September 2016:** [Stay Current](#) with Quarterly Delta Content & Assessments in SAP Learning Hub / Success Map Learning

Gain implementation experience with 3 projects in 2 years, then [Apply](#) for SAP Professional Certification ([Learn More](#))

\*This exam is due to be released Q4 2016

\*\*1503 does not correspond with any SuccessFactors quarterly enhancement releases. It was assigned as an interim code for consultants grandfathered into Credential Manager and/or while the core Associate Certification exam was in production.

\*\*\*Career Site Builder (CSB) was introduced as a new feature in the 1602 Col61 release of the Recruiting Marketing Academy training course.

Because CSB gives consultants a completely new way of implementing RMK sites, consultants must have either completed a version of the training and the final exam in SAP Learning Hub OR Success Map Learning that included CSB, or the new core Associate Certification exam to be certified.

### Certified Consultant Path

Credential Manager:  
C\_THR84\_1503\*\*

Completed SAP SuccessFactors Recruiting Marketing Academy training course and final exam THR84e\_EN\_Col61 OR THR84e\_EN\_Col62 in SAP Learning Hub or Success Map\*\*\*

Yes

**Beginning September 2016:** [Stay Current](#) with Quarterly Delta Content & Assessments in SAP Learning Hub / Success Map Learning

Gain implementation experience with 3 projects in 2 years, then [Apply](#) for SAP Professional Certification ([Learn More](#))

No

**September 2016-December 2017:** Complete the latest SAP SuccessFactors Recruiting Marketing Academy training course and final exam in SAP Learning Hub OR Success Map Learning UNTIL core Associate Certification exam C\_THR84\_1608 is released in Certification Hub (core exam expected mid-December)

After core Associate Certification exam is released, Associate Certification will only be granted with completion of the core exam in Certification Hub.

**Beginning September 2016:** [Stay Current](#) with Quarterly Delta Content & Assessments in SAP Learning Hub / Success Map Learning



## SAP SuccessFactors Onboarding Academy

### New Consultant Path

Complete latest core Associate Certification exam [C\\_THR91\\_1505](#)

Beginning September 2016:  
[Stay Current](#) with Quarterly Delta Content & Assessments in SAP Learning Hub / Success Map Learning

Gain implementation experience with 3 projects in 2 years, then [Apply](#) for SAP Professional Certification ([Learn More](#))

### Certified Consultant Path

Credential Manager:  
C\_THR91\_1505

I currently have:  
Associate Certification

Beginning September 2016:  
[Stay Current](#) with Quarterly Delta Content & Assessments in SAP Learning Hub / Success Map Learning

Gain implementation experience with 3 projects in 2 years, then [Apply](#) for SAP Professional Certification ([Learn More](#))

I currently have:  
Professional Certification

Beginning September 2016:  
[Stay Current](#) with Quarterly Delta Content & Assessments in SAP Learning Hub / Success Map Learning



## SAP SuccessFactors Succession Management Academy

### New Consultant Path

Complete latest core Associate Certification exam [C\\_THR85\\_1511](#)

**Beginning September 2016:**  
[Stay Current](#) with Quarterly Delta Content & Assessments in SAP Learning Hub / Success Map Learning

Gain implementation experience with 3 projects in 2 years, then [Apply](#) for SAP Professional Certification ([Learn More](#))

### Certified Consultant Path

Credential Manager:  
C\_THR85\_1411, C\_THR85\_1509\*

I currently have:  
Associate Certification

**September 2016-December 2017:**  
Complete Option 1 OR Option 2 within 16 months

**Option 1:**  
Gain implementation experience with 3 projects in 2 years, then [Apply](#) for SAP Professional Certification ([Learn More](#))

**Beginning September 2016:**  
[Stay Current](#) with Quarterly Delta Content & Assessments in SAP Learning Hub / Success Map Learning

**Option 2:**  
Complete Latest Core Associate Exam [C\\_THR85\\_1511](#)

**Beginning September 2016:**  
[Stay Current](#) with Quarterly Delta Content & Assessments in SAP Learning Hub / Success Map Learning

Gain implementation experience with 3 projects in 2 years, then [Apply](#) for SAP Professional Certification ([Learn More](#))

I currently have:  
Professional Certification

**Beginning September 2016:**  
[Stay Current](#) with Quarterly Delta Content & Assessments in SAP Learning Hub / Success Map Learning



\*1509 does not correspond with any SuccessFactors quarterly enhancement releases. It was assigned as an interim code for consultants grandfathered into Credential Manager and/or while the core Associate Certification exam was in production.

## SAP SuccessFactors Compensation Academy

### New Consultant Path

Complete latest core Associate Certification exam [C\\_THR86\\_1502](#)

**Beginning September 2016:**  
[Stay Current](#) with Quarterly Delta Content & Assessments in SAP Learning Hub / Success Map Learning

Gain implementation experience with 3 projects in 2 years, then [Apply](#) for SAP Professional Certification ([Learn More](#))

### Certified Consultant Path

Credential Manager:  
C\_THR86\_1502, C\_THR86\_1509\*

I currently have:  
Associate Certification

**September 2016-December 2017:**  
Complete Option 1 OR Option 2 within 16 months

**Option 1:**  
Gain implementation experience with 3 projects in 2 years, then [Apply](#) for SAP Professional Certification ([Learn More](#))

**Beginning September 2016:**  
[Stay Current](#) with Quarterly Delta Content & Assessments in SAP Learning Hub / Success Map Learning

**Option 2:**  
Complete Latest Core Associate Exam [C\\_THR86\\_1502](#)

**Beginning September 2016:**  
[Stay Current](#) with Quarterly Delta Content & Assessments in SAP Learning Hub / Success Map Learning

Gain implementation experience with 3 projects in 2 years, then [Apply](#) for SAP Professional Certification ([Learn More](#))

I currently have:  
Professional Certification

**Beginning September 2016:**  
[Stay Current](#) with Quarterly Delta Content & Assessments in SAP Learning Hub / Success Map Learning



## SAP SuccessFactors Variable Pay Academy

### New Consultant Path

Complete latest core Associate Certification exam C\_THR87\_1605\*

**Note:** If this exam has not been released in the Training and Certification Shop yet, complete the latest SAP SuccessFactors Variable Pay Academy training course and final exam in SAP Learning Hub OR Success Map Learning. You will then be grandfathered into Credential Manager with Associate Certification.  
([Available Certification Hub Exams](#))

**Beginning September 2016:**  
[Stay Current](#) with Quarterly Delta Content & Assessments in SAP Learning Hub / Success Map Learning

Gain implementation experience with 3 projects in 2 years, then [Apply](#) for SAP Professional Certification ([Learn More](#))

### Certified Consultant Path

Credential Manager:  
E\_THR87\_1503\*\*

I currently have:  
Associate Certification

**September 2016-December 2017:**  
Complete Option 1 OR Option 2 within 16 months

**Option 1:**  
Gain implementation experience with 3 projects in 2 years, then [Apply](#) for SAP Professional Certification ([Learn More](#))

**Beginning September 2016:**  
[Stay Current](#) with Quarterly Delta Content & Assessments in SAP Learning Hub / Success Map Learning

**Option 2:**  
Complete Latest Core Associate Exam C\_THR87\_1605\*

**Beginning September 2016:**  
[Stay Current](#) with Quarterly Delta Content & Assessments in SAP Learning Hub / Success Map Learning

Gain implementation experience with 3 projects in 2 years, then [Apply](#) for SAP Professional Certification ([Learn More](#))

I currently have:  
Professional Certification

**Beginning September 2016:**  
[Stay Current](#) with Quarterly Delta Content & Assessments in SAP Learning Hub / Success Map Learning

\*This exam is due to be released Q3 2016

\*\*1503 does not correspond with any SuccessFactors quarterly enhancement releases. It was assigned as an interim code for consultants grandfathered into Credential Manager and/or while the core Associate Certification exam was in production.



## SAP SuccessFactors Learning Management Academy

### New Consultant Path

Complete latest core Associate Certification exam [C\\_THR88\\_1508](#)

Beginning September 2016:  
[Stay Current](#) with Quarterly Delta Content & Assessments in SAP Learning Hub / Success Map Learning

Gain implementation experience with 3 projects in 2 years, then [Apply](#) for SAP Professional Certification ([Learn More](#))

### Certified Consultant Path

Credential Manager:  
C\_THR88\_1408, C\_THR88\_1502

Completed D\_THR88\_1508 by June 12, 2016

Yes

Beginning September 2016:  
[Stay Current](#) with Quarterly Delta Content & Assessments in SAP Learning Hub / Success Map Learning

Gain implementation experience with 3 projects in 2 years, then [Apply](#) for SAP Professional Certification ([Learn More](#))

No

Recertify by completing latest core Associate Certification exam [C\\_THR88\\_1508](#)

Beginning September 2016:  
[Stay Current](#) with Quarterly Delta Content & Assessments in SAP Learning Hub / Success Map Learning

Credential Manager:  
C\_THR88\_1508

Beginning September 2016:  
[Stay Current](#) with Quarterly Delta Content & Assessments in SAP Learning Hub / Success Map Learning

Gain implementation experience with 3 projects in 2 years, then [Apply](#) for SAP Professional Certification ([Learn More](#))



## SAP SuccessFactors Workforce Analytics and Planning Academy

### New Consultant Path

Complete latest core Associate Certification exam C\_THR89\_1608\*

**Note:** If this exam has not been released in the Training and Certification Shop yet, complete the latest SAP SuccessFactors Workforce Analytics and Planning Academy training course and final exam in SAP Learning Hub OR Success Map Learning. You will then be grandfathered into Credential Manager with Associate Certification.  
([Available Certification Hub Exams](#))

**Beginning September 2016:**  
[Stay Current](#) with Quarterly Delta Content & Assessments in SAP Learning Hub / Success Map Learning

Gain implementation experience with 3 projects in 2 years, then [Apply](#) for SAP Professional Certification ([Learn More](#))

### Certified Consultant Path

Credential Manager:  
C\_THR89\_1503\*\*

I currently have:  
Associate Certification

**September 2016-December 2017:**  
Complete Option 1 OR Option 2 within 16 months

**Option 1:**  
Gain implementation experience with 3 projects in 2 years, then [Apply](#) for SAP Professional Certification ([Learn More](#))

**Beginning September 2016:**  
[Stay Current](#) with Quarterly Delta Content & Assessments in SAP Learning Hub / Success Map Learning

**Option 2:**  
Complete Latest Core Associate Exam C\_THR89\_1608\*

**Beginning September 2016:**  
[Stay Current](#) with Quarterly Delta Content & Assessments in SAP Learning Hub / Success Map Learning

Gain implementation experience with 3 projects in 2 years, then [Apply](#) for SAP Professional Certification ([Learn More](#))

I currently have:  
Professional Certification

**Beginning September 2016:**  
[Stay Current](#) with Quarterly Delta Content & Assessments in SAP Learning Hub / Success Map Learning

\*This exam is due to be released Q4 2016

\*\*1503 does not correspond with any SuccessFactors quarterly enhancement releases. It was assigned as an interim code for consultants grandfathered into Credential Manager and/or while the core Associate Certification exam was in production.





## SAP SuccessFactors Career Development Planning Academy

### New Consultant Path

Complete latest core Associate Certification exam C\_THR95\_1605\*

**Note:** If this exam has not been released in the Training and Certification Shop yet, complete the latest SAP SuccessFactors Career Development Planning Academy training course and final exam in SAP Learning Hub OR Success Map Learning.

You will then be grandfathered into Credential Manager with Associate Certification.

([Available Certification Hub Exams](#))

**Beginning September 2016:**  
[Stay Current](#) with Quarterly Delta Content & Assessments in SAP Learning Hub / Success Map Learning

Gain implementation experience with 3 projects in 2 years, then [Apply](#) for SAP Professional Certification ([Learn More](#))

### Certified Consultant Path

Consultants that completed the training course and final exam in SAP Learning Hub or Success Map Learning will NOT be grandfathered into Credential Manager. All consultants must complete the latest core Associate Certification exam C\_THR95\_1605\* to recertify.

**Beginning September 2016:** [Stay Current](#) with Quarterly Delta Content & Assessments in SAP Learning Hub / Success Map Learning

Gain implementation experience with 3 projects in 2 years, then [Apply](#) for SAP Professional Certification ([Learn More](#))



\*This exam is due to be released Q3 2016



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### **What will happen if I skip one quarter's delta assessment?**

- Consultants that skip a quarter will no longer hold a valid Associate Certification and need to re-take the latest Core Exam to become current. In addition, any corresponding Professional Certification would not be valid and the consultant will need to reapply.
- Consultants that do not have current certification cannot access provisioning for future customer implementation projects (current projects will not be affected).
- Delta assessments must be completed via SAP Learning Hub (partners) or Success Map Learning (SAP employees) within 90 days of new delta content release each quarter.

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### **Will provisioning access for my current project be affected if I skip one quarter's delta assessment and no longer have current certification?**

- Provisioning access for current projects will not be affected.
- However, consultants will not have access to provisioning for future projects unless they recertify.



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### **How will I recertify if I lost current certification by skipping one quarter's delta assessment?**

#### Associate Recertification:

- 1) Complete latest core Associate Certification exam through the Training and Certification Shop
- 2) Stay current by completing quarterly delta assessments as they are released moving forward.

#### Professional Recertification:

- 1) Complete latest core Associate Certification exam through the Training and Certification Shop
- 2) Reapply for Professional Certification with at least three SuccessFactors implementation projects from the past 24 months
- 3) Moving forward, stay current by completing quarterly delta assessments as they are released.



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Overview

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Stay Current

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Product Paths

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**FAQ**

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### **Can I reapply for Professional Certification with the same three SuccessFactors implementation projects I used for my original application?**

- The three projects listed on a Professional Certification application must have occurred in the past 24 months, so most consultants reapply with different projects than used for the original application to make sure projects fall within the 24-month window.

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### **I am an internal SAP employee. Do I need to purchase the Certification in the Cloud subscription to complete the Associate Certification core exam?**

- Yes. Navigate to the Training and Certification Shop to purchase the Certification in the Cloud subscription.
- SAP employee internal pricing is adjusted based on an individual's respective country, and charged to his/her cost center.

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### **Why can't I find a certification path for SAP Jam Academy or Introduction to SAP SuccessFactors Academy?**

- Currently, there is no Associate Certification for SAP Jam Academy.
- Introduction to SAP SuccessFactors



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Academy is the required prerequisite to all product-specific Academy training courses to build a foundational knowledge of system configuration. Associate Certification is not offered, but all consultants should have completed the Academy course prior to product-specific training.

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### **What is the difference between Associate Certification and Professional Certification?**

- Associate Certification covers the fundamental knowledge requirements for an SAP SuccessFactors consultant to configure and implement solutions based on the content covered in Academy training.
- Professional Certification is the highest level of Certification and requires technical and practical experience to apply. Consultants must have completed 3 implementation projects in the past 24 months to submit an application.

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### **Are SAP SuccessFactors Academy Learning Rooms available 24x7?**

- Yes, SAP SuccessFactors Academy Learning Rooms are available on-demand with SAP Learning Hub, Professional Edition.





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### Where can I access quarterly delta content and assessments to stay current?

- Partners access delta content and complete delta assessments via SAP Learning Hub.
- SAP employees access delta content and complete delta assessments via Success Map Learning.
- Links to delta content are provided in SAP SuccessFactors Academy Learning Rooms.
- "Delta content" refers to a slide deck of new release information and the delta assessment. Assessment questions are based off the slide deck of release information.
- Partners access SAP SuccessFactors Academy Learning Rooms by purchasing SAP Learning Hub, Professional Edition. ([Learn more](#))
- SAP employees access SAP SuccessFactors Academy Learning Rooms by submitting an IT Direct ticket with the request to category ID: SRKPS\_EDUC\_LEARNINGHUB.

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### How will I know new delta content has been released for my product?\*

- Delta content is released at the end of February, May, August, and November, following the quarterly product enhancement releases.



- The following email notifications will be sent quarterly:
  - **Announcement:** 90 days to review new delta content and complete delta assessment to maintain current certification.
  - **Reminder:** 30 days remaining to review delta content and complete delta assessment to maintain current certification.
  - **Alert** (if applicable): Certification is no longer current because delta assessment has not been completed in 90 days; next steps to recertify
  - **Confirmation** (if applicable): Certification is current with the latest release because delta assessment has been successfully completed within 90-day timeframe.

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### Is it possible to complete delta assessments without an SAP Learning Hub subscription?

- No, an SAP Learning Hub subscription is required.
- Note: Professional Edition is required to access the SAP SuccessFactors Academy Learning Rooms and training course content.
- Learn more about SAP Learning Hub Editions [here](#).

\* System/Sender of notifications are in the final process of finalization and may subject to change prior to go live – All program documents & FAQs will be updated accordingly



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**I bought a Certification in the Cloud (CitC) subscription because I needed to take one SuccessFactors product-specific delta exam within the past year. How am I affected by the new "Stay Current" delta model?**

- CitC subscriptions are still required to register for the proctored core Associate Certification exams, and you may apply the remaining exam attempts available with your CitC subscription toward any core Associate Certification exam in Certification Hub.
- Review the product-specific certification paths in this document to determine the next step for you to maintain current certification.
- An SAP Learning Hub subscription is required to complete delta exams with the new "Stay Current" model of certification.

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**Will my certification be revoked if I don't "Stay Current"?**

- Certification will not be considered "current" if consultants do not complete the delta assessment within 90-days of the announcement of new delta content.
- Without current certification, consultants will not have access to provisioning for future projects (current projects will not be affected).
- To regain current Associate Certification,



recertify by completing the latest core Associate Certification exam through the Training and Certification Shop.

- To regain current Professional Certification, recertify by completing the latest core Associate Certification exam, then reapply for Professional Certification.

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**When will I be notified that I will not have provisioning access for future projects if I have not maintained current certification?\***

- Consultants that have not completed the delta assessment within 90 days of the initial announcement of new delta content will receive an email alert at the 90-day mark that they did not complete the assessment by deadline, and therefore have lost current certification and access to provisioning for future projects.
- Prior to the alert email, an email announcing new delta content and the 90-day deadline will be sent, in addition to an email reminder that 30 days remain to complete the assessment by deadline.

\* System/Sender of notifications are in the final process of finalization and may subject to change prior to go live – All program documents & FAQs will be updated accordingly



Overview

Stay Current

Product Paths

**FAQ**

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### Are the core Associate Certification exams available in SAP Learning Hub or Success Map Learning?

- Core Associate Certification exams are only available via Certification Hub, in the Training and Certification Shop. A Certification in the Cloud (CitC) subscription is required to register for core exams.
- [Available Certification Hub core exams](#)

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### How will I receive notifications of new delta content?\*

- Notifications are sent via email, to the email address on file in Credential Manager.
- We recommend checking your Credential Manager account to verify or change the email address associated to your account, to make sure delta notification emails are received.
- Please note, only the "Confirmation" email ([Page 20 FAQ](#)) will be sent via Credential Manager. The other email notifications regarding quarterly delta content will come from a different @sap.com address. We recommend adding this address to your contacts to make sure you receive all future notifications.

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### Why are grandfathered consultants able to skip the core Associate Certification exam by obtaining Professional Certification for some products?

- Every product was reviewed individually to determine the product path.
- Professional Certification is based on implementation experience, where a consultant must provide at least three customer references from implementation projects within the past two years for his/her application. All customer references are contacted to provide feedback to both validate consultant's participation and review their overall satisfaction with the implementation.
- Obtaining Professional Certification is a difficult achievement, and therefore if a consultant demonstrates successful implementation experience by obtaining Professional Certification, he/she is allowed to skip the core Associate Certification exam for SOME products. Please review the individual product path to verify your next steps.
- Consultants holding Professional Certification are still required to stay current by completing delta assessments every quarter.

\* System/Sender of notifications are in the final process of finalization and may subject to change prior to go live – All program documents & FAQs will be updated accordingly



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