

## from the Board



Mark Dickson,  
MBA, FAICD, PMP

# THE Value OF PMI Certification

This month, *PMI Today*<sup>®</sup> discussed the value of PMI certification with Mark Dickson, MBA, FAICD, PMP, Director, PMI Board of Directors. Mr. Dickson previously was chair of the PMI Certification Governance Council.

**PMI Today:** In terms of professional performance and earnings, what value do PMI certifications and credentials have?

**Mr. Dickson:** PMI regularly researches the value of its certifications and credentials. As the oldest PMI credential and the one with the largest number of holders, the Project Management Professional (PMP)<sup>®</sup> credential is a good indicator of value for all PMI certifications and credentials. From the 2012 membership study, well over half of PMP<sup>®</sup> credential holders believe that the PMP has had a significant impact on their professional performance.

Virtually all PMP credential holders agree the PMP credential has had some impact on their performance.

According to the last PMI salary survey, those with a PMP credential make more money than those without a PMP credential—across all countries. The average salary of PMP credential holder is about 20 percent more than

those without the credential, with the cumulative difference between the earnings of a PMP credential holder and a non-credential holder being over US\$123,000 for the time between their third year of experience in project

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management (when they can first get their PMP credential) and their 15th year (when experience starts to have a greater impact).

**PMI Today:** What differentiates PMI credentials from other certifications and credentials for project management practitioners?

**Mr. Dickson:** PMI credentials stand out in a number of different aspects. First, they are practitioner-based, developed by experienced practitioners for practitioners. That is, they are true indications of expertise and not academic qualifications. Second, the PMP credential is one of the few project management credentials in the marketplace developed and maintained in accordance with the international standard for credentialing (ISO 17024), so it has independent validity and credibility as a true indication of expertise. Third, the credentials are backed by one of the largest professional associations representing the project management profession, providing global recognition and a support structure for the credential holder—not just a one-time certificate for attending a course.

**PMI Today:** Why does holding the PMP, Program Management Professional (PgMP)<sup>®</sup>, PMI Risk Management Professional (PMI-RMP)<sup>®</sup> or PMI Scheduling Professional (PMI-SP)<sup>®</sup> credential demonstrate competence, rather than just knowledge?

**Mr. Dickson:** These four credentials are not just indicators of knowledge; they demonstrate that the credential holder can apply his or her integrated knowledge, skill, ability and career experience in a practical application. The examinations describe typical scenarios that a project manager may encounter and requests an appropriate response. In the appropriate response, the project manager can demonstrate project management competence. For the PgMP<sup>®</sup> credential a peer review (called the panel review), and a multi-rater assessment, which is a type of 360-degree assessment, are used as additional validations of competency. Further, the eligibility requirements for the examination requires that one has the appropriate levels of career experience and training that duly support candidates' overall competency and acumen.

**PMI Today:** What are some of the leading benefits of earning a PMI credential?

**Mr. Dickson:** PMI credentials are widely recognized as indicators of professional achievement and credential holders are well respected and acknowledged by their global peers. The PMI credential holder peer group is the largest project management peer group in the world, so having a PMI credential provides an opportunity second to none to demonstrate technical competence and provide an entrée into an immense network of fellow practitioners and associates.

**PMI Today:** How will holding a PMI credential or certification aid practitioners who wish to work in other countries?

**Mr. Dickson:** The PMP credential is the project management benchmark credential and is widely recognized as an indicator of technical expertise. In my travels to many and often inaccessible parts of the world, I am pleasantly surprised to see a PMP credential certificate hanging on an office or site hut wall. Regardless of the location, language or industry, the PMP credential is known and recognized—no other credential comes even close to the same level of market recognition.

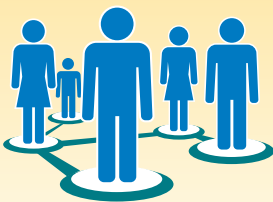
**PMI Today:** Besides being able to maintain the credential, what are some

## PMI Fact File

Statistics through **31 May 2013**

More than **4 Million** *PMBOK*<sup>®</sup> *Guide* Editions Now in Circulation!

**TOTAL MEMBERS**  
433,470



**NUMBER OF CHAPTERS**  
269

**COMMUNITIES OF PRACTICE**  
33

### CREDENTIALS/CERTIFICATIONS

Total Active Holders of:

<b>CAPM</b> <sup>®</sup> Certified Associate in Project Management	21,915
<b>PMP</b> <sup>®</sup> Project Management Professional	545,098
<b>PgMP</b> <sup>®</sup> Program Management Professional	898
<b>PMI-RMP</b> <sup>®</sup> PMI Risk Management Professional	2,116
<b>PMI-SP</b> <sup>®</sup> PMI Scheduling Professional	911
<b>PMI-ACP</b> <sup>®</sup> PMI Agile Certified Practitioner	3,056

### PUBLISHING



**4,160,829**  
Total copies of all editions\* of the *PMBOK*<sup>®</sup> *Guide* in circulation

\*includes PMI-published translations

of the benefits for practitioners of the continuing education required by PMI credentials?

**Mr. Dickson:** Project managers have a professional and ethical responsibility to maintain currency in the technical and leadership skills required to successfully perform their role. The PMI continuing education program provides a wide range of opportunities to not only merely maintain currency, but to hone and improve skills in various areas. The continuing education program also provides the opportunity for credential holders to improve their skills and to obtain additional credentials. By maintaining their credential, credential holders demonstrate that they are dedicated professionals.

**PMI Today:** How do organizations benefit from hiring credentialed practitioners?

**Mr. Dickson:** At face value, organizations can rely on the new employee having attained a minimum level of competence to perform the credentialed function, thus reducing uncertainty as to whether the new employee has the requisite skills and also reducing potential training or development resources. Additionally, credentialed practitioners are generally more inclined to have maintained the currency of their skills and have a professional support structure from the resources and personal network of PMI. Another more intangible benefit is that a credentialed practitioner is more likely to have a professional attitude and ethics in undertaking work tasks, having the dedication to the profession to partake in the professional development programs to gain and maintain the credential.

**PMI Today:** What hiring trends are occurring with regard to organizations and governments placing value on practitioners who have credentials and certifications?

**Mr. Dickson:** The global workplace is very competitive and in many regions an employers' market. The employers are becoming more selective and demanding and routinely require that their staff, or their contractor's staff, are not merely qualified but are chartered or credentialed by a relevant professional body. Thus, credentials are not only valued, but mandatory.

**PMI Today:** How are PMI's credentials kept up-to-date to reflect current practice?

**Mr. Dickson:** The establishment and maintenance of PMI credentials are undertaken in accordance with the International Standard ISO 17024. In accordance with the standard, the credentials are continuously monitored for currency and regularly updated. The basis of each credential is a role delineation study (RDS) that defines the activities that the credential holder must be able to perform.

The RDS is undertaken by experienced practitioners under the guidance of credential development specialists and in accordance with the standard requirements. The RDS is repeated every three to five years to ensure that the credential is current. Following the RDS, exam specifications and the exam questions (items) are developed, again by experienced practitioners under the guidance of credential development specialists and in accordance with the standard. The exam items are continuously monitored by statistical methods and feedback to ensure effectiveness and relevancy. The exam specifications and items are updated after each RDS update.

**PMI Today:** If a reader wishes to volunteer to help keep certifications and credentials up-to-date, what do you recommend?

**Mr. Dickson:** There are a number of volunteer opportunities to support PMI certifications and credentials, which are available on the Volunteer Relationship Management System (VRMS). These include participation in role delineation studies, exam item writing or review, translation of items into the examination languages or membership in the Certification Governance Council, the governing body for development and maintenance of PMI certifications and credentials.

## Are you ready to sit for a credential exam?

PMI.org offers many preparatory tips, including resources to check out. Remember that preparing for the PMP exam involves a lot more than just studying *A Guide to the Project Management Body of Knowledge (PMBOK® Guide)*.

Read PM Network on your mobile device



Available on the iPhone  
App Store

ANDROID APP ON  
Google play