

HRPA's New Designation Framework

Claude Balthazard, Ph.D., C.Psych., CHRL
Vice-President Regulatory Affairs
Human Resources Professionals Association



Human Resources
Professionals
Association

History

- In 1979, the Personnel Association of Toronto (PAT) began granting the Certificate in Personnel Management (CPM) to its members who had completed a curriculum of nine required courses in HR
- These courses were delivered by HRPAs and by various colleges and universities
- Courses were approved by HRPAs on a course-by-course basis
- Later in 1979, PAT merged with 15 other regional HR associations to become the Personnel Association of Ontario (PAO)



Historical background to the coursework requirement

- In the late '80s, there was a desire to 'bump up' the certificate to a full designation
- The Human Resources Professional (HRP) designation was launched in 1989 to recognize the combination of academic preparation and experience
- There was a grandfathering window open from February 15, 1989 to June 1, 1989
- At that time, all individuals who met the criteria for Full Membership in PAO were granted the HRP Designation without the requirement of having completed the CPM
- At that time, full membership in PAO required three years of experience in HR at a professional level



Historical background to the coursework requirement

- In 1990, with the passage of the *Human Resources Professionals Association of Ontario Act, 1990*, the Human Resources Professional (HRP) designation was renamed the Certified Human Resources Professional (CHRP) designation
- The Personnel Association of Ontario (PAO) became the Human Resources Professionals Association of Ontario (HRPAO)
- The Certificate in Personnel Management (CPM) became the Certification in Human Resources Management (CHRM)



Historical background to the coursework requirement

- As a result of a growing concern that the quality of academic preparation differed significantly across academic institutions, HRPAO introduces the Comprehensive Provincial Exam (CPE) as a requirement for the CHR P designation in 1994
- In 1999, HRPAO stopped granting the CHR M because it was thought to contribute to ‘brand confusion’ with the CHR P (but the nine course curriculum was continued unchanged as the coursework requirement for the CHR P designation)



Historical background to the coursework requirement

- In 2003, the decision was made to introduce a degree requirement for the CHRP designation, this degree requirement would be separate from the coursework requirement, and come into force January 1, 2011
- Minor changes were made to the nine course requirement in 2003 to accommodate the new national standard for the CHRP designation
- The National Knowledge Exam (NKE) is first offered in September 2003, and the last administration of the Comprehensive Provincial Exam is in October 2004
- The degree requirement comes into force on January 1, 2011



The coursework requirement today

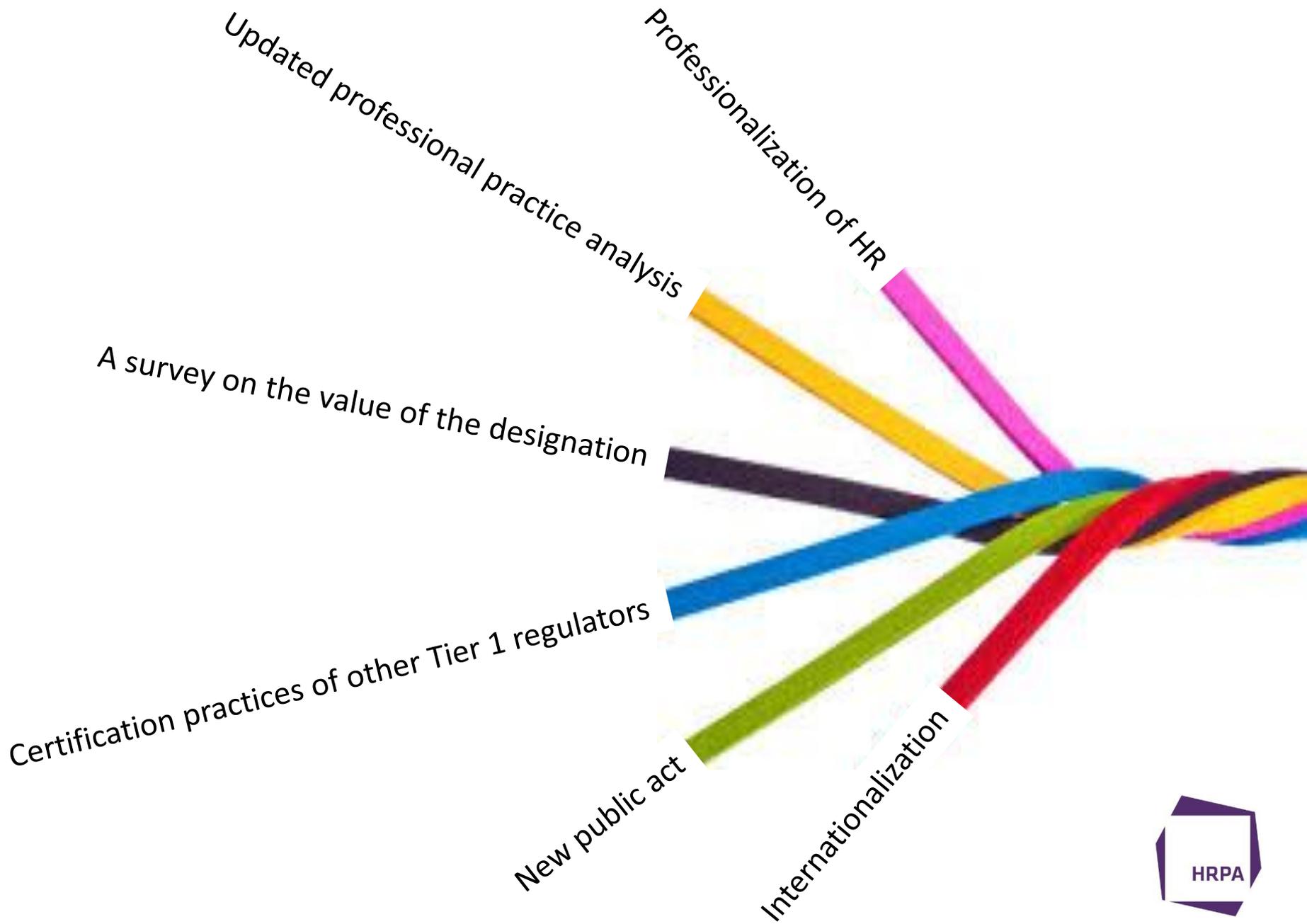
- The coursework requirement survives to this day virtually unchanged from the Certificate in Personnel Management (CPM) of 1979
- It is certificate length
- Has no admission requirements
- Courses can be completed in any order
- Courses need not be part of any program of study leading to any credential
- Challenge exams offered by HRPA can be used to substitute for coursework



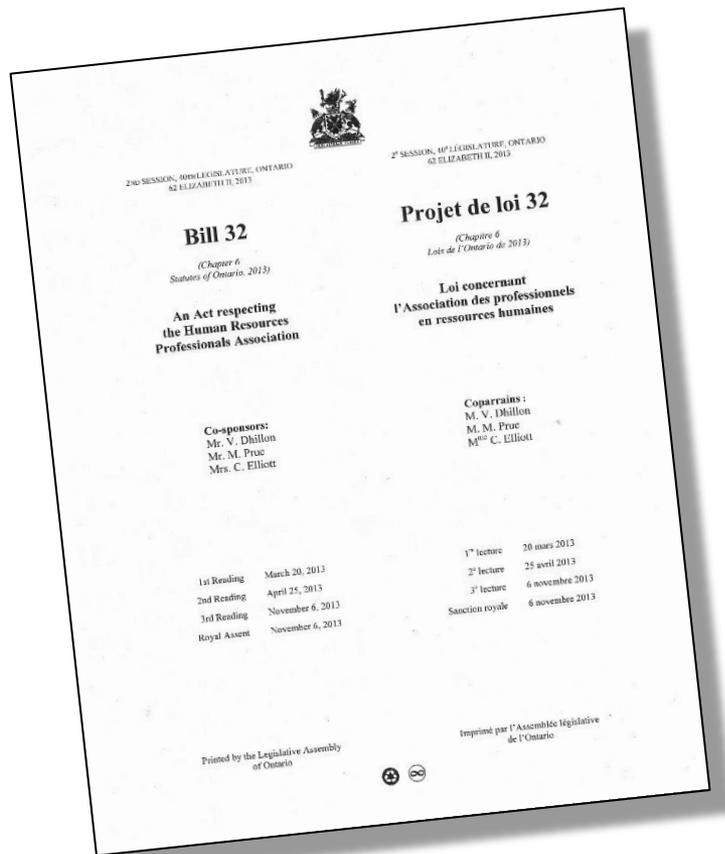
What's up?

- There was no single event that lead to the realization that HRPA's designation framework was in need of an overhaul
- Rather, it was a number of things that came together





The Registered Human Resources Professionals Act, 2013

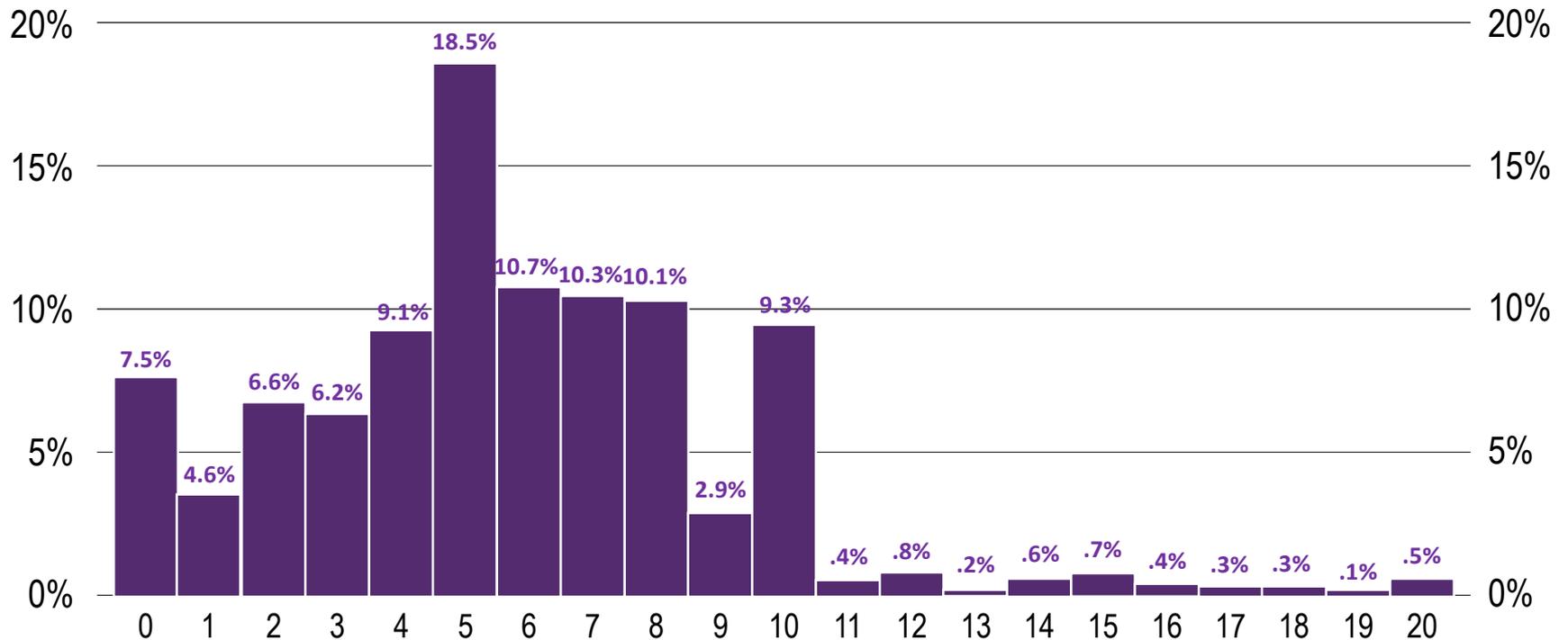


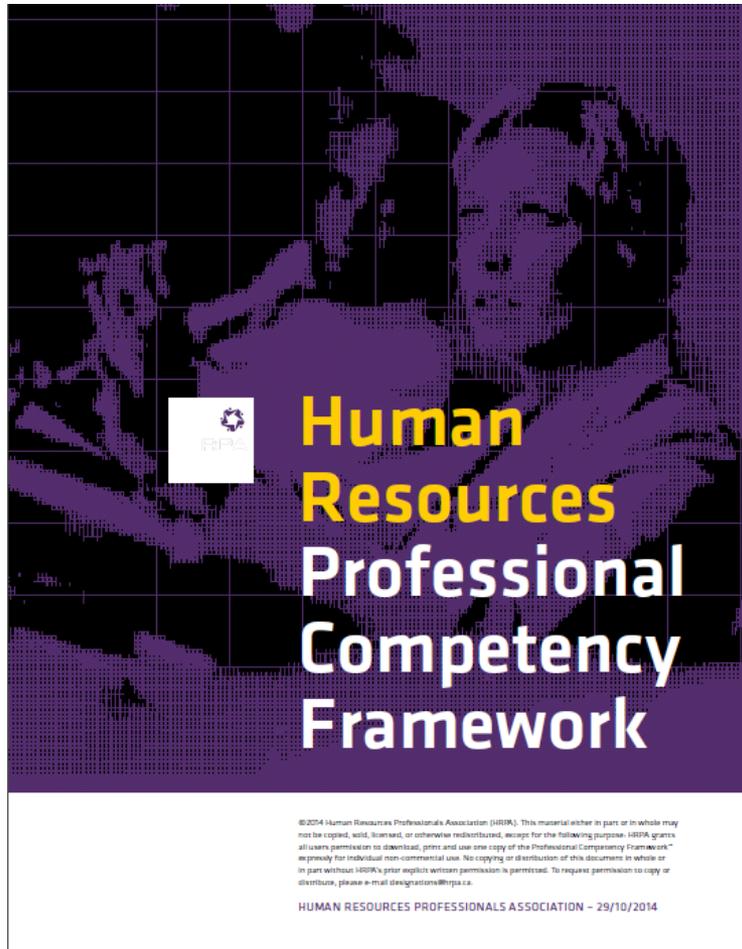
Our new Act creates a new frame of reference for HRP. Everything we do is now compared to other professions governed by public act



A credible, valued, and respected designation

If you were to give the accounting designations (CAs, CMAs, and CGAs) a score of '10' in regards to credibility, value, and recognition, what score would you give the CHRP?





Describes a profession that is complex and which requires a high degree of competence to perform well at

Identifies three levels of practice in HR: a administrator level, a professional level, and a senior practitioner level





Our certification
framework was in need
of an overhaul



Multiple levels of designation

- This is indeed the most striking feature of HRPA's new designation framework
- Many professions have levels—but sometimes these levels are governed by different regulatory bodies
- The idea is not new to HR—there was discussion of a 'junior designation' back in 2003 when the degree requirement was introduced, but for some reason the idea was shelved



Akin to nursing

Nurse Practitioner (NP)



Registered Nurse (RN)



Registered Practical Nurse (RPN)



Personal Support Workers (PSW)



Three levels of designation



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PROFESSIONAL

HR professionals at the CHRP level act in a contributing role in a larger HR function or act as the sole HR practitioner in a small HR function. These roles are mostly administrative in nature. Individuals at this level have responsibilities such as, but not limited to, supporting HR initiatives, executing tasks passed down from management, and operating at the tactical and transactional levels. These roles could be understood as “technologist” or “technician” roles. Individuals at the CHRP level will often have position titles such as Human Resources Assistant, Staffing Coordinator, Human Resources Clerk, or Human Resources Coordinator.



CERTIFIED
HUMAN RESOURCES
LEADER

HR professionals at the CHRL level can be found in either specialist or generalist positions. Individuals at this level have responsibilities such as, but not limited to, managing projects, programs, and initiatives; implementing plans passed down senior management; and delegating tasks to entry-level staff. In professional matters, individuals at this level can act independently. Individuals at CHRL will often have position titles such as Director of HR, Human Resources Manager, Human Resources Generalist, and Human Resources Specialist.



CERTIFIED
HUMAN RESOURCES
EXECUTIVE

HR professionals at the CHRE level can be found in either specialist or generalist positions but have a high level of experience and responsibility. Individuals at this level have responsibilities such as, but not limited to, leading the HR function and developing and executing significant HR projects. Individuals at CHRE will often have position titles such as Vice President of Human Resources, Director of HR or Principal.



Why did we make the CHRP the foundational designation?

- We should keep in mind that in provinces other than Quebec and Ontario, there is no discipline-specific coursework requirement whatsoever!
- Given the mutual recognition agreements in place, this was the best solution



CHRP educational requirements

- Remove the requirement for a degree
- Harmonize with Ministry program standards
- Program-based accreditation (graduates of Ministry approved programs qualify to write the exam)
- Create a CHRP curriculum advisory committee with representation from the Ministry, postsecondary academic institutions, and HRPA



Questions

