



For immediate release: August 19, 2014

List of qualifications grows in scope for HR professionals across Canada

New '2014 CHRP Competency Framework' reflects and recognizes increased responsibilities being taken on by human resources practitioners

Vancouver, BC: In recognition of the growing contribution that human resources professionals are making to companies and organizations across the country, the Canadian Council of Human Resources Associations (CCHRA) is upgrading and unifying the qualifications that HR practitioners must meet, in order to earn the Certified Human Resources Professional (CHRP) designation in Canada.

Employers are turning more and more to their human resources professionals for solutions in a wider number of areas, as the business environment continues to evolve in Canada. In the years to come, specialists in the HR field will be expected to demonstrate proficiency in an increasing number of competencies in areas such as strategizing and financial management, in order to effectively carry out their duties.

As a result, the Vancouver-based **Human Resources Management Association (HRMA)** is advising its members of a new *2014 CHRP Competency Framework* created by the CCHRA. The framework is the result of an extensive Professional Practice Analysis conducted by the national association last year, and may be found at www.chrp.ca.

The *2014 CHRP Competency Framework* is based on a dual-competency model (both technical and general skills, abilities and knowledge) necessary to effectively practice human resources.

A) It establishes **nine functional areas of knowledge** in the HR field, including two new areas of expertise:

- Strategy (new)
- Professional Practice
- Engagement
- Workforce Planning and Talent Management
- Employee and Labour Relations
- Total Rewards
- Learning and Development
- Health, Wellness, and Safe Workplace
- Human Resources Metrics, Reporting and Financial Management (new)

All HR professionals seeking the CHRP designation must demonstrate their proficiency in these competencies by writing the association's National Knowledge Examination (NKE) and demonstrating three years' experience in HR related work.

(more)

The NKE is currently held twice a year and HRMA emphasizes that while the revised competencies are in effect immediately, they will be assessed for the first time on the June 2015 exam.

For HRMA members considering challenging the NKE they **must decide and register by September 2nd** if they wish to write the existing NKE (covering seven functional knowledge areas) as scheduled in November of this year, or wait until June of next year for the revised exam covering the nine areas outlined in the new framework.

B) In addition, and as part of a dual-competency model, the new 2014 framework also outlines **five enabling competencies** that complete the CHRP professional's skill set. These five competencies are generic in nature and determined to be necessary for many professionals:

- Strategic and Systems Thinking
- Professional and Ethical Practice
- Critical Problem-solving and Decision-making
- Change Management and Cultural Transformation
- Communication, Conflict resolution, and Relationship Management

These enabling competencies are not tested in an exam, but rather are demonstrated by those seeking the CHRP in an assessment of experience. The framework specifies the proficiency level at which each competency is to be demonstrated and how it will be assessed. These competencies and proficiency levels represent the minimum requirements to meet CHRP certification.

"For those with the CHRP designation, the *2014 CHRP Competency Framework* is a valuable tool to describe the details of their designation to employers," said HRMA ceo Anthony Ariganello. "Communicating the rigour of our designation helps to inform all audiences, especially business leaders of the details of our designation and the value and service that individuals with a CHRP can bring to an organization."

The *2014 CHRP Competency Framework* also serves to provide employers, the academic community and the general public with a detailed outline of the skills, knowledge and professional conduct they can expect from an individual with the CHRP designation.

The framework will be useful to professors and instructors developing post-secondary course curriculum and HR profession-specific programs in Canada, and for those considering HR as a career, and earning the CHRP designation.

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