



Emerging HR Leaders Program Founding Cohort Application Form

Thank you for your interest in the CPHR BC & Yukon Emerging HR Leaders Program Founding Cohort. If you haven't already please ensure you have read the Guidebook for full program details, dates and eligibility.

The Founding Cohort is limited to 20 participants.

Submission of an application does not guarantee acceptance into the program.

Applications will be reviewed based on eligibility, commitment to participation, readiness for the program, and willingness to contribute feedback that will help shape future cohorts. Shortlisted applicants may be invited to participate in a brief virtual interview.

Please complete all required questions.

Selected applicants will be required to confirm their participation by paying the program fee by the communicated payment deadline.

Estimated completion time: 10-15 minutes.

Eligibility

1. How many years of HR experience do you have? (including international) *

- ☐ No direct HR experience
- ☐ Less than 1 year
- ☐ 1- 2 years
- ☐ 3-5 years
- ☐ 5-8 years
- ☐ More than 8 years

2. Are you currently enrolled in a post-secondary program/continuing studies? (either full or part time) *

- ☐ Yes
- ☐ No

3. **Will you be enrolled in post-secondary program/continuing studies from January 2027 - June 2027 (either full or part time)**

*Note: Applicants enrolled in post-secondary studies during program dates are not eligible for the Founding Cohort program due to the significant time commitment required. **

☐ Yes

☐ No

Applicant Information

4. First and Last Name

*As it exists in your membership profile for CPHR BC & Yukon. **

5. Your email address

*Your email address as it exists in your membership profile for CPHR BC & Yukon. **

6. Membership Type

*Which Membership Type do you currently hold? **

- ☐ Student Member
- ☐ New Graduate Member
- ☐ New Graduate Member - CPHR Candidate
- ☐ General Member
- ☐ Professional CPHR Member
- ☐ General Member - CPHR Candidate

7. Employer Name

*If you are not currently employed please just add a * in the field below. **

8. Job Title

*If you are not currently employed please just add a * in the field below. **

9. Please provide the URL to your Linked In Profile *

Your Interest in the Program

10. **Why are you interested in joining the Emerging HR Leaders Program?** Max approx 350 words *

Please enter at most 3000 characters

11. **What leadership capabilities, skills, or areas of growth are you hoping to develop through the program?** Max approx 350 words *

Please enter at most 3000 characters

12. **What makes this the right time in your career to participate in this program?** Max approx 350 words *

Please enter at most 3000 characters

13. As a Founding Cohort participant, you will play an important role in helping shape future versions of this program.

How would you contribute feedback and insights to help strengthen the Emerging HR Leaders Program for future participants? Max approx 350 words *

Please enter at most 3000 characters

14. **What would full participation in this program look like for you?** Max approx 350 words *

Please enter at most 3000 characters

Professional and Community Involvement

15. Which of the following have you participated in with CPHR? *

- ☐ In Person Professional Engagement - Socials, Meet Ups, Industry Nights, etc.
- ☐ Online Professional Engagement - Wake Up/Wind Down HR, Communities of Practice, Member Resource Groups, etc
- ☐ Professional Development - Webinars/Conference/Symposiums
- ☐ CPHR Mentoring Program
- ☐ Volunteering with CPHR
- ☐ None of the Above
- ☐ All of the above
- ☐ Other

16. Is there anything else you would like us to know about your involvement with CPHR, the HR profession or the broader HR community? *

Commitment and Acknowledgements

17. Please confirm the following by reading and then checking all the boxes below; *

Please select 10 options.

- ☐ I understand that the Founding Cohort is limited to 20 participants and that submitting an application does not guarantee acceptance.
- ☐ I understand that shortlisted applicants may be invited to participate in a brief virtual interview.
- ☐ I understand that if selected, I will be required to confirm my participation by paying the program fee by the deadline communicated by CPHR BC & Yukon.
- ☐ I understand that my participation is not confirmed until payment has been received.
- ☐ I understand that participation in all mandatory program components is expected.
- ☐ I have fully read the Emerging HR Leaders Program Guidebook and have noted and calendarized the key required dates and program information and confirm that I can attend all in person and online meetings as outlined.
- ☐ I understand that Founding Cohort participants are expected to actively engage in learning activities, mentoring, networking opportunities, and cohort discussions and meetings.
- ☐ I understand that Founding Cohort participants are expected to provide feedback and participate in evaluation activities that will help shape future versions of the program.
- ☐ I understand that I am responsible for any travel, accommodation, parking, and other expenses associated with attending in-person program activities in Vancouver.
- ☐ I certify that the information provided in this application is accurate and complete

Anything else?

18. Is there anything else you would like the selection committee to know when reviewing your application?

Thank You

Thank you for your application and interest in being a part of the Emerging HR Leaders Program - Founding Cohort.

All applications will be reviewed after the close of the November 16th deadline. You may be contacted for an interview

Please note the following important dates:

Applications Open: Thursday, October 15th, 2026

Applications Close: Monday, November 16th, 2026 9:00am PCT

Application Review & Interviews, if required: November 17th - 20th, 2026

Acceptance Notifications: on or before Wednesday, November 25th, 2026

Confirmation Payment Deadline/Last Day to Withdraw: Wednesday, December 2nd, 2026

Refund Deadline: Friday, December 11th, 2026.

No refunds will be issued after this date, except in exceptional circumstances at the discretion of CPHR BC & Yukon.

Successful applicants will receive an offer to join the Founding Cohort and must confirm their registration by paying the program fee by the stated deadline.

Registration is confirmed only once payment has been received. If payment is not received by the deadline, the space may be offered to another qualified applicant.

If you have any questions please reach out to Quinne Davey, Senior Member Relations Manager, CPHR BC & Yukon
qdavey@cphrbc.ca

End of Application

Once you have finished your studies we encourage you to apply for future cohorts. Thank you for your time

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