



A webinar presented by the Office of the Registrar

The HR Curriculum: Today and tomorrow

August 8, 2016

1. *"Anyone who passed either the NKE, CKE, or CKE 2, before December 31, 2015, is exempt from the additional requirements for the CHRL until your exam expired or until November 30, 2018, whichever came earlier.' Can you explain "until your exam expired or until November 30, 2018, whichever came earlier"? Anyone who completed their certification process before July 1, 2016, would not be required to write either the CHRP Employment Law exam or the CHRL Employment Law exam. The first offerings of the CHRP Employment Law exam and the CHRL Employment Law exam will be in September 17, 2016.' Until your exam expired or until November 30, 2018, whichever came earlier. Can you explain the 1st statement and this statement are confusing?"*

The idea is, in as much as possible, to allow individuals to complete their certification process under the same rules that applied when they started the process, within reason. The new designation framework came into effect on October 28, 2014. The idea was to exempt individuals who had already begun their certification process from the application of the new requirements, but not to make it a 'forever' exemption. We allowed individuals four years for to complete their certification process under the rules that applied when they started their certification process (rounded up to November 30, 2018). However, this exemption does not override the exam validity period of 10 years. For example, an individual who wrote the NKE in 2006 would not have until November 30, 2018 to complete their certification process but only until December 31, 2016.

2. *"With today's curriculum, is there a min. timeframe that the 9 course need to be completed to count (i.e. within last 15 years, etc.)?"*

Courses are valid for 10 years. So you have 10 years to complete your coursework.

3. *"For the course requirement is there a timeline for when the course had to be completed prior to writing the NKE?"*

Courses a valid for 10 years. So you have 10 years to complete your coursework. It is important to remember that HRP no longer administered the NKE, it was replaced by the CKE1/2

4. *"In the rest of the country, CHRP implies a different level (higher) than the CHRP in Ontario. CHRL and CHRE designations are not known outside of Ontario. Will the HRP reach out to other provincial HR associations to collaborate on a national standard for designations? This road to 2020 seems like a good opportunity to do that."*

The CHRP in other provinces is not really higher than in Ontario. HRMA in BC just dropped the degree requirement for the CHRP. So all hope is not lost. The provincial HR associations may be able to agree on a new standard for the CHRP.

5. *"Where does this new curriculum design for CHRL leave graduate certificates? Typically, these do not include all the business foundations and students are not necessarily coming from a business degree..."*

That is correct. The CHRL curriculum was designed based on a number of 'specs:'

1. That it has to be in line with the academic requirements for Level 4 professions (for example, engineers and accountants). Our research did not find one Level 4 profession that had a graduate certificate as the requisite academic preparation.
 2. Multiple stakeholders have told us repeatedly that a foundation in business is essential for HR professionals, yet our certification process never included this. This was the right opportunity to fix this gap.
 3. The graduate certificate coursework will count however even though, technically, these courses are not degree credit courses.
6. *"Core requirements as outlined in your new CHRL design seems to align more with the old course "topics/buckets" rather than with the new competency framework. Shouldn't the course topics align with the new framework?"*
1. The functional areas in the HRP Human Resources Professional Competency Framework are not that different than those in the previous RPC model (what falls within each functional area has changed, however).
 2. What is different is more emphasis on strategy, quantitative methods, and metrics, among others, which have all been incorporated into the new curriculum.

7. *"What happens to those of us that were grandfathered in for our CHRL designation and don't have a degree?"*

As someone who has already been granted the designation the changes in the HR curriculum will not impact you. The only situation in which your lack of a degree could come into play is if you cease to be a member of HRP, should you rejoin you would be required to meet the requirements as they exist at that time.

8. *"So, to confirm, someone with an Advanced Diploma in HR management from a college qualifies for the CHRP designation?"*

The CHRP no longer requires a degree.

9. *"If you have your CHRL designation will these changes affect you?"*

No.

10. *"What was the passing average for the June 2016 CHRP exam?"*

The cut-score for the CKE 1 was 93 correct answers out of 150. The pass rate was 65.4%.

11. *"Is there industry demand for the three different levels? (CHRP, CHRL, CHRE?)"*

We think there is.

12. *"Can someone stay at the CHRP level "forever"? That is, not being able to get the work experience required for the CHRL (I am currently in marketing...not sure if I am going to be able to move into an HR role any time soon at my employer)"*

Yes, you can stay at the CHRP level 'forever.'

13. *"What if we have the coursework requirements and our CHRP, how long will we have to complete the experience before we would need more coursework for CHRL? I completed my coursework in 2013. I have a degree. I wrote the NKE in 2014."*

As long as your exam remains valid, which is for a period of 10 years, the coursework requirement is considered to have been met regardless of any changes to the requirement. Since you passed the NKE in 2014, you have until November 30, 2018 to complete the experience requirement and show proof of degree without having to complete any new requirements that will come into effect.

14. *“To clarify if we are currently in the middle of a course for our CHRP designation, once completed successfully the course, there will only be one exam in order to obtain our designation?”*

No. Once you will have completed your coursework you will need to pass the CKE 1 and then the CHRP Employment Law exam.

15. *If I was grandfathered in to a level and I don't complete my CPD, do I lose the designation or am I bumped down a level?*

Both—you lose the right to use the designation and you are moved to a non-designated membership category (practitioner).

16. *What do you mean "until your exam expired"?*

Exams have a 10 year validity period. If you wrote the NKE in 2006, it will cease to be valid after December 31, 2016.

17. *I'm not clear about the new requirement for the law exam...I got my CHRP in 2014 and thought I only needed my experience rating...do I still have to do the law exam now as well? Or do I stick to my previous requirements?*

Here is the rule: *“Anyone who passed either the NKE, CKE, or CKE 2, before December 31, 2015, is exempt from the additional requirements for the CHRL until your exam expires or until November 30, 2018, [to complete your CHRL certification process] whichever comes earlier.”* So if you complete your CHRL certification process on or before November 30, 2018, you will not be subject to the additional requirements.

18. *If a certificate is already obtained, but you wanted to get a degree down the road, would credit be given towards that degree, or would you have to complete all courses? Obviously, I know that you can't speak for academic institutions, but in theory...*

You are referring to ‘transfers’ or ‘articulation agreements’ or ‘advanced standing.’ Yes, there are mechanisms to get credit towards a degree, but the specifics differ from one post-secondary educational institution to the next. What you should do is to get in touch with the degree-granting program(s) you are interested in to get the details.

19. *How many passed?*

I am assuming you are referring to the CKE 1 and CKE 2.

Exam	Candidates	Pass	Pass Rate	Reliability
CKE 1	511	334	65.4%	.89
CKE 2	564	412	73.0%	.92