

Q&A

October 21, 2020 – CHRP/CHRL Coursework Requirement Explained

Q) Regarding the coursework deadlines of 10 years, is that deadline still in force if you pass the CHRL-KE exam but have yet to receive a degree?

Once you have passed the CHRP-KE or CHRL-KE, you have 10 years from then to complete the remaining requirements to obtain the designation.

Q) If we register and pass the requirements for CHRL and get the CHRL, do we also get the CHRP automatically or do we have to register for the CHRP exam separately?

Once you have passed the CHRL-KE and CHRL Employment Law Examination, you will gain access to the Job Ready Program, which is the last step to obtain the CHRP Designation. You will not have to write the CHRP-KE and CHRP Employment Law Examination if you have already written and passed the CHRL-KE and CHRL Employment Law Examination.

Q) If we meet all the course requirements, with the exception of receiving a 64% on one particular course, what options are available to make up for the 1%?

You may take the course again at an accredited university or college in Ontario.

You are able to complete the required functional area for the Coursework Requirement online via the Online Academic Program (OAP) in order to write the CHRP-KE or CHRL-KE.

The OAP has courses available during the fall, winter and spring. Each term is approximately three months in length.

For more information regarding the OAP, please visit: <https://www.hrpa.ca/designations/coursework-requirement/>.

You may also choose to write a Challenge Examination for the functional area, which is similar to taking a final examination at university or college. Challenge Examinations are held three times per year in January, May and September. A maximum of three subjects can be written per administration. The passing grade for a challenge examination is 65%. The cost for each challenge examination is \$209.05 (\$185.00 + HST).

For more information regarding Challenge Examinations, please visit: <https://www.hrpa.ca/designations/coursework-requirement/>.

Q) For CHRL consideration: Is HR international experience considered for the Alternate Route experience or only HR experience in Canada is considered?

International experience is also taken into consideration when submitting your Alternate Route application. We do not limit experience to just Canadian experience.

Q) Could you confirm where on HRPAs site is the application for the Alternate Route consideration?

You can find both the Alternate Route – Academic and Alternate Route – Experience applications in PDF format here: <https://www.hrpa.ca/designations/alternate-route-for-coursework-requirement/>.

Q) Is there ever going to be a time when the SHRM-SCP will be counted towards points?

Currently, the SHRM designations are not on our approved list for points. Unfortunately, at this time, we do not know if the SHRM-SCP designation will be approved for points in the near future.

Q) If we have taken the same course from two different qualifying institutions can we count them both for points? ex. occupational health and safety

No. Only one course per functional area can be submitted for five points. If you have completed two Occupational Health and Safety courses from two different academic institutions, you will only receive five points for the Alternate Route.

Q) Will scans of physical transcripts suffice?

If you are mailing a physical transcript, it must be the original transcript. We do not accept photocopies, scanned copies or unofficial transcripts when submitted by email. Due to COVID-19, HRPAs is temporarily accepting transcripts via email as long as they come directly from the academic institution to Thomas Callitsis at: tcallitsis@hrpa.ca.

Q) I have completed Master's in Human Resources from a non-Canadian MBA school. My WES equivalent accreditation is a Bachelor's 4 years for same. Will this suffice? I have 7%2B years experience as a Recruitment professional across multinational firms and am keen to pursue CHRL designation.

For the coursework requirement via the Alternate Route – Academic stream, the credential assessment report must show a Canadian equivalent Master's degree **and** a specialization in

Human Resources or Industrial Relations in order to qualify. If your degree assessment report does not show these items, it is not eligible for the Academic stream.

There are other ways to complete the coursework requirement and qualify to write the knowledge exams (CHRP-KE or CHRL-KE). You may choose to go through the Alternate Route – Experience stream and submit HR experience for points. You will need a minimum of 50 points to apply for the Alternate Route. If you do not have enough experience to have 50 points, you may combine experience with any of the approved HR courses/HR-related designations. You may refer to the Guide to the Alternate Route for more information on the different categories you can obtain points from. Please see below link:

<https://hrpa.s3.amazonaws.com/uploads/2020/10/Alternate-Route-Guide.pdf>

If you have taken equivalent HR courses outside of Ontario and would like to get credit for them, you may choose to submit your courses for Course Approval. The courses must have been taken within the last ten years and meet the grade requirement of 65% or higher. Please visit the Course Approval page <https://www.hrpa.ca/designations/hrpa-equivalent-course-approval-process/> for more information. Approved courses are worth 5 points each in the Alternate Route.