



## HRPA achieves NCCA accreditation for its CHRP program

### **What is NCCA accreditation?**

NCCA refers to the National Commission for Certifying Agencies (NCCA), which is the credentialing arm of the Institute for Credentialing Excellence. NCCA developed the *Standards for the Accreditation of Certification Programs*, which were the first standards for professional certification programs developed by the industry. NCCA also maintains an accreditation process which recognizes certification programs that meet the NCCA standards.

### **What is involved in getting accredited by NCCA?**

The NCCA accreditation process is rigorous and demanding. The *NCCA Standards for the Accreditation of Certification Programs* cover all aspects of a certification program, including governance, the development of assessment instruments, standard setting, recertification, and documentation. As part of the application process, HRPAs were required to supply detailed information on all aspects of its certification process.

Once NCCA has received all applications for a given deadline, they are assigned and sent to the NCCA Commissioners to review. The Commissioners usually have approximately 2-3 months to review the applications before they meet in person to discuss an accreditation decision.

To date, NCCA has accredited over 200 programs from more than 100 organizations. Nonetheless, it remains that HRPAs are the first Canadian-based credentialing body to achieve NCCA accreditation.

### **Why did HRPAs pursue this?**

HRPAs sought accreditation by the National Commission for Certifying Agencies (NCCA) to ensure that its certification program would meet the highest of standards and this accreditation provides external validation that it does. Achieving NCCA accreditation is a reflection of HRPAs' commitment to excellence as a credentialing body and regulator—it is an achievement that all HRPAs members can be proud of.

### **Who else in Canada has it?**

HRPAs are the first Canadian-based credentialing body to be accredited by NCCA. HRPAs aimed to meet a world standard in regards to its certification process. The NCCA standards and accreditation process are the most widely referenced standards and accreditation process in the credentialing community.

**What about the other provinces and CCHRA?**

Only credentialing bodies can submit programs for accreditation by NCCA. CCHRA is not a credentialing body but a council of credentialing bodies; CCHRA could not pursue accreditation by NCCA. Nonetheless, CCHRA has been very supportive of HRPAs pursuit of NCCA accreditation. Other provincial HR associations could choose to pursue accreditation by NCCA; to do so they would need to apply and demonstrate compliance with the *NCCA Standards for the Accreditation of Certification Programs*.

**What difference does this accreditation make to those already hold the CHRP designation or to those that are pursuing the CHRP designation?**

The fact that HRPAs has achieved NCCA accreditation does not impact the recognition of CHRP designations granted in Ontario by other provinces or the recognition by HRPAs of CHRP designations granted in other provinces. Certified Human Resources Professionals and those pursuing the designation in Ontario can be further assured that they have earned, or are working towards, a credential granted by a certification program that has met the highest standards.

**What does this mean for other HRPAs stakeholders?**

NCCA accreditation will enhance the confidence employers, clients, employees, and the public have in the CHRP designation granted in Ontario.

**For a Detailed overview of NCCA Standards:**

<http://www.credentialingexcellence.org/portals/0/STANDARDS%20-%20Updated%20January%202010.pdf>