



## SHRP Designation Webinar: Q & A

May 11, 2010

The questions were taken verbatim from the record of questions submitted during the webinar. No questions were deleted or altered.

1. If one holds both the CHRP and SHRP how should this be reflected?

The Certified Human Resources Professional (CHRP) and the Senior Human Resources Professional (SHRP) designation are two separate designations and not consecutive. If you hold both then you would display both after your name.

2. Do we have to wait between the two designations? Is there a waiting period?

The CHRP designation and the SHRP may be worked towards simultaneously. You do not need to wait for the achievement of one before seeking the other. Nor do you need to wait a specific time frame between achievement of one then the other. There is no waiting period between the CHRP and SHRP.

3. How do you update Phase 1?

If it has been more than 6 months since you successfully completed phase 1 and if you have yet to submit phase 2 then you are encouraged to retry phase 1 so that it reflects your most current information. Phase 1 can be taken through the Office of the Registrar section of the HRPA website [www.hrpa.ca](http://www.hrpa.ca)

4. When providing examples in phase 2 is there historical limit e.g. how recent do the examples need to be?
5. The application seems to focus on current role versus past positions...what if your past positions were more senior and therefore more appropriately aligned to the SHRP criteria?

While current examples are encouraged, if your previous roles align more towards the SHRP dimension then you are free to include examples from past positions.

6. How does the SHRP relate to the US SHRP? Is the US use of the acronym Society of HR Prof's?

The HR Association in the United States is called the Society for Human Resources Management (SHRM). Through their certification institute, the Human Resources Certification Institute awards 2 primary designations, the Professional in Human Resources (PHR) and the Senior Professional in Human Resources (SPHR). While the SHRP award by HRPA is achievement based, the PHR and the SPHR include an examination.

7. Where do we find the application for Phase 2?

The phase 2 application can be found on the HRPA website. The SHRP section is housed under the Office of the Registrar. Individuals who are successful in phase 1 will be sent the phase 2 application to complete.

8. Will these slides be made available to us after the presentation, perhaps on the CHRP website?

All Office of the Registrar webinars are in the Office of the Registrar section of the HRPAs website, under the menu item "webinars".

9. How much weighting is placed on the level of education if the individual has over 20 yrs of experience and currently at a senior level position?

The phase 1 evaluation takes into consideration both education and experience in its evaluation.

10. Is there a time limit for completion of your application after phase 1 approval?

Applicants are encouraged to allow no more than a 6 month time frame between completion of phase 1 and completion and submission of phase 2. If there is a lapse of longer than 6 months then applicants are encouraged to recomplete the online phase 1 assessment before submitting the phase 2 application.

11. Is this an attempt by HRPAs to get more membership by small business owners, i.e. those performing HR functions? So business owners would qualify?

The SHRP was designed to recognize the achievements of senior HR professionals. Small business owners would not likely have functioned in a senior level necessary to be successful in achieving the SHRP designation.

12. Why is there a requirement to maintain the hrpa membership for 3 years from the date of issue of the SHRP?

Ongoing professional development is required to maintain the SHRP designation. Through membership HRPAs may monitor the professional development.

13. How do you access the references and what weighting are placed on them?

HRPA reserves the right to check any information included in the phase 2 application, including references. The weight that is placed on them will vary.

14. Is the designation to be used on business cards?

Yes the SHRP should be used on business cards. i.e. Joe Doe, SHRP

15. If person has question who would they call? How would a person get assistance in completing the application?

Representatives of the Office of Registrar are available to assist you. They may be reached at 1-800-387-1311 or [registrar@hrpa.ca](mailto:registrar@hrpa.ca)

16. What are deadlines for application?

Although there are no hard deadlines between completion of phase 1 and submission of phase 2 we do recommend that you let no more than a 6 month gap. If you require longer than 6 months we encourage you to recomplete phase 1 so that your most current information is reflected.

17. The application implies that one is working when one applies for the SHRP (i.e. indicate org size). Can we apply while we're in transition?

Yes, you may apply during transition. If in transition then use examples/provide data from your most current position.

18. If you are continuing professional development to recertify for CHRP, that would also then apply to continuous learning and developing for the SHRP?

Aspects of the requirements for recertification of the CHRP designation could also be applied towards the ongoing professional development required to maintain the SHRP designation.

19. Is it possible to access the grid for reference?

The assessment grid used by evaluators to assess phase 2 applications will be made available through the Office of the Registrar section of the website.

20. Has the application changed from last year? It appeared to be very time consuming with a heavy focus on narrative answers.

The phase 2 application has not changed since the introduction of the SHRP designation in 2009. While the phase 2 submission does take time, it is the quality and detail of the response that is important, not the length. Lengthy narratives are not necessary. The applicant is however encouraged to support their achievement narratives with metrics.

21. Are SHRP applicants given this scoring after phase 1?

Upon completion of phase 1 applicants are told if they have been successful. They are not provided with their specific phase 1 score.