



HRPA's proposal to begin development of global HR competency framework endorsed unanimously

FOR IMMEDIATE RELEASE:

TORONTO, September 26, 2016 - The Human Resources Professionals Association (HRPA) has made a critical stride toward the creation of a global competency framework for the human resources profession.

HRPA last month presented its comprehensive core competency framework to a technical committee (TC260) of the International Standards Organization (ISO) with a recommendation that ISO should mandate a multinational working group to develop global standards in HR integrating competency frameworks from various countries into a single global framework.

The committee approved HRPA's proposal unanimously, and created a new working group to develop that harmonized framework. HRPA CEO Bill Greenhalgh was named Chair.

Currently, there are only a handful of countries that have comprehensive and detailed core competency frameworks in HR; these include Australia, the U.S., the UK and HRPA's in Canada. HRPA's competency framework is the newest in the world.

Having a global competency framework will help enhance the human resources profession worldwide; create a common basis for education, training and talent selection; and facilitate the mutual recognition of designations between countries, Greenhalgh said.

"Once it becomes a standard, any country that wants to be considered to have a professional HR function will at least have to factor this new standard into their thinking," he said.

"Ultimately, competency frameworks support designations and those are very important because they are an objective validation of someone's capability. They tell an employer that if you have that designation, you have the ability, the skill, the background and the experience to be able to function well in a specific job."

The goal of the working group is to establish a single framework that all countries could accept in order to accelerate HR as a true global profession.

The next steps in the process will be for each national standards association to issue a call within their countries for subject matter experts to provide input. The timeline on establishing the framework to completion is estimated at three years.

Working to establish a global competency framework supports HRPAs strategic direction by seeking to initiate programs and support global agreements for the mutual international recognition of designations, standards and HR professionalization.

“This is not only a huge recognition of HRPAs credibility as a global thought leader but it is also difficult to overestimate its importance as a major advance in our intent to develop common standards for HR professionals around the world and build a foundation to advance HR as a true profession,” Greenhalgh said.

About HRPAs

Through an Act of the Ontario Legislature, the Human Resources Professionals Association (HRPA) regulates the professional HR practice of its more than 22,000 members in Ontario, across Canada and around the world. HRPAs connects members with an unmatched range of HR information, resources, events, professional development and networking opportunities. On an annual basis, HRPAs hosts Canadas largest HR conference and trade show. HRPAs issues three levels of professional certification: the Certified Human Resources Professional (CHRP) designation for practitioners entering the profession and working in administrative capacities; the Certified Human Resources Leader (CHRL), for practitioners working in fully professional capacities; and the Certified Human Resources Executive (CHRE), for senior executives.

SOURCE: Human Resources Professionals Association

For further information or to arrange interviews, please contact Liz Bernier, HRPAs Communications Specialist, at 416.923.2324 x324 or at lbernier@hrpa.ca.

Interviews will be available with:

- Bill Greenhalgh, CEO, HRPAs and Chair, Canada Delegation, ISO Technical Committee (TC260)
- Robert Carlyle, former Canadian representative to ISO

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