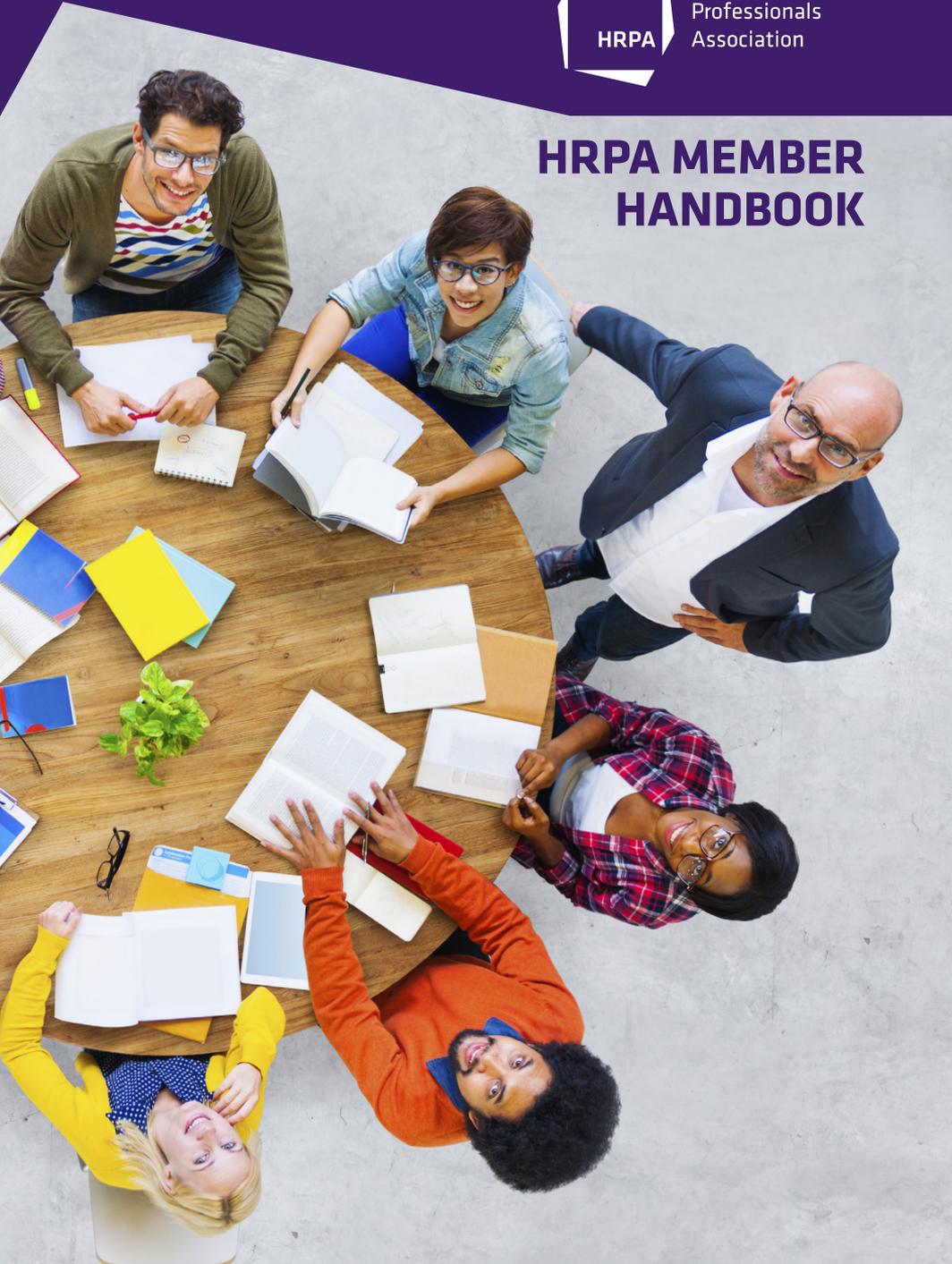




Human Resources
Professionals
Association

HRPA MEMBER HANDBOOK



WANT TO MAKE WAVES?

HRPA CAN HELP

A CHRP creates an ocean of opportunity.

If you're already a CHRP, keep it.

Visit www.hrpa.ca/keepit for details.



Human Resources
Professionals
Association

**The CHRP creates
an ocean of opportunity.**

www.hrpa.ca/chrp



CERTIFIED
HUMAN RESOURCES
PROFESSIONAL

GETTING THE MOST FROM YOUR HRP A MEMBERSHIP

You are a member of Canada's largest human resources regulatory association and a vibrant community of more than 24,000 HR professionals.



Sometimes we get so busy we don't have time to check out the things around us, and making the time to get acquainted with HRPAs member benefits may be one of those things. They aren't benefits if you don't know you have them. So we've summarized many of them in this brief guide. You'll find more information about everything in here at **HRPA.ca**.

Let's start with all the ways
HRPA MEMBERSHIP CAN SAVE YOU MONEY.





MEMBER SAVINGS

REDUCED FEES

Students enrolled in full-time HR studies get a very low membership fee, but did you know that if you join in the 2nd year of a 3-year program or the 3rd year of a 4-year program you can keep the student pricing for two years after graduation.

Lawyers, engineers, physicians, nurses and accountants are eligible for special Allied Professional membership pricing. Ask about other qualifying professions.

Internationally Educated HR professionals receive special membership pricing for the first year of membership. Enquire about our Internationally Educated HR Professional membership rate.

HARDSHIP

HRPA members in good standing qualify for reduced membership fees due to unemployment, disability or parental leave.

See HRPA.ca for more information.





Through HRPAs **Member Perks** program, you will receive discounts on thousands of products and services. These are savings that can easily amount to hundreds or even thousands of dollars on things you would be purchasing anyway. Here's a general listing of the Member Perks products and services categories:

Apparel	Flowers & Gifts
Auto	Health & Wellness
Beauty	Home & Living
Business Services	News, Magazines & Books
Computers & Electronics	Professional Services
Dining & Food	Shoes & Accessories
Education	Specialty
Entertainment	Sports & Recreation
Financial Services	Travel

MORE MEMBER SAVINGS PARTNERS

If that's not enough, as an HRPAs member, you have member exclusive savings from these Member Savings Partners:

- **GoodLife Fitness, 50% off.**
- **LMS ProLink, major savings on professional liability insurance.**
- **TD Insurance, save big on home and auto insurance.**
- **SmartChoice Benefits for self-employed individuals**

For a full listing, visit
hrpa.ca/membersavings.





LEARNING/CAREER DEVELOPMENT BENEFITS

ALL KINDS OF MEMBER-EXCLUSIVE OPPORTUNITIES:

- Professional networking with other HR professionals (and potential employers, mentors and business partners)
- Professional development events, many of them free
- Formal mentoring programs
- Volunteering



*In short,
everything you need
to **enhance your career.***



THE HRPA VOLUNTEER EXPERIENCE

Volunteers are the backbone of HRPA and engaged volunteers are a key pillar of our organizational strategy. Every year, 1000+ members work in service to others, whether that's mentoring a junior HR professional, organizing a chapter event or guiding the association as an HRPA board chair. It's also a great way to learn new skills, build your network and showcase your knowledge and ability to senior HR members in your community.



CAREER PLANNING AND DEVELOPMENT BENEFITS

HRPA membership is a passport to access all kinds of career planning and development opportunities:

HRPA EDGE INTERNSHIPS

For CHRPs in search of their first HR job, HRPAs Edge internship program features paid short-term HR internships with participating host employers.

CPD SKILLS ASSESSMENT TOOL

HRPA's Continuing Professional Development (CPD) planning tools help you zero in on your professional development priorities to greatly simplify your career development. The assessment takes approximately 30-40 minutes, and feedback is provided in a PDF that outlines current skill levels and priorities for future development, as well as a list of recommended professional development approved by HRPAs.

CHRP/CHRL DESIGNATION BENCHMARKS

Know where you stand relative to your peers when it comes to HR skills. The CHRP and CHRL benchmark tests give you a reliable read on your HR knowledge relative to what's expected of CHRP and CHRL designation holders. You can even assess yourself against peers and those whose position you aspire to.

CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

HRPA members enjoy deep discounts on more than 300 programs annually (between 15% and up to 30% less than non-members), plus the HRPAs Annual Conference--professional development members need to stay current, advance in their careers and earn the CPD points they need to maintain their CHRP, CHRL and CHRE designations and HR capability.

Programs include:

Executive programs	Seminars
Conferences	Webinars & eLearning
Certificate programs	Exam prep
Workshops	



THOUGHT LEADERSHIP AND SERVICES FOR HR PROFESSIONALS

RESOURCE CENTRE

Staffed by two, full-time professional reference librarians, Resource Centre provides members with free HR information resources: labour statistics, salary data, best practices, document templates, checklists, policies and more. Plus access to the HR Hotline: fast, over-the-phone answers to general HR practice questions from experienced Certified Human Resources Leaders.

HR PROFESSIONAL MAGAZINE

HR Professional magazine is HRPAs official publication and the largest circulation HR publication in Canada. Delivered to members free in either print or online format, *HR Professional's* mandate is to engage, inform and inspire its readers through original, topical content of importance to Canadian HR professionals.

BE AN HR PROFESSIONAL CONTRIBUTOR

HR Professional counts on senior HRPAs members to contribute articles and columns examining their best practices, success stories and HR solutions that have added value to their organizations. Build your professional brand as a contributor to HR Professional.

HIRE AUTHORITY HR JOB BOARD

Canada's go-to source for HR talent. If your organization needs to add bench strength to your HR team, Hire Authority is the place to look and, thanks to you, they save. Candidate profiles, resume upload and job alerts are a member exclusive



For More Info:
hrpa.ca/designations

There's only one designation framework that Canadian businesses value.

In only 2 years, the CHRP, CHRL, and CHRE have become the benchmark for professional accreditation across Canada. It's easy to understand why, but don't take just our word for it:

Out of 250 senior Canadian businesses leaders surveyed about HRPAs 3-designation framework*:



CHRP's outside of Ontario, the deadline to keep your CHRP by transferring to HRPAs is May 31, 2017. After that you will need to meet all new requirements. [Visit hrpa.ca/keepit](http://hrpa.ca/keepit)

* LegerWeb surveys of 250 senior business leaders across Canada taken at random March 2017.

You deserve the designations that business leaders value





CERTIFICATION

DESIGNATIONS FOR EVERY STAGE OF YOUR CAREER

Introduced in 2014, the Certified Human Resources Professional (CHRP), Certified Human Resources Leader (CHRL) and Certified Human Resources Executive (CHRE) designations have already established themselves as the new certification benchmarks for human resources and as trust marks for validation of capability.

BENEFITS OF BEING A DESIGNATED HR PROFESSIONAL AND A REGULATED MEMBER

Members enjoy enhanced status from designations that validate capability.

All members and registrants enjoy the prestige of being a regulated professional which significate to employers your commitment to competence and ethical practice.

A PayScale survey conducted for HRPA concluded that HRPA-designated professionals enjoy accelerated career paths, advance to senior roles more quickly than non-designated practitioners; enjoy higher earning potential than non-designated colleagues; and enjoy more rewarding careers, having a wider set of available career opportunities.

EXAM PREP

If you're working towards your CHRP or CHRL designations, you will need to pass the Comprehensive Knowledge Exam (CKE1) or (CKE2) respectively, and HR Law Exams (CHRP) or (CHRL) respectively, as well as the Job Ready program for those seeking the CHRP.

HRPA provides both study guides and exam preparation programs, both classroom-based or online self-paced to help designation candidates prepare for these career critical exams with confidence.





ANNUAL CONFERENCE

HRPA's Annual Conference & Tradeshow is Canada's largest human resources conference, attracting HR and business professionals from around the world. It takes place every year in late January/early February at the Metro Toronto Convention Centre, South Building. This popular three-day event features world-class keynotes, 150+ professional development sessions on all HR disciplines, 250+ trade show exhibitors and an opportunity for networking with others in the industry. HRPA members save 20% off Annual Conference registration pricing!

“ A career in Human Resources offers a world of opportunity to make a real difference.

HR is a fantastic career choice for students because it gives them an opportunity to work with so many parts of an organization and impact the actual business results.”

Heather Briant, CHRE
*Senior Vice President,
Human Resources*

Cineplex Entertainment

career in focus

When it comes to practicing human resources, membership matters. Only HRPA offers **Certified Human Resources Professional, Leader, and Executive** designations: *the new global standard for HR excellence and professionalism.*

These quality designations command respect and reflect the people-driven strategies HR professionals contribute to organizational success.

The **CHRP**, Canada's best-known and only national HR designation, is now available exclusively from HRPA.



Human Resources
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PUT YOUR CAREER IN FOCUS

hrpa.ca/infocus

Canada's #1 Human Resources job board

Jobseekers: [Sign in](#) or [Create account](#) Employers: [Post a job](#)

HireAuthority.ca

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Hire Authority Canada

HR jobs exclusively for HRPAs member job seekers

[Search](#)

Sector	Function	Job Level
Browse jobs by Sector View all		
Automotive Services 6		Health and Social Services 24
Business / Professional Services 5		Insurance 9
Communications / Media and Planning 5		Manufacturing 26
Educational Institutions and Services - Post-Secondary 16		Not-For-Profit 28
Engineering 8		Other 17
Government and Public Sector Agencies / Commissions 17		Primary Resources (e.g. Mining, Forestry) 6



“Excellent source of qualified HR talent.”

- Robert W. Turner, Principal, WMC (Western Management Consultants)

- HRPAs member-exclusive job alerts
- 60 day job posting - standard
- Employer Logo - standard
- Email broadcast to more than 24,000 HRPAs members - standard
- Each post will be tweeted from @HireAuthorityCA & retweeted by @HRPA - standard
- Help desk access



ALL THIS IS REALLY ONLY THE TIP OF THE ICEBERG

There's a lot to explore at HRPA. Besides being your professional association, it is an essential part of your professional practice and a key to unlock your career.

Make HRPA membership work for you.

WWW.HRPA.CA



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