

**Webinar presented by Human Resources Professionals Association**

**November 9, 2022: OOTR – CHRP/CHRL Coursework Requirement Explained**

**When is the next Challenge Exams administration?**

The 2023 administration dates for Challenge Exams are:

January 16<sup>th</sup> – 20<sup>th</sup>

March 6<sup>th</sup> – 10<sup>th</sup>

August 14<sup>th</sup> – 18<sup>th</sup>

October 16<sup>th</sup> – 20<sup>th</sup>

**I have an Undergraduate Degree of three years from another country and have had it assessed through WES. Does this qualify for the CHRL?**

If the WES report indicates a Canadian equivalency to at least a Bachelor's Degree, then this would be sufficient for the Degree requirement for the CHRL. You would need to arrange with WES to have them send HRP A an official copy of your report through the Access WES account. However, if the report indicates a Canadian equivalency to a Bachelor's Degree this would not qualify you for the Advance degree category for the Alternate Route – Academic stream as a Canadian equivalency to a Master's degree with a specialization in Human Resources or Industrial Relations is required.

**Do you pay the Transcript Assessment fee before arranging to have the transcripts sent in?**

Registrants can pay for the assessment of their transcript either before or after the transcript is received. Please note, however, that payment is required prior to the release of the results of the assessment.

**If someone has all nine approved HRP A courses, can they get the designation or do they still have to write the Knowledge Exam?**

Upon completing the nine required courses, registrants become eligible to register for the CHRP-KE/CHRL-KE. None of our certification examinations are exemptible. Completing the nine required courses only means that registrants have met the Coursework Requirement to become eligible to register for the CHRP-KE/CHRL-KE.



### **What are the required documents for the Alternate Route – Academic application?**

Applicants must submit a completed Alternate Route – Experience application form with the following supporting documents: a chronological resume, job descriptions for each position and organizational charts for each position.

### **How many months/years of HR experience is required to substitute one course requirement for the CHRP? For example, if I completed eight of the accepted courses, how much time of acceptable HR experience do I need?**

Approved HR courses passed with a grade of 65% or better from our [School Search Tool](#) are equivalent to 5 points each. Therefore 8 HR approved courses passed with the required grade would give you a total of 40 points. You may use HR experience to fill the remaining 10 points gap as experience is calculated at one year of full-time HR professional work is equivalent to up to 5 points per year. Therefore, if you hold at least two years of HR professional experience that may be valid for up to 10 points. Also note, you must meet the recency requirement which is to submit three months of professional HR experience from within the last two years.

### **Can you please also explain if, for the experience stream, new immigrants with more than 15 years of HR experience outside of Canada have the same validation criteria as with the local Canadian candidates?**

All HR experience, no matter where it was gained, will be assessed by the same criteria to determine if it is at the professional level.

### **Does an evaluation from IQAS qualify to meet the Degree Requirement?**

Yes, an IQAS report can be provided to HRPA to meet the Degree Requirement.

### **Would we be able to do a pre-assessment before the actual payment to be done?**

HRPA does not do pre-assessments for applications for the Alternate Route.

With regards to the transcript assessment, registrants can access the School Search tool [here](#) to confirm which courses they have completed qualify to meet the Coursework Requirement prior to submitting the transcript. Please note that a minimum grade of 65% is required in each course, as well as an average of 70% between the nine required courses.



**Is my Master's Degree in Industrial Relations from another country alone enough for the Alternate Route – Academic stream or do I need go through the Experience stream, as well?**

If you hold a non-Canadian degree, you must have it assessed by a credential evaluation agency, please see the list on our website, as to meet the Advanced degree category for the Alternate Route – Academic stream, your report must indicate you have achieved a Canadian equivalency to a Master's in Human Resources or Industrial Relations. Otherwise, if you do not meet this requirement, your options to pass the Coursework requirement are the course-by-course approach or the Alternate Route – Experience stream.

**I have obtained an Undergraduate Degree and Master's Degree from another country and now I am completing an HR Management one-year program in Canada. Does my Master's Degree, which involved HR electives that we had to select in the second year, qualify for the Alternate Route – Academic stream?**

If you hold a non-Canadian degree, you must have it assessed by a credential evaluation agency, please see the list on our website, as in order to meet the Advanced degree category for the Alternate Route – Academic stream, your report must indicate you have achieved a Canadian equivalency to a Master's in Human Resources or Industrial Relations. Taking a series of HR course electives would not qualify you for the Academic stream as we require the above-mentioned Canadian degree equivalency from the credential evaluation agency.

**I have 10 years of experience from my home country in HR. I have recently completed a Post-Graduate Certificate Program in HR Management from a college in Canada (HRPA course affiliated). Should I register for the CHRP-KE or CHRL-KE?**

We often do not recommend one designation over the other, as the decision is ultimately up to the individual. The best that we can do is explain what the designation requirements are, more specifically, stress that for individuals that may not have a degree, they could never obtain the CHRL Designation. This requirement is often the determining factor for someone ever obtaining the CHRL Designation.

The CHRP Designation is considered the entry level designation between the two, and that no work experience is required to obtain the designation. In addition to this, if an individual knows they eventually want to obtain the CHRL Designation, however, either does not have the work experience or degree (yet), they can still write the CHRL-KE and CHRL ELE, and then complete the Job Ready Program to at least obtain the CHRP Designation, while working towards the remaining requirements in order to obtain the CHRL Designation. This way, they cut the number of examinations required by half.

For the list of requirements to obtain the CHRP Designation, please click [here](#).

For the list of requirements to obtain the CHRL Designation, please click [here](#).

**How long does it take to move from CHRP to CHRL? What are the requirements?**

The CHRP Designation is not a pre-requisite to the CHRL Designation. If you have previously obtained the CHRP Designation, you may register for the CHRL-KE if your eligibility is still valid and proceed with the other requirements to obtain the CHRL Designation, as well. Please note that you cannot register for the CHRL Employment Law Examination until you have passed the CHRL-KE. For the list of requirements to obtain the CHRL Designation, please click [here](#).