HRPA

**Human
Resources
Professionals
Association**

Fair Registration

Practices Report

2022

The Fair Registration Practices Report was created as required in the:

- *Fair Access to Regulated Professions and Compulsory Trades Act, 2006* (FARPACTA) s.20 and 23(1), for the regulated professions named in Schedule 1 of FARPACTA.

- Health Professions Procedural Code set out in Schedule 2 of the *Regulated Health Professions Act, 1991* (RHPA) s. 22.7(1) and 22.9(1), for health colleges.

The aim of the FRP is:

- To collect data and information on individual regulators;

- To understand how a regulator has implemented fair registration practices during the reporting period; and,

- To help oversee compliance.

Overseeing compliance requires, among other things, the following series of functions and activities:

- Monitoring

- Assessing

- Mitigating and/or enforcing

- Educating and promoting

- Reporting on progress

Please note that future FRP Reports will likely change, in format and content, as we migrate to a more permanent portal and database solution, and as the FARPACTA changes re: registration timelines and other amendments are finalized.

The first half of the FRP is intended to collect qualitative information to highlight a regulator's enhancements to improve fair registration practices year over year.

The second half is to collect quantitative data for the purpose of discerning statistical changes and trends related to a regulator's membership, application volumes, licensure/certification results, and appeals year over year.

1. Please indicate which regulator you are and your main point of contact should we require follow-up.

- Name of regulatory body: Human Resources Professionals Association (HRPA)
- Contact Name: Nathalie Moir, (Interim) Associate Registrar and Director, Regulatory Operations
- Contact Email: nmoir@hrpa.ca
- Contact Phone Number: 416-923-2324 ext 7328

SECTION 1

2. During the reporting period (January 1st–December 31st, 2022), please indicate if your organization has introduced any changes in the following areas impacting your registration processes by clicking on each of the appropriate boxes below.

Registration requirements either through regulation, by-law or policy.

☐ Yes

☒ No

Description of change/improvement that would impact fair registration outcomes

3. Assessment of qualifications

☐ Yes

☒ No

Description of change/improvement that would impact fair registration outcomes

4. Timelines for registration, decisions and/or responses

☐ Yes

☒ No

Description of change/improvement that would impact fair registration outcomes

5. Registration and assessment fees

☒ Yes

☐ No

Description of change/improvement that would impact fair registration outcomes

HRPA's fees for regulatory services remained unchanged during the COVID-19 pandemic, even as inflation rose during this period. In December 2022, HRPA raised the fees for some services related to pursuing the designations (CHRP, CHRL, or CHRE) to meet economical demands. A list of services that were affected is below and are exclusive of HST. Initial registration fees remain unchanged.

Item	Old Pricing	New Pricing	Percentage of Increase
Registration cancellation fee	$50	$55	10%
Certificates of Standing	$0	$25	100%

Alternate Route - Academics Application	$55	$65	18%
Alternate Route – Experience Application Reassessment	$100	$115	15%
Course Approval (for out of province coursework, per course.)	$80	$90	13%
Challenge Exam	$185	$200	8%
Transcript Assessment	$80	$90	13%
Degree transcript processing	$0	$25	100%
CHRP Knowledge Exam Registration	$290	$310	7%
CHRL Exam Knowledge Registration	$345	$365	6%
CHRP & CHRL Knowledge Exam, CHRP & CHRL Employment Law Exam Withdrawal (29 days before the exam)	$0	$65	100%
CHRP & CHRL Knowledge Exam, CHRP & CHRL Employment Law Exam Withdrawal (2 -29 days before the exam)	$55	$65	18%
CHRP & CHRL Employment Law Exam Registration	$240	$260	8%
CHRP & CHRL Knowledge Exam, CHRP & CHRL Employment Law Exam Audit Request	$55	$65	18%
Validation of Experience – Early Assessment	$100	$115	15%
CHRE Application	$370	$395	7%
Replacement CHRP, CHRL, or CHRE certificate	$20	$25	25%

6. Resources for applicants

☒ Yes

☐ No

Description of change/improvement that would impact fair registration outcomes

On HRPA's [FAQ webpage](#), all information about member and student registration, professional regulation, designations, continuing professional development, complaints, discipline, and appeal processes was thoroughly updated and expanded. New sections were added on risk-based regulation, complaints, discipline, and appeals. Existing sections on registration and designations were updated to ensure currency.

The [Reinstatement and Re-achievement Policy](#) was updated to include different scenarios where the policy may apply in order to help applicants who were previously registered with HRPA and held a designation understand what requirements they may need to complete in order to have their designation reinstated.

7. Changes to internal review or appeal process

☒ Yes

☐ No

Description of change/improvement that would impact fair registration outcomes

With respect to the recent changes to the *Fair Access to Regulated Professions and Compulsory Trades, 2006* (FARPACTA), specifically s.9.1, changes were made to the appeal process regarding appeals filed on a Registration Committee decision. Decisions from the Appeal Committee are typically released within 45 calendar days of the panel of the Appeal Committee meeting. However, for appeals on Registration Committee decisions, decisions will now be released within 10 business days.

In other aspects of the FARPACTA changes, HRPA was already in compliance with those response timelines.

In June 2022, for transparency and consistency, it was decided that if a panel of the Appeal Committee decides that an appeal is to be sent to a new panel of the original decision-making Committee, the Appeal Committee's decision will be included in the package to the new panel. In the past, the staff support for the original decision-making Committee would advise the new panel that the application was being resubmitted because of an appeal and pass on any specific instructions from the Appeal Committee (if any). However, to standardize the process, the actual decision of the Appeal Committee will be included with the resubmission for the new panel to consider.

8. Access by applicants to their records

☐ Yes

☒ No

Description of change/improvement that would impact fair registration outcomes

9. Mutual recognition agreements

☐ Yes

☒ No

Description of change/improvement that would impact fair registration outcomes

10. Training and resources for staff regarding registration

☐ Yes

☒ No

Description of change/improvement that would impact fair registration outcomes

11. Relationship with third party service provider(s)

☐ Yes

☒ No

Description of change/improvement that would impact fair registration outcomes

12. Accreditation of educational programs

☐ Yes

☒ No

Description of change/improvement that would impact fair registration outcomes

13. Technological or digital improvements

☒ Yes

☐ No

Description of Change/Improvement that would impact Fair Registration Outcomes

HRPA started the upgrade for our registrant database in Fall 2022 with the goal of the upgrade being fully complete in Spring 2023, in time for renewal to open. In 2022, a fulsome overview of the database began to identify the fields and information that needed to be retained. The review also ensured that only the Office of the Registrar staff could make changes to certain fields of a registrant's profile. Testing for the upgrade began in the Fall of 2022 and continued until the end of the year.

14. Anti-racism and inclusion-based policies and practices

☒ Yes

☐ No

Description of Change/Improvement that would impact Fair Registration Outcomes

In 2022, an accessibility review was conducted on HRPA's website. As a result, remediation of our online materials and website occurred throughout the year. This provided better user accessibility options.

The HR department also conducted a review of HRPA's recruitment process, looking at how HRPA, as an employer, be more inclusive and mindful around education requirements listed in job postings. Based on this review, some education requirements are downgraded if the job applicant has equivalent work experience.

In March 2022, LifeSpeak and InkBlot were introduced to HRPA staff as new resources. LifeSpeak is an employee well-being education platform that includes short education videos, blog posts, and articles. Some of the topics are intended to support those who may experience discrimination in the workplace. Some of the topics are intended to provide education about anti-discriminatory workplace practices to encourage an inclusive workplace culture. InkBlot is HRPA's new Employee Assistance Program (EAP) and includes more support to staff living with mental health concerns than the previous EAP.

In June 2022, HRPA introduced a policy and guidelines around using pronouns at work.

HRPA tasked McLean and Co. to hold a three-day IDEA workshop in July/August 2022 with a small number of staff volunteers to help shape HRPA's IDEA strategy, priorities, and road map for 2022 and 2023.

15. Organizational structure

☐ Yes

☒ No

Description of Change/Improvement that would impact Fair Registration Outcomes

16. Contingency or continuity of operations plans

☐ Yes

☒ No

Description of Change/Improvement that would impact Fair Registration Outcomes

17. Documentation requirements for registration

☐ Yes

☒ No

Description of Change/Improvement that would impact Fair Registration Outcomes

18. English / French language proficiency testing

☐ Yes

☒ No

Description of Change/Improvement that would impact Fair Registration Outcomes

SECTION 2

19. If applicable, please list your organization's top three accomplishments during the reporting period that relate to fair registration practices.

1. In September 2022, an updated Code of Ethics and Rules of Professional Conduct was launched to HRPA registrants and to the public. A new Professional Guidance webpage was also created on HRPA's site to centralize all guidance issued. HRPA hosted a series of four webinars on professional guidance in September and October 2022:

- September 21, 2022 – Introducing HRPA's New Professional Guidance
- October 5, 2022 – The Code of Ethics and Rules of Professional Conduct
- October 12, 2022 – Conducting Workplace Investigations
- October 17, 2022 – HRPA's New Practice Guideline: Addressing Racism and Racial Discrimination in the Workplace

In tandem with the webinars, HRPA released a new practice standard on [Conducting Workplace Investigations](#), and a new practice guideline on [Addressing Racism and Racial Discrimination in the Workplace](#).

2. In 2022, HRPA maintained both its Join and Renewal dues at the same levels as in 2021.

3. HRPA started the upgrade for our registrant database in 2022 with the goal of the upgrade being fully complete in Spring 2023, in time for renewal to open. In 2022, a fulsome overview of the database began to identify the fields and information that needed to be retained. The review also ensured that only the Office of the Registrar staff could make changes to certain fields of a registrant's profile. Testing for the upgrade began in the Fall of 2022 and continued until the end of the year.

SECTION 3

20. If applicable, please list the top three risks that impacted your organization's ability to achieve better registration outcomes for applicants during the reporting period. Please also indicate the measures you have taken to mitigate the impacts of these risks.

1. Accommodation requests for exam candidates have become increasingly more complex over the years. With the move to a hybrid

model
model of testing – with options in-person and remote – the remote option requires more creative problem-solving to ensure the accommodation can be delivered while also protecting the integrity of the exam. HRPA continues to work with Paradigm Testing (accommodation consultant) and Prometic (exam vendor) to provide appropriate accommodations for complex requests while maintaining exam security and integrity.

2. While the database upgrade was necessary to enhance security and efficiency, it also presented some unique challenges. Testing in the staging environment revealed some issues with the designation granting process. We were able to work with the database vendor, Protech, to adjust our internal designation granting processes to work with the new system to ensure that only qualified individuals were granted the designation in the live environment.

3. HRPA's Continuing Professional Development (CPD) log was originally housed in an old server, and over time, had become more cumbersome to use and less secure. In 2022, HRPA worked with Protech to create a more efficient and secure CPD log for our designated registrants to eliminate this issue.

SECTION 4

21. Do you believe that you have a Canadian Experience Requirement (CER)?

If so, please describe the applicant competencies that you seek to develop through this requirement in the comment box below

CER: work experience or experiential training obtained in Canada.

☐ Yes

☒ No

Description of Change/Improvement that would impact Fair Registration Outcomes

22. QUANTITATIVE SECTION

The following quantitative information is collected for the purpose of discerning statistical changes and trends related to a regulator's membership, application volumes, licensure/certification results, and appeals year over year.

Languages
Indicate the languages in which you make available application materials and information about the application process.

☒ English

☐ French

☐ Other (please specify)

While we only offer application materials and information about the application process in English, we have several staff members who are fluent in French and can provide French services if needed. Additionally, if a document submitted by an applicant requires translation into English, HRPA will organize and pay for the translation. Furthermore, all of HRPA's exams for the Certified Human Resources Professional (CHRP) and the Certified Human Resources Leader (CHRL) designation can be taken in French upon request. The only documents we do publish in French on the HRPA website are the Rules of Procedure for those regulatory committees authorized to hold hearings, which are the Discipline Committee, the Capacity Committee, the Appeal Committee and the Review Committee.

23. Membership Data

Demographics Data

As of December 31, 2022, please indicate the number of members in each gender category identified below and the number of total members.

- Total Male: 254

- Total Female: 1535

- Total Non-binary: 2

- Gender not provided: 18

- Overall Total: 1809

24. In relation to your members:

Do you collect race-based data?

☒ Yes

☐ No

Other (please specify)

The HRPA does not collect race-based data as part of registration or renewal, and as such does not have race-based data for all members and students. Race-based data is only collected in relation to members and students that chose to write one of our four designations exams in 2022 to obtain either the Certified Human Resources Professional (CHRP) or the Certified Human Resources Leader (CHRL) designation: the CHRP Knowledge Exam, the CHRL Knowledge Exam, the CHRP Employment Law Exam or the CHRL Employment Law Exam.

Out of 1809 exam writers across the four exams in 2022, 696 identified as a visible minority, 50 identified as a minority and 5 identified as Indigenous.

The race-based data above reflects the demographic data collected from exam writers – who could be either members or students registered with HRPA. Please note that the numbers may contain some duplicated information from members and students who wrote more than one exam in 2022. The data also only represents a fraction of HRPA's members and students since not all members and students wrote an exam in 2022. It should also be noted that the demographic section that records the data is shared by all four exams, meaning data may have been overwritten if a member or student wrote more than one exam.

25. Do you collect other identity-based or demographics data?

☒ Yes

☐ No

Other (please specify)

The HRPA does not collect identity-based data as part of registration or renewal, and as such does not have identity-based data for all members and students. Identity-based data is only collected in relation to members and students that chose to write one of our four designations exams in 2022 to obtain either the Certified Human Resources Professional (CHRP) or the Certified Human Resources Leader (CHRL) designation: the CHRP Knowledge Exam, the CHRL Knowledge Exam, the CHRP Employment Law Exam or the CHRL Employment Law Exam.

The following identity-based questions are asked as part of the exam registration process:

- What is your first language?
- What language do you speak most often?
- Are you an internationally educated professional?
- Do you identify as living with a disability?

Out of 1809 exam writers across the four exams in 2022, 1400 identified English as their first language, 24 identified French, and 380 exam writers identified that neither English nor French was their first language, while 5 exam writers did not specify their first language at all.

With respect to what language exam writers speak most often, the majority (1664) did not specify. 139 said that they spoke English most often, 2 said French and 4 said 'Other'.

The majority of exam writers did not identify as internationally educated professionals – 1468 said no, while 331 said yes. 10 exam writers did not specify whether they identify as an internationally educated professional.

With respect to identifying as living with a disability, 1631 said no, 6 said yes and 172 did not specify.

The identity-based data above reflects the demographic data collected from exam writers – who could be either members or students registered with HRPA. Please note that the numbers may contain some duplicated information from members and students who wrote more than one exam in 2022. The data also only represents a fraction of HRPA's members and students since not all members and students wrote an exam in 2022. It should also be noted that the demographic section that records the data is shared by all four exams, meaning data may have been overwritten if a member or student wrote more than one exam.

26. Do you plan to collect race-based data in the future?

☐ Yes

☒ No

If yes, please indicate the type:

While HRPA at this time has no concrete plans to collect race-based or identity-based data for all our registrants, this is an area HRPA may explore in future years to gain a better understanding of our registrant base.

27. Class of License/Certificate Data

As of December 31, of the reporting year, please indicate the number of members under each class or license category as applicable.

- Full/Independent Practice: 20,122
- Provisional/Limited License/Certificate: 0
- Emergency License/Certificate: 0
- All other classes: 241 (students)
- Overall Total: 20,363

28. Jurisdiction where members were initially trained

As of December 31, of the reporting year, please indicate the membership type and total number of registered members for each category listed below.

- Ontario: 18,269
- Other Canadian Provinces and Territories: 456
- USA: 91
- Other Countries: 1,450
- Multiple and/or Unspecified Jurisdiction: 97
- Total: 20,363

29. Please indicate the total number of registered members for the top 12 international countries or jurisdictions where these individuals obtained their initial education in the profession or trade.

1. India – 549
2. United Kingdom – 159
3. Nigeria – 146
4. USA – 91
5. Pakistan – 74
6. United Arab Emirates – 44
7. China – 37
8. Jamaica – 32
9. Brazil - 29
10. Australia – 28
11. The Philippines – 26
12. France – 21 & South Africa – 21

30. Applications Data

Demographics Data

Indicate the number of applicants who filed an application between January 1 and December 31 of the reporting year, in each applicable category.

- Total Male: 0
- Total Female: 0
- Total Non-binary: 0
- Gender not provided: 3,091
- Overall Total: 3,091

31. In relation to the applications, you received:

Do you collect race-based data?

☐ Yes

☒ No

If yes, please indicate the type:

32. Do you collect other identity-based or demographic data?

☐ Yes

☒ No

If yes, please indicate the type:

33. Category of Applicants

Number of applicants who voluntarily or involuntarily (through inactive and lapsed applications) withdrew from the application process between January 1 and December 31, 2022:

31

34. Please indicate the total number of applicants from Ontario who filed an application between January 1 and December 31, 2022 for the following categories as applicable.

- Number of Applicants: 2,964
- Number of Applicants Licensed/Certified: 2,964
- Average Time to Process Application in Weeks from First Point of Applicant Contact: 1
- Average Time to Process Application in Weeks from Receipt of all Required Documents: 1

35. Please indicate the total number of applicants from Canadian provinces and territories (excluding Ontario) who filed an application between January 1 and December 31, 2022 for each of the following categories as applicable.

- Number of applicants: 89
- Number of applicants fully licensed/certified: 89
- Average Time to Process Application in Weeks from First Point of Applicant Contact: 1
- Average Time to Process Application in Weeks from Receipt of all Required Documents: 1

36. Please indicate the total number of certificate-to-certificate (labour mobility) applicants who filed an application between January 1 and December 31, 2022 for each of the categories as applicable.

- Number of applicants: 9
- Number of applicants fully licensed/certified: 9
- Average Time to Process Application in Weeks from First Point of Applicant Contact: 3
- Average Time to Process Application in Weeks from Receipt of all Required Documents: 2

37. Please indicate the total number of applicants from international jurisdictions (not including USA) who filed an application between January 1 and December 31, 2022 for each of the categories as applicable.

- Number of applicants: 23
- Number of applicants fully licensed/certified: 23
- Average Time to Process Application in Weeks from First Point of Applicant Contact: 1
- Average Time to Process Application in Weeks from Receipt of all Required Documents: 1

38. Please indicate the total number of applicants from multiple and/or jurisdictions not specified who filed an application between January 1 and December 31, 2022 for each of the categories as applicable.

- Number of applicants: 68
- Number of applicants fully licensed/certified: 68
- Average Time to Process Application in Weeks from First Point of Applicant Contact: 1
- Average Time to Process Application in Weeks from Receipt of all Required Documents: 1

39. Please indicate the total number of applicants from accredited Canadian post-secondary institutions who filed an application between January 1 and December 31, 2022 for each of the categories as applicable.

- Number of applicants: 1,643
- Number of applicants fully licensed/certified: 1,643
- Average Time to Process Application in Weeks from First Point of Applicant Contact: 1
- Average Time to Process Application in Weeks from Receipt of all Required Documents: 1

40. Please indicate the total number of applicants who re-registered after withdrawing from the application process between January 1 and December 31, 2022 for each of the categories as applicable.

- Number of applicants: 0
- Number of applicants fully licensed/certified: 0
- Average Time to Process Application in Weeks from First Point of Applicant Contact: 0
- Average Time to Process Application in Weeks from Receipt of all Required Documents: 0

41. Please provide any additional comments you may have for questions 33-41.

Question 36: Apart from HRPA, there are only 2 other professional regulatory bodies for HR in Canada, specifically in Quebec and Saskatchewan. That being said, we counted applicants from other provincial HR associations as part of the domestic labour mobility candidates as well.

Questions 37 and 38: For applicants from other jurisdictions or multiple jurisdictions, we used the applicant's primary address as the determining factor, and only applicants with addresses outside of Canada were included. This is distinct from internationally trained professionals who reside in Ontario or Canada but completed their training internationally. The numbers for internationally trained professionals are reflected in Questions 28, 29, 42.

Question 39: HRPA does not accredit educational programs, but we do approve coursework. For the purposes of this question, any applicant who obtained their HR education in Canada was counted.

42. Jurisdiction where applicants obtained their initial education

Please indicate the total number of applicants for the top 12 international

countries or jurisdiction where applicants obtained their initial education in the profession or trade.

1. India – 150
2. Nigeria – 55
3. USA – 26
4. United Kingdom – 24
5. Pakistan – 23
6. Australia – 10
7. China – 10
8. United Arab Emirates – 8
9. The Philippines – 7
10. Bangladesh – 6
11. Jamaica – 6
12. Mexico – 6

43. Processing Time

As of December 31, 2022, how many full licenses/certificates did your organization issue?

3,091

44. Please indicate the total number of applicants who received full licensure/certification between January 1 and December 31, 2022, according to the following timelines.

- 0 – less than 3 months: 3,091
- 3 months – less than 6 months: 0
- 6 months – less than 12 months: 0
- 12 months – less than 18 months: 0
- 18 months – less than 24 months: 0
- 24 months and greater: 0

45. Age of Active Applications

As of December 31, 2022 what were the total number of active applications in your case inventory?

22

46. Please provide a breakdown (and total) of active applications according to the length of time (age) that they have been open.

- 0 – less than 3 months: 22
- 3 months – less than 6 months: 0
- 6 months – less than 12 months: 0
- 12 months – less than 18 months: 0
- 18 months – less than 24 months: 0
- 24 months and greater: 0
- TOTAL: 22

47. Other Licenses/Certificates of Registration Processed

Please indicate the number of applicants who were issued an alternative class of license* that your organization processed in the reporting year (January 1-December 31, 2022).

Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.

* An alternative class of license/certificate enables the holder to practice with limitations, but additional requirements must be met for the member to be fully licensed/certified.

- Ontario: 0
- Other Canadian Provinces and Territories: 0
- Certificate to Certificate (Labour Mobility): 0

- USA: 0
- Other International: 0
- Multiple and/or Unspecified Jurisdictions: 0
- TOTAL: 0

48. Other Licenses/Certificates of Registration Processed

Please indicate the number of applications, If applicable, who were issued an emergency license/certificate that your organization processed in the reporting year (January 1-December 31, 2022). Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.

- Ontario: 0
- Other Canadian Provinces and Territories: 0
- Certificate to Certificate (Labour Mobility): 0
- USA: 0
- Other International: 0
- Multiple and/or Unspecified Jurisdictions: 0
- TOTAL: 0

49. Other Licenses/Certificates of Registration Processed

Please indicate the number of Provisional license/certificate or alternative class of license/certificate holders who were fully licensed/certified by your organization which were processed in the reporting year (January 1-December 31, 2022). Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.

- Ontario: 0
- Other Canadian Provinces and Territories: 0
- Certificate to Certificate (Labour Mobility): 0

- USA: 0
- Other International: 0
- Multiple and/or Unspecified Jurisdictions: 0
- TOTAL: 0

50. Number of Reviews and Appeals Processed

State the number of reviews and appeals that your organization processed in the reporting year (January 1-December 31, 2022). For applicants who were subject to an internal review or who were referred to a statutory committee of your governing council, such as a Registration Committee. Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.

- Ontario: 20
- Other Canadian Provinces: 0
- USA: 0
- Other Countries: 0
- Multiple and/or Unspecified Countries: 0
- TOTAL: 20

51. State the number of reviews and appeals that your organization processed in the reporting year (January 1-December 31, 2022). For applicants who initiated an appeal of a registration decision. Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.

- Ontario: 0
- Other Canadian Provinces: 0
- USA: 0
- Other Countries: 0
- Multiple and/or Unspecified Countries: 0
- TOTAL: 0

52. State the number of reviews and appeals heard in the reporting year (January 1-December 31, 2022). Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.

- Ontario: 20
- Other Canadian Provinces: 0
- USA: 0
- Other Countries: 0
- Multiple and/or Unspecified Countries: 0
- TOTAL: 20

53. State the number of registration decisions changed following an appeal and/or review that your organization processed in the reporting year (January 1-December 31, 2022). Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.

- Ontario: 0
- Other Canadian Provinces: 0
- USA: 0
- Other Countries: 0
- Multiple and/or Unspecified Countries: 0
- TOTAL: 0

54. List the top three reasons for appeals (by percentage) of a registration decision

1. Not applicable – HRPA did not have any appeals of a registration decision in 2022.
2. Not applicable – HRPA did not have any appeals of a registration decision in 2022.
3. Not applicable – HRPA did not have any appeals of a registration decision in 2022.

55. List the top five reasons (by percentage) for not Issuing a License/Certification to Internationally Trained Individuals.

1. Failure to submit required supporting documentation for the registration class or special price break that the individual applied for despite requests from HRPA.
2. Not applicable – there are no other reasons why registration may be denied.
3. Not applicable – there are no other reasons why registration may be denied.
4. Not applicable – there are no other reasons why registration may be denied.
5. Not applicable – there are no other reasons why registration may be denied.

56. List the top Five Reasons (by percentage) for not Issuing a License/Certification to Canadian Graduates

1. No registrations were denied in 2022.
2. Not applicable – there were no reasons why registration may be denied in 2022.
3. Not applicable – there were no reasons why registration may be denied in 2022.
4. Not applicable – there were no reasons why registration may be denied in 2022.
5. Not applicable – there were no reasons why registration may be denied in 2022.

57. Please provide any additional comments you may have:

Question 23: The HRPA does not collect data with respect to gender for members and students as part of registration or renewal, and as such does not have gender-based data for all members and students. Gender-based data is only collected in relation to members and students that chose to write one of our four designations exams in 2022 to obtain either the Certified

Human Resources Professional (CHRP) or the Certified Human Resources Leader (CHRL) designation: the CHRP Knowledge Exam, the CHRL Knowledge Exam, the CHRP Employment Law Exam or the CHRL Employment Law Exam. The gender-based data above reflects the demographic data collected from exam writers – who could be either members or students registered with HRPA. Please note that the numbers may contain some duplicated information from members and students who wrote more than one exam in 2022. The data also only represents a fraction of HRPA's members and students since not all members and students wrote an exam in 2022. It should also be noted that the demographic section that records the data is shared by all four exams, meaning data may have been overwritten if a member or student wrote more than one exam.