

The background features a large, stylized 'HR' in red and a large 'P' in black, both set against a light blue background. The 'HR' is composed of thick, blocky letters. The 'P' is also thick and blocky, with a large loop at the top. The overall design is modern and professional.

**HR
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Tips from Top Scorers

**Helping Candidates Succeed on
the CHRP ELE and CHRL ELE**

January 11, 2024

12:00 p.m. – 1:30 p.m.

Housekeeping

- Webinar will be recorded and posted online
- This webinar is NOT eligible for CPD

Questions Involving Specific Individual Circumstances

- This webinar is not the appropriate place and time to address specific individual circumstances.
- Sometimes the correct answer depends on details that are not provided with the question.
- Please contact the Office of the Registrar by email at registrar@hrpa.ca or the Exams team at exams@hrpa.ca with questions involving specific individual circumstances.

Agenda

- 1. Introductions**
- 2. Exam Schedule – Employment Law Exams**
- 3. Format & Important Information**
- 4. Blueprint**
- 5. Textbook/resources/exam prep**
- 6. Q&A – Top Scorers**



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Shireen Bhullar



- **Title:** People Operations Generalist
- **Company:** Converge Technology Solutions
- **Education:** B.A. in Financial Economics – University of Rochester, Minor in Psychology and ASL, Post-Graduate Certificate in Human Resource Management – Algonquin College
- **Primary Method of Study:**
 - Textbook Employment Law for Business and Human Resources Professionals – revised 4th edition by Kathryn J. Filsinger
 - Captus Press product – CHRL Employment Law exam
 - Reviewed the sample questions on the HRPAs website
 - Free employment law exam webinars by law firms such as Dentons, for recent case law and relevant legislation updates

Stacey Markle



- **Title:** HR Advisor
- **Company:** Superior Propane
- **Education:** Diploma in HR Management – Conestoga College
- **Primary Method of Study:**
 - Captus program – slides and practice exams
 - Filsinger Employment Law text
 - Handwritten notes
 - Quizlet flash cards

Tyson Moore



- **Title:** N/A
- **Company:** Not currently working in HR. 4 month co-op as an HR Coordinator
- **Education:** HR Degree – Fanshawe – in progress
- **Primary Methods of Study:**
 - Taking notes
 - Creation of a binder with the Captus Press modules and typed up the audio from the modules
 - Utilized the Filsinger textbook
 - Captus Press Prep Product
 - Develop and study plan and schedule

2024 Schedule for the CHRP ELE and CHRL ELE

Individuals must be an active member/registrant and must have passed the CHRP Knowledge Exam or the CHRL Knowledge Exam to be eligible to write the CHRP Employment Law Exam or the CHRL Employment Law Exam.

Exam	Registration Deadline	Exam Testing Window
CHRP ELE – February	February 6	February 6 – 20
CHRL ELE – March	March 12	March 12 – 26
CHRP ELE – September	September 3	September 3 – 17
CHRL ELE – September-October	September 24	September 24 – October 8

Format and Important Information

All information on the Employment Law Exams can be found on the Employment Law Exam webpage:

<https://www.hrpa.ca/designations/chrp-chrl-employment-law-exam/>

- 3 option multiple-choice
- 110 questions
- 3.5 hours in length
- Access to a calculator
- Access to 10 pieces of legislation
- Scenario-based
- Application of knowledge required
- Exams are delivered using a hybrid delivery model (remote proctoring and brick and mortar)

Legislation

Employment Standards Act, 2000

- I. Stand alone PDF

Combined Provincial Legislation

- I. AODA
- II. Human Rights Code
- III. Labour Relations Act
- IV. OHSA
- V. Pay Equity Act
- VI. Workplace Safety and Insurance Act

• Combined Federal Legislation

- I. Canadian Human Rights Act
- II. PIPEDA
- III. Canada Labour Code

***10 pieces of legislation total**

***1 standalone PDF and 2 combined PDFs**

***access to them for each question**

***all PDF functionality**

***memorization not required**

CHRP ELE and CHRL ELE Blueprints

There is a separate blueprint for the CHRP Employment Law Exam and the CHRL Employment Law Exam.

All exams are developed to align with their respective blueprints.

- **CHRP ELE Blueprint**

<https://www.hrpa.ca/wp-content/uploads/2020/10/HRPA-CHRP-ELE-Blueprint.pdf>

- **CHRL ELE Blueprint**

<https://www.hrpa.ca/wp-content/uploads/2021/04/CHRL-Employment-Law-Exam-Blueprint-rebranded-for-website.pdf>

Exam Prep Resources & Textbooks

Captus Press – self-directed preparatory product that includes the following:

- Multimedia lectures– PowerPoint slides
- List of resources
- Discussion forum
- 2 practice exams with feedback to identify knowledge gaps

Note: the Captus Press preparatory products are paid products.

▪ **Textbooks**

1. **Employment Law for Business and HR Professionals** – Filsinger, Kathryn, Emond Publishing 4th revised edition.

Coming soon: 5th edition of the Filsinger textbook will be published in February 2024.

2. **The Law of Work** – Doorey, Davie, Emond Publishing – 2nd edition

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Q&A