

## **CANADA LAUNCHES NATIONAL STANDARDS FOR HUMAN RESOURCES PROFESSION**

The Certified Human Resources Professional (CHRP) designation was established in the early 1990's to recognize the achievement and capabilities of the H.R. Practitioner. Providing a framework for professional development the CHRP established a set of ethical standards and communicated the professional status of Human Resources to the business community. Originally established in the province of Ontario in 1990 the CHRP designation was adopted by the rest of the provinces by 1994.

The Canadian Council of Human Resources Associations (CCHRA) is an umbrella organization consisting of the Human Resources Associations from each province, and several specialist associations. In 1995, CCHRA embarked on a project to; define the body of work for Human Resources, to raise the expectations of H.R. practitioners, to establish credibility and to increase the market value of the designation and establish a common standard assessment of CHRP candidates throughout Canada.

In partnership with the Canadian Federal Government (Human Resources Development Canada) the Council commissioned a National Capabilities Committee (NCC) composed of experience H.R. practitioners to oversee the development of a profile of required human resources capabilities, standards for assessment of those capabilities and a model for the measurement of candidates.

In Phase One of the project (1997 – 1998), the NCC created an outline for capabilities: a study of what capabilities H.R. professionals needed in order to meet the requirements of Canadian clients and employers. Through a series of focus group sessions with CEO's, senior executives, HR practitioners, and representatives of the educational community across-Canada, the NCC edited and validated the list of capabilities. Two years of work by almost two hundred participants resulted in the publication of the Canadian Human Resources Capabilities Profile.

In Phase Two of the project (1998 – 1999), teams of subject-matter experts developed assessment standards for the H.R. capabilities in the Canadian Human Resources Capabilities Profile. These standards outlined the evidence required in order to judge that a person possesses each capability.

In Phase Three of the project (1999 – 2000), a pilot assessment centre was developed in cooperations with the Human Resources Association of Nova Scotia. The pilot centre, established in Halifax, tested the use of the assessment standards in relation to professional accreditation programs.

The final Phase – Implementation, (2000 – 2003) completes the developmental work to establish the national assessment processes and create the support structures for CHRP candidates across Canada. This phase will result in the establishment of the Professional

Standards Organization, the permanent body responsible for managing and supporting the National process in Canada.

In June 2001, National accord was reached in Montreal, Quebec with unanimous approval by all CHRP granting associations for what has become commonly known as The Montreal Framework.

Following the Montreal framework agreement, revised objectives / budgets were created and a business model for organization, governance and financing of the Professional Standards Organization were approved and a National launch date of March 2003 was established.

Finally, the framework for a three-year re-certification was established for all CHRP holders with emphasis on continual professional development.

A major undertaking completed but still many transition issues to deal with – some National and many specific to the different provincial associations. It is an exciting time for Human Resources in Canada and the next ten years promises even more change. CCHRA is developing a unique, made-in-Canada, approach to certification. No other benchmark professional association certifies competency. Beyond H.R., the national designation is good for Canadian business. By creating a designation with national standards and processes we believe we are contributing to the success of organizations and ultimately the Canadian economy.



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