



Post-Secondary Accreditation Program Overview

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ACCREDITATION PROGRAM OVERVIEW

CPHR Alberta and other provincial members of CPHR Canada have recently introduced a program for identifying post-secondary credit-level degree, diploma, and certificate programs in their respective provinces for accreditation.

To be accredited by CPHR Alberta means the post-secondary program has been assessed and covers at least 80% of CPHR's Competency Framework content. Students who graduate from an accredited program with an overall average grade of 70% will be eligible to waive the National Knowledge Exam (NKE) and move straight to the Experience Validation Assessment portion of the CPHR path.

The accreditation program is a significant step forward for the Human Resources profession. It will give accredited post-secondary institutions a competitive advantage with students who want to pursue an HR career. This program gives CPHR Alberta the opportunity to officially recognize the knowledge that students gain from participating in post-secondary programs focused directly on the HR field.

New Opportunities for the future of Human Resources

Accreditation adds two new routes for Associate members to attain the CPHR designation. Under the previous model, an individual would attain a Bachelor's degree in any field or discipline, write the National Knowledge Exam (NKE), and then gain three years of professional level HR experience before becoming a CPHR.

Under the new model, two new routes have been added to allow a student who graduates from an accredited program to waive the NKE and move directly to the experience assessment step (Refer to Figure 1.0). The NKE is a difficult exam with average pass rates of 60%, so the option to waive the NKE is a distinct advantage for students.

Starting the Accreditation Process

This program affects current students in an accredited program, as well as students who graduated in the past five years from an accredited program (provided the program has not changed significantly).

Interested post-secondary institutions will contact CPHR Alberta and begin the accreditation process by providing CPHR Alberta with the required information and documentation. CPHR Alberta will engage qualified volunteer members to form an Accreditation Committee. The Committee will review the accreditation application provided by the post-secondary institution to determine if the program curriculum content covers at least 80% of the CPHR Competency Framework.

With this accreditation program being used by all member provinces of CPHR Canada, any post-secondary institution that is accredited by any member association will be recognized by other member associations, allowing the student to waive the NKE. For example, if a student graduates from an accredited school in Alberta, then moves to BC and wants to waive the NKE there, the BC association (HRMA) will recognize the accreditation.

APPENDIX A – NEW CPHR ROUTES

Current

Route 1:

- Bachelor degree in any field or discipline
- Pass National Knowledge Exam (NKE)
- Three (3) years of professional-level experience within the past ten (10) years

Additional New Routes

Route 2:

- Bachelor degree in any field or discipline + credit-level HR Certificate/Diploma program accredited by HRIA
- Three (3) years of professional-level experience within the past ten (10) years

Route 3:

- Bachelor/MBA/Master degree in HR program accredited by HRIA
- Three (3) years of professional-level experience within the past ten (10) years