

Why Become a CHRP?

The CHRP designation has become Canada's most widely recognized and respected HR designation. To date, approximately 12,000 HR professionals have become CHRP's in Canada. But what is the value of the CHRP to you? Here is a summary of ten great benefits to consider:

1. Get Hired

Many organizations and individuals now use the CHRP designation as a required job specification and incorporate it as a condition of employment.

A recent study by the Human Resources Association of Ontario (HRPAO) revealed that over 50% of HR positions advertised in the previous 2 years in Ontario were structured around the CHRP as a required or preferred job specification.

It is estimated that by 2010, the majority of HR job postings will require a CHRP designation.

2. Get Paid More

According to the same study, the average salary among those holding the CHRP designation was \$17,000 higher than individuals without the designation.

Not surprisingly, salary differences are most marked in current positions but was also evident across an individual's career history. The average annual career salary of CHRP's was \$10,000 higher compared to for those without the CHRP designation.

3. Maintain Longer Job Tenure

The average CHRP hold tenure for an average of 4.4 years, compared to 2.4 years for those without the designation. This may occur because CHRP's feel less of a need to switch jobs to seek advancement, or that CHRP holders are able to find jobs that challenge them for longer periods of time.

4. Find Better Jobs & Advance Faster

Not only do CHRP's have the option to stay longer, their credibility often makes them more desirable to the company they work for. This translates into an increased effort on the part of their employers to retain them, provide challenging work, and assist them to advance to more senior positions.

5. National Portability and Mobility

CHRP's have the confidence that their designation has national standing and employers will know that a CHRP-holding individual will have achieved a consistent and high professional standard regardless of their province of origin. International agreements for portability & mobility are currently being pursued.

6. Professional Recognition

The CHRP designation reassures managers, employees, and the wider public that the recipient has been assessed for knowledge and experience in the profession, has signed a code of ethics, and maintains currency in the field through continuing studies, leadership, writing, research, conference and seminar participation and management development.

7. Career Development Assistance

A national HR research centre, scholarships and educational assistance are currently under development by the CCHRA. A number of HR micro certifications are also being considered.

8. Peer Networking

Joining a community of professionals enables you to network, learn, and share insights with individuals from across Canada, who share a common background

9. National Advocacy

CHRP's also benefit from having a shared national voice to address emerging issues in legislative, technological, and social areas.

10. Educational Opportunities

Provincial workshops and seminars enable CHRP's to stay current on key issues impacting their profession, and develop skills to address new demands.

To find out more about the CHRP designation and how you can become certified, visit BC HRMA online at: <http://www.bchrma.org/content/chrp>