

HUMAN RESOURCES MANAGEMENT (HMPD)

Learn how to make your workplace effective and efficient

Employees are the heart of every organization, and human resources professionals are key to building and supporting an effective workforce. This program provides all nine core courses required to complete the Human Resources Professionals Association of Ontario's (HRPA) coursework requirement, the first step in obtaining the Certified Human Resources Professional (CHRP) designation.

Boost your existing qualifications as you explore recruitment, training, organizational management, compensation, labour relations, and more. Gain real-world experience with a seven-week placement in your final semester.

Program highlights

- Complete in just 1 year or move at your own pace with part-time studies
- Includes the nine approved courses needed to access the Comprehensive Knowledge Exam 1 and CHRP Employment Law Exam
- 7-week work placement in semester 3

Program of study for the 2024-25 Academic Year

Semester 1		Credits
HRP 7110	Human Resources Management	3
HRP 7112	Staffing	3
HRP 7116	Organizational Behaviour	3
HRP 7121	Occupational Health And Safety	3
BUS 1185	Accounting for Non-Finance	3
HRP 7225	HR Spreadsheet Management	2
IND 1181	Indigenous Business Workshop	1
Credits		18
Semester 2		
HRP 7201	Human Resource Planning	3
HRP 7113	Compensation Management	3
HRP 7114	Labour Relations	3
HRP 7111	Alternative Dispute Resolution	3
HRP 7117	Training and Development	3
HRP 7131	HR Seminar Series	2
HRP 1003	HR Information System	1
Credits		18
Semester 3		
HRP 7302 or HRP 7303	Field Placement or Capstone Project	6
Credits		6
Total Credits		42

Note:

Part-time students will be provided with a pathway to complete this program on a part-time basis.

Admission requirements

Applicants must be graduates of a diploma, advanced diploma, or degree program from an Ontario College or equivalent.

OR

Applicant must possess five years of work experience in a related field (or combination of education and work experience) as judged by the College to be equivalent. Applicants must submit a resume detailing their related experience and a cover letter outlining their competencies and preparedness for the program (any and all postsecondary transcripts must still be submitted).

Additional admission requirements

Recommendations

- Computer competency in relevant software
- Some familiarity with basic accounting principles

Program delivery

2023-2024

March term start

SEMESTER 1: March - June 2024

SEMESTER 2: July - October 2024

SEMESTER 3: November 2024 - February 2025

Spring term start

SEMESTER 1: Spring 2024

SEMESTER 2: Fall 2024

SEMESTER 3: Winter 2025

2024-2025

Fall term start

SEMESTER 1: Fall 2024

SEMESTER 2: Winter 2025

SEMESTER 3: Spring 2025

Winter term start

SEMESTER 1: Winter 2025

SEMESTER 2: Spring 2025

SEMESTER 3: Fall 2025

Spring term start

SEMESTER 1: Spring 2025

SEMESTER 2: Fall 2025

SEMESTER 3: Winter 2026

Registration to practice / additional testing

CHRP Designation

The Human Resources Professionals Association (HRPA) regulates the human resources profession in Ontario and issues the Certified Human Resources Professional (CHRP) designation. Completion of HRPA's certification process confers the right to use the title Certified Human Resources Professional and the right to use the initials C.H.R.P. or CHRP after one's name (excerpt from HRPA's website). It is the responsibility of the graduate to pursue certification. Information on the Human Resources Professionals Association and the CHRP designation is available by visiting [www.hrpa.ca.](http://www.hrpa.ca/) (<http://www.hrpa.ca/>)

Specific program pathways

College or university degree opportunities

If you are a graduate of this program, you may continue your studies at a college or university and you may receive credit(s) for your prior college education. Refer to Cambrian's college and university agreement (<https://cambriancollege.ca/admissions/academic-planning/pathways/>) details for further information.

Employment opportunities

Specialists in human resources may work in medium- to large- sized organizations that have formal human resources departments. Some specific positions include:

- Recruiter
- Staff trainer
- Human resource coordinator
- Compensation analyst
- Employee relations officer
- Payroll administrator
- Health and safety coordinator
- Job analyst

Contacts

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INTERNATIONAL ADMISSIONS

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