

HUMAN RESOURCES MANAGEMENT (HMPD)

Ontario College Graduate Certificate | 3 semesters | Barrydowne

Human resources professionals know all too well that a company is only as good as the people it employs. Get the skills and experience to become a Certified Human Resources Professional (CHRP) by exploring recruitment, training, organizational management, compensation, labour relations, and more.

The curriculum is designed to boost your existing qualifications and to support you if you intend to pursue your Certified Human Resources Professional (CHRP) designation. The program provides all nine necessary courses required to complete the Human Resources Professionals Association of Ontario's (HRPA) coursework requirement, the first step in obtaining the CHRP designation. Additional courses include mediation, practitioner seminars, and an eight-week placement in a professional human resources environment. Information on the Human Resources Professionals Association and the CHRP designation is available by visiting www.hrpa.ca. (<http://www.hrpa.ca>)

Program Highlights

- 1 year – 3 semesters
- 7-week placement
- Includes the nine approved courses required to access the Comprehensive Knowledge Exam 1 and CHRP Employment Law Exam to become a Certified Human Resources Professional (CHRP)

Fieldwork/Placement

Semester three will be a seven-week, unpaid work placement.

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>)

Part-time Pathway

Students may choose to complete this program in seven semesters while studying part-time. For more information on the part-time pathway see Program Delivery tab.

Quick Links

How to Apply (<http://cambriancollege.ca/apply/>)

Business and Information Technology (<http://cambriancollege.ca/field-of-study/business-and-information-technology/>)

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).

Highly Recommended:

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

APPLY NOW! (<https://www.ontariocolleges.ca/en/apply-now/>)

Program Delivery

2021-2022

This program consists of two 14-week semesters. The program is delivered in the following terms:

Winter Term

January Start

1. **SEMESTER 1** Jan - Apr 2022
2. **SEMESTER 2** May - Aug 2022
3. **SEMESTER 3** Sep - Dec 2022

Applicants wishing to start in January and study full-time will apply to HMPD for Jan 2022 at OCAS. Those wishing to start in January and study part-time will apply to HMPT for Jan 2022.

March Start

1. **SEMESTER 1** Mar - Jun 2022
2. **SEMESTER 2** July - Oct 2022
3. **SEMESTER 3** Nov - Feb 2022-2023

Applicants wishing to start in March and study full-time will apply to HMP2 for Mar 2022 at OCAS. Those wishing to start in March and study part-time will apply to HMP3 for Mar 2022.

Spring Term

May Start

1. **SEMESTER 1** May - Aug 2022
2. **SEMESTER 2** Sep - Dec 2022
3. **SEMESTER 3** Jan - Apr 2023

Applicants wishing to start in May and study full-time will apply to HMPD for May 2022 at OCAS. Those wishing to start in May and study part-time will apply to HMPT for May 2022.

July Start

1. **SEMESTER 1** Jul - Oct 2022
2. **SEMESTER 2** Nov - Feb 2022-2023
3. **SEMESTER 3** Mar - Jun 2023

Applicants wishing to start in July and study full-time will apply to HMP2 for Jul 2022 at OCAS. Those wishing to start in July and study part-time will apply to HMP3 for Jul 2022.

2022-2023

This program consists of two 14-week semesters. The program is delivered in the following terms:

Fall Term

September Start

1. SEMESTER 1 Sep - Dec 2022
2. SEMESTER 2 Jan - Apr 2023
3. SEMESTER 3 May - Aug 2023

Applicants wishing to start in September and study full-time will apply to HMPD for Sep 2022 at OCAS. Those wishing to start in September and study part-time will apply to HMPT for Sep 2022.

November Start

1. SEMESTER 1 Nov - Feb 2022-2023
2. SEMESTER 2 Mar - Jun 2023
3. SEMESTER 3 July - Oct 2023

Applicants wishing to start in November and study full-time will apply to HMP2 for Nov 2022 at OCAS. Those wishing to start in November and study part-time will apply to HMP3 for Nov 2022.

Winter Term

January Start

1. SEMESTER 1 Jan - Apr 2023
2. SEMESTER 2 May - Aug 2023
3. SEMESTER 3 Sep - Dec 2023

Applicants wishing to start in January and study full-time will apply to HMPD for Jan 2023 at OCAS. Those wishing to start in January and study part-time will apply to HMPT for Jan 2023.

March Start

1. SEMESTER 1 Mar - Jun 2023
2. SEMESTER 2 July - Oct 2023
3. SEMESTER 3 Nov - Feb 2023-2024

Applicants wishing to start in March and study full-time will apply to HMP2 for Mar 2023 at OCAS. Those wishing to start in March and study part-time will apply to HMP3 for Mar 2023.

Spring Term

May Start

1. SEMESTER 1 May - Aug 2023
2. SEMESTER 2 Sep - Dec 2023
3. SEMESTER 3 Jan - Apr 2024

Applicants wishing to start in May and study full-time will apply to HMPD for May 2023 at OCAS. Those wishing to start in May and study part-time will apply to HMPT for May 2023.

July Start

1. SEMESTER 1 Jul - Oct 2022
2. SEMESTER 2 Nov - Feb 2022-2023
3. SEMESTER 3 Mar - Jun 2023

Applicants wishing to start in July and study full-time will apply to HMP2 for Jul 2022 at OCAS. Those wishing to start in July and study part-time will apply to HMP3 for Jul 2022.

Part-Time Delivery

Students opting to study part-time will be provided with a possible pathway to complete the program while remaining part-time. Timelines for completion will extend beyond those indicated above.

For specific term start/end dates and other key dates/deadlines, please see the Academic Schedule (<http://cambriancollege.ca/apply/how-to-apply/academic-schedule/>) on our website.

Program of Study for 2022-23 Academic Year

Semester 1		Credits
HRP 7101	Alternative Dispute Resolution	4
HRP 7106	Organizational Behaviour	4
HRP 7110	Human Resources Management	3
HRP 7120	Occupational Health And Safety	4
HRP 7131	HR Seminar Series	2
HRP 7211	Staffing	4
Credits		21
Semester 2		
ACC 7300	Accounting for Non-Financial Managers	4
HRP 7115	Training and Development	4
HRP 7205	Compensation Management	4
HRP 7210	Human Resource Planning	4
HRP 7215	Labour Relations	4
HRP 7225	HR Spreadsheet Management	2
Credits		22
Semester 3		
HRP 7302 or HRP 7303	Field Placement or Capstone Project	6
Credits		6
Total Credits		49

Note:

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

Fees

Tuition and Ancillary Fees

Please see our fees page (<http://cambriancollege.ca/fees/>) for the breakdown of tuition and mandatory ancillary fees by program and semester for both domestic and international students.

Books & Supplies

The cost of books and supplies for Year 1 is approximately \$1,400. This is the best information available at the time of publishing to the website and is subject to change.

Graduate Options

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

College/University Degree Opportunities

Graduates from this program may continue their studies at college/ university and may receive credit for their prior College education.

Refer to College/University Agreements (<http://www.cambriancollege.ca/agreements/>) for further information.

Contacts

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