



Saskatchewan  
Association of  
Human Resource  
Professionals

# Association, Designation & Evolving HR Profession in Canada

Aboriginal Financial Officers of Saskatchewan  
HR Conference  
Saskatoon Inn  
November 17, 2016





# AGENDA

- What is the SAHRP?
- CPHR Designation
  - Competency Framework
  - Path to Certification
- Continuing Professional Development
- National Landscape



# Who we are....

The Saskatchewan Association of Human Resource Professionals (SAHRP) is the premiere professional association for human resource professionals and is the Chartered Professional in Human Resources (CPHR) granting body within the Province of Saskatchewan.



# OUR MISSION

The SAHRP shapes the evolution of the Human Resource profession to serve the public interest and our members by:

- Building awareness and credibility for the profession
- Creating collaborative partnerships with stakeholders
- Establishing standards for the profession
- Supporting professional learning and development



# HISTORY

- 2005- 10 years old
  - 404 Members & 235 CPHRs
  - 2 Contract positions
- 2016
  - 1300 Members & 615 CPHRs
  - 5 Employees
  - Saskatoon/Regina and Outreach-Moose Jaw, Prince Albert, Yorkton, Swift Current, Yorkton/Melville
- 2014 Pursuit to Self-Regulation



# WHAT DO WE DO?

- 1) Regulate the CPHR (formerly the CHRP)
- 2) Professional Development
- 3) Mentorship
- 4) Marketing & Communications
- 5) Partnerships



# HR KNOWLEDGE AREAS

The knowledge areas are those specific to the discipline of human resources. The 9 HR Knowledge Areas are:

- Strategy
- Professional Practice
- Engagement
- Workforce Planning and Talent Management
- Labour and Employee Relations
- Total Reward
- Learning and Development
- Health, Wellness, and Safe Workplace
- Human Resources Metrics, Reporting, and Financial Management



# Path to the CPHR Designation

- Become a member of your provincial association
- Successfully complete the National Knowledge Exam (NKE)\*
  - Exam is offered first Saturday November and June annually
- Obtain Bachelor's Degree\*
- Successfully complete the Validation of Experience Assessment
  - 3 years of professional level HR experience in the last 10 years
  - 7 years from the successful completion of the NKE to complete VOE

\* Not necessarily in that order, however, must have Bachelor's to proceed with VOE





# Validation of Experience Assessment

- Minimum of 2 HR Knowledge Areas
- Minimum of 3 Enabling Competencies



# CPHR Continuing Professional Development (CPD)

- 100 CPD Hours every 3 years
- Annually November & June



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# LEARNING & DEVELOPMENT

## Annual Conference





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# PROFESSIONAL DEVELOPMENT EVENTS & WEBINARS





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# SAHRP MENTORSHIP PROGRAM





## **MARKETING & COMMUNICATIONS**

**Job Postings**

**e-Blasts**

**HRWeekly**

**HR Saskatchewan Magazine**

**Saskatchewan & Western  
Canada HR Trends Report**



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# CPHR Canada (formerly CCHRA)

- Chartered Professionals in Human Resources of Canada
- 8 Member Associations
- National Knowledge Exam (NKE)
  - Standards
  - Exam Facilitation





# National Strategic Focus

## Professionalization and Self-Regulation

- Elevating the profession- internal/external
- Professional jurisdiction is provincial- in Canada each province is required to achieve an act provincially
  - Each province is in the process; albeit different stages. Saskatchewan submitted the application in late 2014.
- Currently quasi- regulators; regulate the CPHR provincially
- Serve public interest and members





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# COMMENTS/QUESTIONS?

[www.sahrp.ca](http://www.sahrp.ca)

306-522-0184



# Regina Police Service

## Aboriginal Financial Officers of Saskatchewan (AFOA)

Human Resource Conference – November 16 - 17, 2016



# HR Career Overview

- Member of the George Gordon First Nation
- Degree in Administration (FNUC in partnership with the U of R)
- Human Resource Certificate (SaskPolytechnic)
- CPHR in progress
- 20 plus years experience in Human Resources
- Co-Operative, Publicly Traded, Private Sector – Call Centre, Commercial and Treasury Board Crowns, Municipal Government - Policing
- Non- regulated environment, Sask. Employment Act, Unionized environments
- 175 – 3500 employees



# HR Career Overview

- Originally started out to become a teacher (Middle Grades)
- Began career with Saskatchewan Wheat Pool (now known as Viterra)
- Entry level opportunities
- First O/S role – Manager, Office Services
- Informally working with the Manager, Recruitment
- Began work on completing Degree in Administration



# HR Career Overview

- Transitioned into Human Resources managing the Diversity Program at SWP along with supporting recruitments
- Moved over to a subsidiary company as a HR Generalist
- Manager, Human Resources (Call Centre)
- Manager, Aboriginal Strategy / Staffing and Diversity (SGI)
- Director, Human Resources (ISC)
- Vice President, Human Resources (SLGA)
- Current – Manager, Human Resources (RPS)



# HR Career Overview

## Competencies (KSA's)

- Problem Solving
- Decision Making
- Teamwork
- Communication Skills
- Relationship Building
- Initiative
- Impact and Influence
- Results Orientation
- Vision and Strategic Thinking



# HR Career Overview

## Technical Competencies (KSA's)

- Collective Agreement Interpretation
- Collective Bargaining
- Saskatchewan Employment Act Interpretation
- Knowledge of HRIS
- Workforce Planning Expertise
- Change Management
- Total Compensation



# HR Career Overview

## Transferable Skills

- Same behaviours
- Similar technical requirements
- Similar learning and development
- Build upon each level of learning





# HR Career Overview

## Organizational Differences

- Lines of business
- People
- Collective Agreements
- Federal or Provincial Regulation
- Competition
- Decision making
- Traditional vs. Non-Traditional (Innovation)



# HR Unit – Regina Police Service

## Current Role

- Started in March 2015 (approx. 20 months)
- Role civilianized in 2014
- Five (5) Inspectors in last 10 years
- Sworn and Civilian Reports
- 400 Sworn Officers 180 Civilian
- Mostly unionized roles – Regina Police Association
- Approx. 18 O/S and 10 Senior Officers



# HR Unit – Regina Police Service

## Current Role

- Sworn Officer Recruiter
- Training and Development Unit – Sworn Officer
- Occupational Health and Safety Consultant – Civilian
- HR Consultants – Civilian
- Polygraphists – Sworn Officer
- Armourer – Sworn Officer
- Aboriginal Liaison Recruitment Officer – Sworn Officer
- HR Administration – Civilian
- Wellness Consultant



# HR Unit – Regina Police Service

## Current Role

- All employees go through a Polygraph
- Mix of Human Resources and Police specific work
- Minimal turnover – most start & finish their career
- Civilianization more common
- HR Challenges no different than most organizations
  - Performance Management
  - Employee / Labour Relations (Sworn – Professional Standards)
  - Maximize resources
  - Diversity – more reflective of the community
  - Recruitment



# HR Unit – Regina Police Service

## Dilbert Humour



# Regina Police Service

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Questions????

