



1. *What is IPMA-Canada?*

The International Personnel Management Association of Canada (IPMA-Canada) is a not-for-profit volunteer-based HR Association, which has served the HR Community in Canada since 1906. We started as the Association of Civil Services Commissioners and have evolved into an Association for all HR practitioners. There are eight Chapters across the country and members in every province and territory. Chapter information is found at: <http://www.ipma-aigp.ca/chapters/index.htm>

2. *What is IPMA-Canada's mission?*

Mission: “**To promote excellence in HR management.**” This is accomplished through continuous learning, HR professional certification, sharing of best practices and awards, support to students, academia and employers.

3. *What are the requirements and the costs of membership in IPMA-Canada?*

HR professionals, students and anyone with an interest in HR management may be a member of IPMA-Canada.

Membership fees in IPMA-Canada vary somewhat from Chapter to Chapter (\$125.00 to \$150.00 per year for Individual Members.)

4. *Why join IPMA-Canada?*

IPMA-Canada addresses a need for HR community professionalism, professional development, information, and networking. We also promote the best practices of HR, through our awards program.

You will:

- Align yourself with a stable, ethical HR Association
- Enhance your knowledge and competencies
- Enhance your career potential
- Showcase your professionalism to your peers and Employer

IPMA-Canada provides you with:

- Workshops and seminars that are needed by the community as IPMA-Canada leaders are from the HR community themselves.
- National Conferences, known for their excellence in programming, offered at reasonable rates
- Pride in professionalism through our certification program
- Networks throughout Canada to discuss and look for answers to issues

- Opportunities to volunteer and develop leadership, public speaking, and policy and program development skills. This is an opportunity perhaps not available through the Employer but which assists you in moving forward in your careers.
- Opportunities to share your knowledge with others through mentoring

5. **How is IPMA-Canada different than other Canadian HR Associations?**

- IPMA-Canada is a **national Association** for HR professionals working as generalists or in any technical area of human resources, or students studying HR management.
- IPMA-Canada only has members resident in Canada but is **affiliated internationally**.
- IPMA-Canada offers a Canadian **national, internationally-accepted competency-based HR professional designation** which uses the prior learning assessment recognition (PLAR) approach. We therefore accept a combination of on-the-job demonstrated technical proficiency and post secondary education. We require a professional to be able to act as a business partner, change agent and leader but do not require a university degree.
- IPMA-Canada offers **two professional designations**: More information is found at: <http://www.ipma-aigp.ca/certification/brochure.htm>
 - **IPMA-CP** (Certified Professional) for HR generalists with multiple HR technical skill areas such as: Employee Labour Relations, Employee Selection, Organizational and Employee Development, Benefits Administration/Risk Management, HR Research, HR Management Systems, Recruitment, HR Diversity/Employment Equity, Compensation, or Classification.
 - **IPMA-CS** (Certified Specialist) for HR professionals who have five years at the level mastery in one of the HR technical skill areas noted-above.
- We offer a **National Human Resources Management Certificate**. IPMA-Canada's National HRM certificate recognizes successful completion of 10 credit level HR courses from multiple recognized and accredited colleges and universities across Canada. Four (4) of the courses must have been completed within two (2) years prior to the date of application. More information is available at: <http://www.ipma-aigp.ca/profdevelopment/Brochure.pdf> .
- We promote the HR profession as a great career on our website at www.ipma-aigp.ca/hrprofessionalism/greatcareer.htm and through our Student Liaison Program. We have almost 100 student members.
- We are predominantly but not solely public service-oriented.

6. **What does IPMA-Canada do with/for industry, government and academia?**

Industry:

- We promote excellent in human resources management through HR certification, professional development and HR awards
- We promote HR as a: business partner, change agent and leader
- We provide a code of ethics for our members

- IPMA-Canada promotes "HR as a great career" and support student and new recruits.

Government:

- Many of our members are from federal, provincial and municipal levels.
- We have provided input into HR issues and legislation.
- We have also partnered with provincial and federal government departments on joint professional development activities.

Academia

- We liaise with academia on their HR course curriculum
- We pre- approve courses across Canada for our National HRM Certificate
- WE have partnered academia on research projects and in offering some of our courses

7. How do I get more information on IPMA-Canada?

Please contact our Executive Director at national@ipma-aigp.ca.