

A portrait of a woman with short, styled grey hair, wearing a dark blue blazer over a white top with black polka dots. She has her arms crossed and is smiling slightly. The background is a blurred teal color.

Setting the HR *standard*

AHRI's Certification Pathways



“People are what matters,
and if you get that right
and you have great
HR professionals who
are certified, then you’re
going to get a better
business outcome.
Simple as that.”

David Thodey AO, Chairman, CSIRO

The professional standard for HR in Australia

We expect assurance from all occupational groups that certify practitioners that their skills and capabilities are in-line with their professional best-practices.

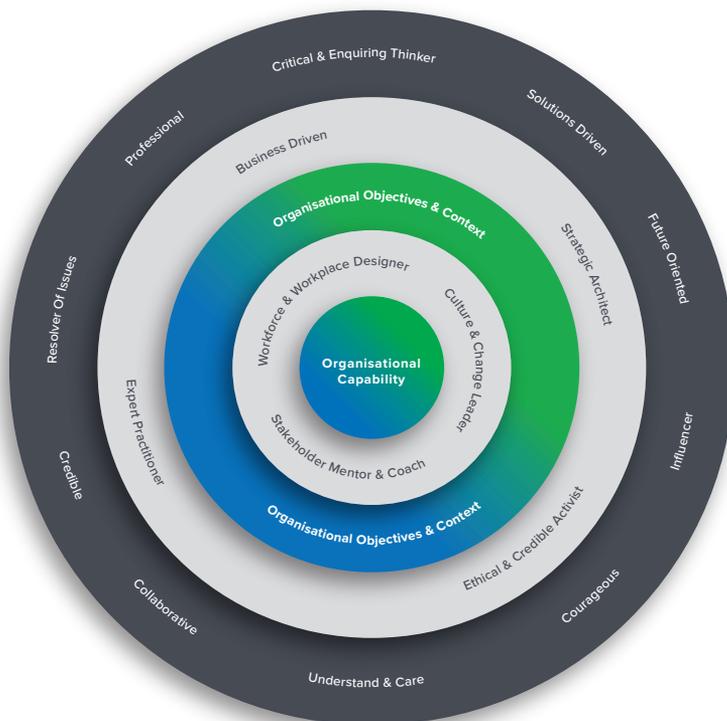
The same can now be said of HR.

The globally-benchmarked Model of Excellence is the foundation for HR certification, and gives employers the assurance that certified HR practitioners – CPHRs – have the necessary behaviours and capabilities to be an effective HR partner to the business.

Ultimately, it means they can deliver organisational capability to create sustainable and ethical workplace cultures.

AHRI's certification pathways encompass all applicable journeys available for an experienced HR practitioner or academic to take.

Each pathway is mapped to the Model of Excellence, and successful completion of a pathway results in the National Certification Council (NCC) awarding the post-nominal CPHR or CAHR.



AHRI's Practising Certification Program

Become a partner to your business.

AHRI's Practising Certification Program (APC) is equivalent to an AQF Level 8 postgraduate certificate level, and offers you advanced entry into Masters of HR or MBA qualifications.

This work-integrated program examines in depth the key functions of HR management competencies and how you can apply them to real challenges in a business environment.

The final capstone Unit 4 consists of a work-based project where the business impact of your HR initiative is measured and assessed.

Access to a workplace is essential for you to complete this final unit and meet all requirements for professional HR certification.

Recognition of Prior Learning (RPL)

RPL is the recognition of skills and knowledge gained through life and work experience, or through non-accredited training.

If you have completed six years' or more recent experience in a generalist role, you can apply for RPL and complete the capstone Unit 4 of the APC program to be recognised as a certified HR practitioner.

"Certification played a huge role in my career progression as it accelerated it by five years. Had I not completed the program I wouldn't be where I am today, or have achieved what I have."

Jessica Kaaden CPHR, HR Business Partner,
Office of Public Prosecutions, Victoria

Eligibility criteria



Min. 5 years' experience or min. 2 years' experience with a Bachelor's Degree

Your pathway recommendation:

AHRI Practising Certification Program (APC)

You will need to:

-  Complete four units of the APC Program
-  Apply for Recognition of Prior Learning (if eligible)
-  Complete Unit 4 Capstone

Following an assessment by the National Certification Council (NCC), you will be recognised as either:

- CPHR
(Certified Practitioner Human Resources)
- 
- FCPHR
(Fellow Certified Practitioner Human Resources)

Senior Leaders Pathway

Be recognised for your achievement and set the standard for your team.

The Senior Leaders Pathway (SLP) recognises the wealth of experience that you offer as a senior leader, and acknowledges your HR skills, knowledge and behaviours in implementing organisational change.

To demonstrate your HR capability as a senior HR leader, you submit a case study of an HR initiative that you have implemented in the past five years, and demonstrate how it has impacted the business.

This is followed with by interview with a representative from the National Certification Council (NCC), who will also review your application.

"As a leader, I have the privilege and responsibility to ensure each person in the business is happy and productive."

Marc Havercroft FCPHR,
SuccessFactors Australia



Eligibility criteria



10+ years' experience with 5 years in a senior position

Your pathway recommendation:

Senior Leaders Pathway (SLP)

You will need to:

1

Provide case study and stakeholder endorsement

2

Attend case study interview

Following an assessment by the National Certification Council (NCC), you will be recognised as either:

CPHR
(Certified Practitioner
Human Resources)

OR

FCPHR
(Fellow Certified Practitioner
Human Resources)

CIPD / IHRP Reciprocity and Recognition

Bring your international certified status and experience to the Australian HR landscape.

HR practitioners and academics who have attained the Chartered status from the UK's CIPD can be automatically recognised at the equivalent level of a certified practitioner or academic.

For HR practitioners and academics who have achieved the equivalent certification status from Singapore's IHRP, recognition is attained by completing the IHRP status-dependent Bridging Pathway.

"Pursuing certified practitioner status is about closing the gap between rhetoric and realism, being responsible for upholding and contributing to a standard of excellence that distinguishes us."

Rose Clements FCPHR, 2012 Dave Ulrich
HR Leader of the Year

CIPD Reciprocity Agreement



You will need to:

- Provide proof of CIPD Chartered Membership (MCIPD or FCIPD), or (Academic MCIPD or Academic FCIPD)

Following an assessment by the National Certification Council (NCC), you will be recognised as either:

CPHR
(Certified Practitioner
Human Resources)

OR

FCPHR
(Fellow Certified Practitioner
Human Resources),

CAHR
(Certified Academic
Human Resources)

FCAHR
(Fellow Certified Academic
Human Resources)

IHRP Mutual Recognition



You will need to:

- Provide proof of IHRP Membership (IHRP-CP, IHRP-SP or IHRP-MP)
- Bridging Process (Unit 4) SLP Case study interview

Following an assessment by the National Certification Council (NCC), you will be recognised as either:

CPHR
(Certified Practitioner
Human Resources)

OR

FCPHR
(Fellow Certified Practitioner
Human Resources)

Academic Pathway

The Academic Pathway (AP) offers experienced and senior academics an opportunity to become a certified academic HR, in recognition of their professional contribution to HR thinking and knowledge, through academic research and/or teaching.

For universities, employing a certified academic means they have the assurance that they have been recognised by the HR profession's industry body for their contribution to the HR profession.

This pathway allows eligible senior academics to showcase their research, teaching excellence and industry engagement through a portfolio of evidence.

This is followed by an interview with a representative from the National Certification Council (NCC), who will also review your application.

"As a researcher, continuing professional development is important to me. It's a great marker of your abilities as an HR academic, and I see it becoming more and more important going forward."

Dr Amna Yousaf CAHR, Lecturer,
Swinburne University of Technology

Academic in HR research / teaching



You will need to:

1

Case study / portfolio and stakeholder endorsement

2

Attend case study / portfolio interview

Following an assessment by the National Certification Council (NCC), you will be recognised as either:

CAHR

(Certified Academic Human Resources)

OR

FCAHR

(Fellow Certified Academic Human Resources)

Accredited Post-Graduate Pathway

Fast-track your certification journey by recognising your qualifications.

Post-graduates who have previously completed formal training or qualifications within the last 10 years can fast-track their APC journey by applying for a credit transfer.

If you have completed your qualifications more than 10 years ago, you can still submit the application to demonstrate you have maintained involvement in the subject area, ensuring your skills and knowledge are relevant.

Once your credit transfer is approved, you can then complete the Unit 4 Capstone of the APC program to be recognised as a certified HR practitioner.

"I wanted to build my strategic HR capability and boost my confidence – and it's fair to say that the program has really helped me in both ways."

Jess Lang CPHR, HR Business Partner,
Department of Defence

AHRI has partnered with several educational institutions to offer this pathway at no cost.

Find out more
ahri.com.au/accredited-courses



Eligibility criteria



Min. 2 years' experience + AHRI Accredited Post-Graduate qualification

Your pathway recommendation:

AHRI Practising Certification Program (APC)

You will need to:

1

AHRI accredited university testamur
to apply for a credit transfer

2

Unit 4 Capstone

Following an assessment by the National Certification Council (NCC), you will be recognised as either:

CPHR
(Certified Practitioner
Human Resources)

OR

FCPHR
(Fellow Certified Practitioner
Human Resources)

Recognition of your Achievement

Upon successful completion of your certification pathway, you'll be recognised by the NCC as a certified HR practitioner or academic and be awarded the use of the post-nominal CPHR or CAHR, FCPHR or FCAHR.

By becoming certified, you have proven to your employer, clients, fellow professionals and the wider community that you have mastered the skills, behaviours and knowledge to create a sustainable and ethical workplace culture.

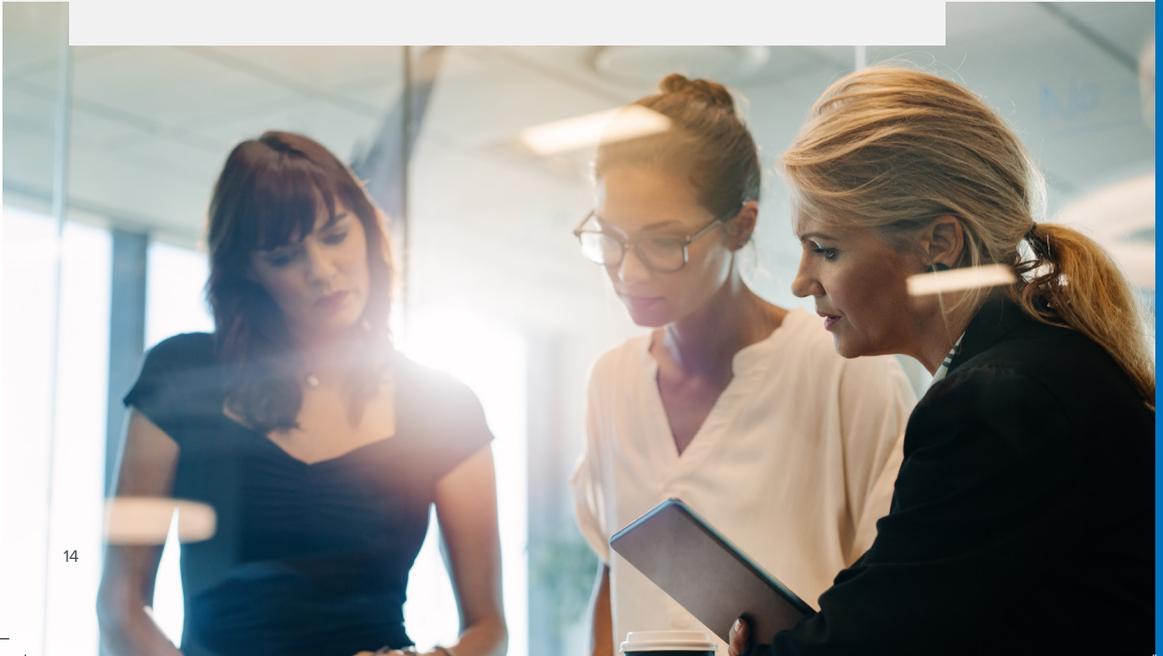
Wear your post-nominal proudly

CPHR
Certified Practitioner
Australian HR Institute

CAHR
Certified Academic
Australian HR Institute

FCPHR
Fellow Certified Practitioner
Australian HR Institute

FCAHR
Fellow Certified Academic
Australian HR Institute



Find your Pathway

Complete our online HR Certification Pathfinder for an instant recommendation on the best pathway for you.

Visit ahri.com.au/pathfinder



Find out more

ahri.com.au/certification