

	IPMA-CPIT	IPMA-CP	IPMA-ACP	IPMA-EX			IPMA-CE
Education and Years of Professional HR Experience Required	Completion of an acceptable post-secondary education with a focus on Human Resources with no experience	Completion of post-secondary education in an acceptable program and HR experience that when combined equals a minimum of 4 years.	Completion of post-secondary education in an acceptable program and professional HR experience that when combined equals a minimum of 8 years.	Graduate level Degree	Bachelors' Degree	Equivalent combination of education and training	N/A
	OR 3 years of Human Resources experience without the completion of acceptable post-secondary education with a focus on Human Resources	Note: The combination must include at least one year from each of education and experience.	Note: The combination must include at least one year from each of education and experience.	6 (recent)	8 (recent)	12 (recent)	N/A
Professional Competency Area	None	1 Professional Competency Area	3 Professional Competency Areas	IPMA-ACP			Retired as: IPMA-EX, IPMA-ACP, or IPMA-CP
Other	IPMA-Canada "Developing leaders in HRM workshop"	IPMA-Canada "Developing leaders in HRM workshop"	None	Currently holds or within the last 12 months has held an Executive level position with responsibility for HR management including the full suite of HR services or specialized HR services.			Retired as a certified member in good standing
IPMA Certification Exam Required	Yes	Yes	Yes	No			No
Recertification	Expected after 3 years' experience would progress to IPMA-CP, if not it will be reviewed	20 points for continued HR experience 30 points for professional development and/or continuous learning in HR Recertification every 3 years	20 points for continued HR experience 30 points for professional development and/or continuous learning in HR Recertification every 3 years	Submit resume for recertification every 3 years demonstrating required qualifications			No recertification required