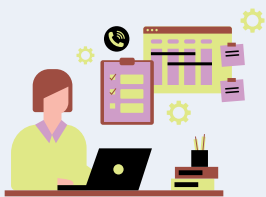


Human Resource Professionals



Management and deployment of human resources is pivotal to success for public and private organizations. Human Resource Professionals perform administrative and management tasks across an organization, including evaluating and disbursing payroll and benefits, implementing training programs, and acting as intermediaries between employers and employees. They improve the quality of a work environment and administer protocols and policy to maintain workplace safety. FOCAL projects demand for these professionals in the automotive sector, with 160 job openings over the next 10 years.

Where do Human Resource Professionals work?



Public
Administrative
Services



Insurance and
Credit
Intermediation



Business, Professional,
and Labour
Organizations



Hospitals



Management,
Scientific and
Technical Consulting

What do Human Resource Professionals do?

Human Resources Professionals plan, develop, implement and evaluate human resources and labour relations strategies including policies, programs and procedures to address an organization's human resource requirements. Below are common tasks for HR Professionals:

- Negotiate on behalf of employers or workers, mediate labour disputes and grievances and provide advice on employee and labour relations
- Research and prepare occupational classifications, job descriptions, salary scales and competency appraisal measures and systems
- Plan and administer staffing, total compensation, training and career development, employee assistance, employment equity and affirmative action programs
- Research employee benefit and health and safety practices and recommend changes or modifications to existing policies

Career pathways & potential earnings of Human Resource Professionals

Human Resource Professionals can progress into senior management and executive roles with adequate experience and knowledge:

Human Resource Professionals



HR Professionals earn starting wages of \$23/hr, and can earn up to \$57/hr with experience and seniority.

Human Resource Managers



As managers within HR coordinating tasks within an HR team, managers demand wages up to \$72/hr.

President of HR/Senior Manager HR



Senior managers in HR overlook the tasks and activities related to human capital for entire organizations, earning up to \$160/hr.

Human Resource Professionals can also apply their skills and expertise in other occupations such as the following:

- Administrative officers
- Professional occupations in advertising, marketing and public relations
- Human resources managers

How do I become an Information System Technician?

There are some educational, licensing and training requirements to become a Human Resource Professionals. Some requirements may vary by province or company. Below are the most commonly required qualifications to work as a Human Resource Professionals:

- **Minimum Education:** A university degree or college diploma in human resources management or a related field, such as business administration, industrial relations, commerce or psychology or completion of a professional development program in human resources administration is required.
- **Certification, Licensing and Training:** Some employers may require a Certified Human Resources Professional (CHRP) designation for employment.

Education & Training



Important skills to have as a Human Resource Professionals?

The tasks Human Resource Professionals perform often involve interacting with employers and employees, and thus strong communications, negotiations and people skills are necessary for a successful career in human resource management. Below are common skills required of Human Resource Professionals:

Technical Knowledge and Skills

- Operations Analysis
- Education and Training
- Law and Government
- Service Orientation
- Personnel Resource Management

Soft Skills

- Complex Problem Solving
- Negotiation
- Problem Sensitivity
- Monitoring
- Oral & Written Comprehension & Expression

Future of Human Resource Professionals in Canada

Human Resource Professionals provide important services to businesses, and find employment in a variety of sectors. In 2021, more than 92,270 HR Professionals were employed across Canada's sectors and industries. According to FOCAL's occupational forecasts, there will be more than 160 job openings in Canada's automotive manufacturing sector over the upcoming decade for Human Resource Professionals, with 100 openings requiring new workers fill the recruitment gap, allowing for growth opportunities within the the sector.

Jobs and Recruitment



Learn more about the job market for human resource professionals, as well as about many other developments and new technologies in Canada's automotive manufacturing by visiting our website futureautolabourforce.ca.

You can also check our social media by following these links:



[/focalinitiative](https://www.instagram.com/focalinitiative)



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