

Pre-Approved Course List: Post-Secondaries in Alberta

CPHR Alberta has compiled a list of courses from post-secondary institutions across Alberta that are equivalent to the CPHR Canada required courses. The list of post-secondaries and what was reviewed at each institution can be found in the table below. You can use this list of pre-approved courses to self-assess and to make decisions about which courses to take where.

| Post-Secondary | What Has Been Reviewed and Pre-Approved for Coursework? |
|---|--|
| Ambrose University | Bachelor of Business Administration in HR; additional HR-related courses |
| Athabasca University | Bachelor of Management or Commerce in Human Resources Management; Bachelor of HR and Labour Relations; additional HR-related courses |
| Bow Valley College (BVC) | Human Resources Diploma Program; HRM certificate and continuing education HR-related courses |
| Concordia University of Edmonton | Bachelor of Management and additional HR-related courses |
| MacEwan University | Bachelor of Commerce in HRM; Diploma in HRM; additional HR-related courses |
| Mount Royal University (MRU) | Bachelor of Business Administration in HRM; HRM certificate and continuing education HR-related courses |
| NorQuest College | Business Administration Diploma in HR; additional HR-related courses |
| Northern Alberta Institute of Technology (NAIT) | Bachelor of Business Administration in HRM; continuing education department HR-related courses |
| Red Deer College (RDC) | Graduate Certificate in Human Resources Management; additional HR-related courses |
| Southern Alberta Institute of Technology (SAIT) | Bachelor of Business Administration in HRM; continuing education HR-related courses |
| University of Alberta (U of A) | Bachelor of Commerce in HRM; HRM certificate and continuing education HR-related courses |
| University of Calgary (U of C) | Organizational Behaviour and Human Resources; HR Programs and continuing education HR related-courses |
| University of Lethbridge (U of L) | Bachelor of Management in Human Resources and Labour Relations; additional HR-related courses |

Please note: courses not included in this document may still be eligible to be credited, and this would be determined upon a coursework assessment.

ACCOUNTING & FINANCIAL MANAGEMENT

| Post-Secondary Institution | Course Code | Course Name |
|---|-------------|---|
| Ambrose University | ACC 200 | Introduction to Financial Accounting |
| Athabasca University | ACCT 250 | Accounting for Managers |
| Athabasca University | ACCT 253 | Introductory Financial Accounting |
| Bow Valley College (BVC) | ACCT 1101 | Financial Accounting Principles I |
| Bow Valley College (BVC) | ACCT 9101 | Financial Accounting - Introduction |
| Bow Valley College (BVC) | ACCT 9102 | Financial Accounting - Intermediate |
| Bow Valley College (BVC) | ACCT 9103 | Financial Accounting - Advanced |
| Concordia University of Edmonton | FIN 201A | Corporate Finance |
| Concordia University of Edmonton | FIN 325A | Corporate Finance II/Managerial Finance |
| Concordia University of Edmonton | ACCT 101A | Introductory Financial Accounting |
| MacEwan University | ACCT 311 | Introductory Accounting |
| MacEwan University | ACCT 111 | Financial Accounting I |
| Medicine Hat College | ACCT 320A | Financial Accounting Practices |
| Medicine Hat College | ACCT 321A | Managerial Accounting |
| Medicine Hat College | ACCT 215A | Introduction to Financial Accounting |
| Mount Royal University (MRU) | FNCE 3227 | Introduction to Finance |
| Mount Royal University (MRU) | XACC 10100 | Financial Accounting Fundamentals |
| Mount Royal University (MRU) | ACCT 2121 | Financial Accounting Concepts |
| NorQuest College | BUSD1004 | Introduction to Accounting |
| NorQuest College | BUSD1006 | Principles of Accounting |
| Northern Alberta Institute of Technology (NAIT) | ACCT 3430 | Financial Management |
| Northern Alberta Institute of Technology (NAIT) | FNCE 1125 | Introduction to Finance |
| Northern Alberta Institute of Technology (NAIT) | ACCT 1117 | Introductory Managerial Accounting |
| Red Deer College (RDC) | HRM 545 | Accounting & Finances for Human Resources Management |
| Southern Alberta Institute of Technology (SAIT) | ACCT 2010 | Accounting for Managers |
| Southern Alberta Institute of Technology (SAIT) | BFIN 2301 | Finance for Managers |
| Southern Alberta Institute of Technology (SAIT) | ACCT 1010 | Introductory Financial Accounting I |
| Southern Alberta Institute of Technology (SAIT) | ACCT 215 | Introductory Financial Accounting I |
| University of Alberta | ACCT 322 | Introduction to Accounting for Management Decision Making |
| University of Alberta (U of A) | FIN 301 | Introduction to Finance |
| University of Alberta (U of A) | ACCTG 311 | Introduction to Accounting for Financial Performance |
| University of Calgary (U of C) | ACCT 217 | Introductory Financial Accounting |
| University of Calgary (U of C) | FIN 317 | Introduction to Finance |
| University of Calgary (U of C) | ACCT 323 | Introductory Managerial Accounting |
| University of Calgary (U of C) | BMC 103 | Business Finance |
| University of Calgary (U of C) | BMC 162 | Accounting Fundamentals |
| University of Lethbridge (U of L) | MGT 2400 | Management Accounting |
| University of Lethbridge (U of L) | MGT 2100 | Introductory Accounting |

HUMAN RESOURCES MANAGEMENT

| Post-Secondary Institution | Course Code | Course Name |
|---|-------------|--|
| Ambrose University | BUS 330 | Human Resources Management |
| Athabasca University | HRMT 331 | Managing Human Resources: A Business Perspective |
| Athabasca University | HRMT 386 | Introduction to Human Resource Management |
| Athabasca University | HRMT 502 | Human Resources Management |
| Bow Valley College (BVC) | HRES2201 | Introduction to Human Resources |
| Bow Valley College (BVC) | HRES9201 | Human Resources Management |
| Concordia University of Edmonton | HRM 220A | Introduction to Human Resources Management |
| MacEwan University | HRMT 200 | Managing Human Resources |
| Medicine Hat College | MGMT 243C | Human Resources Management |
| Mount Royal University (MRU) | XADM 10014 | Human Resources Information Management (HRIM) |
| Mount Royal University (MRU) | HRES 2170 | Introduction to Human Resources |
| Mount Royal University (MRU) | XMGD 20020 | Human Resource Basics |
| NorQuest College | BUSD 1009 | Human Resource Management I |
| NorQuest College | BUSD 2011 | Human Resource Management II |
| Northern Alberta Institute of Technology (NAIT) | HRMT3410 | Human Resource Management |
| Northern Alberta Institute of Technology (NAIT) | HRMT2226 | Introduction to Human Resources |
| Northern Alberta Institute of Technology (NAIT) | EVMT720 | Human Resource Management |
| Red Deer College (RDC) | HRM 505 | Introduction to Human Resources Management |
| Southern Alberta Institute of Technology (SAIT) | MNGT 4040 | Human Resource Management |
| Southern Alberta Institute of Technology (SAIT) | HRMT 2320 | Human Resource Management |
| Southern Alberta Institute of Technology (SAIT) | HRMT 320 | Human Resource Management |
| Southern Alberta Institute of Technology (SAIT) | CPMT 3040 | Human Resource Management |
| Southern Alberta Institute of Technology (SAIT) | HRMT 401 | Applied Human Resources |
| University of Alberta (U of A) | EXMGT 5596 | Human Resources Foundations |
| University of Alberta (U of A) | EXMGT 5601 | Advanced Human Resources Management |
| University of Alberta (U of A) | SMO 311 | HRM: Managing the Workforce in Canada |
| University of Calgary (U of C) | BMC 165 | Human Resources Management |
| University of Lethbridge (U of L) | MGT 3050 | Introduction to Human Resources Management |

INDUSTRIAL RELATIONS

| Post-Secondary Institution | Course Code | Course Name |
|---|-------------|------------------------------------|
| Ambrose University | BUS 433 | Employee & Labour Relations |
| Athabasca University | IDRL 215 | Introduction to Labour Relations |
| Athabasca University | IDRL 316 | The Practice of Labour Relations |
| Athabasca University | SOCI 321 | The Sociology of Work and Industry |
| Bow Valley College (BVC) | HRES2302 | Labour Relations |
| Concordia University of Edmonton | HRM 326A | Employee and Labour Relations |
| Concordia University of Edmonton | HRM 424 | Comparative Industrial Relations |
| MacEwan University | HRMT 412 | Labour and Employee Relations |
| MacEwan University | HRMT 151 | Employee and Labour Relations |
| Mount Royal University (MRU) | XADM 10004 | Labour Relations |
| Mount Royal University (MRU) | HRES 4273 | Labour Relations |
| NorQuest College | BUSD 2012 | Employee & Labour Relations |
| Northern Alberta Institute of Technology (NAIT) | HRMT2349 | Labour Relations |
| Red Deer College (RDC) | HRM 535 | Employee & Labour Relations |
| Southern Alberta Institute of Technology (SAIT) | HRMT 4010 | Labour Relations |
| University of Alberta (U of A) | EXMGT 5599 | Labour and Employee Relations |
| University of Alberta (U of A) | SMO 412 | Effective Negotiations |
| University of Calgary (U of C) | OBHR 405 | Labour Relations |
| University of Calgary (U of C) | BMC 156 | Labour Relations |
| University of Lethbridge (U of L) | MGT 3310 | Collective Labour Relations |
| University of Lethbridge (U of L) | MGT 4305 | Canadian Labour & Employment Law |

ORGANIZATIONAL BEHAVIOUR

| Post-Secondary Institution | Course Code | Course Name |
|---|-------------|--|
| Ambrose University | BUS 250 | Organizational Behaviour |
| Athabasca University | ORGB 364 | Organizational Behaviour |
| Athabasca University | ORGB 326 | Organizational Behaviour |
| Bow Valley College (BVC) | HRES1101 | Organizational Behaviour |
| Bow Valley College (BVC) | HRES9101 | Organizational Development |
| Concordia University of Edmonton | LDR 410A | Organizational Analysis and Design |
| Concordia University of Edmonton | LDR 320A | Organization Leadership |
| Concordia University of Edmonton | BUS 120B | Organizational Behaviour |
| MacEwan University | ORGA 233 | Organizational Effectiveness & Change |
| MacEwan University | MGMT 122 | Organizational Behaviour |
| MacEwan University | ORGA 316 | Contemporary Organizational Behaviour & Theory |
| Medicine Hat College | MGMT 236B | Organizational Behaviour |
| Mount Royal University (MRU) | MGMT 3276 | Organizational Behaviour |
| NorQuest College | BUSD1380 | Organizational Behaviour I |
| Northern Alberta Institute of Technology (NAIT) | ORGB3310 | Organizational Psychology |
| Northern Alberta Institute of Technology (NAIT) | ORGB1135 | Organizational Behaviour |
| Northern Alberta Institute of Technology (NAIT) | ORGB 1500 | Organizational Behaviour for Media and IT |
| Northern Alberta Institute of Technology (NAIT) | ORGB 2001 | Advanced Organizational Behaviour for Digital Media and IT |
| Red Deer College (RDC) | HRM 530 | Organizational Behaviour |
| Southern Alberta Institute of Technology (SAIT) | MNGT 2250 | Organizational Behaviour |
| Southern Alberta Institute of Technology (SAIT) | MNGT 250 | Organizational Behaviour |
| University of Alberta (U of A) | EXMGT 5587 | Organizational Behaviour |
| University of Alberta (U of A) | SMO 322 | Theory of Organizational Behaviour |
| University of Calgary (U of C) | OBHR 317 | Organizational Behaviour |
| University of Calgary (U of C) | BMC 172 | Human Behaviour in Organizations |
| University of Lethbridge (U of L) | MGT 2030 | Introduction to Organizational Behaviour |
| University of Lethbridge (U of L) | MGT 4310 | Advanced Organizational Behaviour |

OCCUPATIONAL HEALTH & SAFETY

| Post-Secondary Institution | Course Code | Course Name |
|---|-------------|--|
| Athabasca University | IDRL 308 | Occupational Health and Safety |
| Bow Valley College (BVC) | HRES2303 | Occupational Health & Safety |
| MacEwan University | HRMT 315 | Health, Safety and Wellness |
| MacEwan University | HRMT 475 | Health, Safety and Wellness |
| MacEwan University | HRMT 275 | Workplace Health & Safety |
| Mount Royal University (MRU) | XADM 10006 | Workplace Health & Safety |
| Northern Alberta Institute of Technology (NAIT) | OHSC4100 | Health, Safety, and Loss Management |
| Northern Alberta Institute of Technology (NAIT) | OHSC3370 | Occupational Health and Safety |
| Red Deer College (RDC) | HRM 540 | Occupational Health & Safety in the Workplace |
| Southern Alberta Institute of Technology (SAIT) | HRMT 3010 | Health, Safety and Wellness |
| University of Alberta (U of A) | EXOS 4620 | Introduction to Health and Safety Systems |
| University of Calgary (U of C) | BMC 104 | Health and Safety Management Systems: The Basics |
| University of Lethbridge (U of L) | MGT 3305 | Managing Employee Health & Safety |

RECRUITMENT & SELECTION

| Post-Secondary Institution | Course Code | Course Name |
|---|-------------|--|
| Ambrose University | BUS 432 | Recruitment and Selection |
| Athabasca University | HRMT 301 | Recruitment and Selection |
| Bow Valley College (BVC) | HRES2202 | Recruitment and Selection |
| Bow Valley College (BVC) | HRES9202 | Talent Acquisition |
| Bow Valley College (BVC) | HRES2204 | Talent Acquisition and Retention |
| Concordia University of Edmonton | HRM 321A | Staffing and Recruitment |
| MacEwan University | HRMT 214 | Recruitment and Selection |
| MacEwan University | HRMT 314 | Recruitment and Selection |
| MacEwan University | HRMT 145 | Staffing |
| Mount Royal University (MRU) | HRES 3274 | Recruitment and Selection |
| Mount Royal University (MRU) | XADM 10001 | Organizational Effectiveness |
| NorQuest College | BUSD 2007 | Recruitment and Selection |
| Northern Alberta Institute of Technology (NAIT) | HRMT2237 | Recruitment and Selection |
| Northern Alberta Institute of Technology (NAIT) | BFND575 | Recruitment and Selection |
| Red Deer College (RDC) | HRM 515 | Recruitment and Selection |
| Southern Alberta Institute of Technology (SAIT) | HRMT 300 | Talent Management I: Recruitment and Selection |
| Southern Alberta Institute of Technology (SAIT) | HRMT 2300 | Talent Management I: Recruitment and Selection |
| University of Alberta (U of A) | SMO 415 | Staffing |
| University of Alberta (U of A) | EXMGT 5602 | Recruitment and Selection |
| University of Calgary (U of C) | OBHR 409 | Talent Management |
| University of Calgary (U of C) | BMC 178 | Recruitment and Selection |
| University of Lethbridge (U of L) | MGT 4350 | Staffing |

STRATEGIC COMPENSATION

| Post-Secondary Institution | Course Code | Course Name |
|---|--------------------------------|---|
| Athabasca University | HRMT 326 | Compensation Strategies and Practices |
| Athabasca University | ORGB 319 | Motivation and Productivity |
| Bow Valley College (BVC) | HRES 2203 | Compensation and Benefits |
| Bow Valley College (BVC) | HRES 9203 | Strategic Compensation |
| Concordia University of Edmonton | HRM 420A | Compensation System Design and Implementation |
| MacEwan University | HRMT 231 | Employee Benefits |
| MacEwan University | HRMT 216 | Total Compensation Management |
| MacEwan University | HRMT 316 | Total Compensation Management |
| MacEwan University | HRMT 131 | Compensation |
| Mount Royal University (MRU) | HRES 3275-001 | Compensation and Benefits |
| Mount Royal University (MRU) | XADM 10005 | Total Rewards |
| NorQuest College | BUSD 2014 | Compensation Management |
| Northern Alberta Institute of Technology (NAIT) | HRMT3328 | Compensation Management |
| Red Deer College (RDC) | HRM 525 | Total Rewards |
| Southern Alberta Institute of Technology (SAIT) | HRMT 3020 | Talent Management III: Total Rewards |
| University of Alberta (U of A) | SMO 416 | Performance Management and Rewards |
| University of Alberta (U of A) | EXMGT 5605 | Issues and Trends in Total Compensation |
| University of Calgary (U of C) | OBHR 413 (formerly OBHR 559.4) | Compensation and Performance Management |
| University of Calgary (U of C) | OBHR 413 | Compensation and Performance Management |
| University of Calgary (U of C) | BMC 198 | Compensation: Design and Practice |
| University of Lethbridge (U of L) | MGT 3312 | Strategic Compensation |

STRATEGIC HUMAN RESOURCES PLANNING

| Post-Secondary Institution | Course Code | Course Name |
|---|-------------|--|
| Athabasca University | HRMT 441 | Introduction to Strategic Human Resources Management |
| Athabasca University | HRMT 300 | Human Resource Planning |
| Bow Valley College (BVC) | HRES2101 | Change Management |
| Concordia University of Edmonton | MGT 417A | Principles of Strategic Management |
| Concordia University of Edmonton | HRM 480 | Strategic Human Resource Management |
| MacEwan University | HRMT 295 | Strategic Human Resource Management |
| MacEwan University | HRMT 450 | Strategic Human Resource Management |
| Mount Royal University (MRU) | XADM 10024 | HR Strategy: Leading Practices |
| Mount Royal University (MRU) | HRES 5101 | Strategic Human Resources |
| Mount Royal University (MRU) | HRES 4275 | Organization Development & Culture Calibration |
| Northern Alberta Institute of Technology (NAIT) | HRMT2285 | Human Resources Issues and Strategies |
| Red Deer College (RDC) | HRM 510 | Workforce Planning |
| Southern Alberta Institute of Technology (SAIT) | MNGT 4050 | Strategic Management |
| University of Alberta (U of A) | SMO 433 | Strategic Management and Organization |
| University of Alberta (U of A) | SMO 414 | Workforce Planning |
| University of Alberta (U of A) | EXMGT 5597 | Workforce Planning |
| University of Alberta (U of A) | EXMGT 5601 | Advanced HR Management |
| University of Calgary (U of C) | BMC 393 | Advanced Human Resource Professional Practice |

TRAINING & DEVELOPMENT

| Post-Secondary Institution | Course Code | Course Name |
|---|--------------------------------|---|
| Ambrose University | BUS 431 | Learning & Performance Management |
| Athabasca University | EDUC 317 | Training and Development in Organizations |
| Bow Valley College (BVC) | HRES2401 | Employee Learning and Development |
| Concordia University of Edmonton | HRM 327A | Organizational Learning, Training and Development |
| MacEwan University | HRMT 318 | Learning and Development |
| MacEwan University | HRMT 160 | Training and Development |
| Mount Royal University (MRU) | HRES 3277 | Organizational Learning and Development |
| Mount Royal University (MRU) | XADM 10002 | Organizational Learning and Development |
| NorQuest College | BUSD 2017 | Training and Development |
| Northern Alberta Institute of Technology (NAIT) | HRMT4429 | Training and Development |
| Northern Alberta Institute of Technology (NAIT) | BTTM 3140 | Principles of Workplace Education |
| Red Deer College (RDC) | HRM 520 | Organizational Learning and Development |
| Red Deer College (RDC) | HRM 555 | Capstone |
| Southern Alberta Institute of Technology (SAIT) | HRMT 2360 | Talent Management II: Training and Development |
| Southern Alberta Institute of Technology (SAIT) | HRMT 360 | Talent Management II: Training and Development |
| University of Alberta (U of A) | EXMGT 5603 | Managing Performance Through Training and Development |
| University of Calgary (U of C) | OBHR 411 (formerly OBHR 559.3) | Training and Development |
| University of Calgary (U of C) | OBHR 411 | Training and Development |
| University of Calgary (U of C) | BMC 354 | Employee Development and Training |
| University of Lethbridge (U of L) | MGT 4355 | Training and Development |