**For Section A, below, the breadth of knowledge of the human resources and labour relations field refers to and includes, but is not restricted to, the theories, concepts, history, research, and activities that inform some or all of these areas: recruitment and selection, job analysis, compensation and benefits, evaluation and performance appraisal, training and development, discipline and termination, work/ learning, negotiations, contract interpretation and grievance handling, grievance and rights arbitration, and employment and labour law.**

**For Section B, below, “the discipline” or “the field” refers to content described above.**

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| **A. Demonstration of Content and Knowledge** | | | |
| 1. Breadth and depth of knowledge of program content | | | |
| **Learning Criteria** | **Learning Statements** | **Origin of Learning** | **Supporting Documentation** |
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| **2. Understanding of theory/concepts related to program content** | | | |
| **Learning Criteria** | **Learning Statements** | **Origin of Learning** | **Supporting Documentation** |
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| **3. Policy and policy development** | | | |
| **Learning Criteria** | **Learning Statements** | **Origin of Learning** | **Supporting Documentation** |
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| B. Essential Process and Application Skills | | | |
| **4. Critical thinking, problem solving, decision-making** | | | |
| **Learning Criteria** | **Learning Statements** | **Origin of Learning** | **Supporting Documentation** |
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| **5. Communication skills/Capacity to disseminate knowledge** | | | |
| **Learning Criteria** | **Learning Statements** | **Origin of Learning** | **Supporting Documentation** |
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| **6. Professionalism and ethical practice** | | | |
| **Learning Criteria** | **Learning Statements** | **Origin of Learning** | **Supporting Documentation** |
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| **7. Working independently and/or in teams** | | | |
| **Learning Criteria** | **Learning Statements** | **Origin of Learning** | **Supporting Documentation** |
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| **8. Planning, organizing and executing projects** | | | |
| **Learning Criteria** | **Learning Statements** | **Origin of Learning** | **Supporting Documentation** |
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| **9. Leadership and supervisory ability** | | | |
| **Learning Criteria** | **Learning Statements** | **Origin of Learning** | **Supporting Documentation** |
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| **10. Self and professional development** | | | |
| **Learning Criteria** | **Learning Statements** | **Origin of Learning** | **Supporting Documentation** |
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[**BHRLR program-based criteria table**](https://www.athabascau.ca/prior-learning/portfolio-assessment/credits-and-assessment-criteria/portfolio-criteria-bhrlr.html)