**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 following: industrial relations and human resources; their relationship to political and economic factors; organized and collective approaches to employment issues; historic and economic bases of IR issues; understanding of the development of HRM field; leadership issues, strategies, and techniques in the HR/LR field; union/management issues and relationships; understanding of the nature of conflict and its role in management and society.**

**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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[**UC HRLR program-based criteria table**](https://www.athabascau.ca/prior-learning/is-plar-for-me/program-criteria-and-credit-potential/portfolio-criteria-uchr.html)