

A Payroll Compliance Practitioner Candidate has completed all the required education for certification and is seeking the required work experience component.

PCP Candidate

A Payroll Compliance Practitioner Candidate has all the required courses and skills to become certified but has yet to complete the work experience aspect of certification.

In order to fully prepare students as Payroll Compliance Practitioners, the Canadian Payroll Association certification requires a one year weighted payroll-related work experience. The work experience component must be one year of paying employees accurately and on time, in compliance with legislative requirements, contributing to the full annual payroll cycle. Those individuals who complete the education requirements for the PCP certification but have not yet satisfied the PCP Work Experience Requirement are considered a **“PCP Candidate”**. This work experience is critical for certification as it provides all important practical hands-on skills and perspective.

Gaining this experience allows those certified to truly have the breadth of experience needed to perform the tasks required. This opportunity benefits your company, your payroll department and the individual. PCP Candidates bring their solid learning to the organization while the organization provides the opportunity for them to gain hands-on practical experience and achieve their goals. Similar experience requirements for certification are mandatory for Human Resource and Accounting Certifications.

Consider providing this opportunity for a PCP Candidate to gain their one-year work experience. This experience, like with other professional bodies, elevates the PCP certification for everyone certified.