

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

PCP Candidate

In order to fully prepare students to become certified Payroll Compliance Practitioners (PCPs), the Canadian Payroll Association requires one-year of weighted payroll-related work experience. Work experience must include payroll responsibilities related to paying employees accurately and on time, in compliance with legislative requirements, while contributing to an organization's 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 **"PCP Candidates."** Work experience is critical for certification as it provides important hands-on skills and practical knowledge of payroll.

Gaining this experience ensures certified PCPs have the breadth of experience needed to perform the required payroll tasks. This experience benefits your organization, your payroll department and the individual. PCP Candidates bring their solid learning to the organization, while you provide the opportunity for them to gain hands-on experience to achieve their goals. Similar experience requirements are mandatory for human resource and accounting certifications.

Consider providing opportunities for PCP Candidates to gain their one-year work experience. This experience, like with other professional bodies, elevates certification and ensures that PCPs have job-ready skills needed for payroll.