CPLP Certification: What Is It? Why Now?

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Session Objectives

At the end of this session, you will be able to:

- Explain what the CPLP is, the requirements, and the benefits
- Make an informed decision about the CPLP – whether it's right for you and if now is the right time
- Get started!

The Certified Professional in Learning & Performance (CPLP)

Is an advanced certification offered by the ATD Certification Institute for talent development professionals

CONTEXT MATTERS

The ATD Competency Model

- Answers the question: what do people need to know and do for success in various talent development roles?

- Is research based and future focused

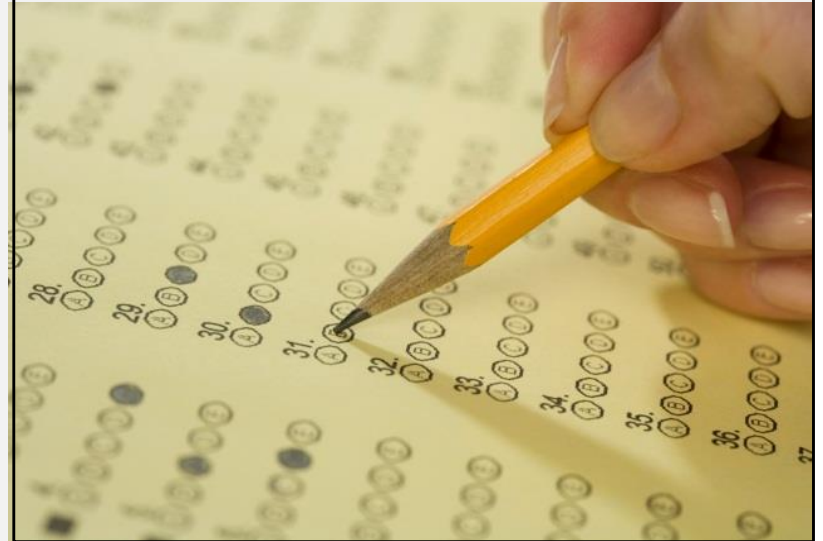- Defines the content that is tested on the CPLP certification exams

Is CPLP right for me?

Certificate

Certification

Is CPLP right for me?

Assessment-Based Certificates
includes coursework, projects, and assessments. At completion, a certificate is awarded.

Certifications
includes eligibility, assessment, and recertification. At completion, a certification is awarded.

Why do it?

- Helps You Get Recognized
- Communicates Credibility
- Deepens Your Knowledge & Skills
- Requires You to Stay Current
- Deepens Your Professional Network
- Helps You To Get Hired and Promoted!

Evidence of Value

Employer Demand

A sample of employers who have posted CPLP Preferred jobs on ATD's Job Bank and/or Monster.com

Return on Investment

Findings show that the CPLP is valuable to both individuals and organizations:

- Contributes to an 11% improvement in the proficiency of the talent development function

- CPLPs report gains in job confidence, work quality, and program effectiveness.

- For every $1 dollar invested, there is a $1.62 return. Comparable programs have a 25-50% rate of return.

Source: Independent research was conducted by The ROI Institute to determine the return on investment.

What are the requirements?

- www.td.org/Certification/Get-Started/CPLP-Checklist

Four requirements:

- #1--Meet the eligibility requirements

- #2--Pass the knowledge exam

- #3--Pass the skills application exam

- #4--Recertify every three years

What are the requirements?
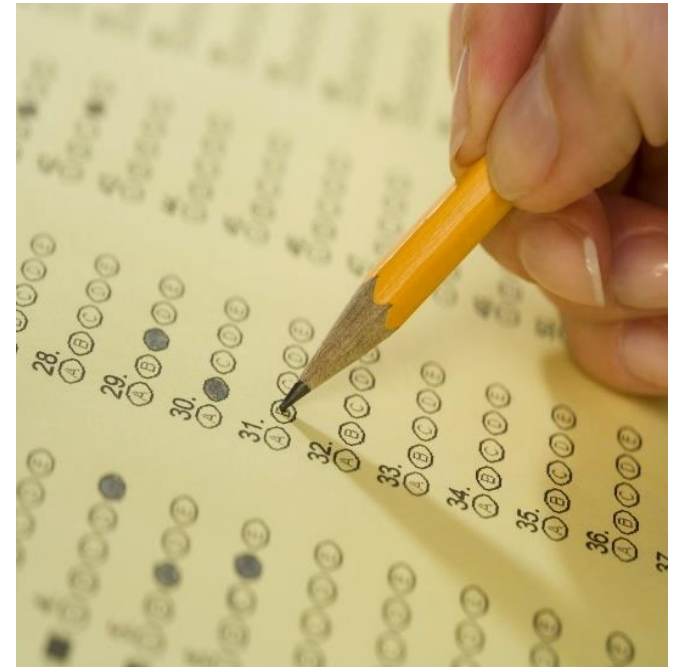
#1 – CPLP Eligibility Requirements

- Minimum of five years industry-related work experience or the equivalent

    - Five years full-time work experience in the talent development field; OR

    - Four years full-time work experience in the talent development field plus one year of related education or equivalent

    - Note the successful completion of a qualifying ATD Master Series program counts as one year of education

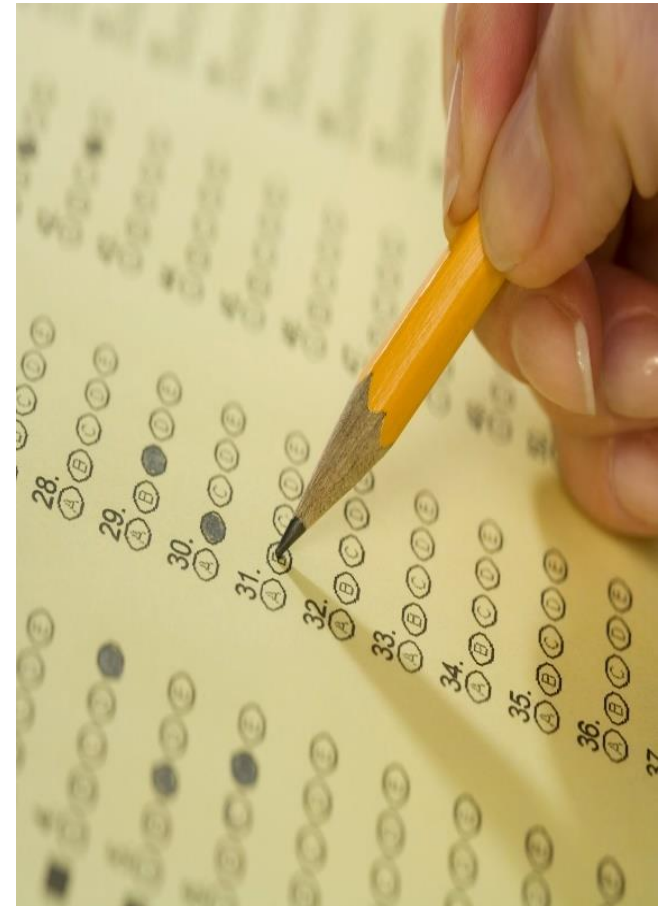# What are the requirements?

#2 – CPLP Knowledge Exam

- Measures knowledge
- 150 multiple-choice items
- 10 areas of expertise
- 1 foundational competency
- 3 hours at a testing center

What are the requirements?

#3 – CPLP Skills Application Exam

- Measures application
- 100 items
  - 4 case studies; 25 items per case; 5-10 pages of supporting materials with each
  - Mostly multiple-choice items
- Pick one area in which to test
  - Instructional Design
  - Training Delivery
  - Managing Learning Programs
- 3 hours at a testing center

What are the requirements?

#4 – CPLP Recertification

www.td.org/Certification/For-CPLPs/Recertification

What is the cost?

- CPLP program fees include testing seats for both exams

- CPLP preparatory materials, re-test fees, transfer fees, etc. are not included

- ATD Member:
$900 USD

- ATD Non Member:
$1250 USD

Do I get feedback?

- Knowledge Exam
  - Successful candidates: pass/fail
  - Unsuccessful candidates: pass/fail
  - Instant results

- Skills Application Exam
  - Successful candidates: pass/fail
  - Unsuccessful candidates: pass/fail
  - Results take 6-10 weeks

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How do I prepare?

- www.td.org/Education/Programs/CPLP-Preparation

- What resources are available?
- How long does it take?

How do I prepare?

Available Resources: Knowledge Exam

- ATD National
  - pCPLP Practice Exam
  - Online Learning System
  - Add-on synchronous or an on-demand course
- ATD Local Chapters
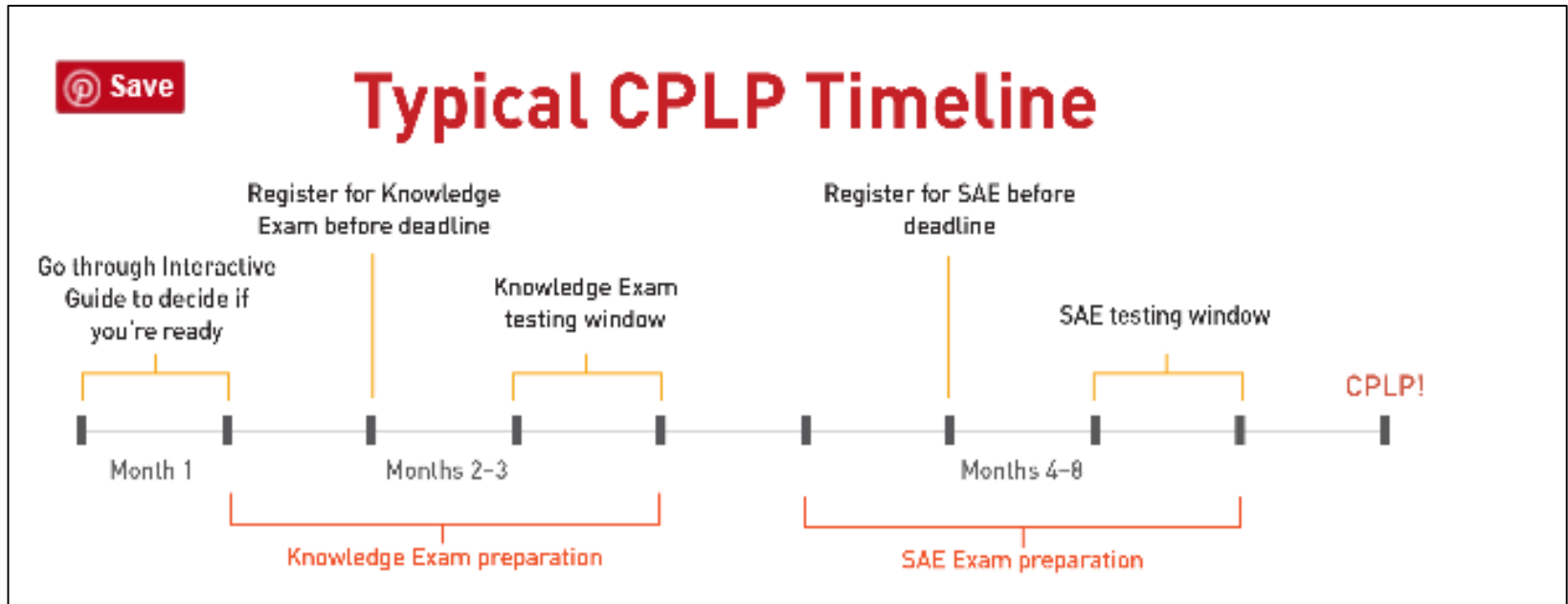 - Join study groups locally or online

How do I prepare?

Available Resources: Skills Application Exam

- ATD National
  - SAE Practice Exams
  - SAE Study Guide
  - Online Learning System

How long does it take?

I'm ready to test – what now?

- www.td.org/Certification/Apply-and-Register/CPLP-Testing-fees-locations

- Where are the exams taken?
  - At a testing center
  - Worldwide, most major cities

- What's the remaining 2017 testing schedule?
  - Knowledge Exam - Jul; Oct
  - SAE - Jun/Jul; Sep; Nov/Dec

- What's the 2018 testing schedule?
  - The 2018 schedule will be published in the fall on www.td.org/cplp

Note

https://www.td.org/Certification/Apply-and-Register

IMPORTANT TO KNOW!

You have one year to take both the Knowledge Exam and the Skills Application Exam starting from the date of application, and you will be required to select test windows for both during the application process. There is a $300 fee if you transfer to new testing windows once selected, so make sure you're prepared and plan accordingly.

Testing Fees & Locations

Exam Schedule

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Getting started

1. Make sure your are eligible!
2. Read the Certification Handbook
3. Review the step-by-step guide
4. Start preparing and then apply
   (3 months prior to testing)

The CPLP Certification Handbook is the technical guide for the CPLP program and provides individuals with everything they need to understand, participate in, and complete the CPLP certification process. It is the primary source for CPLP program support and is a

https://www.td.org/Certification/Get-Started/CPLP-Certification-Handbook

information. The CPLP Certification Handbook is the property of ATD CI. Permission to reproduce its contents must be granted in writing from ATD CI.

Download the 2017 CPLP Certification Handbook.

ADDITIONAL RESOURCES:

- Preparing for the CPLP Interactive Guide
- CPLP Program FAQs
- Knowledge Exam Content Outline (Detailed Version)
- CPLP Learning System
- CPLP Preparation Options

SAE Study Preparation Tools

- SAE Study Guide
- ID Practice Exam and Answer Key
- TD Practice Exam and Answer Key
- MLP Practice Exam Cases
- MLP Practice Exam Questions
- MLP Practice Exam Answer Key

The CPLP Certification Handbook

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Step-by-Step Guide

https://www.td.org/Certification/Apply-and-Register

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ATD's Preparatory Resources
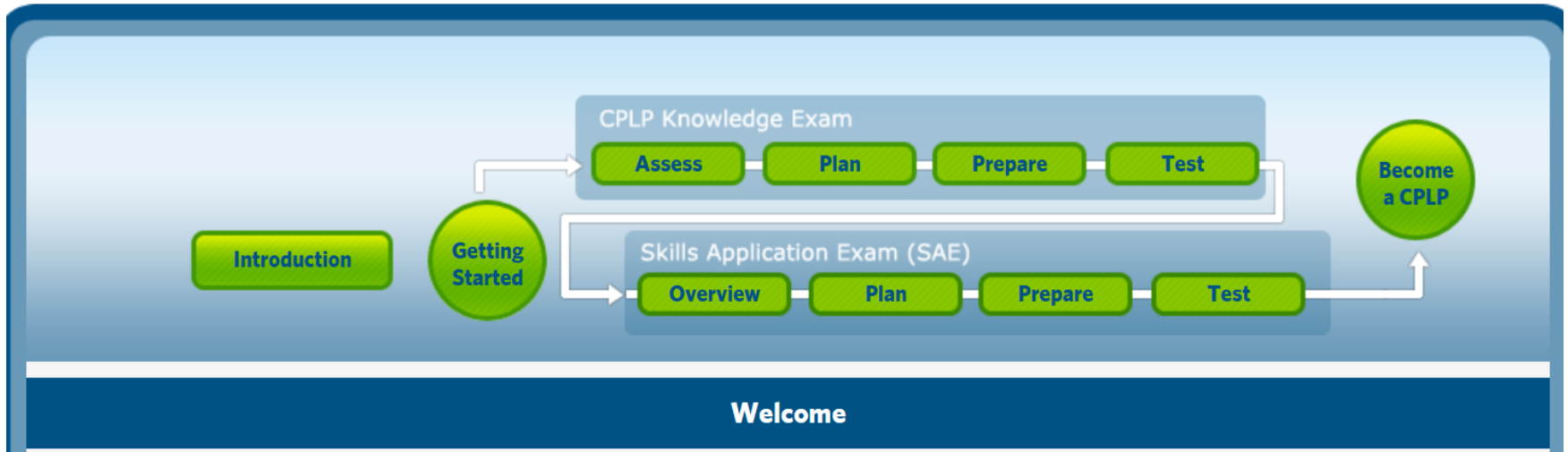
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Why CPLP?

CPLP Testimonials

Benefits of CPLP

Convince Your Boss

Is CPLP Right for Me?

What Differentiates a Certification?

Try a Practice Exam

FAQs

Do I Meet the Requirements?

Requirements Checklist

Interactive Guide

Certification Handbook

How Do I Prepare for the Exam?

Preparation Programs

ATD Learning System

SAE Study Guide

I'm Ready to Test!

Registration Fee and Test Locations

Test Schedule

Apply to Become a CPLP

Stay Certified, Stay Informed

CPLP

Announcements

CPLP Credential Holder Toolkit

Congratulations New CPLPs!

Best place
for CPLP info:
www.td.org/cplp

Ready to dive in?
Apply here…

atd https://www.td.org/Certification/Apply-and-Register

READY TO REGISTER FOR THE EXAMS?

Here are your next steps:

1. Review the certification handbook to understand what's involved going forward.
2. Acquire an ATD Member/Candidate ID # and password. Contact ATD Customer Care at 800.628.2783 for assistance.
3. Complete the application and/manage your record.

I'm Ready to Apply

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Putting It All Together

- CPLP -- Certified Professional in Learning and Performance
- Established in 2006 and over 2,000 individuals certified to date
- Geared to advanced talent development professionals
- Our highest certification granted for successful completion of 2 exams:
  - Knowledge Exam validates broad mastery in 10 AOEs. Requires 80+ hours of study.
  - Skills Application Exam validates deep mastery of one AOE. Requires 40+ hours of study.
- To enter: 5+ years of full-time related work experience or equivalent
- To maintain: 60 professional development credits every 3 years

ATD Customer Care – Contact Us

by email customercare@td.org
by phone 800.628.2783