



A webinar presented by the Office of the Registrar

## Introducing the Employment Law Exams for the CHRP and the CHRL

July 18, 2016

1. *If you wrote the CKE1 this past June and passed, are you required to write the Jurisprudence 1 this September or can you do so the following year?*

Your CKE 1 exam result is valid for 10 years, which means you have 10 years to complete the process to obtain your CHRP. As such, you are not required to write the CHRP Employment Law Exam in September.

2. *If you have your CHRL does that mean you do not need to take this?*

If you have been granted the CHRL, the additional requirements do not apply to you as long as you maintain your designation by remaining a member of HRPA and meeting the continuing professional development (CPD) requirement.

3. *Will the exam cover only Ontario legislation, only Federal legislation, both jurisdictions and all provincial and federal jurisdictions?*

The employment law exams will cover Ontario legislation only.

4. *What if you passed the NKE in October 2014?*

Here is the rule: "Anyone who passed either the NKE, CKE, or CKE 2, before December 31, 2015, is exempt from the additional requirements for the CHRL until your exam expires or until November 30, 2018, [to complete your CHRL certification process] whichever comes earlier." So if you complete your CHRL certification process on or before November 30, 2018, you will not be subject to the additional requirements.

5. *If I am pursuing my CHRP, but the time I reach by CHRL, does that mean I would have completed 4 exams? (i.e. CKE1, CHRP Employment Law, CKE2 and CHRL Employment Law)?*

It depends. If you know that you want to pursue the CHRL eventually, you should start the process by completing CKE 2 and the CHRL Employment Law exam. Because CKE 2 and the CHRL Employment Law exam are higher level exams, those exams can be applied towards the exam requirements for both the CHRP and the CHRL and you would not be required to complete the CKE 1 and the CHRP Employment Law exam in addition. If you start by completing CKE 1 and the CHRP Employment Law exam though, and then decide to pursue the CHRL, you would need to write the higher level exams as well.

6. *If I wrote the CKE before it was called the CKE 1 in June 2015 do I still need to write the CKE 2 before qualifying to write the employment law exam 2?*

Here is the rule: “Anyone who passed either the NKE, CKE, or CKE 2, before December 31, 2015, is exempt from the additional requirements for the CHRL until your exam expires or until November 30, 2018, [to complete your CHRL certification process] whichever comes earlier.” So if you complete your CHRL certification process on or before November 30, 2018, you will not be subject to the additional requirements. As such, you would currently not be required to write the CHRL Employment Law exam. If you decide to write the CHRL Employment Law exam because you will not be able to complete the CHRL certification process on or before November 30, 2018, having passed either the NKE, CKE or CKE 2 would qualify you to write the CHRL Employment Law exam, as long as your NKE, CKE or CKE 2 exam result is not older than 10 years.

7. *Can you please tell me if this exam is required if one is already a qualified CHRL? (I also have a BA in Industrial Relations)*

If you have been granted the CHRL, the additional requirements do not apply to you as long as you maintain your designation by remaining a member of HRPA and meeting the continuing professional development (CPD) requirement.

8. *If the results are good for 10 years, does that mean we have to retake the exams to keep our designation?*

The exams are valid for 10 years for the purpose of completing either the CHRP and/or the CHRL certification process. Once a designation has been granted, in order to maintain your designation you would simply need to remain a member of HRPA and meet the continuing professional development (CPD) requirement.

9. *I wrote the CKE before there was a 1 and 2 and have my CHRP designation. Do I have to take the employment law exam? If so, which one?*

If you have been granted the CHRP, the additional requirements for the CHRP do not apply to you as long as you maintain your designation by remaining a member of HRPA and meeting the continuing professional development (CPD) requirement. With respect to obtaining the CHRL, here is the rule: “Anyone who passed either the NKE, CKE, or CKE 2, before December 31, 2015, is exempt from the additional requirements for the CHRL until your exam expires or until November 30, 2018, [to complete your CHRL certification process] whichever comes earlier.” So if you complete your CHRL certification process on or before November 30, 2018, you will not be subject to the additional requirements.

10. *Is this testing done by province or does it only concern federal legislation?*

The employment law exams will cover Ontario legislation only.

11. *If I have my CHRP and am pursuing my CHRL (but haven't written the CKE2 exam yet), will I need to wait until I pass the CKE2 before I take the CHRL law exam?*

It depends. If you completed the NKE or CKE before the exams were split, you would be eligible to write the CHRL Employment Law exam without needing to complete CKE 2. If you completed CKE 1, completing CKE 2 would be a prerequisite. You should also be aware that if you completed the NKE or the CKE before December 31, 2015, you are currently exempt from the additional requirements for the CHRL until your exam expires or until November 30, 2018, whichever comes earlier.

12. *Just to confirm, if I received my CHRP November 2015, and passed the CKE2, and I am preparing to submit my experience portion to obtain my CHRL, I now have to write a CHRL Employment law exam as well? Is there an effective date on when you passed the CKE2, if you would need to write the CHRL employment law exam?*

Here is the rule: “Anyone who passed either the NKE, CKE, or CKE 2, before December 31, 2015, is exempt from the additional requirements for the CHRL until your exam expires or until November 30, 2018, [to complete your CHRL certification process] whichever comes earlier.” So if you complete your CHRL certification process on or before November 30, 2018, you will not be subject to the additional requirements.

13. *Thank you for the information. For those of us working towards our CHRL and hopefully pass the CKE2, CKE2 employment law exam and other requirements-will we be granted our CHRP as we work towards our 3 years of experience for the CHRL? Also, will there be prep for the employment law exams?*

If you pass the CKE 2 as well as the CHRL Employment Law exam and you also complete the Job Ready Program you would be granted the CHRP. With respect to preparation resources, an online prep program (which includes various prep materials that can be downloaded) should become available as of August 15, 2016.

14. *Will there be a study webinar available to go over the material that will be on the law exams?*

An online prep program (which includes various prep materials that can be downloaded) should become available as of August 15, 2016.

15. *If I wrote the CKE2 in June and passed (find out this Wednesday) am I still required to write the Employment Law Exam CHRL in September of this year in order to have my designation?*

If you completed CKE 2 in June 2016 then you would need to complete the CHRL Employment Law exam as part of your certification process to obtain the CHRL. You do not necessarily complete the exam in September though.

16. *Will there be an example exam posted on the HRPA website like there is for the CKE?*

Yes. About a dozen or so questions will be posted on the CHRP Employment Law exam and CHRL Employment Law exam web pages.

<https://www.hrpa.ca/hrdesignations/Pages/JE1-Exam-Central.aspx>

<https://www.hrpa.ca/hrdesignations/Pages/JE2-Exam-Central.aspx>

17. *Now that there will be a separate law exam, will there be a mandatory 10th course to take to be eligible for the CHRP exam and become a prerequisite to graduate with the certificate?*

No, completing an Employment Law course is not required as part of the coursework requirement for the CKE 1 exam.

18. *I would like to congratulate the HRPA for introducing this test which would ensure certified HR Professional have the minimum competency to apply employment law in the workplace. This will provide employers and employees with the confidence their HR professionals are going to be fair before the law. Usually when a test is to be administered for the first time, candidates are provided with sample questions to guide them in their preparation long before the first exam. When will HRPA make available the prototype to candidates?*

A blueprint of the exam is available on both the CHRP Employment Law Exam as well as the CHRL Employment Law Exam webpage. Additionally, an online prep program (which includes various prep materials that can be downloaded) should become available as of August 15, 2016.

19. *Why not pilot with CHRP individuals for a fair pilot. Ideally CHRLs would have better knowledge of workplace and employment law based on past experience.*

The 'pilot' was not a pilot but a 'proof of concept.' A proof of concept is not used to validate or calibrate a test, it is used to see if the idea has enough merit to pursue it further. In deciding which group to use for the proof of concept, we relied on the advice of our psychometric expert.

20. *Why these exams? Be precise and straightforward in regards to how to solve issues gain experience. FORGET the theory and start the hands on training. Seems like a run around for profit by these exams and the introduction of 2 other levels of CHRP.*

It is HRPA's position that experience is not enough. If it is possible to learn everything one needs to know simply from on-the-job experience, what one has is a trade but not a profession. Having said this, the Employment Law exams consist of scenario-based application questions which do test the ability to apply relevant law to realistic situations.

21. *I completed my NKE testing in 2012. I currently hold my CHRP and was building up my experience to meet the experience requirement of the CHRL. Do I now have to write this Law test, or do I get "grandfathered" in based on when I wrote the test?*

Here is the rule: "Anyone who passed either the NKE, CKE, or CKE 2, before December 31, 2015, is exempt from the additional requirements for the CHRL until your exam expires or until November 30, 2018, [to complete your CHRL certification process] whichever comes earlier." So if you complete your CHRL certification process on or before November 30, 2018, you will not be subject to the additional requirements.

22. *Will HRPAO be offering an employment law course of its own?*

HRPA is not currently considering adding an employment law course to our Online Academic Program. Like many programs offered by post-secondary academic institutions, the employment and workplace law content is covered in the nine required courses.

23. *What happens if one got the CHRP designation in 2014 and just have to submit experience requirement for CHRL does one still have to write the CHRL employment exam?*

Here is the rule: "Anyone who passed either the NKE, CKE, or CKE 2, before December 31, 2015, is exempt from the additional requirements for the CHRL until your exam expires or until November 30, 2018, [to complete your CHRL certification process] whichever comes earlier." So if you complete your CHRL certification process on or before November 30, 2018, you will not be subject to the additional requirements.

24. *If you pass the CKE 1 or CKE 2 and fail the law exam, what happens?*

Not passing the employment law exam does not affect the validity of your CKE 1 or CKE 2 exam result, which remains valid for 10 years. It simply would mean that you would need to rewrite the employment law exam. There is currently no limit regarding how many times the employment law exam can be attempted.

25. *Those individuals who already have their CHRP/CHRL did not have to pass the Law exam. How can they be seen as having the same level of knowledge (and thus hold the same designation) as those who will have to write and pass the law exam?*

This question has always arisen when requirements have been added. The simple reality is that it is not possible to apply certification retroactively. There are many individuals who hold a designation who could not meet the current designation standard. For instance, there are many CHRLs who do not have a degree because they obtained their designation before the degree requirement came into effect.

26. *If you are unsuccessful with the CHRP Employment Law Exam, do you have to write the CKE1 all over again too or just the CHRP Employment Law Exam?*

Not passing the employment law exam does not affect the validity of your CKE 1 or CKE 2 exam result, which remains valid for 10 years. It simply would mean that you would need to rewrite the employment law exam. There is currently no limit regarding how many times the employment law exam can be attempted.

27. *How should we study for this?*

Giving members advice about how to study for an exam is always tricky because we all learn in different ways. Here is a suggestion. One way to study is to create one's own questions and then to answer them. The key here is that the exam is comprised of application questions, not simply fact recall. The exam blueprint is published on the HRPAs website. Focus on those areas that are identified in the blueprint. Think of a situation or scenario when a given aspect of employment or workplace might apply. Think of the details that make one answer correct rather than another. If you are studying with another person or as part of a group, you might want to exchange questions and discuss what details make the correct answer correct.

28. *Will there be reviewers available?*

An online prep program (which includes various prep materials that can be downloaded) should become available as of August 15, 2016.

29. *If an individual is currently holding a CHRP designation (Received the certificate early this year), and is now pursuing a CHRL designation - does that mean the individual will need to just write the CHRL employment exam after passing the CKE 2?*

If you were granted the CHRP, you are not required to complete the CHRP Employment Law exam to maintain your CHRP designation. If you obtained the CHRP by completing CKE 1 though, you would be required to complete CKE 2 first before being eligible to complete the CHRL Employment Law exam.

30. *Do all CHRL members have to write this exam this year or when their membership renewal happens?*

If you have been granted the CHRL, the additional requirements do not apply to you as long as you maintain your designation by remaining a member of HRPAs and meeting the continuing professional development (CPD) requirement.

31. *I passed the October CKE2 and will have my 3 years of experience in January 2017. Do I need to take the law exam?*

Here is the rule: "Anyone who passed either the NKE, CKE, or CKE 2, before December 31, 2015, is exempt from the additional requirements for the CHRL until your exam expires or until November 30, 2018, [to complete your CHRL certification process] whichever comes earlier." So if you passed either the NKE, CKE or CKE 2 before December 31, 2015, and you complete your CHRL certification process on or before November 30, 2018, you will not be subject to the additional requirements. If you did not pass either the NKE, CKE or CKE 2 before December 31, 2015 though, you would be required to complete the CHRL Employment Law exam as part of your CHRL certification process.

32. *Is there a limit to the number of times one can write the exam?*

There is currently no limit on how many times the employment law exams can be written.

33. *How was the pilot of 50 CHRL current designation holders selected for the pilot test and how representative is this population to the general population of current CHRL holders?*

We went back to the list of members who had volunteered for the focus groups which were held in August 2014 to review the *HRPA Human Resources Competency Framework*. At that time, there were a lot of members who had been interested in participating in the focus groups but who, for one reason or another, had not been able to make it. These individuals were also invited. How representative of CHRL members was this sample? We aimed for a diversity in experience and geography, which we achieved. But let's remember that the purpose of this test was 'proof of concept' not a validation or calibration of the test. The test was done to answer the question—*"before we invest a lot of resources in developing this kind of exam, are we confident that it will work?"* The questions that will be on the actual exams will have gone through a much more rigorous development process than the 'proof of concept' questions.

34. *If I am already a certified CHRL, do I need to write the exam?*

If you have been granted the CHRL, the additional requirements do not apply to you as long as you maintain your designation by remaining a member of HRPAA and meeting the continuing professional development (CPD) requirement.

35. *If I passed the NKE and received my CHRP when you changed to the 3-tier system do I need to do the law exam still?*

If you have been granted the CHRP, the additional requirements for the CHRP do not apply to you as long as you maintain your designation by remaining a member of HRPAA and meeting the continuing professional development (CPD) requirement. With respect to obtaining the CHRL, here is the rule: "Anyone who passed either the NKE, CKE, or CKE 2, before December 31, 2015, is exempt from the additional requirements for the CHRL until your exam expires or until November 30, 2018, [to complete your CHRL certification process] whichever comes earlier." So if you complete your CHRL certification process on or before November 30, 2018, you will not be subject to the additional requirements.

36. *If I passed the CKE 1 last November, do I have to write the Law exam?*

If you have been granted the CHRP, the additional requirements for the CHRP do not apply to you as long as you maintain your designation by remaining a member of HRPAA and meeting the continuing professional development (CPD) requirement. If you want to pursue the CHRL though, you would be required to complete both CKE 2 as well as the CHRL Employment Law Exam as part of your CHRL certification process.

37. *Do current CHRP designation holders who received the CHRP designation through the grandfathering process, need to write the CHRL Employment Exam for the CHRL?*

Here is the rule: "Anyone who passed either the NKE, CKE, or CKE 2, before December 31, 2015, is exempt from the additional requirements for the CHRL until your exam expires or until November 30, 2018, [to complete your CHRL certification process] whichever comes earlier." So if you passed either the NKE, CKE or CKE 2 before December 31, 2015, and you complete your CHRL certification process on or before November 30, 2018, you will not be subject to the additional requirements.

38. *Can you write the CHRL Law exam and have it be valid for CHRP while you get your HR experience like you can with the CKE2?*

Yes.

39. *Do you have to write the CKE 1 Exam to write the CHRP EXAM?*  
Yes, in order to be eligible to write the CHRP Employment Law exam, you need to complete CKE 1 first.
40. *Do you need to pass the CKE Exam in order to write the jurisprudence exam?*  
Yes, in order to be eligible to write the Employment Law exam you need to complete the applicable comprehensive knowledge exam first.
41. *How does this employment law exam connect with the job ready program? Can you do the job ready program now? Do we have to wait to pass this exam first?*  
The Job Ready Program is the last step in the CHRP certification process. As such, you need to complete the Employment law exam first before you can complete the Job Ready Program.
42. *I took the CKE 1 exam back in November, in which I passed and received my CHRP. If I wanted to get my CHRL, can I do the CHRL Employment Law Exam?*  
If you completed CKE 1, then in order to be eligible to write the CHRL Employment Law exam, you would need to complete CKE 2 first.
43. *Can we write the CHRL employment exam even if we have the CHRL designation?*  
No. Here is why. It is sound psychometric practice to limit the ‘exposure’ of questions. Now if you would like to test yourself to see where you stand in regards to your ability to apply employment and workplace law, my suggestion would be to purchase HRPAs prep product. The questions included in HRPAs prep product were selected from the same pool of questions as the actual questions found on the exams.
44. *Will HRPAs be designing/offering any study webinars for these exams?*  
An online prep program (which includes various prep materials that can be downloaded) should become available as of August 15, 2016.
45. *I'm CHRP pursuing CHRL, do I need to write the CHRL Law Exam?*  
It depends. Here is the rule: “Anyone who passed either the NKE, CKE, or CKE 2, before December 31, 2015, is exempt from the additional requirements for the CHRL until your exam expires or until November 30, 2018, [to complete your CHRL certification process] whichever comes earlier.” So if you passed either the NKE, CKE or CKE 2 before December 31, 2015, and you complete your CHRL certification process on or before November 30, 2018, you will not be subject to the additional requirements. If you did not pass either the NKE, CKE or CKE 2 before December 31, 2015 though, you would be required to complete the CHRL Employment Law exam as part of your CHRL certification process.
46. *What is the major difference between exam 1 and exam 2? Does the CHRL employment law exam cover content from the 9 HR Courses?*  
The exams will follow the same blueprint and have the same number of questions. The biggest difference is not so much in the questions but in the standard setting. Both exams will have their own separate standard setting. The cut-score for the CHRP Employment Law exam will be set based on what level of proficiency can be expected of a CHRP whereas the cut-score for the CHRL Employment Law exam will be set based on what level of proficiency can be expected of a CHRL.

In some HR programs, employment and workplace law is the subject of its own course, in other programs the employment and workplace law content is embedded in the relevant functional area courses. Either way, the content coverage is the same.

47. *Does HRP have a prep course for the law exam?*

An online prep program (which includes various prep materials that can be downloaded) should become available as of August 15, 2016.

48. *Does new CKE exams (November 2016) onward take out its employee law questions?*

Yes, for the most part. But to be clear, the CKE 1 and CKE 2 never had much specific employment and workplace law content and the CKE 1 and CKE 2 deal more with factual knowledge than application knowledge.

49. *If you are going for CHRL, if you pass the CKE 2 and the CHRL Employment Law exam, would you get the CHRP (granted you meet all other CHRP requirements) while you work towards your CHRL?*

Yes, if you complete CKE 2 and the CHRL Employment Law exam, as well as meet all of the other CHRP requirements, you will be granted the CHRP.

50. *Does having a masters in labour relations allow for any exception for the jurisprudence exam? Or is it just a good core knowledge to have in preparation.*

The employment law exam is a non-exemptible requirement.

51. *I read that there will be a prep course available for this exam, is this still the case?*

An online prep program (which includes various prep materials that can be downloaded) should become available as of August 15, 2016.

52. *What is the price of the one this September?*

The registration fee for the September 2016 sitting of the employment law exams is \$125 plus HST.

53. *If you wrote the CKE 2 exam (and passed) can you choose to write the CHRP Law Exam or the CHRL Law Exam?*

It really wouldn't make sense to do so because if you ever wanted to get your CHRL you would need to write the CHRL Employment Law exam to proceed.

54. *If we took CKE2 because we are still not sure if we would like to pursue CHRL or CHRP, are we able to take Jurisprudence 2 even if we decide to pursue CHRP instead of CHRL down the road?*

Yes.

55. *Can I write the computer based exam in 2017 at home?*

No, the exams still need to be written at a test centre.

56. *Are CKE 1 and CHRP Employment Law exam are two different exams?*

Yes, CKE 1 and the CHRP Employment Law exam are two different exams.

57. *Is this exam required to hold a CHRL exam if I currently hold a CHRP?*

It depends. Here is the rule: "Anyone who passed either the NKE, CKE, or CKE 2, before December 31, 2015, is exempt from the additional requirements for the CHRL until your exam expires or until November 30, 2018, [to complete your CHRL certification process] whichever comes earlier." So if you passed either the NKE, CKE or CKE 2 before December 31, 2015, and

you complete your CHRL certification process on or before November 30, 2018, you will not be subject to the additional requirements. If you did not pass either the NKE, CKE or CKE 2 before December 31, 2015 though, you would be required to complete the CHRL Employment Law exam as part of your CHRL certification process.

58. *Will the CRHL exam be shorter because of this?*

No, the employment law exams do not affect the length of CKE 1 or CKE 2.

59. *Yes, but can we take the exam even if we have the certification?*

No. Here is why. It is sound psychometric practice to limit the 'exposure' of questions. Now if you would like to test yourself to see where you stand in regards to your ability to apply employment and workplace law, my suggestion would be to purchase HRPAs prep product. The questions included in HRPAs prep product were selected from the same pool of questions as the actual questions found on the exams.

60. *I am in the process of completing the course requirements, but I have never heard of the CKE 1 EXAM*

The Comprehensive Knowledge Exam 1 is an exam that needs to be completed as part of the process to obtain the Certified Human Resources Professional (CHRP) designation. You can find detailed information about the CHRP certification process here: <https://www.hrpa.ca/hr-designations/chrp>

61. *Will HRPAs be offering a prep course?*

An online prep program (which includes various prep materials that can be downloaded) should become available as of August 15, 2016.

62. *How many rewrite chances do we get for these exams?*

There is currently no limit on how many times the employment law exams can be written.

63. *No CHRL people have to write these exams ever? Who are these tests applicable to? CHRP's only?*

Individuals currently pursuing the CHRP and/or the CHRL have to complete the CHRP Employment Law exam or the CHRL Employment Law exam respectively. Members who have already been granted the CHRP and/or the CHRL are exempt from the additional requirements as long as you maintain their designation by remaining a member of HRPAs and meeting the continuing professional development (CPD) requirement.

64. *Sorry I missed listening to your response. I have the CHRL designating-am I required to take this exam?*

If you have been granted the CHRL, the additional requirements do not apply to you as long as you maintain your designation by remaining a member of HRPAs and meeting the continuing professional development (CPD) requirement.

65. *I wrote my CKE 2 in November 2015. Will I need to take the CHRL law exam?*

Here is the rule: "Anyone who passed either the NKE, CKE, or CKE 2, before December 31, 2015, is exempt from the additional requirements for the CHRL until your exam expires or until November 30, 2018, [to complete your CHRL certification process] whichever comes earlier." So if you passed either the NKE, CKE or CKE 2 before December 31, 2015, and you complete your CHRL certification process on or before November 30, 2018, you will not be subject to the additional requirements.

66. *Are there study guides or materials available for either exam?*

An online prep program (which includes various prep materials that can be downloaded) should become available as of August 15, 2016.

67. *If you are a CHRP and are currently working toward becoming a CHRL, do you need to take this exam?*

Here is the rule: "Anyone who passed either the NKE, CKE, or CKE 2, before December 31, 2015, is exempt from the additional requirements for the CHRL until your exam expires or until November 30, 2018, [to complete your CHRL certification process] whichever comes earlier." So if you passed either the NKE, CKE or CKE 2 before December 31, 2015, and you complete your CHRL certification process on or before November 30, 2018, you will not be subject to the additional requirements.

68. *Is it now required to write the CKE1 before writing the CKE2, or do the parameters still apply that if you have a Degree + HR Experience you can move right to the CKE2 to obtain the CHRL?*

You do not need to complete CKE 1 in order to be eligible to complete CKE 2. You can move right to pursuing the CHRL.

69. *Just to clarify if you did write in June and passed, you are required to write the law exam? I mean by this, you are not exempt to writing the employment law exam?*

If you wrote either the Comprehensive Knowledge Exam 1 or the Comprehensive Knowledge Exam 2 in June 2016 you are required to complete the applicable employment law exam as part of your certification process to obtain either the CHRP and/or the CHRL.

70. *What if you wrote the NKE in 2014 and got CHRP certification...do I now need the CKE2 plus the Employment Law exam for CHRL? Or....what do I need?*

Here is the rule: "Anyone who passed either the NKE, CKE, or CKE 2, before December 31, 2015, is exempt from the additional requirements for the CHRL until your exam expires or until November 30, 2018, [to complete your CHRL certification process] whichever comes earlier." So if you passed either the NKE, CKE or CKE 2 before December 31, 2015, and you complete your CHRL certification process on or before November 30, 2018, you will not be subject to the additional requirements. As such, if you completed the NKE in 2014 the outstanding requirements for you would currently only be the degree requirement and the experience requirement.

71. *I have the CHRP designation (I passed the CKE before the CK1 & CK2 were implemented) do I write the CHRL Employment Law exam?*

Here is the rule: "Anyone who passed either the NKE, CKE, or CKE 2, before December 31, 2015, is exempt from the additional requirements for the CHRL until your exam expires or until November 30, 2018, [to complete your CHRL certification process] whichever comes earlier." So if you passed either the NKE, CKE or CKE 2 before December 31, 2015, and you complete your CHRL certification process on or before November 30, 2018, you will not be subject to the additional requirements.

72. *If you have your CHRP designation and are proceeding to the CHRL designation, is that when you write the employee law exam?*

It depends. Here is the rule: "Anyone who passed either the NKE, CKE, or CKE 2, before December 31, 2015, is exempt from the additional requirements for the CHRL until your exam expires or until November 30, 2018, [to complete your CHRL certification process] whichever

comes earlier.” So if you passed either the NKE, CKE or CKE 2 before December 31, 2015, and you complete your CHRL certification process on or before November 30, 2018, you will not be subject to the additional requirements. If you did not pass either the NKE, CKE or CKE 2 before December 31, 2015 though, you would be required to complete the CHRL Employment Law exam as part of your CHRL certification process.

73. *Will results be published faster once the exams are on the computer platform?*

No, the results will still be released within 6-8 weeks of the exam date. The reason is that high-stakes certification exams must meet psychometric standards that require significant work to be done after the exam is administered. For instance, the answer key is validated based on the responses of candidates. Changes can be made to the answer key at that time. Then exam scores are equated back to the base form to ensure that a pass refers to the same level of proficiency from one form to the next. It is a lot to do in 6-8 weeks.

74. *Is there a fee for the employment law exam?*

Yes. For the September 2016 sitting the fee is \$125 plus HST. This is an introductory fee. As of 2017, the fee will be \$200 plus HST.

75. *Can you still write the CHRL law exam this September if you do not pass the CHRL CKE2 from June 2016?*

In order to be eligible to write the CHRL Employment Law exam you need to pass the CKE 2 exam first.

76. *How long is the exam?*

Both the CHRP and the CHRL Employment Law exam are three hours in length and consist of 100 multiple-choice scenario-based questions.

77. *Why this exam is not added in CKE1 or CKE2?*

A number of reasons:

1. The CKE 1 and CKE 2 are long enough as they are.
2. The format of the questions is different
3. Candidates may want the opportunity to prepare for each test separately

78. *So if the answer is different between provincial and federal then those won't be in the exam?*

The employment law exams will cover Ontario legislation only.

79. *If I wrote and passed the CKE 2 exam in November 2015, do I need to write the CHRL law exam?*

Here is the rule: “Anyone who passed either the NKE, CKE, or CKE 2, before December 31, 2015, is exempt from the additional requirements for the CHRL until your exam expires or until November 30, 2018, [to complete your CHRL certification process] whichever comes earlier.” So if you passed either the NKE, CKE or CKE 2 before December 31, 2015, and you complete your CHRL certification process on or before November 30, 2018, you will not be subject to the additional requirements.

80. *For those who started certification when it was the NKE, prior to recent changes, that only required the experience to be obtain the CHRL, is the CHRL Law exam now also required?*

Here is the rule: “Anyone who passed either the NKE, CKE, or CKE 2, before December 31, 2015, is exempt from the additional requirements for the CHRL until your exam expires or until November 30, 2018, [to complete your CHRL certification process] whichever comes earlier.” So

if you passed either the NKE, CKE or CKE 2 before December 31, 2015, and you complete your CHRL certification process on or before November 30, 2018, you will not be subject to the additional requirements.

81. *Will the exam cover specific case law and reference when the most recent precedent was set?*

The right course of action must take into account relevant case law. However, the exam is about application and not being able to cite specific case law. The answer to any question will be a course of action, not a specific reference to case law.

82. *Grandfathering from CHRP to CHRL, passed in June 2015??*

Here is the rule: "Anyone who passed either the NKE, CKE, or CKE 2, before December 31, 2015, is exempt from the additional requirements for the CHRL until your exam expires or until November 30, 2018, [to complete your CHRL certification process] whichever comes earlier." So if you passed either the NKE, CKE or CKE 2 before December 31, 2015, and you complete your CHRL certification process on or before November 30, 2018, you will not be subject to the additional requirements. If you did not pass either the NKE, CKE or CKE 2 before December 31, 2015 though, you would be required to complete the CHRL Employment Law exam as part of your CHRL certification process.

83. *Can these exams be used towards re-certification?*

No.

84. *Will the cut-off scores be determined for each exam writing? Therefore, the same exam will have different cut-off scores depending on the scores obtained by a particular exam writing group?*

Yes. But it is not 'the same exam.' Different forms of the exam may have different cut-scores. The psychometric process is called 'test equating.'

85. *If I planned taking the CHRP Designation exam do I have to register this employment law exams as a separate exam or it will form part of the proposed November 2017 CHRP designation exams*

Completing CKE 1 is a prerequisite for the CHRP Employment Law exam. As such, you need to register for the CHRP Employment Law exam separate once you have completed CKE 1.

86. *Are there additional exams (in other functional areas) being added as well? Seems like so many exams.*

No further exam will be added to the CHRP certification process. A Final Performance Exam will be added to the CHRL certification process in the next couple of years.

87. *Will the HRPA offer any study material for these exams?*

An online prep program (which includes various prep materials that can be downloaded) should become available as of August 15, 2016.

88. *Is the Computer based version done on your own computer or at a test center?*

The exams still need to be written at a test center.

89. *When will the prototype questions be available on the website?*

They are now available on the CHRP Employment Law exam and CHRL Employment Law exam web pages.

<https://www.hrpa.ca/hrdesignations/Pages/JE1-Exam-Central.aspx>

90. *Does it mean that I don't have my designation until I complete these law exams? Even though I passed my CKE 1 exam?*

If you completed CKE 1 after December 31, 2015, then you would need to complete the CHRP Employment Law exam and the Job Ready Program before you can be granted the CHRP designation.

91. *I passed the exam in June 2015, so I'm grandfathered into CHRL??*

Here is the rule: "Anyone who passed either the NKE, CKE, or CKE 2, before December 31, 2015, is exempt from the additional requirements for the CHRL until your exam expires or until November 30, 2018, [to complete your CHRL certification process] whichever comes earlier." So if you passed either the NKE, CKE or CKE 2 before December 31, 2015, and you complete your CHRL certification process on or before November 30, 2018, you will not be subject to the additional requirements. If you passed the NKE, CKE or CKE 2 before December 31, 2015, the outstanding requirements for you would currently only be the degree requirement and the experience requirement.

92. *Could you clarify the designation CHRP or CHRL is for 10 years?*

The 10 year validity period applies to the exams, meaning CKE 1, CKE 2, the CHRP Employment Law Exam and the CHRL Employment Law Exam. Once you pass any of these exams, the results are valid for a 10 year period. Since CKE 1 or CKE 2 have to be completed before the CHRP Employment Law Exam and the CHRL Employment Law Exam, this basically means that you have 10 years from the time you pass either CKE 1 or CKE 2 to complete the certification process for the CHRP or the CHRL respectively. Once you have been granted the CHRP and/or CHRL, to maintain your designation all you would need to do is remain a member of HRPA and meet the continuing professional development (CPD) requirement.

93. *If I was grandfathered into the CHRP designation and don't need to complete additional steps until November 2018, but know that I will not obtain my CHRL by that time, will I be required to complete the CHRL Employment Law Exam?*

Yes, if you are not be able to complete the CHRL certification process by November 30, 2018, you would need to complete the CHRL Employment Law Exam.

94. *What is the CKE (old test) the equivalent of? CKE 1, CKE 2 or both?*

The CKE encompassed both CKE 1 and CKE 2 in the sense that there was only one comprehensive knowledge exam at the time. The exams have now been split to more accurately test the knowledge base required for the CHRP and the CHRL respectively.

95. *What happen after the 10 years?*

The 10 year validity period applies to the exams, meaning CKE 1, CKE 2, the CHRP Employment Law Exam and the CHRL Employment Law Exam. Once you pass any of these exams, the results are valid for a 10 year period. Since CKE 1 or CKE 2 have to be completed before the CHRP Employment Law Exam and the CHRL Employment Law Exam, this basically means that you have 10 years from the time you pass either CKE 1 or CKE 2 to complete the certification process for the CHRP or the CHRL respectively. If a member is unable to complete the certification process for either the CHRP or the CHRL before their CKE 1 or CKE 2 expires, they would need to requalify for and retake the CKE 1 or CKE 2 to continue the certification process.

96. *I understand that you need to have a degree for the CHRL, but not for the CHRP. If you have a degree and you decide to first pursue your CHRP, you would need to write the CKE 1 and the CHRP Employment Law. Then if you decided to go for your CHRL, you would need to write the CKE 2 and CHRL Employment Law exam, correct?*

If you have a degree and you are unsure which designation you may want to pursue, you should start by completing CKE 2 and the CHRL Employment Law Exam. Because they are higher level exams, CKE 2 and the CHRL Employment Law Exam can also be used to obtain the CHRP.

97. *I mean, combined within CKE1 or CKE2, or will these be combined in future*

There are currently no plans to combine the CHRP Employment Law Exam with CKE 1 or the CHRL Employment Law with the CKE 2.

98. *What if you didn't pass the cke1 can you still write the jurisprudence exam?*

Completing CKE 1 is a prerequisite for the CHRP Employment Law exam. As such, you need to register for the CHRP Employment Law exam separate once you have completed CKE 1.

99. *What if you wrote the CKE1 but want to get your CHRL? Do you have to write the CKE2?*

Yes.

100. *Can I write the Employment Law I exam in September and then the CKE 1 in November and if successful this would give me my CHRP?*

Completing CKE 1 is a prerequisite for the CHRP Employment Law exam. As such, you would need to complete CKE 1 first before you can complete the CHRP Employment Law exam. Once you have passed the CHRP Employment Law exam, your last step to obtain the CHRP would be to complete the Job Ready Program.

101. *Where can I find more information regarding the job ready program?*

Information about the Job Ready Program is available here:  
[https://www.hrpa.ca/hrdesignations\\_/Pages/Job-Ready-Program.aspx](https://www.hrpa.ca/hrdesignations_/Pages/Job-Ready-Program.aspx)

102. *If I hold the CHRL designation, could I write the Employment Law exam for CPD credits?*

No. It is not a bad idea but certification exams are expensive to develop. Accepted psychometric practice is not to allow actual test questions to be used for other purposes. It places the questions at greater risk.

103. *Then to get the CHRL, I would need to write the CKE 2 and Employment Law 2? Am I understanding this correctly?*

Yes, both CKE 2 and the CHRL Employment Law Exam are required as part of the certification process for the CHRL.

104. *Can we do the job ready program without passing the law exam? Or do we have to wait until we pass?*

The Job Ready Program is the last step in the CHRP certification process. As such, you need to complete the Employment law exam first before you can complete the Job Ready Program.

105. *If I have my degree, should I just be writing the Employment Law and CKE 2 exams?*

If you have a degree and you would like to pursue the CHRL, you would need to complete CKE 2 and the CHRL Employment Law exam as part of the certification process. You do not need to complete CKE 1 and the CHRP Employment Law exam first.

106. *I passed the exam in June 2015, met all the requirements, possess a grad degree, so I'm grandfathered into CHRL??*

Here is the rule: "Anyone who passed either the NKE, CKE, or CKE 2, before December 31, 2015, is exempt from the additional requirements for the CHRL until your exam expires or until November 30, 2018, [to complete your CHRL certification process] whichever comes earlier." So if you passed either the NKE, CKE or CKE 2 before December 31, 2015, and you complete your CHRL certification process on or before November 30, 2018, you will not be subject to the additional requirements. If you passed the NKE, CKE or CKE 2 before December 31, 2015, the outstanding requirements for you would currently only be the degree requirement and the experience requirement. Please note that the CHRL can only be granted once HRP A has received proof that all of the designation requirements have been met. For example, you are not considered to have met the degree requirement until such time as HRP A has an official transcript confirming that a degree was conferred.

107. *If I am a CHRP and pursuing my CHRL though, aren't I grandfathered from having to go through this new route?*

Here is the rule: "Anyone who passed either the NKE, CKE, or CKE 2, before December 31, 2015, is exempt from the additional requirements for the CHRL until your exam expires or until November 30, 2018, [to complete your CHRL certification process] whichever comes earlier." So if you passed either the NKE, CKE or CKE 2 before December 31, 2015, and you complete your CHRL certification process on or before November 30, 2018, you will not be subject to the additional requirements. If you passed the NKE, CKE or CKE 2 before December 31, 2015, the outstanding requirements for you would currently only be the degree requirement and the experience requirement.

108. *If you wrote the CKE 2 exam (and passed) can you choose to write the CHRP Law Exam or the CHRL Law Exam?*

No. If you passed the CKE 2 exam you need to write the CHRL Employment Law exam.

109. *Correct me if I am wrong but I thought that if you have taken the CKE 2 and passed by Nov 2015, and receive your CHRL by November 2018 or within 10 years whichever comes earlier, you are exempt from taking the Employment law exam?*

You are correct. Here is the rule: "Anyone who passed either the NKE, CKE, or CKE 2, before December 31, 2015, is exempt from the additional requirements for the CHRL until your exam expires or until November 30, 2018, [to complete your CHRL certification process] whichever comes earlier." So if you passed either the NKE, CKE or CKE 2 before December 31, 2015, and you complete your CHRL certification process on or before November 30, 2018, you will not be subject to the additional requirements.

110. *I'm CHRP pursuing CHRL (obtained in June 2015, before CKE1&2), do I need to write the CHRL Employment Law Exam?*

Here is the rule: "Anyone who passed either the NKE, CKE, or CKE 2, before December 31, 2015, is exempt from the additional requirements for the CHRL until your exam expires or until November 30, 2018, [to complete your CHRL certification process] whichever comes earlier." So if you passed either the NKE, CKE or CKE 2 before December 31, 2015, and you complete your CHRL certification process on or before November 30, 2018, you will not be subject to the additional requirements.

111. *I passed the CKE 2 in November and am working on my experience towards the CHRL. Do I need to write the CHRL law exam?*

Here is the rule: “Anyone who passed either the NKE, CKE, or CKE 2, before December 31, 2015, is exempt from the additional requirements for the CHRL until your exam expires or until November 30, 2018, [to complete your CHRL certification process] whichever comes earlier.” So if you passed either the NKE, CKE or CKE 2 before December 31, 2015, and you complete your CHRL certification process on or before November 30, 2018, you will not be subject to the additional requirements.

112. *Given the top 10, it appears that Pay Equity, Employment Equity, Labour Relations legislation is not tested. Is that correct?*

Don’t go by the top 10, use the exam blueprint. The exam blueprint is published on the HRP website. Pay equity and labour relations are there.

113. *Just to clarify, the employment law exam is only for people who wrote the CKE after a certain date?*

Here is the rule: “Anyone who passed either the NKE, CKE, or CKE 2, before December 31, 2015, is exempt from the additional requirements for the CHRL until your exam expires or until November 30, 2018, [to complete your CHRL certification process] whichever comes earlier.” So if you passed either the NKE, CKE or CKE 2 before December 31, 2015, and you complete your CHRL certification process on or before November 30, 2018, you will not be subject to the additional requirements.

114. *Any specific ON legislation we should focus on?*

Yes. The full exam blueprint is available on the HRP website. The exam blueprint will tell you what legislation to focus on.

115. *Do we need to submit anything to prove that we passed the CKE 1 or CKE 2 when registering for the law exams?*

No.

116. *Do we have to do job ready program even though we have work experience?*

Yes.

117. *Is the CKE 1 exam a requirement for the CHRP exam? Are these both different exams?*

Completing CKE 1 is a prerequisite for the CHRP Employment Law exam. As such, you need to complete CKE 1 first before you are eligible to complete the CHRP Employment Law exam.

118. *If I wrote the CKE and received my CHRL in June 2015 do I still need to write the CKE 2 in order to complete the employment exam 2?*

If you have been granted the CHRL, the additional requirements do not apply to you as long as you maintain your designation by remaining a member of HRP and meeting the continuing professional development (CPD) requirement.

119. *If I wrote the CKE2 and passed, can I use CHRP designation after my name, until I complete all the rest of the course requirements for CHRL?*

It depends on when you completed CKE 2. If you complete CKE 2 before December 31, 2015 you would have been granted the CHRP upon passing the exam. If you passed CKE 2 in 2016 or later, you would need to complete the employment law exam as well as the Job Ready Program first

before you can be granted the CHRP. If you are pursuing the CHRL, the employment law exam you would complete would be the CHRL Employment exam, which can be used to meet the employment law exam requirement for both the CHRP and the CHRL because it is a higher level exam.

120. *What months will the law exams be available next year?*

The dates for 2017 have not yet been set.

121. *When will the pilot exams be posted on your website?*

An online prep program (which includes various prep materials that can be downloaded) should become available as of August 15, 2016.

122. *I think you touched on this but I may have missed it, while working towards CHRL, do we use CHRP after a certain point in the process to obtain the designation?*

You can obtain the CHRP while pursuing the CHRL. To do so, in addition to the registration and coursework requirements, you would also need to complete CKE 2, the CHRL Employment Law exam as well as the Job Ready Program.

123. *I might have missed the answer to my question, but would you be able to answer this question again: Do current CHRP designation holders who received the CHRP designation through the grandfathering process, need to write the CHRL Employment Exam?*

Here is the rule: "Anyone who passed either the NKE, CKE, or CKE 2, before December 31, 2015, is exempt from the additional requirements for the CHRL until your exam expires or until November 30, 2018, [to complete your CHRL certification process] whichever comes earlier." So if you passed either the NKE, CKE or CKE 2 before December 31, 2015, and you complete your CHRL certification process on or before November 30, 2018, you will not be subject to the additional requirements.

124. *Does having the CHRL designation have anything to do with one's level of education? It seems CHRL is an entry designation but what level of educational attainment? I meant CHRP is an entry designation*

Yes, but education is not the only difference. The CHRP is intended as a diploma-level designation, the CHRL is intended as a degree-level designation. Of course, there are other components to certification processes as well.

125. *Although it is not a requirement for current CHRL holders, would the test be made available for development purposes?*

No, not the exact questions that would be used in the exam. It is not good psychometric practice to have actual test questions used for other purposes. One option is to purchase the prep program which includes a practice test which is made up of questions selected from the same pool of items as the actual test questions.

126. *Can we do the job ready program without passing the law exam? Or do we have to wait until we pass?*

The Job Ready Program is the last step in the CHRP certification process. As such, you need to complete the Employment law exam first before you can complete the Job Ready Program.

127. *How can I prepare for the employment law 2 exam and is there a fee for this exam?*

An online prep program (which includes various prep materials that can be downloaded) should become available as of August 15, 2016. With respect to the registration fees, for the September

2016 sitting the fee is \$125 plus HST. This is an introductory fee. As of 2017, the fee will be \$200 plus HST.

128. *As long as we've passed the CKE 1 or CKE 2 before June 2016, we don't need to write the law exam, right?*

Here is the rule: "Anyone who passed either the NKE, CKE, or CKE 2, before December 31, 2015, is exempt from the additional requirements for the CHRL until your exam expires or until November 30, 2018, [to complete your CHRL certification process] whichever comes earlier." So if you passed either the NKE, CKE or CKE 2 before December 31, 2015, and you complete your CHRL certification process on or before November 30, 2018, you will not be subject to the additional requirements.

129. *I understand HSPA plans to offer prep material for the jurisprudence exams, what will this look like?*

It will have two parts. The first is a review module which reviews the basic knowledge of workplace and employment legislation. The second part is a practice exam made up of questions taken from same question pool as the questions used in the exams.

130. *I just want to make sure I'm understanding this correctly, as long as you received your CHRP designation when the CKE or NKE was still one exam (as opposed to CKE 1 and 2), you don't need to need to write these law exams as part of your CHRL designation?*

Here is the rule: "Anyone who passed either the NKE, CKE, or CKE 2, before December 31, 2015, is exempt from the additional requirements for the CHRL until your exam expires or until November 30, 2018, [to complete your CHRL certification process] whichever comes earlier." So if you passed either the NKE, CKE or CKE 2 before December 31, 2015, and you complete your CHRL certification process on or before November 30, 2018, you will not be subject to the additional requirements.

131. *If I wrote and passed the CKE 2 exam in November 2015, do I need to write the CHRL law exam?*

Here is the rule: "Anyone who passed either the NKE, CKE, or CKE 2, before December 31, 2015, is exempt from the additional requirements for the CHRL until your exam expires or until November 30, 2018, [to complete your CHRL certification process] whichever comes earlier." So if you passed either the NKE, CKE or CKE 2 before December 31, 2015, and you complete your CHRL certification process on or before November 30, 2018, you will not be subject to the additional requirements.

132. *What is the cost for this exam?*

For the September 2016 sitting the fee is \$125 plus HST. This is an introductory fee. As of 2017, the fee will be \$200 plus HST.

133. *Can you take the job ready program if you do not pass the CHRP Employment Law Exam?*

The Job Ready Program is the last step in the CHRP certification process. As such, you need to complete the Employment law exam first before you can complete the Job Ready Program.

134. *Are you qualified to the CHRP title after your pass the CKE 1 before passing the CHRP Employment Law Exam? Or is it a pre-requisite before gaining the CHRP title?*

In order to be granted the CHRP designation, you need to meet all of the requirements for the CHRP first, including the CHRP Employment Law Exam and the Job Ready Program.

135. *Sorry if you fail the law exam, do you need to rewrite the CKE 1 or CKE 2 or just re writing the law exam?*

Not passing the employment law exam does not affect the validity of your CKE 1 or CKE 2 exam result, which remains valid for 10 years. It simply would mean that you would need to rewrite the employment law exam. There is currently no limit regarding how many times the employment law exam can be attempted.

136. *I have the CHRP designation, and wrote my NKE in 2011. I'm currently working on my experience for the CHRL - if I write my CHRL Employment Law exam, will that override the experience requirement?*

No. The CHRL Employment Law exam cannot replace the experience requirement.