

Blueprint

Comprehensive Knowledge Examination 1

Human Resources Professionals Association

Version 2.3

Approved by *CHRP Exam Validation Committee* April 9, 2018

Approved by *HRPA Registrar* April 11, 2018

Effective June 2018

Credential

Passing the Comprehensive Knowledge Examination 1 is a requirement for certification for CHRP candidates. The examination reflects the *HRPA Professional HR Competency Framework* (2014).

Purpose

The CKE 1 assesses whether a candidate has the level of discipline-specific knowledge necessary to practise human resources management at the CHRP level in a manner that is consistent with the protection of the public interest. Knowledge related exclusively to employment and workplace legislation is assessed on the CHRP Employment Law Examination.

Structure

The structural variables provide high level guidance as to what the examination will look like.

Table 1: CKE 1 Blueprint Structural Variables

Item types	Independent 4-option multiple choice
Length	175 total items
	20–30 experimental items
Duration	Up to 3½ hours
Delivery mode	Computer based testing in proctored test centres
Frequency	3 windows per year

Content Weighting

The functional area weights were set in 2014 to reflect an equal importance across the functional areas excepting a lower expectation for Strategy. The weights were modified slightly in 2018 to remove weighting for competencies most appropriately tested on the CHRP Employment Law Examination. Within each functional area, items are distributed roughly evenly across the related competencies.

Table 2: Functional Area Weights on the CKE 1

Functional Area	Weight	Range
10 Strategy	4%	+/- 1%
20 Professional Practice	11%	+/- 2%
30 Organizational Effectiveness	13%	+/- 2%
40 Workforce Planning & Talent Management	13%	+/- 2%
50 Labour & Employee Relations	11%	+/- 2%
60 Total Rewards	13%	+/- 2%
70 Learning & Development	13%	+/- 2%
80 Health, Wellness, & Safe Workplace	11%	+/- 2%
90 Human Resources Metrics, Reporting, & Financial Management	11%	+/- 2%

Table 3: Competencies Not Eligible on the CKE 1

FA	Comp	FA	Comp	FA	Comp	FA	Comp
10	C005	40	C084	70	C152	80	C177
	C007		C089		C155		C179
	C009		50		C113		C156
	C011	C114			C158		C192
	C012	C117			C159	C194	
	C017	C123	C163		C195		
20	C035	60	C125		C165	90	C196
	C036		C139		C166		C204
	C037		C141		C171		C205
	C041		C143		C172		C206
C050	C146		C173		C210		
30	C056		C175				
	C057						
	C065						

Minor amendments made November 20, 2018, by CHRP EVC, with approval of the Registrar.