



Human Resources
Professionals
Association

A webinar presented by the Office of the Registrar

Let's Talk Exams

March 22, 2019

- 1.) *Are the Employment Law exams for CHRP and CHRL the same? Will we be writing the same exam twice?*

The CHRP and CHRL Employment Law Examinations do differ slightly. The CHRP Employment Law Examinations puts more emphasis on application-based scenarios and questions, whereas the CHRL Employment Law Examination puts more emphasis on critical thinking-based scenarios and questions.

You can find the blueprint for the CHRP Employment Law Examination here:
<https://www.hrpa.ca/Documents/Designations/HRPA-CHRP-ELE-Blueprint.pdf>

You can find the blueprint for the CHRL Employment Law Examination here:
<https://www.hrpa.ca/Documents/Designations/HRPA-CHRL-ELE-Blueprint.pdf>

- 2.) *So are the answers subjective and may vary per the majority vote from the members who are reviewing them?*

The items, distractors, and answers designed for our examinations are not subjective. There is one definite right answer to each of the items on our examinations. Those who are involved in the ad hoc activity of reviewing the items written, as well as those on our CHRP and CHRL Examination Validation Committees, all have extensive HR backgrounds, and do hold a designation. With their expertise, the items are reviewed and validated to ensure that they are adequate and fair so that they may appear on our examinations.

- 3.) *What is a cut score?*

The cut score is the pass mark required to pass the examination.

A passing mark is not established prior to any of our examinations in order to obtain either the CHRP or CHRL designations.

A 'Modified Angoff' method is used to determine the cut score for the CKE 1, as well as the CHRP and CHRL Employment Law Examinations. This method uses a panel of HR subject matter experts who apply ratings to each individual question on the examination. When applying ratings, the subject matter experts use a 'Borderline Candidate' and determine their performance on each question. Any candidate showing the same or a higher level of performance as a borderline candidate is considered a 'passing' candidate, and any candidate showing performance below the level of a borderline candidate is a 'failing' candidate. The purpose for this method of scoring is to set an objective hurdle for candidates. This method rewards candidates who are considered to have sufficient competence and

knowledge in HR, and to also identify those candidates who have insufficient competence and knowledge, thus they would not meet the cut score. The 'Modified Angoff' method sets the cut score based on the actual difficulty of the test in relation to the 'Borderline Candidate's' level of performance on each question, and fairly assess individual candidates on their own merits.

In order to calculate the passing grade for the CKE 2, a 'non-compensatory' scoring method is used. The purpose for this scoring method is to ensure that individuals demonstrate strong knowledge in each of the nine functional areas. This results strength in one or more functional areas not compensating for weaknesses in other areas.

An overall cut score is still established. What this means is that individuals will need to score a certain percentage in each of the nine functional areas, as well as meet the overall established cut score.

It is possible to be above the threshold of the overall cut score and yet be below the threshold in one or more of the functional areas, resulting in a failing grade. It is also possible to be above the threshold in all nine of the functional areas, and be below the threshold for the overall cut score, resulting in a failing grade. Cut scores vary depending on the difficulty of the examination.

The pass mark required for all of our examinations change for each sitting depending on how the Key Validation process goes with our psychometrician and the committee. Historically, the pass marks have been close between sittings, and as we move closer and develop stronger items for our examinations, the pass marks established will be even closer to one another.

4.) What are the dates for the exams

You can find the 2019 dates for the CKE 1 and CKE 2 here:

<https://www.hrpa.ca/hrdesignations/Pages/CKE1-CKE2-Comprehensive-Knowledge-Exam.aspx>

You can find the 2019 dates for the CHRP and CHRL Employment Law Examinations here:

<https://www.hrpa.ca/hrdesignations/Pages/CHRP-CHRL-Employment-Law-Exam.aspx>

5.) What is the percentage rate of passing the exam? How many are first-time writers?

You can find statistics on past administrations of our examinations, as well as their Technical Reports beginning in 2018, for the CKE 1 and CKE 2 here: <https://www.hrpa.ca/hrdesignations/Pages/CKE1-CKE2-Comprehensive-Knowledge-Exam.aspx>.

You can find statistics on past administrations of our examinations, as well as their Technical Reports beginning in 2018, for the CHRP and CHRL Employment Law Examinations here:

<https://www.hrpa.ca/hrdesignations/Pages/CHRP-CHRL-Employment-Law-Exam.aspx>.

6.) If you are unsuccessful, do you have to wait for the next exam period, or can you choose another day in the 2 week window?

As examination results are not released until 4-6 weeks from the last day of the testing window you are writing in, you are not able to schedule a rewrite within the same testing window. In the event that you have failed, you will be able to register for your examination for the following testing window.

The registration fee is the same per examination attempt.

7.) *For the CKE 1, is there an equal distribution of items on each function of HR? in terms of the 9 courses*

There is not an equal distribution of items on both the CKE 1 and CKE 2. For information on the breakdown of each examination, and how many items there are per functional area, please visit: <https://www.hrpa.ca/hrdesignations/Pages/CKE1-CKE2-Comprehensive-Knowledge-Exam.aspx>.

8.) *Can you provide us with links for study materials? Thank you!*

You can find the examination preparatory products that HRP A offers and endorses here: <https://www.hrpa.ca/hr-designations/exams-prep>.

9.) *Where is the recording of webinar on meeting the coursework requirements from last year?*

You can find the On-Demand Webcast of the webinar on meeting the Coursework Requirement here: https://hrpa.adobeconnect.com/pm930m54fpdl/?OWASP_CSRFTOKEN=f2d4dcc047547c8e735aeb5f1170fac0b110cf541d008aadd50ea41dd7ab3678&proto=true.

10.) *I am wondering in which cases a professional would want to write CKE 2 to obtain a CHRP designation?*

For members who may not have the appropriate amount of work experience to meet the Validation of Experience Requirement, or have not yet completed their degree program to meet the Degree Requirement, but know that they wish to obtain the CHRL Designation in the future, they may write the CKE 2, as well as the CHRL Employment Law Examination, and then complete the Job Ready Program to obtain the CHRP Designation. This way, they will stay have a designation to use, while still completing the remaining requirements to obtain the CHRL Designation.

11.) *How long does it typically take to get exam results after writing?*

On average, examination results are released 4-6 weeks from the last day of the testing window, by email. An email will be sent to all candidates approximately one week prior to their release to inform them of the exact date and time of their release.

12.) *Are the time slots for exams capped at a certain number of participants?*

Each Prometric test centre has a capacity limit and not every test centre has the same availability as another. This is why it is important to register and schedule your examination as soon as possible in order to ensure that you schedule a date and time at a location that is convenient for your schedule.

13.) *How is it determined whether a person will be awarded with CHRP or CHRL designation based on their CKE-2 and employment law exam?*

Both the CHRP and CHRL Designations have their own separate set of requirements to obtain.

For the list of requirements to obtain the CHRP Designation, please visit: <https://www.hrpa.ca/hr-designations/chrp>.

For the list of requirements to obtain the CHRL Designation, please visit: <https://www.hrpa.ca/hr->

[designations/chrl](#)

14.) *Are the Law exams multiple choice too?*

Yes, both the CHRP and CHRL Employment Law Examinations consist of 3-option multiple-choice questions only.

15.) *Why number of non-scored items same in CKE-1 and CKE-2 when total number of items and duration to attempt these items are different?*

The total number of non-scored items range between 20-30 for both the CKE 1 and CKE 2, as the statistics they gather help determine if they will make strong items for future examinations. By presenting a similar amount of non-scored item on each of the examinations, this helps bolster our item bank to ensure we can have multiple forms of our examinations in circulation.

Please note that both the CKE 1 and CKE 2 are examinations designed to be completed well within the time allotted.

16.) *How do you ensure the courses from different universities and colleges prepare us for the exams? The content of the courses rely on the textbooks and different schools use different textbooks. How do you ensure that students from different schools are equally prepared for the exams?*

For a course to be approved for our Coursework Requirement, which establishes one's eligibility to register for the CKE 1 and CKE 2, the course must demonstrate that the content being taught in the course meets specific standards and learning outcomes.

For a course to receive approval, the course must meet an 80% content match to HRPAs approved curriculum. To assess a content match, the Academic Standards Committee must review a course outline, which contains detailed learning outcomes, week by week scheduled of the content/chapter coverage, and a detailed table of contents of the required reading materials.

For more information on the Course Approval process, please visit:
<https://www.hrpa.ca/hrdesignations/Pages/Course-Approval.aspx>.

17.) *Do you need text books for the exam prep courses?*

The examination preparatory products endorsed by HRPAs do not require any textbooks to be purchased in order to advance through the products. With that being said, there are parts of these products that may make reference to certain textbooks, as well as the sections where you are able to find the information in those textbooks. You may, at that point, wish to purchase a textbook if you are looking to study those sections or references further.

18.) *Is there an in-class prep course for the law exams?*

HRPA does not offer an in-class examination preparatory product for the CHRP and CHRL Employment Law Examinations. The only examination preparatory product for the CHRP and CHRL Employment Law Examinations that HRPAs endorses are the ones offered by Captus Press, found here:
<http://advance.captus.com/hrpa/ExamPrep/default.aspx>.

These products are helpful for working through sample questions in the similar format presented on the actual examination.

19.) Can you comment on the sitting of the exam - are there breaks in the 5 hour exam? Water available or able to take it in?

For each of our examinations, you are allowed to take as many unscheduled breaks, as needed. Please note that taking a break does count towards your total writing time. Prometric, our examinations vendor, does not allow for beverages to be brought into their testing areas, unless it is for accommodations purposes. You may leave your beverage outside of the testing area with the invigilator, which you can then access on your break.

20.) Do you have to complete both CHRP and Employment Law exams within 10 years of doing your 9 required courses?

Once you have passed the CKE 1 or CKE 2, you then have 10 years from the date of your first course to complete the remaining requirements to obtain your designation before you are required to meet the Coursework Requirement once more.

The 10 year validity period is only for your eligibility to register for the CKE 1 or CKE 2 from the time you have completed your courses.