



Blueprint

Comprehensive Knowledge Examination 2

Human Resources Professionals Association

Version 2.0

Approved by CHRL Exam Validation Committee March 13, 2018

Approved by HRPA Registrar March 14, 2018

Credentials

Passing the Comprehensive Knowledge Examination 2 is a requirement for certification for CHRL candidates. The examination reflects the *HRPA Professional HR Competency Framework* (2014).

Purpose

The CKE 2 assesses whether a candidate has the knowledge required to be an effective human resources professional at the CHRL level, in Ontario. Knowledge related exclusively to employment-related legislation will be assessed on the CHRL Employment Law Examination.

Structure

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

Table 1: CKE 2 Blueprint Structural Variables

Item types	Independent 4-option multiple choice
Length	250 total items
	20–30 experimental items
Duration	Up to 5 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 through a national survey and modified slightly in 2018 to remove weighting for competencies most appropriately tested on the CHRL Employment Law Examination. Within each functional area, items are distributed roughly evenly across the related competencies.

Table 2: Functional Area Weights on the CKE 2

Functional Area		CKE 2	
		Weight	Range
10	Strategy	11%	+/- 2%
20	Professional Practice	11%	+/- 2%
30	Organizational Effectiveness	14%	+/- 2%
40	Workforce Planning & Talent Management	14%	+/- 2%
50	Labour & Employee Relations	9%	+/- 2%
60	Total Rewards	10%	+/- 2%
70	Learning & Development	11%	+/- 2%
80	Health, Wellness, & Safe Workplace	8%	+/- 2%
90	Human Resources Metrics, Reporting, & Financial Management	12%	+/- 2%

Table 3: Competencies Not Eligible on the CKE 2

FA	Comp
20	C035
	C036
	C037
50	C117
60	C139
80	C177
	C179
90	C204
	C205