

Blueprint

CHRP Knowledge Examination – (CHRP-KE) 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 CHRP Knowledge Examination (CHRP- KE) is a requirement for certification for CHRP candidates. The examination reflects the *HRPA Professional HR Competency Framework (2014)*.

Purpose

The CHRP-KE 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	2 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
10	C005	20	C035	C065	40	C117
	C007		C036			C084
	C009		C037	C089		
	C011		C041	50	C113	
	C012	C050	C114			
	C017	30	C056	60	C139	
		C057	C141			
					C143	



FA	Comp
	C146

FA	Comp
70	C152
	C155
	C156
	C158
	C159
	C163
	C165
	C166
	C171
	C172
	C173
	C175

FA	Comp
80	C177
	C179
	C187
	C192
90	C194
	C195
	C196
	C204
	C205
	C206
	C210

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