



## Blueprint

### **CHRL Knowledge Examination – (CHRL-KE) Human Resources Professionals Association**

*Version 2.3*

*Approved by CHRL Exam Validation Committee March 13, 2018*

*Approved by HRPA Registrar March 14, 2018*

*Effective June 2018 administration*

#### **Credential**

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

#### **Purpose**

The CHRL-KE assesses whether a candidate has the level of discipline-specific knowledge necessary to practise human resources management at the CHRL 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 CHRL Employment Law Examination.

The CHRL credential requires candidates to demonstrate competence across all 9 functional areas, and the CHRL-KE operationalizes this by requiring demonstration of proficiency at both the total score level and on each functional area. Very low performance on any functional area (as defined through standard setting with a confidence threshold adjustment at the 95% level) is taken as evidence of not demonstrating the required level of competence to earn the CHRL.

#### **Structure**

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

**Table 1: CHRL-KE 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	2 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 CHRL-KE**

Functional Area		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 CHRL-KE**

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

*Minor amendments made October 22, 2018, by CHRL EVC, with approval of the Registrar.*