

The image features a large, stylized background graphic of the letters 'HRPA' in a light teal color. Overlaid on this is a dark blue horizontal bar containing the HRPA logo and name. To the right of the bar is a large black 'R'. Below the bar is a red horizontal bar. In the bottom right corner, there is a dark blue vertical line followed by text.

**HR  
PA**

**Human  
Resources  
Professionals  
Association**

**Structural Changes to HRPA  
Certification Exams  
December 10, 2020**



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# On Demand Webinars

- Our previously aired regulatory and how-to webinar series can be found on the **Regulatory Webinars** page of our website
  - Listen to recording
  - Download the power point slides
  - View the Questions & Answers

# Housekeeping

- Webinar will be recorded and posted online
- This webinar is NOT eligible for CPD
- We will post the transcript of the Q&A online afterwards with the webinar

# Questions Involving Specific Individual Circumstances

- This webinar is not the appropriate place and time to address specific individual circumstances
- Sometimes the correct answer depends on details that are not provided with the question
- Please contact the Office of the Registrar at [registrar@hrpa.ca](mailto:registrar@hrpa.ca) or [exams@hrpa.ca](mailto:exams@hrpa.ca) with questions involving specific individual circumstances

# Agenda

- Definition of the structural changes
- Why – rational as to why HRPAs made the changes
- Certification Exams:
  - I. Knowledge Exams – format, content & eligibility
  - II. Employment Law Exams – format, content & eligibility
- Breaks
- Structural Changes – how the content is divided
- Rules & Policies

# Define Structural Changes

- HRPAs Certification Exams will be divided into 2 content sections and no longer be written as one section
- There will be an Exam Content Section 1 and Exam Content Section 2
- These changes will come into effect as of January 1, 2021.
- The Employment Law Exams in January 2021 will be the first exams effected by this change



# Rationale for the Change

- HRPAs have made this decision in an increased effort to protect the security and integrity of our certification exams, particularly in the remote environment
- Increased level of security for exam content
- Reduces the opportunities for misconduct, i.e., cheating

# Knowledge Exams

<b>CHRP Knowledge Exam (CHRP-KE)</b>	<b>CHRL Knowledge Exam (CHRL-KE)</b>
Valid for the CHRP designation only	Valid for CHRP and CHRL designation
3.5 hours to complete 175 questions	5 hours to complete 250 questions
175 questions, approx. 150 scored items	250 questions, approx. 225 scored items
20-30 experimental items (non-scored)	20-30 experimental items (non-scored)
4-option multiple-choice format	4-option multiple-choice format
Delivered via CBT and remote proctoring	Delivered via CBT and remote proctoring
Compensatory scoring	Non-compensatory scoring
<b>Coursework or approved alternate route</b>	<b>Coursework or approved alternate route</b>
No changes to the body of knowledge (content)	No changes to the body of knowledge (content)

# Employment Law Exams

CHRL Employment Law Exam	CHRL Employment Law Exam
3.5 hours to complete 110 questions	3.5 hours to complete 110 questions
Approx 10 experimental items	Approx 10 experimental items
110 questions, approx. 100 scored items	110 questions, approx. 100 scored items
3-option multiple-choice format	3-option multiple-choice format
Delivered via CBT and remote proctoring	Delivered via CBT and remote proctoring
Compensatory scoring	Compensatory scoring
Candidates have access to relevant legislation in PDF format	Candidates have access to relevant legislation in PDF format
Eligibility – must have passed the CHRP-KE	Eligibility-must have passed the CHRL-KE

# Breaks

- You are permitted one 15-minute optional break
- Break must be taken once you have completed and submitted Exam Content Section 1 and before you start Exam Content Section 2
- You are not permitted to take a break during Exam Content Section 1 or Exam Content Section 2
- Breaks are optional and you are not required to take a break but are available should you wish to take one
- Breaks can be used to use the washroom, or to have a drink and/or have a snack
- Seat times have been increased by 15 minutes to allow for this break
- The break time does not reduce your allotted time to complete the content section of the exam, i.e., the exam questions

# Structural Changes – Knowledge Exams

The Knowledge Exams will be divided into 2 content sections (both with the same proportional coverage of their blueprints).

The new structure is as follows:

CHRP Knowledge Exam	CHRL Knowledge Exam
Exam Content Section 1: up to 1 hour and 45 minutes (max)	Exam Content Section 1: up to 2 hours and 30 minutes (max)
1 optional 15-minute break	1 optional 15-minute break
Exam Content Section 2: up to 1 hour and 45 minutes (max)	Exam Content Section 2: up to 2 hours and 30 minutes (max)

# Structural Changes – Employment Law Exams

The Employment Law exams will be divided into 2 content sections (both with the same proportional coverage of their blueprints).

The new structure is as follows:

CHRP Employment Law Exam	CHRL Employment Law Exam
Exam Content Section 1: up to 1 hour and 45 minutes (max)	Exam Content Section 1: up to 1 hour and 45 minutes (max)
1 optional 15-minute break	1 optional 15-minute break
Exam Content Section 2: up to 1 hour and 45 minutes (max)	Exam Content Section 2: up to 1 hour and 45 minutes (max)
PDF legislation access for both sections	PDF legislation access for both sections

# Rules and Policies

- You are not permitted to take a break within Exam Content Section 1 or within Section 2. You are only allowed to take a 15-minute optional break once you have completed Exam Content Section 1 and submitted it and before you start Exam Content Section 2.
- You are permitted to flag items, make comments on items and highlight items and use any of the features within the exam software platform.
- You are permitted to move back and forward when you are within Exam Content Section 1 or Exam Content Section 2.
- You are permitted to review items and change responses when you are within a content section, i.e., either in Exam Content Section 1 or Exam Content Section 2.
- If you finish Exam Content Section 1 earlier than the time allotted you can click submit, take your break and then start Exam Content Section 2. Unused time from Exam Content Section 1 cannot be carried over and used towards Exam Content Section 2.
- You cannot go back and review Exam Content Section 1 after you have submitted it and clicked "Finish", the same applies to Exam Content Section 2. Once you have completed the section and submitted it and have clicked "Finish" you cannot go back and review.

**Make sure before you submit either section that you have reviewed and answered all items in that section.**

# Rules and Policies

- Each Exam Content Section will have the same proportional coverage of the exam blueprints:
  - Equitable in terms of number of words
  - Equitable in terms of level of difficulty
  - Equitable in terms of number of items
  - Employment Law Exams will have the same proportional coverage for independent items and case-based scenarios across both content sections



# Rules and Policies

- The writing time to complete your exam is different than your allotted seat time
- The CHRP and CHRL Employment Law Exams and the CHRP Knowledge Exam is broken down as follows:
  1. Time to complete the 110 questions is 3 hours and 30 minutes
  2. Time to complete the 175 questions is 3 hours and 30 minutes
  3. 30 minutes is allotted for the NDA+ tutorial + survey section of the exam
  4. 15 minutes has been added to allow for the break
  5. Total seat time is 4 hours and 15 minutes
- The CHRL Knowledge Exam is broken down as follows:
  1. Time to complete the 250 questions is 5 hours
  2. 30 minutes is allotted for the NDA + tutorial + survey section of the exam
  3. 15 minutes has been added to allow for the break
  4. Total seat time is 5 hours and 45 minutes

# Questions?

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Thank you for joining us today!