New Arabic Resources for ATD Certification

What Is a Professional Certification Program?

Certification = assessment of ability to apply professional knowledge and skills against an established standard

ATD established a ***new global standard*** for talent development with the Talent Development Capability Model

ATD Certification programs are grounded in the Talent Development Capability Model

This is ***not*** a training program designed to transfer knowledge or skill – although you may learn a few things while preparing

Certifications Grounded in Research

- Tied directly to the [Talent Development Capability Model](#)

- Exam Content developed by analyzing responses from target audience

- Validated by current certificants

ATD Certification Institute Certification Programs

Associate Professional in Talent Development (APTD)

- Foundational knowledge of L&D

- Offered in Arabic, English, and Simplified Chinese

Certified Professional in Talent Development (CPTD)

- Strategic application of professional judgement

- Offered in English

ATD CI Certification Has Several Steps

Eligibility (Before Application)

- Years of experience in talent development
- *NEW* - Professional development hours

Current Resume (to upload)

Application via ATD website

Agree to Uphold Code of Ethics

Payment

Standardized Exam

Recertification Every 3 Years

Associate Professional in Talent Development

Designed for ***early career professionals*** <u>or</u> those focusing on an ***individual contributor role*** <u>or</u> for whom TD is only ***part of their responsibilities***

Requirements:

- **Three (3)** years of experience in talent development

- **28 hours** of professional development

- Focuses primarily on the *foundational knowledge* required to be successful in talent development and how to *apply that knowledge*

**Associate Professional
in Talent Development**

Cost
$699 USD
$499 USD *(ATD National Member)*

Exam Covers a **Subset** of Content from TD Capability Model

- 115 multiple-choice questions
- 2 hours to test

- **Personal Capabilities – 20%**
- **Professional Capabilities – 50%**
- **Organizational Capabilities – 30%**

- Review the Test Content Outline

Typical Study Process

- Identify gaps
- Create a study plan that is best for you
  - Study group
  - Peer-to-peer learning
  - Reading (TDBoK, professional books)
  - Courses
- Practice Tests
- Take Exam

- Candidates often plan 6 months in advance

Identify Gaps

- Review the content covered on the exam
- Identify areas to focus on in studying:
    - Less confidence
    - Less direct experience
- Your gaps will be different than gaps your colleagues have

- New gap assessment document in Arabic to be released in August 2022 at the same time as the Talent Development Body of Knowledge (TDBoK)

Create a Study Plan

- Work backwards from your target testing window
  - APTD testing in January, March, May, July, September, November
- Determine your study methods
- Review all areas of content
- Pay more attention to your focus areas

- APTD candidates report spending between 60 – 80 hours studying

Formal Study Programs

- Study Groups
  - [Groups](#) offered in the region, lead by current certificants
  - Discuss best practices in L&D
  - Peer-to-peer learning
  - Expand your professional network

- Preparation Courses
  - Asynchronous, on-demand via [ATD](#) *(English only)*
  - Deep dive Bootcamps with [regional partners](#)

Talent Development Body of Knowledge (TDBoK)

- Provides a deep dive into concepts, definitions, methodologies, and examples covering all 23 capabilities

- [Available](#) digitally in Arabic beginning August 2022
  - Via Bookshelf

Practice Test

- Available in Arabic

- Same platform as actual exam

- Full-length and timed

- Review correct answers and explanation after you complete practice test

- Permitted three (3) attempts at practice test

- Choose language when launching practice test

APTD Exam

- Available in Arabic

- Choose language when making test appointment

What is your preferred language for the exam?

○ Arabic
○ English

- Same exam given globally

Taking the Exam

- Must <u>select testing window</u> when you **apply**

- Authorization to Test received after approval to test

- <u>Select language</u> when you **make** your own personal **testing appointment**

- Choose to test at **in-person testing center**
  Examples: Abu Dhabi, Alexandria, Basra, Cairo, Dammam, Dubai, Giza, Jeddah, Kuwait, Riyadh, Tel Aviv

- Choose to test via live, **remote proctor**
  - Strict protocols in place
  - Hard-wired internet line strongly recommended

Nearly 1,000 APTD certificants

Primary Roles
- 40% Trainers/Facilitators
- 20% Instructional Designers

Functional Level
- 45% individual contributors
- 32% managers or team leaders

APTDs reside in 28 countries

Top 5
- United States
- Saudi Arabia
- China
- Egypt
- India/Singapore

What Earning Certification Says About You

You are:

- well-versed in the talent development body of knowledge

- willing to challenge yourself

- driven to go above and beyond

- bringing current best practices to your organization

- dedicated to a career in talent development

- committed to lifelong learning and keeping up with changes in the field

Top 5 Reasons for Earning an ATD CI Certification

Indicates professional growth

Validates job-specific competency

Job mobility/marketability of my skills

Boosts confidence for job performance

Supports and promotes professional standards

Q&A
session

www.td.org/certificaiton

certification@td.org

Webcast Manager to everyone: A recording of this webcast with audio, visuals and a link to a PDF of the slides will be posted at https://webcasts.td.org/webinar/4711. We will send everyone an email tomorrow with this link.

Slide 3:

www.td.org/capability-model

Slide 4:

www.td.org/aptd
www.td.org/cptd

Slide 5:

www.td.org/certification/aptd/eligibility

Slide 6:

www.td.org/certification/aptd/introduction

Slide 7:

www.td.org/certification/aptd/exam

Test content outline can be found here:
https://d22bbllmj4tvv8.cloudfront.net/20/00/70d86be841c59fb9cc4d5f42b696/2020-aptd-test-content-outline.pdf

For information about ATD membership:

https://checkout.td.org/Membership

Slide 8:

www.td.org/certification/aptd/prepare

Q: Will the gap assessment be available in English?

Gap assessment tool in English: https://d22bbllmj4tvv8.cloudfront.net/fd/62/3c3d40d84582a3fed1ed0bbcb45c/aptd-gap-assessment-tool.pdf

Slide 10:

This is a guide to help you plan your studies: www.td.org/aptdstudyguide

Slide 11:

Study group offered in the region: https://lnkd.in/eDM4WspN

Preparation course: https://www.td.org/education-courses/aptd-certification-preparation-course

Deeper dive boot camp: https://taaeen.ae/service/training-development/

From Sue Kaiden: The preparation course is not required but it can be used to satisfy 20 points towards the professional development requirement. If you wish to use the preparation course towards your professional development eligibility requirement you need to complete the course before applying for the APTD exam.

Slide 12:

Talent development body of knowledge: www.td.org/tdbok

To receive information once the TDBoK is available in Arabic: https://learnmore.td.org/about-aptd-certification-a

Slide 13:

https://www.td.org/aptd-and-cptd-practice-test

Slide 14:

www.td.org/certification/aptd/apply

Slide 15:

For more information on remote proctoring option: https://www.td.org/certification/remoteproctoring

Slide 16:

To connect with others pursuing the credential, join the APTD candidate Linkedin group that Morgean mentioned earlier: https://www.linkedin.com/groups/8660635/

Slide 19: For more information: www.td.org/certification

Email us at: certification@td.org

To connect with Aya Medhat: https://www.linkedin.com/in/ayamedhat1/