

CPLP Certification Webcast – 12.15.15

Question & Answers

from Webcast Manager to All Participants:	A recording of this webcast with audio and visuals will be posted at http://webcasts.astd.org/webinar/1418. We will send everyone an email tomorrow with this link and a link to a pdf of the slides.
from Angela to All Panelists:	<p>Is it JUST an exam or are there required (v)ILT sessions that I have to attend first?</p> <p>JN: There is no required curriculum. We do, however, recommend that you read all of the program materials (Certification Handbook especially) and that you study.</p> <p>Lara: No you are not required to attend any ILT sessions. The exam is only part of it though---don't forget about the Work Product.</p>
from Webcast Manager to All Participants:	www.td.org/model For context, this website shows you more about the ATD Competency Model upon which the CPLP certification exams are based. You will want to focus your preparation on the Areas of Expertise.
from Maria to All Participants:	<p>What does AOE represent?</p> <p>Areas of Expertise are industry-specific competencies. These are the functional areas that make up the skill sets that are necessary to practice in TD.</p>
from Judy to All Participants:	<p>What is the reality of how much time should be spent to study for the exam prep?</p> <p>From Talia: I just passed the Knowledge Exam portion and I studied for 4 months</p> <p>From Lara: this is directly proportional to how many years of experience you have. Someone with 5 years of experience may need to study 10 months. Someone with 20 years might be 3 months. Plus, we have to look at how much experience/ knowledge a person has in each AOE (Area of Expertise)</p> <p>From JN: What is the reality of how much time should be spent to study for the exam prep? It ranges - usually 80 hours on the knowledge exam; about 80 hours on the work product - but again it varies</p>
from Judy to All Participants:	<p>Why do fewer people pass the work product portion?</p> <p>It's about application. It's not like a typical test that people are used to taking in school. Many people are unsuccessful the first time, and then pass on the second attempt.</p>

	<p>From Phillip: I have found fewer people pass the work product because they feel their selected focus area, they do it all the time and just submit it and it does not meet all criteria. They try to fit a square peg in to a round hole.</p>
<p>from Judy to All Participants:</p>	<p>How much time each week did you study? And what study tool did you use?</p> <p>From Talia: I purchased the ATD Learning System (it is great!) I studied about 15 hours a week</p>
<p>from Angela to All Panelists:</p>	<p>Are these numbers [of CPLP credential holders] just based on USA residents?</p> <p>From Lara: No. This is globally.</p>
<p>from Judy to All Participants:</p>	<p>Which system did you purchase? Do you think it would work to do a shared purchase with the learning system....where one person is studying one part while another studies another part...</p> <p>From Talia: ATD Learning Systems - \$495. JN: It's intended to be one system per person since you will want an opportunity to take your own notes vs. share a system.</p>
<p>from Patricia All Participants:</p>	<p>Curious - is it best to do a self-study or join a work study</p> <p>From Lara: use a combination approach if possible. Study Group can keep you on track and you can leverage the knowledge of your peers. Self-study can help you manage your time.</p>
<p>from Judy to All Participants:</p>	<p>In your opinions.....How would you compare the CPLP to a Ed D or PhD for credentials and effort to complete?</p> <p>From Maria: Do you to be a college professor? Then your answer is PhD. If you want to be a talent development practitioner then gaining the knowledge of a CPLP might be better.</p>
<p>from Judy to All Participants:</p>	<p>Is there a pre-assessment to see where one might be before starting to study? I thought I saw that one time.</p> <p>No pre-assignment but we highly recommend you read all the material and go through the Certification Handbook, especially.</p>
<p>from Kerri to All Participants:</p>	<p>Is the exam based solely on the CPLP study materials?</p> <p>JN: No, it's based on the entire body of knowledge for the profession which maps to the content outline topics found in the www.td.org/cplp - see the Certification Handbook. In general terms, most of the study content is</p>

	<p>captured in the ATD prep materials – but it would be impossible to cover it all! Also, don't forget that the questions are based on application and not recall. You will want to study for application-based questions like those found in the practice exam (pCPLP). This is available for free from ATD CI at www.td.org/cplp.</p>
<p>from Carlene to All Panelists:</p>	<p>When you take the knowledge test, do they tell you which questions you missed so that you can develop those skills? Thanks</p> <p>On the pCPLP, it does tell you what you missed. On the CPLP exam, it does not since it's a test.</p>
<p>from Sadaia to All Participants:</p>	<p>For those who have taken the test, were you working full time during the preparation phase?</p> <p>From Talia: I worked full time while studying. As Phillip just stated you have to be totally committed.</p>
<p>from Justin to All Participants:</p>	<p>How does experience teaching in higher education translate to eligibility requirements for the CPLP? Corporate and education obviously different in many ways, but I imagine some of the similarities are helpful for certification. What are your thoughts?</p> <p>Justin: Great question. If the topic you taught relates to talent development, it usually applies. If it was in another subject matter, let's discuss. Please contact me directly and I'll be happy to help. (Jennifer N.)</p>
<p>from Judy to All Participants:</p>	<p>Do you have a list of people within a specific state that have their CPLP?</p> <p>Credential holders have to give us their permission to publish their names. The closest thing we have to a list by state in published form in on the CPLP Directory on www.td.org/cplp.</p>
<p>from Nicole to All Panelists:</p>	<p>I think Lara kind of addressed this, but...I am using an older set of books (from around 2006-2009) with the old 9 AOE's. These materials were already paid for by my work. I have studied the books for AOE's 1-5 so far. Is it big deal if I keep using these "old" materials?</p> <p>JN: You need the new Learning System.</p>
<p>from Katherine to All Panelists:</p>	<p>Can we take the PreCPLP more than once now?</p> <p>Yes, as many times as you would like but the questions are the same each time.</p>

<p>from Talia to All Participants:</p>	<p>How did you prepare for the Work Product? Is there an option to resubmit if you don't pass the first time?</p> <p>See the Certification Handbook. Lots of great information about preparation and about the steps. You can resubmit a brand new work product if you don't pass the first time. You have several attempts before time runs out.</p>
<p>from Judy to All Participants:</p>	<p>Are there certain parts of the country that you see more requests for a CPLP on job postings?</p> <p>Yes. In the US, we see a lot of demand in cities in Florida, New York, Atlanta, and the Washington DC area – to name a few.</p>
<p>from Judy to All Participants:</p>	<p>What other organizations provide the study tools?</p> <p>There are third party providers as well as ATD local chapters.</p>
<p>from Kristi to All Participants:</p>	<p>I too would like to hear more about preparation for the work product. If you are not prepared for the Work Product after you pass the Knowledge exam, can you postpone submission windows?</p> <p>Yes, you can postpone your submission.</p>
<p>from Jennifer Naughton to All Participants:</p>	<p>Is feedback provided on the project portion?</p> <p>Yes, some feedback is provided... it is an exam so the feedback is not as in-depth as what you can expect from a training program...</p>
<p>from Judy to All Participants:</p>	<p>What were your work products? Could each presenter share which AOE they submitted the work product for?</p> <p>From Phillip: Delivering Training</p>
<p>from Patricia to All Participants:</p>	<p>Can we talk briefly about the work product?</p> <p>JN: We might need to do another webcast about this in the future. There is a lot of interest. Absent that, the best point of contact at ATD CI to discuss this with you is Pat Byrd. Her email is PByrd@td.org. Best resource is the Certification Handbook. Make sure to read it carefully. There is also an ATD preparatory program that addresses this topic as well. More information can be found at www.td.org/cplp.</p>
<p>from Carlene to All Participants:</p>	<p>I've just retired from T&D job with 15 yrs experience in some training course development, most experience delivering instructor-led. Long experience, short degree of diversity in my training and develop. I want to be a consultant in talent development and OD. Trying to find the best ways to</p>

	<p>close the gaps in my development to add to my seasoned experience. Is CPLP what you would recommend?</p> <p>I would recommend that you first take the ATD Career Navigator to determine your skills gaps. It is on td.org and it will help to identify skills gaps and resources to close them. In terms of the CPLP, it's a great program to help you broaden your already substantive TD skill base and gain instant credibility as a consultant. It sounds like there is a match; however, it's tough to say without a conversation. I would suggest you look at the decision tool referenced in the slide deck prepared for this webcast. It contains a link to a decision tool that will step you step through the decision. We (either me or the CI staff) would also be happy to talk with you about this, if that would be helpful.</p>
<p>from Kerri to All Participants:</p>	<p>Is there a limit to the number of times a person can take the pre-test?</p> <p>No, there is not limit. It's free and you can take it as many times as you would like.</p>