Do Over: Preparing for a Certification Retest

CERTIFICATION INSTITUTE
Association for Talent Development

Elevating the Talent Development Profession
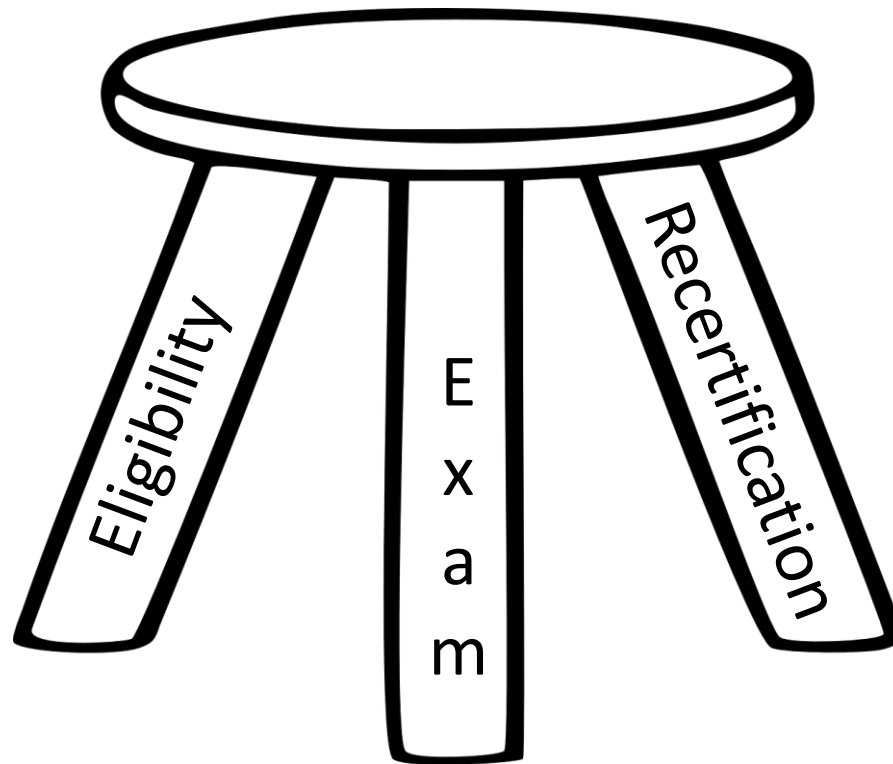
Today's Agenda

- Certification Basics

- How to Stay Motivated

- Overcoming Doubts

- Preparation Tips

- Dealing with Test Anxiety

- Advice for Candidates

- Q&A

Understanding Certification: 3 Legs of the Certification Stool

The ATD Competency Model

- defines the latest competencies needed for success across the entire TD industry.

- provides a professional development roadmap for TD leaders and practitioners.

- provides the opportunity to align individual and organizational goals against an industry standard backed by research and forward-thinking

ATD CI credentials are based on the ATD Competency Model
www.td.org/compmodel

ATD Credentials

aptd
ASSOCIATE PROFESSIONAL IN TALENT DEVELOPMENT
ATD CERTIFICATION INSTITUTE

CPLP®
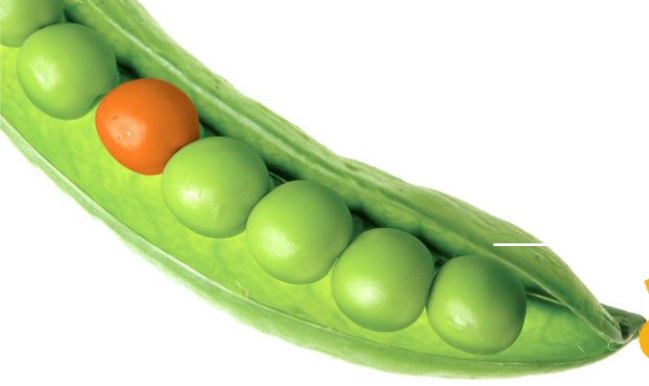CERTIFIED PROFESSIONAL IN LEARNING & PERFORMANCE
atd CERTIFICATION INSTITUTE

The Associate Professional in Talent Development (APTD) is for talent development professionals who are in the early part of their careers or whose roles and aspirations are focused on a few areas of expertise.

The Certified Professional in Learning and Performance (CPLP) is for talent development professionals with significant knowledge and experience who want to distinguish themselves in the field.

- ❑ You spend at least 50% of your time devoted to talent development activities

- ❑ You have at least 3 years of experience

- ❑ 3 primary AOEs in ATD Competency Model: Instructional Design, Training Delivery, Learning Technologies

- ❑ Earning the APTD will allow you to test out of 3 areas of expertise on the CPLP exam should you decide to pursue it in the future

- ❑ You spend 100% of your time devoted to talent development activities

- ❑ 5+ years of related education/experience

- ❑ All 10 AOEs in ATD Competency Model: Instructional Design, Training Delivery, Learning Technologies, Evaluating Learning Impact, Managing Learning Programs, Integrated Talent Management, Coaching, Knowledge Management, Change Management, Performance Improvement

	aptd ASSOCIATE PROFESSIONAL IN TALENT DEVELOPMENT ATD CERTIFICATION INSTITUTE	CPLP® CERTIFIED PROFESSIONAL IN LEARNING & PERFORMANCE atd CERTIFICATION INSTITUTE
Eligibility	Minimum 3 years of at least 50% experience in TD	Minimum 5 years of full-time experience in TD
AOEs Covered	3 primary AOEs	All 10 AOEs
Type of Exam	Primarily Knowledge	Knowledge & Skills
Certification Process	1 Knowledge Exam	1 Knowledge Exam + 1 Skills Application Exam
Recertification	Every 3 years / 40 credits	Every 3 years / 60 credits
Cost	$400 ATD Member $600 Non-member	$900 ATD Member $1250 Non-member

Meet Our Panelists

- Marla Albertie
- Kelly Bair
- Denise Hicken
- Laura Lowden

Staying Motivated

- Had a short "pity party"
- Reschedule quickly for realistic time frame
- Maintain momentum – stay in study mode
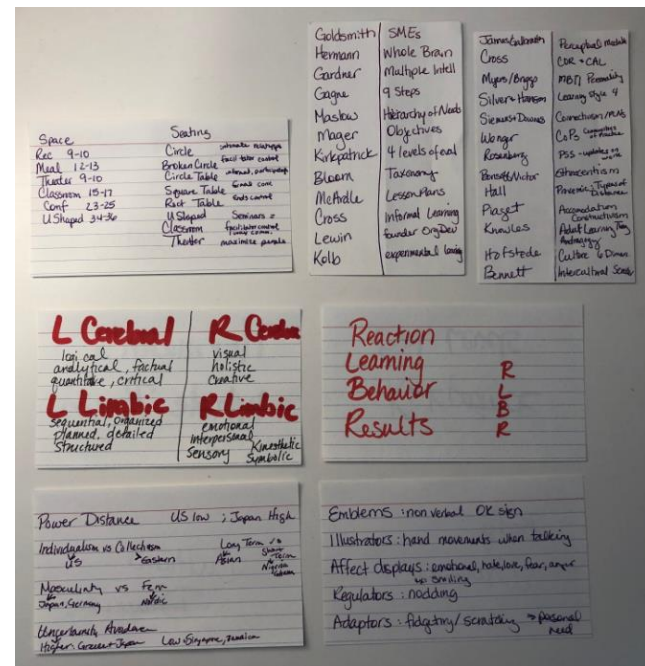- Adversity can be motivating
- Focus on your "why"

Overcoming Doubts

- Give yourself some grace
- Study how others approached failure
- Review your strengths & weaknesses
- Reflect on what worked and what didn't
- Create a plan

Preparation Tips

- Review questions that gave you pause
- Weekly themes based on categories
- Retake practice test
- Note cards!
- Be able to explain it
- Talk through it

Dealing with Test Anxiety

- Arrive early on day of the exam
- Eat something
- Don't second guess
- Don't rush
    - Slow & steady pace
- You don't need 100%
- Breathe

Advice for Retesters

- View first exam as a practice run

- You're at an advantage the 2nd time

- Focus on weaker areas, refresh on others

- During test, eliminate choices

- Flag tough questions

Was it Worth It?

- Gained knowledge and insight
- Improved my confidence at work
- Met new people and increased my network
- Got a new position
- Access to new opportunities

Competency Model Changes

- Revised competency model developed this year
- New material will be known mid-December
- Exams for new model expected mid-2020
- Old exams in force through July 2020

Questions for Panelists?

- Please chat out your questions
- Indicate if it is intended for a specific person

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Upcoming CPLP Exams

Knowledge Exam Registration Deadline	2019 & 2020 Testing Windows
November 6, 2019	December 4-20, 2019
December 8, 2019	January 8-29, 2020
February 4, 2020	March 4-25, 2020
April 6, 2020	May 6-27, 2020
Skills Application Exam Registration Deadline	2019 & 2020 Testing Windows
January 5, 2020	February 5-26, 2020
March 1, 2020	April 1-22, 2020
May 3, 2020	June 3-24, 2020

APTD Exams

APTD Exam Registration Deadline	2019 Testing Windows
November 29, 2019	November 6-December 20, 2019
January 5, 2020	February 5-26, 2020
March 1, 2020	April 1-22, 2020
May 3, 2020	June 3-24, 2020

Resources

- Webcasts
  - [Preparing for the CPLP](#)
  - [Preparing for APTD](#)
  - [SAE Preparation](#)
- [Active candidates page](#)
  - Includes instructions for practice tests
  - Study plan templates
- APTD: www.linkedin.com/groups/8660635
- CPLP: www.linkedin.com/groups/8664160

Next Steps

- Focus on your "why"
- Schedule your retest
    - Wendy Luikart at wluikart@td.org
- Create a study plan
- Don't give up!

Any questions?

Email us at certification@td.org

Call us!

Sue Kaiden
703-683-7266