

# The ABCs of the CPLP® Program

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# CPLP Is...

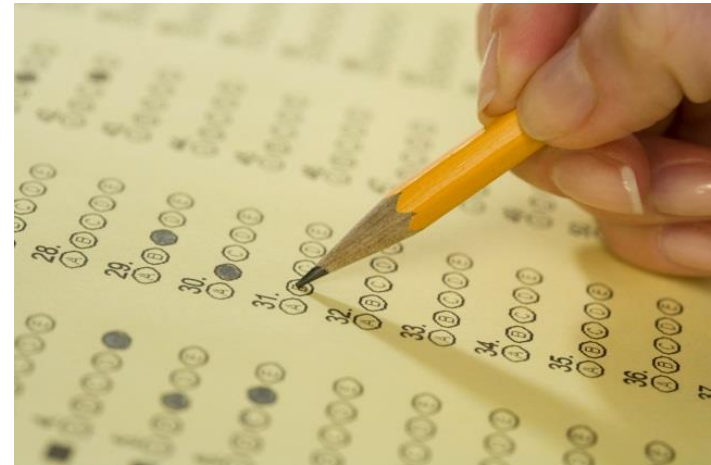
- Certified Professional in Learning & Performance
- Credential for talent development (TD) professionals
- Offered by the ATD Certification Institute (ATD CI)

# Certificate v. Certification

## Certificate



## Certification



# Five Reasons to get your CPLP

- Credibility/Confidence
- Career Opportunity
- CPLP Community
- Company Impact
- Continuous Learning

# What is your reason?



# CPLP by the Numbers

- 1,854 CPLP credentials awarded to-date
- CPLPs reside in the U.S. and 27 international countries.
- The CPLP registration fee is \$799 for current ATD members and \$999 for non-members.
- For information about CPLP preparatory courses and materials, please contact ATD Customer Care at [CustomerCare@td.org](mailto:CustomerCare@td.org).

# CPLP Components

**Eligibility:** Minimum five years fulltime TD work experience OR four years fulltime TD work experience PLUS one year college/university study in TD courses.

## EXAM

- 150 multiple-choice questions
- Focus on 10 AOE's
- No penalties for guessing

## WORK PRODUCT

- Four available AOE's
- Must be current
- Independently rated by CPLP's

# Example Timeline

	Dates
<b>Apply</b>	June 2015
<b>Study</b>	June – Sept 2015
<b>Take Exam</b>	Sept/Oct 2015 Window
<b>Prepare &amp; Submit Work Product</b>	October 2015 -February 2016 February 19, 2016



# Exam and Work Product

- All CPLP candidates are required to sit for the knowledge exam at one of our testing centers.
- The work product assessment is completed independently by the candidate and mailed to us.
- Testing Centers – located in the U.S. and Canada.
- International Testing Centers - Guam, Puerto Rico, Abu Dhabi, Dubai, Riyadh, Singapore, Rome, London, Mumbai, New Delhi, Malaysia, Hong Kong, South Korea, Tokyo, The Netherlands, Gauteng (South Africa), Stellenbosch (South Africa), Hawalli (Kuwait), and Cairo. For the 2015 test windows, we have trial test centers in Bermuda, Dublin, Athens (Greece), Lagos State (Nigeria), Zurich (Switzerland) and Tel Aviv (Israel).

# The CPLP Exam

## Three Things You Must Know to Pass:

1. What is the exam content?
2. What is my gap?
3. What is my learning plan?

# Exam Content

<b>AOE</b>	<b>Exam Weighting (%)</b>
<b>1. Instructional design</b>	<b>16</b>
<b>2. Training delivery</b>	<b>16</b>
<b>3. Performance improvement</b>	<b>16</b>
<b>4. Evaluating learning impact</b>	<b>12</b>
<b>5. Managing learning programs</b>	<b>10</b>
<b>6. Coaching</b>	<b>7</b>
<b>7. Integrated talent management</b>	<b>9</b>
<b>8. Change management</b>	<b>8</b>
<b>9. Knowledge management</b>	<b>6</b>
<b>10. Learning technologies</b>	
<b>Total test</b>	<b>100%</b>

# Sample Question #1

A talent development (TD) professional opens a CPR certification class with a true story of an employee who became ill at work and was kept alive by a co-worker administering CPR until paramedics arrived. Which adult learning principle is the TD professional focusing on?

- A. Readiness
- B. Respect
- C. Autonomy
- D. Action

**Correct Answer = A**

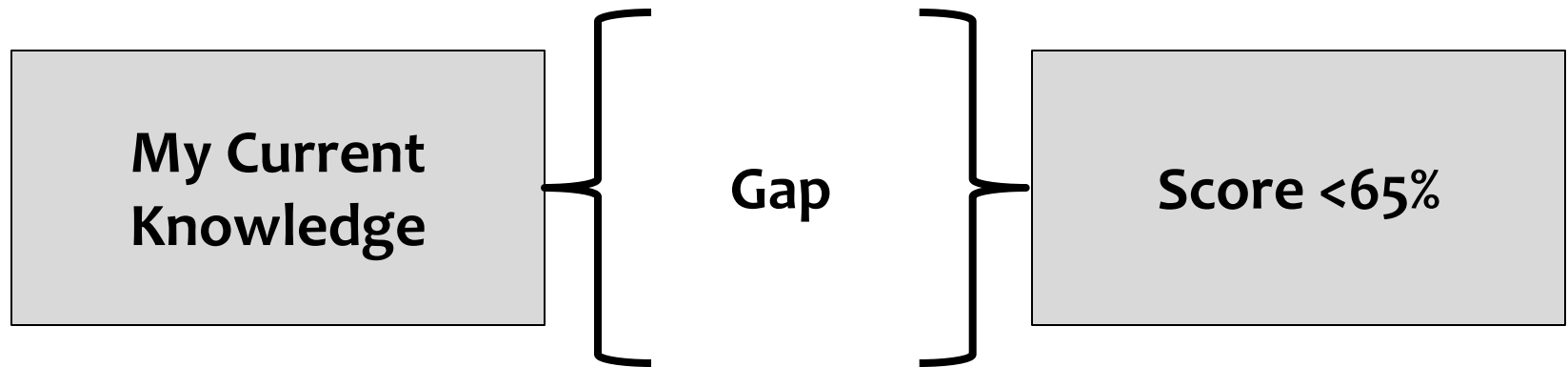
# Sample Question #2

When an employee finds it easier to learn a new concept through using a manual, the individual learns best through:

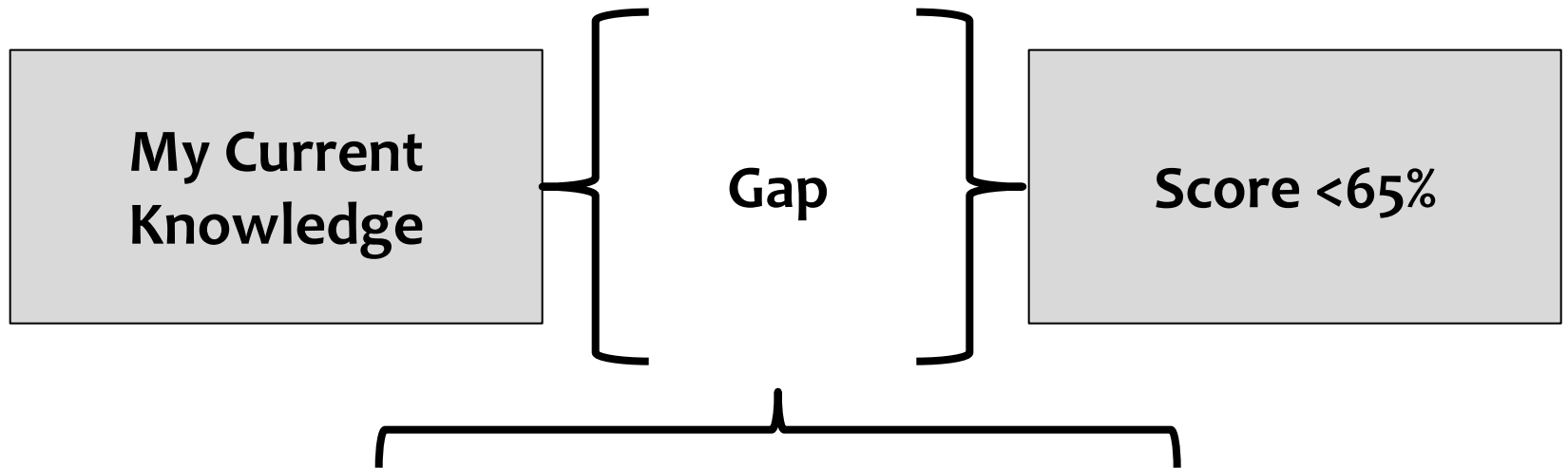
- A. auditory learning.
- B. kinesthetic learning.
- C. tactile learning.
- D. visual learning.

**Correct Answer = D**

# My Gap



# My Learning Plan



- Instructor-led Training?
- Online Training?
- Self-study?
- Study groups?

# Work Product Options

## Areas of Expertise

1. **Instructional design**
2. **Training delivery**
3. **Performance improvement**
4. **Managing learning programs**



# Work Products – TOP Mistakes

- Don't ignore the instructions!
- Project choice – Make sure it matches the AOE you have chosen
- Follow the CPLP Certification Handbook

# Three Questions

1. Which AOE would you consider?
2. What is your most complete work?
3. Do you have a project you could use?

# Recertification Requirements

## Recertification

- Three year cycle
- Designates need to accrue 60 points within the recertification period
- Points must tie directly to one or more areas of the ATD Competency Model

Categories	Points
Continuing Education	30
Speaking and Instructing	20
On-the-Job Experience	20
Research and Publishing	20
Leadership and Recognition	15
Professional Membership	15

# CPLP Certification Handbook

The CPLP® Certification Handbook is the technical guide for the CPLP program. The Certification Handbook provides individuals with everything needed to understand, participate in, and complete the CPLP certification process.

# ATD Learning System Special Offer

- ATD is offering a discount on new Learning System purchases valid from June 16-30, 2015
- Use code: LSWEB2015 at check-out
- Offer is non-transferable and open only to attendees on this webcast
- For more information about the Learning System visit: <https://www.td.org/Publications/Books/ASTD-Learning-System>
- Questions: contact Linda David, [ldavid@td.org](mailto:ldavid@td.org)

# Thank You

- Contact Diane Daly at [DDaly@td.org](mailto:DDaly@td.org) with questions regarding registration, application, fee payments, international candidates, and groups.
- Contact Melissa Washington at [MWashington@td.org](mailto:MWashington@td.org) with questions about the program and program requirements and recertification.
- Contact Pat Byrd at [PByrd@td.org](mailto:PByrd@td.org) with questions about work product requirements, forms, and guidelines.
- Contact Linda David at [LDavid@td.org](mailto:LDavid@td.org) with questions about ATD preparatory courses and products.