



# **ATD CI Certification Changes**

January 30, 2020



**atd**

---

CERTIFICATION  
INSTITUTE



# AGENDA

**Why are we changing?**

**What is changing?**

**As an candidate, how  
does this affect me?**

**Recertification Changes**

**Timing**

**Preparation Options**

**Finding out More**



A decorative graphic consisting of several overlapping, slanted rectangular bars in various colors (blue, green, orange, yellow) located in the top-left and bottom-right corners of the slide.

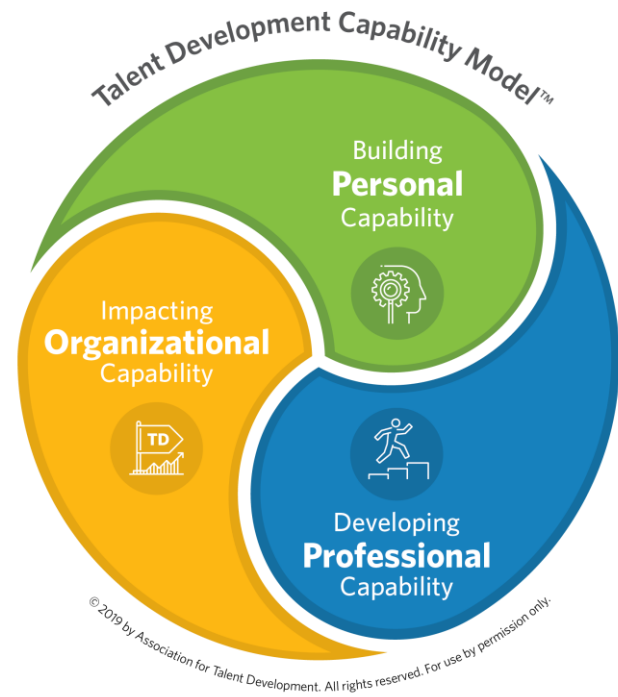
1.

# Why change?

Let's start with the basics

## Factors Influencing the Change

- ▲ Talent Development **Capability Model**
- ▲ Certification industry **best practices**
- ▲ Satisfaction survey **results**
- ▲ Trends in **professional development**



## Goals for the Change

- ▲ Increase **face value**
- ▲ Better candidate **experience**
- ▲ Provide measurement against a standard that's **reliable and valid**

# How did we do it?

- ▲ Separate Test Specification Meetings for both certifications in June 2019 with APTDs and CPLPs in attendance
- ▲ Consulted with psychometric experts with experience in test design and advanced item types
- ▲ Small focus group discussions and individual interviews with APTDs and CPLPs to discuss process changes
- ▲ Discussions with ATD internal partners (Education, Global, Enterprise, Chapters)

A decorative graphic consisting of several overlapping, slanted rectangular bars in various colors (blue, green, orange, yellow) located in the top-left and bottom-right corners of the slide. The background is a solid orange color.

# 2.

## What is Changing

APTD first, then CPLP

# APTD Eligibility Requirement

## Current Requirement

*through March 15*

3 years or 36 months  
of talent development  
work experience

## New Requirement

*starting April 1*

3 years or 36 months of  
talent development  
work experience  
**AND**  
28 hours of professional  
development within the last  
3 years

**The Why-** to help certificants go into the certification process with a strong foundation needed for a professional credential and to build the knowledge base covered on the exam.

# Content of the APTD

## Current Content

*through June*

Based on the Competency Model, included content from ID, TD, LT with threads of ELI and GM.

Knowledge-based multiple choice questions

## New Content

*starting July 2020*

Grounded in the Capability Model, includes subset of content from 22 capabilities and 8 new concepts.

Still knowledge-based multiple choice questions.





# Content of the APTD

The new exam covers  
all of the content of  
the current exam  
**PLUS** a subset of  
concepts from:



Emotional Intelligence &  
Decision Making



Organizational  
Development & Culture



Collaboration &  
Leadership



Talent Strategy &  
Management



Career & Leadership  
Development



Performance  
Improvement



Business Insight



Change Management

# Content of the APTD

20%

Personal Capability Content

50%

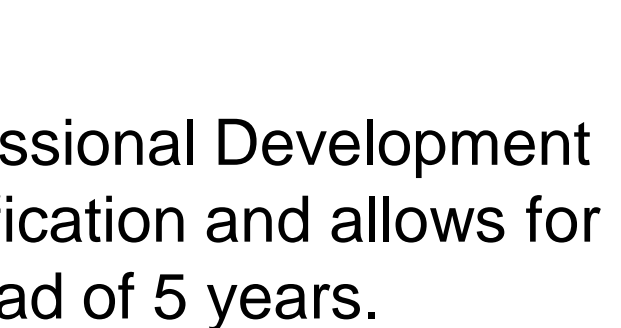
Professional Capability  
Content

30%

Organizational Capability  
Content



# More APTD Changes

- ▲ No more test outs exams after June 2020.
  - ▲ You can use ANY ATD Master designation to satisfy Professional Development requirement.
  - ▲ Starting April 1, the cost changes: \$499 for ATD members and \$699 for non-members.
  - ▲ An upload of a resume will be required as part of the application.
  - ▲ Earning the APTD satisfies the Professional Development requirement for the senior-level certification and allows for just 4 years of work experience instead of 5 years.
- 



# Changes to the CPLP

# First, the Name

- ▲ The content is broader, owing to a broader scope of practice outlined in Capability Model.
- ▲ Today's professional can be in many different roles.
- ▲ The impact of the work you do can also be outside the Learning and Performance realm.

## Certified Professional in Talent Development



# CPTD Eligibility Requirement

## Current Requirement

*through March 15*

5 years or 60 months  
of talent development  
work experience

## New Requirement

*starting April 1*

5 years or 60 months of  
talent development  
work experience  
**AND**  
60 hours of professional  
development within the last  
5 years

**The Why-** to help certificants go into the certification process with a strong foundation needed for a professional credential and to build the knowledge base covered on the exam.

# Content of the CPTD

## Current Content

*through June*

Based on the Competency Model, included content from all 10 Areas of Expertise and Global Mindset



## New Content

*starting July 2020*

Grounded in the Capability Model, includes a subset of content from all 3 Domains of Practice

# Content of the CPTD

20%

Personal Capability Content

45%

Professional Capability  
Content

35%

Organizational Capability  
Content



# Process of Earning the CPTD

## Current Process

*through June*

Pass Knowledge Exam  
Pass Skills Application  
Exam



## New Process

*starting July 2020*

Pass One Skill-based Exam

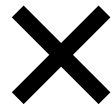
- ▲ Case Management questions join multiple choice questions to test the candidate's ability to apply knowledge and use professional judgement to make decisions
- ▲ Scoring will be instant; no more waiting for results

# The New Case Management Question

*Imitates real-life; uses professional judgement to solve*



Short background to set the scene



Multiple selection question where candidate must choose all acceptable responses. Correct responses will be scored as correct (+1); incorrect responses (or not yet correct) will be scored as incorrect (-1).



The question continues with the next event that happens in the story and the candidate is asked what should be done next and so on.

***Candidates are not allowed to go back and change any responses during the course of answering these items.***

# More CPTD Changes

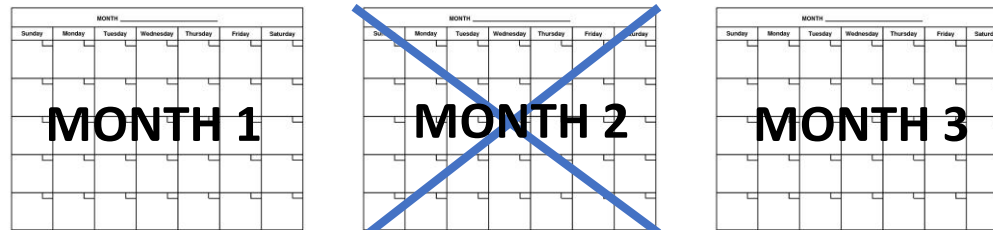
- ▲ Pilot of new CPTD exam is August 2020.
  - ▲ Only administration with delayed scoring; instant scoring thereafter
  - ▲ Pilot administration will have incentives (Applications open April 1.)
- ▲ No more test outs exams after May 2020's last KE; you can use ANY ATD Master designation or the APTD to satisfy Professional Development requirement.
  - ▲ Earning the APTD also allows for just 4 years of work experience instead of 5 years.
- ▲ One measurement tool against the industry's standards; no more specialized content tracks

# Universal Changes

- ▲ New Application System with comprehensive certification dashboard to cater to lifecycle of ATD CI stakeholder
  - ▲ Easier to navigate
  - ▲ Secure messaging for communicating issues/requests
  - ▲ Track your professional development and count your work experience to know when you're eligible to apply
  - ▲ Clear messaging about your status throughout the process
  - ▲ Schedule your exam directly from the platform
  - ▲ One-stop for all of your certification needs

# Universal Changes

- ▲ Test Authorizations for 90-day Window Sets that span 2 testing windows to give candidates more flexibility when scheduling and eliminate the need to transfer as often.



- ▲ 18-months of eligibility starting with new applications



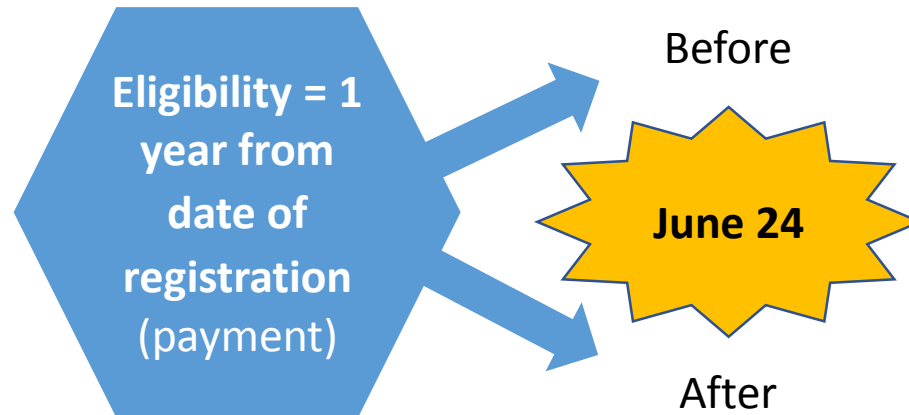
**3.**

**How does this affect me?**



# APTD Candidates

It's all about your eligibility date and when the content will change.



Check the email you should have received this morning or email [certification@td.org](mailto:certification@td.org)

# APTD Candidates

Candidacy Expiring June 24, 2020

If you have

- Applied and registered for the APTD
- An eligibility expiration between February 1 and June 23, 2020\*

Automatically

Your APTD eligibility is extended to **June 24** to give you a chance to complete the certification process under the current content.



Your Choice

- **Stay** in the current pathway and pass the exam under the current eligibility and exam content by June 24.\*

- **Switch** to the new content with \$250 re-application remitted by March 16, have new eligibility requirements waived, and test under new content with the new eligibility date.\*\*

You must indicate your choice by **March 15**

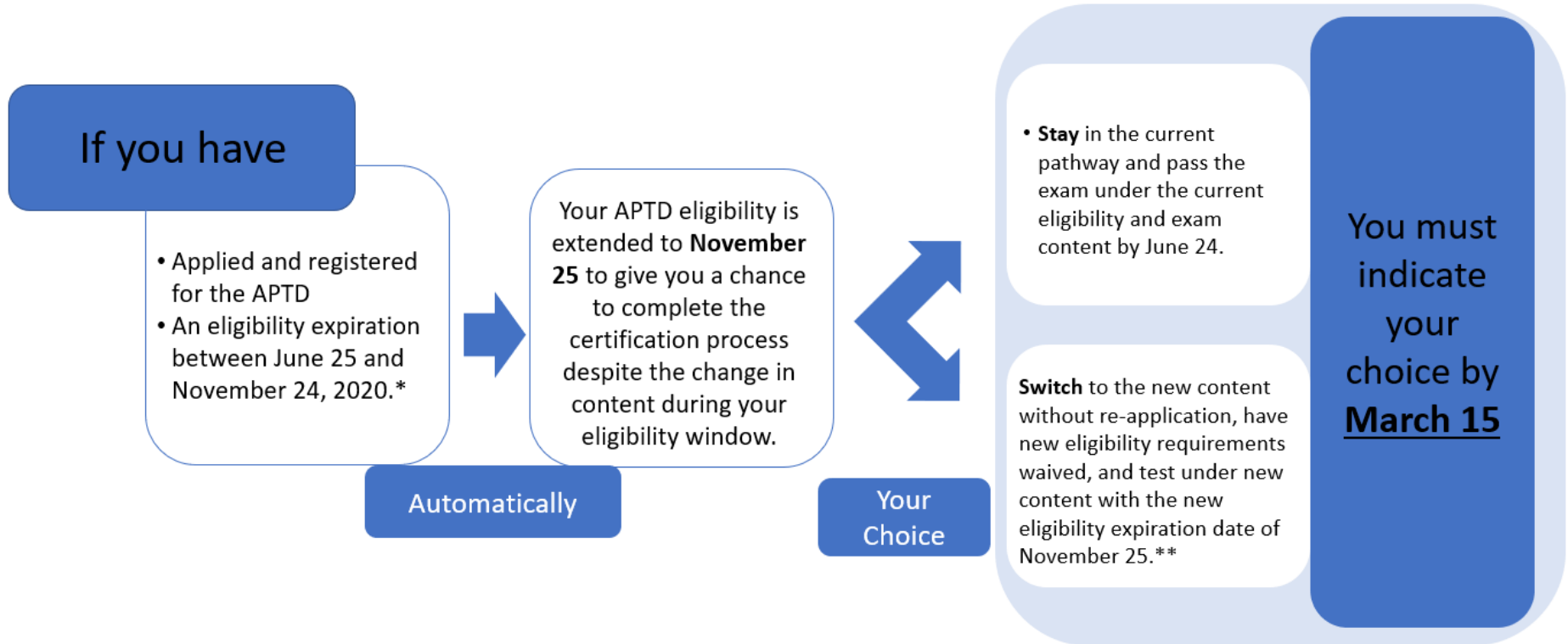
\* APTD Eligibility date is one year from the date of registration.

\*\* You will be responsible for any retest, transfer, or administrative fees that are due or any that accrue over the course of completing the requirements to earn the certification, regardless of pathway.



# APTD Candidates

Candidacy Expiring After June 24, 2020, including new candidates applying before March 15

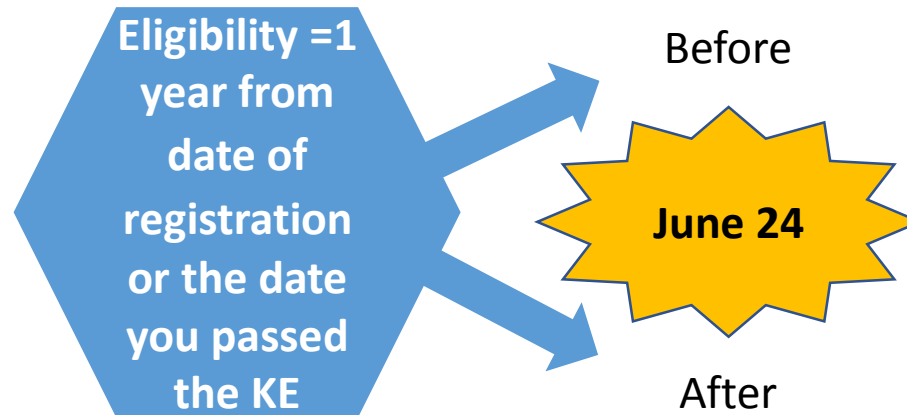


\* APTD Eligibility date is one year from the date of registration.

\*\* You will be responsible for any retest, transfer, or administrative fees that are due or any that accrue over the course of completing the requirements to earn the certification, regardless of pathway.

# CPTD Candidates

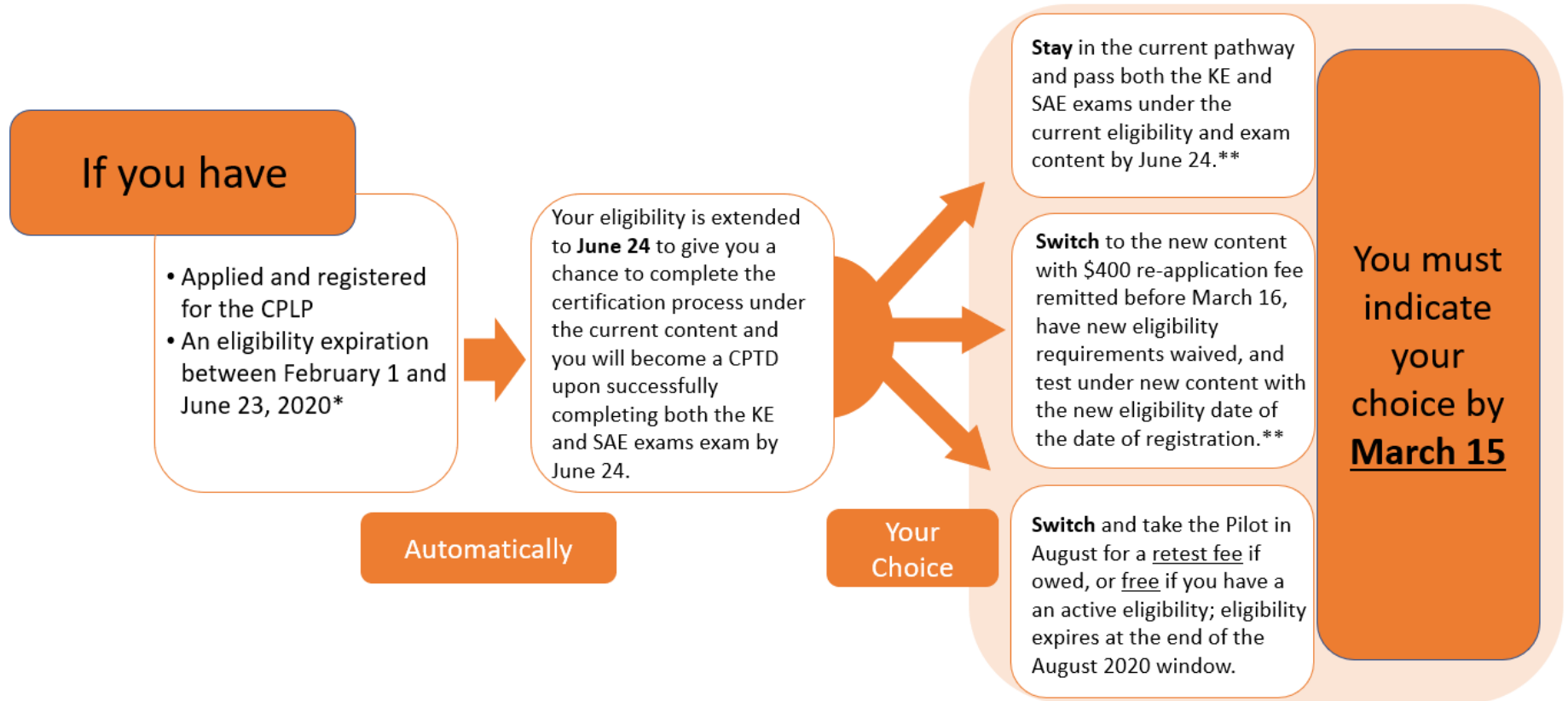
It's all about your eligibility date and when the content will change.



Check the email you should have received this morning or email [certification@td.org](mailto:certification@td.org)

# CPTD Candidates

Candidacy Expiring June 24, 2020

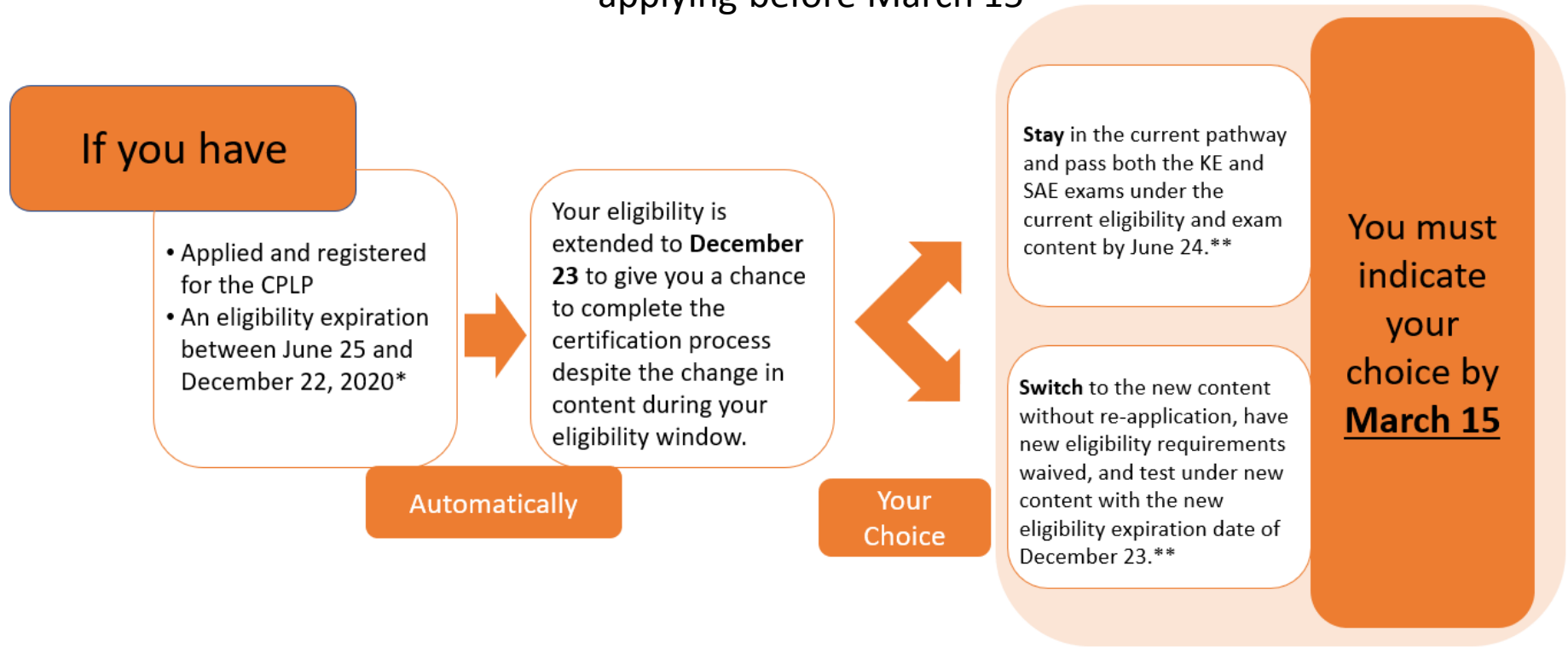


\* CPTD Eligibility dates change depending on where you are in the process. From date of registration, you have 1 year to pass KE. From date of passing KE, you have 1 year to pass the SAE. All current candidates who elect to stay in the current pathway must complete both KE and SAE by June 24, 2020.

\*\* You will be responsible for any retest, transfer, or administrative fees that are due or any that accrue over the course of completing the requirements to earn the certification, regardless of pathway.

# CPTD Candidates

Candidacy Expiring After June 24, 2020, including new candidates applying before March 15



\* Eligibility dates change depending on where you are in the process. From date of registration, you have 1 year to pass KE. From date of passing KE, you have 1 year to pass the SAE. All current candidates who elect to stay in the current pathway must complete both KE and SAE by June 24, 2020.

\*\* You will be responsible for any retest, transfer, or administrative fees that are due or any that accrue over the course of completing the requirements to earn the certification, regardless of pathway.

# New APTD or CPLP/CPTD Candidates

Applications for exam administrations with the **CURRENT** content are open through **MARCH 15.**

Current Content Ends

**June 24**

APTD NEW Begins

**July 6**

CPTD NEW Begins

**August 5**

Applications for the NEW exams with the new process of earning the certifications open **APRIL 1** for testing in July or August.



**4.**

# Recertification Changes



# Recertification

## *NO ADDITIONAL ASSESSMENTS*



APRIL 2021						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

Anyone recertifying between **now and April 30, 2021** will have no changes to their recertification at this time.

Starting with recertification dates of May 1, 2021 and after, current certificants must include continuing education points within the content of the **new areas covered in the Talent Development Capability Model**.

Candidates testing with the new content will only need to include a minimum number of hours/points of continuing education for recertification.

**APTDs need minimum 15 points/hours in 3 years**

**CPTDs need minimum 20 points/hours in 3 years**

New &  
Improved!

# Recertification

## Certified Professional in Talent Development™ (CPTD)

Credential #: 3 | 4 months remaining

### RECERTIFICATION PROGRESS

10 completed

50 remaining

You may begin posting [CPD details](#) as soon as you earn the CPTD. Renewal Requires a total of 60 credits, distributed across several categories. You will receive a maximum credit for each category as follows:

CPD Category	Max Points/Cycle
Continuing Education	45
Leadership and Recognition	20
On-the-Job Experience	20
Research and Publishing	20
Speaking and Instructing	20
Professional Membership	15

Professional Development

Beginning in April, certificants will be able to track recertification points online with an easy-to-use, visual tracker and recertify entirely online in a secure environment!





# 5.

## Timing



# APTD Candidates- What to Expect When

- March 15- Deadline for all current candidates to elect to **SWITCH** or **STAY** in their certification path;  
Application  
deadline to test on current content
- March 16- Deadline to remit payment for new applications,  
fees for current pathways
- April 1- Applications for new exams open
- June 3-24- Last APTD exam window on current content
- July-September- First window set of new APTD content

July 6 – September 23, 2020 (*testing blackout period of July 31 – September 1, 2020*)

# CPTD Candidates- What to Expect When

- March 15- Deadline for all current candidates to elect to **SWITCH** or **STAY** in their certification path;  
Application deadline to test on current content
- March 16- Deadline to remit payment for new applications, fees for current pathways
- April 1- Applications for new exams open
- May 6-27- Last CPLP/CPTD Knowledge Exam window
- June 3-24- Last Skills Application Exam window
- August- CPTD Pilot administration

August 5 – 26, 2020

# **Certificants- Both APTD & CPLP**

## **What to Expect When**

- April 1- All CPLPs become CPTDs
- April- Online system opens to start tracking recertification points; CPTDs will receive certification package in the mail
- May- Big Splash at Annual Conference with integrated Certification Lounge at ATD Central, Coffee with Certificants, and Certification Reception
- **Now through April 30, 2021-** Recertify as usual
  - Starting May 1, 2021, will need 15/20 hours of continuing education within the new areas



**6.**

## **Preparation Options**

Both offered though ATD  
Education and other options

# ATD Education Options

The ATD Learning System is being updated to the **Talent Development Body of Knowledge**



One resource for talent development professionals no matter where they are in their profession

Digital product available February 14  
*Print Add-on available in May*

*\$195 ATD Members/\$295 Non-members*

The **ATD Prep Courses** are being updated to reflect the new content and a new platform.



On demand adaptive delivery with access to content covered on the exams

Added features like access to a SME to ask questions puzzling you

APTD Prep Available February 14  
*\$1295 ATD Members/\$1495 Non-members*

CPTD Prep Available March 16  
*\$1695 ATD Members/\$1895 Non-members*

# ATD Education Options



Customers with a current subscription to the ATD Learning System will get to choose to keep it through June 30 or switch to new Body of Knowledge.



Customers with a current subscription to the **ATD Prep Courses** will get to choose to keep it through June 30 or switch to the new course.

**ATD Education will be sending an email out about the change and you MUST make a choice to keep or switch by March 16.**

# ATD Education Options

There is one more in-person prep course available on the current content for each certification.

But hurry!

**CPLP<sup>®</sup>**

---

**Preparing for the CPLP:  
Instructor-Led Workshop**

**February 27-28, 2020  
Alexandria, VA**

**aptd<sup>®</sup>**

---

**Preparing for the APTD:  
Instructor-Led Workshop**

**February 27-28, 2020  
Arlington, VA**

ATD Education is targeting the **Annual Conference in May** for the 1<sup>st</sup> delivery of the **APTD and CPTD Instructor-led Workshop!**

The **Practice Tests** will be available on the current content until June 30.



# Other Options

- ▲ The detailed content outlines of the exams
- ▲ Suggested Reading List
- ▲ Your professional development content you used to qualify for the certification program



**7.**

**Where to Find Out More**



# Questions and Useful Links

## **New Candidates to the Process:**

New Candidate Handbooks

<https://www.td.org/atd-certification-in-2020>

Email [Certification@td.org](mailto:Certification@td.org)

## **Current Candidates who have registered for an exam:**

*Read the Email* you received from Wendy Luikart on January 30. Then if you have questions, schedule time at

[www.td.org/CertificationTalkItOver](http://www.td.org/CertificationTalkItOver)