

**Q: When is the first National Knowledge Exam (NKE) that will be based on the revised CPHR Competency Framework?**

A: The Fall 2022 NKE sitting will be the first exam based on the revised Competency Framework. (The spring 2022 exam will be based on the existing Competency Framework).

**Q: When will assessments for the Validation of Experience (VOE) use the revised CPHR Competency Framework?**

A: VOE assessments submitted in 2023 will be based on the revised Competency Framework. The documentation for this will come out in 2022. (Assessments made in 2022 will use the existing forms and Competency Framework). Each provincial Member Association has their own VOE application intake dates and will communicate with members directly as to which specific intake in 2023 the revised CPHR Competency Framework application will be used.

**Q: What does the revised Competency Framework mean for me as a CPHR designation holder?**

A: This does not impact you directly other than for you as a CPHR to be aware of the revised Competency Framework in your work and learning. You do not have to do anything differently, but please review the contents of the revised framework as your updated professional standard. You will continue to report CPD hours using the current Competency Framework as a reference tool until the 2022 CPD year.

**Q: What does the revised Competency Framework mean for me as a CPHR Candidate?**

A: It does not affect your status as a CPHR Candidate, however if you submit your VOE assessment in 2023 onwards, the VOE application will be based on the revised Competency Framework.

**Q: What does the revised Competency Framework mean for me as a general (non-CPHR) member?**

A: It only impacts those who proceed on a pathway to obtain the designation. See the FAQs above regarding the NKE and VOE.

**Q: As a CPHR, does the revised Competency Framework affect my requirements for Continuing Professional Development (CPD) reporting?**

A: No, CPD reporting requirements are unchanged for 2021.

**Q. I see there are 12 General Competencies in the revised Competency Framework. What should I know about these?**

A: The 12 General Competencies replace the 5 Enabling Competencies in the existing framework. The General Competencies will account for 10% of the NKE when the NKE adopts the revised Competency Framework in fall 2022 (with 90% of the exam testing the HR Specific Competencies at that time).

### ***FAQs Relating to Post-Secondary Institutions, Students & Graduates***

**Q: As a graduate of a CPHR accredited post-secondary program, are there any changes to how or when I need to apply for the NKE waiver?**

A: There are no changes to the NKE waiver application – please refer to your provincial CPHR Member Association for details.

However, there is a new time requirement being introduced for graduates of accredited programs after January 1, 2022. Graduates of accredited programs after January 1, 2022 have 5 years from their graduation date to apply for the NKE waiver.

All graduates who have graduated under existing accreditation agreements *prior* to January 1, 2022 have until August 2025 to claim the NKE waiver through their provincial Member Association *irrespective of their graduation date* (as long as all other criteria are met), or 5 years from graduating, whichever is the latter. For example, an individual with a graduation date in 2016 would have until August 2025 to claim the NKE waiver.

**Q: I will graduate from a CPHR accredited post-secondary program in the future. How long will I have to apply for the NKE Waiver?**

A: 5 years from your graduation date.

**Q: Why is the 5 year requirement to apply for the NKE waiver being introduced for graduates of accredited post-secondary institutions?**

A: This has been adopted to encourage graduates to apply for the NKE waiver in a timely manner following graduation, while their accredited academic program learnings are still current.

**Q: As a representative of a Post-Secondary Institution (PSI) with an existing accreditation agreement, when does the PSI need to renew the agreement with our provincial CPHR Member Association?**

A: You can apply to renew your agreement based on the revised Competency Framework at any time after January 2022.

You should aim to renew the agreement by the date your existing agreement ends. However, in the event of this being problematic, you can apply for an extension to your existing agreement with your CPHR Member Association up to August 2025. All renewal agreements must be completed by August 2025 at the latest.

**Q: As a representative of a Post-Secondary Institution (PSI) with an existing accreditation agreement, how do I work out how long our students and graduates have to apply for the NKE waiver?**

A: Going forward, graduates of accredited programs after January 1, 2022 will have 5 years from their graduation date to apply for the NKE waiver.

All previous graduates, who have graduated under existing accreditation agreements approved prior to January 1, 2022, have until August 2025 to claim the NKE waiver irrespective of their graduation date (as long as all other criteria are met), or 5 years from graduating, whichever is the latter.