

# Who Gets Certified in Talent Development?



Talent development professionals are committed to unleashing human potential. Some are taking that commitment one step further by getting certified. Who are these practitioners, and where can they be found?

Since July 2020, **374** TD professionals have earned the Certified Professional in Talent Development® (CPTD) credential. These new CPTDs are located all around the world and come from all continents except Antarctica.



## Education and Work Experience

Recent CPTDs average **10.5 years** of work experience when they apply. Most hold college degrees:

- | 37% With a bachelor's degree
- | 50% With a master's degree
- | 7% With a doctoral degree
- | 6% Other



## Primary Job Responsibilities

Most CPTDs have primary job responsibilities in **training delivery and facilitation or instructional design**. But responsibilities are expanding, just like they are in the field.

- | 34% Training delivery and facilitation
- | 24% Instructional design
- | 14% Career and leadership development
- | 11% Organization development and culture
- | 4% Performance improvement
- | 4% Consulting and business partnering
- | 3% Human resources
- | 2% Technology application
- | 4% Other (coaching, knowledge management, business insight, data and analytics, evaluating impact)



## Organizational Level

These CPTDs work at all levels of the organization:

- | 34% Individual contributors
- | 40% Managerial role (manager, supervisor, or team leader)
- | 22% Senior role (director or executive)
- | 3% Independent consultant
- | 1% Unemployed

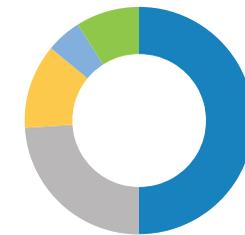
## Company Size and Team Size

CPTDs are found at organizations and on teams of all sizes.



### Company Size

- | 13% 1-9
- | 15% 10-499
- | 14% 500-999
- | 13% 1,000-2,499
- | 9% 2,500-5,000
- | 36% 5,000-plus



### Team Size

- | 50% 1-9
- | 24% 10-24
- | 12% 25-49
- | 5% 50-99
- | 9% 100-plus



## Companies and Industries

More than **60%** of recent CPTDs work at for-profit companies across all major industries. The top three industries where you will find them are:



CPTDs are a diverse group of individuals who are making an impact at organizations of all types. Are you ready to join this elite community of talent development professionals and take your impact to the next level?

**Learn more and start your CPTD journey at [td.org/CPTD](https://td.org/CPTD).**