



# Gaining Employer Support for Your Certification Journey

Support from your manager and employer can have a direct impact on the success of your certification journey. Not all organizations have the budget to cover the entire cost of certification, but leadership can show its support in many other ways. Here are some approaches, as recounted by current certificants, that you can take to meaningfully engage your employer in your pursuit of APTD or CPTD certification.

**Partial or full financial support starts with the required exam registration cost. You can also propose employer financial support of:**

- Professional development programs to support knowledge acquisition before you apply for certification.
- Preparation courses or study groups.
- Texts from the ATD Certification Institute's certification reference reading list, which can serve as a library for your whole team.

**Professional and on-the-job support from your employer is critical to preparation and can be provided by:**

- Allowing nonvacation time off to participate in professional development programs.
- Letting you block time at work to study uninterrupted, which will help you stick to your study plan.
- Encouraging you to pursue certification with a colleague or multiple colleagues at work and allowing you to set aside time for an in-house study group.
- Becoming an accountability partner to help you stay on track to reach your certification goal.
- Helping you identify stretch assignments that give you the opportunity to apply and solidify new insights gained while studying.
- Facilitating job shadow events to give you exposure to tasks or roles you have not yet experienced.
- Serving as a cheerleader to help keep you motivated on your certification journey.
- Celebrating your accomplishment when you pass the exam!

Access additional resources for gaining employer support of your certification journey at [td.org/certification/get-employer-support](https://td.org/certification/get-employer-support).