



## COUNCIL FOR HOMEOPATHIC CERTIFICATION

### **Executive Summary**

The Council for Homeopathic Certification (CHC) offers the Certified Classic Homeopath (CCH) examination as part of the process in certifying individuals who meet a recognized standard of professional and ethical competence in classical homeopathy. A job analysis study was conducted between May 2019 and January 2021 to review and update the knowledge and skills required for certifying the competence of individuals entering the homeopathic professional practice. The job analysis establishes the competencies directly measured on the certification exam.

The procedures used in the job analysis study were designed to comply with all relevant technical and legal standards for professional certification and licensure as well as the requirements for accreditation by the National Commission for Certifying Agencies (NCCA) and American National Standards Institute (ANSI). Many of these requirements are described in the following three documents:

- The Standards for Educational and Psychological Testing (2014) jointly published by the American Educational Research Association (AERA), the American Psychological Association (APA), and the National Council on Measurement in Education (NCME),
- Standards for the Accreditation of Certification Programs from the National Commission for Certifying Agencies (NCCA), and
- ISO/IEC 17024: General Requirements for Bodies Operating Certification Systems of Persons and IAF Guidance to ISO/IEC 17024 from the American National Standards Institute (ANSI).

### **Job Analysis**

A job analysis study is a systematic process for collecting information regarding a profession, occupation, or job role to identify the essential job duties and associated knowledge and/or skills required for competent performance. Once the knowledge and skills are established by a committee of Subject Matter Experts (SMEs), the statements are converted to a survey. The survey is then distributed to the homeopathic community and each statement is rated for its importance to professional competence in homeopathy. The results of the survey are then statistically analyzed and used as the basis for exam development activities. All knowledge and skills measured on the exam must be linked to the results from the Job Analysis Survey.

The Job Analysis study utilized the expertise of Kryterion psychometricians, CHC staff members and volunteers, subject matter experts (SMEs) who hold the CCH credential, and a sample of certificants (including some from outside the United States) who are performing or thoroughly familiar with the job tasks of a classical homeopath.

The following steps were performed as part of the job analysis study:

- SME meeting to develop a list of essential content (knowledge and skills) required for an individual entering the profession of homeopathy
- Job analysis survey (pilot test)



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- Job analysis survey administration and data collection (196 completed surveys)
- Job analysis data analysis
- SME meeting with psychometrician to review job analysis data results

### Results

We distributed the survey via email to 2000 people in the homeopathic community. We had a survey response rate of approximately 10%.

### Preliminary Test Objective Results

To identify the critical knowledge and skills required to competently practice as a CCH, the following retention criteria were used to generate the preliminary data results.

1. At least 60% of the respondents had to indicate that the knowledge or skills associated with the test objective are utilized in their practice (i.e., assign a Frequency rating of 1 or greater).
2. The mean Importance rating, for those respondents who provided a Frequency rating of 1 or greater, had to be at least 1.50, which is the mid-point of the rating scale.

In all analyses (using data from all 196 respondents and various subgroup analyses), all 217 test objectives met the above retention criteria. Table 20 displays the average importance rating and standard deviation for the test objectives within each domain.

**Relative Importance of Domains**

Domains	Average Importance Rating	Importance Rating Std. Dev
A. Foundations and Theory of Classical Homeopathy	2.62	0.57
B. Materia Medica	2.49	0.66
C. Repertory	2.66	0.58
D. Health Sciences	2.71	0.52
E. Ethics	2.81	0.47
F. Homeopathic Case Taking	2.78	0.46
G. Homeopathic Case Analysis	2.72	0.51
H. Posology	2.63	0.58



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Domains	Average Importance Rating	Importance Rating Std. Dev
I. Follow-Up and Case Management	2.77	0.46
J. Continuing Professional Development	2.78	0.52

Before being considered final, the preliminary data results were reviewed by eight SMEs, a CHC representative, and a Kryterion psychometrician during a web conference meeting on December 9, 2020.

### Final Test Objective Results

The SMEs retained 213 of the 217 test objectives for measurement in the certification examination. The rationale for excluding the three test objectives (J. Continuing Professional Development #s 3, 4, and 5) from measurement in the certification examination was because they could be covered by the post-test survey and continuing professional development (CPD) requirements. Based on an analysis of the content of the Ethics and Professional Development Domains, the two domains were combined and renamed, Ethics and Professional Practice.

Click [here](#) to view the Domains and Statements that resulted from the recent Job Analysis Process. Click [here](#) for Demographic Information collected from the survey.