

CIPD

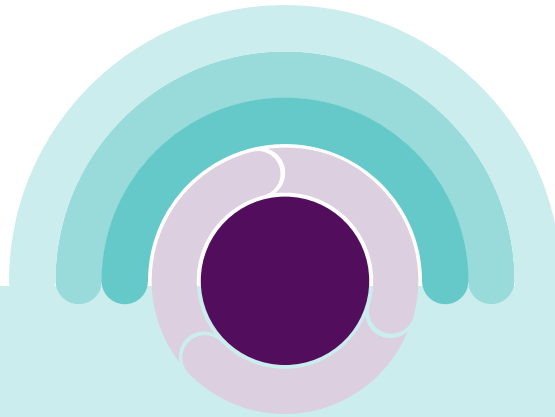
*Championing better
work and working lives*

The new

CIPD qualification framework



*Equipping people
professionals
to thrive
in a changing
world of work*



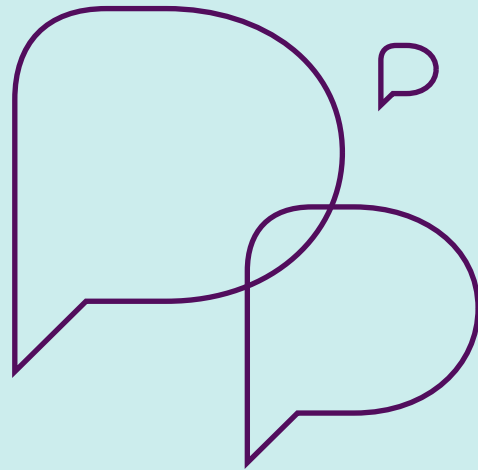
The world of work is shifting fast. Innovation and change is happening everywhere. The future will raise new questions, but also new opportunities.

Why new **CIPD qualifications?**



The new Profession Map was created to provide a strong foundation that gives people professionals the confidence and capabilities to guide their decision making, actions and behaviours. The new Profession Map is at the core of the new CIPD qualifications.

We've collaborated with a wide range of people during the development process to ensure that each qualification is a distillation of the best knowledge, experience and expertise and that it's relevant and impactful in the real world of work.

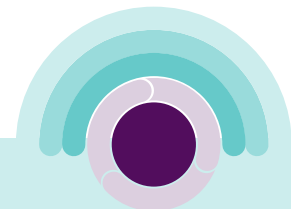


What are the **new CIPD qualifications?**

The new CIPD qualifications are based on the international standard for people professionals, equipping them to make their greatest impact and thrive in a changing world of work.

We've streamlined the structure and content, focusing on the essence of each qualification so that centres, students and employers understand exactly what to expect: from each qualification, from career progression and how that ties into CIPD membership.

It's the impact that students make that counts - it's the underlying reason for this work, and it's what will reinforce the credibility of CIPD qualifications to employers, to students themselves and to prospective students. That's why we've reduced the assessment burden and shifted the focus to real life scenarios.



The new CIPD Qualifications framework



FOUNDATION

Certificate in
People Practice

Leading to **Foundation Membership**
Foundation is a new grade of membership planned for launch alongside the new qualifications. More details about this membership grade will be available by summer 2020

ASSOCIATE

Diploma in People
Management

Diploma in
Organisational Learning
and Development

Leading to **Associate Membership**

ADVANCED

Diploma in Strategic
People Management

Diploma in Strategic
Learning and
Development

Leading to **Associate Membership**
Upon successful completion of the Advanced Diploma, candidates with the relevant professional experience can apply for **Chartered Membership**

All qualifications are subject to registration with the regulators

Foundation Certificate in People Practice

The primary purpose of this qualification is to develop learners' knowledge and skills and inspire them to undertake tactical tasks that deliver benefit. Learners will build their confidence and expertise with the aim of being able to contribute to colleagues, customers and the organisation; supporting change and driving impact, to create immediate and short-term value. They will gather information to use in their role and to understand their work, organisation and profession more deeply.

This can then be applied to the world of work as well as being used as a vehicle to start their journey to CIPD membership at the appropriate level in order to complement career and professional development.

This qualification introduces the learner to a wide range of relevant knowledge and expertise in people practice. It is suited to individuals who:

- are studying, aspiring to, or embarking on, a career in people practice
- are working in a people practice support role and wish to develop their knowledge and deliver immediate and short-term value for their organisation
- wish to develop the specialist knowledge, skills and understanding required to be a people professional.



Core knowledge and behaviours

All units are mandatory and aligned with the core knowledge and behaviour standards of the profession map at Foundation level.



Core knowledge and behaviours

FOUNDATION

Certificate in
People Practice
Level 3*
24 Credits, 120 GLH

- Business culture and change in context
- Principles of analytics
- Core behaviours for people professionals
- Essentials of people practice

*Regulated Qualifications Framework (RQF)
Level 3, comparable to Level 5 in Ireland,
Level 6 in Scotland and European Qualifications
Framework (EQF) Level 4.



Associate

Diploma in People Management

Diploma in Organisational Learning and Development

These two qualifications build on the CIPD L3 Certificate in People Practice and are aimed at further expanding learners' independent practice so that they are able to evolve into operational roles with some complexity.

The qualifications share a common core focussing on the knowledge and behaviours essential to people practice at this level.

Each qualification further builds on the core through pathway and specialist units in people management and organisational learning and development.

They provide learners with a deeper level of understanding and naturally progress their expertise and support a transition to higher people management or learning and development roles.

They are suited to individuals who:

- are aspiring to, or embarking on, a career in people practice
- are working in a people practice role and wish to contribute their knowledge and skills to help shape organisational value
- are working towards or working in a management role in People Practice.



Core knowledge and behaviours

The 3 core knowledge and behaviour units are mandatory and common to both pathways. Their content is aligned with the core standards of the profession map at Associate level.



Specialist knowledge



Each pathway is made of 3 specialist knowledge units, mandatory and specific to the relevant pathway.






Optional specialist knowledge



A further specialist knowledge unit completes the qualification. Learners can choose the unit that best suits their needs from a variety of options.



ASSOCIATE	 Core knowledge and behaviours	 Specialist knowledge	 Optional specialist knowledge
Diploma in People Management Level 5* 42 Credits, 175 GLH	<ul style="list-style-type: none"> • Organisational performance and culture in practice • Evidence based practice • Professional behaviours and valuing people 	<ul style="list-style-type: none"> • Employment relationship management • Talent management and workforce planning • Reward for performance and contribution 	<ul style="list-style-type: none"> • Specialist employment law • Advances in digital learning and development • Learning and development essentials • People management in an international context • Specialist diversity and inclusion • Leadership management development • Well-being at work
Diploma in Organisational Learning and Development Level 5* 42 Credits, 175 GLH	<ul style="list-style-type: none"> • Organisational performance and culture in practice • Evidence based practice • Professional behaviours and valuing people 	<ul style="list-style-type: none"> • Supporting self-directed and social learning • Learning and development design to create value • Facilitate personalised and performance focused learning 	<ul style="list-style-type: none"> • Specialist employment law • Advances in digital learning and development • People management in an international context • Specialist diversity and inclusion • Leadership management development • Well-being at work

*Regulated Qualifications Framework (RQF) Level 5, comparable to Level 6 in Ireland, Level 8 in Scotland and European Qualifications Framework (EQF) Level 5.

Advanced

Diploma in Strategic People Management

Diploma in Strategic Learning and Development

These two qualifications build on the CIPD L5 Diploma in People Management Organisational Learning and Development and are aimed at intensifying learners' autonomy and judgement so they can lead and direct organisational people strategies.

They provide the theoretical understanding of the importance of creating long-term value for a wide audience and the impact of influencing a range of stakeholders.

The qualifications share a common core focussing on the knowledge and behaviours essential to people practice at this level. Each qualification further builds on the core through pathway and specialist units in people management and learning and development.

They provide learners with a distinct and deep level of understanding which naturally progresses their expertise and supports a transition to strategic people management or learning and development roles.

They are suited to individuals who:

- are experienced people practitioners
- are working in a senior people practice role and wish to extend and deepen their skills and understanding to shape strategy, policy and people
- wish to shape People Practice creating value for a wide audience.



Core knowledge and behaviours

The 4 core knowledge and behaviour units are mandatory and common to both pathways. Their content is aligned with the core standards of the profession map at Chartered level.



Specialist knowledge



Each pathway is made of 3 specialist knowledge units, mandatory and specific to the relevant pathway.



Optional specialist knowledge



A further specialist knowledge unit completes the qualification. Learners can choose the unit that best suits their needs from a variety of options.



ADVANCED	 Core knowledge and behaviours	 Specialist knowledge	 Optional specialist Knowledge
Diploma in Strategic People Management Level 7* 120 Credits, 240 GLH	<ul style="list-style-type: none"> • Work and working lives in a changing business environment • People management and development strategies for performance • Personal effectiveness, ethics and business acumen • Business research in people practice 	<ul style="list-style-type: none"> • Strategic employment relations • Resourcing and talent management to sustain success • Strategic reward management 	<ul style="list-style-type: none"> • Advanced employment law in practice • Learning and development practice • Organisational design and development • Technology enhanced learning • Advanced diversity and inclusion • Managing people in an international context • Well-being at work
Diploma in Strategic Learning and Development Level 7* 120 Credits, 240 GLH	<ul style="list-style-type: none"> • Work and working lives in a changing business environment • People management and development strategies for performance • Personal effectiveness, ethics and business acumen • Business research in people practice 	<ul style="list-style-type: none"> • Organisational design and development • Leadership and management development in context • Designing learning to improve performance 	<ul style="list-style-type: none"> • Advanced employment law in practice • Technology enhanced learning • Advanced diversity and inclusion • Managing people in an international context • Well-being at work

*Comparable to Regulated Qualifications Framework (RQF) Level 7, Level 9 in Ireland, Level 11 in Scotland, Framework for Higher Education Qualifications (FHEQ) Level 7 and European Qualifications Framework (EQF) Level 7.

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