



CIPD Transition arrangements

If you are currently studying for a pre-2021 CIPD qualification, and you wish to transition to a new CIPD qualification, this document will help you to identify any units that you have already successfully completed that may count towards a new CIPD qualification.

Please note that in all cases:

- There is no limit to the number of units that you can transition across from the pre-2021 CIPD awarded qualifications to the new qualifications.
- There will be no transition arrangements for any CIPD qualifications with a pre-2010 start date: for example, PDS, CPP, CTP.
- Where you have gained exemptions for units in the current qualifications using units from pre-2010 qualifications, these will not be carried over to the new qualifications as part of the transition arrangements detailed below.
- Where you have gained exemptions for units in the current qualifications via the requested exemptions or other planned exemptions process, these exemptions will not be automatically carried forward to the new qualifications but can be considered by the CIPD on a case-by-case basis taking into account currency and mapping.
- Your achievement must have been recorded for transitions to be recognised.

What to do next:

- Once you have read through this document and identified which exemptions are relevant to you, you will need to talk to either your current centre, or a centre of your choice to discuss the best way for you to achieve your desired outcome.
- Make sure that you can provide evidence of what you have already completed. This could be in the form of certificates, transcripts or confirmation of units.
- After you have read this document, if you are still unsure whether any exemptions may apply in your circumstances, you can contact the CIPD's Qualification and Membership team on +44 (0)20 8612 6208 or email membershipenquiry@cipd.co.uk

CIPD Foundation Certificate in People Practice

To be awarded the CIPD Level 3 Foundation Certificate in People Practice, learners are required to successfully complete **all four mandatory core units**.

Core units

| Ref | Unit title | Credit |
|--------------|--|--------|
| 3CO01 | Business, culture and change in context | 5 |
| 3CO02 | Principles of analytics | 4 |
| 3CO03 | Core behaviours for people professionals | 4 |
| 3CO04 | Essentials of people practice | 11 |

Transitions arrangements available:

| Current unit | Equivalent unit in new qualification |
|---|--|
| Successful completion of both units : 3HRC Understanding organisations and the role of human resources 3SCO Supporting change within organisations | 3CO01 Business, culture and change in context |



CIPD Associate Diploma in People Management

To be awarded the CIPD Level 5 Associate Diploma in People Management, learners are required to **successfully complete a total of seven units**.

Three core units

| Ref | Unit title | Credit |
|-------|--|--------|
| 5CO01 | Organisational performance and culture in practice | 7 |
| 5CO02 | Evidence-based practice | 6 |
| 5CO03 | Professional behaviours and valuing people | 5 |

Plus three specialist units

| Ref | Unit title | Credit |
|-------|--|--------|
| 5HR01 | Employment relationship management | 6 |
| 5HR02 | Talent management and workforce planning | 6 |
| 5HR03 | Reward for performance and contribution | 6 |

Plus one additional specialist unit to choose from a variety of options

| Ref | Unit title | Credit |
|-------|---|--------|
| 5OS01 | Specialist employment law | 6 |
| 5OS02 | Advances in digital learning and development | 6 |
| 5OS03 | Learning and development essentials | 6 |
| 5OS04 | People management in an international context | 6 |
| 5OS05 | Diversity and inclusion | 6 |
| 5OS06 | Leadership and management development | 6 |
| 5OS07 | Well-being at work | 6 |

Transition arrangements available:

| Current unit | Equivalent unit in new qualification |
|--|---|
| Successful completion of 5DER/5CER Contemporary Developments in Employment Relations | 5HR01 Employment relationship management |
| Successful completion of 5RST/5RTP Resourcing and Talent Planning | 5HR02 Talent management and workforce planning |
| Successful completion of 5RMT/5RWM Reward Management | 5HR03 Reward for performance and contribution |
| Successful completion of 5EML/5ELW Employment Law | 5OS01 Specialist employment law |
| Successful completion of 5DBS Designing and Developing Digital and Blended Learning Solutions | 5OS02 Advances in digital learning and development |

CIPD Associate Diploma in Organisational Learning and Development

To be awarded the CIPD Level 5 Associate Diploma in Organisational Learning and Development, learners are required to **successfully complete a total of seven units**.

Three core units

| Ref | Unit title | Credit |
|-------|--|--------|
| 5CO01 | Organisational performance and culture in practice | 7 |
| 5CO02 | Evidence-based practice | 6 |
| 5CO03 | Professional behaviours and valuing people | 5 |

Plus three specialist units

| Ref | Unit title | Credit |
|-------|--|--------|
| 5LD01 | Supporting self-directed and social learning | 6 |
| 5LD02 | Learning and development design to create value | 6 |
| 5LD03 | Facilitate personalised and performance focused learning | 6 |

Plus one additional specialist unit to choose from a variety of options

| Ref | Unit title | Credit |
|-------|---|--------|
| 5OS01 | Specialist employment law | 6 |
| 5OS02 | Advances in digital learning and development | 6 |
| 5OS04 | People management in an international context | 6 |
| 5OS05 | Diversity and inclusion | 6 |
| 5OS06 | Leadership and management development | 6 |
| 5OS07 | Well-being at work | 6 |

Transition arrangements available

| Current unit | Equivalent unit in new qualification |
|--|---|
| Successful completion of 5EML/5ELW Employment Law | 5OS01 Specialist employment law |
| Successful completion of 5DBS Designing and Developing Digital and Blended Learning Solutions | 5OS02 Advances in digital learning and development |



CIPD Advanced Diploma in Strategic People Management

To be awarded the CIPD Level 7 Advanced Diploma in Strategic People Management, learners are required to **successfully complete a total of eight units**.

Four core units

| Ref | Unit title | Credit |
|-------|--|--------|
| 7CO01 | Work and working lives in a changing business environment | 15 |
| 7CO02 | People management and development strategies for performance | 15 |
| 7CO03 | Personal effectiveness, ethics and business acumen | 15 |
| 7CO04 | Business research in people practice | 15 |

Plus three specialist units

| Ref | Unit title | Credit |
|-------|---|--------|
| 7HR01 | Strategic employment relations | 15 |
| 7HR02 | Resourcing and talent management to sustain success | 15 |
| 7HR03 | Strategic reward management | 15 |

Plus one additional specialist unit to choose from a variety of options

| Ref | Unit title | Credit |
|-------|---|--------|
| 7LD01 | Organisational design and development | 15 |
| 7OS01 | Advanced employment law in practice | 15 |
| 7OS02 | Learning and development practice | 15 |
| 7OS03 | Technology enhanced learning | 15 |
| 7OS04 | Advanced diversity and inclusion | 15 |
| 7OS05 | Managing people in an international context | 15 |
| 7OS06 | Well-being at work | 15 |

Transition arrangements available for the Advanced Diploma in Strategic People Management

| Current unit | Equivalent unit in new qualification |
|---|---|
| Successful completion of both 7HRC Human Resource Management in Context and 7LMP Leading, Managing and Developing People | 7CO01 Work and working lives in a changing business environment |
| Successful completion of both 7HRC Human Resource Management in Context and 7LMP Leading, Managing and Developing People | 7CO02 People management and development strategies for performance |
| Successful completion of 7IBI Investigating a Business Issue from a Human Resources Perspective | 7CO04 Business research in people practice |
| Successful completion of 7MER Managing Employment Relations | 7HR01 Strategic employment relations |
| Successful completion of 7RTM Resourcing and Talent Management | 7HR02 Resourcing and talent management to sustain success |
| Successful completion of 7RWM Reward Management | 7HR03 Strategic reward management |
| Successful completion of 7ODD Organisation Design and Organisation Development | 7LD01 Organisational design and development |
| Successful completion of 7ELW Employment Law | 7OS01 Advanced employment law in practice |
| Successful completion of both 7LTD Learning and Talent Development and 7DDE Designing, Delivering and Evaluating Learning and Development Provision | 7OS02 Learning and development practice |

CIPD Advanced Diploma in Strategic Learning and Development

To be awarded the CIPD Level 7 Advanced Diploma in Strategic Learning and Development, learners are required to **successfully complete a total of eight units**.

Four core units

| Ref | Unit title | Credit |
|-------|--|--------|
| 7CO01 | Work and working lives in a changing business environment | 15 |
| 7CO02 | People management and development strategies for performance | 15 |
| 7CO03 | Personal effectiveness, ethics and business acumen | 15 |
| 7CO04 | Business research in people practice | 15 |

Plus three specialist units

| Ref | Unit title | Credit |
|-------|--|--------|
| 7LD01 | Organisational design and development | 15 |
| 7LD02 | Leadership and management development in context | 15 |
| 7LD03 | Designing learning to improve performance | 15 |

Plus one additional specialist unit to choose from a variety of options

| Ref | Unit title | Credit |
|-------|---|--------|
| 7OS01 | Advanced employment law in practice | 15 |
| 7OS03 | Technology enhanced learning | 15 |
| 7OS04 | Advanced diversity and inclusion | 15 |
| 7OS05 | Managing people in an international context | 15 |
| 7OS06 | Well-being at work | 15 |

Transition arrangements available for the Advanced Diploma in Strategic Learning and Development

| Current unit | Equivalent unit in new qualification |
|---|---|
| Completion of both 7HRC Human Resource Management in Context and 7LMP Leading, Managing and Developing People | 7CO01 Work and working lives in a changing business environment |
| Completion of both 7HRC Human Resource Management in Context and 7LMP Leading, Managing and Developing People | 7CO02 People management and development strategies for performance |
| Completion of 7IBI Investigating a Business Issue from a Human Resources Perspective | 7CO04 Business research in people practice |
| Completion of 7ODD Organisation Design and Organisation Development | 7LD01 Organisational design and development |
| Completion of 7LMD Leadership and Management Development | 7LD02 Leadership and management development in context |
| Completion of 7DDE Designing, Delivering and Evaluating Learning and Development Provision | 7LD03 Designing learning to improve performance |
| Completion of 7ELW Employment Law | 7OS01 Advanced employment law in practice |

Requested exemptions

Requested exemptions are different to transition arrangements and can be used if you have achieved a non-CIPD qualification. If this applies to you, you may be able to apply for exemptions towards a new CIPD qualification that leads to membership.

You can gain up to 50% of the credit value of a CIPD qualification through this process; you'll be required to take the rest of the qualification at a CIPD Study centre in order to achieve CIPD membership. Please note that requested exemptions can only be gained at unit level.

The 50% rule will also apply if you wish to gain exemptions towards a CIPD awarded qualification at a study centre using units achieved as part of a CIPD accredited (university) programme.

The CIPD accepts international qualifications if they're accompanied by a comparability statement and certificate from the UK National Recognition Information Centre (UK NARIC) confirming the equivalent UK level.

To check the UK equivalent level of your qualification, visit UK NARIC or call UK NARIC on +44 (0)871 330 7033.

For further information, call the CIPD's Qualification and Membership team on +44 (0)20 8612 6208 or email membershipenquiry@cipd.co.uk