

CIPD Webinar Series: Building your career 2021

The new CIPD qualifications

22 February 2021

Welcome

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Qualifications, CIPD

CIPD

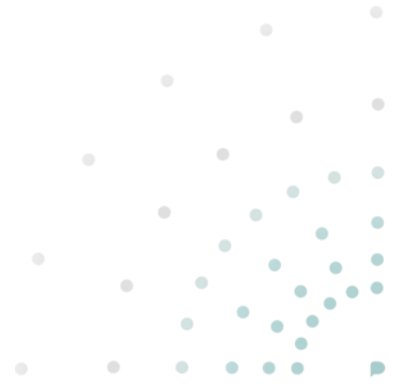


Today's speaker

Simon Graham

Head of Qualifications,
CIPD

CIPD





What we are covering today

- Why study a CIPD qualification
- An overview of the new CIPD qualifications
- An introduction to the framework, units and outcomes of each qualification
- CIPD Membership
- Next steps
- Q&A



Building your career with the CIPD



Career hub

Interactive, online career management tools exclusive to CIPD members, including a CV optimisation service and detailed interview guidance.



CIPD Community Careers Clinic

Includes advice on HR qualifications and studying, CPD and skills, work experience, internships and mentoring.



CIPD branches

One of the most vibrant and engaging face-to-face communities for people professionals across the UK. Volunteering through our branch network is a great way to build your skills and network.

New Wellbeing Resources



- We've partnered with **Health Assured** to support members mental health and wellbeing
- Unlimited free 24/7 confidential telephone helpline, online portal & Health e-Hub app
- The resource provides:
 - Legal information
 - Debt and financial information
 - Manager consultancy and support
 - Information on work and home issues
 - Factsheets, advice, information and self-help tools
 - Links to specialist support organisations
 - A resources area with; programmes, videos, webinars, medical information and mini health checks.



Health e-Hub from Health Assured
Support in the palm of your hand

Download the Health e-Hub now

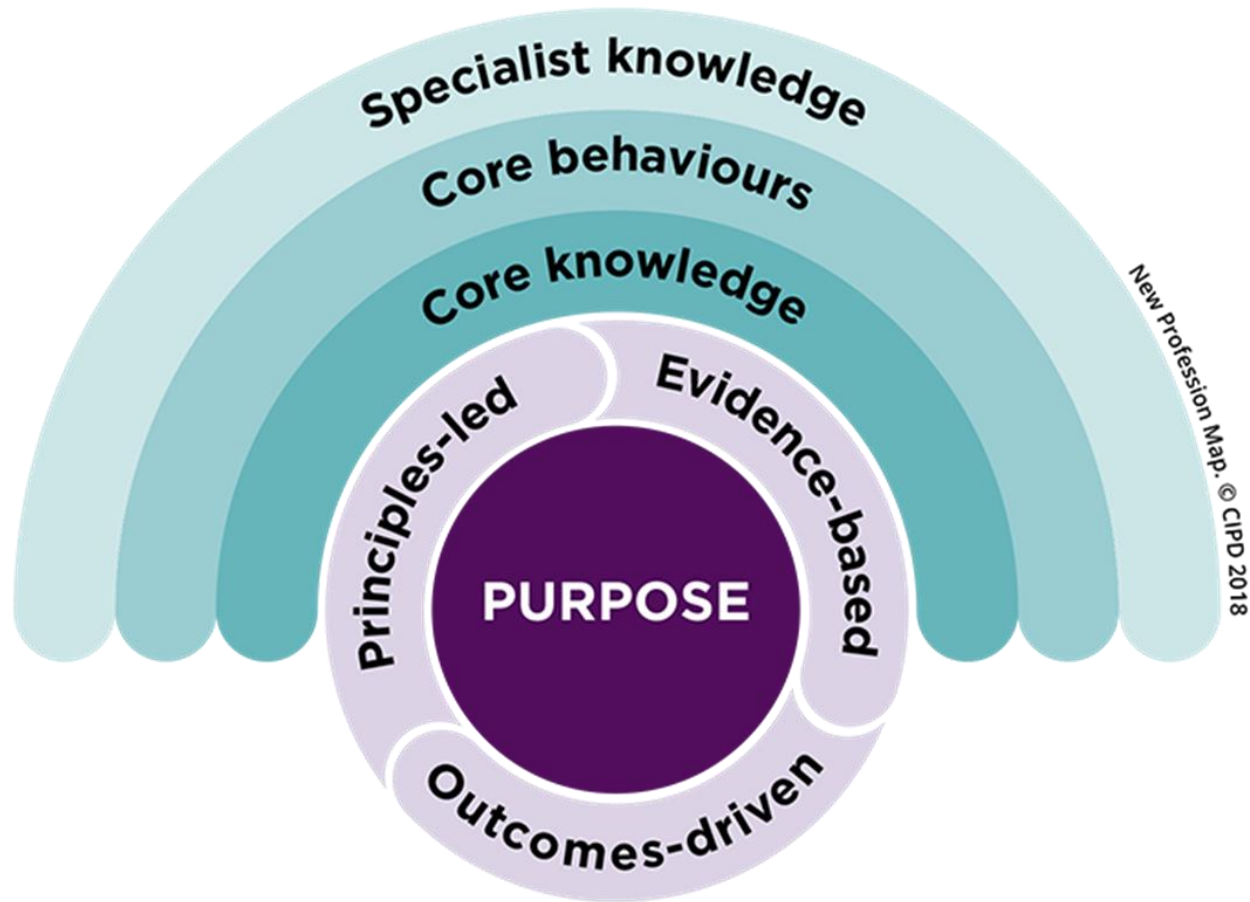
Why study a CIPD qualification?



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



Why we developed new CIPD qualifications



The qualifications



The qualifications – overview

**17 reduced
to 5**

**New
Profession
Map at the
core**

**Align with
CIPD
Membership
levels**

**One
Foundation
qualification**

The framework

FOUNDATION

Certificate in
People Practice

ASSOCIATE

Diploma in People
Management

Diploma in
Organisational Learning
and Development

ADVANCED

Diploma in Strategic
People Management

Diploma in Strategic
Learning and
Development



The framework

FOUNDATION

Certificate in
People Practice

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and Development

ADVANCED

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Diploma in Strategic
Learning and
Development



Foundation level



Certificate in People Practice

HR Administrator or Assistant; Employee Relations Officer; Recruitment Coordinator; Organisational Development Officer; Learning Administrator / Coordinator; Reward or Benefits Administrator; Talent Coordinator

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



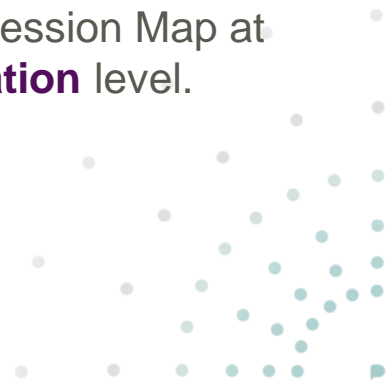
Core knowledge and behaviours

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



4 core units

aligned to the core knowledge and behaviour standards of the Profession Map at **Foundation** level.



The framework

FOUNDATION

Certificate in
People Practice

ASSOCIATE

Diploma in People
Management

Diploma in
Organisational Learning
and Development

ADVANCED

Diploma in Strategic
People Management

Diploma in Strategic
Learning and
Development



Associate level



2 qualifications

Diploma in People Management

Diploma in Organisational Learning and Development



3 core units

aligned to the core knowledge and behaviour standards of the Profession Map at **Associate** level



3 specialist units

focused on the specialist knowledge relevant to the qualification chosen



1 option unit

chosen from a selection of possible specialist units



Which Associate qualification is right for me?

Associate Diploma in People Management

Ideal if you enjoy developing and managing people. You will:

- Build on your existing knowledge and specialise in people management
- Increase your knowledge in employment relationship management, talent management and performance reward
- Be equipped to take the next step into a more senior role

HR Business Partner or Manager; People Analyst; Employee Relations Manager; D&I Specialist; Resourcing Manager/BP; Reward & Benefits Manager; Talent Manager

Associate Diploma in Organisational L&D

Ideal if you enjoy helping employees become the best they can be. You will:

- Build on your existing knowledge and specialise in L&D
- Increase your knowledge in L&D design, self-directed and social learning, and performance-focused learning
- Be equipped to take the next step into a more senior role

L&D Business Partner; L&D Consultant; OD Specialist or BP; Employee Experience Manager; L&D Designer



Associate level

ASSOCIATE	 Core knowledge and behaviours	 Specialist knowledge	 Optional specialist knowledge
<p>Diploma in People Management Level 5* 42 Credits, 175 GLH</p>	<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 • Diversity and inclusion • Leadership and management development • Well-being at work
<p>Diploma in Organisational Learning and Development Level 5* 42 Credits, 175 GLH</p>	<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 • Diversity and inclusion • Leadership and management development • Well-being at work

*Regulated Qualifications Framework (RQF) Level 5 in England and Northern Ireland. Credit and Qualifications Framework (CQFW) Level 5 in Wales. Comparable to Level 7 in Ireland, Level 9 in Scotland, Level 5 European Qualifications Framework (EQF).



The framework

FOUNDATION

Certificate in
People Practice

ASSOCIATE

Diploma in People
Management

Diploma in
Organisational Learning
and Development

ADVANCED

Diploma in Strategic
People Management

Diploma in Strategic
Learning and
Development



Advanced level



2 qualifications

Diploma in Strategic People Management

Diploma in Strategic Learning and Development



4 core units

aligned to the core knowledge and behaviour standards of the Profession Map at **Chartered** level



3 specialist units

focused on the specialist knowledge relevant to the qualification chosen



1 option unit

chosen from a selection of possible specialist units



Which Advanced qualification is right for me?

Advanced Diploma in Strategic People Management

Ideal if you have experience in people management but want to develop your business acumen and move into senior positions. You will:

- Gain specialist skills in strategic employment relations, talent management and reward management
- Strengthen your autonomy and judgement so you can lead your organisations HR strategy

Head of HR; People Analytics Lead; Head of D&I; Director of People; Head of Resourcing; Talent Director

Advanced Diploma in Strategic L&D

Ideal if you have experience in L&D but want to develop your business acumen and move into senior positions. You will:

- Gain specialist learning and development skills in organisational design and development, leadership, and learning design
- Strengthen your autonomy and judgement so you can lead your organisations L&D strategy

Head of L&D; Learning Design Lead; Head of Organisational Development; Employee Experience Director



Advanced level

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"> • Organisational design and development • Advanced employment law in practice • Learning and development practice • 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

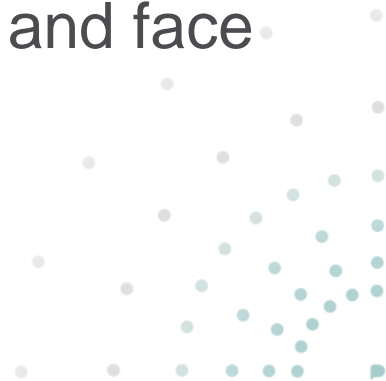
*Comparable to Regulated Qualifications Framework (RQF) Level 7 in England and Northern Ireland. Credit and Qualifications Framework (CQFW) Level 7 in Wales. Comparable to Level 9 in Ireland, Level 11 in Scotland, Level 7 European Qualifications Framework (EQF).



Study options

We want CIPD qualifications to be accessible and flexible, so you can choose a range of ways to study

- **Online:** you can study 100% online, with either live lessons delivered at set times and/or on-demand with self-serve content and resources
- **Face to face:** this is a more traditional study style, with tuition provided to you in person, usually in a classroom style setting
- **Blended:** the best of both worlds – a mix of online and face to face learning



CIPD Membership

Successful completion of any CIPD qualification leads to CIPD Membership



Foundation level

Your work is likely to be tactical, and focused on the day-to-day delivery of tasks. You'll gather information to use in your role, and use information to understand your work, organisation and profession.

You'll work with and deliver immediate and short-term outcomes for your manager, colleagues and customers.



Associate level

Your work will usually be operational, with some complexity. You'll contribute to the thinking around your work, and analyse information to inform your choices and actions.

You'll work with and influence immediate colleagues and customers, though your work will create short-term value for a wider audience.



Chartered Member level

Your work will require thinking at a strategic level, and have complexity in the thinking and/or delivery. You'll critically question information and evaluate it to make judgements and decisions.

You'll work with and influence a range of stakeholders, creating medium to long-term value for a wide audience.



Chartered Fellow level

Your work is likely to be entirely strategic in thinking and/or delivery, with a significant level of complexity. You'll develop evidence-based thinking to shape the profession or drive people change.

You'll influence stakeholders across the profession, and create long-term value for significant numbers of people.



Foundation Certificate in People Practice

Associate Diploma in People Management

Advanced Diploma in Strategic People Management

Advanced Diploma in Strategic People Management

Associate Diploma in Organisational Learning and Development

Advanced Diploma in Strategic Learning and Development

Advanced Diploma in Strategic Learning and Development

OR assessment of professional experience

AND / OR assessment of professional experience



Foundation Member
Foundation CIPD

Associate Member
Assoc CIPD

Chartered Member
Chartered MCIPD

Chartered Fellow
Chartered FCIPD

What's the benefit of CIPD membership?



- **Badge of professionalism**
- Designation: Foundation CIPD, Assoc CIPD, Chartered MCIPD, Chartered FCIPD
- Showcases your level of knowledge and impact – based on international standards
- Commitment to professional development and Code of Practice
- Internationally recognised



- Access to **up-to-date content and resources on hottest topics in the profession**
- Evidence-based, developed by leading experts, rooted in best practice
- Learning content aligned to the new Profession Map
- *People Management* magazine



- **Practical support:** Career hub, Coronavirus hub
- Employment law helplines
- Wellbeing helpline and online resources



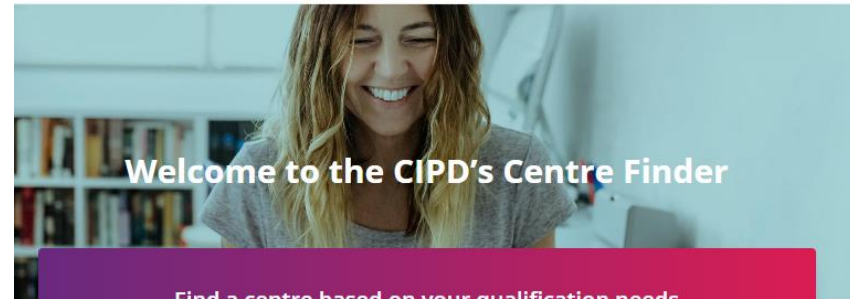
- **Largest global network of people professionals**
- Regional and local presence
- Vibrant online communities – CIPD Community app
- Volunteering opportunities to build up experience

CIPD



Next steps

- Visit the CIPD website for more information on each qualification, and to download the syllabus cipd.co.uk/qualifications
- Find a Centre that offers the qualification and study methods you are interested in at findacentre.cipd.org
- Contact your chosen Centre(s), for all the information you need on entry requirements, start dates, and costs
- Register on your chosen qualification – you will automatically be invited to join CIPD Student Membership



Welcome to the CIPD's Centre Finder

Find a centre based on your qualification needs

[Find a centre >](#)

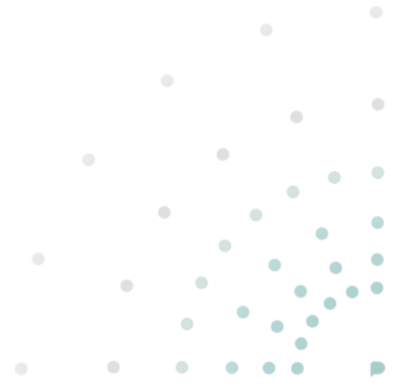
CIPD qualifications

Professional qualifications at Foundation Certificate to Advanced Diploma levels, designed and awarded by the CIPD. You will learn with one of our approved study centres and you will receive your qualification certificate from the CIPD. Successful completion leads to [CIPD Foundation](#) or [Associate Membership](#).

[Learn more >](#)



Q&A time



Pre-2021 qualifications v new qualifications

	Pre-2021 CIPD qualifications	New CIPD qualifications
Overview	17 qualifications to choose from	Five key qualifications
Foundation	<ul style="list-style-type: none"> • Six possible qualifications • Awards, certificate or diploma sized qualifications available in both Human resources practice and Learning and Development • Associate level membership outcome 	<ul style="list-style-type: none"> • One certificate size qualification • A comprehensive foundation in People Practice, (incorporates HR and L&D) • Foundation Membership outcome
Intermediate/ Associate	<ul style="list-style-type: none"> • Seven possible qualifications. • Award, certificate or diploma sized qualifications available in Human resources practice, Learning and Development and/or Applied Human Resources • Associate membership outcome 	<ul style="list-style-type: none"> • Two diploma size qualifications • Each consist of a common core • + a block of specialist units in either people management or learning and development • + a further specialist unit to select from a list of possible options • Associate membership outcome
Advanced	<ul style="list-style-type: none"> • Four possible qualifications. <ul style="list-style-type: none"> • Award, certificate or diploma size qualifications available in Human resources • Diploma size qualification in Learning and Development • Associate membership outcome • Two exams 	<ul style="list-style-type: none"> • Two Advanced diploma size qualifications • Each consist of a common core <ul style="list-style-type: none"> + a block of specialist units in either people management or learning and development + a further specialist unit to select from a list of possible options • Associate Membership outcome. Upon successful completion, candidates with the relevant professional experience can apply to upgrade to Chartered Member or Chartered Fellow