

Human Resources - People Management - Level 5 Associate Diploma (CIPD)

This course is designed to support career development in HR by providing you with a deeper understanding of all aspects of the profession.

You will:

- Gain an internationally recognised CIPD qualification
- Explore the full range of topics at this level
- Gain associate membership of the CIPD, allowing you to use the designation Assoc. CIPD after your name to showcase your credentials

This course will commence in September with weekly virtual classes supplemented with a monthly 'Face to Face' class to be held at Westminster Kingsway College's Victoria Centre, 76 Vincent Square, Westminster, London from 6pm until 9pm. All other weeks will be delivered virtually via Zoom. If you are interested in pursuing a career in Human Resources, a CIPD qualification is a must.

For information on our Higher Education policies including admissions, fees and student contracts, please see the links below:

- [Admissions Policy](#)
- [Complaints Policy](#)
- [Equality, Diversity and Inclusion Policy](#)
- [Fees Policy](#)
- [HE Student Contract](#)

For our full list of policies, governance and fees please see our website [Capital City College Group \(capitalccg.ac.uk\)](https://www.capitalccg.ac.uk).

WHAT WILL I STUDY?

Organisational performance and culture in practice This unit examines the connections between organisational structure and the wider world of work in a commercial context. It highlights the factors and trends, including the digital environment, that impact on business strategy and workforce planning, recognising the influence of culture, employee

Start Date: 6 September 2023

Duration: 16 Months

Attendance: Part Time

Location: Victoria Centre

well-being and behaviour in delivering change and organisational performance.

Evidence-based practice:

This unit addresses the significance of capturing robust quantitative and qualitative evidence to inform meaningful insight to influence critical thinking. It focuses on analysing evidence through an ethical lens to improve decision-making and how measuring the impact of people practice is essential in creating value. Professional behaviours and valuing people This unit focuses on how applying core professional behaviours such as ethical practice, courage and inclusivity can build positive working relationships and support employee voice and well-being. It considers how developing and mastering new professional behaviours and practice can impact performance.

Employment relationship management:

This unit examines the key approaches, practices and tools to manage and enhance the employee relationship to create better working lives and the significant impact this can have on organisational performance. Talent management and workforce planning This unit focuses on the impact of effective workforce planning in considering the development of diverse talent pools and how to contract and onboard the workforce. It also includes an analysis of the potential cost to the organisation if this is poorly managed and the tools and interventions required to mitigate this risk.

Reward for performance and contribution:

This unit focuses on how internal and external business factors influence reward strategies and policies, the financial drivers of the organisation and the impact of reward costs. It considers the importance of the role of people practice in supporting managers to make robust and professional reward judgements and the impact of rewarding performance.

Leadership and management development

This unit builds on the fundamentals of learning and development, taking a closer look at the essential area of leadership and management and how this is critical in developing the right culture and behaviours to establish a working environment which is cohesive, diverse, innovative and high-performing. Choosing the right tools and approaches to facilitate development will ultimately impact organisational effectiveness.

WHAT WILL I NEED?

You will need:

- Some experience working in Human Resources
- A minimum English language level equivalent to IELTS 4.5
- Pass an interview with the course leader
- Attainment of a CIPD course at Level 3 is desirable, but not compulsory.

HOW WILL I BE ASSESSED?

The qualification is granted following a professional assessment of coursework and written assignments, which gauge your ability to apply acquired knowledge and the development of your skills and competencies.

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WHAT WILL IT COST?

Tuition Fees £3,750, payable in advance of starting your course. We also offer a deferred payment option of 20% payment upfront, with the remainder of the course fees due in 5 monthly payments. If you will be aged 19 or older on 31 August in the year you begin.

WHAT CAN I DO AFTER?

After this course, you could apply to senior roles such as HR Advisor, HR Business Partner or HR Manager, and help you to move on to higher-level courses such as Level 7 CIPD qualifications. Previous students have progressed into management roles or have chosen to specialise in areas such as Talent Management or Organisational Change.

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<https://www.westking.ac.uk/course-detail/pdf/21988/>