

Dive into a career you love...

CIPD Level 5

Associate Diploma In Organisational
Learning and Development



Introduction

The CIPD Level 5 Associate Diploma in Organisational Learning and Development is a professional qualification based on the CIPD Profession Map. The Map was launched in 2018 having been developed in collaboration with a wide range of experts working at the heart of the profession. It sets the international benchmark for the people profession and provides a strong foundation to give people professionals the confidence and capabilities to guide their decision-making, actions and behaviours.

Each unit within the CIPD Level 5 Associate Diploma in Organisational Learning and Development has clear linkage to the Profession Map.

✓ **Average completion time: 10 - 12 Months**

🕒 **Get in touch for our next available start dates**

£ **Cost:**
Online Live - £2520
On Demand - £1850

Who is it for?

This qualification will develop learner knowledge and skills to build their expertise, inspiring them to undertake tactical tasks that deliver value.

Learners will build their confidence and knowledge aimed at being able to contribute to immediate 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 use this 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 to complement career and professional development.



Why study with BePro?

Unlimited tutor support from qualified and experienced tutors

Maximum workshop size of 25 learners to ensure an interactive learning experience in live workshops

Flexible learning options - study on demand anytime, anywhere if preferred

100% pass rate

Excellent feedback from current and previous students



How is the learning delivered?

Online Live

With our online live option you will be required to attend online workshops via Zoom. You will be studying alongside learners from a variety of sectors and organisations, networking and sharing experiences.

Depending on your choice of study, the timetable will differ slightly:

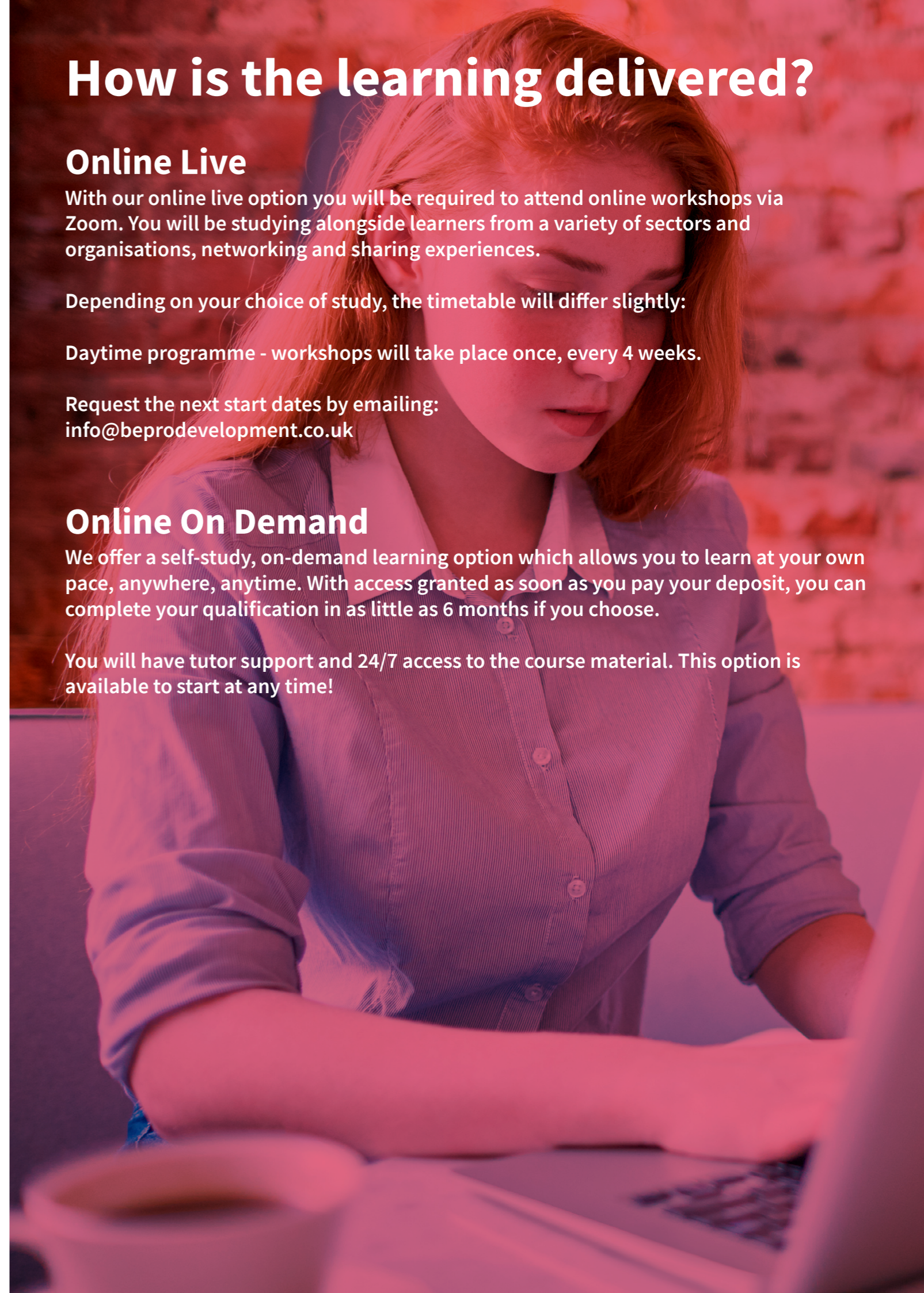
Daytime programme - workshops will take place once, every 4 weeks.

Request the next start dates by emailing:
info@beprodevelopment.co.uk

Online On Demand

We offer a self-study, on-demand learning option which allows you to learn at your own pace, anywhere, anytime. With access granted as soon as you pay your deposit, you can complete your qualification in as little as 6 months if you choose.

You will have tutor support and 24/7 access to the course material. This option is available to start at any time!



Qualification Objectives

This qualification introduces a wide range of relevant knowledge and expertise in people practice. It is suited to those learners who are:

studying, aspiring to, embarking on, a career in learning and development

working in a people practice role and wish to contribute their knowledge and skills to help shape organisational learning and development

working towards or working in a learning and development role

Guided Learning Hours:

It is expected that you will undertake 175 guided learning hours which we will provide through workshops, tutorials and learning resources.

Self-Study Requirements:

Alongside the guided learning hours, we recommend that you also commit to at least 245 self-study hours of your own self directed study. This includes reading textbooks and journal articles, as well as trusted websites.



Your course at a glance

Core modules

- Organisational performance and culture in practice
- Evidence-based practice
- Professional behaviours and valuing people

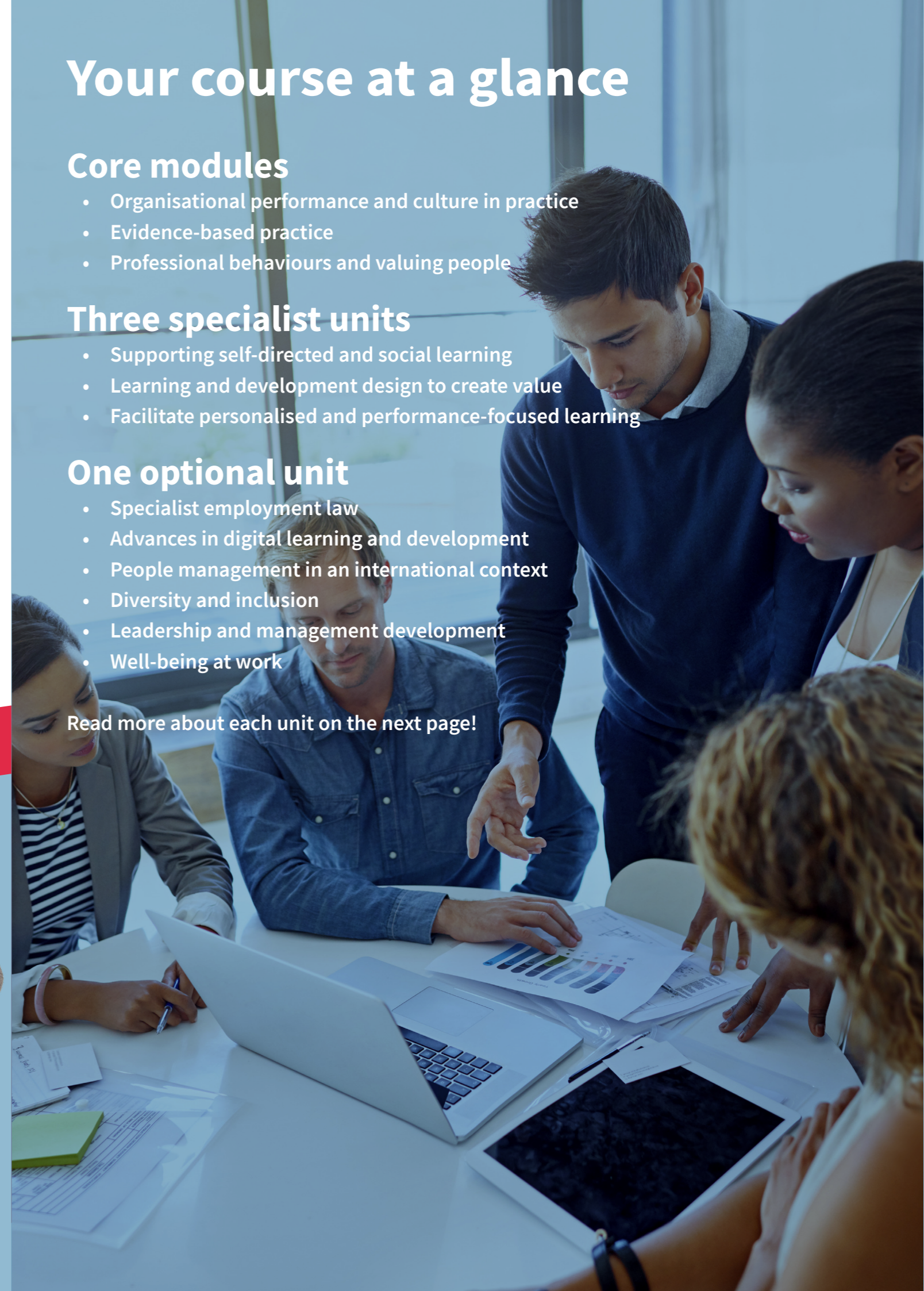
Three specialist units

- Supporting self-directed and social learning
- Learning and development design to create value
- Facilitate personalised and performance-focused learning

One optional unit

- 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

Read more about each unit on the next page!



Core Modules

5CO01 Organisational performance and culture in practice

About this unit: This unit examines the connections between organisational structure and the wider world of work in a business 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 wellbeing and behaviour in delivering change and organisational performance.

5CO02 Evidence-based practice

About this unit: This unit addresses the significance of capturing robust quantitative and qualitative evidence to inform meaningful insight 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 increasing value.

5CO03 Professional behaviours and valuing people

About this unit: 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 wellbeing. It considers how developing and mastering new professional behaviours and practice can impact performance.



Specialist Units

5LD01 Supporting self-directed and social learning

About this unit: This unit is about recognising how individuals are increasingly wanting to learn at their own pace, by their preferred method, and in a way that fits with their personal schedules and lifestyle. Moreover, effective organisational learning embraces formal and informal socialised activities. These shifts and the greater recognition of the benefits in driving performance through learning, means that learning and development professionals must facilitate approaches for those who learn in these ways.

5LD02 Learning and development to create value

About this unit: This unit considers the relationship between the learning and development needs of individuals and organisational objectives. It focuses on the elements of theoretical and contextual learning design in facilitating impactful learning experiences that support performance and productivity.

5LD03 Facilitate personalised and performance focused learning

About this unit: This unit focuses on the effective facilitation of learning activities that have an impact. This includes knowing how to prepare an impactful intervention, making effective use of pre-learning activities and personalisation to create learning that can be transferred back into the organisational context, In addition, it explores facilitation techniques, whether face-to-face or online, and the principles and ethics that underpin the delivery of an outstanding learning experience.

Optional Units

5OS01 Specialist employment law

About this unit: This unit considers key employment legislation and the legal frameworks for policy, process and procedure that protect employees in the workplace.

5OS02 Advances in digital learning and development

About this unit: This unit looks at the continued development and emergence of digital technology and how the accessibility of this supports enhanced learning and development and engagement within the workplace.

5OS03 Learning and development essentials

About this unit: This unit focuses on how learning and development connects with the organisation and drives performance. It looks at good practices and the different stages of learning from development design to facilitation.

5OS04 People management in an international context

About this unit: This unit explores people management in an international context and is for those people professionals working overseas, to give them the opportunity to focus on some of the considerations and complexities that they may encounter.

5OS05 Diversity and inclusion

About this unit: This unit focuses on how adapting leadership styles to manage, monitor and report on equality and diversity is essential for inclusive practice and legislation. The importance of promoting a diverse and inclusive workforce to drive a positive culture and celebrate diversity and inclusion increases organisational performance as well as meeting the needs of employees and customers more effectively.

5OS06 Leadership and management development

About this unit: This unit takes a closer look at essential leadership and management behaviours and practices and how these are essential to building the right culture and working environment which is productive, diverse and innovative.

5OS07 Wellbeing at work

About this unit: This unit looks at the importance of all aspects of wellbeing in the workplace and how to manage this. This forms part of the wider business strategy and other areas of management practice and looks at the links between health and well being and the impact on business performance.

FAQ's

What additional support is provided?

All candidates will have support from an expert CIPD tutor during normal office hours throughout the duration of their programme. Our extensive library of learning materials are available 24/7.

- Unlimited tutor support – via email, phone or online conference call (whatever suits you best)
- Exceptional and detailed course material
- Student support team to assist with any technical or non-academical questions

Can I pay in installments?

Yes, we provide interest-free monthly payment options for learners who wish to pay in regular instalments. This will be set up as a direct debit so you do not need to remember to make the payments each month. There are no credit checks, however, if the monthly payment is missed, then access to the course will be suspended until payments are up to date.

If your employer is funding all or part of your course, we will invoice them directly, just let us know before you sign up. If we need a purchase order to be able to invoice, please don't forget to request this!

We are pleased to be able to accept ELCAS funding for your course. If you are looking to use your enhanced learning credits, just let us know upon enquiry and we'll help with completing the application.



Is BePro an official CIPD provider?

Yes! We are an accredited CIPD centre and have been since 2016. We are specialists in HR and L&D. Renowned for our impressive achievement rates and recommended for our supportive and innovative approach to learning, we are first-choice providers for professional development training.

How will I know which CIPD qualification is right for me?

We offer all levels of CIPD qualifications from level 3 to 7, guaranteeing a course that is suitable for your needs. We will ensure your chosen programme is right for you before you begin. Please call 01642 721827 to speak to a course advisor who will be able to help you make the right decision.

Will I require a CIPD membership?

Yes, to be able to submit your assignments to CIPD for moderation and certification, you will need to include your CIPD membership number on each assignment submission. You will not be able to achieve your qualification without being a member of the CIPD.

How do I enrol?

All you have to do is give one of our advisors a call on 01642 721827 or email us at info@beprodevelopment.co.uk

Alternatively you can register your interest by visiting www.beprodevelopment.co.uk

