



CIPD Certificate in People Practice (CPP) - Level 3

The CIPD Level 3 Foundation Certificate in People Practice is designed to develop learners' 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.

Target Audience

- This qualification introduces the learner to a wide range of relevant knowledge and expertise in people practice. It is suited to those learners 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 organization.
 - wish to develop the specialist knowledge, skills and understanding required to be a people professional.



Course Delivery	<p><u>Online Live Programmes</u></p> <p>_Our online courses are live, interactive and give you all the advantages of a face-to-face classroom but from the comfort and convenience of your own home. There are also some elements of online on demand delivery.</p> <p><u>Face to Face Programmes</u></p> <p>The teaching is delivered in a classroom environment, supplemented with online delivery, both live and on demand. The face-to-face learning delivery is conducted in specially selected high quality hotel venues and the online element via our brand-new learning management system, both environments enabling the delivery of first-class learning.</p>
Course Fees	<p>Total Fee per participant: QAR 19,000 - Online Program QAR 26,600 - Face to Face Program</p> <p><u>CIPD membership fees is not included in the course fees</u></p>
CIPD Membership	<p>In order to receive your CIPD certificate , you will need to enroll as a Student Member upon the start of your course via the CIPD website.</p>
CIPD- DHRM is offered by Qatar University in collaboration with Bradfield Learning & Development– UK	



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Block 1

**Core Behaviours for
People
Professionals (Core)**

On completion of this unit, learners will:

1. Understand insightful approaches to supporting and maintaining ethics and professional practice.
2. Be able to promote respect and inclusive working underpinned by professional courage and a passion for learning.

Block 1

**Principles of
Analytics (Core)**

On completion of this unit, learners will:

1. Understand how evidence-based practice informs organisational measures and outcomes.
2. Know how creating value benefits employees, customers and wider stakeholders.

Block 2

**Business, Culture &
Change in Context
(Core)**

On completion of this unit, learners will:

1. Understand the business environment in which the people profession operates, including the key issues that affect it.
2. Understand how people's behaviour in the workplace affects and shapes culture.
3. Understand the importance of effective management of change.



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Block 3

Essentials of People Practice (Core)

On completion of this unit, learners will:

1. Understand the employee lifecycle and different roles within it.
2. Be able to contribute to the effective selection and appointment of individuals.
3. Know how legislation and organisational practices affect employment relationships.
4. Know the importance of performance management in motivating and retaining individuals.
5. Know the importance of reward in attracting, motivating and retaining individuals.
6. Understand how to support others to develop the skills and knowledge required to meet both individual and organisational objective.