

This programme is designed for those who want specialist knowledge combined with practical skills development to underpin their contribution to Learning and Development (L&D) within their organisation. Successful completion of the programme leads to the Chartered Institute of Personnel and Development (CIPD) Foundation Certificate and Diploma in Learning and Development and the IPA Certificate and Diploma in Learning and Development.

On successful completion of the programme, participants will automatically become CIPD Associate Members (Assoc CIPD). This is a professional grade of membership recognising the skill, knowledge and approach needed to make a significant supporting learning and development contribution, and deliver excellent results in the workplace.

IS THIS PROGRAMME FOR YOU?

This Certificate and Diploma programme is ideally suited to:

- Staff who have recently moved into the field of Learning and Development - Training Officers / Advisors
- Line Managers and Supervisors to whom Learning and Development responsibility has been devolved
- Existing Learning and Development staff eager to update their knowledge and skills
- Those wishing to pursue a career in Learning and Development
- Those wishing to pursue CIPD Membership.

PROGRAMME OBJECTIVES

The overall objective of this foundation programme is to help participants develop as effective Learning and Development practitioners and utilise the key skills required in this specialist area. At the end of the programme participants will have:

- A greater awareness of the organisational context of Learning and Development
- An understanding of the key issues that impact on Learning and Development
- Practiced and developed, under expert guidance, a range of skills relevant to Learning and Development
- Increased their knowledge of the legal, economic, environmental, social, technological and labour related developments that impact on the Learning and Development field.

PROGRAMME CONTENT

The **Certificate Programme** covers the following areas:

- Developing your Competencies as a Learning and Development Practitioner
- Organisational Context of the Learning and Development Function
- Identifying Learning and Development Needs
- Designing Learning and Development Activities
- Delivering Learning and Development Activities
- Evaluating Learning and Development Activities

The **Diploma Programme** covers the following additional areas:

- Using Technology to Facilitate Learning
- Supporting Individual Learning through Coaching and Mentoring

The IPA is an approved provider of CIPD qualifications. The CIPD is the professional body for HR and people development. The not-for-profit organisation champions better work and working lives and has been setting the benchmark for excellence in people and organisation development for more than 100 years. It has more than 135,000 members across the world, provides thought leadership through independent research on the world of work, and offers professional training and accreditation for those working in HR and learning and development.

DELIVERY, DURATION AND LOCATION

Participants will also be required to attend a minimum of nine (9) days of workshops for the Certificate in Learning & Development and a further two (2) days of workshops for the Diploma in Learning & Development. As this is a blended learning programme participants will also be provided with access to workbooks, podcasts, videos and resources through an online Learning Management System (Moodle). Workshops will take place at the Institute of Public Administration in Dublin but can also be delivered in-house or on a regional basis.

LEARNING SETS

Learning set / study group meetings are an integral part of the blended learning design. Attendance at these meetings is a central requirement if participants are to maximise their opportunities for learning on this programme. The first learning set / study group meeting will be facilitated by an IPA specialist. Subsequent meetings, of approximately 3 hours duration, will be scheduled by members of the learning sets / study groups.

CERTIFICATE WORKSHOP DATES

Unit 1: Becoming an Effective L&D Practitioner 16 & 17 October 2018	Unit 4: Designing L&D Activities	20 & 21 February 2019
Unit 2: L&D and the Organisation 6 Dec 2018	Unit 5: Delivering L&D Activities	20 & 21 March 2019
Unit 3: Identifying L&D Needs 17 January 2019	Unit 6: Evaluating L&D Activities	2 May 2019

DIPLOMA WORKSHOP DATES

Unit D1: Using Technology to Facilitate Learning	TBC October 2019	Unit D2: Supporting Individual Learning through Coaching & Mentoring	TBC November 2019
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ASSESSMENT

There is no written examination for these programmes. Assessment is by means of unit assignments the majority of which are written. Where skills are being assessed, these will be subject to classroom / workshop verification and assessment.

PROGRAMME FEE

The fee per participant for the Certificate programme is €2,650. An additional €950 is payable for the Diploma Units. The fee includes: CIPD Student Membership Fees (up to July 2019); attendance at workshops; all IPA course materials including prescribed textbooks, unit workbooks and access to online resources; tutor support; and, refreshments at workshops. Where three (3) or more participants from the same organisation enrol on and complete the programme, a 10% discount will apply.

MEMBERSHIP OF CIPD

On successful completion of the CIPD Foundation Certificate in Learning and Development participants will automatically become Associate Members of the CIPD. On attaining Associate membership status participants will be entitled to use the "Assoc CIPD" designation.

FURTHER INFORMATION | BOOKINGS

For further information, please contact either of the following, depending on the nature of your query. Please note that bookings should be received, in writing, before Friday, 7 September 2018.

Places are limited so early booking is recommended to secure a place.

Programme Content or Suitability

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Programme Bookings

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