



CIPD Foundation Certificate in People Practice

A training course leading to a professional CIPD qualification

Delivered in partnership with Watson Martin, a CIPD Approved Centre.

Why Bakkah?

Bakkah is a leading Saudi company that owns two subsidiaries: Consulting Company and Learning Company. With a team of highly experienced and certified professionals, we will help you capitalize on opportunities driven by proven business practices.

We help you obtain professional certificates that will take your career to the next level. Our Learning products focus on building and boosting capabilities by offering the best and latest internationally accredited training courses in various fields, including: Project Management, Human Resource, Business Analysis, Information Technology, Quality Management, Supply Chain Management and Logistics.

We are keen to use and keep up with the latest global learning methods and processes. Since our training courses are flexible and aligned with the global changes, this will ensure an ongoing learning process and build high-quality capabilities.

Bakkah in Numbers



Overview of CIPD

The CIPD (Chartered Institute of Personnel and Development) is the main professional body to accredit and award professional HR and People Development qualifications. They provide three distinct qualification levels to suit people at different points in their career: Level 3, Level 5, and Level 7. At each Level, there are three types of qualification: Diplomas, Certificates and Awards. For more information about CIPD certifications, click [here](#).

Why Watson Martin?

Watson Martin (WM) is a leading provider of HR & L&D qualifications. It offers a range of CIPD programmes delivered by highly qualified practitioners with an unrivalled level of strategic experience and professionalism in HR. WM has supported candidates through to successful completion at all levels of CIPD qualification since 2004. It consistently achieves the highest CIPD Quality Assurance rating and is one of only very few CIPD centres approved to offer competency-based assessment (mixed mode) qualifications.



Course Objective

This Level 3 qualification, CIPD Foundation in People Practice includes four core units designed to provide a solid grounding in the people profession and can be completed within 6 months. The scheduled cohorts provide a structured but flexible approach to online facilitated workshops learning.

- Understand the business environment in which the people profession operates, including the key issues that affect it
- Understand how evidence-based practice informs organisational measures and outcomes
- Understand insightful approaches to supporting and maintaining ethics and professional practice
- Understand the employee lifecycle and different roles within it
- Understand how to support others to develop the skills and knowledge required to meet both individual and organisational objectives



Course Methodology

- This Foundation Certificate typically takes between 6-12 months to complete.
 - Recorded Induction Session: which includes a programme overview and an introduction to the VLE.
 - Live content webinars: to cover all units, introducing the unit content and assessment methods.
 - Role of adviser: Five 1:1 Sessions with personal adviser, dates confirmed between candidate and adviser.
 - Two progress Q+A webinars (live): an opportunity to ask questions on any aspect of study alongside peers
 - Recorded content to view on the VLE for each unit, covering key concepts.
 - Assessments are submitted after delivery of all webinars and by the end of 6 months from programme commencement date.



Targeted Audience



A person who is aspired to start a career in HR or L&D and wants to develop the knowledge and skills to become a successful people professional.



People professionals just starting out who want to formalise their knowledge and gain a better understanding of fundamental HR or L&D skills.



Prerequisite

- Prospective candidates must demonstrate a high standard of both spoken and written English to register onto a CIPD qualification and must have undertaken an approved assessment in the last two years.

- International English Language Testing System (IELTS)

Foundation level programmes – a score of 5.5 overall with a minimum of 5.5 in each category.

- Test of English as a Foreign Language (TOEFL) internet based test

Foundation level programmes – a score of 71 overall with a minimum of 17 in each category.

- Pearsons Test of English

Foundation level programmes – a score of 50 overall with a minimum of 50 in each category.

- Cambridge proficiency or advanced tests Grade C or above or equivalent.



Course Outline

Learners are required to successfully complete a total of four units to receive the CIPD Level 3 Foundation Certificate in People Practice.



3COO1 - Business, culture and change in context

- Key influences on business environment, analysis tools, organisational goals and vision. Workplace culture, types of organisations, assessment of skills and capabilities. Managing change in organisations, role of people professionals within change.



3COO2 - Principles of analytics

- Importance of using data, different types of data. Creating value and role of people professionals. Core ethics and principles guiding goals and strategic practices. Social media and working practices.



3COO3 - Core behaviours for people professionals

- Ethical principles, compliance to law and regulations. Working in a team, managing conflict, problem solving. Personal and professional integrity. Reflecting on personal development needs and continuous professional development.



3COO4 - Essentials of people practice

- The employee lifecycle. Recruitment, Employee engagement, Diversity and inclusion, Performance management, Reward, Employment Law. Learning and Development.

Frequently Asked Questions

All your questions about the new qualifications answered - Find out [here](#)



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1 1 2 1 0 1 1 4 1
f t i /BAKKAHINC
contactus@bakkah.net.sa
www.bakkah.com

