

CIPD Level 5 Associate Diploma Organisational Learning and Development

Inspire learning and development within your organisation by completing a qualification in L&D. Gain the skills, knowledge and confidence to drive change.

The CIPD Diploma in Organisational Learning and Development is the most comprehensive course available for L&D professionals, ideal for you if you want to formalise your existing experience, skills and knowledge.



CIPD
Approved centre

Who is the CIPD?

CIPD is the leading professional accrediting body for HR and L&D with over 145,000 members worldwide and offers internationally recognised qualifications. As a CIPD Organisational Delivery Partner, we use our knowledge of learning design and delivery to deliver a top-tier experience for you.

20%
more -
that's the potential
earning increase for
Avado CIPD learners.

67%
of CIPD grads
land senior roles
to lead and drive
business impact

72%
of CIPD professionals
feel better prepared
to drive organisational
change

67%
of employers
prefer CIPD-qualified
HR candidates

You'll study the core knowledge and behaviours any People Professional needs and extend these through specific units to further specialise in your field.

No need to do anything – the CIPD will follow up with you directly.

Each unit typically takes about 6 to 8 weeks to complete with an assessment at the end of each unit. Your assessment is graded by Avado assessors and they'll also provide you with personalised feedback on each. You'll achieve the qualification by passing all unit assessments.

You'll then be able to get your associate membership, a cost you pay directly to the CIPD.

3 core units

Unit 1

Organisational performance and culture in practice

You'll learn about...

- ✓ The connections between organisational structure and strategy.
- ✓ Organisational priorities, how to interpret theories and what drives change.
- ✓ How to build diversity and inclusion.
- ✓ How people practice connects and supports wider strategies.

Unit 2

Evidence-based practice

You'll learn about...

- ✓ The methods reapplied to diagnose challenges and opportunities.
- ✓ Critical thinking and how different ethical perspectives can influence decisions.
- ✓ The benefits and risks of solutions for improving people practice issues.
- ✓ How to measure the impact people practice makes to organisations.

Unit 3

Professional behaviours and valuing people

You'll learn about...

- ✓ How to champion inclusive and collaborative strategies.
- ✓ How to design and evaluate solutions for positive working relationships.
- ✓ How the role of a people professional is evolving.
- ✓ How to assess your own strengths, weaknesses and development areas.



Flexible delivery

with the structure to ensure you don't fall behind



Immersive online learning

with unique tools to save you time



Inspiring expert tutors

to guide you every step of the way



Learn with a cohort

of peers, and build your network



3 pathway units

Unit 1

Support informal and self-directed learning

You'll learn about...

- ✓ The concepts of self-directed and social learning and the theories behind them.
- ✓ The steps that organisations take to encourage learning.
- ✓ How digital innovations encourage and enable self-directed learning.

Unit 2

Design learning and development programmes to create value

You'll learn about...

- ✓ What needs to be considered when designing learning and development.
- ✓ Identifying and establishing learning and development needs.
- ✓ Completing a stakeholder analysis in relation to learning and development.
- ✓ How to design engaging learning and development solutions.

Unit 3

Facilitate structured learning and development activities for groups

You'll learn about...

- ✓ How to develop a range of personalised, accessible learning resources.
- ✓ Discussing facilitation techniques to support the needs of learners.
- ✓ The facilitation of learning and delivering inclusive activities that meet objectives (including in a face to face environment).
- ✓ The concept of 'transfer of learning' and the role of line managers.



1 of 2 available specialist units

Unit 1

Specialist employment law

You'll learn about...

- ✓ The purpose of employment regulation and the way it's enforced.
- ✓ The role played by the tribunal and courts in enforcing employment law.
- ✓ How the main principles of discrimination law.
- ✓ How to manage recruitment lawfully, and about managing employment rights.

Unit 2

Advances in digital learning and development

You'll learn about...

- ✓ The impact, risks and challenges of technological development.
- ✓ Creating engaging digital learning content and the systems for delivering learning.
- ✓ The skills required to facilitate online learning, including your development plan.

What you need to get started

- ✓ **It is essential that students have either an existing CIPD Foundation qualification or other Level 3 (or higher) qualifications, plus experience in a People Practice role**
- ✓ **You must be over the age of 18**
- ✓ **You must have a solid grasp of the English language**
- ✓ **You must have access to a computer or other internet enabled device and a reliable internet connection, plus basic computer skills**
- ✓ **To receive the Diploma qualification, you need to be registered with the CIPD**

Why HR professionals choose Avado

1

Proven track record

With over 20 years of experience, Avado has trained over 50,000 hr professionals. As one of the largest CIPD training providers and an exclusive Organisational Development Partner (ODP) with CIPD, we are passionate about inspiring learning that works, and have received numerous awards for our impactful online programmes.

2

Expertly crafted learning

Our learning content is developed by expert learning designers, offering high-quality, interactive resources tailored into meaningful learning journeys.

3

Cutting-edge virtual learning campus

Our Online Hub sets the industry standard, providing a seamless experience with engaging bite-sized course materials to make learning effortless. Access learning material and tools 24/7, fitting study around your work and life commitments.

4

Industry-leading tutors

Our tutors are industry-leading professionals with unparalleled experience, as reflected in our outstanding TrustPilot reviews.

5

Networking opportunities

Our courses are designed to foster group learning and collaboration, providing numerous networking opportunities for our students.

6

Personalised Support with AI Assistance

We blend human expertise with AI-driven support. Our expert tutors handle academic queries, and our administrative team is always ready to help. Ava, our advanced virtual assistant, communicates in multiple languages, integrates with Avado's knowledge base, tracks progress, and accesses extensive CIPD resources.

7

QuickScore intelligent assesment support

QuickScore simplifies learning by clarifying CIPD criteria and providing real-time feedback on assessments. This AI tool offers personalised guidance and directs learners to essential resources within Avado's learning hub, reducing worry about the critical assessment part of the qualification.

8

Avado Connect: Nextwork, learn and grow after you graduate

Our commitment to your professional growth extends beyond your course duration. All Avado learners and grads gain exclusive access to AvadoConnect, where you can participate in monthly masterclasses, network with over 1000 HR professionals, explore job opportunities, and access perks from our partners.



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Career paths

L3 Roles: HR administrator, HR assistant, HR officer

Estimate Salary in London: £25,000 - £35,000

Estimate Salary UK nationwide: £20,000 - £28,000

L5 Roles: HR Business Partner, HR Manager

Estimate Salary in London: £50,000 - £80,000

Estimate Salary UK nationwide: £38,000 - £60,000

L7 Roles: HR Director, Chief HR Officer

Estimate Salary in London: £85,000 - £150,000

Estimate Salary UK nationwide: £60,000 - £120,000

Referenced from the Hays Human Resources Salary Guide 2024.
Typical salaries across regions and sectors.



We are Avado

Avado is a people powered transformation partner creating tangible and measurable impact for people and organisations. We equip a diverse pool of UK talent with the skills they need to power both their own growth and that of their organisations.

True transformation isn't digital, it's human

That's why we focus on inspiring the people who power an organisation. The people who bring your workplace culture to life.

The people who make a real difference to your future. So whatever your business, you can rely on our learning and development experiences to ensure everyone has the skills they need in this fast-moving world.

Get in Touch



Trusted by thousands of HR professionals from the world's leading brands



Official Partner

