



Shape your future.
Choose a qualification
that connects you to:

- specialist knowledge to help you drive change
- a clear path towards leadership roles
- a career partner.

Associate Diploma in Organisational Learning and Development

With an Associate Diploma in Organisational Learning and Development, you won't just support change in your organisation – you'll help drive it.

This qualification is perfect if you enjoy helping employees become the best they can be. You'll expand your knowledge of L&D with a combination of core units and specialist areas, get an individual plan for your self-development.

- Build on your existing knowledge and specialise in L&D.
- Increase your knowledge in L&D design, self-directed and social learning, and personalised and performance-focused learning.
- Take the next step into a more senior people profession role.

Gain relevant expertise to work in roles including:

- L&D Business Partner or Manager
- L&D Consultant
- Organisational Development Business Partner
- Employee Experience Manager
- L&D Designer

A game-changing qualification

What will you learn?

You'll improve your L&D knowledge, and choose an optional unit tailored to your specific interest.

You'll focus on real scenarios, acquiring the core behaviours taken from the CIPD's Profession Map, which is based on the cumulative insights of thousands of experts.

CIPD membership

CIPD membership gives you a badge of professionalism that's internationally recognised. It shows your knowledge and commitment to the people profession.

Once you register for a qualification, you'll join the CIPD as a Student Member. We'll support and encourage you throughout your studies, help you grow in confidence and have impact. You'll have access to our expert research, journals, factsheets, helplines and online communities to help build your network.

You'll be awarded CIPD Associate Membership when you complete your qualification, and can use the designation Assoc CIPD after your name. This establishes your credibility as a people professional. It raises your profile and opens doors to new opportunities.

At a glance

This qualification consists of three core units, three specialist units and a choice of one optional unit.

Core units:

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

Specialist units:

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

Optional units:

- Specialist employment law
- Advances in digital learning and development
- People management in international context
- Diversity and inclusion
- Leadership and management development
- Well-being at work.

Ready to start joining the dots to your professional future?

Choose the qualification that connects. Choose the CIPD.

CIPD

Chartered Institute of Personnel and Development
151 The Broadway London SW19 1JQ United Kingdom

T +44 (0)20 8612 6200

E cipd@cipd.co.uk W cipd.org

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Find out more at cipd.org/uk/qualifications

This qualification is Regulated Qualifications Framework (RQF) Level 5 in England and Northern Ireland. Credit and Qualifications Framework (CQFW) Level 5 in Wales. Comparable to Level 7 in Ireland, Level 9 in Scotland, Level 5 European Qualifications Framework (EQF).