

The Certificate in People Practice has four units – these cover the full range of HR and L&D activities likely to be encountered by people professionals at entry level.

The units are:

1. BUSINESS CULTURE AND CHANGE IN CONTEXT

This unit considers the impact of external influences and how the digital

and commercial environment shapes businesses and the culture within which they operate. It considers the importance of people's behavior on organizational culture and its ability to manage change effectively.

2. PRINCIPLES OF ANALYTICS: This unit focuses on how utilizing a diverse range of analytics and evidence is essential to the rationalization and enhancement of working practices and situational decision-making to create value.

3. CORE BEHAVIOURS FOR PEOPLE PROFESSIONALS: This unit introduces the core behaviors for people professionals, focusing on ethical practice to create value, and how certain ways of thinking and acting should be universally consistent, even in new and challenging situations, to promote a sense of wellbeing and inclusivity in the organization.

4. ESSENTIAL OF PEOPLE PRACTICE: This unit introduces the fundamentals of

people practice ranging from the employee lifecycle to policies, regulation and law. It further explores a diverse array of specialist subjects such as recruitment, talent management, reward and learning and development, enabling practitioners to apply their knowledge and skills, and building their confidence and ability to practise progressively.