



## CIPD Transition arrangements

If you are currently studying for a pre-2021 CIPD qualification, and you wish to transition to a new CIPD qualification, this document will help you to identify any units that you have already successfully completed that may count towards a new CIPD qualification.

Please note that in all cases:

- There is no limit to the number of units that you can transition across from the pre-2021 CIPD awarded qualifications to the new qualifications.
- There will be no transition arrangements for any CIPD qualifications with a pre-2010 start date: for example, PDS, CPP, CTP.
- Where you have gained exemptions for units in the current qualifications using units from pre-2010 qualifications, these will not be carried over to the new qualifications as part of the transition arrangements detailed below.
- Where you have gained exemptions for units in the current qualifications via the requested exemptions or other planned exemptions process, these exemptions will not be automatically carried forward to the new qualifications but can be considered by the CIPD on a case-by-case basis taking into account currency and mapping.
- Your achievement must have been recorded for transitions to be recognised.

What to do next:

- Once you have read through this document and identified which exemptions are relevant to you, you will need to talk to either your current centre, or a centre of your choice to discuss the best way for you to achieve your desired outcome.
- Make sure that you can provide evidence of what you have already completed. This could be in the form of certificates, transcripts or confirmation of units.
- After you have read this document, if you are still unsure whether any exemptions may apply in your circumstances, you can contact the CIPD's Qualification and Membership team on +44 (0)20 8612 6208 or email [membershipenquiry@cipd.co.uk](mailto:membershipenquiry@cipd.co.uk)

## CIPD Foundation Certificate in People Practice

To be awarded the CIPD Level 3 Foundation Certificate in People Practice, learners are required to successfully complete **all four mandatory core units**.

### Core units

Ref	Unit title	Credit
<b>3CO01</b>	Business, culture and change in context	5
<b>3CO02</b>	Principles of analytics	4
<b>3CO03</b>	Core behaviours for people professionals	4
<b>3CO04</b>	Essentials of people practice	11

### Transitions arrangements available:

Current unit	Equivalent unit in new qualification
Successful completion of <b>both units</b> : <b>3HRC</b> Understanding organisations and the role of human resources <b>3SCO</b> Supporting change within organisations	<b>3CO01</b> Business, culture and change in context



## CIPD Associate Diploma in People Management

To be awarded the CIPD Level 5 Associate Diploma in People Management, learners are required to **successfully complete a total of seven units**.

### Three core units

Ref	Unit title	Credit
5CO01	Organisational performance and culture in practice	7
5CO02	Evidence-based practice	6
5CO03	Professional behaviours and valuing people	5

### Plus three specialist units

Ref	Unit title	Credit
5HR01	Employment relationship management	6
5HR02	Talent management and workforce planning	6
5HR03	Reward for performance and contribution	6

### Plus one additional specialist unit to choose from a variety of options

Ref	Unit title	Credit
5OS01	Specialist employment law	6
5OS02	Advances in digital learning and development	6
5OS03	Learning and development essentials	6
5OS04	People management in an international context	6
5OS05	Diversity and inclusion	6
5OS06	Leadership and management development	6
5OS07	Well-being at work	6

### Transition arrangements available:

Current unit	Equivalent unit in new qualification
Successful completion of <b>5DER/5CER</b> Contemporary Developments in Employment Relations	<b>5HR01</b> Employment relationship management
Successful completion of <b>5RST/5RTP</b> Resourcing and Talent Planning	<b>5HR02</b> Talent management and workforce planning
Successful completion of <b>5RMT/5RWM</b> Reward Management	<b>5HR03</b> Reward for performance and contribution
Successful completion of <b>5EML/5ELW</b> Employment Law	<b>5OS01</b> Specialist employment law
Successful completion of <b>5DBS</b> Designing and Developing Digital and Blended Learning Solutions	<b>5OS02</b> Advances in digital learning and development

## CIPD Associate Diploma in Organisational Learning and Development

To be awarded the CIPD Level 5 Associate Diploma in Organisational Learning and Development, learners are required to **successfully complete a total of seven units**.

### Three core units

Ref	Unit title	Credit
5CO01	Organisational performance and culture in practice	7
5CO02	Evidence-based practice	6
5CO03	Professional behaviours and valuing people	5

### Plus three specialist units

Ref	Unit title	Credit
5LD01	Supporting self-directed and social learning	6
5LD02	Learning and development design to create value	6
5LD03	Facilitate personalised and performance focused learning	6

### Plus one additional specialist unit to choose from a variety of options

Ref	Unit title	Credit
5OS01	Specialist employment law	6
5OS02	Advances in digital learning and development	6
5OS04	People management in an international context	6
5OS05	Diversity and inclusion	6
5OS06	Leadership and management development	6
5OS07	Well-being at work	6

### Transition arrangements available

Current unit	Equivalent unit in new qualification
Successful completion of <b>5EML/5ELW</b> Employment Law	<b>5OS01</b> Specialist employment law
Successful completion of <b>5DBS</b> Designing and Developing Digital and Blended Learning Solutions	<b>5OS02</b> Advances in digital learning and development



## CIPD Advanced Diploma in Strategic People Management

To be awarded the CIPD Level 7 Advanced Diploma in Strategic People Management, learners are required to **successfully complete a total of eight units**.

### Four core units

Ref	Unit title	Credit
7CO01	Work and working lives in a changing business environment	15
7CO02	People management and development strategies for performance	15
7CO03	Personal effectiveness, ethics and business acumen	15
7CO04	Business research in people practice	15

### Plus three specialist units

Ref	Unit title	Credit
7HR01	Strategic employment relations	15
7HR02	Resourcing and talent management to sustain success	15
7HR03	Strategic reward management	15

### Plus one additional specialist unit to choose from a variety of options

Ref	Unit title	Credit
7LD01	Organisational design and development	15
7OS01	Advanced employment law in practice	15
7OS02	Learning and development practice	15
7OS03	Technology enhanced learning	15
7OS04	Advanced diversity and inclusion	15
7OS05	Managing people in an international context	15
7OS06	Well-being at work	15

## Transition arrangements available for the Advanced Diploma in Strategic People Management

Current unit	Equivalent unit in new qualification
Successful completion of <b>both 7HRC</b> Human Resource Management in Context <b>and 7LMP</b> Leading, Managing and Developing People	<b>7CO01</b> Work and working lives in a changing business environment
Successful completion of <b>both 7HRC</b> Human Resource Management in Context <b>and 7LMP</b> Leading, Managing and Developing People	<b>7CO02</b> People management and development strategies for performance
Successful completion of <b>7IBI</b> Investigating a Business Issue from a Human Resources Perspective	<b>7CO04</b> Business research in people practice
Successful completion of <b>7MER</b> Managing Employment Relations	<b>7HR01</b> Strategic employment relations
Successful completion of <b>7RTM</b> Resourcing and Talent Management	<b>7HR02</b> Resourcing and talent management to sustain success
Successful completion of <b>7RWM</b> Reward Management	<b>7HR03</b> Strategic reward management
Successful completion of <b>7ODD</b> Organisation Design and Organisation Development	<b>7LD01</b> Organisational design and development
Successful completion of <b>7ELW</b> Employment Law	<b>7OS01</b> Advanced employment law in practice
Successful completion of <b>both 7LTD</b> Learning and Talent Development <b>and 7DDE</b> Designing, Delivering and Evaluating Learning and Development Provision	<b>7OS02</b> Learning and development practice

## CIPD Advanced Diploma in Strategic Learning and Development

To be awarded the CIPD Level 7 Advanced Diploma in Strategic Learning and Development, learners are required to **successfully complete a total of eight units**.

### Four core units

Ref	Unit title	Credit
7CO01	Work and working lives in a changing business environment	15
7CO02	People management and development strategies for performance	15
7CO03	Personal effectiveness, ethics and business acumen	15
7CO04	Business research in people practice	15

### Plus three specialist units

Ref	Unit title	Credit
7LD01	Organisational design and development	15
7LD02	Leadership and management development in context	15
7LD03	Designing learning to improve performance	15

### Plus one additional specialist unit to choose from a variety of options

Ref	Unit title	Credit
7OS01	Advanced employment law in practice	15
7OS03	Technology enhanced learning	15
7OS04	Advanced diversity and inclusion	15
7OS05	Managing people in an international context	15
7OS06	Well-being at work	15

## Transition arrangements available for the Advanced Diploma in Strategic Learning and Development

Current unit	Equivalent unit in new qualification
Completion of <b>both 7HRC</b> Human Resource Management in Context <b>and 7LMP</b> Leading, Managing and Developing People	<b>7CO01</b> Work and working lives in a changing business environment
Completion of <b>both 7HRC</b> Human Resource Management in Context <b>and 7LMP</b> Leading, Managing and Developing People	<b>7CO02</b> People management and development strategies for performance
Completion of <b>7IBI</b> Investigating a Business Issue from a Human Resources Perspective	<b>7CO04</b> Business research in people practice
Completion of <b>7ODD</b> Organisation Design and Organisation Development	<b>7LD01</b> Organisational design and development
Completion of <b>7LMD</b> Leadership and Management Development	<b>7LD02</b> Leadership and management development in context
Completion of <b>7DDE</b> Designing, Delivering and Evaluating Learning and Development Provision	<b>7LD03</b> Designing learning to improve performance
Completion of <b>7ELW</b> Employment Law	<b>7OS01</b> Advanced employment law in practice

## Requested exemptions

Requested exemptions are different to transition arrangements and can be used if you have achieved a non-CIPD qualification. If this applies to you, you may be able to apply for exemptions towards a new CIPD qualification that leads to membership.

You can gain up to 50% of the credit value of a CIPD qualification through this process; you'll be required to take the rest of the qualification at a CIPD Study centre in order to achieve CIPD membership. Please note that requested exemptions can only be gained at unit level.

The 50% rule will also apply if you wish to gain exemptions towards a CIPD awarded qualification at a study centre using units achieved as part of a CIPD accredited (university) programme.

The CIPD accepts international qualifications if they're accompanied by a comparability statement and certificate from the UK National Recognition Information Centre (UK NARIC) confirming the equivalent UK level.

To check the UK equivalent level of your qualification, visit UK NARIC or call UK NARIC on +44 (0)871 330 7033.

For further information, call the CIPD's Qualification and Membership team on +44 (0)20 8612 6208 or email [membershipenquiry@cipd.co.uk](mailto:membershipenquiry@cipd.co.uk)