



INSTITUTE OF
PEOPLE DEVELOPMENT

This qualification is a maximum of eighteen month long professional development programme (RPL can substantially shorten this period), customised to meet your needs and schedule, with assignments structured to help you in challenges faced in your daily work.



For more information or to find out about our training schedule, contact us:



(011) 315 2913



enquiries@peopledev.co.za



www.peopledevelopment.co.za

CERTIFICATE: LEARNING AND DEVELOPMENT

NQF Level 6: 145 Credits

National Certificate: Occupationally Directed Education, Training and Development Practices

South Africa is focused on key priorities for the early part of the 21st century – strengthening its position as a global economic player. L&D practices in the country will either support these goals or increasingly be relegated to the side-lines. One of the key constraints is a lack of skills linked to priority growth areas.

L&D in South Africa will have to undergo a revolution:

- FET colleges must be strengthened significantly
- Institutes of sectoral and occupational excellence must be developed to support sector economic growth
- Private learning institutions will face increasing quality assurance demands in an ever changing landscape
- Enterprise providers will become strategic partners measured against business growth

All of these initiatives require leadership and development. Increasingly, L&D practitioners will need world-class skills in the following fields:

- Analysing organisational and learner needs and planning learning
- Facilitating skills development and learning frameworks in organisations in support of business strategies
- Managing L&D in organisations as an integrated part of human resource strategies
- Designing and developing learning programmes and processes that make a difference
- Facilitating and conducting efficient and effective learning and assessment
- Understanding and working with unit standards, qualifications, learnerships and the NQF
- Evaluating human resource development interventions for Return on Investment (ROI)

Human Resources and Skills Development in organisations will be key in facing up to these challenges and the competition for skilled leadership from HRD and L&D practitioners will determine those that lead the market, those that follow, and those that fold.





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The table below outlines the exit level outcomes covered during this qualification. This qualification can be achieved through Recognition of Prior Learning (RPL).

Purpose

To equip L&D Practitioners and Managers that operate in enterprise training departments, private providers, institutes of sectoral and occupational excellence or FET colleges with the latest developments in policy, theory and practice, in South Africa and abroad. This programme aims to enable participants to implement best practice in each process in a L&D environment, while helping them to develop their L&D practice as a strategic partner to business development. Participants will also be taught how to integrate this practice as a key component of Government's accelerated and shared growth initiative by building on the experience of the professional L&D Manager. The aim is to raise a new and improved generation of L&D leadership in South Africa.

Course Admission Requirements

- A tertiary qualification in any discipline with any reputable university or university of technology (including all previous technikons); or
- A National Diploma in OD-ETD Practices through a university, university of technology or the Institute of People Development (IPD); and
- More than two years of experience in a HRD, HRM or L&D role in an adult education or skills development environment.
- All learners participating in this programme are required to hold at least a national diploma and several years of relevant workplace experience; and to meet rigorous entry criteria. This is your opportunity to spend a year in dialogue with some of the most talented, senior Learning and Development (L&D) professionals in South Africa.

Course Fee Includes

- Distance-learning tuition and support
- Electronic library materials access
- 1 x CPD Toolkit (8 module workbooks plus 48 hours of CD lectures)
- 1 x Portfolio of Evidence and assessment guide
- Online learning tutorial and research support sessions with tutor
- Assessment of competence
- Certification and graduation

Course Module Composition

- Identifying individual needs and planning your learning programme
- Watch 48 hours of high impact lectures by subject matter experts on PC
- Complete 8 module workbooks including tasks and assignments
- Attend up to 10 x sessions during the year
- 1 hour electronic online support forum during each module
- Self-study of articles and books
- On-the-job application of skills learned
- Submit learning journal, research papers and undergo summative assessment

Note: Unit standards remain applicable for the registration period of the qualification.

Qualification:	50331	RPL possible?	Yes
Credits:	145 per year	Facilitation language:	English
Course Delivery:	Self-directed online learning	Duration:	Up to 1.5 years



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