



WORCESTERSHIRE
Higher Education Institute

EVERYONE HAS AN
INNER GENIUS

We can help
you find yours

“AdvanceHE

Member 25-26

2025/26

CIPD Foundation Certificate in People Practice Level 3

This professional qualification is ideal for anyone wanting to gain the essential knowledge and skills required to move into Human Resources (HR) or for those working in HR that do not hold a formal qualification.

COURSE OVERVIEW

You will study a comprehensive foundation-level course to achieve a level 3 qualification accredited by the Chartered Institute of Personnel and Development (CIPD). You will understand the role of HR in organisations and how you can develop as an effective practitioner in this area.

MODULES

Business, culture and change in context

This unit considers the impact of external influences and the business environment on organisations and people. It considers the effect of people's behaviour on organisational culture and managing change

Principles of analytics

This unit looks at the role of data and analytics to enhance effective decision-making. It reviews the concept of creating value through organisational approaches.

Core behaviours for people professionals

This unit considers the importance of ethical principles and other positive ways of working. It allows reflection upon own professional knowledge, skills and experience.

Essentials of people practice

This unit introduces the fundamentals of people practice, such as the employee lifecycle, policies, regulation and law. It explores specialist subjects like recruitment, talent management, reward and learning and development.

COURSE LENGTH

1 Year

LOCATION

WORCESTER

TUITION FEES

£1,320

ADDITIONAL COSTS

CIPD membership

(optional) textbooks

AWARD ON SUCCESSFUL COMPLETION

CIPD Foundation
Certificate in People
Practice Level 3

HOW TO APPLY

Please apply through
our website at
www.howcollege.ac.uk

For further information please visit howcollege.ac.uk or email our
Higher Education Admissions team headmissions@howcollege.ac.uk



HEART OF
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ENTRY REQUIREMENTS

- A desire to learn about effective people practice.
- A good standard of English. If English is not your first language, a suitable qualification e.g. IELTS.

DELIVERY INFORMATION

- This course is delivered at the Worcester campus (Tuesday evenings).
- In addition you are expected to allocate time for independent study and assignment preparation.
- The course is supported by online materials via our Virtual Learning Environment and may be supplemented by online delivery.

ASSESSMENT

You will complete a written assignment for each unit.

This qualification is not graded, you will receive a pass or fail, with opportunity to resubmit referred work.

PROGRESSION

Successful achievement will allow progression to the CIPD Level 5 Associate Diploma in People Management.

STAFF EXPERIENCE

The delivery team is made up of academic lecturers and associates who work in the profession. Each of these have relevant teaching, subject and professional qualifications.

All course information, location of courses and fee information within this leaflet is correct at the time of publication. Where there is a change to published information, students will be notified in a timely manner and provided with a detailed explanation. If a course is cancelled, the College will make efforts to ensure that applicants receive timely advice on other suitable courses and options available. Any decisions made by Heart of Worcestershire College are carefully considered and made in the best interests of our students, to enhance both their success and experience.

