

CIPD Professional Development Scheme (PDS)

Postgraduate awards in Personnel and Development



The PDS is the educational programme based on [*CIPD Professional Standards*](#) at practitioner level, which cover the whole spectrum of people management and development.

Based on these standards, and the concept of the thinking performer, the aim of the **CIPD Postgraduate Diploma in Personnel and Development**, and other CIPD-approved postgraduate qualifications, is to prepare individuals for effective and efficient performance in a variety of professional roles in people management and development.

What will I gain?

- professional recognition and a route to chartered membership of the Institute
- a recognised qualification accredited at level 7
- the ability to:
 - implement and manage effective people management and development strategies
 - demonstrate a wide range of management skills, competencies and knowledge
 - exercise greater influence within your organisation
 - demonstrate a greater understanding of the business environment
 - help attract, retain and develop people needed for organisational success
 - effectively manage and communicate organisational change
 - systematically and continuously review personal development.

Who's it for?

A postgraduate-level qualification is for individuals who want to advance their career in people management and development and who aspire to chartered membership of the CIPD.

How's it assessed?

The PDS involves assessment at master's level and includes assignments and unseen assessment (examinations) for most modules. For one field of study you will be required to complete a management research report, based on a work-related issue, together with a reflective log of your continuing professional development (CPD).

If you successfully complete all the required fields of study you will be awarded Graduate membership of the CIPD in addition to a postgraduate diploma from either the CIPD or from a CIPD-approved university.

Qualifications based on the PDS are offered in a variety of study modes. Full-time, part-time, block and flexible (distance) learning options are available. Depending upon the format of the programme and frequency of attendance it can take between one and three years to complete.

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What does it cover?

A postgraduate diploma involves a total of 1,200 study hours to cover the knowledge, understanding and competence in the four vital fields that professionals require in order to meet the needs of their organisations:

- Leadership and Management
- People Management and Development
- Specialist and Generalist Personnel and Development (electives)
- Applied Personnel and Development.

The four fields of study comprise 11 modules, of which 7 are mandatory. In the electives field you must choose 4 out of 15 electives, but the options available to you will depend on what is available at your chosen study centre.

To qualify for a CIPD-approved university Postgraduate Diploma in Personnel and Development you must complete all four fields of the PDS, and to achieve the CIPD-awarded Postgraduate Diploma in Personnel and Development, you must have successfully completed two of these fields of study, including Applied Personnel and Development, by national assessment.

Depending on where you choose to study you may be eligible for a postgraduate certificate part-way through the programme. To qualify for a CIPD-awarded postgraduate certificate, you must successfully complete two fields of study by national assessment, including Applied Personnel and Development.

What should I do next?

Please contact a CIPD-approved centre. You will find a full list of approved centres and programmes on our website at www.cipd.co.uk/centresearch Centres will provide you with further information on costs, start dates and enrolment.

If you are not currently a CIPD member you will pay a subsidised joining fee. Your centre will be able to help you register as a CIPD member online and take advantage of this offer.
