

CIPD Level 3 Certificate in People Practice

Malaga (Spain)

1 - 5 June 2026

UK Training

PARTNER



CIPD Level 3 Certificate in People Practice

Code: HR28 From: 1 - 5 June 2026 City: Malaga (Spain) Fees: 4400 Pound

Introduction

This comprehensive 5-day program is aligned with the CIPD Level 3 Certificate in People Practice, offering foundational knowledge and practical skills in learning and development L&D. Tailored for early-career HR and L&D professionals, the course empowers participants to identify learning needs, design impactful learning interventions, deliver engaging training, and evaluate outcomes to support employee engagement and workforce performance.

Participants will gain valuable insights into how L&D supports organizational success and fosters a culture of continuous learning and professional growth, paving the way for sustained performance and career development.

Course Objectives

By the end of this course, participants will be able to:

- Conduct effective learning needs analyses LNA aligned with organizational goals.
- Design and deliver inclusive, learner-centered L&D programs.
- Apply key principles of instructional design and adult learning to create engaging learning materials.
- Evaluate learning effectiveness using appropriate methods and metrics.
- Support individual and team development through continuous learning and development strategies.
- Understand the strategic role of L&D in driving business and workforce performance.
- Foster a culture of continuous learning and professional growth within the organization.

Course Outlines

Day 1: Learning Needs Analysis

- Understanding the purpose and significance of learning needs analysis in the CIPD Level 3 Certificate in People Practice.
- Methods for identifying both individual and organizational learning requirements.
- Aligning L&D needs with business objectives to support organizational strategy.
- Engaging stakeholders in the LNA process for impactful outcomes.
- Gathering, analyzing, and interpreting LNA data for informed decision-making.

Day 2: Learning Design and Development

- Exploring principles of adult learning and instructional design.
- Creating inclusive, learner-focused training programs tailored to diverse needs.
- Selecting suitable learning methods: face-to-face, digital, or blended.
- Developing engaging L&D materials and resources.
- Ensuring learning designs align with clear, measurable learning outcomes.

The logo for UK Training Partner, featuring the text 'UK Training' in a smaller font above the word 'PARTNER' in a large, bold, black font. The background of the logo is a chessboard with several chess pieces, including a king, a queen, and a pawn, in gold and silver.

Day 3: Delivering Effective Learning Interventions

- Preparing for training delivery: logistics, planning, and facilitation.
- Facilitating engaging learning sessions for various audiences and contexts.
- Leveraging technology to boost employee engagement and learning impact.
- Managing group dynamics and fostering collaboration during sessions.
- Techniques to assess learner understanding and adapt delivery in real-time.

Day 4: Evaluating Learning and Measuring Impact

- Understanding the purpose of learning evaluation in the L&D cycle.
- Applying Kirkpatrick's Four Levels of Evaluation to measure learning impact.
- Gathering feedback and measuring learning outcomes to improve programs.
- Using data-driven insights to refine instructional design and delivery.
- Reporting findings and communicating the value of L&D initiatives to stakeholders.

Day 5: Supporting Development and Business Success

- Exploring the role of L&D in employee growth and organizational excellence.
- Supporting career development and succession planning through targeted learning.
- Embedding continuous learning practices into the workplace culture.
- Understanding L&D's contribution to employee engagement and retention.
- Strategically aligning L&D initiatives with broader business performance goals.

Why Attend this Course: Wins & Losses!

- Gain practical skills and recognized knowledge aligned with the CIPD Level 3 Certificate in People Practice.
- Master essential L&D techniques, including instructional design and training evaluation.
- Learn to align L&D programs with strategic business objectives and improve workforce performance.
- Enhance your ability to foster employee engagement and promote continuous learning.
- Build confidence in using data to measure and communicate the value of learning initiatives.
- Position yourself as a proactive HR professional ready to support career development and organizational growth.

Conclusion

The CIPD Level 3 Certificate in People Practice program offers early-career HR and L&D professionals a critical opportunity to build core competencies in learning and development.

By mastering techniques in learning needs analysis, instructional design, delivery, and evaluation, participants will be prepared to make data-driven decisions that align learning initiatives with business goals.

This course is your gateway to becoming a trusted HR partner who drives employee engagement, supports career development, and builds a culture of continuous learning that propels your organization forward.

A graphic of a chessboard with several chess pieces. In the foreground, there are three pieces: a silver pawn, a silver knight, and a gold king. In the background, there are more pieces, including a silver pawn and a gold pawn. The text 'UK Training' is written in a small, black, sans-serif font above the word 'PARTNER', which is in a large, bold, black, sans-serif font.

UK Training
PARTNER

Blackbird Training Cities

Europe



Malaga (Spain)



Sarajevo (Bosnia and Herzegovina)



Oporto (Portugal)



Glasgow (Scotland)



Edinburgh (UK)



Oslo (Norway)



Annecy (France)



Bordeaux (France)



Copenhagen (Denmark)



Birmingham (UK)



Lyon (France)



Moscow (Russia)



Stockholm (Sweden)



Podgorica (Montenegro)



Batumi (Georgia)



London (UK)



Istanbul (Turkey)



Amsterdam



Düsseldorf (Germany)
(Switzerland)



Paris (France)



Athens (Greece)



Barcelona (Spain)



Munich (Germany)



Geneva



Prague (Czech)



Vienna (Austria)



Rome (Italy)



Brussels



Madrid (Spain)



Berlin (Germany)



Lisbon (Portugal)



Zurich



Manchester (UK)



Milan (Italy)



Blackbird Training Cities

USA & Canada



Los Angeles (USA)



Orlando, Florida (USA)



Online



Phoenix, Arizona (USA)



Houston, Texas (USA)



Boston, MA (USA)



Washington (USA)



Miami, Florida (USA)



New York City (USA)



Seattle, Washington (USA)



Washington DC (USA)



In House



Jersey, New Jersey (USA)



Toronto (Canada)

ASIA



Baku (Azerbaijan)
(Thailand)



Maldives (Maldives)



Doha (Qatar)



Manila (Philippines)



Bali (Indonesia)



Bangkok



Beijing (China)



Singapore (Singapore)



Sydney



Tokyo (Japan)



Jeddah (KSA)



Riyadh (KSA)



Melbourne (Australia)
Korea



Phuket (Thailand)



Dubai (UAE)



Kuala Lumpur (Malaysia)



Kuwait City (Kuwait)



Seoul (South)



Pulau Ujong (Singapore)



Irbid (Jordan)



Jakarta (Indonesia)



Amman (Jordan)



Beirut

UK Training
PARTNER

Blackbird Training Cities

AFRICA



Kigali (Rwanda)



Cape Town (South Africa)



Accra (Ghana)



Lagos (Nigeria)



Marrakesh (Morocco)



Nairobi (Kenya)



Zanzibar (Tanzania)



Tangier (Morocco)



Cairo (Egypt)



Sharm El-Sheikh (Egypt)



Casablanca (Morocco)



Tunis (Tunisia)



Blackbird Training Clients

 MANNAI CORPORATION MANNAI Trading Company WLL, Qatar	 GAC UNE FILIALE D' EGA Alumina Corporation Guinea	 Booking.com Booking.com Netherlands	 OXFAM Oxfam GB International Organization, Yemen	 Capital Markets Authority Kuwait
 Waltersmith Waltersmith Petroman Oil Limited Nigeria	 QNB Qatar National Bank (QNB), Qatar	 Qatar Foundation Qatar	 AFRICAN UNION ADVISORY BOARD ON CORRUPTION Tanzania	 KFAS KFS Kuwait
 Reserve Bank of Malawi Malawi	 Central Bank of Nigeria Nigeria	 Ministry of Interior Kingdom of Saudi Arabia KSA	 Mabruk Oil Company Libya	 Saudi Electricity Company KSA
 BPKH Badan Pengelola Keuangan Haji BADAN PENGELOLA KEUANGAN Haji, Indonesia	 NATO Italy	 ENI ENI CORPORATE UNIVERSITY, Italy	 GULF BANK Gulf Bank Kuwait	 General Organization for Social Insurance KSA
 Defence Space Administration Nigeria	 National Industries Group (Holding) Kuwait	 Hamad Medical Corporation Qatar	 USAID Pakistan	 STC STC Solutions, KSA
 North Oil Company North Oil company,	 EKO Electricity EKO Electricity	 OMAN BROADBAND Oman Broadband	 UNITED NATIONS UN.	 Authority for Electricity Regulation, Oman Authority for

UK Training
PARTNER

Blackbird Training Categories

Management & Admin

Entertainment & Leisure
Professional Skills
Finance, Accounting, Budgeting
Media & Public Relations
Project Management
Human Resources
Audit & Quality Assurance
Marketing, Sales, Customer Service
Secretary & Admin
Supply Chain & Logistics
Management & Leadership
Agile and Elevation

Technical Courses

Artificial Intelligence (AI)
Hospital Management
Public Sector
Special Workshops
Oil & Gas Engineering
Telecom Engineering
IT & IT Engineering
Health & Safety
Law and Contract Management
Customs & Safety
Aviation
C-Suite Training



 International House 185 Tower Bridge
Road London SE1 2UF United Kingdom

 +44 7401 1773 35
+44 7480 775526

 Sales@blackbird-training.com

 www.blackbird-training.com

UK Training
PARTNER

