

## CIPD Level 3 Certificate in People Practice

*Cape Town ( South Africa)*

*19 - 23 January 2026*

UK Traininig

# PARTNER



## CIPD Level 3 Certificate in People Practice

Code: HR28 From: 19 - 23 January 2026 City: Cape Town ( South Africa) Fees: 3300 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.

A graphic of a chessboard with several pawns. In the foreground, a gold king piece stands prominently. Behind it, several silver and gold pawns are positioned on the board. The background features a series of concentric circles, suggesting a strategic or analytical theme.

UK Training  
**PARTNER**

### 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 (a king, a queen, a rook, and a pawn) in the foreground. The text 'UK Training PARTNER' is overlaid on the board.

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)



Salzburg (Austria)



Florence (Italy)



London (UK)



Istanbul (Turkey)



Amsterdam



Düsseldorf (Germany)



Paris (France)



Athens (Greece)



Barcelona (Spain)



Munich (Germany)



Geneva (Switzerland)



Prague (Czech)



Vienna (Austria)



Rome (Italy)



Brussels (Belgium)



Madrid (Spain)



Berlin (Germany)



Lisbon (Portugal)



Zurich (Switzerland)



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)  
(Kuwait)



Phuket (Thailand)



Shanghai (China)



Dubai (UAE)



Kuala Lumpur (Malaysia)



Kuwait City



Seoul (South Korea)



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

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

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**

