

CIPD Fundamentals Program

Washington (USA)

14 - 25 September 2026

UK Training

PARTNER



CIPD Fundamentals Program

Code: HR32 From: 14 - 25 September 2026 City: Washington (USA) Fees: 10600 Pound

Introduction

The CIPD Fundamentals Program offers a clear and comprehensive introduction to the core principles of Human Resources HR and Learning & Development L&D. Designed for beginners, administrators, and early-career HR professionals, this 10-day program equips participants with the essential knowledge and practical skills needed to support HR functions with confidence.

Through interactive sessions, real-world examples, and hands-on workshops, participants will develop a strong grasp of HR foundations, the employee lifecycle, and basic learning practices—preparing them to progress toward more advanced CIPD pathways.

Course Objectives

By the end of the program, participants will be able to:

- Understand the role and value of HR and L&D in organizational success.
- Identify the key components of the HR function and the employee lifecycle.
- Support recruitment, onboarding, and performance processes effectively.
- Conduct simple Training Needs Analysis TNA and assist in learning activities.
- Apply basic labour law concepts and internal HR policies.
- Communicate professionally with employees and stakeholders.
- Recognize the importance of ethics, professionalism, and workplace culture.
- Contribute confidently to HR administrative tasks and projects.

Course Outlines

Day 1 - Introduction to HR & CIPD

- Overview of CIPD and professional standards.
- What HR does: purpose, scope, and value.
- The employee lifecycle model.
- Group activity: identifying HR roles across different organizations.

Day 2 - HR Functions & Responsibilities

- HR operations versus HR strategy.
- Core HR areas: recruitment, training, payroll, employee relations.
- HR as a partner to management.
- Case discussion: how HR influences business performance.

Day 3 - Recruitment & Selection Basics

The logo for UK Training Partner, featuring the text 'UK Training' in a smaller font above the word 'PARTNER' in a large, bold, sans-serif font. The background of the logo is a stylized chessboard with several chess pieces (a king, a queen, a rook, and a pawn) in gold and silver, set against a backdrop of concentric circles.

- Stages of the recruitment cycle.
- Job analysis and writing job descriptions.
- Screening and interview essentials.
- Workshop: drafting a simple job advert.

Day 4 - Onboarding & Employee Integration

- Orientation versus onboarding.
- Creating an effective onboarding plan.
- Communicating policies and expectations.
- Activity: designing a one-week onboarding schedule.

Day 5 - Performance Management Fundamentals

- The importance of performance management.
- Goal setting, feedback techniques, and appraisal basics.
- Identifying performance gaps.
- Exercise: conducting a simple feedback discussion.

Day 6 - Essentials of Learning & Development L&D:

- Introduction to workplace learning.
- Learning formats: classroom, virtual, blended.
- Principles of adult learning Andragogy.
- Activity: mapping different learning preferences.

Day 7 - Basic Training Needs Analysis TNA

- What TNA is and why it matters.
- Simple tools: surveys, interviews, observation.
- Aligning training with organizational needs.
- Workshop: creating a basic TNA checklist.

Day 8 - HR Policies, Ethics & Professionalism

- Key HR policies and the employee handbook.
- Workplace ethics and confidentiality.
- Professional behaviours aligned with CIPD standards.
- Discussion: managing sensitive HR situations.

Day 9 - Employee Relations & Workplace Culture

- What employee relations encompass.
- Handling minor grievances professionally.
- Building a positive work environment.
- Group activity: analysing simple ER scenarios.

Day 10 - HR Administration, Review & Capstone

A graphic featuring the text 'UK Training PARTNER' in black, with 'PARTNER' in a larger, bold font. The text is positioned above a chessboard with several chess pieces (a king, a queen, a rook, and a knight) and concentric circles in the background.

- HR documentation and record-keeping.
- HRIS basics and simple digital tools.
- Participant presentations: solving HR scenarios.
- Program wrap-up and certificate ceremony.

Why Attend This Course: Wins & Losses!

- Build a strong foundation in HR and L&D practices.
- Gain practical tools to support HR operations effectively.
- Learn through beginner-friendly activities and real case examples.
- Prepare for advanced CIPD qualifications and broader HR roles.
- Strengthen communication skills and professional behaviour.
- Improve employability in HR support and coordination roles.

Conclusion

The CIPD Fundamentals Program serves as the ideal starting point for anyone entering the fields of Human Resources and Learning & Development. Over the course of ten days, participants gain the essential knowledge, confidence, and practical skills needed to succeed in HR roles and continue their journey toward higher-level CIPD training.

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
 WS Waltersmith Petroman Oil Limited Nigeria	 QNB Qatar National Bank (QNB), Qatar	 Qatar Foundation Qatar	 AFRICAN UNION ADVISORY BOARD ON CORRUPTION Tanzania	 KFAS KFAS 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 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)
Sustainability, ESG & Corporate Responsibility
Advanced Courses
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