

Hr profession



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CIPD reveals HR profession map to replace old standards

By Louisa Peacock on 21 Apr 2009 in Careers in HR, CIPD, HR qualifications, Latest News, The HR profession The CIPD has unveiled an 'HR Profession Map' which will replace the institute's professional standards structure ahead of the launch of new qualifications next year. The map is designed to help professionals become equipped with the relevant skills needed for current practise and future growth areas across HR, in preparation for an overhaul of Chartered Institute of Personnel and Development (CIPD) qualifications expected to be introduced in 2010. It recognises that people could enter the HR profession from a diverse range of backgrounds, and that career paths are more complicated now than when the original standards were set, the CIPD said. The map contains three key elements:

Professional areas – what HR practitioners need to do and know Behaviours – how to carry out activities, divided into four bands of competence from beginner to leadership Bands and transitions – how to develop from one role to another, split into four bands of competence which illustrate the hierarchy of the profession. The news comes just weeks after CIPD chief executive Jackie Orme told Personnel Today that CIPD qualifications will be transformed to offer HR staff a greater understanding of what drives performance in organisations.

Orme said today: "Over the next few years the profession will see new qualifications at different levels, a more flexible approach to the delivery of existing qualifications, and more personalised resources and support from the CIPD to help people plan and develop their careers at whatever level they are operating within the profession." The CIPD HR Profession Map will

guide the way as we deliver all these changes.” She added: “ The HR profession is changing. More will be required of the HR professional of the future, and today’s practitioners need to be equipped with the capabilities to meet these demands.

Roles are more diverse, career paths more complicated and the capacity to impact on the strategic future of the business greater than ever before. “ The CIPD is working with employers to test the map against their organisations’ and HR teams’ development needs. Meanwhile, the CIPD has come under fire for the timing and handling of internal redundancies. Former employees have spoken out about the 41 job losses at the institute announced last month, just days after it revealed the appointment of another senior director.