

Frequently Asked Questions (FAQs)

Diploma in Learning and Development Practice (Level 7)

1. What is the Diploma in Learning and Development Practice?

The Diploma in Learning and Development Practice is a **Level 7, 60-credit qualification** delivered in partnership with **University College Cork (UCC)**. It is designed to deepen learners' theoretical and strategic understanding of learning and development (L&D) while maintaining a strong practical and work-based focus.

2. Who is this programme designed for?

The programme is aimed at people working in or moving into **learning and development roles**, including:

- L&D practitioners and specialists
- Training coordinators and managers
- HR professionals with L&D responsibilities
- Those transitioning from hands-on training roles to more **strategic L&D positions**

It is suitable for learners from a wide range of industries.

3. What is the duration of the programme?

The diploma runs over **one academic year**:

- **Start:** September (22 weeks in total)
 - **Lectures:** September to April
 - **Final assessments:** May
 - **Exam board:** June
 - **Graduation:** October/November
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4. How is the programme delivered?

The programme is **fully online** and delivered in a **blended learning format**:

- Live lectures via **Zoom**
 - Delivered on **alternate Fridays and Saturdays** (not every weekend)
 - Supported by lecturers throughout the programme
 - All materials and resources are accessed via **UCC's Canvas learning platform**
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5. What modules are included in the programme?

The programme consists of **eight modules**, including:

1. Learning and Development in Organisations
 2. Positioning Learning and Development
 3. Designing Learning and Development Activities
 4. Measuring Effectiveness, Impact and Evaluation
 5. Coaching and Mentoring in Organisations
 6. Technology and Learning
 7. Contemporary Developments in Learning and Development
 8. Becoming a Learning and Development Specialist
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6. Can I exit with a qualification before completing the full diploma?

Yes. Learners may exit after the first four modules with a **30-credit Certificate in Learning and Development Practice**. However, most learners choose to progress to the full diploma.

7. How is the programme assessed?

The programme is assessed through **continuous assessment only**:

- There are **no exams**
 - Assessments include written assignments, practical projects, and applied learning activities
 - Some modules include creating learning content (e.g. digital learning materials)
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8. What is the work-based learning or “coach record” component?

Each module includes a **work-based learning element** where learners:

- Apply their learning to real workplace projects
- Meet twice with a **workplace coach** (e.g. line manager or colleague)
- Reflect on how the learning was applied in practice

This component:

- Is **not graded**
 - Supports real-world application of learning
 - Can be completed throughout the year and submitted at the end
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9. Is there a core textbook?

Yes. Learners receive a **soft copy** of the core textbook:

Learning and Development: Organisation, Strategy, Evidence and Practice by Tom Garavan.

Additional readings and resources are provided by lecturers for each module.

10. How much time commitment is required?

The programme is **part-time** and designed for people in full-time employment delivered over 22 weeks in total (12 days 1st Semester & 10 days 2nd Semester) . While it requires commitment—particularly before Christmas—graduates report that:

- The schedule is manageable with planning
 - Assignments are practical and relevant to their roles, with no exams.
 - Tutor support makes the workload achievable
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11. What support is available to learners?

Learners receive:

- Ongoing lecturer support
- Access to all materials via Canvas
- Structured schedules and clear deadlines
- Peer support through strong cohort engagement

Many graduates highlight the value of the **learning community and professional network** built during the programme.

12. What are the benefits of completing this diploma?

Graduates report benefits including:

- Greater confidence and professional credibility
 - Stronger strategic understanding of L&D
 - Enhanced digital learning and evaluation skills
 - Career progression and further study opportunities
 - A lasting professional network across industries
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13. Is the programme suitable if I've been out of education for a long time?

Yes. Many graduates had not studied for several years before enrolling. The programme is supportive, well-structured, and designed to help learners successfully return to education.

14. Is funding available?

Funding is available to eligible candidates, please link in with us to find out more
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With funding the cost is: €2,450

Without Funding the cost is: €3,150