



**INTERNATIONAL SCHOOL
OF
HUMAN CAPITAL MANAGEMENT**

PRESS OFFICE

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PRESS RELEASE

ValUENTiS' International School of Human Capital Management has announced its new Practitioner-based HCMI qualification which is designed to provide HR professionals with advanced CPD-based technical skills and knowledge.

The HCMI qualification is designed to complement the existing CIPD qualification by acknowledging and building on its sound academic basis, and by incorporating new areas of knowledge that have emerged. There is a more strategic focus to the material, recognising the increasing demands of enterprises in both the public and private sectors. Being practitioner based it centres along problem-based learning, whilst drawing on more internationally-based and wider-organisational research/cases.

Dean of the School, Nicholas J Higgins, stated that *"2007 sees a new, exciting phase in the HR profession and one that we feel is an extremely important development. The syllabus structure provides clarity and purpose, focusing on application and evidence and making greater use of empirical-based theory where appropriate. It also draws on the underlying philosophy of the 'thinking practitioner' and 'expert practitioner' which are themselves underpinned by a competency framework. There is a mandatory CPD based element which is designed to cut down on what many consider to be 'bureaucratic' CPD schemes that you see currently.*

We have already been asked regarding eventual Charter status. We have stated that this is a question for our increasing membership over time. I would like to think that the qualification is valued because of its impact on the individual practitioner and the organisation rather than through the exercise of gaining a Royal Charter – the priority here is value-add from a practical standpoint. I believe that organisations and HR professionals realise that there is a different level of playing field emerging – one with a higher level of commercialism and professionalism that all can aspire to in acknowledging sustainable competitive advantage through people."

The qualification is open to both CIPD members (directly) and non-CIPD executives, i.e. managers transferring to the function (though subject to completing an HCM fundamentals module). The HCMI qualification caters for both public and private sectors by customising case-based material respectively. The existing programme of ISHCM short courses has already been designed to dovetail in with the qualification, meaning that practitioners can gain certain exemptions, thus minimising potential costly duplication.

Practitioners first complete a foundation module before going onto complete eight subject modules split across four core disciplines. A further 'technical application' module completes the programme (see diagram overleaf). There are four grades, **Associate (AHCMi)**, **Practitioner (PHCMi)**, **Master (MHCMi)** and **Doctor (DrHCMi)**. Practitioners are then expected to successfully attend mandatory CPD annual events that keep them informed of latest developments and research. The individual HCMI qualification also links with the organisational HCMI Standard launched last year.

The HCMI qualification is due to be launched in September 2007. A more detailed syllabus and supplemental materials will be released shortly. More information is available at: www.ISHCM.com and/or www.HCMIGlobal.org.



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The HCMI qualification

HCMI professional practitioner syllabus 2007

