



Advanced Occupational Diploma: HRM Advisor

SAQA ID: 121152, NQF 7, 178 Credits, Accredited with QCTO

Duration: 1 Year

Knowledge Modules:

- Strategic role of HRM
- Strategic talent management and workforce planning
- Strategic role of learning and development and organisational growth
- Strategic employment management
- HRM service delivery for organisational success

Practical Modules:

- Design, develop and implement HRM strategies
- Facilitate the design and implementation of talent management and workforce plans and initiatives
- Oversee the design and integration of L&D and organisational growth strategies, plans and interventions
- Guide and advise on the creation and maintenance of world class employment relations in the organisation
- Oversee and advise on the delivery of needs driven HRM services

Workplace Module:

- Organisational and HRM strategic planning and strategy implementation processes
- Strategic talent management processes
- Strategic learning and development and organisational growth processes
- Organisational employment relations management processes
- HRM service delivery processes

Compulsory National EISA Exam (External Integrated Summative Assessment) The EISA conducted through the relevant QCTO Assessment Quality partner is required for the issuing of this qualification. The EISA will focus on the exit level outcomes and associated assessment criteria. The learner will write the national exam at an accredited assessment centre.

Workplace Support:

To ensure the success of the workplace modules, we kindly request that your organisation designate a workplace mentor for the learner. This mentor will play a crucial role in overseeing the learner's progress and validating their practical experience logbook.

- Capacity to provide experiential L&D opportunities to the learner in all the areas listed within the scope of this qualification.
- Experiential L&D opportunities can be available in a specific workplace.
- Subject matter expert to provide support and guidance to the learner through formal employment relations.
- Subject matter expertise is evident from professional designation, or experiential competence or prior qualifications.
- Workplace MOU to be completed by the employer



Date: 13 – 16 May 2025 (Block 1)

Duration: 1 Year

Venue: Online

Time: 09:00 - 16:00

Price: R39 850,00 Excl. VAT

Price is fully inclusive of all learning material (shared electronically), Assessments and EISA Exam fees.

All online courses are subject to minimum delegate numbers.

The purpose of this qualification is to prepare a learner to function as a Human Resource Management Advisor.

A Human Resource Management (HRM) Advisor works in a range of public and private sector organisations as a strategic partner to the organisation. A HRM Advisor proactively contributes to organisational success by providing professional advice and support relating to the attraction, procurement, maintenance, development, and separation of Human Resource Assets (Human Capital). The HRM Advisor must ensure optimum compliance with legislative requirements, national and international professional practice standards, collective agreements, and leading practices within the HRM discipline.

Organisational survival, growth and sustainability are the key focus areas of management and leadership. The health of organisations in the public, private and non-governmental service sectors are critical for the nation and the economy. The single most important element of any organisation is its human capital, and this has become a key factor in creating a competitive edge for organisations.

The employment of practitioners with professional HRM capabilities to navigate through the complex legislative and social dynamics that workplaces find themselves in is essential for organisational success. It is also critical to standardise the various approaches to Human Resource Management and to ensure that they are aligned with the national transformation agenda and the national and global professional standards for HRM. This aspect of organisational management is daily becoming more important because of the ongoing technical, environmental, and social evolution confronting organisations.

The Advanced Occupational Diploma: HRM Advisor will serve as a platform for developing and nurturing the skills required for HRM practitioners to become strategic partners in organisations guiding them through these turbulent organisational dynamics.

WHO SHOULD ATTEND

- Individuals who are interested in pursuing a career in HRM or those who are currently working in HRM roles and wish to formalise their skills and knowledge. Furthermore, this qualification may also appeal to individuals currently working in technical and managerial roles and require formal education in the HRM discipline to enable them to take up senior roles in organisations.

MINIMUM ENTRY REQUIREMENTS

- Advanced Occupational Certificate: Human Resource Management Officer NQF Level 6 or equivalent NQF Level 6.

Empowering Supplier

Level 2 B-BBEE Contributor

53% Black Owned

More than 51% Black Women Owned