

HUMAN CAPITAL CERTIFICATION PROGRAM (HCCP)

5 Courses/Modules to Upgrade Your HRM:

Strategic HR • AI • Wellbeing • Development • Compliance

Course Commencement: 01 June, 2026/ flexible evening program

Last Date for Registration: 25 May, 2026

A recognized, with credit exemption Diploma, jointly offered by Riphah International University and ASK Development.

Fully online, hands-on, insight-led, and industry-driven HR learning experience

Connect and learn with professionals from across regions and sectors





WHY HCCP?

HR today is a strategic, data-driven function. HCCP gives you the tools to speak the language of business, design people systems that scale, and build a portfolio that proves your value to employers.



Practice-first

every module ends with a real portfolio artifact you can showcase



Local relevance

examples and caselets rooted in Pakistan's laws and workplace reality



Flexible pathways

earn stackable credentials from Module to Master (Diploma)

Who Should Attend?

- HR generalists and specialists aiming to step into strategic roles
- Line managers and unit heads seeking HR fluency for better team outcomes
- Founders/SME owners professionalizing people operations
- Public sector and NGO HR teams
- Career switchers entering HR (bridging support available)

Admission Requirements

- Bachelor's degree preferred (flexible for experienced professionals)
- Basic computer literacy and stable internet connection
- Commitment to live participation and project work

How You'll Learn – Week to Week

- Pre-class microlearning and readings (15–30 minutes)
- Live session (2 hours): concepts, cases, practice
- Post-class assignment: apply tools to your workplace or a provided case
- Mentor feedback and improvement tips

COURSE/MODULES & OUTCOMES

M. Code	Course/Module	Core focus	Outcome	Duration Hours/weeks
1	Strategic HRM Certified Professional	Align people strategy with business goals; set OKRs; design org structures; lead change and OD.	People's Strategy Map & OKR tree	32/8
2	AI & Digital HR Transformation	Architect the HR tech stack; automate workflows; define GenAI use cases; establish governance.	AI-in-HR Playbook: use cases, risk controls, SOPs, and a ROI model.	30/8
3	Employee Wellbeing (talent and performance management)	<ul style="list-style-type: none"> • Attract, select, and grow talent with fair, analytics-led processes. • Design performance frameworks, 1:1s, calibration, and rewards alignment. • Build wellbeing practices that reduce attrition and improve engagement. • Policies that align employee satisfaction with performance. 	Manage the full talent lifecycle; run performance analytics; design wellbeing policy.	30/8
4	Learning & Development (L&D)	Define a learning culture; run rapid TNA; build a competency matrix; deliver an aligned upskilling plan with owners and timelines; include ROI evaluation.	Build a learning culture; design training frameworks; upskill teams; measure learning impact.	30/8
5	HR Laws, Compliance & Ethics	Navigate labor laws and IR; uphold ethics and DEI; conduct audits; protect data privacy; build an employee-centric organization. This also include Harassment related laws in Pakistan with case studies.	Compliance & Ethics Handbook (policies, checklists, and SOPs)	30/8

PROGRAM AT A GLANCE

Program Structure

- Each course/module: 30 hours/ 8 weeks
- 5 courses/modules: 152 hours
(Additional 72 hours for asynchronous if opts for HEC exemptions for degree program)
- Mode: Live online; recordings available
- Schedule Option: Evening (Mid-week, starts at 6:30 PM)

Credentials Pathway

- Professional Certificate of HCCP on completion of each course/module
- Professional Diploma – complete all five course/modules.
- Exemption for credit hours are available if opts for extra asynchronous hours.

Delivery Design & Methodology

Live, interactive workshops
with coaches and industry guests

Simulations & role-plays
interviews, feedback, grievance handling

Compliance practicums
policy drafting, risk registers, internal audits

Fees & Discounts (Indicative)

Standard Fees

- Rs.25000/- for each course/module
- Registration fee: Rs.5000/-
(Registration is one time)

Discount Options

- Early-bird (book 30+ days before): **10% off**
- Corporate nominations:
3–5 seats → **12% off**;
6+ seats → **15% off**
- Public Sector/NGO/ Education: **15% off** (verification required)

Contact Us

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