

L&D CONSULTANT/PARTNER Level 5

Typical Job roles: L&D Manager, L&D Business Partner, Organisational Development Manager



Duration: This apprenticeship will typically take 18months + 5 months EPA

A Learning & Development (L&D) Consultant/ Business Partner is accountable for ensuring L&D contributes to, and influences, improved performance in the workplace at an individual, team and organisation level. They also have the commercial responsibility to align learning needs with the strategic ambitions and objectives of the business. They are agents for change, influencing key stakeholders, making decisions and recommendations on what the business can / should do in an L&D context. They are also likely to lead on any L&D-related elements of business projects.

Qualifications

As part of studying this apprenticeship with BePro the apprentice will study the new CIPD Associate Diploma in Organisational Learning and Development.

| Six mandatory modules: | One optional specialist unit: |
|--|--|
| Organisational performance and culture in practice Evidence-based practice Professional behaviours and valuing people Supporting self-directed and social learning Learning and development design to create value Facilitate personalised and performance focused learning | Specialist employment law Advances in digital learning and development People management in an international context Diversity and inclusion Leadership and management development Well-being at work |

The CIPD qualification is not a requirement of the apprenticeship standard but is included as added value to increase apprentice's knowledge. The apprentice must complete the entire programme including EPA to achieve the CIPD certificate.

English & Maths

Apprentices without level 2 English and Maths will need to achieve this level prior to taking the End-Point Assessment and full support will be provided.



On-Programme Learning and Assessment

Apprentices will attend live online workshops to gain the knowledge required, in addition they will complete a variety of online and work-based activities to demonstrate competence. Development coaches will meet with apprentices to conduct observations and hold discussions to help them to gather evidence against the apprenticeship standards.

Apprentices will keep a robust **learning journal** throughout their apprenticeship to demonstrate their development, reflecting on activities undertaken and showing progress from their starting point.

End Point Assessment

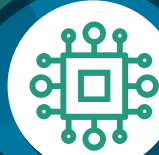
For the L&D Consultant/Partner apprenticeship, the EPA consists of a presentation based on the learning journal, a 5000-word consultative project and a professional discussion. BePro will provide full support with all elements of the assessment including preparation and practice.

Month 1



Induction and enrolment, first coach visit. Planning off the job training, programme Q+A, intro to systems and learning journey. Functional skills assessments.

Month 3



Month 2

Attend workshop(s). Apprentice is starting to produce evidence independently for learning journal. Activities to be completed on eportfolio set by coach. Write Reflective journal and update CPD log.

Month 5



Month 4

Attend workshop(s). Review how theory is embedded into role/evidence. Activities to be completed on eportfolio set by coach.

Month 7



Month 6

Attend workshop(s). Functional skills exams (if applicable) Specialist coaching session for gaps in knowledge and skills. Activities to be completed on eportfolio set by coach. EPA discussion. Write Reflective journal and update CPD log.

Month 9



Month 8

Attend workshop(s). Activities to be completed on eportfolio set by coach. Review of strength of learning journal. Write Reflective journal and update CPD log.

Month 13 - 15



Month 10- 12

Attend workshop(s). Submit 4th & 5th assignment. EPA discussion and Q&A. Review of strength of learning journal. Activities to be completed on eportfolio set by coach. Write Reflective journal and update CPD log.

Month 16-18

Complete optional module assignment. Off the job log completed to 20% of working hours. Final review of eportfolio/ learning journal. Pre-gateway meeting with line manager. Proceed through gateway and complete EPA Project.

Attend workshop(s). Submit 6th assignment. Complete online learning for final assignment. Specialist coaching sessions for gaps in knowledge and skills. Review of eportfolio/learning journal and suggestions for improvement. Write Reflective journal and update CPD log.