

SENIOR PEOPLE PROFESSIONAL LEVEL 7 FAST TRACK

Typical Job Roles: Head of HR/L&D, Head of People and Operations, Director of HR, Chief People Officer, HR People and Change Manager, Senior HR/L&D Business Partner, Organisation Design Lead

Duration: This apprenticeship will typically take 13 months + 5 months EPA

Senior People Professionals are influential, purpose and data driven. They are in-house experts in people, work and change. They drive the strategic people agenda to create working environments and cultures that deliver great organisational outcomes.

In their daily work, they manage multiple and diverse stakeholders across their organisation, are heavily involved in people related development projects and they work to position the people strategy at the heart of the business agenda. They will also lead a team of HR/L&D/OD consultants/Partners/Managers. They will have strategic influence over people plans and budgets at senior leadership level.

In this apprenticeship standard the apprentice will gather 15 pieces of work-based portfolio evidence, demonstrating tasks carried out in the workplace. Apprentices will study several core units before specialising in HR, L&D or OD.



What you will study:

As part of their apprenticeship and depending which specialism they choose, apprentices will study core units before studying a specialist unit in HR/L&D/OD. Unit knowledge will be delivered via monthly live online workshops. Apprentices will also work closely with a Learning and Development Coach to collate work-based evidence for their portfolio.

Core Units:	Specialist Units:
Reflective practice Models and theories of Human Behaviour Workforce planning Project Management Stakeholder consultation Advanced Employment Legislation	L&D: Adult learning and motivational theories and practice Complex facilitation L&D Strategy
Organisational performance and culture Strategy and Finance in People Practice Performance Management Business Ethics, Diversity & Inclusion Coaching and Mentoring Technology in People Practice Business research in people practice Change management.	HR: Reward and Benefits HR Strategy OD: Organisational models and theories in practice Organisational design Systems thinking approaches

On-Programme Delivery, Coaching and Assessment

Expert Workshops | Apprentices will attend a number of specialist workshops with expert tutors.

24hr learning | Our online platform BUD hosts an interactive and engaging programme that can be accessed 24 hours a day. The ePortfolio system tracks progress and gives apprentices and managers a realistic idea of progress with clear targets. There is a plethora of resources and activities for apprentices to access at any time to further their studies.

Projects | Apprentices will complete a number of specialist projects throughout the programme to develop their knowledge, showcase their skills and contribute to the completion of a strong portfolio of work-based evidence.

Coaching and Assessment | Development coaches will meet with apprentices both virtually and in person where apprentices will be observed and hold professional discussions to showcase their knowledge, skills and behaviours.

360 Feedback | 3-way reviews and will be held with the development coach, line manager and apprentice to gain feedback, review progress and discuss opportunities for development. Development coaches will also seek feedback from a wider selection of the apprentice's peers and managers.

English & Maths

Apprentices must have a minimum of level 2 English and Math's and must provide evidence of this prior to sign-up to the apprenticeship.

End Point Assessment

For the Senior People Professional apprenticeship, the EPA consists of:

- A project proposal (7000 words), presentation and questioning
- A professional discussion, underpinned by a portfolio of evidence. This should be approximately 15 pieces of good quality evidence.

BePro will provide full support with all elements of the assessment including preparation throughout the apprenticeship programme.

Professional Recognition

Once the apprenticeship is complete and successfully passed the apprentice will become a Chartered Member of the CIPD.

English & Maths

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