



## Learning and Development Consultant Business Partner Level 5 Apprenticeship

Learning and development consultant business partner is accountable for ensuring Learning and development 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 or should do in an Learning and development context. They are also likely to lead on any Learning and development - related elements of business projects. The learning and development consultant business partner will often have expertise and competence in a specific field whether it be technical, vocational or behavioural. They link the work they do to the context and strategic priorities of the business and measure the outcomes and impact of any learning interventions, to demonstrate a return on investment and expectation.

### Your training will include the following topics:

- Understanding the organisation
- The L&D structure and its roles
- Learning and Development theory
- Data Analysis and training needs analysis
- Information systems
- Commercial awareness in Learning & Development solutions
- The Latest Learning practices
- Learning delivery channels & Technology
- Decision Making
- Diversity, Equality & Inclusion
- Measuring Impact

### EPA Requirements:

- Learning Journal
- Professional Discussion
- Work Based Project

### Who is it suitable for?

Typically, the individual works alongside colleagues who specialise in human resources (i.e. employee relations, reward, recruitment), often supported by a learning and development administrator and/or learning and development practitioner. They report to a senior learning and development manager, Head of department or Director. In larger organisations, they may be one of the team supporting the business and may have responsibility for managing people and a budget

### How long will it take?

A minimum of 18 months training followed by up to 3 months for EPA

### Functional Skills requirement:

English & Maths is now optional for apprentices aged 19 and over. During the initial assessment, a discussion will take place between the apprentice and employer to determine whether they will pursue English & Maths as part of their learning. If all parties agree English & Maths will be undertaken, this training will be included as part of the apprentice's training plan. This requirement remains mandatory for apprentices aged 16-18

### Progression routes

Upon completion of this standard you will be able to progress to a level 6 apprenticeship, such as the Career Development Professional



Performance Learning Group

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