

babington

Building a people function fit for the future

HR and L&D
apprenticeships
with a difference



If people are the lifeblood of your organisation, HR is the beating heart

Whatever sector you operate in, the recruitment, development, and retention of people is, quite simply, essential. But as many organisations have come to realise, people strategy is about far more than 'getting the basics right'.

RESILIENCE, AGILITY, INNOVATION

For many years, technology has sat at the front of the queue for investment when it comes to strategising around how to drive improved efficiency, productivity, and growth – with in excess of £20bn spent on technology 'transformation' projects per year in the UK*. Yet the pandemic taught us that true resilience and agility requires people – with the skills, mindset, and resilience to embrace change head on, look at challenges through a new lens, and drive innovation.

THE IMPERATIVE FOR CHANGE

As organisations look to become more agile, more resilient, and meet the changing demands of the modern operating environment head-on, the HR function has a critical role to play.

To become genuinely agile, resilient, and adaptive, organisations must recognise the importance of both their people, and the wider talent strategy that drives their operation – **ensuring that the People and Talent function is equipped with the skills, knowledge, and experience to help the entire workforce excel.**

*(source: Think Digital)



Did you know?



of high performing business that drove significant productivity gains and outperformed competitors throughout the pandemic made active changes to help managers lead differently



The ability to reallocate talent in step with strategic plans makes businesses more than twice as likely to outperform their peers



Where HR facilitates a positive employee experience, businesses are 1.3x more likely to report organisational outperformance versus their competitors



Business leaders assert a direct correlation between positive EX (employee experience) and their ability to innovate as an organisation

(McKinsey, Bersin, Forrester/Cognizant)

GETTING THIS RIGHT REQUIRES RESOURCE...

53%

CHROs assert that the role of the HR/people function is significantly changing in the wake of the pandemic

50%

of HR leaders have had to upskill in the past twelve months – deepening or extending their skills in line with a widening remit

76%

HR Leaders cited workforce strategy and planning as their number one area of focus over the next twelve months, as they look to define new ways of supporting organisational requirements

AND YET IN SPITE OF THIS, WE ARE YET TO SEE ADEQUATE INVESTMENT TO SUPPORT A CHANGING PEOPLE FUNCTION:

63%

L&D functions say that they do not feel equipped to meet changing business needs over the next five years

75%

Deloitte reported that in the last 24 months as many as three out of every four organisations had curtailed their learning budget by more than 20 percent

87%

Businesses have either invested in their technology infrastructure or intend to do so imminently, yet on average 52% have neither defined new approaches to people leadership or upskilled their managers for the digital age

Effective people strategy requires a skilled and empowered people function. How does yours stack up?

An effective and efficient P&T function has the power to influence all of these critical factors:



Workplace Culture: Championing inclusion, collaboration, and innovation – and in turn driving positive EVP and retention.



Employee Experience: Ensuring colleagues feel valued, empowered, and supported throughout their entire career journey.



Wellbeing: Putting mental health, physical health, and holistic wellbeing at the centre of people strategy.



Skills Development: Helping individuals learn, develop, and progress. Ensuring the business is building the skills and capability it needs to remain agile, resilient, and competitive.



Talent Mobility: Enabling talent to move through the organisation, building the ability to effectively share and redeploy skills in line with changing business needs.



Reward and Recognition: Building and deploying reward and recognition schemes to motivate, engage, and drive performance.

THE COST OF DOING NOTHING

With cost-consciousness and ever-tightening budgets, it can be easy for organisations to push aside or defer the upskilling of the People, Talent, and Learning teams in favour of wider and 'more urgent' development priorities. However, this is very often a false saving.

Without the correct skills and capability within your HR, L&D, and OD functions, the risk around poor employee experience, culture, and attrition increases – bringing additional cost to replace, as well as lost productivity in time to competency.

DID YOU KNOW?

According to a report from Workhuman, employees that feel properly recognised are:

- 4 x more engaged at work
- 5 x as likely to feel connected to workplace culture
- 5 x less likely to leave the organisation

Let's ensure your HR and L&D functions are equipped to thrive.



How can we help?

Babington offers a wide range of market-leading programmes spanning different levels of HR and L&D training.

Our programmes are developed with the aim to ensure that HR and learning and development professionals have the skills and knowledge needed to succeed in their role, upskill and adapt, and ultimately help to drive the business outcomes that matter most.

WHY US?

Babington is one of the leading HR and People Apprenticeship providers in the UK, with a wide range of programmes available from entry level to executive. Our programmes are structured to build confidence and professional excellence, and utilise robust learning theory, ensuring the very best and effective learning experience.



We are an Ofsted Grade 2 provider with 'Outstanding' features in HR



Learner satisfaction rate across our apprenticeships



Pass rate across our HR and L&D programmes

OUR PARTNERSHIPS

We partner with the best:

CIPD

CIPD is the professional body for experts in people at work. For more than 100 years it has been setting professional standards in HR.



The Chartered Management Institute is the only organisation that can award Chartered Manager status, the highest accolade for managers and leaders.



FranklinCovey are global specialists in organisational performance improvement, developed the seminal '7 Habits of Highly Effective People' and are trusted by over 90% of Fortune 100 companies.

These partnerships ensure all our content is infused with the latest theory and delivered in partnership with the experts.



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I would like to express how pleased I am with Babington. I cannot fault the support and guidance that I have received from my skills coach and other Babington staff. They are all very responsive to questions and have been there to offer me advice, encouragement, and reassurance whenever I have needed it. I am so glad that I chose this provider to do my CIPD level 5 apprenticeship.

Learner – HR Level 5

HR and L&D Programmes at Babington

All our programmes are designed to develop technical skills and build the knowledge to succeed in roles across the people function. Across the next two pages we've presented the key details of our programmes and provided links to more information.

HR APPRENTICESHIPS

HR Support LEVEL 3

This apprenticeship allows motivated individuals to be introduced into the HR industry. As you work you will gain a real insight into how the HR function supports an organisation and its culture and understand how your role supports employees as well as the businesses goals.

[View the learner journey →](#)

HR Consultant / Partner LEVEL 5

With this apprenticeship you will gain the skills you need to progress as a HR professional. You will develop the ability to confidently support in the making of people ad culture decisions as well as the professional behaviours that lead to organisational success.

[View the learner journey →](#)

Senior People Professional LEVEL 7

This apprenticeship has been developed with CIPD and Franklin Covey to give professionals the experience, skills and confidence they need to lead a HR function and support a business in people management decisions and strategy. Delivering outcomes for businesses and individuals alike, the Babington x CIPD x FranklinCovey development programme is a unique apprenticeship at the very highest level of HR.

[View the learner journey →](#)

Relevant to	Those working in a people practice support role	Those in HR specialist and managerial positions	Those in Senior People Professional and HR Manager roles
Entry requirements	Maths and English Level 2	Maths and English Level 2 and two years' HR experience	Maths and English A-C, 4-9 or equivalent and be in a strategic role
Type	Apprenticeship	Apprenticeship	Apprenticeship
Standard	Standard or with CIPD	Standard or with CIPD	CIPD Senior People Professional Level 7
Level	Level 3	Level 5	Level 7
Format/Modality	Blended learning delivery	Blended learning delivery	Blended learning delivery
Duration	12 months + 3 month EPA	17 months + 3 month EPA	30 months + 4 month EPA
Geography	England	England	England
Cost	£4,500, Levy funded	£7,000, Levy funded	£19,000, Levy funded
Contextualisation available	Yes	Yes	Yes



LEARNING AND DEVELOPMENT APPRENTICESHIPS

Learning and Development Practitioner LEVEL 3

This apprenticeship accredited by the CIPD and is designed for those that are involved in the identification of learning and training needs and will implement training that meets the organisational needs. This apprenticeship lays a foundation for L&D professionals to understand their work, organisation, and profession more deeply, supporting change and driving impact.

[View the learner journey →](#)

Learning and Development Consultant / Partner LEVEL 5

This Apprenticeship will equip your L&D teams with the knowledge and confidence to create and implement effective training and development strategies for your organisation. A professional who undergoes this apprenticeship will be able to align the learning needs of all employees with the strategic ambitions and objectives of the business.

[View the learner journey →](#)

Coaching Professional LEVEL 5

This apprenticeship will give coaching professionals the opportunity to develop their learning and skillset. It is a chance to delve further into modern and more advanced coaching practices and learn how to put them into practice as they support their colleagues or clients.

[View the learner journey →](#)

Relevant to	Suited to those in the early stages of their HR and L&D career	Roles such as as L&D Business Partner, L&D Manager, Head of L&D	Individuals who are in roles that involve coaching
Entry requirements	None (although you will need to complete maths and English level 2 during the apprenticeship if not already attained)	Maths and English level 2 and experience in a strategic L&D role	Maths and English level 2
Type	Apprenticeship	Apprenticeship	Apprenticeship
Standard	Standard or with CIPD	Learning and Development Consultant / Business Partner Level 5	Coaching Professional Level 5
Level	Level 3	Level 5 Level 5	Level 5
Format/Modality	Blended learning delivery	Blended learning delivery	Blended learning delivery
Duration	12 months + 5 month EPA	15 months + 5 month EPA	14 months + 3 month EPA
Geography	England	England	England
Cost	£4,500, Levy funded	£7,000, Levy funded	£5,000, Levy funded
Contextualisation available	Yes	Yes	Yes



OTHER RELEVANT TITLES

Learning programme	Description	More information
Team Leader LEVEL 3	This apprenticeship equips line managers with the skills they need to develop their strengths, lead confidently, and progress their careers in order to drive their teams towards business success.	View the learner journey →
Operational Departmental Manager LEVEL 5	Helps professionals in management positions to develop key skills and unique insights into the most important aspects of leadership and management. It will equip them with the skills, creativity and vision that can be incorporated into their day-to-day responsibilities and guide their business in today's fast-moving competitive environment.	View the learner journey →
CMI Diploma in Management	This qualification is ideal for Operational, Divisional, Departmental and Specialist Managers who report to a senior manager or business owner. It will provide a fully comprehensive bank of leadership and management skills.	View the learner journey →

Don't forget, you can browse our full range of courses at:
babington.co.uk/all-programmes

Work is fundamental to all our lives and in today's global knowledge-based economy people have never been more fundamental to business

CEO, CIPD

The old debate about HR having a seat at the table is now over. Over the last two years, HR leaders have become experts at empathy, flexibility, empowerment, and health [...] learned about agile design, the global supply chain for talent, internal mobility, and new approaches to leadership. Every single business issue comes down to a discussion about people, and we, as HR leaders, need to keep pushing ahead.

Josh Bersin

Ready to build a people function fit for the future?

Speak to one of our expert advisors

email: info@babington.co.uk

phone: 0333 323 4050

babington.co.uk