

# Learning and Development Consultant

LEVEL 5

## 16 Month Programme + EPA

Ensuring that learning and development contributes to improved performance at individual, team and organisational levels.

### Introduction to the course

Accountable for ensuring that learning and development contributes to, and influences performance this role aligns the learning needs of employees with the strategic ambitions and objectives of the business they operate within. They may lead on key L&D elements of business projects, demonstrating a positive return on investment, and could have the responsibility for managing other people and budgets.

Other roles may be more specialist with a focus on specific areas of learning and development, including, organisational development, resourcing or talent management. All consultants/partners will require a good grounding across areas of L&D and are future focused.

### Learner outcomes

Learners will further develop their understanding of the theories that underpin effective learning and the legislation and policies that influence learning design and delivery. They will understand how to measure the impact and return on investment of learning on the business whilst preparing, monitoring and managing associated budgets in the process.

Using innovative solutions learners will ensure quality of learning and training and develop an organisational development succession plan that addresses gaps and fulfils skills, resourcing and talent needed within the business.

### Assessment

Learners will be assessed through on-programme learning, developing their learning journal, before progressing to the end point assessment where they will be required to complete submit a work based project that focuses on a significant issue facing the

business or the sector. Learners will also be required to complete a presentation supported with questions and answers.

### A good fit for

For those in roles such as Learning and Development Business Partner, Learning and Development Manager, Head of Learning and Development.

### What's next?

On successful completion of your apprenticeship you may be eligible to apply for Associate Membership of the Chartered Institute of Personnel and Development (CIPD) or any other professional body that recognises this apprenticeship within its membership criteria (membership is subject to the professional bodies own membership requirements). Learners may choose to progress to higher level management apprenticeships.

## CIPD

### Your CIPD Qualification and Membership

As Babington are a CIPD Approved Centre, you have the option of studying the additional Level 5 Associate Diploma in Organisational Learning and Development alongside your apprenticeship qualification. On successful completion of the Associate Diploma in Organisational Learning and Development, candidates will be eligible for Associate Membership of the CIPD and can use the designation Assoc CIPD.

\*Please note, CIPD membership fees are to be covered by yourself or your employer.

**babington**

### Course overview

 Start Date  
Flexible

 Level  
5

 Duration  
16 Months + 5 Months EPA

 Delivery  
Blended

 Assessment  
On-Programme and End-Point Assessment

 Qualification  
Learning and Development Consultant apprenticeship at Level 5 and an option to complete the CIPD Level 5 Associate Diploma in Organisational Learning and Development.

# Learning and Development Consultant

LEVEL 5

unlocking potential  
delivering personalisation  
enhancing performance



Ensuring that learning and development contributes to improved performance at individual, team and organisational levels.

## Blended Delivery Model

Month	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Programme Induction & Enrollment	Blended Learning, Coaching, Mentoring & Peer Support															
	Aligning Culture, Performance & Learning  Programme launch. Organisational structure and strategy.  Key performance indicators. Stakeholder mapping. Budget management.	Bridging Evidence & Learning for Development  Data analysis. Interpreting data to inform learning needs and measuring impact.  Using technology for data collection and analysis. Developing stakeholder reports.	Bridging Informal & Technical Expertise  Introduction to learning theories and models. L&D best practice. Effective learning interventions. Delivery channels. Change management methodologies. Curating and managing learning resources.	Building Value through L&D Consultancy  Working with stakeholders. Developing L&D plans. Presenting L&D solutions and gaining buy-in. Application of consultancy skills. Working with external parties for L&D.  Ensuring quality of learning.	Mastering Facilitation  Delivery and engagement aspects of L&D. Facilitating learning activities. Managing group dynamics. Effective questioning techniques. Managing challenging behaviours.	Digital Sustainability & Advancements  The evolving digital landscape. Existing and emerging technologies. Digital content design. Online facilitation. Digital sustainability.	Professional Behaviours & Collaboration  Professional standards and ethical practice. Personal resilience. Collaboration skills.	Learning & Development Excellence  Preparation for end point assessment. Mock EPA activities.								

Gateway



### End Point Assessment

5 Months

- Work based project
- Professional discussion
- Presentation and Q&A

Apprenticeship Achieved

Key



Workshop



Live Webinars



Progress Reviews



Project