

People Professional

LEVEL 5



Developing the knowledge required across a range of HR areas supporting decision making in HR related matters. Showcasing expertise within the people profession.

Introduction to the course

This apprenticeship is designed to bridge the skills and knowledge gaps by providing hands on training and real-world scenario-based learning to aid people professionals to navigate contemporary challenges. There is a focus on incorporating digital skills into HR roles and understanding how data and evidence-based research can inform practice and how to effectively support, manage and develop a remote or hybrid workforce. Another key aspect of the apprenticeship is learning how to effectively support, manage and develop a remote or hybrid workforce.

Learner outcomes

Learners will cover a core set of knowledge areas including the development of HR Technical expertise providing a solid understanding across all HR disciplines, including professional and personal development, organisational performance and culture, employment law, talent management and workforce planning and reward for performance and contribution.

Assessment

Learners will be assessed through on-programme learning before progressing to the End-Point Assessment, where they will be required to complete

- A Consultative Project
- A Professional Discussion

A good fit for

Employees completing this apprenticeship will work directly with internal and external stakeholders at differing levels within the HR function or other business functions. They will be responsible for supporting leaders and managers to implement people strategies.

What's next?

This programme forms the basis for further development and learners may progress to the Level 7 HR Senior People Professional apprenticeship.

CIPD

Partnering with CIPD offers access to their resources, training, and network, enhancing an organisation's HR and people management capabilities, reputation, and credibility.

CIPD has extensive knowledge and expertise in HR and people management and a large network of professionals and organisations.

Becoming a partner allows us to tap into this network, gain exposure to potential clients, collaborators, and suppliers, and benefit from their global recognition in the industry.

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Course overview



Start Date
Flexible



Level
5



Duration
22 Months + 3 Months EPA



Delivery
Blended



Assessment
On-Programme and End-Point Assessment



Qualification
People Professional apprenticeship at Level 5 and a CIPD Level 5 Associate Diploma in People Management

People Professional

LEVEL 5

unlocking potential
delivering personalisation
enhancing performance



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Blended Delivery Model

Month	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
Programme Induction & Enrolment	Organisational Performance & Culture in Practice Programme launch. Organisational structure. People practice and the organisation. Introduction to project management.	Evidence-Based Practice Data analysis. Data management. Critical thinking and decision-making.	Employment Law Employment regulation and statutory rights. Tribunals and TUPE. Discrimination in employment. Equal pay. Implication of change. Family employment rights.	Employment Relationship Management Support better working lives. Conflict and dispute resolution. Legislation and performance management. The role of employment bodies.	Talent Management & Workforce Planning The contemporary labour market. Workforce planning. Talent management. Contracts. Onboarding.	Reward for Performance & Contribution Rewards. Benchmarking. Reward judgements. Performance management.	Professional Behaviors & Valuing People People professional. Inclusivity. Design solution project. Continuous professional development.															

Blended Learning, Coaching, Mentoring & Peer Support



Gateway



End Point Assessment

3 Months

- ✓ Consultative project
- ✓ Professional discussion

Apprenticeship Achieved

Key



Online
Learning



Live Webinars



Progress Review



Qualification
Assignments