



Learning & Development Partner

Course Duration / 18 Months Level 5

Apprenticeship Standard

Ensuring learning and development contributes to improved performance in the workplace at an individual, team and organisation level.

Course Overview

A Learning & Development (L&D) Consultant/ Business Partner is **accountable for ensuring L&D 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 / should do in an L&D context.

They are also likely to lead on any L&D-related elements of business projects. **The L&D Consultant / 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/expectation.

The role can be a generalist L&D or more specialist, where the focus and in-depth expertise is in a specific area such as organisation development, digital / blended learning, resourcing, or talent management.

Whichever the area of focus, the role requires a good grounding across all areas of L&D, **and is business and future focused.**



Education & Skills
Funding Agency



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Learning & Development Consultant Course Content

Knowledge

- * Paradigms, theories and models that underpin effective adult learning, group behaviour and learning culture, for example behaviourism, cognitivism, constructivism, neuroscience.
- * Legislation and policies that influence learning design and delivery.
- * The merits of different learning delivery channels to select an appropriate face-to-face, blended or digital solution.
- * The latest learning practice, trends and emerging thinking.
- * How to measure the impact, return on investment/expectation of learning on the business.
- * The various L&D roles, responsibilities and skills required to design and deliver face-to-face, blended or digital solutions.

Skills

- * Use a range of techniques to obtain an initial brief from internal stakeholders, and investigate and analyse data to validate the need for a learning intervention.
- * Present a range of relevant and innovative solutions, logically and with credibility, to gain buy-in from senior stakeholders.
- * Initiate the design of interventions and monitor implementation.
- * Manage learning and knowledge transfer.
- * Influence management at all levels to collaborate and take responsibility for learning initiatives.
- * Identify and analyse potential cost savings to ensure maximum value.
- * Work with senior leaders to carry out succession planning, organisational development and talent pipeline plans.

Behaviours

- * Pro-actively seeking opportunities and feedback to develop their business acumen, improve their performance and overall capability.
- * They are a trusted partner, acting with integrity, ensuring that clients, partners and learners alike feel heard and are confident in their ability to deliver.
- * They understand and apply the commercial context, realities and drivers behind learning needs and solutions.
- * The courage to hold a mirror up to the organisation when diagnosing solutions.