

HR Consultant / Partner Apprenticeship

Qualification aims/objectives/suitability

This role could be called an HR Consultant or an HR Business Partner in different organisations. Individuals in this role will use their HR expertise to provide and lead the delivery of HR solutions to business challenges, together with tailored advice to the business regarding HR areas, typically to mid-level and senior managers. They could be in a generalist role, where they provide support across a range of HR areas – likely to be the Core HR option; or a specialist role, where they focus on and have in depth expertise in a specific area of HR – likely to be Resourcing, Total Reward, Organisation Development, or HR Operations. Whichever of these is chosen, they will have a good grounding across the whole range of HR disciplines as this is contained in both of the qualification options, included in this standard. They will often be required to make decisions and recommendations on what the business can/should do in a specific situation. They will be influencing managers to change their thinking as well as bringing best practice into the organisation. They are also likely to lead the people related elements of business or HR projects. Whatever their role, they will need to link the work they do to the context and priorities of the business. In a larger organisation they may be one of a team supporting the business and they may also have responsibility for managing people.

Functional Skills

Apprentices without English or Maths at Level 2 must achieve this prior to taking the end point assessment.

Course Content includes:

- HR Function and HR Consultancy
- HR Technical expertise
- MI and Technology

Qualification

Level 5 HR Consultant / Partner Standard

The apprentice will also complete an appropriate qualification (as considered most relevant by the employer), within which they will be able to focus on their

chosen option, from the Chartered Institute of Personnel and Development:

CIPD Level 5 Intermediate Certificate in Human Resource Management

CIPD Level 5 Intermediate Diploma in Human Resource Management

Duration

Typically 36 months

Venue

The course will be delivered and supported in the workplace and by the training provider.

If functional skills are required this may be delivered in the workplace or with the training provider.