

# Level 5 L & D Consultant / Business Partner Standard

## Qualification aims/objectives/suitability

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.

The L&D Consultant / Business Partner role exists within a range of organisations including private, public and third sector. Typically, the individual works alongside colleagues who specialise in Human Resources (i.e. employee relations, reward, recruitment), often supported by an L&D Administrator and / or L&D Practitioner. They report to a Senior L&D Manager, Head of Department or Director. In larger organisations, they may be one of a team supporting the business and may have responsibility for managing people and a budget.

## Functional Skills

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

## Course Content includes:

- Business Understanding
- Management Information and Technology
- L & D Function
- Technical Expertise

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The successful apprentice 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).

## Duration

Typically 18 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.

## Contact us for further information:

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