

# Learning and Development Consultant

**Level:** 5

**Typical Duration:** 18 months

**Possible Job Role:** Learning and Development Consultant

## Course Overview

Learning and development consultants are accountable for ensuring Learning and development contributes to improved performance in the workplace at an individual, team and organisation level. They 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 or should do in a learning and development context.

They 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 and expectation. The role exists within a range of organisations including private, public and third sector.

## Qualification Achieved

On completion, the learner will hold a Level 5 Learning & Development Apprenticeship.  
Additional qualifications achieved include:

- Level 3 Functional Skills Maths
- Level 3 Functional Skills English

## Progression

The role may act as a gateway to further career and training opportunities, including, but not limited to:

- Learning and Development Business Partner
- Head of Learning and Development
- Senior Learning and Development Consultant

## Learning & Assessment

Apprentices will be assigned a dedicated tutor. The tutor will visit monthly in the workplace, as well as being on hand to support throughout the duration of the apprenticeship programme. The frequency of these sessions may be more, depending on the needs of the apprentice.

## Assessment

Each learner will undergo ongoing assessment throughout the duration of their programme. The methods in which this apprenticeship are assessed are:

- A work-based project with professional discussion
- Presentation and Q&A based on learning journal

## Entry Requirements

Individual employers may set their own criteria for this apprenticeship.

## Hire an Apprentice

We can work with you to source a suitable applicant for your organisation or you can up-skill your existing employees. If the employee is under 19 and your business has fewer than 50 employees, there will be no cost for the training. If they are over 19 and/or your business has over 50 employees then you will contribute 5% towards the cost of the training. For any businesses paying into the levy, all training costs will be covered.

## Recruitment

With our Talent Match recruitment service, Talent Bank, we will advertise your vacancy, screen applicants and pre-interview potential prospects in order to ensure you only interview the most appropriate candidates for your vacancy – all free of charge.

## E-Portfolio

We offer a dedicated virtual learning platform which allows learners to keep on track of their course. In addition to this, it allows our tutors and employers to keep up-to-date with the progression of learners.

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