

# Apprenticeships +

## HR Consultant/ Partner

### Apprenticeship Level 5





## Quick Information

### New Apprenticeship Standard designed by employers for employers

**Sector**

All sectors

**Who is it for?**

New recruits and existing staff

**Start date**

Flexible to suit employers

**Level**

Level 5

**Duration**

Minimum 18 months, maximum 3 years

**How does it work?**

Delivered either blended learning in college and the workplace, or entirely on a 1-2-1 basis in the workplace

**Content**

Core knowledge, skills and behaviours

**Assessment**

A consultative project and a professional interview

**Qualification**

HR Consultant apprenticeship

**Additional qualifications**

CIPD Level 5 Associate Diploma in People Management. Successful completion of the qualification and/or apprenticeship will enable application for Associate Membership of CIPD (Assoc CIPD)

**Review**

After 3 years or when significant change is required.

## HR Consultant/ Partner

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 in a number of 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.



## Key Areas of Study

During the apprenticeship, your trainee will cover the essential knowledge, skills and behaviours which they will need to succeed in the workplace, as set out below. In addition, they will take a highly regarded qualification from the Chartered Institute of Personnel and Development (CIPD).

## Knowledge and Understanding

### HR Technical expertise

- Good understanding across all HR disciplines, HR legislation and an excellent working knowledge of the organisation's HR policies and procedures.
- Sound understanding of HR in their sector and any unique features.
- Up to date with best practice and emerging thinking – able to use this in their dealings with the business.

### Business understanding

- Understands what the organisation does, the external market and sector it operates in, its challenges and issues.
- Understands business and HR KPIs and metrics, building a clear picture of how the business is performing.
- Understands the impact of this on their role.

### HR function

- Understands the structure and responsibilities of the HR function, policies and processes, and where to source HR specialist expertise.

### MI and Technology

- Understands HR systems and where to find HR and management data, both internally and externally, including benchmarking.
- Knows how technology, including social media, is impacting the business and HR.

## Skills and Behaviour

### HR Consultancy

- Develops and delivers HR solutions to the business that are appropriate to the organisational context.
- Influences leaders and managers to adopt appropriate solutions.
- Provides tailored HR services to the business as required by their role e.g. Performance Management, Resourcing, Development, Talent, Reward.
- Contributes to the development of relevant HR policies & procedures and/or HR initiatives.

### Providing support and advice

- Tailors business-centred advice on the interpretation and application of HR policies and processes.
- Makes sound judgments based on business need, ensuring the business operates within the boundaries of employment law.
- Deals with escalated people issues and works with the business to resolve them.

### Contributing to Business change

- Leads the HR contribution to business projects and change programmes to support positive behavioural, business or organisational change.

### Building HR capability

- Leads the improvement of people capability within the business or own team.
- Advises and coaches managers to deal successfully with people issues from a generalist or specialist perspective, incorporating best practice where appropriate.

### HR Information Analysis

- Researches, analyses and presents HR / business data (both internal and external) to provide insight, support solutions to business issues and track performance.

### Personal Development

- Keeps up to date with business changes and HR legal/policy/process changes relevant to their role.
- Seeks feedback and acts on it to improve their performance and overall capability.
- Plans their own development; shows commitment to the job and the profession

### Relationship management

- Builds effective working relationships with business managers (using the language of the business), peers and other HR functions, together with relevant external organisations.
- Communicates confidently with people at all levels, including senior management.

## Flexibility

- Adapts positively to changing work priorities and patterns, ensuring key business and HR deadlines continue to be met.
- Curious about HR/business trends and developments, incorporating them into their work.

## Resilience

- Displays tenacity and proactivity in the way they go about their role, dealing positively with setbacks when they occur.
- Stays positive under pressure.

## Qualifications

The apprentice will 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 Associate Diploma in People Management

Apprentices without Level 2 English and Maths will need to achieve this level prior to completion of their Apprenticeship

## Link to professional registration and progression

Successful completion of this standard enables the apprentice to apply to become an Associate Member of the Chartered Institute of Personnel and Development. Chartered membership can be achieved through further qualifications or experience based assessment.

This apprenticeship could be an entry level role to the business, however, it is more likely to be a progression from a lower level role or apprenticeship, building on the knowledge and skills gained in that role or apprenticeship. On completion of this apprenticeship, the individual will be fully competent in the role and this will give them an in depth knowledge of HR in their chosen option. They can then continue to develop in that option (perhaps through a further apprenticeship), or broaden their HR expertise in another area to develop their career. Separately, there are a range of qualifications available for further study up to post graduate level.

## Option – HR Specialisms

(The apprentice will select one of the following options)

### Specialist employment law

- This unit considers key areas of employment legislation and its legal framework, focusing on how people professionals are obliged to take account of legal requirements in different jurisdictions when carrying out the varied aspects of their role.

### Learning and development essentials

- This unit provides the essential aspects of learning and development practice for those working in a people management focused role, recognising the connections within the organisation and how learning and development drives performance. It explores the stages of learning and development design, development and facilitation as well as alternative modes of learning to enhance learner engagement and support the business.

### Diversity and inclusion

- This unit focuses on how adapting leadership styles to manage, monitor and report on equality and diversity is essential for inclusive practice and legislation. The importance of promoting a diverse and inclusive workforce to drive a positive culture and celebrate diversity and inclusion increases organisational performance as well as meeting the needs of employees and customers more effectively.

### Leadership and management development

- This unit builds on the fundamentals of learning and development, taking a closer look at the essential area of leadership and management and how this is critical in developing the right culture and behaviours to establish a working environment which is cohesive, diverse, innovative and high-performing. Choosing the right tools and approaches to facilitate development will ultimately impact organisational effectiveness.

### Wellbeing at work

- This unit introduces wellbeing and its importance in the workplace. It explores existing links between work, health and wellbeing, examining how to manage wellbeing and how it links with other areas of people management practice, and wider organisational strategy. The unit considers key elements of wellbeing programmes and the stakeholders involved, examining organisational responsibilities and the outcomes of managing wellbeing for employees and employers.

## Training, Tutoring and Assessment

The whole apprenticeship programme typically takes two to three years, but could take as little as 18 months if your trainee has already taken an apprenticeship at Level 3. Your trainee will mainly learn on the job but 20% off-the-job training with one-to-one tuition is part of the new apprenticeship standards. We will work closely with you to plan and deliver appropriate support and training including the CIPD qualification. This can be delivered through one of the following methods, to be agreed:

1. On a blended learning basis which includes workshops held every other month and one-to-one tutorials with your tutor
2. On a distance learning basis via one to one sessions with the tutor to suit the student every 4-5 weeks

The study sessions take the form of lectures, seminars, case studies, role plays, presentations, assignments and reports, all delivered by specialist tutors.

We will carry out joint reviews with you at regular intervals to discuss progress of the apprenticeship. You can use your normal performance management processes to monitor the progress of your trainee, provide feedback and guide development. Your trainee will also be expected to keep a portfolio or learning record with examples of their work to track their learning and development throughout the apprenticeship. This can be used in the joint reviews of progress and as part of the final assessment.

## End Point Assessment

In conjunction with the College, you will be asked to formally sign-off that the apprentice has met the minimum requirements for knowledge, skills and behaviours within the apprenticeship standard and confirm they are ready to move on to the final assessment. This will be taken in the final three to four months of the apprenticeship and will be measured as follows:

- A Consultative Project (50% of the marks) of approximately 3000 words. This will be a real example of work done by your trainee in their role, taking a maximum of three months. The Project will require the apprentice to describe how they have applied their knowledge and HR related skills to deliver the services required by the role as described in the Standard. It should describe a situation where the apprentice has successfully worked with a customer (probably an internal one) to deliver a specific piece(s) of HR work or provide an HR solution(s) for them. It should relate to their chosen Option. The content of the project should include project objectives, scope of the work, description of the situation/problem/business need, methodology used, research undertaken / information gathered / analytical findings, conclusions and recommendations, implementation plan. Examples of typical projects might include: planning the resourcing requirements for a growing area of the business; changing elements of the reward package e.g. bonus structures; downsizing in an area of the business; internal HR changes e.g. service centre changes, technology implementation.
- A Professional Discussion (50% of the marks) that will explore the specific Skills and Behaviours set out above.

The End Point Assessment may be completed over a three to four month period to accommodate work scheduling and cost effective planning of resources.

Successful achievement of the assessment will lead to final certification of the apprenticeship and demonstrate that the apprentice is a fully competent HR Consultant or Business Partner.

*For more information on the assessment for this role, please see the full assessment plan in the Apprenticeship Standard documentation. We will arrange the End Point Assessment.*



## Apprentice Entry Requirements

As the employer you will set the recruitment and selection criteria for your apprentice. Typically candidates will have 5 GCSEs at Grade C/4 or equivalent, including English and Maths. Apprentices will need to achieve Level 2 Maths and English before completion of the apprenticeship. We will provide any Maths and English tuition required.

Your trainee will need to take out student membership of the CIPD in order to commence the Diploma. This will give them access to essential HR resources. Details are available on the CIPD website under the Student Membership section.

## Progression Opportunities

Completion of this apprenticeship will equip your trainee for employment in your organisation as a qualified HR professional. There are a range of qualifications available for further study up to post graduate level.

## More Information

To find out more about the opportunities and financing of apprenticeships and to discuss your particular requirements, please email [apprenticeshipsandtraining@sheffcol.ac.uk](mailto:apprenticeshipsandtraining@sheffcol.ac.uk) or call **0114 260 2600** to speak to one of our friendly employer advisors.

## Get In Touch

### Email

[apprenticeshipsandtraining@sheffcol.ac.uk](mailto:apprenticeshipsandtraining@sheffcol.ac.uk)

### Call

0114 260 2600

### Twitter

@ShefColAppsPlus

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### LinkedIn

[linkedin.com/company/the-sheffield-college](https://linkedin.com/company/the-sheffield-college)



## Why choose The Sheffield College?

*The College has undergone a rigorous vetting system to become a Centre accredited by the CIPD, the Chartered Institute for Professional Development. The CIPD has become one of the largest organisations in the world representing those who specialise in the management and development of people. As a globally recognised organisation, it is committed to providing HR and Learning & Development professionals at every stage of their career with learning and development and CPD opportunities to help them improve and advance their careers and enhance the value they add to the profession and the organisations for which they work.*

*As one of the region's largest providers of apprenticeships, The Sheffield College is more than just your local provider; we deliver the dedicated support you need to source, train and get the best out of your trainees.*

*We appreciate how difficult and time consuming it can be to recruit staff. That's why, when you recruit an apprentice with us, our dedicated apprenticeship recruitment service, Job Connect, will advertise the vacancy, engage your candidates and even prescreen them to make the process as easy as possible for you.*

*We help you get the best deal by finding the right funding and we handle the paperwork to make the process of arranging an apprenticeship training programme as smooth as possible. Our employer partnership team, apprenticeship tutors and assessment staff are experts, and we invest time and money in training and upskilling them regularly so their knowledge is up-to-date and industry standard.*

*At The Sheffield College we go above and beyond; we know that every business is different and we help to develop apprentices who will meet the needs of your business.*