

Course Title

# HR Consultant Partner



Qualification Level : 5

Duration: 18 months

Value: £7,000

Repayment Cost

Non-Levy Employer

5% employer contribution = £350 + VAT

Levy Employer

On Programme: £5,600 (80%)

End Point Assessment: £1,400 (20%)

Total Cost = £7,000

OVERVIEW

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.

The integrated CIPD Level 5 Associate Diploma in People Management gives you the essential knowledge and skills needed to be a next generation HR Professional.

CIPD Level 5 Associate Diploma in People Management

The CIPD Level 5 Associate Diploma in People Management will build on your existing knowledge, you'll get a sound understanding of how HR fits into achieving strategic objectives and how data can be used to improve performance. This qualification will run alongside your apprenticeship programme and equip learners with the necessary knowledge, skills and behaviours required to successfully achieve your apprenticeship.

Three Core Units

Unit 1 – Organisational performance and culture in practice

- The connections between organisational structure and strategy
- Organisational priorities, how to interpret theories and what drives change
- How to build diversity and inclusion
- How people practice connects and supports wider strategies

Unit 2 – Evidence-based practice

- The methods re applied to diagnose challenges and opportunities
- Critical thinking and how different ethical perspectives can influence decisions
- The benefits and risks of solutions for improving people practice issues
- How to measure the impact people practice makes to organisations

Unit 3 – Professional behaviours and valuing people

- How to champion inclusive and collaborative strategies
- How to design and evaluate solutions for positive working relationships
- How the role of a people professional is evolving
- How to assess your own strengths, weaknesses and development areas.

Three Core Units

Unit 4 – Employment relationship management

- How to develop practices aimed at supporting better working lives
- How to differentiate between employee involvement and participation
- Emerging trends in conflict, mediation and arbitration
- Performance, disciplinary and grievance matters
- Employment law and the types of employee representation

Unit 5 – Talent management and workforce planning

- Labour market trends and their significance for workforce planning
- The impact of a changing labour market on resourcing decisions
- Supporting succession and contingency planning
- Turnover and retention trends, and how organisations build talent pools
- The importance of managing contractual arrangements and onboarding

Unit 6 – Reward for performance and contribution

- The principles of reward and how policies and practices are implemented
- How people and organisational performance impacts approaches to reward
- How data can be gathered and measured and used in benchmarking
- Developing reward packages and the legislative requirements that impact them
- The role of people practice in supporting managers to make reward judgements

One of Two Specialist Units

Unit 7 – Specialist employment law

- The purpose of employment regulation and the way it's enforced
- The role played by the tribunal and courts in enforcing employment law
- How the main principles of discrimination law
- How to manage recruitment lawfully, and about managing employment rights

Unit 8 – Advances in digital learning and development

- The impact, risks and challenges of technological development
- Creating engaging digital learning content and the systems for delivering learning
- The skills required to facilitate online learning, including your development plan

Each unit typically takes about 6 to 8 weeks to complete with an assessment at the end of each unit. Your assessment is graded by Avado assessors and they'll also provide you with personalised feedback on each. You'll achieve the qualification by passing all unit assessments.

MODULES

Technical Knowledge & Skills

- HR technical expertise
- Business understanding
- HR function
- Management information & technology
- HR consultancy
- Providing support & advice
- Contributing to business change
- Building HR capability
- HR information analysis
- Personal development
- Relationship management

Underpinning Attitudes & Behaviours

- Flexibility
- Resilience

GATEWAY

The gateway meeting is a milestone in the learner journey as it marks the end of the on-programme learning. The learner, employer and Skills Coach will meet and agree that the learner meets the requirements of the standard and are ready for the end point assessment.

END POINT ASSESSMENT

The end point assessment will be completed by an independent end point assessor from an EPA Organisation.

Professional Discussion

- Conducted after the Independent Assessor has reviewed and marked the Consultative Project focusing on the Skills and Behaviours specified in the Standard
- 10 – 15 questions (approx. 60 minutes in duration)

Consultative project

- A real example of work completed by the learner in their role that will be completed after the Gateway
- The Project will require the learner to describe how they have applied their knowledge and HR related skills to deliver the services and should describe a situation where the learner has successfully worked with a customer (internal or external) to deliver a specific piece of HR advice or provided a HR solution for them
- The project should be 5000 words

