

# HR Senior People Professional

Level

7

Duration

Typically  
36 months

cost £19,000

## How can an HR Senior People Professional apprentice benefit my business?

The HR Level 7 Apprenticeship is aimed at upskilling members of your senior team to improve people practices within your organisation, driving performance and effectiveness. The apprenticeship will enable your senior professionals to get the best out of your employees, delivering great organisational outcomes.

## Who is the HR Senior People Professional apprenticeship for?

In their daily work, senior professionals interact with a range of stakeholders across their organisation, creating medium to long-term value for a wide audience. In larger organisations, they may be part of a wider specialist teams focusing on Human Resources, Leadership and Development or Organisational Development consultants. In smaller organisations, they might be solely responsible for the entire people agenda and report directly to the organisation lead. At this level, senior professionals are ambassadors for their organisations and will typically have wide-ranging networks and will be interacting with a wide range of internal and external senior stakeholders.

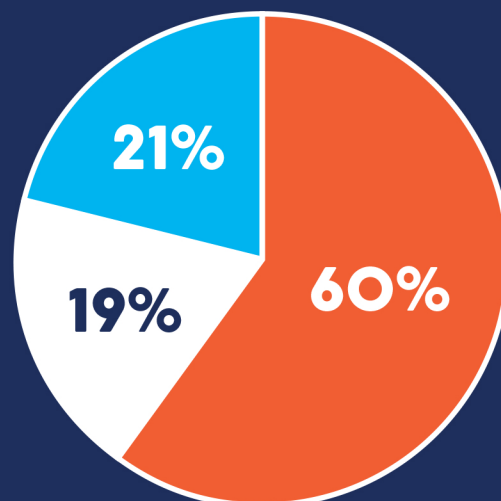
## What will it cost the business to take on an apprentice?

**Levy-paying employers** in England can use funds in their Apprenticeship Service Account to fund apprenticeship training costs.

**Non-levy paying employers:** The government will fund between 95% - 100%\* of the cost of training an apprentice.

\*This depends on how many people are employed within the company, the age of the apprentice and also if they have been in care or have a Local Authority Education, Health and Care Plan (EHCP).

## How is the '20% off-the-job' training delivered?



Work-based Activity
Self-Study Assessment
Classroom Activity

## Functional Skills

If your apprentice does not hold a GCSE 4/5 or equivalent in English and maths, they will be required to complete functional skills. Delivery options will be agreed upon before the commencement of the apprenticeship.

## End Point Assessment (EPA)

The EPA tests and validates the knowledge, skills and behaviours that an apprentice has gained during their training and demonstrates the competence of an apprentice in their role. This assessment for the Senior People Professional Level 7 Standard consists of:

- A work-based project and presentation with a Q&A session
- A professional discussion underpinned by a portfolio of evidence

This apprenticeship standard aligns with the following professional recognition:

- CIPD for Chartered Member

## The Learner Journey

<b>Month 1</b>	<b>Sign up and Induction</b>	<b>Skills scan · Developmental activities · Induction · Learning plan</b>
<b>Months 2-3</b>	<b>On Programme</b>	<b>Study skills and techniques · Assignment · Report writing skills</b>
<b>Months 3-30</b>	<b>On Programme</b>	<b>Skills development · Portfolio building · CIPD element · Skills workshops</b>
<b>Months 31-32</b>	<b>Gateway to EPA</b>	<b>Project proposal · Portfolio completion · Gateway meeting</b>
<b>Months 33-36</b>	<b>EPA</b>	<b>Work-based project · Professional discussion · Progression routes · Career development</b>

## Progression

On successful completion there are several progression routes for your staff based on your business and their specific job role:

- Senior Leader Level 7

## Additional 'Optional' Qualification

### CIPD Level 7 Advanced Diploma in Strategic People Management

Cost: £800

This is a nationally recognised qualification that can be studied in addition to the Senior People Professional Level 7 apprenticeship standard, this course focuses on the strategic management of people within an organisation.

This course is suited to individuals who:

- Are experienced people practitioners
- Are working in a senior people practice role and wish to extend and deepen their skills and understanding to shape strategy, policy, and people
- Wish to shape people practice, creating value for a wider audience
- Are currently leading and managing people and practice within organisations

This qualification could support your preparation for the End Point Assessment (EPA) but is not essential.