

## Senior People Professional (HR) Apprenticeship (Level 7)

Blue Sky and Colchester Institute are working in partnership to offer this apprenticeship. It enables employees to develop their existing HR skills, providing HR expertise within a company or organisation and contains options for HR specialisms and management responsibilities.

### Who is this apprenticeship for?

- A new or existing member of staff working in a variety of organisations in public, private or 3<sup>rd</sup> sector with a workforce to support and manage.
- A senior people professional who is the in-house expert for people, work and change.

### What qualifications are included?

CIPD Advanced Diploma in Strategic People Management leading to the opportunity to apply for Chartered CIPD membership (MCIPD).

#### Core Units

- Work and working lives in a changing business environment
- Business research in people practice
- Personal effectiveness, ethics and business acumen
- People management and development strategies for performance

#### Specialist Units

- Strategic employment relations
- Resourcing and talent management to sustain success
- Strategic reward management

#### Additional Specialist Unit

- Advanced employment law in practice

### How do you learn?

Blended Learning is the main study mode including -

- Interactive group workshop sessions approximately once a month
- CIPD approved learning materials, self-study at your own pace
- Ongoing tutorial support via face to face/online meetings, telephone and email
- Workshop and tutorial venues in Norwich and Colchester, or online.

## How are you assessed?

- Regular reviews throughout the programme
- Each CIPD unit is assessed via a mix of written methods
- End Point Assessment (EPA) is a work-based project and professional discussion

## Additional information

- Candidates without level 2 Maths and English must achieve this prior to completion of their Apprenticeship
- Apprentices or their employers must pay for the student's CIPD membership
- The full apprenticeship will take approximately 3 years
- Employers must commit to supporting the apprentice with 20% of their work time dedicated to off the job and new learning

## Funding information

- Levy paying - £19000. 100% from levy fund
- Non-levy paying - employers contribution of £950
- CIPD registration and certification fee for levy and non-levy - £800
- Additional funding available for 16 – 18 year olds

## Who is delivering the apprenticeship?

Blue Sky Professional Development is working in partnership with Colchester Institute to deliver this HR apprenticeship.

Blue Sky is an approved CIPD centre with experience of delivering CIPD and ILM qualifications at level 3-7. Blue Sky will be responsible for the knowledge element of this apprenticeship via the CIPD qualification.

Colchester Institute is the largest provider of apprenticeships in Essex. The Institute will be responsible for reviewing apprentices' progress and supporting the embedding of skills and behaviours via coaches (remote) visiting the workplace, as well as End Point Assessment. Colchester Institute can also help with funding queries.

