

Level 5 L&D Consultant/Business Partner

Grading Amplification for EPA2

Presentation based on the Learning Journal

KNOWLEDGE LEARNING OUTCOMES The L&D Consultant Business Partner will understand:		PASS CRITERIA	DISTINCTION CRITERIA	
Technical Expertise	K2	<p>Legislation and policies that influence learning design and delivery.</p>	<p>Deliver a 25-minute presentation with competency-based examples from the Learning Journal that best demonstrate reflection and development of own L&D practices on the '<i>specialist L&D</i>' theme.</p> <p>Articulate sound understanding of legislation and policies that are appropriate to the:</p> <ul style="list-style-type: none"> • role • organisation. <p>State the reasons why they influence learning, design and delivery.</p>	
	K3	<p>The merits of different learning delivery channels to select an appropriate face-to-face, blended or digital solution.</p>	<p>Deliver a 25-minute presentation with competency-based examples from the Learning Journal that best demonstrate reflection and development of own L&D practices on the '<i>specialist L&D</i>' theme.</p> <p>Demonstrate understanding on the merits of different learning channels, by providing the reasons behind selection of the learning channel/s from the learning journal.</p>	
	K4	<p>The latest learning practice, trends and emerging thinking. Current research and appropriate application of best practice/best fit solutions.</p>	<p>Deliver a 25-minute presentation with competency-based examples from the Learning Journal that best demonstrate reflection and development of own L&D practices on the '<i>New and emerging trends and developments in the L&D sector</i>' theme.</p> <p>Demonstrate understanding of:</p> <ul style="list-style-type: none"> • the latest learning practices • trends 	<p>Provide an example to show where research and understanding of new and emerging trends, practice or thinking had been used to suggest or develop new ideas for practices within the organisation. This may include using:</p> <ul style="list-style-type: none"> • Knowledge • Psychology • Neuroscience.

			<ul style="list-style-type: none"> emerging thinking. <p>This may include providing examples of research and reflections from the Learning Journal.</p>	
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KNOWLEDGE LEARNING OUTCOMES The L&D Consultant Business Partner will understand:			PASS CRITERIA	DISTINCTION CRITERIA
L&D Function	K12	The L&D structure required to meet business needs, and whether this should be in-house, outsourced and how to source specialist expertise when required	<p>Deliver a 25-minute presentation with competency-based examples from the Learning Journal that best demonstrate reflection and development of own L&D practices on the '<i>specialist L&D</i>' theme.</p> <p>Articulate key components for a successful L&D function and provide at least one example from the Learning Journal to show how these have supported learning in the workplace.</p>	
	K13	The various L&D roles, responsibilities and skills required to design and deliver face-to-face, blended or digital solutions as appropriate to their role	<p>Deliver a 25-minute presentation with competency-based examples from the Learning Journal that best demonstrate reflection and development of own L&D practices on the '<i>leadership</i>' theme.</p> <p>Articulate key components for a successful L&D function and provide at least one example from the Learning Journal to show how these have supported learning in the workplace.</p>	
	K14	The policies and processes required for effective organisation learning.		

KNOWLEDGE LEARNING OUTCOMES The L&D Consultant Business Partner will Understand:			PASS CRITERIA	DISTINCTION CRITERIA
Management Information and Technology	K18	How to shape internal information systems and how they play a role to support learning	<p>Deliver a 25-minute presentation with competency-based examples from the Learning Journal that best demonstrate reflection and development of own L&D practices on the ‘specialist L&D’ theme.</p> <p>Articulate how Management Information and technology can support learning, providing one example from the learning journal to support this.</p>	
	K19	How technology can support learning, including understanding of digital platforms / delivery channels as relevant to the role.	<p>Deliver a 25-minute presentation with competency-based examples from the Learning Journal that best demonstrate reflection and development of own L&D practices on the ‘<i>New and emerging trends and developments in the L&D sector</i>’ theme.</p>	
	K20	Emerging technologies that can support effective learning.	<p>Articulate how Management Information and technology can support learning, providing one example from the learning journal to support this.</p>	

SKILLS LEARNING OUTCOMES The L&D Consultant Business Partner will be able to		PASS CRITERIA	DISTINCTION CRITERIA
L&D Consultancy	S4	<p>Develop an Organisational Development / L&D / succession plan that addresses gaps and fulfils skills, resourcing, talent, and future leadership needs in the partner / business area, accounting for changing internal and external environment, business and learner needs. This may include an organisation's sustainability strategy or exposure to the UK Government's policy for net carbon zero emissions by 2050, for example, ensuring a just transition for those with legacy skills into the new green economy.</p>	<p>Deliver a 25-minute presentation with competency-based examples from the Learning Journal that best demonstrate reflection and development of own L&D practices on the '<i>specialist L&D</i>' theme.</p> <p>Demonstrate the ability to develop organisational plans, by providing one examples of developing them in conjunction with leaders and other departments.</p>

SKILLS LEARNING OUTCOMES The L&D Consultant Business Partner will be able to:		PASS CRITERIA	DISTINCTION CRITERIA
Developing a Learning Culture	S6	Foster and develop an embedded culture of learning and continuous improvement (e.g. through using communication campaigns).	<p>Deliver a 25-minute presentation with competency-based examples from the Learning Journal that best demonstrate reflection and development of own L&D practices on the '<i>specialist L&D</i>' theme.</p> <p>Describe what is needed in an organisation to foster a Learning Culture, providing an example of one activity undertaken or developed to enhance the learning culture in the organisation.</p>
	S7	Manage learning and knowledge transfer.	<p>Deliver a 25-minute presentation with competency-based examples from the Learning Journal that best demonstrate reflection and development of own L&D practices on the '<i>Leadership</i>' theme.</p> <p>Describe what is needed in an organisation to foster a Learning Culture, providing an example of one activity undertaken or developed to enhance the learning culture in the organisation.</p>
	S8	Facilitate collective and social learning using innovative technological solutions.	<p>Deliver a 25-minute presentation with competency-based examples from the Learning Journal that best demonstrate reflection and development of own L&D practices on the '<i>New and emerging trends and developments in the L&D sector</i>' theme.</p> <p>Describe what is needed in an organisation to foster a Learning Culture, providing an example of one activity undertaken or developed to enhance the learning culture in the organisation.</p>

	S10	Set up and manage Action Learning sets, coaching and mentoring programmes.	<p>Deliver a 25-minute presentation with competency-based examples from the Learning Journal that best demonstrate reflection and development of own L&D practices on the 'New and emerging trends and developments in the <i>'specialist L&D'</i> theme.</p> <p>Describe what is needed in an organisation to foster a Learning Culture, providing an example of one activity undertaken or developed to enhance the learning culture in the organisation.</p>	
	S11	Ensure quality of learning and training delivery through providing feedback to colleagues to ensure continuous improvement of self and others.	<p>Describe what is needed in an organisation to foster a Learning Culture, providing an example of one activity undertaken or developed to enhance the learning culture in the organisation.</p> <p>Articulate (when questioned) one example of where reflection and continuous development has supported improvements to work. Provide one example of actively seeking feedback to improve own performance.</p> <p>Articulate why feedback is important to quality learning and delivery. Illustrate with an example from the Learning Journal where this has been done to support continuous improvements.</p>	

SKILLS LEARNING OUTCOMES The L&D Consultant Business Partner will be able to:			PASS CRITERIA	DISTINCTION CRITERIA
Budget/ Resource Management	S14	Effectively engage, negotiate and manage third party suppliers.	Deliver a 25-minute presentation with competency-based examples from the Learning Journal that best demonstrate reflection and development of own L&D practices on the ' <i>Leadership</i> ' theme.	

SKILLS LEARNING OUTCOMES The L&D Consultant Business Partner will be able to:			PASS CRITERIA	DISTINCTION CRITERIA
Relationship management	S16	Communicate confidently with people at all levels, including senior management.	<p>Deliver a 25-minute presentation with competency-based examples from the Learning Journal that best demonstrate reflection and development of own L&D practices on the '<i>Leadership</i>' theme.</p> <p>Deliver a presentation using appropriate media and clear communication of the presentation's points. Display a competent delivery style making certain the key points from the presentation are understood and are linked to KSBs.</p> <p>Demonstrate professional communication skills during the presentation and Q&A session.</p>	Use more than one relevant medium to deliver the presentation to best get across the presentation's points, with easy to understand examples which are explicitly linked to the KSBs that need demonstrating.

			<p>During the Q&A session describe the range of work and reasons for actions evidenced in the learning journal.</p> <p>Articulate one example from the Learning Journal that demonstrates relationship management skills and how these have enabled learning outcomes or work objectives.</p> <p>Demonstrate the ability to develop organisational plans, by providing one examples of developing them in conjunction with leaders and other departments.</p> <p>Articulate ability to use communication and interpersonal skills to support the achievement of outcomes and objectives in difficult or changing circumstances, providing an example to illustrate this from the Learning Journal.</p>	
	S17	<p>Work with senior leaders to carry out succession planning, organisational development and talent pipeline plans. This may include an organisation's sustainability strategy or exposure to the UK Government's policy for net carbon zero emissions by 2050, for example, ensuring a just transition for those with legacy skills</p>	<p>Deliver a 25-minute presentation with competency-based examples from the Learning Journal that best demonstrate reflection and development of own L&D practices on the 'New and emerging trends and developments in the 'specialist L&D' and the 'Leadership' theme.</p> <p>Articulate one example from the Learning Journal that demonstrates relationship management skills and how these have enabled learning outcomes or work objectives.</p> <p>Demonstrate the ability to develop organisational plans, by providing one examples of developing them in conjunction with leaders and other departments.</p>	

		into the new green economy.		
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SKILLS LEARNING OUTCOMES The L&D Consultant Business Partner will be able to:			PASS CRITERIA	DISTINCTION CRITERIA
Facilitation Skills	S18	Build rapport and demonstrate the use of language patterns to facilitate and encourage discussions, debate, learning and decisions.	<p>Deliver a 25-minute presentation with competency-based examples from the Learning Journal that best demonstrate reflection and development of own L&D practices in the '<i>specialist L&D</i>' theme.</p> <p>Deliver a presentation using appropriate media and clear communication of the presentation's points. Display a competent delivery style making certain the key points from the presentation are understood and are linked to KSBs.</p> <p>Provide one example to demonstrate where facilitation skills have been used effectively to deliver a learning outcome or to demonstrate how facilitation skills were developed.</p> <p>Articulate one example from the Learning Journal that demonstrates relationship management skills and how these have enabled learning outcomes or work objectives.</p>	

	S20	Effectively manage challenging learner and group behaviours.	<p>Deliver a 25-minute presentation with competency-based examples from the Learning Journal that best demonstrate reflection and development of own L&D practices in the 'Leadership' theme.</p> <p>During the Q&A session describe the range of work and reasons for actions evidenced in the learning journal.</p> <p>Provide one example to demonstrate where facilitation skills have been used effectively to deliver a learning outcome or to demonstrate how facilitation skills were developed.</p>	Respond well to challenges during the Q&A. This may include giving critically reasoned responses.
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BEHAVIOURS LEARNING OUTCOMES The L&D Consultant Business Partner will be able to demonstrate:		PASS CRITERIA	DISTINCTION CRITERIA	
Constant and Curious Learner	B1	<p>Pro-actively seeking opportunities and feedback to develop their business acumen, improve their performance and overall capability.</p>	<p>Deliver a 25-minute presentation with competency-based examples from the Learning Journal that best demonstrate reflection and development of own L&D practices in the '<i>specialist L&D</i>' theme.</p> <p>Articulate (when questioned) one example of where reflection and continuous development has supported improvements to work. Provide one example of actively seeking feedback to improve own performance.</p>	<p>Provide examples of where reflective activity. Facilitation or ideas have created positive change or impact for the team, organisation or project.</p> <p>Provide one example of connecting with peers across the L&D/HR professional community and benchmarking against other organisations to bring best practice ideas and innovations back to benefit own organisation. Demonstrate the ability to act as an ambassador or role model in this community.</p>
	B3	<p>A desire to understand and experiment with new ideas and techniques, identifying areas for self and wider development/improvements.</p>	<p>Deliver a 25-minute presentation with competency-based examples from the Learning Journal that best demonstrate reflection and development of own L&D practices on '<i>New and emerging trends and developments in the L&D sector</i>' theme.</p> <p>Demonstrate understanding of:</p> <ul style="list-style-type: none"> • the latest learning practices • trends • emerging thinking. <p>This may include providing examples of research and reflections from the Learning Journal.</p> <p>Articulate (when questioned) one example of where reflection and continuous development has supported improvements to work. Provide one example of actively seeking feedback to improve own performance.</p>	<p>Provide examples of where reflective activity. Facilitation or ideas have created positive change or impact for the team, organisation or project.</p> <p>Provide an example to show where research and understanding of new and emerging trends, practice or thinking had been used to suggest or develop new ideas for practices within the organisation. This may include using:</p> <ul style="list-style-type: none"> • Knowledge • Psychology • Neuroscience. <p>Provide one example of connecting with peers across the L&D/HR professional community and benchmarking against other organisations to bring best practice ideas and innovations back to benefit own organisation.</p>

			Articulate why feedback is important to quality learning and delivery. Illustrate with an example from the Learning Journal where this has been done to support continuous improvements.	Demonstrate the ability to act as an ambassador or role model in this community.
	B4	That they act as a role model for learning within their organisation and across their networks	<p>Deliver a 25-minute presentation with competency-based examples from the Learning Journal that best demonstrate reflection and development of own L&D practices in the '<i>Leadership</i>' theme.</p> <p>Provide examples of acting as a role-model for learning culture and the L&D profession.</p>	<p>Provided evidence that their reflective activities show a real focus on improving their leadership skills within the team and for establishing themselves as an expert and/or role-model for L&D practices</p> <p>Provide one example of connecting with peers across the L&D/HR professional community and benchmarking against other organisations to bring best practice ideas and innovations back to benefit own organisation. Demonstrate the ability to act as an ambassador or role model in this community.</p>

BEHAVIOUR LEARNING OUTCOMES The L&D Consultant Business Partner will be able to demonstrate:		PASS CRITERIA	DISTINCTION CRITERIA
Collaborative Partner	B6	<p>They can enable different departments or stakeholders to effectively work together above their own agendas and priorities.</p> <p>Structure into a presentation using competency-based examples from the Learning journal that best demonstrate reflection and developing own practice for the key theme:</p> <ul style="list-style-type: none"> • leadership. <p>Articulate one example from the Learning Journal that demonstrates relationship management skills and how these have enabled learning outcomes and/or work objectives.</p> <p>Demonstrate the ability to develop organisational plans, by providing one examples of developing them in conjunction with leaders and other departments.</p>	<p>Articulate a deep insight into own style and impact and give an example of how this has been used to read, influence and build relationships with a variety of people (including senior managers). Describe how this has worked with and around politics and formal processes.</p>

BEHAVIOUR LEARNING OUTCOMES The L&D Consultant Business Partner will be able to demonstrate:			PASS CRITERIA	DISTINCTION CRITERIA
Constructive Challenger	B10	Personal resilience to manage competing priorities, ensuring that they deliver the outcomes of their work through co-design and a full understanding of the impact they have on others.	<p>Deliver a 25-minute presentation with competency-based examples from the Learning Journal that best demonstrate reflection and development of own L&D practices on the 'New and emerging trends and developments in the 'specialist L&D' theme.</p> <p>Provide examples of flexibility when responding to a challenging or changing work environment, demonstrating the effectiveness of the response given.</p>	Articulate a deep insight into own style and impact and give an example of how this has been used to read, influence and build relationships with a variety of people (including senior managers). Describe how this has worked with and around politics and formal processes.
	B11	The courage to hold a mirror up to the organisation when diagnosing solutions.	<p>Deliver a 25-minute presentation with competency-based examples from the Learning Journal that best demonstrate reflection and development of own L&D practices on the 'New and emerging trends and developments in the 'Leadership' theme.</p> <p>Demonstrate the ability to develop organisational plans, by providing one examples of developing them in conjunction with leaders and other departments.</p> <p>Demonstrate the ability to articulate communication and interpersonal skills which support the achievement of outcomes and objectives in difficult or changing circumstances, providing an example to illustrate this from the Learning Journal.</p>	
	B12	Skilfully navigating through organisational and personal politics.	Deliver a 25-minute presentation with competency-based examples from the Learning Journal that best demonstrate reflection and development of own L&D practices on the 'New	Articulate a deep insight into own style and impact and give an example of how this has been used to read, influence and build relationships with a variety of people (including senior

			<p>and emerging trends and developments in the 'Leadership' theme.</p> <p>Provide examples of flexibility when responding to challenging or changing work environment, demonstrating the effectiveness of the response given.</p> <p>Articulate one example from the Learning Journal that demonstrates relationship management skills and how these have enabled learning outcomes or work objectives.</p> <p>Demonstrate the ability to develop organisational plans, by providing one examples of developing them in conjunction with leaders and other departments.</p> <p>Demonstrate the ability to articulate communication and interpersonal skills which support the achievement of outcomes and objectives in difficult or changing circumstances, providing an example to illustrate this from the Learning Journal.</p>	<p>managers). Describe how this has worked with and around politics and formal processes.</p>
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BEHAVIOUR LEARNING OUTCOMES The L&D Consultant Business Partner will be able to demonstrate:		PASS CRITERIA	
Passionate and Agile Deliverer	B13	Responsiveness and flexibility to changing internal and external environments and business needs.	<p>Deliver a 25-minute presentation with competency-based examples from the Learning Journal that best demonstrate reflection and development of own L&D practices on the 'New and emerging trends and developments in the <i>'Leadership'</i> theme.</p> <p>Provide examples of flexibility when responding to challenging or changing work environment, demonstrating the effectiveness of the response given.</p> <p>Demonstrate the ability to articulate communication and interpersonal skills which support the achievement of outcomes and objectives in difficult or changing circumstances, providing an example to illustrate this from the Learning Journal.</p>
	B14	Being a role model for the L&D profession, inspiring and galvanising others around learning solutions, ensuring that learning is embedded and delivers ambitious goals, outcomes and timelines.	<p>Deliver a 25-minute presentation with competency-based examples from the Learning Journal that best demonstrate reflection and development of own L&D practices on the 'New and emerging trends and developments in the <i>'Leadership'</i> theme.</p> <p>Provide examples of acting as a role-model for learning culture and the L&D profession.</p>

				bring best practice ideas and innovations back to benefit own organisation. Demonstrate the ability to act as an ambassador or role model in this community.
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