



SENIOR PEOPLE PROFESSIONAL LEVEL 7

APPRENTICESHIP STANDARD



Senior People Professional L7

Option to include CIPD Strategic People Management L7 Diploma
We can add the CIPD Strategic People Management L7 Diploma to this apprenticeship for a fee.
Duration: 15 months + EPA

Below is a breakdown of the main modules for both the apprenticeship and qualification;

CIPD Advanced Diploma in Strategic People Management	Senior People Professional Level 7 Apprenticeship Modules
Core units: Work and working lives in a changing business environment People management and development strategies for performance Personal effectiveness, ethics and business acumen Business research in people practice	Strategic Human Resource Management Planning and Culture Improving Organisational Performance Project Planning Stakeholder Management
Specialist units: Strategic employment relations Resourcing and talent management to sustain success Strategic reward management	Change Management Legislation and Regulations Diversity and Inclusion Emerging Trends
Optional units: Organisational design and development Advanced employment law in practice Learning and development practice Technology enhanced learning Advanced diversity and inclusion Managing people in an international context Well-being at work	



End Point Assessment

Professional discussion, underpinned by Portfolio

The professional discussion must last for 120 minutes. The independent assessor has the discretion to increase the time of the professional discussion by up to 10% to allow the apprentice to complete their last answer. This assessment will take the form of a professional discussion which will be appropriately structured to draw out the best of the apprentice's competence and excellence and cover the KSBs assigned to this assessment method. A professional discussion is a two-way discussion which involves both the independent assessor and the apprentice actively listening and participating in a formal conversation. It gives the apprentice the opportunity to make detailed and proactive contributions to confirm their competency across the KSBs mapped to this method. The apprentice and the independent assessor will have access to their own copies of the portfolio throughout the professional discussion and both can refer to it as needed; however the portfolio of evidence is not directly assessed.

Project Proposal, Presentation and questioning

This project proposal involves the apprentice completing a relevant and defined piece of work that has a real business benefit. Apprentices will prepare and deliver a presentation that, along with the proposal, appropriately covers the KSBs assigned to this method of assessment. It will be followed by questioning from the independent assessor. The project proposal will be 7,000 words (+/- 10% at the apprentice's discretion) including tables, graphs, figures, though excluding references and annexes. The apprentice will have 12 weeks to write and submit the proposal and the presentation following the EPAO's approval of the project proposal's scope and title. The project proposal may be based on any of the following:

- The need to review and agree a change plan to improve a people solution within the workplace
- The continuous improvement review of a current process, service or product to ensure it is still fit for purpose and meets the current needs of the business
- The planning and design of a project that has strategic relevance and the potential to add value to the organisation

Maths, English and Functional Skills within the Apprenticeship

All apprentices have the opportunity to develop English and maths skills as part of their apprenticeship and will need to develop skills sufficient for competence in their chosen apprenticeship standard.

A 16-18 year old must complete functional skills qualifications if they do not hold existing qualifications.

An individual aged 19 or over that does not hold existing qualifications, should decide with their employer if they would like to achieve functional skills but these would not be needed to achieve their programme.



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