People Professional Apprenticeship – Level 5



DEVELOP YOUR EXPERTISE, INFLUENCE PEOPLE STRATEGY, AND DRIVE ORGANISATIONAL SUCCESS

People are at the heart of every successful organisation. As a People Professional, you play an important role in helping businesses attract, develop and retain talent, create positive working environments and achieve their strategic goals.

The apprenticeship is designed to develop your HR expertise, strengthen your professional confidence and equip you with the skills to influence decisions, support managers and make a meaningful difference across your organisation.

This 22-month programme is about developing your ability to think strategically, use evidence to shape decisions and become a trusted source of people expertise within your organisation.



Is This Right for You?

This programme is ideal if you:

- Are an HR professional looking to take on greater responsibility and influence organisational decisions.
- Support managers and leaders with people-related challenges, policies and processes.
- Want to strengthen your understanding of employment law, employee relations and organisational development.

What You'll Learn

This programme is designed to develop the knowledge, skills and behaviours needed to make a positive impact on your organisation's people agenda.

You'll explore key areas such as:

- Attracting, recruiting, developing and retaining talented people.
- Understanding employment law and advising on its practical application.
- Supporting positive employee relations and managing people-related challenges.
- Developing and implementing effective people strategies and plans.
- Using people data and insights to identify trends and inform decisions.
- Reviewing and improving HR policies, processes and procedures.
- Supporting organisational change and people-related projects.
- Understanding reward, benefits, wellbeing and employee engagement.
- Communicating, influencing and negotiating with stakeholders at all levels.



How the Programme Works

Over 22 months, you'll develop your professional knowledge and practical skills through structured learning, supported by opportunities to apply your learning directly within your organisation.

You'll explore the challenges facing modern HR professionals, develop your understanding of the wider business environment and build the confidence to provide informed advice and recommendations.

Each learner benefits from:

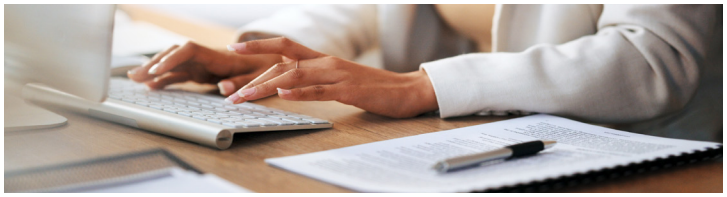
- Guidance and support from a dedicated tutor.
- Opportunities to apply your learning to real workplace situations.
- Regular progress reviews with your manager and tutor.
- Support to develop your professional knowledge, skills and confidence.
- A structured learning experience that connects your development with your organisation's needs.

Your Development – Your Way

As part of the experience, you'll also develop:

- Greater confidence in your professional knowledge and expertise.
- Stronger communication, influencing and negotiation skills.
- The ability to provide informed advice and challenge constructively.
- More strategic understanding of how people contribute to organisational success.
- The ability to support managers and leaders in delivering effective people strategies.

Everything is designed to help you grow as a People Professional, strengthen your influence and make a lasting contribution to your organisation.



End Point Assessment (EPA)

When you, your tutor and your manager agree you're ready, you'll move towards your EPA – the final stage of your apprenticeship, where you'll demonstrate the knowledge, skills and behaviours you've developed.

Your assessment includes:

1. **A presentation with questions**, allowing you to demonstrate your understanding and application of people-related knowledge and expertise.
2. **A professional discussion**, supported by a portfolio of evidence, where you'll reflect on your experience and demonstrate your professional capabilities.
3. **An integrated assessment**, involving an assignment with longer written responses.

You'll receive guidance and support to help you prepare and feel confident.

Entry Requirements

You must:

- Have the right to live and work in the UK and meet the eligibility criteria set by the Dept. of Education.
- Be in a role where you will be supported and can apply your skills appropriately.
- English and maths requirements must also be met in line with apprenticeship funding rules.

Ready to Take the Next Step?

We don't just deliver training – we help people grow. If you're ready to strengthen your HR expertise, develop your strategic thinking and make an even greater impact on your organisation, this apprenticeship could be for you.

Talk to your manager, HR team or Learning & Development Lead to find out more about the opportunities available.

Talk to us

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