

# CIPD



## L3 L&D Practitioner

Work based Project Plan

Issue 2

# Work-based Project Plan

## SECTION ONE

All four sections are to be completed in full by the apprentice their line manager and training provider.

The declaration must be signed by the apprentice, employer and training provider to confirm that the choice of project has been agreed by all parties and displays the competency of the apprentice at gateway.

The line manager is responsible for ensuring the work-based project plan is suitable and has the provision for appropriate business opportunities that allow the apprentice to meet the requirements of the apprenticeship standard.

The line manager will make sure this form is submitted to the CIPD within one week from the Gateway.

Please take into consideration anything that could impact the work-based project timeline, submission and assessment dates. This may include: holidays, appointments, trade, etc.

<b>*EPA Booking Date</b>	
<b>Name of Apprentice</b>	
<b>**Apprentice contact details and email</b>	
<b>Name of line manager</b>	
<b>**Line managers contact details and email</b>	

\* This is the date we will book the assessment for; it must not exceed the requirement of the standard and must match the EPA Start Date (Expected) on SEPA.

\*\*It is important this information is checked, so it is correct, up-to-date and matching with the CIPD's data at the time of the assessment.

This work-based project plan provides background information for the independent assessor and is a timeline for completing the evidence required for EPA1.

It documents significant milestones for the end-to-end implementation of a learning and development solution and should help with the preparation for organising evidence that will demonstrate each aspect of the training cycle is delivered:

1. analysis
2. design/development
3. delivery
4. evaluation.

# SECTION TWO

Please use no more than two sentences for your answers.

<b>PROJECT TITLE:</b>	
Describe the organisation you work for:	
Who will be your target audience?	
What business problem/challenge is being addressed by your work-based project?	

Tick to confirm arrangements will be in place for the 2-7-hour recording of the solution's delivery (appendix 3 of the Executive summary Report).	Yes	No
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## SECTION THREE

It is essential that your project enables you to provide evidence against all components allocated to this assessment method within the assessment plan. You will need to provide sufficient evidence against all components in order to pass your End-Point Assessment

Tick to confirm the work-based project covers the following components:

The Knowledge Components		Tick or cross here
K1	Foundation level theories that underpin effective adult learning and group behaviour. For example, training/learning cycle, group dynamics, continuing professional development, evaluation	
K3	How to measure the impact of a learning intervention on delegates, eg L1/ L2 Kirkpatrick, improvement in skills	
K5	How diversity and inclusion influence the planning and delivery of L&D interventions	
K6	What their organisation does, its structure, values and its external market and sector. This may include the needs of staff impacted by the move to a net carbon zero economy by 2050 and the requirements for a just transition.	
K7	The commercial context and drivers and process behind learning needs and solutions. 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.	
K11	The role of data to analyse learning needs and ensure effective delivery	

The Skills Components		Tick or cross here
S1	Identify and analyse learning needs: establishing team and individual capability and learning gaps, in line with organisational performance outcomes and to enable effective evaluation. 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.	
S2	Use sound questioning and active listening skills to understand requirements and establish root causes i.e. establishing that it really is a learning/training need, before developing L&D solutions	
S3	Consult with stakeholders to draw out relevant information and provide feedback to inform learning and training needs requirements	
S4	Use effective analytical skills to seek out and analyse information	
S5	Take ownership through to resolution, escalating complex situations as appropriate	
S6	Design, construct and structure training / learning resources to meet a variety of needs, which will include: <ul style="list-style-type: none"> <li>• research of delivery options and resources including digital / online / blended solutions (including identifying existing resources)</li> <li>• planning programmes / sessions / modules</li> <li>• selecting appropriate delivery methods</li> <li>• designing creative, engaging, appropriate, and inclusive learning activities (could be e-learning, digital collaboration, group sessions, blended etc.)</li> <li>• developing materials and resources to support learning</li> </ul>	
S7	Confidently engage all learners in structured learner-centred training, primarily of 'content-driven' training resources	
S8	Plan, organise and prepare for a training/learning event/intervention in a timely fashion	
S9	Interact with learners of varying abilities, using a broad range of techniques and carefully planned and executed questioning techniques	
S10	Facilitate learning in a face-to-face, blended and digital environment as appropriate	
S14	Evaluate the impact of learning solutions - measure and assess development initiatives for effectiveness, business relevance, efficiency, and continually seek ways to improve learning solutions	
S15	Build evaluation mechanisms for learning outcomes including the use of quantitative and qualitative feedback where appropriate	
S16	Apply techniques to analyse the impact of training from learners' experience	
S21	Build and maintain strong working relationships with others in the L&D team, HR and the wider business as required	

The Behaviour Components		Tick or cross here
<b>B6</b>	Consideration of the needs of key stakeholders, alongside the needs of the business	
<b>B4</b>	They deliver the outcomes of their work through co-design, with a willingness to question and challenge as appropriate.	

Comment (as applicable)

<b>Apprentice's Signature</b>		<b>Date</b>	
<b>Line Manager's Signature</b>		<b>Date</b>	
<b>Training Provider's Signature</b>		<b>Date</b>	

Note: The CIPD cannot assist you with developing this work-based project plan nor guarantee you will get a pass grade on the basis of having approved it.