

Work Place Learning Champions

The qualifications provide an individual with the skills to identify and investigate future training/educational needs for themselves and others within their workplace. They will identify skills deficits and training needs within their own organisation, develop learning plans and assess the benefits of training undertaken.

The Work Place Learning Champions Qualification was developed by OCN Eastern Region in conjunction with North Hertfordshire College for employees of non-unionised small and medium sized enterprises. It is available at Level 2 and Level 3 and is approved within the Qualification Credit Framework.

Objectives of the qualifications

- to understand the role of the learning champion
- to recognise the business need for development
- to assess the learning and development needs of their business
- to develop a solution to meet the organisation/individual needs
- to evaluate implemented solutions
- to empower an employee to be recognised as a 'champion' of learning and development at work.

After successful completion of the course, Work Place Learning Champions will feel able and confident to:

- identify the skills their business needs now and in the future
- find available funding for training and development now and in the future
- evaluate the progress made and assess the return on training investment
- support their organisation to adapt to external trends
- develop collective and individual learning
- achieve greater productivity.

The Workplace Learning Champion will help to up-skill the workforce and improve retention by:

- investigating existing skills gaps
- identifying individual training needs
- seeking appropriate development solutions

As a result the workforce will be better motivated, leading to improved recruitment and retention.

Potential Work Place Learning Champions will be:

- 19+
- employed or working in a voluntary capacity
- mature and experienced enough to make a difference in the workplace
- in a position to take the role forward in a meaningful way with the backing of management
- able to communicate on all levels.

