

# Senior People Professional Apprenticeship

For HR professionals and managers, the Teesside University SPP programme includes:

- > **Masters in Human Resource Management**
- > **Chartered Member of CIPD (on completion)**



# Course Information

The Senior People Professional programme will support individuals to become the in-house expert in HR and improve people practices in their organisation, resulting in increased organisational performance and effectiveness. Learners will lead on creating working environments and cultures that help get the best out of people.

## Course duration

> **2.5 years**

## Cost

Apprenticeships are paid for by employers and government funding:

- > **Apprenticeship Levy payers: £19,000 (cost will be covered by the levy funds in your digital account)**
- > **Non-Levy paying organisations: £950 (95% of cost covered by Government through co-investment)**

## Entry Requirements

> **A degree (in any discipline) and relevant experience in a suitable role**

## OR

> **Alternative qualifications and significant work experience in a suitable role**

Note: Applications are managed on a case by case basis and we take into account a range of qualifications and experience.

## Job role and evidence requirements

Applicants need to evidence the following as part of their job role in order to meet the requirements of the apprenticeship:

- > **Lead on organisational people strategy**
- > **Creation and implementation of people policies, practices and the implementation of appropriate technology**
- > **Manage and lead people projects and assess current and future workforce needs**
- > **Integrate diversity and inclusion into organisational people strategy**



# Module Information

## **CORE MODULES**

### **BUSINESS RESEARCH METHODS**

This module develops awareness and understanding of the factors that impact research design for business and management students. Learners explore the ethical principles underpinning business research, research methodologies, data type, collection and analysis, research methods and how to present a research proposal and dissertation.

### **DISSERTATION**

Apprentices will integrate their learning and development and synthesise knowledge and understanding of theory and practice through its application to organisational issues, which are demonstrably concerned with development within the organisation. They are supported throughout the process by a supervising tutor who will monitor progress and ensure that they are appraised of their on-going performance. Usually the dissertation should be completed within one year.

### **HUMAN RESOURCE PLANNING**

Effective organisations need to develop a strategic approach to the attraction and retention of staff, analysing their key employment markets and gaining an understanding of their dynamics so as to enable them to compete more effectively, both now and in the future. Indeed, human resource planning to enable an organisation to meet its future demand for skills is an increasingly important HR role. This module focuses on the practical and strategic aspects of the key HRP processes including recruitment and selection, employee retention and employee release.

## **LEADERSHIP AND MANAGEMENT DEVELOPMENT**

One way for an organisation to gain competitive edge is through the efforts of its people. In an ever-increasing turbulent world of work, with change classed as a given, organisations must now look at enhancing their human resource to deal effectively with the changes they face on a day-to-day basis as well as future challenges in the workplace. The latter of which has taken on a new role in terms of the global/international context. Therefore the focus of this module is on the development of leadership and management in facilitating organisational, team and individual change and growth. Learners will explore the differing approaches and interpretations of the concepts of leadership and management within a range of organisational contexts including public, private, not-for-profit, large, small, national, international and multicultural organisations.

## **LEARNING AND DEVELOPMENT**

This module aims to facilitate an informed critical examination of the concepts relevant to the discipline of human resource development, and develop the professional competence required to perform effectively in roles associated with the design, delivery and evaluation of learning and development.

## **RESILIENT HRM IN CONTEXT**

The aim of this module is to give an understanding of the complex and changing context that HRM finds itself in and the importance of HRM being resilient in these turbulent times. At the same time it gives apprentices an awareness of contemporary HRM issues in readiness for being future-thinking practitioners with cutting-edge knowledge of HR developments.



## Contact us

T: +44 (0)1642 738500

E: [TUBSapprenticeships@tees.ac.uk](mailto:TUBSapprenticeships@tees.ac.uk)

 [www.tees.ac.uk/TUBSapprenticeships](http://www.tees.ac.uk/TUBSapprenticeships)

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