

Unit Title: Engage With Employers To Facilitate Workforce Development
Unit Level: Level 4
Unit Credit Value: 6
GLH: 30
LASER Unit Code: WJA559
Ofqual Unit Code: D/502/9556

This unit has 6 learning outcomes

LEARNING OUTCOMES		ASSESSMENT CRITERIA	
The learner will:		The learner can:	
1.	Understand the opportunities available for workforce development	1.1	Analyse national approaches related to the skilling and productivity of the workforce in line with current legislation and socio-economic requirements
		1.2	Explain what constitutes workforce development in a business context
		1.3	Explain the funding opportunities available for workforce development
2.	Understand how to engage with employers to promote workforce development	2.1	Analyse information about individual employers and employment sectors, locally and nationally
		2.2	Explain how to gauge employers' level of interest in workforce development opportunities
		2.3	Evaluate methods of approaching and engaging with employers to motivate them to engage in workforce development
3.	Understand how to design learning and development opportunities in the workplace	3.1	Analyse what motivates employees to undertake learning and development in the workplace
		3.2	Explain the key factors to be considered when designing learning and development solutions for employers and employees
		3.3	Critically compare learning and development programmes which already exist with newly developed opportunities
4.	Understand how to facilitate learning and development opportunities in the workplace	4.1	Identify the sources of support and resources that are available from stakeholders
		4.2	Explain how employees might overcome obstacles when engaging with learning and development
		4.3	Explain how to select, support and monitor staff delivering learning and development solutions
		4.4	Evaluate the impact of workforce development opportunities on: <ul style="list-style-type: none"> • employees • businesses

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5.	Be able to engage with employers on workforce development issues	5.1	Research information about the business needs of employers in relation to productivity and performance
		5.2	Report to employers employee development needs in a professional manner
6.	Be able to work with employers to facilitate workforce development solutions	6.1	Prepare information and advice for the employer on solutions relevant to their business
		6.2	Review employer workforce development needs using methods relevant to the nature of the business and its employees
		6.3	Propose solutions that recognise the needs of the workforce
		6.4	Implement processes to develop and support the workforce within a business partnership with the employer
		6.5	Provide on-going evaluation of workforce development for the purposes of quality improvement
		6.6	Work with the employer to measure the impact of workforce development on their business

Assessment Guidance:

This unit assesses occupational competence. Evidence for learning outcomes 5-6 must come from performance in the work environment. Simulations, projects or assignments are not allowed for these learning outcomes.

Additional Information:

NA