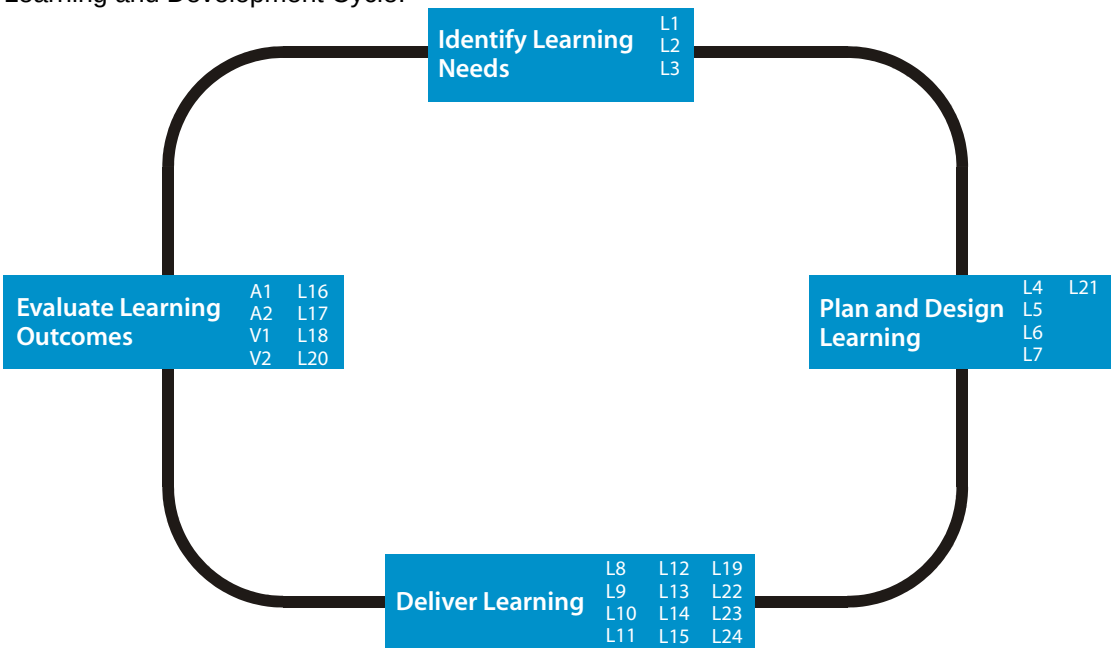
# The Learning and Development Cycle

This table and diagram shows how the new Learning and Development Units fit into the Learning and Development Cycle:




## A. Identify Learning Needs

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| L1 | Develop a strategy and plan for learning and development |
| L2 | Identify the learning and development needs of the organisation |
| L3 | Identify individual learning aims and programmes |

## B. Plan and design Learning

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| L4 | Design learning programmes |
| L5 | Agree learning programmes with learners |
| L6 | Develop training sessions |
| L7 | Prepare and develop resources to support learning |
| L21 | Plan how to provide basic skills in the workplace |

## C. Deliver Learning

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| L8 | Manage the contribution of other people to the learning process |
| L9 | Create a climate that promotes learning |
| L10 | Enable learning through presentations |
| L11 | Enable learning through demonstrations and instruction |
| L12 | Enable individual learning through coaching |
| L13 | Enable group learning |
| L14 | Support learners by mentoring in the workplace |
| L15 | Support and advise individual learners |
| L19 | Provide learning and development in international settings |
| L22 | Introduce training for basic skills in the workplace |
| L23 | Support how basic skills are delivered in the workplace |
| L24 | Support people learning basic skills in the workplace |

## D. Evaluate Learning Outcomes

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| A1 | Assess candidates using a range of methods |
| A2 | Assess candidates' performance through observation |

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| | |
|---|---|
| V1 | Conduct internal quality assurance of the assessment process |
| V2 | Conduct external quality assurance of the assessment process |

| | |
|---|---|
| L16 | Monitor and review progress with learners |
| L17 | Evaluate and improve learning and development programmes |
| L18 | Respond to changes in learning and development |
| L20 | Support competence achieved in the workplace |

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