**The Training Cycle**

**(Based on the CLD Learning and Development National Occupational Standards 2021\*)**

**The following diagram shows how the new Learning and Development units fits into the Training Cycle.**

**Stage 1 - Research Learning and Development Needs**

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| **SQA Code** | **CLD standard** | **Title** |
| J8T6 04 | CLDLD01 | Identify Collective Learning and Development Needs. |
| J8T2 04 | CLDLD02 | Identify Individual Learning and Development. |

**Stage 2 - Plan and Develop Learning and Development Opportunities**

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| **SQA Code** | **CLD standard** | **Title** |
| J8T7 04 | CLDLD03 | Plan and Prepare Learning and Development Programmes**.** |
| J8RW 04 | CLDLD04 | Plan and Prepare Specific Learning and Development Opportunities. |
| J8T4 04 | CLDLD05 | Develop and Prepare Resources for Learning and Development. |

**Stage 3 – Facilitate Learner Achievement**

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| **SQA Code** | **CLD Standard** | **Title** |
| J8T0 04 | CLDLD06 | Manage Learning and Development in Groups. |
| J8T1 04 | CLDLD07 | Facilitate Individual Learning and Development. |
| J8RX 04 | CLDLD08 | Engage and Support Learners in the Learning and Development Process. |
| J8RP 04 | CLDLD9D | Assess Learner Achievement in the Workplace Using Direct Methods. |
| J8RR 04 | CLDLD9DI | Assess Learner Achievement in the Workplace Using Direct and Indirect Methods. |

**Stage 4 – Maintain and Improve Quality Standards**

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| **SQA Code** | **CLD Standard** | **Title** |
| J8RY 04 | CLDLD10 | Reflect on, Develop and Maintain Own Skills and Practice in Learning and Development. |
| J8RT 04 | CLDLD11SQA | Internally Monitor and Maintain the Quality of Workplace Assessment. |
| J8RV 04 | CLDLD12 | ExternallyMonitor and Maintain the Quality of Workplace Assessment. |
| JT5 04 | CLDLD13 | Evaluate and Improve Learning and Development Provision. |

***\*The exceptions being the SQA units J8RP 04 and J8RR 04 which are developed from the CLD NOS; CLDLD09, J8RT 04 and J8RV 04 which although reflect the performance criteria and Knowledge of the CLD NOS; CLDLD11 and CLDLD12 respectively, have a workplace context.***