

The Training Cycle

(Based on Learning and Development National Occupational Standards 2010)

The following diagram shows how the new Learning and Development Units fit into the Training Cycle.



A Research Learning and Development Needs

L&D1	Identify collective learning and development needs
L&D2	Identify individuals' learning and development needs

B Plan and develop learning and development opportunities

L&D3	Plan and prepare learning and development programmes
L&D4	Plan and prepare specific learning and development opportunities
L&D5	Develop and prepare resources for learning and development

C Facilitate learner achievement

L&D6	Manage learning and development in groups
L&D7	Facilitate individual learning and development
L&D8	Engage and support learners in the learning and development process
L&D9D	Assess workplace competence using direct methods
L&D9DI	Assess workplace competence using direct and indirect methods

D Maintain and improve quality standards

L&D10	Reflect on, develop and maintain own skills and practice in learning and development
L&D11	Internally monitor and maintain the quality of assessment
L&D12	Externally monitor and maintain the quality of assessment
L&D13S	Evaluate and improve learning and development sessions
L&D13P	Evaluate and improve learning and development provision