

Access to H.E. National Programme Unit



Unit Title:	Training and Development		
Graded Unit Code:	GA33MAN05	Ungraded Unit Code:	UA33MAN05
Pathway(s):	Business and Management Construction and the Built Environment Hospitality, Leisure and Tourism Humanities and Social Sciences		
Module(s):	Management		
Level:	3	Credit Value:	3
Valid from:	1st August 2014	Valid to:	31 st July 2028

The following QAA grade descriptors must be applied if you are delivering the graded version of this unit:

1	Understanding of the subject
2	Application of knowledge
7	Quality

LEARNING OUTCOMES	ASSESSMENT CRITERIA
The learner will:	The learner can:
1. Understand the importance of effective training and development programmes for a business organisation	1.1 Describe what is meant by a performance gap
	1.2 Explain the potential consequence for a business of an ineffective approach to training and development of employees
	1.3 Describe the benefits of training and development for both the employee and the employer
	1.4 Explain how a Training Needs Analysis would be conducted in a given setting and how the results of the analysis might be used
	1.5 Evaluate the benefits and resource implications of different approaches to training and development, e.g. coaching and internal and external training courses

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LEARNING OUTCOMES	ASSESSMENT CRITERIA
The learner will:	The learner can:
2. Understand theories relating to the development of skills among employees and their application	2.1 Explain how theories of learning and skills development can be applied in the workplace
	2.2 Describe Blanchard's Model of Situational Leadership and relate this to coaching strategies
	2.3 Using case study material for a range of different situations, involving individuals and groups, describe the options for training and development of employees