Learning Specialists

Key Facts on the Professional Career Development Programme
Professional Career Development Programmes are based on the new government apprenticeship standards (development programmes) that are funded by a levy that RBS and all other large organisations pay into every month.

These funds can only be used to fund Professional Career Development Programmes or Early Career Apprenticeship Programmes. If we don't use these funds within 2 years of payment, they are made available to other organisations.

To be eligible for a Professional Career Development Programme, individuals must be an existing RBS employee, based in the UK, in a role where they can embed the knowledge, skills and experience provided by their chosen programme.

All learners accepted on to a programme receive a learning plan for the duration of the programme that details the capabilities that will be developed. These capabilities have been designed by industry experts (including RBS) and align to RBS role families, values and professional standards.

During a programme, the learner is allocated a skills coach from BPP University. The skills coach will provide support and guidance to help the learner succeed in completing the programme, including working with them and their line manager to identify opportunities to apply their newly acquired knowledge and skills in their role.

Line Manager approval is required before an individual applies for the programme as we need to ensure that they are in a relevant role and that they will have sufficient support to complete their development activity during working hours.

Individuals will need study leave and around 280 hours each year during their normal working day to complete on-line learning and on the job development activities.

Once the individual has achieved their professional qualification and completed their learning plan in role, they will be asked to an ‘end point assessment’. This is an assessment by an external industry body and may take the form of a dissertation, interview or case study. After successfully completing the final assessment, the individual is professionally accredited in their role.

1. Previous experience and qualifications may result in exemptions and/or allow individuals to complete the programme more quickly but all programmes will last for a minimum of 12 months.

2. All the programme costs are managed and funded centrally. Once the learner has been accepted on their programme, BPP University manages all invoices and costs on our behalf.
The programmes currently shown on this portal are available now and we are continuing to work with BPP University on additional programmes.

If you/your business are interested in the programmes available on this site, you can offer them as follows:

1. Individuals can apply for any advertised programme online (no manual effort for you and good for smaller numbers that will join a mixed cohort)

2. You can contact BPP direct at pcdp@bpp.com if you want to offer a programme to a larger audience (20 or more) and want a more tailored enrolment approach

3. You can contact BPP direct at pcdp@bpp.com if you have a cohort of 50 or more and want to tailor an entire programme specifically to your business needs (this may be because you want to incorporate business specific content within the programme or want to discuss the programme in more detail with a programme expert)

If you have identified a capability need as a result of a capability plan that is likely to require professional qualifications and/or professional accreditation, you should consider if a Professional Career Development Programme may be a better option than a stand alone qualification.

If you want to identify if there is a programme that we could design and develop for your needs you can contact the experts at BPP at pcdp@bpp.com for an initial conversation.

If you decide to proceed, you will be asked to submit your request to the weekly L&D Governance Forum in the usual way. BPP can give you more details on this if required.