

Will Your Employer Sponsor Your Learning?

Many professionals secure employer support when enrolling in one of the **Advanced Professional Certificates** or similar governance/ESG/board-level courses. It benefits both of you: your company gains stronger leadership, better oversight, and modern governance capability, while you advance your credentials and confidence in the boardroom or other senior roles.

If you're considering asking for support, this guidance will help you make a clear, compelling case.

Why Employers Support These Courses

Organisations often invest in learners for courses like these because:

- They improve governance, risk, and compliance across the organisation
 - They build strategic, regulatory, or technological insight at leadership level
 - They encourage ethical, sustainable, forward-looking decision-making
 - They help with ESG, DE&I, AI-readiness, technological resilience, or related priorities
 - They enhance organisational credibility via recognised professional certification
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How to Approach the Conversation

Convincing your employer doesn't require a huge pitch—just a thoughtful, well-aligned one.

This guidance helps you with:

- How to start the conversation internally
- How to align **your course goals** with your company's strategic priorities

- Tips for making a professional, persuasive case for employer support
- Understanding what employers typically look for when approving sponsorship

This resource is for guidance—it's not a package of forms or templates. It's about helping you plan, reflect, and act with confidence.

What Documents Are Usually Needed

When asking for sponsorship, companies often expect some of the following materials in their internal approval processes:

Document	Purpose
Business Case / Justification	Explains why doing the course will benefit both you <i>and</i> the business.
Course Brochure	Details of what will be learned: modules, duration, outcomes, delivery method, certification. (<i>You can get this from our website.</i>)
Accreditation or Certification Info	Evidence that the qualification is recognised and credible.
Letter of Support / Internal Approval	Sometimes needed from HR, line manager or senior leadership.

*We do **not** provide these documents—these are things you'll prepare/collect based on your organisation's internal processes.*

Final Thoughts

Asking your employer to support you might feel like stepping into new territory, but it's often the move that pays off. Many organisations are recognising now more than ever how important it is to equip leaders with up-to-date governance, tech, ESG, or board effectiveness skills.

Whether they fully fund the course, offer partial support, or simply acknowledge your ambition—starting the conversation is what matters.