

## Learning and Development Apprenticeships

### Level 3 - Programme Overview

#### Learning and Development Practitioner

**Who for:** Those wishing to develop into a role in blended learning design and delivery. They may currently be in a more generalist HR role, L&D Administration or co-ordination or early stage of L&D management, design and delivery. Or a subject matter expert who has increasing need to train others.

**Progression:** L&D Business Partner, L&D Manager or L&D consultant

**Duration:** 18 months

**Methodology:** For in-house cohorts of 6 or more this will be tailored according to organisation need. An open programme will be offered nationally with an on-demand enrolment and an allocated development coach to support the digital content with six-monthly workshop/showcases.

**Funding Band:** £6000 – payable monthly from digital account less 20% payable on completion

#### Key elements:

- Initial skills assessment to create a learning plan
- Dedicated Development coach (L&D experienced)
- Workshop/showcases – to 'test' learning design on peers with feedback
- Digital content – articles, podcasts, videos and blogs
- Workbooks – interactive to record the learning journey, activities to complete and reflection notes
- Project work and assignments
- Webinars including expert speakers on a range of L&D topics
- Optionally related qualification (L&D or Coaching)

## Learning and Development Apprenticeships

### Level 5 - Programme Overview

#### Learning and Development Consultant

**Who for:** Those wishing to develop into a more senior role in blended learning management, design and delivery. This may be a senior HR professional wishing to specialise in L&D or a learning facilitator/trainer wishing to develop into an L&D Manager or Team leader.

**Progression:** L&D Director, Head of L&D, Head of HR, External L&D Consultant

**Duration:** 18 – 24 months

**Methodology:** For in-house cohorts of 6 or more this will be tailored according to organisation need. An open programme will be offered nationally with an on-demand enrolment and an allocated development coach to support the digital content with six-monthly workshop/showcases.

**Funding Band:** £7000 – payable monthly from digital account less 20% payable on completion

#### Key elements:

- Initial skills assessment to create a learning plan
- Dedicated Development coach (L&D management or consultant experienced)
- Workshop/showcases – to 'test' learning design on peers with feedback
- Digital content – articles, podcasts, videos and blogs
- Workbooks – interactive to record the learning journey, activities to complete and reflection notes
- Strategic Project work and assignments
- Webinars including expert speakers on a range of L&D topics
- Leaders in Learning events with CIPD
- Field visits and mentoring with current consultants/business partners
- Optionally related qualification (L&D or Coaching)