

Apprenticeships

Find your inner Superhero

Learning & Development Practitioner Level 3



Overview

Learning and Development Practitioners are typically involved with identifying learning / training needs, designing / sourcing training and development solutions, delivering and evaluating training, working with stakeholder / business area managers. The role focus is often on the practical delivery of training. The L & D Practitioner will typically have expertise and competence in their specific field whether it be technical, vocational or behavioural (e.g. the use of software, food preparation, working in teams). They link the learning within their area of responsibility to business objectives and performance, understanding the learning cycle and working by it. The role can be much more specialist, with a focus on and requiring in-depth expertise in a specific area of L & D such as learning design, e-learning or digital / blended learning. Whichever of these is an area of focus; the L & D Practitioner is future focused, understands the business context / culture and has a good grounding across the whole training and learning cycles.

The L & D Practitioner role typically exists in a wide range of organisations including private and public sector. The L & D Practitioner role supports the learning and development function to contribute to, and influence, improved performance in the workplace at an individual, team and organisational level. Typically the role would work alongside colleagues who specialise in Human Resources and often supported by an L & D Administrator (more junior role) and would report to Head of L & D or an L & D Manager. L & D Practitioners often work with subject matter experts in different parts of the business.

Modules Include:

- Technical Expertise
- Business and Commercial Understanding
- Management Information and Technology
- Identification of training/learning needs
- Training / learning design
- Training / learning delivery
- Evaluations of training / learning
- Communication and Interpersonal Skills
- Teamwork and Collaboration



These modules are all underpinned by a set of behaviours

Length of Programme:
18 Months



Benefits:

- Completion of this qualification will enable you to register with the Chartered Institute of Personnel and Development (CIPD)
- Stepping stone to a career within Learning and Development
- Knowledge Builder – helps understanding the knowledge and skills required to work successfully within HR/L & D
- Earn as you learn
- Government Recognised Qualification - equivalent to A Levels

End Point Assessment:

End Point Assessment (or EPA as it's known) has been created to assess the knowledge, skills and behaviours gained throughout the qualification. EPA is conducted by an external independent body chosen by the employer. EPA offers the chance to showcase your skills and be awarded a grade that reflects your performance. For this qualification the EPA consists of the following:

- Work Based Project with a Professional Discussion (This has 2 components, completion of a project on a work-based subject of your choice, agreed by your assessor before progressing onto a 60-minute professional discussion)
- Presentation and Q & A on your "Learning Journey" (20-minute presentation, presenting key points for your learning journey followed by a 25-minute Q & A)