

Level 3 Apprenticeship in Learning & Development

Inspire Growth | Facilitate Learning | Support Professional Progression

This apprenticeship is ideal for individuals who want to deliver high-quality training and support the professional development of others across a variety of sectors.

Learners will build the knowledge and skills to design, deliver and evaluate learning that meets individual needs and enhances workplace performance.



About the Apprenticeship

This programme is designed for those working in roles such as Training Development Officer, Learning and Development Adviser, or Skills Trainer/Instructor. It combines theory with practical delivery to develop confident and capable learning professionals.

- **Duration:** Typically 18 months
- **Delivery:** Work-based learning, reflective practice, and supported development
- **End-Point Assessment:** Observation, portfolio of evidence, and practical assessment activities

What You Will Learn

- **Delivering Engaging Learning Experiences** – Facilitate high-impact training for individuals and groups using a variety of delivery methods.
- **Identifying and Addressing Learning Needs** – Use diagnostic tools and observations to tailor programmes to individual requirements.
- **Designing and Planning Learning** – Create structured and accessible resources that align with learning objectives and outcomes.
- **Reflective Practice and Professional Improvement** – Continuously improve your own practice through self-evaluation and feedback.
- **Essential Skills for Workplace Learning** – Achieve qualifications in Communication, Numeracy, and Digital Literacy as required.

Who is it for?

- Staff involved in internal training, coaching, or mentoring
- Individuals delivering structured learning within their organisation
- Aspiring or current L&D professionals supporting personal or organisational growth

Career Progression

- Advance to Level 4 qualifications in Learning and Development or Education and Training
- Move into roles such as Training Manager, Learning Consultant, or Instructional Designer
- Contribute to strategic workforce development and organisational training strategy

