

Level 3 Learning and Development Practitioner Apprenticeship Standard



Course Overview

This apprenticeship is ideal for people who enjoy helping others and want to build strong skills in training and workplace development. Learning and Development Practitioners play a key role in organisations by identifying training needs, designing learning solutions, delivering engaging sessions, and evaluating how well learning has worked. As an apprentice, you will learn how to analyse skills gaps, work with managers and subject experts, design and deliver training, and support people to build their confidence and capability at work. L&D Practitioners link learning directly to business goals by following the full learning cycle and understanding how learning improves performance. They often work closely with HR teams, managers, and colleagues across the organisation.

What You Will Study

You will build knowledge, skills, and behaviours needed to support and improve learning in the workplace. Topics include:

- Identifying learning needs using questioning, listening and analysis
- Designing and sourcing effective learning solutions that support business performance
- Delivering engaging training using a range of approaches, including digital and blended learning
- Evaluating training to measure impact and improve future programmes
- Learning theories and how to apply them in practical training design
- Working with subject experts, HR, and managers across the organisation
- Using internal systems and data to support learning and track progress such as collaboration, curiosity, and adaptability

Attendance Expectations

This apprenticeship uses a blended learning model. You can expect:

- Online workshops (e.g., through Microsoft Teams)
- 1:1 coaching sessions with your tutor
- Workplace-based learning, including needs analysis, delivery, and evaluation
- Off-the-job training each week
- Progress reviews every 12 weeks with your tutor and employer

START DATE

Various

LEVEL

Level 3

STUDY MODE

Full-time

DURATION

18 months

LOCATION

Blended Learning



For further information about this course, including Entry Requirements, Assessments and Further Study, scan the QR code.

Need More Information?

For additional course information please contact the Course Information Team on **01924 789111** or email courseinfo@heartofyorkshire.ac.uk.

To learn more about the Heart of Yorkshire Education Group, our facilities and how we can support you please visit our website www.heartofyorkshire.ac.uk.

Quick Links



How to
Apply



Student
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Virtual
Tours



How You Will Be Assessed

Assessment happens throughout the programme and at the end-point assessment (EPA).

On-Programme

You will complete:

- A learning journal with reflections on tasks and development
- Regular tutor and employer reviews
- Practical workplace activities linked to L&D skills
- Evidence of training delivery

Entry Requirements

- Employment in a role that supports training, learning, or staff development
- Employer support to complete the apprenticeship
- English and Maths at Level 2 or GCSE Grade 9-4.
- Interest in coaching, training, and helping others develop
- A requirement to complete off the job training hours each week

Initial skills assessments may also be required.

Further Study

After completing this apprenticeship, you may progress to:

- Level 5 Learning & Development Consultant / Business Partner
- Level 5 HR or organisational development qualifications
- CIPD professional routes and further L&D specialisms (digital learning, coaching, design)
- Roles such as Internal Trainer, L&D Specialist, Digital Learning Designer, or L&D Business Partner

