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Coaching, Learning and Development Practitioner

Webinar 30/09/26



Agenda

- **Who is the programme for?**
- **What will you learn?**
- **What qualifications will you achieve?**
- **What next?**

Develop the people who develop everyone else— combining professional learning design with coaching expertise to create lasting improvements in teaching, leadership and organisational performance.



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Evidence suggests:

- Professional coaching develops reflective practitioners rather than simply increasing knowledge.
- Coaching increases professional confidence, self-awareness and leadership capability in educational professionals.
- Coaching is most effective when integrated into organisational improvement rather than delivered as a standalone intervention.
- Sustained coaching supports professional growth, collaborative working and continuous improvement across schools and colleges.

Who is it for?

- Learning and Development Practitioner
- Training Coordinator
- Training Officer
- Learning Facilitator
- Workforce Development Officer
- Early Careers or Apprenticeship Coordinator
- Teaching and Learning Lead
- Digital Learning Coordinator
- HR or People Development Administrator
- Coach or Mentor with responsibility for developing others



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Role Eligibility Criteria

Learners should:

- Be employed in a role with responsibility for supporting, delivering or coordinating learning and development activities.
- Have access to learners, colleagues or stakeholders to enable workplace projects and coaching practice. (18 hours with maximum 3 people)
- Be able to plan, deliver and evaluate learning interventions.
- Have opportunities to work collaboratively with managers, HR and wider organisational stakeholders.
- Have the support of their employer to complete workplace evidence and off-the-job learning.



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Practicalities

- Level 3 Learning and Development Practitioner Apprenticeship
- Level 5 ILM Coaching qualification* 
- 14 months
- 348 OTJH
- <https://skillsengland.education.gov.uk/apprenticeship-standards/st0562-v1-0>

The programme develops expertise in:

Learning design

Facilitation

Coaching

Stakeholder management

Evaluation and impact

Reflective practice

Module 1 – The L&D Function in Your Setting	Understand how L&D supports your organisation and the role you play in developing people.
Module 2 – How Adults Learn and Develop	Understand how adults learn and how learning theory can inform your approach to L&D.
Module 3 – Coaching fundamentals	Develop the core coaching skills and ethical foundations needed to coach colleagues effectively.
Module 4 – Building measurable Learning and Development	Understand how to build in governance and progress monitoring for interventions at the design phase.
Module 5 – Understanding learning needs	Learn how to identify the real learning need rather than simply responding to a request for training.
Module 6 – Designing Learning and Development Interventions	Learn how to turn a learning need into an effective, inclusive and practical learning intervention.
Module 7 – Coaching in your context	Start coaching colleagues and apply your coaching skills to genuine workplace development needs.
Module 8 – Facilitating Learning	Develop your ability to facilitate learning and adapt your approach to different people, needs and learning environments.
Module 9 – Developing your L&D Approach	Build your competence through repeated practice, feedback, reflection and adapting your approach.
Module 10 – Maintain momentum	Develop the relationships and confidence needed to work with colleagues, influence practice and handle challenge constructively.
Module 11 – Growing a Learning Culture	Explore how coaching can become part of everyday practice and increase the capability and capacity of teams.
Module 12 – Evaluating impact	Learn how to judge whether your learning and coaching have made a meaningful difference.

Delivery

- 1-1 tutor
- Monthly virtual classrooms
- Online learning packages
- Gathering your evidence over the programme
- Support for additional learning needs
- A vast menu of additional enrichment opportunities

Example learner journey through this programme:

- **Identify:** The apprentice notices that some leaders are stronger than others at conflict management.
- **Diagnose:** They assess the current practice and identify gaps in leaders' confidence and skills in giving constructive, developmental feedback.
- **Intervene:** They coach two middle leaders and design a programme teaching conflict management techniques.
- **Apply:** The middle leaders use their new skills in real situations.
- **Evaluate:** The apprentice measures whether feedback quality and teachers' ability to act on it have improved, using this evidence to refine the intervention.



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OTJH examples

Attending workshops and webinars

Completing asynchronous online learning

Shadowing colleagues or observing training sessions

Delivering and evaluating learning activities

Conducting learning needs analysis

Researching learning theories and coaching models

Preparing workplace projects and presentations

Reflective journals and supervision activities

Coaching practice with two coachees

Peer learning and collaborative activities

Reading articles and professional resources

Receiving feedback and undertaking CPD



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“

I originally came onto the course wanting to upskill...But what I've found great is that it's unearthed this unreal passion that I have for it in a way that I'd never expected before.

We're launching a coaching programme for working mothers...which I hadn't even thought that was something I wanted to do prior to starting the course. So it's really nice that...I am upskilling, but it's also enabled me to get excited and think long term about what coaching looks like here.

”

Lauren Ogbechie



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Additional testimonials

https://www.linkedin.com/posts/the-best-practice-network_its-inspiring-to-see-the-impact-that-learners-activity-7468202477490851840-M-uu?utm_source=share&utm_medium=member_desktop&rcm=ACoAAEk4w7gBBtX7KjH5wUNh_ltsWgBtkkt5qo

https://www.linkedin.com/posts/the-best-practice-network_we-love-hearing-how-our-apprenticeships-make-activity-7465779032182349824-5j41?utm_source=share&utm_medium=member_desktop&rcm=ACoAAEk4w7gBBtX7KjH5wUNh_ltsWgBtkkt5qo

https://www.linkedin.com/posts/the-best-practice-network_following-on-from-yesterdays-conversation-activity-7461053366719246337--eLM?utm_source=share&utm_medium=member_desktop&rcm=ACoAAEk4w7gBBtX7KjH5wUNh_ltsWgBtkkt5qo

https://www.linkedin.com/posts/the-best-practice-network_continuing-with-international-coaching-week-activity-7460706076724715521-0wLs?utm_source=share&utm_medium=member_desktop&rcm=ACoAAEk4w7gBBtX7KjH5wUNh_ltsWgBtkkt5qo

https://www.linkedin.com/posts/the-best-practice-network_international-coaching-week-starts-today-activity-7459593723589525504-glhh?utm_source=share&utm_medium=member_desktop&rcm=ACoAAEk4w7gBBtX7KjH5wUNh_ltsWgBtkkt5qo



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Next Steps

Apply through our website

Applications take approximately 15 minutes

Apply Now
Deadline: October 25

We secure funding & contact your employer

- BPN assess eligibility and then call your employer to confirm support and funding route
- Enrolment call with apprenticeship advisor to discuss programme requirements

Start in November

- November 2: First Day of Learning webinar - apprentices are inducted on to the programme by an Apprenticeship Tutor

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