



Apprenticeship Guide

Learning and Skills Mentor	
Level:	4
Duration:	12-18 months
Typical Job Roles:	Learning Mentor, Occupational Mentor and Technical Mentor
Role Profile:	This occupation is found in the public, private and voluntary sectors. The purpose of the learning and skills mentor occupation is to support individuals and groups with their learning and development towards agreed goals. They will typically work in an environment in their organisation where they are the knowledgeable other providing training and support but not necessarily line management.
Skills, Behaviours and Knowledge:	Plan, conduct and record mentoring activities Mentoring models, tools and techniques Evaluation processes of mentoring effectiveness Strategies to assess starting points of the mentee.
*Cost	£5,000

Apprenticeship Overview

- An apprenticeship is a real job with an accompanying skills development programme. It is a way to earn and learn, gaining valuable skills, knowledge and behaviours in a specific job role.
- Apprentices must spend at least 20% of their normal working hours on off-the-job training.
- Apprentices must achieve maths and English functional skills at level 2 during the programme (if not already achieved).
- Apprentices and employers will take part in regular reviews (at least every 12 weeks) to discuss progress and plan for achievement.

*Apprenticeships are either funded via the Apprenticeship Levy or via the government for non-levy paying employer (at least 95% of the cost is covered with additional funding and/or financial incentives for small employers).

Our 6 step apprenticeship journey:

Step 1 Onboarding and enrolment	Access deliver Matrix Standard accredited information, advice and guidance to all potential apprentices. We use various initial assessment methods such as a skills analysis, to establish current skills and experience, including maths and English, to develop an individualised learning plan.
Step 2 On programme learning and development	Access work with employers to design the apprenticeship programme incorporating on and off-the-job training. Our qualified Trainer Assessors use a blended approach of teaching, 1-1 sessions, e-learning, workshops and coaching to deliver the necessary skills, knowledge and behaviours including maths and English (where applicable).
Step 3 Gateway	Before moving to End Point Assessment, apprentices must meet the gateway requirements. These include: <ul style="list-style-type: none">• Maths and English functional skills• Evidence portfolio.
Step 4 End Point Assessment	Apprentices will be assessed via an independent end point assessment organisation (EPAO) to confirm competence. This will be arranged in advance and will consist of: <ul style="list-style-type: none">• Observation with questions• Professional discussion on evidence portfolio.
Step 5 Completion and certification	Upon successful completion of the End Point Assessment, the apprentice will have fully demonstrated their competence in the subject area and be awarded with their Apprenticeship certificates at either a pass, merit or distinction.
Step 6 Progression opportunities	Discussions will take place with all apprentices to help them plan the next steps on their career path. Completion of the apprenticeship can help progression to higher levels of apprenticeships, further training or promotion and businesses will benefit from high performing staff. Example of progression routes include the following; Possible future development: <ul style="list-style-type: none">• Senior Learning Mentor• Learning and Development Officer• Learning and Skills Teacher Apprenticeship.

For additional information and to discuss your individual requirements, contact our Engagement Team who will be happy to help.