

Mia Meades

Level 3 Learning & Development Practitioner

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You can access the standard [here](#).

Learning and Development (L&D) Practitioners are typically involved with identifying learning / training needs, designing / sourcing training and learning solutions, delivering and evaluating training, and 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. They link the learning within their area of responsibility to business objectives and performance, understanding the learning cycle and working by it.



Meet Mia Meades, Learning and Development Advisor at Frimley Health NHS Foundation Trust.

Mia recently completed her Level 3 Learning and Development Practitioner apprenticeship. We spoke with Mia about her experiences as an apprentice, keep reading to find out more.

1. Why did you decide to do the Level 3 Learning and Development Practitioner apprenticeship?

I chose to complete my Level 3 Learning and Development Practitioner apprenticeship because I knew it was going to really support me in my role as a Learning and Development (L&D) Advisor. I started in this L&D Advisor role with little prior experience within the Learning and Development field. I knew that this apprenticeship would provide me with the knowledge, skills, and behaviours to support me with this, especially focusing on the theoretical side of L&D, something that I knew very little about prior to stepping on programme.

2. What do you feel the benefits of apprenticeships in the People Professions are for the NHS?

I personally think apprenticeships offer so many benefits. Particularly for me, I love the fact that I am working towards a recognised qualification whilst still earning a salary. I think this extends to all roles and professions within the NHS. We are a people orientated organisation, with others being at the heart of what we do. Often, our own ambitions get lost in the work we are doing but being able to work towards your career goals and aspirations through apprenticeships, whilst still being able to work and support our communities, it enables us to upskill our workforce and develop our own!

3. Do you believe apprenticeships support career progression?

Yes, apprenticeships for me have made such a difference to my career development and progression. I started with the organisation in July 2020 as an Administrative Assistant on the Level 3 Business Administrator apprenticeship. After about 8 months in my role, I was given the opportunity to support some of my Learning and Development Advisor colleagues to support with my apprenticeship and ended up really enjoying the work I was doing. I was then lucky enough to apply for a L&D Advisor vacancy and was successfully recruited into the role in July 2021. My apprenticeship was a huge factor in me being successful into my current role. Without it there would have been no need for me to understand and work with other members of my department, and that really helped me to understand the direction I wanted my career to go in.

4. What would you say to anyone considering an apprenticeship?

I would say go for it! There are endless opportunities with apprenticeships, and they will support you massively in your career development and progression.

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