Course Spotlight:

Level 4 Learning and skills Mentor



Course overview

The Level 4 Learning and Skills Mentor Apprenticeship is designed for individuals who support the learning and professional development of others.

The programme develops the knowledge, skills and behaviours required to provide effective mentoring, build professional relationships and support individuals in achieving their personal and professional goals.

What will you learn?

- Effective mentoring techniques and approaches
- Identifying individual learning and development needs
- Active listening and effective questioning
- Setting achievable goals and monitoring progress
- Providing meaningful and constructive feedback
- Supporting individuals to overcome barriers to learning
- Professional boundaries and ethical mentoring practices
- Reflective practice and continuous improvement

Who is this apprenticeship for?

This apprenticeship is suitable for individuals working in roles that involve supporting, guiding or developing others, including workplace mentors, trainers, learning support staff and experienced employees with mentoring responsibilities.

How will you learn?

Throughout the apprenticeship, learners combine structured learning with practical workplace activities. With guidance from a dedicated Skills Coach, learners can apply new mentoring techniques in real situations, reflect on their performance and continuously develop their professional practice.

Where could it take you?

Potential career pathways include Workplace Mentor, Learning and Development Coordinator, Training Officer, Learning Support Practitioner and other professional development roles.

Benefits for employers

Developing skilled mentors within your organisation can help strengthen internal talent, encourage knowledge sharing, support employee development and create a positive culture of continuous learning.