



National Occupational Framework: Training and Development Specialist

Training and development specialists implement training programs to increase the knowledge and skills of their clients, who may be employees of an organization or jobseekers preparing for future employment. They assess training and development needs, design and implement training programs to meet goals, and evaluate the effectiveness of training activities.

Training and Development Specialist

National Occupational Framework

<https://urban.is/3UpROWT>



Apprenticeship: A Solution for Recruiting and Training Training and Development Specialists

Apprenticeship programs combine learning on the job and in the classroom to train workers in the exact skills needed by employers. Training and development specialists work in all industries to identify training and development needs and implement programs to meet learning outcomes. Apprenticeships equip workers with the knowledge of adult learning theory and the skills in curriculum and learning materials development needed to enter and succeed in this growing occupation.



Apprenticeship
Benefits:

90%

employment
retention for
apprentices

86%

of employers
with programs
recommend
apprenticeship

\$1.44

return on
investment for
every dollar
spent

WHAT'S INCLUDED IN A [NATIONAL OCCUPATIONAL FRAMEWORK](#)?

- background information to help you learn more about the occupation
- comprehensive list of the competencies apprentices need to do the job
- building blocks of information for employers developing a registered apprenticeship program

Questions? Visit the National Apprenticeship Resource Hub at apprenticeships.urban.org or contact the Urban Institute at apprenticeship@urban.org.



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