



Corporate Responsibility & Sustainability Professional

| *Level 4 Corporate Responsibility & Sustainability
Practitioner Apprenticeship*

About the Programme

Designed for organisations and individuals responsible for embedding sustainability, social value, and responsible business practices into everyday operations.

The programme develops the capability to embed Environmental, Social, and Governance (ESG) principles across business operations — strengthening organisational performance, improving reporting and compliance, and building long-term resilience.

You will develop the knowledge, skills, and confidence to support and deliver sustainability initiatives, engage stakeholders, and contribute to responsible business strategy, applying learning directly in real workplace contexts.

What the Programme Delivers:

The programme equips you with the tools to drive sustainability and corporate responsibility initiatives that align business performance with social and environmental impact.

It combines:

- ESG and sustainability strategy awareness
- Social value and cultural change capability
- Data, reporting, and governance skills
- Stakeholder engagement and communication
- Real-world project delivery

This ensures organisations can embed sustainability into operations, demonstrate impact, and deliver meaningful, long-term change.

Programme Structure

A Five-Phase Delivery Model

The programme is delivered through a structured learning journey, progressing through five defined phases that build capability from strategic awareness through to applied ESG delivery and organisational impact. It prepares you to successfully demonstrate your learning both at End Point Assessment and the workplace.

GETTING STARTED

Build core professional skills and understand the role of sustainability in modern organisations.

PHASE

1

The Strategic Navigator – Understanding Global ESG Foundations

Learn how ESG frameworks, governance, and external drivers shape strategy.

PHASE

2

The Human Lever – Culture Change & Social Impact

Develop skills to engage people, drive culture change, and deliver social value.

PHASE

3

Digital ESG in Practice

Analyse ESG data, produce reports, and support evidence-based decision-making.

PHASE

4

Stakeholder Leadership and Project Implementation

Lead sustainability initiatives and work with stakeholders to deliver impact.

PHASE

5

Assessment Events

Prepare for Assessment Events and completion

This approach ensures you successfully develop capabilities to translate sustainability strategy into practical action, delivering measurable impact across your organisation.

Key *Facts*

Duration: 15 months

Off-the-job hours: 8 hours per week*

Delivery: Our blended delivery model consists of:

- Self-guided online learning
- Recorded Webinars
- Live virtual teaching sessions
- 1:1 coaching and support
- Progress reviews
- Workplace-based project application

Cost:

- **Levy Payers: Zero.** The full cost of the £14,000 apprenticeship is covered by your levy
- **Non-Levy Payers will pay a proportion of the programme, with the majority paid by government co-contribution.** Please refer to the latest funding rules for full information.

Qualifications:

- **Level 4 Corporate Responsibility and Sustainability Practitioner Apprenticeship**

*Recommeneded average to support completion of total OTJ requirement

Entry *Requirements*

Learners enrolling on this apprenticeship must meet the following criteria:

- Be in employment in a job with responsibilities aligned with the apprenticeship standard
- Have evidence of funding eligibility from their employer
- Hold a GCSE Grade A*-C /9-4; OR a have completed recognised Access Programme or equivalent. Please note:
 - All applicants will undertake an initial assessment in English and Maths competency
 - Applicants must achieve a minimum of Level 1 to demonstrate readiness to study and ensure appropriate support to succeed on programme
- Meet DfE apprenticeship funding residency requirements
- Remain in contracted employment for the duration of the apprenticeship, including EPA

Level 2 English and Maths requirements:

Applicants aged 19+ must evidence GCSE English and Maths passes at grade A*- C/9-4, **OR** have an employer exemption, **OR** commit to completing Functional Skills Level 2 in addition to the programme.

If required, this is provided at no additional cost.

Programme

Phase Overview

Getting Started

MONTH 1

You will be introduced to the apprenticeship and begin developing the core professional and academic skills needed to operate effectively within modern organisational environments. This includes understanding programme expectations, building confidence in communication and collaboration, and developing essential professional behaviours.

You will also explore the purpose and impact of Corporate Responsibility and Sustainability, including the shift from philanthropy to a strategic business priority. You will begin developing your role as a 'social conscience', understanding governance structures, organisational responsibility, and how sustainability aligns with commercial objectives.

Phase 1: The Strategic Navigator – Understanding Global ESG Foundations

MONTHS 2-4

You will develop a strong understanding of the external frameworks and internal structures that shape sustainability strategy and performance. You will explore ESG legislation, industry best practice, governance models, and organisational responsibilities, gaining a clear understanding of how sustainability is embedded at both strategic and operational levels.

You will learn how to analyse risks and opportunities, identify sustainable practices that create value for both the organisation and society, and apply horizon scanning techniques to identify emerging trends and innovations. You will also begin contributing to strategic thinking, supporting the development of frameworks that guide organisational sustainability activity.

Programme

Phase Overview

Phase 2: The Human Lever – Culture Change & Social Impact

MONTHS 5-7

You will focus on embedding sustainability through people, culture, and behaviour. You will develop the practical skills to deliver Corporate Responsibility and Sustainability initiatives that engage colleagues, build awareness, and drive meaningful participation across your organisation.

You will design and deliver training, support communication of sustainability priorities, and lead initiatives such as community projects, social value activity, and fundraising programmes. You will also evaluate organisational culture and identify opportunities to strengthen impact through continuous improvement and innovation, recognising that lasting change is driven by people as much as processes.

Phase 3: Digital ESG in Practice

MONTHS 8-10

You will develop the technical capability to manage, analyse, and report on ESG performance data to support informed decision-making and organisational accountability. This includes working with complex data sets, interpreting performance metrics, and producing high-quality reports for both internal stakeholders and external requirements.

You will learn how to identify risks and escalate issues effectively, manage competing priorities, and ensure compliance with organisational and regulatory expectations. You will also explore how digital tools and emerging technologies, including AI, can improve efficiency, automate reporting, and strengthen data-driven sustainability governance.

Programme

Phase Overview

Phase 4: Stakeholder Leadership and Project Implementation

MONTHS 11-13

You will build leadership capability, enabling you to plan, deliver, and evaluate Corporate Responsibility and Sustainability initiatives that create tangible organisational and societal impact. You will manage the full lifecycle of sustainability campaigns and projects, from planning through to delivery and evaluation.

You will develop skills in stakeholder engagement, communication, and influence, working with internal teams and external partners to achieve shared goals.

You will also explore how sustainability strategy links to brand, workforce engagement, and organisational reputation — ensuring that your work delivers both measurable outcomes and long-term value.

Programme

Assessment

Phase 5: Assessment Events

MONTHS 14-15

In the final phase, you will consolidate your knowledge, skills, and behaviours and apply them within real workplace and assessment contexts.

The Assessment Events are designed to assess your ability to apply Corporate Responsibility and Sustainability principles in a practical organisational context. You will demonstrate how you contribute to sustainability strategy, engage stakeholders, and deliver initiatives that create measurable social, environmental, and organisational impact.

As part of the assessment you will produce a portfolio of evidence, complete a workplace project, and prepare for Assessment Events.

You will complete:

- A work-based project or initiative, demonstrating your ability to plan and deliver CR&S or ESG activity
- A professional discussion, supported by a portfolio of evidence developed throughout the programme

This ensures you can confidently demonstrate your capability to embed sustainability into organisational practice and deliver meaningful, long-term impact.



Ready to
take the next step?

Contact us

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and choose the option for apprenticeships

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