



The Midcounties
Co-operative

Opportunities to Develop

Learning and Development
Calendar 2026

L&D

Quarter 1 | 25th January to 25th April 2026

Mandatory

Food & Post Office Specific			
Course Name	Delivery Method	Estimated Completion Time	Colleagues Required
2026 Appropriate Behaviours Module	i.Learn	20 Minutes	All Colleagues
H&S Policy Review	i.Learn	15 Minutes	Line Managers
Competition Law	i.Learn	20 Minutes	Specific Colleagues
Fraud Prevention	i.Learn	15 Minutes	Specific Colleagues
Fire Warden Training	i.Learn	30 Minutes	Managers
Staying Safe In Store - Shoplifting	i.Learn	7 Minutes	All colleagues in Identified High-risk Stores

Travel Specific			
Course Name	Delivery Method	Estimated Completion Time	Colleagues Required
2026 Appropriate Behaviours Module	i.Learn	20 Minutes	All Colleagues
H&S Policy Review	i.Learn	15 Minutes	Line Managers
Competition Law	i.Learn	20 Minutes	Specific Colleagues
Fraud Prevention	i.Learn	15 Minutes	Specific Colleagues
Fire Warden Training	i.Learn	30 Minutes	Managers

Childcare Specific			
Course Name	Delivery Method	Estimated Completion Time	Colleagues Required
2026 Appropriate Behaviours Module	i.Learn	20 Minutes	All Colleagues
H&S Policy Review	i.Learn	15 Minutes	Line Managers
Competition Law	i.Learn	20 Minutes	Specific Colleagues
Fraud Prevention	i.Learn	15 Minutes	Specific Colleagues
Fire Warden Training	i.Learn	30 Minutes	Managers

Utilities Specific			
Course Name	Delivery Method	Estimated Completion Time	Colleagues Required
2026 Appropriate Behaviours Module	i.Learn	20 Minutes	All Colleagues
H&S Policy Review	i.Learn	15 Minutes	Line Managers
Competition Law	i.Learn	20 Minutes	Specific Colleagues
Fraud Prevention	i.Learn	15 Minutes	Specific Colleagues

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Support Services			
Course Name	Delivery Method	Estimated Completion Time	Colleagues Required
2026 Appropriate Behaviours Module	i.Learn	20 Minutes	All Colleagues
H&S Policy Review	i.Learn	15 Minutes	Line Managers
Competition Law	i.Learn	20 Minutes	Specific Colleagues
Fraud Prevention	i.Learn	15 Minutes	Specific Colleagues

Open

LEAP			
Course Name	Dates of Information Sessions	Application Dates	Apprenticeship Start Date
Early Years Practitioner Level 2	9th February 2026 – 2.00pm 20th February 2026 – 10.00am	23rd February – 15th March 2026	April 2026
Early Years Educator Level 3	9th February 2026 – 2.00pm 20th February 2026 – 10.00am	23rd February – 15th March 2026	April 2026
Early Years Lead Practitioner Level 5	5th March 2026 – 2.00pm 10th March 2026 – 10.00am	16th March – 5th April 2026	May 2026
Retail Manager Level 4	3rd March 2026 – 2.00pm 12th March 2026 – 10.00am	16th March – 12th April 2026	June 2026
Team Leader/ Supervisor Level 3	17th March 2026 – 2.00pm 25th March 2026 – 10.00am	13th April – 3rd May 2026	June 2026
Operations Manager Level 5	17th March 2026 – 2.00pm 25th March 2026 – 10.00am	13th April – 3rd May 2026	June 2026
Travel Consultant Level 3	17th March 2026 – 2.00pm 25th March 2026 – 10.00am	13th April – 3rd May 2026	June 2026