

# APPRENTICESHIPS

## Early Years Educator - Level 3



### PROGRAM DETAILS

This training is ideal for learners looking to progress in their work with children between birth and 7 years. Typically these learners plan and supervise child initiated and adult led activities, are highly trained professionals who play a key role in ensuring that young children learn and develop. Learners typically work for a private nursery, childminders or early years/foundation stage setting in a school.

### RECRUITING YOUR APPRENTICE

Once you have registered a job with us and told us all about your requirements, what it is like to work in your setting and the type of person you are looking for, we will then carefully match suitable candidates and present you with the most suitable candidate CV's. We advertise your vacancy on our website and also on our social media channels. We will arrange interviews on your behalf and manage the job offer process when you are ready to appoint. We interview and conduct initial assessments on all of our candidates to ensure from the onset that they are committed and are suitable for the apprenticeship and your school.

### ENTRY REQUIRMENTS

Learners should ideally hold the Level 2 EYP qualification prior to undertaking learning. In order to pass this Level 3 Apprenticeship, learners will need to hold a Level 2/Grade 4/C in both Maths and English. Learners must also complete the Level 3 Award in Paediatric First Aid. This apprenticeship is approximately an 18 month learning programme. .

### TRAINING DELIVERY

Learners will attend our Tutor led classroom session at our Carlisle based training centre in the city centre 2 full days a month.

These are planned sessions across the academic year.

### COURSE CONTENT

This apprenticeship is designed to develop the learners' knowledge, skills and behaviours (K.S.B) in order to successfully complete an EPA (End Point Assessment).

Opposite you will see a breakdown of the K.S.B the learner will be exposed to in this apprenticeship.

### APPRENTICESHIP DETAILS

The course content includes a range of topics which make up the variety of knowledge, skills and behaviours of what makes for a highly competent and professional Early Years Educator. By acquiring these elements your new recruit will graduate the apprenticeship a fully competent and well trained EYFS specialist.

#### KNOWLEDGE

- Patterns of children's development
- Theories and philosophical approaches to learning
- Importance of children's holistic development
- Current early education curriculum requirements
- Legal requirements and guidance on health and safety safeguarding and promoting the welfare of children.

#### SKILLS

- Plan and lead activities and educational programmes
- Provide learning experiences appropriate to the age
- Encourage children's participation in learning and play
- Support and promote children's speech and language
- Support children's group learning and socialisation
- Maintain accurate and coherent records and reports

#### BEHAVIOURS

- Work with care and compassion
- Being team-focused
- Show honesty, trust and integrity
- Commitment to improving outcomes for children
- Work in a non- discriminatory way



## EMPLOYER RESPONSIBILITIES

Your apprentice must be allocated a **mentor** in the workplace to assist them within the day to day working environment and to act as contact for the tutor. This is usually their Class Teacher or Room Leader they work with regularly.

### The mentor/employer must;

- Support the apprentice, while on-programme, to achieve the standards set out in the apprenticeship
- Pay a min of £4.81 an hour (from April 2022)
- Offer min of 30 hours a week
- Fund the learners' enhanced DBS upon offer of employment
- Determine when the apprentice is working at or above the level outlined and is ready for their end point assessment
- Support the apprentice as they develop their portfolio of evidence
- Allow 20% of time off the job for online learning and classroom based lesson attendance
- Allow opportunities for a variety of off the job training such as attendance to inset day training, staff meetings or briefings, and coaching from a range of staff

## FUNDING & COSTS

If your school, nursery or business pays into the apprenticeship levy, the cost of the training is covered. If you don't pay into the levy then the government still covers 95% of the costs so you only pay **£300 of the Early Years Educator course fees;**

### HOW MUCH DOES IT COST TO EMPLOY AN APPRENTICE EARLY YEARS EDUCATOR?

Based on a typical **term time only** contract; 30 hours week apprentice wage (£4.81 from 1st April) the wage bill/cost of an apprentice EY Educator would only be **£6,414 a year.**

example calculation - (£4.81 hr x 30 hrs a week x 44.45 weeks (39 working weeks plus 5.45 holiday weeks' pay) = £6414) **Please note that we do encourage employers where possible to pay more than minimum wage if they can.**

**£1000 incentive  
for 16-18 year old hires**



## LEARNER JOURNEY

The **Early Years Educator Apprenticeship** typically takes **18 months to complete.** The program includes "on-programme learning" followed by assessment for **Gateway.** Learners will be provided with a clear scheme of work which will set out the scheduled classroom and online sessions, 1-2-1 reviews, Tutor observations and mock end point assessments.

## GATEWAY

When an apprentices is ready for Gateway, they must have proof that they hold at a **Level 2 in English & maths and have achieved the Level 3 in Paediatric 1st Aid.** Learners engaged in functional skills training must have completed training and achieved the correct grade before EPA can take place.

## END POINT ASSESSMENT

The EPA for EYE is made up of a **90 min professional discussion** which is supported by a **portfolio of evidence** (containing 10 - 12 pieces of evidence) which can be used by the apprentice to evidence and support their responses to those questions.

In addition, there is also a **knowledge test** of 35 questions over 60 min period.

The learner is awarded either a distinction, pass or fail following EPA. Should they fail one or more of the EPA methods they will be offered the opportunity to take a resit/retake.



Paediatric First Aid Training - L3



To find out more about candidates in your area, please get in touch with Sarah Taylor, Lead Tutor at [apprenticeships@system-people.co.uk](mailto:apprenticeships@system-people.co.uk) [www.system-people.co.uk](http://www.system-people.co.uk)