

APPRENTICESHIPS

Early Years Educator - Level 3



PROGRAMME 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

You can register your apprentice vacancy on our dedicated apprenticeship jobs board by visiting [our website](#). Once you have registered a job with us we will be in touch to find out more about your vacancy and the type of person you are looking for. We will then encourage suitable candidates to apply. We interview and conduct initial assessments with all of our candidates to ensure from the onset that they are committed and suitable for the apprenticeship. All new applicants sign up to the job alerts and when your vacancy has been posted, they will receive an alert and are welcome to apply. You will receive applications directly from applicants on our new application jobs board. From here you are able to accept or reject applications and request interviews. We oversee this and keep things running smoothly. We also advertise your vacancy on our social media to increase exposure and success for your advert. We will manage the job offer process when you are ready to appoint.

ENTRY REQUIREMENTS

Learners require a Level 2 Early Years qualification or, experience working in Early Years. If they do not already hold a grade 4/C in Maths and English, they will be required to carry out an Assessment to see if we are able to offer them Functional skills support to reach a Level 2 (grade C/4 equivalent).



TRAINING DELIVERY

Your learner will enjoy a blended learning experience through live Tutor- led classroom sessions via Zoom, 2 days a month (every other week). This is supported by 1-2-1 visits from their tutor.

Learners will also complete online learning modules via our bespoke interactive learning technology platform OLLIE.

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 with the day-to-day working environment and to act as contact for the tutor. This is usually the class teacher 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 minimum of £6.40 an hour.
- Offer a minimum 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 (£6.40 from 1st April 2024) the wage bill/cost of an apprentice Practitioner would only be **£8,572.80 a year.**

Example calculation - ($£6.40 \text{ hr} \times 30 \text{ hrs a week} \times 44.65 \text{ weeks}$ (39 working weeks plus 5.65 holiday weeks' pay) = £8,572.80)
Please note that we do encourage employers 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 programme 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 apprentice 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

www.system-people.co.uk