

# APPRENTICESHIPS

## Early Years Lead Practitioner - Level 5



### PROGRAMME DETAILS

The aim of this apprenticeship is to equip practitioners who directly engage with children with the skills needed to effectively lead and enhance day-to-day practices within their setting.

Early Years Lead Practitioners are entrusted with the care and education of children aged from birth to 8 years. They play a crucial role in ensuring that children receive the best possible start to their educational journey.

### 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. We will manage the job offer process when you are ready to appoint.

### ENTRY REQUIREMENTS

All Apprentices must hold and show evidence of GCSEs (or Equiv) in English and Maths at Grade C (4) or above, or the ability to achieve Level 2 English and Maths during the programme; hold a **Level 3 Early Years Educator** qualification or equivalent qualifications/experience; be a continuous resident of the UK for the past three years; have an active engagement in daily interactions with children within the birth to 5 age range, following the guidelines of the Early Years Foundation Stage (EYFS).

### TRAINING DELIVERY

Your learner will have this apprenticeship delivered via self-directed online learning modules on our bespoke learning platform OLLIE.

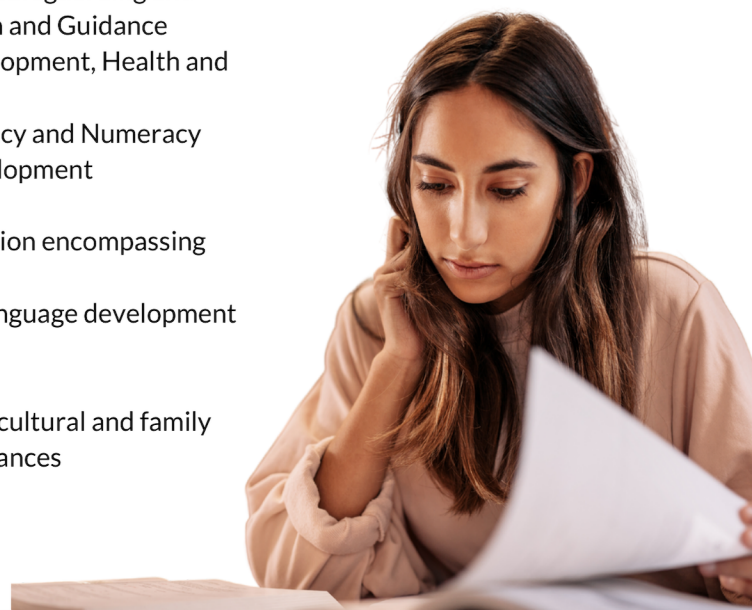
This will be supported with monthly tutor-led sessions over zoom and 1-2-1s with the Early Years Tutor. Every quarter, a review will be conducted with the learner, tutor and employer.

### 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 Lead Practitioner. By acquiring these elements you will graduate the apprenticeship a fully competent and well trained Practitioner.

The training delivery will cover the following topics:

- Effective implementation of Safeguarding and Health and Safety Legislation and Guidance
- Effective promotion of Development, Health and Wellbeing
- Effective promotion of Literacy and Numeracy
- Continual Professional Development
- The Unique Child
- Equality, Diversity and inclusion encompassing the Rights of the Child
- Theoretical approaches to language development
- Leadership Styles
- Pedological Approaches
- Theory on the impact Social, cultural and family situations can have on life chances
- Case studies



## 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 **£400 of the Early Years Lead Practitioner fees**.

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

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

All applicants will initially be invited to a Teams interview conducted by our sector specialists. This interview is designed to ensure that candidates possess the necessary experience, meet the entry prerequisites, and have a comprehensive understanding of the programme they are enrolling in.

The **Early Years Lead Practitioner Apprenticeship** typically takes **18 - 24 months to complete**. The programme includes "on-programme learning" followed by assessment for **Gateway**. The learner 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.

## END POINT ASSESSMENT

The final milestone of the learning journey comprises a multifaceted End Point Assessment, encompassing three distinct parts:

1. **Observation with Questions:** A demonstration of skills in the workplace, guided by an independent assessor's observation and insightful questioning.
2. **Professional Discussion with Portfolio:** A structured conversation with an assessor that brings out competence, supported by a portfolio that underscores learner accomplishments.
3. **Case Study with Report and Presentation:** A real-life workplace scenario that challenges learners to delve into in-depth analysis, leading to a comprehensive case study report and a corresponding presentation.



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)

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