

Apprenticeships +

Early Years
Educator

Apprenticeship
Level 3





Quick Information

New Apprenticeship Standard designed by employers for employers

Sector

Childcare and education

Who is it for?

School leavers, new recruits and existing staff

Start date

September, however other intakes throughout the academic year can be considered.

Level

Level 3

Duration

Minimum 18 months to Gateway, followed by an additional 3 months to achieve the End Point Assessment.

How does it work?

4 days in the workplace and 1 day per week release to attend college delivery which will be a blended learning delivery model, online learning, and face to face classroom delivery.

Assessment

Written assignments
Longitudinal study
Observation
Professional discussion

Qualification

Level 3 Early Years Practitioner Standard

Additional qualifications

NCFE Cache Level 3 Diploma for the Early Years Workforce (Early Years Educator) (Aim 60126292)

Review

3 Years

Early Years Educators

Highly trained professionals who play a key role in ensuring that young children learn and develop well and are kept healthy and safe.

Early Years Educators, and other job roles such as nursery nurse and childminders, are highly trained professionals who play a key role in ensuring that young children learn and develop well and are kept healthy and safe. They work in a range of settings including full day care, children's centres, pre schools, reception classes and as childminders. They may either be working on their own or supervising others to deliver the Early Years Foundation Stage (EYFS) requirements set by Government for the learning, development and care of children from birth to 5 years old.



Key Areas of Study

The apprentice will cover essential knowledge, skills and behaviours on their programme, as set out below.

An Early Years Educator:

- Plans and supervises child initiated and adult led activities which are based around the needs and interests of each individual child
- Supports children to develop numeracy and language skills through games and play
- Has key person responsibility to help ensure each child feels safe and secure
- Observes each child and shapes their learning experience to reflect their observations
- Meets the care needs of the individual child such as feeding, changing nappies and administration of medicine
- Works in partnership with other colleagues, parents and/or carers or other professionals to meet the individual needs of each child

With additional experience, an Early Years Educator can become the manager of an early years setting

Individuals will undergo all the checks as per the EYFS requirements to ensure suitability to work with children.

Behaviours

These are the behaviours expected of all Early Years Educators carrying out their role:

- **Care and compassion** - provide the very best childcare to every child every day combined with the ability to professionally challenge poor practice
- **Being team-focused** - work effectively with colleagues and other professionals and support the learning and development of others through mentoring and sharing of professional expertise and experience.
- **Honesty, trust and integrity** - develop trust by working in a confidential, ethical and empathetic manner with a common sense and professional attitude.
- **Commitment** to improving the outcomes for children through inspiration and child centred care and education
- **Work in a non-discriminatory way**, by being aware of differences and ensuring all children have equal access to opportunities to learn, develop and reach their potential.

- **Working practice take into account fundamental British values** including democracy, the rule of the law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

An Early Years Educator

Knows and understands:

- The expected patterns of children's development from birth to 5 years, and have an understanding of further development from age 5 to 7.
- The significance of attachment and how to promote it effectively.
- A range of underpinning theories and philosophical approaches to how children learn and develop, and their influence on practice.
- How children's learning and development can be affected by their stage of development and individual circumstances such as moving school, birth of a sibling, family breakdown and adoption and care
- The importance of promoting diversity, equality and inclusion, fully reflecting cultural differences and family circumstances.
- The importance to children's holistic development of: - speech, language and communication - personal, social and emotional development - physical development
- Systematic synthetic phonics in the teaching of reading, and a range of strategies for developing early literacy and mathematics.
- The potential effects of, and how to prepare and support children through, transitions and significant events in their lives.
- The current early education curriculum requirements such as the Early Years Foundation Stage.

Is able to:

- Analyse and explain how children's learning and development can be affected by their stage of development and individual circumstances such as the needs of children learning English as an additional language from a variety of cultures
- Promote equality of opportunity and anti-discriminatory practice.
- Plan and lead activities, purposeful play opportunities and educational programmes which include the learning and development areas of current early education curriculum requirements.
- Ensure plans fully reflect the stage of development, individual needs and circumstances of children and providing consistent care and responding quickly to the needs of the child.
- Provide learning experiences, environments and opportunities appropriate to the age, stage and needs of individual and groups of children.
- Encourage children's participation, ensuring a balance between adult-led and child-initiated activities.
- Engage in effective strategies to develop and extend children's learning and thinking, including sustained shared thinking.

- Support and promote children’s speech, language and communication development.
- Support children’s group learning and socialisation.
- Model and promote positive behaviours expected of children such as turn taking and keep reactions and emotions proportionate.
- Support children to manage their own behaviour in relation to others.
- Plan and provide activities to meet additional needs, working in partnership with parents and/or carers and other professionals, where appropriate.
- Carry out and record observational assessment accurately.
- Identify the needs, interests and stages of development of individual children.
- Make use of formative and summative assessment, tracking children’s progress to plan next steps and shape learning opportunities.
- Discuss children’s progress and plan next stages in their learning with the key person, colleagues, parents and/or carers.
- Communicate effectively in English in writing and verbally. For example, in the recording of administration of medicine, completing children’s observational assessments and communicating with parents and other professionals.
- Engage in continuing professional development and reflective practice to improve own skills, practice, and subject knowledge (for example, in English, mathematics, music, history, or modern foreign languages).
- Plan and carry out physical care routines suitable to the age, stage and needs of the child.
- Promote healthy lifestyles for example by encouraging babies and young children to consume healthy and balanced meals, snacks and drinks appropriate for their age and be physically active through planned and spontaneous activity through the day.
- Undertake tasks to ensure the prevention and control of infection for example hand washing, food preparation and hygiene, dealing with spillages safely, safe disposal of waste and using correct personal protective equipment.
- Carry out risk assessment and risk management in line with policies and procedures.
- Maintain accurate and coherent records and reports and share information, only when appropriate, to ensure the needs of all children are met, such as emotional, physical, psychological and cultural.
- Identify and act upon own responsibilities in relation to health and safety, security, confidentiality of information, safeguarding and promoting the welfare of children.
- Work co-operatively with colleagues and other professionals to meet the needs of babies and children and enable them to progress.
- Work in partnership with parents and/or carers to help them recognise and value the significant contributions they make to the child’s health, well-being, learning and development.
- Encourage parents and/or carers to take an active role in the child’s play, learning and development.

Qualifications

Apprentices must successfully complete a Level 3 Early Years Educator qualification. Please refer to the DfE list of approved EYE qualifications:

<https://www.gov.uk/government/publications/eyfs-staffchild-ratios-dfe-approved-qualifications>

Apprentices without Level 2 English and maths will need to achieve this level prior to taking their End Point Assessment. For those with an education, health and care plan or a legacy statement, the Apprenticeships English and maths minimum requirements are Entry Level 3, and the British Sign Language qualification is an alternative to English qualifications for Apprentices for whom this is their primary language.

Apprentices must successfully complete the Level 3 Award in Paediatric First Aid. (RQF) or Level 3 Award in Emergency Paediatric First Aid (RQF) or complete a first aid course delivered by one of the following types of organisations as per the EYFS requirements. Voluntary aid society, member of trade body with an approval and monitoring system, or acknowledged by the Health and Safety Executive.

Training, Tutoring and Assessment

The whole programme takes a minimum of 21 months to complete, typically 18 months for learning, at which point your Apprentice can start their End Point Assessment, by agreement with you and us. The pace at which the Apprentice progresses will be driven by you and the Apprentice. We will work closely with you to plan and deliver appropriate support and training. Your Apprentice will mainly learn on the job, but training and tutoring/college delivery of knowledge elements are a key part of the new Apprenticeship Standards, not just assessment, with more time on tutoring as part of the 20% off-the-job training. We will carry out joint reviews with you at 10-12 week intervals to discuss progress. You can use your normal performance management processes to monitor the progress of the Apprentice, provide feedback and guide development. Your Apprentice will be expected to keep a portfolio to track their learning and development throughout the Apprenticeship.

End Point Assessment

In conjunction with us, you will be asked to formally sign-off that the Apprentice has met the minimum requirements for knowledge, skills and behaviours within the Apprenticeship Standard and confirm they are ready to move on to the End Point Assessment.

The EPA for the Early Years Educator consists of 2 assessments:

- Professional Discussion underpinned by a Portfolio of Evidence
- Knowledge Test.

Each EPA method covers distinct criteria from the standard.

For more information on the assessment for the Early Years Educator Apprenticeship please see the full assessment plan in the Apprenticeship Standard documentation. We will arrange the End Point Assessment.



Apprentice Entry Requirements

A minimum of 4 GCSE's at grade C or above including English Language and Maths. Maths and English equivalents can be accepted.

More Information

To find out more about the opportunities and financing of apprenticeships and to discuss your particular requirements, please email apprenticeshipsandtraining@sheffcol.ac.uk or call **0114 260 2600** to speak to one of our friendly employer advisors.

Get In Touch

Email

apprenticeshipsandtraining@sheffcol.ac.uk

Call

0114 260 2600

Twitter

@Sheffcolappsplus

Facebook

facebook.com/Sheffcolappsplus

LinkedIn

linkedin.com/company/the-sheffield-college



Why choose The Sheffield College?

As one of the region's largest providers of Apprenticeships, The Sheffield College is more than just your local provider; we deliver the dedicated support you need to source, train and get the best out of your apprentice.

We appreciate how difficult and time consuming it can be to recruit suitable staff. That's why we will source, shortlist and prepare candidates before you meet them.

We help you get the best deal by finding the right funding and we handle the paperwork to make the process of arranging an Apprenticeship training programme as smooth as possible. Our Employer Engagement Team, tutors and assessment staff are experts, and we invest time and money in training and upskilling them regularly so their knowledge is up-to-date and industry standard.

At The Sheffield College we go above and beyond; we know that every business is different and we help to develop Apprentices who will meet the needs of your business.