

# WE ARE HERE TO HELP APPRENTICES BEE WHAT THEY WANT TO BEE

## Early Years Educator Apprenticeship

For more information on this standard, visit the [Institute for Apprenticeships and Technical Education](#).

### 1 The Apprenticeship

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 within a range of settings including full day care, children's centres, preschools, reception classes and in a home setting as childminders. They may be working on their own or supervising others to deliver the Early Years Foundation Stage (EYFS) requirements set by the Government for the learning, development and care of children from birth to 5 years old.

From understanding the expected patterns of children's development from birth to 5 years, and have an understanding of further development from age 5 to 7 to the importance of undertaking continued professional development to improve your own skills and early years practice, an Early Years Educator is required to understand a wealth of knowledge, behaviours and skills for early years settings.

Funding Band: 9 (£6,000)

Duration: 18 months

Level: 3



### 3 On-the-job and Off-the-job training

This is where all the apprentice's training and development takes place. They will be busy making sure they have packed all the essential items to complete their journey. This may include a qualification if it is identified as a requirement in the standard.

Formative assessment of skills, knowledge and behaviours is required in the delivery of the standard and this will be outlined in the assessment plan. Mathematics and English are required (level varies according to the standard).

### 2 Initial Assessment Plan

Employers will set their own entry requirements in order to start on this apprenticeship. This will include:

- Level 2 Award in Functional Skills English
- Level 2 Award in Functional Skills Mathematics



## 4 Gateway

In order to enter into this phase, the apprentice will need to have passed all the relevant knowledge, skill and behaviour criteria as set out in the apprenticeship standard. It will be the employer's decision to place an apprentice through End-Point Assessment.

In order to pass, the apprentice must have achieved:

- Level 2 Award in Functional Skills English.
- Level 2 Award in Functional Skills Mathematics.
- Level 3 Diploma for the Children's Workforce (Early Years Educator).
- Level 3 Award in Paediatric First Aid (RQF), or Level 3 Award in Emergency Paediatric First Aid, or completed a first aid course delivered by one of the following types of organisations as per the EYFS requirements: a voluntary aid society or a member of a trade body with an approval monitoring system.
- A portfolio of evidence that will underpin the Professional Discussion. This cannot include reflective accounts or witness testimonies.

If all the above has been completed, employers can feel confident that they are putting forward apprentices who are in the best shape to pass their End-Point Assessment.



## 5 End-Point Assessment

The synoptic End-Point Assessment will consist of two equally-weighted components: the Knowledge Test and the Professional Discussion (underpinned with Portfolio).

The Professional Discussion can be held either face to face or via remote methods. The Knowledge Test is offered both through paper-based and on-screen exams, with a range of options for invigilation types.



Knowledge Test	Professional Discussion (underpinned with Portfolio)
<p>An effective way of accessing the associated knowledge and skills for the Early Years Educator standard is via a knowledge test. As there is a substantial quantity of theories, psychological practices and safeguarding knowledge to test and assess before competence can be confirmed, the knowledge test will last for 60 minutes and contain 35 multiple choice questions.</p> <p>The test can be either computer or paper-based. Apprentices need to score at least 23 correctly, and of this 23, five must be aligned to safeguarding (K15).</p> <p><b>Fail</b> (0-22 correct answers) <b>Pass</b> (23-35 correct answers)</p>	<p>The professional discussion will be appropriately structured to draw out the best of the Apprentice's competence and excellence and cover the Knowledge, Skills and Behaviours assigned to this assessment method.</p> <p>The underpinning portfolio which is required to accompany the professional discussion will include naturally-occurring evidence, and will help the assessor to question and analyse against the KSBs.</p> <p>The Apprentice will be required to submit 10-12 pieces of evidence in total. Evidence must include at least two observations of practice (max 20 minutes in length) and should be video recorded where possible except where there are safeguarding concerns, in which case a written account is acceptable. Written accounts should be purely factual and must be written by an appropriately qualified person who holds a position of responsibility (for example, a line manager).</p> <p>The independent assessor will conduct and assess the professional discussion which must last for 90 minutes (+10%). If further time is needed, it may be granted for Apprentices with appropriate needs, for example where signing services are required.</p> <p><b>Fail/Pass/Distinction</b></p>

## Grading

The apprenticeship can be given one of three grades: fail, pass or distinction.

Apprentices cannot achieve the apprenticeship without gaining at least a pass in every assessment element. Once the apprentice has achieved at least a pass in each assessment element the final grade can be calculated as follows:

Knowledge Test	Professional Discussion	GRADE
Fail	Fail	Fail
	Pass	Fail
	Distinction	Fail
Pass	Fail	Fail
	Pass	Pass
	Distinction	Distinction



## 6 Completion and Certification

Once the assessor verifies the elements of the standard and the apprentice has successfully completed all elements at the End-Point Assessment, TQUK will initiate the certification process. Working with the Education & Skills Funding Agency, we will ensure that apprentices receive their certificate in recognition of completing their apprenticeship.

## 7 Occupational Competence

An apprentice who has completed the Early Years Educator Apprenticeship Standard, has the ability to move into a multitude of career pathways afterwards. These include studying higher education in Early Years, Youthwork and Playwork to options in specialist roles like Special Education Needs Co-ordinator (SENCO), Safeguarding and Physical Activity and Nutrition Co-ordinator (PANCO).

