

# Early Years Apprenticeships in Leicestershire

NVQs/Apprenticeship Frameworks have been replaced by Apprenticeship Standards across all sectors. Apprenticeship Standards are developed by 'Trailblazer Groups' who work with [The Institute for Apprenticeships and Technical Education \(IFATE\)](#) to ensure each Apprenticeship Standard is developed and delivered to the highest standard. Trailblazer Groups are comprised of employers who are representative of the sector they are developing an apprenticeship for; they are supported by IFATE and sector experts.

## **There are currently 3 'Full and Relevant' Early Years Apprenticeship Standards**

- [Level 2 Early Years Practitioner](#) – count in the EYFS staff:child ratio at Level 2
- [Level 3 Early Years Educator](#) – count in the EYFS staff:child ratio at Level 3
- [Level 5 Early Years Lead Practitioner](#) – count in the EYFS staff:child ratio at Level 3

The above 3 web links show in detail what is involved in each apprenticeship and the job roles it is suitable for. It is important to thoroughly read the Knowledge, Skills, Behaviours and Duties to ensure the practitioner will be able to meet all of these standards and requirements; this is imperative in order to pass the End Point Assessment (EPA). The linked web pages above also contain buttons to find apprenticeship training providers who deliver each standard.

The EPA is undertaken by an independent assessor, the independent assessor is employed by an End Point Assessment Organisation (EPAO), the EPAO is independent to the training company who delivered the apprenticeship learning. This independent, robust and rigorous assessment ensures each apprentice has achieved full occupational competence. The EPA methods for the 3 early years apprenticeships can be found by clicking on the web links above, methods currently include; Professional Discussion underpinned by a Portfolio of evidence, Knowledge Test, A Case Study with Report and Presentation with Questioning and an Observation with Questions.

- The Level 2 Early Years Practitioner (EYP) Apprenticeship Standard takes around 12 months to complete
- The Level 3 Early Years Educator (EYE) Apprenticeship Standard takes around 18 months to complete
- The Level 5 Early Years Lead Practitioner (EYLP) Apprenticeship Standard takes around 24 months to complete

The Department for Education (DfE) defines [which qualifications count as full and relevant when working within the Early Years Foundation Stage \(EYFS\)](#) and at what level they count as in the EYFS staff:child ratio. The EYFS staff:child ratio includes those who are unqualified,

those who count as [level 2 because they have achieved \(EYP\) Early Years Practitioner Criteria](#), those who count as [level 3 because they have achieved \(EYE\) Early Years Educator Criteria](#) and those who are level 6. It is important to note that there are only 3 'Statuses' that count as level 6; level 4, 5, 6 and Degree qualifications can only ever count as level 3 in ratio, and only if the qualification meets EYE Criteria.

### **Who can undertake an Apprenticeship Standard?**

The apprentice can be of any age and already employed in an early years setting, their contract of employment and salary will not change, however all apprentices must undertake at least [20% off the job training](#). This means you pay them their usual salary but 20% of their time must be spent within learning opportunities.

It is not necessary to undertake the level 2 prior to undertaking the level 3, it is also not necessary to undertake the level 3 prior to undertaking the level 5. The level 5 is an excellent progression opportunity for someone who holds a qualification that is not considered full and relevant; such as Teaching Assistant or Health and Social Care, they can step upwards and gain full and relevant qualified status.

Applicants will need to undertake a Disclosure and Barring Service check. Apprentices will need to achieve level 1 English and maths for the level 2 EYP and level 2 English and Maths for the level 3 EYE and level 5 EYLP prior to End Point Assessment if they do not already hold these. Apprentices/Practitioners will always need to hold a Paediatric First Aid Certificate in order to count in the 'qualified' staff:child ratio when delivering the EYFS.

### **The money bit...**

If they are a new starter as an apprentice they could be paid the apprenticeship rate of pay. If they are employed as a new starter as an apprentice and their contract of employment commenced between 1<sup>st</sup> April 2021 and 30 September 2021 employers can apply before 30<sup>th</sup> November 2021 for the employer [apprenticeship incentive payment](#) of £3,000. If they are employed as an apprentice and their contract of employment start date is between 1<sup>st</sup> October 2021 and 31<sup>st</sup> January 2022 employers can apply for the £3,000 incentive payment from January 2022. In addition to the £3,000 incentive payment; if you employ a 16-18 year old or someone aged under 25 with an EHCP or who has been in the care of the local authority you can receive a further payment of £1,000.

Apprenticeship training is funded through [the Apprenticeship Levy](#) if an employer is not a 'Levy' paying organisation then most of the cost of the apprenticeship is government funded and the employer funds 5% typically in monthly installments:

Apprenticeship	Total Cost	5% of Total Cost	/number of months = monthly instalment for duration of Apprenticeship
Level 2 EYP	£4,000.00	£200.00	£200.00 / 12 months = around £17/month
Level 3 EYE	£6,000.00	£300.00	£300.00 / 18 months = around £17/month
Level 5 EYLP	£8,000.00	£400.00	£400.00 / 24 months = around £17/month

Leicestershire County Council has developed a process to fully fund the 3 early years apprenticeships; early years providers who offer the FEEE in Leicestershire can apply to access the Local Authorities Apprenticeship Levy. If employers choose to pay for the training through monthly instalments as per the table above, you can choose any training provider.

If employers choose to apply for full funding from [Leicestershire County Council's Apprenticeship Levy](#) you can only select a training provider who delivers a high-quality learning experience through the apprentice's attendance of classroom style learning, this could be virtual or face to face. When training is only delivered on a 1:1 basis between the tutor and the learner; the depth and breadth of discussion, learning opportunities and the quality of the learning experience is narrowed in comparison to classroom learning alongside peers.

For a high-quality learning experience the tutor/trainer/assessor delivering the learning should be qualified to at least a level higher to the level of qualification/apprenticeship they are delivering. It is important that the tutor/trainer/assessor also has recent and relevant experience of the sector along with a higher level full and relevant qualification. E.g. the tutor/trainer/assessor delivering a Level 5 Early Years Lead Practitioner Apprenticeship should hold at least a full and relevant early years degree, have experience of working in the sector and remain up to date by undertaking regular CPD.