Shaping Lives

Shaping your tomorrow, today.

Early Years Educator Level 3 Apprenticeship

Featuring **EXCLUSIVE** 'Get Set for SEND' module
(see inside for details)



Education & Skills Funding Agency

Ofsted Good Provider

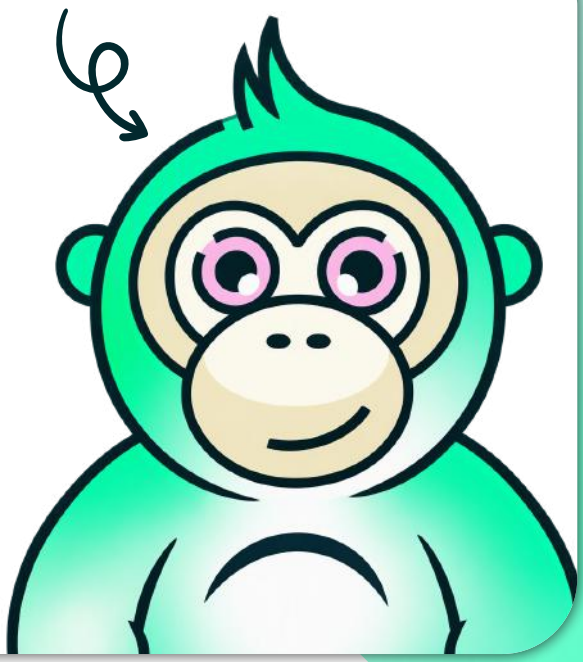
Early Years Educator

Level 3 Apprenticeship

Making the right choice about your next step is key to unlocking your potential and setting yourself up for a bright future. This overview is here to give you all the essential info about the apprenticeship—how they benefit you, and why it's the perfect route for practical learners like you.

Ready to shape your tomorrow? Let's dive in.

Meet Arti, our brand mascot



The Early Years Educator programme is designed to empower learners to plan and supervise activities tailored to the needs and interests of each child. Participants will develop essential skills to support children's numeracy and language growth, observe and enhance the learning experience, and collaborate effectively with colleagues, parents, and carers.



For Learners:
This programme provides learners with the knowledge and skills necessary to make a lasting impact in early childhood education. They will gain hands-on experience, build confidence in their abilities, and learn to create enriching environments where children can thrive. By understanding the importance of individualised care and education, learners will be well-prepared to support children's development and foster positive relationships with families.



For Employers:
Investing in the Early Years Educator programme equips employers with skilled practitioners who are dedicated to the growth and well-being of young children. By supporting their staff's professional development, employers can enhance the quality of care and education within their settings. This not only meets the EYFS requirements but also promotes a culture of continuous improvement, ultimately benefiting the children and families they serve.

This programme is perfect for those who play a vital role in ensuring that young children learn, develop, and remain healthy and safe. Learners will gain experience in various settings, including full-day care, children's centres, pre-schools, reception classes, and as childminders. They may work independently or supervise others while delivering the Early Years Foundation Stage (EYFS) requirements set by the Government for the education and care of children from birth to five years old.

Duration:

15 months

Level:

3

Apprenticeship assessment:

Innovate

Who is it for:

- Early Years Educator
- Nursery Practitioner
- Teaching Assistant
- Children's Centre Worker
- Playworker
- Family Support Worker

What will be covered?

Knowledge.
Skills.
Behaviours.



Our Early Years Educator programme equips learners with the essential knowledge to thrive in early childhood education.

Here's what apprentices will gain through the programme:

Effective Communication
Builds strong relationships with children and families.

Expected Patterns of Children's Development from Birth to 7 Years
Supports tailored approaches to meet individual growth needs.

Attachment Theories & How to Promote Effective Attachment
Fosters safe environments for emotional development.

Theories & Philosophical Approaches to How Children Learn & Develop
Informs engaging and appropriate learning activities.

Transitions & the Impact on Development
Helps children adapt emotionally and socially.

Equality, Diversity & Inclusion
Ensures all children feel valued and included.

Systematic Synthetic Phonics in the Teaching of Reading, and Developing Early Literacy & Mathematical Concepts
Teaches reading effectively while laying a strong foundation in literacy and math.

Early Education Curriculum Requirements
Provides comprehensive educational experiences that meet standards.

Safeguarding within the Early Years
Creates safe environments to protect children's welfare.

Legislation and the Code of Practice for Special Educational Needs & Disability
Ensures inclusive support for all children.

Behaviour Management
Promotes positive behaviour and self-regulation.

Working in Partnership
Enhances support through collaboration with parents and professionals.

For employers, this programme will help develop a highly skilled and motivated workforce. For learners, it's a chance to build a fulfilling career with the opportunity to make a lasting impact. Together, let's shape the future—yours, your team's, and the children you care for.

What will be covered?

Knowledge.
Skills.
Behaviours.



The Early Years Educator Level 3 apprenticeship develops the vital skills needed for a successful career in early childhood education, benefiting both learners and employers alike.

Here's what apprentices will gain through the programme:

Effective Communication
Builds strong connections with children and families.

Provide Learning Experiences, Environments & Opportunities Appropriate to the Age, Stage & Needs of the Children
Creates tailored learning environments that support child development.

Support Children's Group Learning & Socialisation
Encourages collaboration and social skills among peers.

Formative & Summative Assessments, Tracking Children's Progress to Plan Next Steps & Shape Learning Opportunities
Monitors progress to inform future learning strategies.

Identify the Needs, Interests and Stages of Development of Individual Children
Recognises and responds to each child's unique needs.

Promote Equality of Opportunity & Anti-Discriminatory Practice
Ensures all children have equal access to opportunities.

Manage Evidence-Based Approaches & Evaluate Their Effectiveness
Implements and assesses strategies to improve learning outcomes.

Plan & Lead Activities, Play Opportunities & Educational Programmes
Designs engaging and developmentally appropriate activities.

Manage Risk Assessment & Risk Management in Line with Policies & Procedures
Ensures a safe learning environment through effective risk management.

Maintain Records & Reports and Share Information
Keeps accurate documentation to support communication and planning.

Model & Promote Positive Behaviours
Encourages respectful interactions and social responsibility.

Work Co-operatively with Colleagues, Parents & Other Professionals
Fosters collaboration for comprehensive support and development.

By investing in this apprenticeship, employers can build a strong, skilled workforce, while learners gain the practical expertise to thrive in early years settings. Together, we can shape the future of your team, your career, and the children you care for.

What will be covered?

Knowledge. Skills. Behaviours.



The Early Years Educator Level 3 apprenticeship cultivates essential behaviours that are crucial for success in early childhood education, benefiting both learners and employers.

Here's what apprentices will gain through the programme:

Care & Compassion
Creating a nurturing and supportive environment helps every child feel valued and secure. When educators show care and compassion, they build strong emotional connections that foster trust and encourage healthy development.

Honesty, Trust & Integrity
Building reliable relationships with children and families is rooted in honesty and integrity. By modeling these values, educators create a culture of openness and respect, encouraging children to develop similar traits.

Team Focused
A collaborative, team-focused approach enhances outcomes for children. By working together, educators share insights and best practices, enriching the learning experience and fostering a strong sense of community.

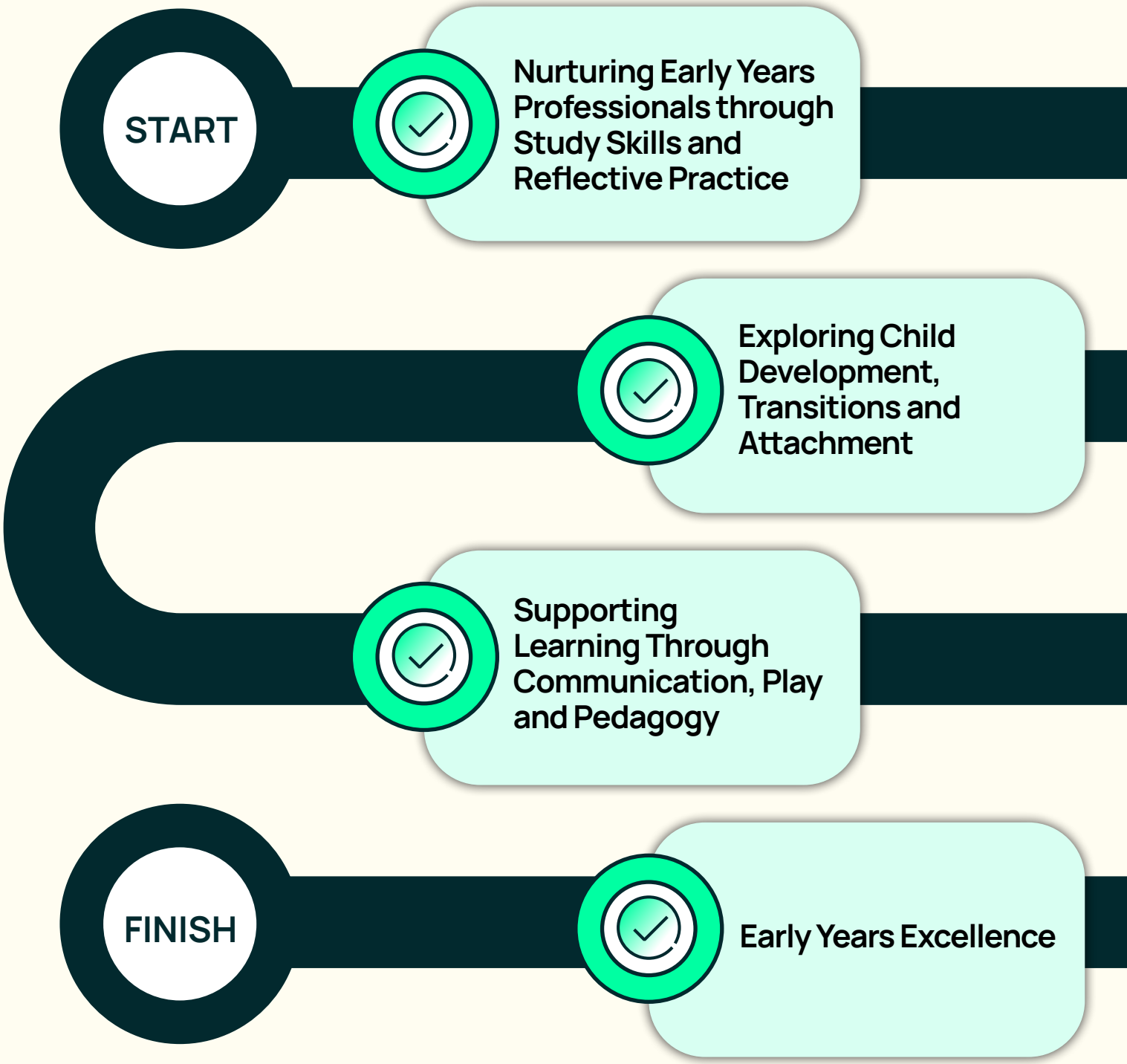
Commitment
Demonstrating dedication to children's growth is essential in early years education. Committed educators ensure that each child receives the tailored support they need to thrive, adapting strategies to meet their evolving needs.

Work in a Non-Discriminatory Way
Creating an inclusive environment requires fairness and equality. Educators challenge biases and implement practices that celebrate diversity, ensuring every child feels valued and respected.

Take into Account Fundamental British Values
Incorporating British values such as respect, democracy, and tolerance helps foster responsible citizenship. Educators teach these principles, preparing children to be respectful and active members of their communities.

By embracing these behaviours, learners will not only enhance their personal development but also contribute positively to their teams. For employers, investing in these behaviours means fostering a professional and effective workforce that prioritises the wellbeing and development of every child. Together, we can create a brighter future for the children and communities we serve.

Learner journey.

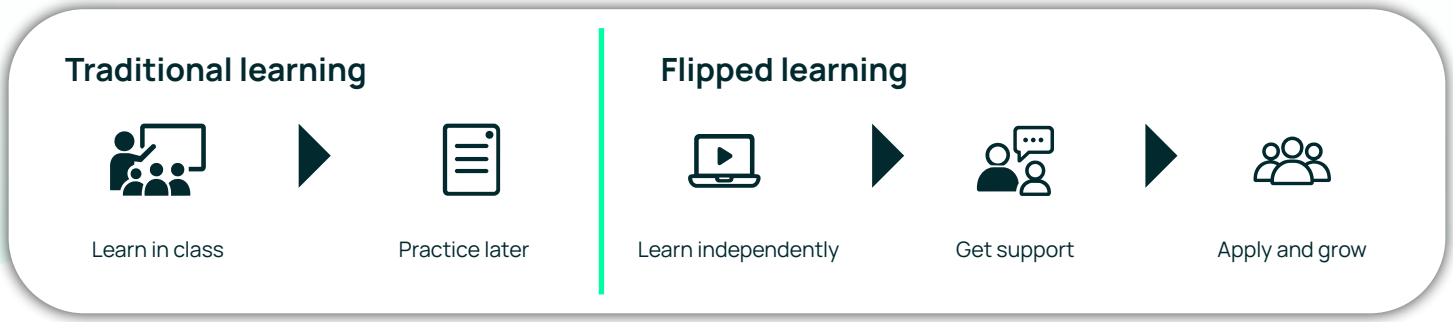




- Promoting Children's Health, Welfare, Safety and Nutrition
- Safeguarding, Protection and Collaborative Working
- Observation, Assessment and Responsive Planning
- Inclusive Practice, SEND and Partnerships

The benefits of ‘Flipped Learning’.

Flipped learning presents numerous advantages over traditional lecture-based approaches, including:



Personalised Learning Pace
Apprentices can learn at their own pace, revisiting online materials as often as necessary. This flexibility is especially beneficial for complex topics or procedures.

Enhanced Preparation
By providing essential knowledge before remote workshop sessions, apprentices can deepen their understanding and develop higher-level skills.

Focused Support
Trainers can dedicate more time to addressing individual needs, offering tailored feedback and support instead of simply delivering content.

Active Learning Environment
Flipped learning encourages active, differentiated, and learner-centred experiences, allowing apprentices to engage in collaborative and interactive tasks.

Skill Development
This approach fosters essential intra- and interpersonal skills such as communication, teamwork, problem-solving, and self-regulation—critical competencies for future careers.

FOR LEARNERS

Flipped learning gives learners more control over their education, making learning flexible, engaging and relevant. Accessing materials in their own time and applying knowledge in interactive sessions builds deeper understanding and valuable workplace skills.

FOR EMPLOYERS

Flipped learning can improve retention, completion and apprentice engagement. By developing skills that directly apply to their roles, apprentices can boost workplace performance, while the flexible approach makes training easier to adapt to different needs.

Exciting pathways to learning: What's involved.

1

eLearning

Our interactive eLearning modules give apprentices the flexibility to learn at their own pace. Using videos, quizzes, scenarios and case studies, each module builds essential knowledge while supporting a range of learning styles.

2

One-to-One Online Session with a Personal Tutor

Every apprentice receives personalised one-to-one support from a dedicated Personal Tutor. Tutors assess learning, provide feedback, review progress and prepare learners for assessment, with ongoing support available through email, phone and Bud.

3

Workshops

Our interactive Elevate workshops help apprentices deepen their knowledge, develop practical skills and learn alongside their peers. Each two-hour session focuses on a specific module while building valuable skills such as communication, digital literacy and confidence.



What to Expect in a Workshop

Apprentices complete the relevant eLearning before attending each workshop. Led by a sector expert, sessions include engaging activities such as role-play, quizzes and case studies, with multiple timeslots available to fit around different working patterns.

Understanding module progression.

The graphic below illustrates the exciting stages that learners will navigate through for each module:

1



eLearning
Get ready for an exciting learning adventure! For each module, you'll access interactive eLearning resources that are expertly crafted to enhance your knowledge and prepare you for the upcoming workshops. These engaging materials are more than just learning tools—they're your gateway to fully immersing yourself in the subject, ensuring you're well-prepared for an exhilarating workshop experience.

2



Group Workshops
Step into the world of dynamic learning at each workshop, guided by industry experts! You'll explore a thrilling variety of activities, with support at every turn. Imagine engaging in role-playing, tackling quizzes, creating eye-catching presentations, analysing fascinating case studies, and diving into research projects. Each workshop is a unique adventure, filled with diverse activities that promise an enriching and unforgettable experience!

3



Consolidation Activities
As you reach the grand finale of each module, it's time for dynamic consolidation activities! This is your moment to shine, showcasing all the knowledge, skills, and behaviours you've mastered. This crucial step helps you build an impressive portfolio. Get ready to dive into a mix of exciting tasks: write insightful assignments, gather compelling witness testimonies, and present your practical workplace creations. This stage is designed to let your learning take centre stage in a variety of engaging ways!

Unlocking the potential of off-the-job hours.

Off-the-job hours, also known as protected apprenticeship time, are a key part of every apprenticeship programme. This dedicated time helps learners develop the knowledge, skills, and behaviours they need to succeed. Apprentices are entitled to 6 hours per week of protected time, which for those working part-time (under 29 hours a week) amounts to 20% of their working hours.

At Shaping Lives, we support apprentices in making the most of these hours by offering engaging eLearning modules that typically take about 3-4 hours to complete. We also run workshops that provide an additional 2 hours of hands-on learning. Plus, we encourage consolidation activities where apprentices can dive into research and practice, averaging around 15 hours per module.

Employers play a crucial role in this journey by creating opportunities for training that connect directly to the apprenticeship. To make this easier, we've developed a comprehensive learner journey that outlines the content of each module and suggests activities for apprentices to explore. Together, we can shape the future of early childhood education!



Test 1
Learning has taken place during the learner's normal working hours



Test 2
It can't be maths or English



Test 3
It must be relevant to the skills, knowledge and behaviours in the apprenticeship standard



Test 4
The learner must be learning something new

Key roles in your learning success.

At Shaping Lives, several dedicated professionals work together to ensure your success throughout your apprenticeship. Here's how each role contributes to your journey:



Business Development Managers (BDM)
Our Business Development Managers (BDMs) play a crucial role in guiding you smoothly through the enrolment process. They begin by collecting learner nominations and carefully verifying the information to ensure eligibility criteria are met. This thorough review streamlines the next steps. Once you're set to enrol, BDMs collaborate closely with the Customer Success team (CST) to facilitate enrolment meetings, eligibility verification, and initial assessments. They manage the entire process, ensuring contractual and funding compliance is maintained.



Learning Enrolment Tutor
Your journey kicks off with the Learning Enrolment Tutor, who meets with you to gather final enrolment details and conducts a skill scan to assess your prior learning. After this initial meeting, they lead a group workshop, marking the exciting start of your learning experience. While it may be the same tutor who conducted your meeting, another team member might also take on this role.



Functional Skills and Learning Support Tutor
At the beginning of your programme, you'll complete initial assessments in English and maths, which will help shape your Functional Skills pathway. We offer workshops to build foundational skills, and if you need more tailored support, especially if you have Additional Learning Needs (ALN), our one-to-one sessions are here for you. We work closely with your personal tutors to provide the resources, advice, and guidance necessary for you to feel prepared and confident for your Functional Skills exams.



Personal Tutor
After your first day of learning, you'll be assigned a personal tutor who will support you throughout your apprenticeship. They're there to assist with your individual needs, help consolidate your learning for your diploma, and prepare you for your Apprenticeship Assessment . You can meet with your personal tutor remotely via platforms like Teams or face-to-face, which may include observations. They are your primary contact for any support you need during your apprenticeship.



Workshop Tutor
As you attend group workshops for each of your modules, a workshop tutor will be by your side to facilitate your activities and learning. These sector experts guide you through engaging sessions, and after each workshop, they provide feedback to you and your personal tutor, helping to foster your development.



Quality Improvement Coach
While you may not interact directly with a Quality Improvement Coach, their role is essential. They sample the work you complete for your Diploma to ensure it meets the required standards. Additionally, they support the professional development of your personal tutor and may occasionally join one of your sessions to provide further insights.



Additional Learning Support Coach
As you start your programme, we'll reach out to discuss your Cognassist assessment or any declared needs. We'll determine if you require extra support and develop a plan so your personal tutor knows how to best assist you. Ongoing mentoring and support are available throughout your programme, and we also provide your personal tutors with continuous training, advice, and guidance to help them support you effectively.

Supportive, flexible, and tailored training for Early Years Apprentices.

At Shaping Lives, we believe that every learner deserves the best support possible. That's why each of our apprentices is paired with a dedicated Personal Tutor. Think of them as their guiding star throughout their journey—available for remote one-on-one sessions right from their workplace!

Their Personal Tutor isn't just there to check in; they'll be their mentor, helping them learn, tracking their progress, and preparing them for their apprenticeship assessment. We pride ourselves on our flexible approach to training, tailoring our support to suit their individual needs.

Here's how it works:

One-on-One Sessions: Connect with their Personal Tutor through remote sessions. This means they can learn at their own pace, in a way that suits them best.

Self-Study: They'll have access to our fantastic social learning platform, Bud, where they can dive into self-study materials at their convenience.

Always Accessible: Their Personal Tutor is just a message away! Whether it's via email, our learner portal, or good old-fashioned phone calls, we're here to help them every step of the way.

Specialist Learning Portal

Our learning portal, Bud, strikes the perfect balance between performance and usability. Designed in collaboration with Paragon Skills, it places the learners' needs at its core, ensuring flexibility across multiple platforms with simplicity as a priority. The hard work of managing apprenticeships is taken care of, allowing Bud to guide them through the process step by step—from enrolment and gathering evidence to preparing for audits, assessments, and funding.

Functional Skills

As part of the apprenticeship, learners will need to provide evidence of achieving a grade A–C in English and maths at GCSE level (or an equivalent higher level). If they can't provide this evidence, or if they have an exemption, they'll undertake functional skills training alongside their apprenticeship.

Functional skills are seamlessly integrated into their programme, enabling them to work towards their qualification while developing these essential skills. At the end of their functional skills training, they'll complete an assessment, which can be in the form of online tests or a professional discussion.

Ongoing Support

Learners will receive full support from our experienced Client Services and Operations teams before, during, and after their apprenticeship journey. Our team is dedicated to helping them measure the impact of their apprenticeship programme, providing regular progress updates, and inviting them to exclusive events—all to ensure they maximise the benefits of their apprenticeship.

We go beyond the job role by offering pastoral support, along with valuable advice and guidance. With a strong focus on care and social responsibility, we empower our learners to progress through our programmes, building their confidence to tackle any challenges they may face.



Understanding your Apprenticeship Assessment.

Your apprenticeship assessment is an important part of your Early Years Educator Level 3 apprenticeship and takes place during your programme.

Rather than assessment happening only at the end of your learning, you'll have opportunities to demonstrate your knowledge, skills and behaviours as you progress.

What Does the Apprenticeship Assessment Involve?

Your apprenticeship assessment is made up of two formal assessment methods, designed to give you the opportunity to demonstrate your knowledge and skills in different ways.

1 Workplace Observation

From Month 10, you'll be observed carrying out your normal role within your early years setting.

This gives you the opportunity to demonstrate your skills through your everyday practice and show how you apply your learning in a real working environment.
The observation can take place during Months 10–12, depending on when you're ready, with Month 10 being the preferred point.

Your observation will be carried out by an independent assessor from Innovate.

2 Professional Discussion

In Month 14, you'll take part in a structured Professional Discussion, with preparation and readiness activities taking place beforehand.

This is your opportunity to demonstrate your knowledge and understanding by discussing your experiences and learning from across the apprenticeship. You can use notes developed during your programme to help you prepare and confidently demonstrate what you know.

Your Professional Discussion will be conducted internally by Shaping Lives, with quality assurance and moderation provided by Innovate.

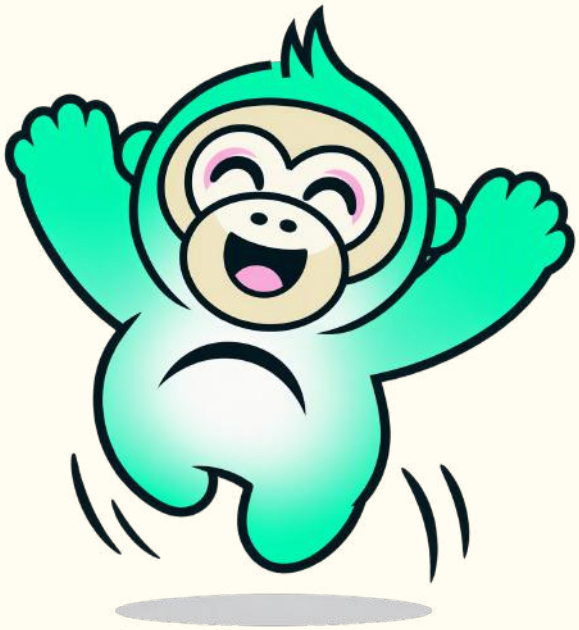
1. Your programme learning
2. Workplace observation
3. Professional discussion
4. Behaviours reviewed
5. Complete

Demonstrating Your Behaviours

Your behaviours are also an important part of demonstrating your occupational competence.

Throughout your apprenticeship, your employer will review your progress against the required behaviours as part of your regular progress reviews. These conversations give you, your employer and your tutor an opportunity to recognise your development and identify any areas where further support or experience could help.

Before completing your programme, all required behaviours must be achieved and signed off by your employer.



For Learners and Employers Alike

The apprenticeship assessment is designed to recognise what learners can do in practice as well as the knowledge they have developed throughout their programme.

By preparing for each assessment opportunity and regularly reviewing progress, learners can build towards demonstrating occupational competence with confidence. Employers play an important role throughout this journey by supporting workplace development, reviewing behaviours and helping learners put their knowledge and skills into practice.

Get set for SEND.



Dr Andy Hogg brings more than 30 years of SEND and education experience to Shaping Lives. Combining specialist expertise with real-world practice, Andy helps educators recognise needs, remove barriers and confidently support every child to thrive.

Preparing educators for today's classrooms

Why SEND training must be fundamental

Over recent years, improvements in diagnostic criteria and medical research have transformed our understanding of Special Educational Needs and Disabilities. Combined with modern societal pressures, the children and families we work alongside face increasingly complex dynamics.

In today's educational climate, SEND is not an isolated topic—it is around us every single day.

Moving Beyond the Basics

To truly support staff and children, standard training falls short. Treating SEND as a brief overview or an optional checklist item leaves staff feeling under-prepared.

Staff burnout frequently stems from feeling overwhelmed by the demands of the setting or classroom, without the specialised tools to manage them. We believe the key to retaining passionate Teaching Assistants and Early Years practitioners is delivering training that builds genuine competence and confidence.

Practical Knowledge
Apprentices learn clear, actionable strategies to support SEND learners across various settings.

Enhanced Preparation
By feeling prepared and supported from day one, learners build long-term career resilience.

Focused Support
Practice: Staff transition from feeling overwhelmed to feeling proactive, knowledgeable, and capable.

Additional skills. Real-world impact.

Included at No Extra Cost

To demonstrate our commitment to raising standards across the sector, our one-month-long SEND modules are available at the end of each qualification at no additional charge. Upon completion, learners receive a Shaping Lives SEND Module Attendance Certificate to highlight their expertise.

Level 3 Early Years Educator (EYE) Curriculum

Focus: In-depth early years practice restructured into 4 targeted modules: ASC, Challenging Behaviour, Language & Communication, and Severe Learning Difficulty (SLD).

Your programme journey

A practical video-supported learning experience designed for real-world impact.

WEEK 1

Supporting Learners with ASC

(Recorded Video: 35 mins)

- Understand the ASC triad/dimensions of difference in early childhood.
- Establish a Total Communication Environment (PECS, visual schedules, cue cards).
- Manage sensory processing needs and structure predictable transitions.

Conduct an ASC environmental audit of your setting and implement a visual schedule or low-arousal transition strategy.

WEEK 2

Supporting Challenging Behaviour

(Recorded Video: 35 mins)

- Analyse behaviour as functional communication using ABC observation logs.
- Differentiate sensory overload, emotional dysregulation, and task avoidance.
- Implement proactive de-escalation, co-regulation, and positive support plans.

Complete an ABC observation log for a child displaying challenging behaviour and outline a non-punitive co-regulation plan.

WEEK 3

Supporting Language & Communication

(Recorded Video: 40 mins)

- Differentiate speech delay, language disorders, and social communication needs.
- Apply Intensive Interaction, Makaton, and adult communication adjustments.
- Integrate Speech and Language Therapy (SLT) targets into EYFS daily play.

Plan and deliver a 10-minute targeted language enrichment activity incorporating key word signing or Intensive Interaction.

WEEK 4

Supporting Severe Learning Difficulty (SLD) in Early Years

(Recorded Video: 40 mins)

- Understand developmental profiles and cognitive barriers associated with SLD.
- Adapt the EYFS curriculum through sensory play, small-step learning, and repetition.
- Utilise adaptive physical equipment and multi-sensory storytelling techniques.

Adapt an EYFS activity into a multi-sensory, small-step format suitable for a young learner with Severe Learning Difficulty.

Complete your training.

Build your skills. Support your setting. Make a real difference.

Shaping Lives

Why choose Shaping Lives?

Shaping Lives is a trusted national training provider, delivering high-quality apprenticeship programmes. Our focus on early years education is paramount, as we understand the critical role it plays in shaping young lives and laying the foundation for future success.

Our dedicated Personal Tutors work closely with your business, providing tailored support to ensure your employees thrive in their roles. We are deeply committed to fostering an outstanding learning experience, empowering both our learners and employers to make a meaningful impact in early childhood education. Together, we can cultivate the next generation of leaders in this vital field.

Contact us

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