



3Spirit
Training



Level 3 Early Years Educator Apprenticeship

Experts in
Care



Ofsted
Good rating



Impact Driven, People Focused



80+ impact driven
courses alongside
Apprenticeships in
Adult Care and
Childcare (L2 - L5)

About us

3Spirit is a Skills for Care Centre of Excellence established in 2012 with a strong history of working with employers to deliver the skills to drive innovative, compassionate care, education and support services.

We work with local authorities, hospitals, care providers, children's nurseries, residential childcare facilities, schools, housing organisations, and services from across the private, voluntary, and independent sectors. Our clients strive to achieve "outstanding" and to equip businesses and employees with the skills, knowledge and qualifications for sustainability, growth, and resilience in the face of major incidents.

Our driving force is to impact the communities that we work with to improve quality of life.

PROGRAMME OVERVIEW

Our **Level 3 Early Years Educator Apprenticeship** prepares highly trained professionals to support the learning, development, and care of children from birth to 5 years old. Early Years Educators ensure children are safe, healthy, and able to thrive in nurturing environments, while meeting the requirements of the **Early Years Foundation Stage (EYFS)**.

Learners will gain the skills to:

- Deliver high-quality early education and care
- Support children's physical, cognitive, and emotional development
- Promote equality, diversity and inclusion in childcare settings
- Work with families, carers and professionals to improve outcomes
- Apply the **observation, assessment and planning cycle** to track progress and support development

Early Years Educators play a vital role in helping children build strong foundations for lifelong learning.

Who is this Programme for?

This programme is designed for individuals working or aspiring to work in:

- »»» Nurseries and pre-schools
- »»» Children's centres and nursery schools
- »»» Reception classes in primary schools
- »»» Home-based childcare (childminders, assistants)
- »»» Out-of-school or playgroup settings

- It is ideal for:**
- Early years assistants ready to progress to a qualified practitioner role
 - Those wanting to meet **DfE “full and relevant”** criteria for working at Level 3 in childcare settings
 - Practitioners supporting children with **special educational needs and disabilities (SEND)**

WHAT YOU WILL LEARN

Learners will build knowledge, skills and behaviours across:

- **Child Development** – understanding milestones, learning through play, and holistic development
- **Safeguarding & Welfare** – keeping children safe, recognising signs of harm, and following policies
- **Inclusive Practice** – supporting children with SEND, promoting diversity, equality and inclusion
- **Health & Safety** – ensuring safe environments indoors and outdoors
- **Observation & Assessment** – monitoring progress and planning learning experiences
- **Partnership with Families** – working effectively with parents, carers and multi-agency professionals
- **Teaching & Learning** – supporting language, communication, early literacy, numeracy, and school readiness

Typical job roles include:

- **Nursery Educator / Nursery Nurse / Nursery Worker**
- **Early Years Educator / Early Years Worker**
- **Childminder Assistant**

What to Expect

The apprenticeship is delivered through a **blend of theory, workplace learning and reflective practice**.

You can expect:

Interactive Workshops & Online Learning – developing core knowledge and practical skills

One-to-One Support – guidance from expert trainers, mentors and assessors

Practical Application – opportunities to apply learning directly in the workplace

Reflective Supervision – building self-awareness and professional judgement

Portfolio building - case studies, reflective journals and observations

ASSESSMENT

Assessment is through an **End-Point Assessment (EPA)** which includes:

1: Observation with Questions

- Assessed in the workplace (minimum 1 hr 20 mins)
- Assessor asks follow-up questions

2: Professional Discussion (with Portfolio Evidence)

- 90-minute discussion with assessor
- Questions cover knowledge, skills and behaviours
- Portfolio is used to support evidence

Grades available: **Pass, Merit, Distinction**

Learners must hold:

- Paediatric First Aid or Emergency Paediatric First Aid certificate

Qualification Achieved

On successful completion, apprentices will achieve:

- **Level 3 Early Years Educator Apprenticeship Standard**
- Professional recognition as “**Full and Relevant at Level 3**” under Department for Education guidelines

This allows learners to:

- Count towards statutory staff/child ratios at Level 3 in early years settings
- Progress into higher-level roles such as **Room Leader, Deputy Manager or Early Years Teacher** (via further study)

Please contact us
to start your
apprenticeship
journey, or to
discuss your
training needs



info@3spirittraining.com



+44 (0) 121 798 2721



6 Brindleyplace
Birmingham
B1 2JB

