



Why Apprentices ARE the Future for Early Years

June O'Sullivan MBE
July 2022

Leyf
Nurseries

The Apprentice Profile : Who Are You Attracting?

Social group

Family of unemployment

NEET

School failure

Gender

Ethnic group

SEND

Disability

Family Background

Leaving Care

What else?



“I had tried college twice before and given up as I could not cope with the classroom. I like being an apprentice. I am proud to be one of the 30 chosen from 500 applicants. I have made friends in the group and in the nursery team and my nursery coach is a real support. I had low aspiration and ambition and now I have a life plan”.

Shanique aged 19yrs

Apprentice Business Model

• Apprenticeship Leadership

- 1 Apprenticeship Manager (AM)
- 1 Apprenticeship Programme Officer (APO)
- LEYF Apprentice Coaches

• Recruiting Apprentices

- Exhibiting at 'Festival of Apprenticeships' on 30th June
- Apprentice Assessment Day - Tuesday 23rd August
- Apprentice Academy Launch - 28th September 2022
- Skills London Exhibition - 25th & 26th November
- Working with Reed as a Career Champion to link with more schools for work placements and to build a future pipeline.

• Funding

Levy Support Essential

Annual Levy income £6k per learner
(100 learners = £600k)

Government will contribute 95% of costs and Employer covers the remaining 5% **but** - this is capped to certain amount if a company is not a levy provider or solely relying on this funding.

The LEYF Apprentice Offer

- Dedicated Training Space for all Apprentices : LEYF Apprentice Academy
- One allocated offsite training day per week.
- Fortnightly Enrichment training day taught by LEYF Apprentice Team and members of the LEYF Learning & Development team.
- Functional skills in Maths and English provided if required.
- WhatsApp group per cohort with LEYF Apprenticeship Team and Provider Tutor.
- Laptop Lending Scheme
- Apprentice Library
- Onsite Apprentice Coaches
- Competitive salary
- Staying bonus £550
- 30% Oyster discount in the first twelve months



Apprenticeships Strategy

Plan of action for LEYF Apprenticeships 2022-2023

Michelle

Milestone and dates

Objective

- Format current Enrichment sessions to make a set scheme of work alongside the providers plan
- Increase the recruitment of Apprentices to keep numbers consistent in up and coming cohorts
- Increase retention of EYE Apprentices as LEYF Teachers

End of July 22

End of March 23

End December 22

- **June 2022** New cohort starts
- **June/July 2022** Recruitment for October cohort to begin by attending events, aim for schools and local youth initiatives surround nurseries.
- **September 2022** Apprentice Festival (Apprentice Academy Launch)
- **October 2022]** Start new cohort
- **January 2023** Increase teaching of cohorts to 4 days per week.

Success metrics

1. Completed programme available on L&D SharePoint.
2. All up and coming cohort to have 20 learners minimum
3. Our retention rate will meet the national standards of ?%

August 22

April 23

December 22

Why Build an Apprentice Pipeline?

- Home Grown and champion of the LEYF ethos
- Most Up to Date with Research and can influence quality practice
- Enthusiastic and engaged and willing to learn
- Can share knowledge which may support and upskill current staff
- Ambassadors for a career in the Early Years sector
- Pipeline for future leaders



Key Retention Statistics

LEYF Apprentices

Current LEYF Apprentices

- 41 LMP Apprentices currently on programme (12-18 month programme)
- 11 LSEC Apprentices currently on programme (18-24 month programme)
- 5 Hawk Apprentices currently on programme (18 - 24 month programme)

Completion and Retention

- **Cohort 15** **64.3%** **(14 learners)**
- **Cohort 16** **100%** **(7 learners)**
- **Cohort 17** **46.1%** **(14 learners)**
- **Cohort 18** **72.7%** **(11 learners)**
- **Cohort 20** **100%** **(6 all male cohort)**

Data for all apprenticeships

	2018/19	2019/20	2020/21
Achievement Rate	65.1%	57.5%	57.7%
Retention Rate	66.1%	58.7%	58.8%
Pass Rate	98.5%	97.9%	98.1%
Leavers	294,990	270,470	275,380

The QAR uses the number of leavers as the denominator in calculating the achievement rate. This is based on the hybrid end year, which is the later of the expected end year, actual end year, achievement year (for standards), or reporting year for each individual programme undertaken by the learner.

Consider apprentices in other parts of the business

- Chefs
- Administration
- Marketing
- Finance
- IT
- Degree Apprentices



Why Don't Apprentices Join?

Intake Challenges

- Eligibility requirements not being met post interview for LEYF and providers
- Lack of candidates in pool
- EY Sector not deemed as a career of choice
- No Levy Funding
- Schools favour T-Levels
- EPA not part of apprenticeships and feels like extra task
- No national campaign and advertising which reassures parents understand apprenticeships and realise that apprentices can be better paid than graduates.

Nursery Experience Challenges

- Staff morale impacting negatively on apprentices
- Insufficient staffing in nurseries placing pressure on apprentices
- Apprentice Coaches inconsistent in supporting apprentices
- Lack of support at each touchpoint
- Apprentice Coaches lack of understanding for the importance of the role

Why Don't Apprentices Stay?

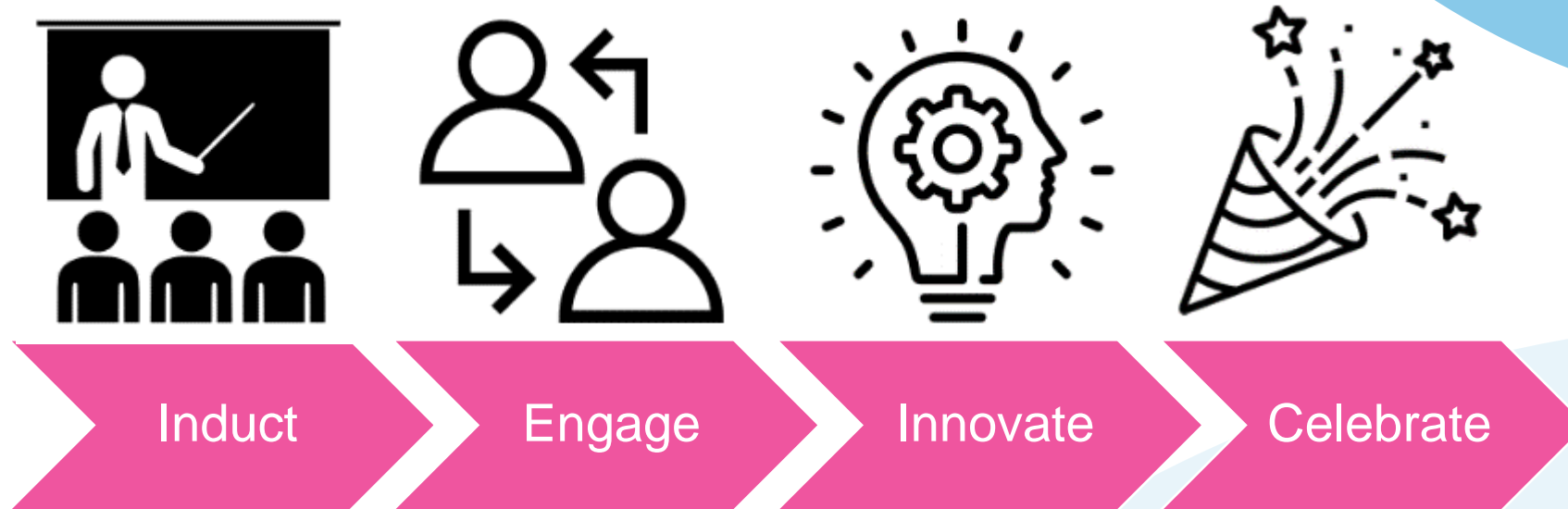
Challenges in the Workplace

- Working hours too long (9 hour contracts)
- Bad experience in placement setting (management, work environment, lack of nursery support)
- Decide to go to University to read different subject. For example Paediatric Nursing and Child Psychology.
- Need to expand their experience outside of LEYF
- Make a change of career because other offers more attractive and less stressful

Challenges across the Sector

- The End Point Assessment (EPA)
- To be successful an apprentice needs to feel that everyone is engaged at every touch point of the journey.
- Consider how we present apprenticeships, not just someone on a course, but potential colleagues, training and engaged and part of the team.
- Apprenticeships should be sold as career pathways not just short-term training.
- Apprentices need a work based coach and Senior Manager as Apprentice Lead
- Backfill apprentice training day so they can attend
- Consider an incentive for completing or a completion bonus. Funded through the levy pot

Getting the Best from Apprentices?



Assessment Day



Assessment Day

- Introduction to LEYF
- Apprentice offer is explained in full
- Behaviour and values interview completed

Four days in the nursery to experience nursery life

- Complete a practical task with a reflective discussion with nursery leadership team
- Assessment by managers and trainers who complete a basic review together
- Managers make a judgement as to their suitability and appoint or decline

Celebration - they begin!

Engage : A Week in the Life of a LEYF Apprentice

My apprenticeship has been the making of me! I'm thoroughly enjoying my time at LEYF. It is such a good feeling knowing you played a part in a child's progression and was present on their journey. Being an apprentice allows you to be in the thick of the action from the get-go while 'soaking up like a sponge' all the valid and resourceful learning that takes place from dedicated mentors; its a win-win

Zac – LEYF Bird in Bush Nursery



I enjoy working with the children. It brings me great joy to see them get the care they deserve. It is very rewarding to watch them develop. It makes me happy to see that I made an impact on them while they attended nursery.

Liam – LEYF Pembury Nursery



I enjoy working with children watching them grow and flourish while in my care, from being a baby to a toddler. While being at Pembury i have had the pleasure of working in all three rooms. This has give me even more of an opportunity to see children who joined as a baby getting ready to graduate to school.

Eba – LEYF Pembury Nursery



- **Generic week would look like this...**
- Work four day in the nursery supporting children in their setting alongside the existing staff team, learning new skills such as making formula bottles, setting up provocations for developmental outcomes, legislation in action such as risk assessments
- Weekly training session with provider or LEYF Apprentice team working on units towards the Early Years Educator standard and level 3 diploma. Free study sessions included with support to ensure they are not falling behind.

Innovate with Apprentices

Increase Men as EY Apprentices and EY Teachers

Mature student Cohort

Career Changers cohort

Older Cohort

Teen and Toddlers

Action research on areas of apprentice interest or new research such as 'Music and Movement

Apprentice ambassadors going into schools in a way that relates to students



Create a Community of Learners

- Respect and value each other
- Willing to take risks and be challenged
- Resilient

- Creative
- Inspiring
- Fun

Individual commitment to a shared purpose (excellence in the early years) – that's what makes a learning community





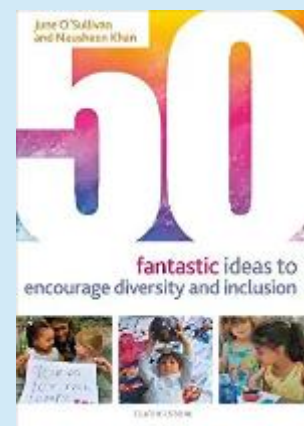
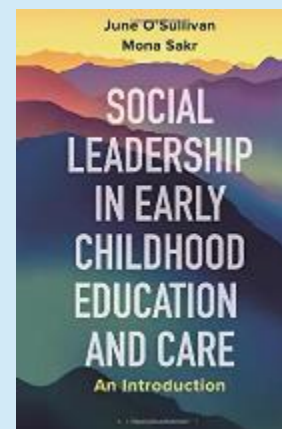
Celebrate

- Practical fun sessions throughout the course to celebrate the positives of early years to intensify their passion in early years.
- Cohort graduation celebrations upon completion
- One apprentice fun event per year for all apprentices (Summer Apprentice BBQ)
- Nursery teams celebrate their qualified apprentice in nursery and on Workplace
- Honorable mention for apprentices at LEYF conferences



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