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**THE
CHILDCARE
COMPANY**



**Male childcare and
teaching jobs**

Level 3 Early Years Educator (Men in Childcare)

Take the lead in early years education



Early Years Educator (Men in Childcare) apprenticeship standard

This Level 3 apprenticeship training programme develops the knowledge, skills, and behaviours required to work in an Early Years setting, with the opportunity to take responsibility for leading Early Years provision.

As part of our commitment to reshaping the landscape of childcare and education, we are proud to offer the Men in Childcare pathway in partnership with **Male Childcare & Teaching Jobs**. This initiative focuses on addressing the gender imbalance in the sector by championing the role of men in nurseries and schools. Through tailored mentorship, networking opportunities, and targeted support, this pathway empowers male educators to thrive in early years settings and become role models for future generations.

This programme is suitable for experienced childcare assistants and those looking to become room leaders or manage Early Years provision.

At the end of this training programme, you will be awarded a Full and Relevant Level 3 qualification once a passing grade has been achieved at the End-Point Assessment.

Entry requirements

You must have been a UK, EEA, or EU resident for at least the past three years to undertake this training programme.

In addition, you must be able to commit to the full length of the programme, and be able to meet the programme modules through your job role.

If you do not have a level 2 or equivalent in Maths and English, you will be required to work towards achieving these qualifications as part of your apprenticeship.

What is the duration and how will you learn?

Over the duration of 18 months, you will receive a combination of face-to-face and online training and support.

You will undertake an online assessment that will help us to understand your learning style and needs, then we will tailor your learning experience accordingly.

We ensure that you stay on track to complete your programme on time by managing your progress through our state-of-the-art e-portfolio system, Aptem.

Off the job training

As part of the apprenticeship, alongside your job role, a **minimum of 6 hours per week** of your time in work must be dedicated to improving new skills, knowledge and behaviours.

This can be any time devoted to learning and improving new skills, knowledge and behaviours without interruption, and can include:



Online teaching



Digital learning resources



One to one tuition



Workplace assessment

End-point assessment

Learnt knowledge, skills and behaviours will be assessed by an independent assessor in your end-point assessment (EPA).

This typically involves elements such as:



Observation & Questions



Professional discussion



Portfolio building

Your apprenticeship journey

Programme Introduction and Expectations

Month 2

Safeguarding Children in the Early Years Sector



Month 1

Learning Foundations and CIAG/ Reflective Practice, CPD and the role of an Early Years Educator
(Includes Guest Speaker - Challenges of Men in Early Years Education and How to Overcome Them)



Functional Skills Support (where applicable)

Month 4

Children's Well-being, Resilience and their Rights through Respectful Care **(Includes Guest Speaker - Prevent Duty and Gender-Related Extremism)**



Month 3

Health, Safety and Risk Management Practices



Month 6

Transitions and Significant Events



Month 5

Learning and Development
Includes Paediatric First Aid Certificate



Months 8

Theories and Approaches



Month 7

The EYFS in Practice and The Role of The Key Person **(Includes Guest Speaker - Tackling Gender Stereotypes in the Classroom Through the Curriculum and Teaching Practices)**



Functional Skills Achievement (where applicable)

Month 10

Environments and Daily Routines - **(Includes Guest Speaker - Creating a Fostering Environment for All Genders in Early Years)**



Month 9

Play and Social Interactions
Includes Level 2 Certificate in Special Educational Needs and Disabilities



Month 12

EDI and The Inclusion of All Children - **(Includes Guest Speaker - Benefits of a Gender-Mixed Teaching Workforce)**



Month 11

Learning and Development through Observation, Assessment and Planning



Month 14

Evidencing Reflective Practice and CPD - **(Includes Guest Speaker - Exploring Career Opportunities Within the Early Years)**



Month 13

Professional and Collaborative Relationships



Months 16 to 18

Gateway and End Point Assessment (EPA)



Month 15

Behaviours in Practice and Preparing for EPA



Progression IAG session

Achievement

Paediatric First Aid (Level 3 Certificate)



As part of the **Level 3 Early Years Educator (Men in Childcare)** apprenticeship, learners will complete a **Level 3 Paediatric First Aid Certificate** provided by our sister company, **First Response First Aid (FRFA)**.

This 12-hour course meets Ofsted requirements and equips apprentices with essential first aid skills to confidently respond to emergencies in early years settings. Upon successful completion, learners will receive a **Level 3 Paediatric First Aid Certificate**, valid for three years. Yearly refresher training is recommended.

Find out more at: www.firstresponsefirstaid.co.uk



Level 2 Certificate in Special Educational Needs and Disabilities (SEND)



At **Month 9** of the apprenticeship, learners will complete a **Level 2 Certificate in Special Educational Needs and Disabilities (SEND)**. This **12-week programme** enhances understanding of SEND conditions, inclusive practices, and legal frameworks. Apprentices will develop the skills to support individuals with SEND, provide guidance to families, and promote inclusive learning environments.

Upon completion, learners will achieve an **accredited Level 2 TQUK qualification** in SEND, further enhancing their expertise in early years education.

Male Childcare & Teaching Jobs



Championing Gender Diversity in Early Years Education

Male Childcare & Teaching Jobs is an organisation dedicated to reshaping the landscape of childcare and education by promoting gender diversity in the sector. Their mission is to address the gender imbalance in nurseries and schools, ensuring that children benefit from the presence of both male and female educators. Through advocacy, mentorship, and career support, they are committed to empowering men to pursue and excel in early years education roles.

About the Men in Childcare Pathway

In partnership with Male Childcare & Teaching Jobs, The Childcare Company offers the Men in Childcare pathway as part of the Level 3 Early Years Educator Apprenticeship. This unique programme provides:

- ✓ **Specialist mentorship** - Guidance from experienced male educators to help build confidence and skills.
- ✓ **Networking opportunities** - A supportive community of like-minded professionals.
- ✓ **Career progression support** - Pathways to leadership roles within early years education.
- ✓ **Practical experience** - Hands-on learning combined with expert training.

By joining this programme, you will gain a nationally recognised Level 3 qualification while helping to break down traditional stereotypes and contribute to a more inclusive and diverse early years workforce.

The 5 pillars of wider learning

Sustainability



Sustainability is about protecting the future of our environment.

Why do we need to learn about sustainability within an apprenticeship?

Through learning about the world and how to best keep it sustainable, you can be encouraged to safeguard and enhance our natural resources.

Developing your attitudes and behaviours to be more environmentally conscious, you can protect the future of our environment.

CIAG



CIAG provides us with careers information, advice, and guidance.

Why is the support of CIAG important within an apprenticeship?

To be inspired, as a learner, to be proactive and to believe in your ability to achieve your aspirations.

This support will help you learn about career pathways available to you, and will:

- Increase your knowledge about the world of work
- Inspire you to succeed
- Improve your social mobility and life chances
- Help you make informed decisions

Cultural capital & personal development



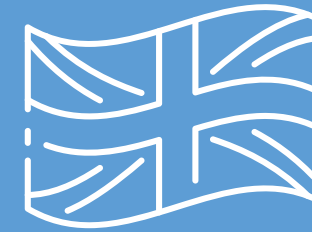
Cultural capital and personal development is about boosting your employability and work and life skills.

Why do we need to understand cultural capital and personal development within an apprenticeship?

Learning about real-life situations and navigating through them will provide you with essential knowledge, that you may need to ensure future success.

This can include: resilience, confidence, time management, finance management, and much more- all important work, behaviour, attitude, and life skills.

British values, safeguarding & prevent duty



We have a responsibility to keep learners safe during their learning, but we are also responsible for what happens beyond that, too.

British values:

As our learner, you should understand: your right to make safe choices; the rule of law is there to protect you; you should be respected for who you are (regardless of age, race, gender and background); and you live in a democracy allowing you to be involved in decisions that protect you.

Safeguarding:

We can ensure that you are supported by the right people at the right time.

Prevent duty:

We can recognise when targets are preyed upon by extremists and we act, report and get help to stop their recruitment.

Equality, diversity & inclusion



Promoting equality, diversity and inclusion entails fair treatment and equal opportunities for all learners.

The impact of embedding these integral areas into your learning programme means that you will be more aware of your social responsibility to protect the vulnerable in our wider society. This will enable an inclusive mindset in your work and home life, as you develop and grow in your career.

Understanding how to protect those in our society from abuse and extreme idealisms, will further enable our future living and working lives becoming safer and fairer.

Making an impact, now and in the future

Your career is a path, not a programme. We want to understand your career goals for the future now, so that we're best placed to assist, guide and inform you on your options.

Where do I see myself in my career in 12 months?

What support do I need to get there?

What targets and milestones can I set now to aid me in achieving this?



The next level

If you want to up-skill further upon completing this programme, consider our management apprenticeships or our Level 5 Early Years Lead Practitioner apprenticeship programme.

Make an impact

The Childcare Company is a sister company of Impact Futures.

We're all about making an impact, be that individuals making an impact through their day-to-day work, or by organisations making their impact on our economy.

As a national training provider, we make this impact throughout the UK, with expertise in childcare, healthcare, clinical and business skills apprenticeships.

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