

Employer Incentive – Graduate Employment Based route

The Graduate Employment Based Route of the Early Years Initial Teacher Training Programme is a fully funded training programme, i.e. fees are fully funded by the Department for Education. The training grant is paid directly to training providers in instalments through the year.

Employer support

The government offers an Employer Incentive of £7,000. This incentive must be used by the employer to support the trainee to complete EYITT and cannot be used for other purposes. It is down to the employer to decide how to use the funding but following suggestions would enhance the trainee's opportunities to achieve Early Years Teacher Status:

- supply cover costs to cover the trainee's release for EYITT training days and study days
- supply cover costs when the trainee is on placements within and beyond your own setting
- resources and materials to help your trainee meet the standards
- travel costs incurred by the trainee
- supply cover costs when the mentor supports, observes and feed backs to the trainee
- salary enhancement, employer's National Insurance and other overheads.

The employer is responsible for sickness and maternity/paternity arrangements.

Eligibility Criteria

The trainee must be an employee of the early years business. Sole traders and business partners are not eligible for an employer incentive as they are classed as self-employed by HM Revenue and Customs (HMRC).

If the sole trader employs their staff on PAYE then the employed member of staff would be eligible for the employer incentive. The employee of a sole trader may be required to provide their contract of employment to confirm their eligibility for the employer incentive.

You can read the full guidance here https://www.gov.uk/education/initial-teacher-training-funding#guidance_and_regulation

Release time

The DfE criteria states that, 'no GEB trainees will be required to perform more than 90% of the duties normally required of a full time early years teacher'. The 10% minimum release time enables trainees to complete self-study, such as reading, completion of modules and work on their learning sequences. The 10% of their working hours can be taken each week, fortnightly or across the month to suit individual providers.

Trainee engagement

Payment of the employer incentive is confirmed by trainee engagement with the programme, i.e. that they meet milestones, participate fully and submit the required work. This also includes the setting's engagement with mentoring, including completion and submission of mentoring records.

Deferral and withdrawal

In the event of illness/other serious circumstances, trainees can apply for a deferral, agreeing a time for re-entry to the programme. The employer incentive will be calculated to reflect any such arrangement. Once the trainee has re-engaged with the programme/completed as appropriate full funding can be released.

In the event of a trainee withdrawing from the programme, funding ceases from the date the withdrawal is confirmed. Payments to settings are then calculated up to the withdrawal date.

Supplier set-up and claiming the Employer Incentive

You will need to ensure you have completed our Employer Incentive Agreement to confirm the incentive to be awarded and to enable us to set you up as a supplier in our financial system.

The incentive will be paid out in 10 instalments of £700 over the course of the programme, funds will be payable within 10 working days of the start of the month. Your first payment will be paid from the 2nd month of their training. For example, if your student started their training in September, you will receive your first payment from October.