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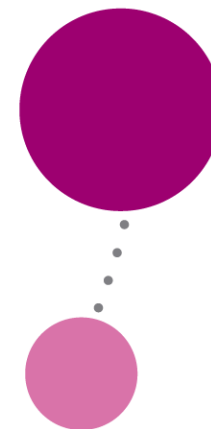
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Early Years Training - A Complete Guide for Early Years Managers



Agenda

Today we'll cover:

- The staffing challenges facing Early Years settings
- How Best Practice Network supports full career pathways
- Funding: how to access up to 100% and what to do if not fully funded
- What Support we offer You and Your Team
- What you gain: better retention, stronger teams, and a trusted reputation
- Q&A and next steps

Staffing Challenges in Early Years

- **High Staff Turnover**
Frequent staff changes disrupt children's learning and team dynamics.
- **Retention Struggles**
Team members lack clear progression routes and often leave the sector altogether.
- **Recruitment Costs**
Advertising, interviewing, onboarding - all take time and money.
- **Lost Time**
New staff need training, but it pulls focus from day-to-day operations.
- **Changing Regulations**
Navigating qualifications, ratios and funding is increasingly complex.
- **Balancing Budgets**
Limited funding makes it hard to invest in CPD without guaranteed ROI.



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Why partner with Best Practice Network

Support Every Step of the Way

A fully managed service – from recruitment to training, with dedicated support for both employers and learners.

Learner-First Approach

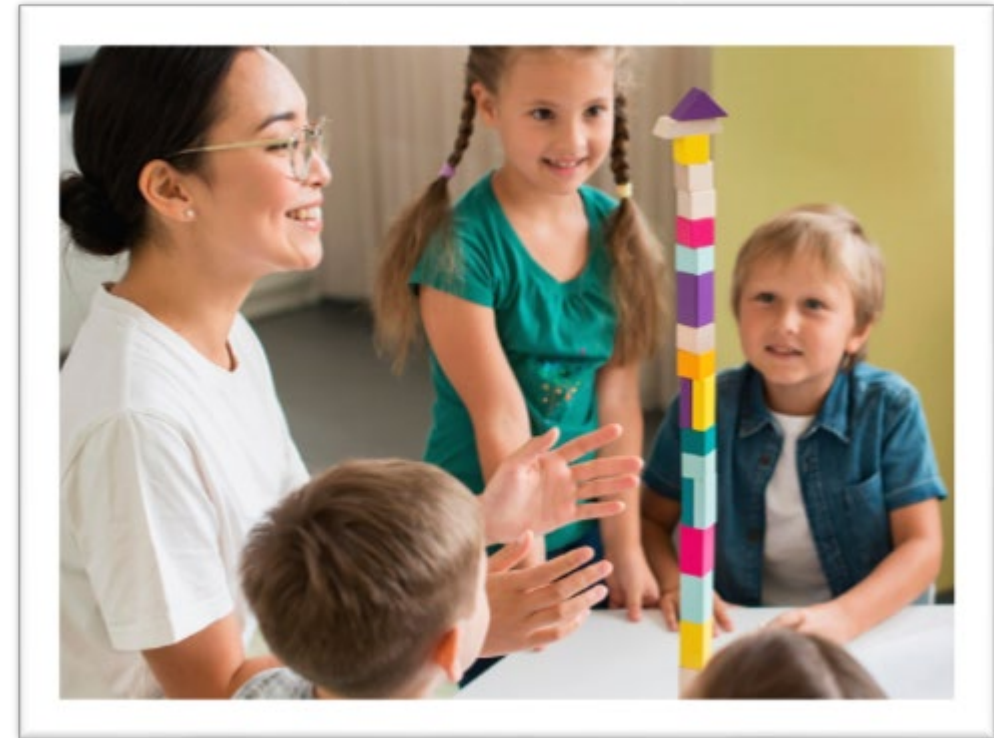
We put the needs of each apprentice at the heart of everything we do.

Expert Tutors

Our experienced tutors empower learners to achieve their best, grow in confidence and make a real impact in their settings.

Flexible, Funded Training

With up to 100% funding available, our team helps you access the right support. We'll find a solution that fits your goals and your budget.



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Funded by

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Our Early Years Training

A Full Career Pathway for Your Team



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Benefits of our Early Years training



- Up to 100% funded training – that fits your setting and your budget
- Develop confident, capable practitioners who excel and stay in their roles
- Attract fresh talent and build a stronger, more skilled team
- Learning is applied directly in the workplace for immediate impact
- Boost staff retention, motivation and confidence
- Access free recruitment support to fill staffing gaps

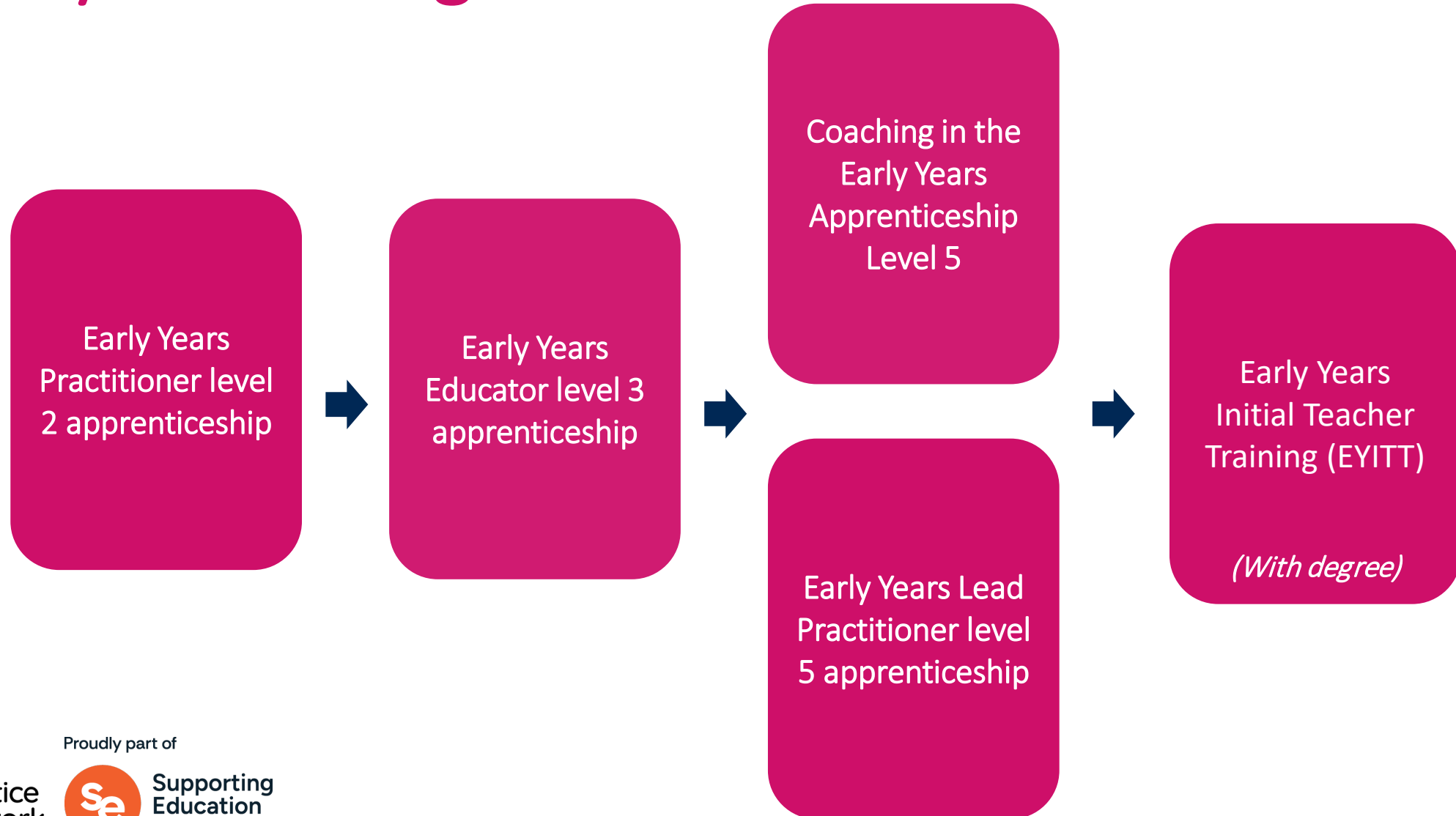


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Early Years Progression route



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Early Years Practitioner level 2 apprenticeship

- 12 month programme + 3 months apprenticeship assessment (for full time learner)
- Functional skills maths and English L1 required if apprentice does not already have equivalent qualifications (**mandatory for 16-18 year olds**)
- Ideal for learners who are new to an early years setting/the workplace or not quite ready for level 3
- Consists of 9 core modules, including child development, health and safety, safeguarding and purposeful play & assessment
- Apprenticeship assessment methods: Observation and questioning and a professional discussion underpinned by a portfolio of evidence



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Early Years Educator level 3 apprenticeship



- 15 month programme + 3 months apprenticeship assessment (for full time learner – minimum duration 12 months)
- Fully recognised and supports meeting ratio requirements for EYE L3 in an EY setting
- Functional skills maths and English L2 (**mandatory for 16-18 year olds**)
- Learners will need to complete paediatric first aid and submit their certificate as part of their apprenticeship
- Consists of 11 modules + assessment preparation – including safeguarding, H&S, child development, a unique child, enabling environments and teaching, learning & assessment
- Apprenticeship assessment methods – observation and questioning, professional discussion and portfolio of evidence

Early Years Lead Practitioner level 5 apprenticeship

- 18 month programme + 3 months apprenticeship assessment (for full time learner – minimum duration 12 months)
- Designed for those in a leadership role in an EY setting
- Functional skills maths and English L2 (**mandatory for 16-18 year olds**)
- Delivered in cohorts
- 16 online sessions including leadership practice, the unique child, implementation of legislation and guidance and learning and development
- Fully recognised qualification in line with the EYFS



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Coaching in the Early Years Apprenticeship Level 5

- Designed for EY leaders, practitioners and support staff who want to deepen their understanding of coaching as a non-directive, person-centred approach
- Develop structured, high-quality coaching skills specific to early years
- Must have an EY qualification prerequisite
- Gain the ILM Level 5 Certificate in Effective Coaching and Mentoring
- Apply structured approaches like GROW and solution-focused coaching to support colleagues working in play-based, child-led environments



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Early Years Initial Teacher Training (EYITT)



- Become an expert in teaching children across the Birth to 5yrs age range
- Teach in Reception class in academies and free schools
- Support of an employer while gaining your Early Years Teacher Status (GEB)
- Train for free with DfE funding (both routes)
- Gain up to date subject knowledge on best practice in the Early Years
- Develop your leadership skills to support successful team development in the setting
- Increase and improve support for children and families in the Early Years



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Our Delivery Plan



Blended programme of face to face and online study



Progress reviews every 6 weeks



Specialist 1-2-1 Tutor Support in better tutor:learner ratio



BPN boost – personal development, career information advice and guidance and welfare programme



Regular reflections on learning and practice



Partnership working between BPN, the apprentice and the employer



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Support from Employer

Attend learner
reviews

Allow time for
apprentices to
attend monthly
virtual classrooms

Provide
apprentice
with off-the-job
training

Provide your
apprentice with a
mentor

Provide regular
support, feedback
and guidance to
the apprentice

Provide apprentices
with opportunities to
develop their
knowledge, skills and
behaviours



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Off-The-Job Training

Learning Without Leaving the Setting



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Learning Without Leaving the Setting

- Structured learning beyond the typical routines and duties of the learner
- Activities such as observations, eLearning, and reflections
- All off-the-job training is completed on-site
- Learners remain engaged in their roles while developing essential skills
- Learners reflect on their learning immediately in their work
- Minimal disruption to staffing and daily operations



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What is Off-The-Job Training?



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Off-The-Job Training Example

Time	Monday	Tuesday	Wednesday	Thursday	Friday
Morning	<ul style="list-style-type: none"> - Room set-up - Free play - Group activities 	<ul style="list-style-type: none"> - Room set-up *Storytelling observation (45 mins)* - Snack time 	<ul style="list-style-type: none"> - Room set-up *Shadowing SENCo (45 mins)* - Outdoor play 	<ul style="list-style-type: none"> - Room set-up *Peer observation (30 mins)* - Group activity 	<ul style="list-style-type: none"> - Room set-up - Outdoor play *Reflective notes (30 mins)*
Midday	<ul style="list-style-type: none"> - Lunch prep - Lunch break - Nap time 	<ul style="list-style-type: none"> - Lunch prep - Lunch break *eLearning (1 hr)* 	<ul style="list-style-type: none"> - Lunch prep - Lunch break - Nap time 	<ul style="list-style-type: none"> - Lunch prep - Lunch break - Nap time 	<ul style="list-style-type: none"> - Lunch prep - Lunch break
Afternoon	<ul style="list-style-type: none"> - Creative activity - Outdoor play - Tidy up 	<ul style="list-style-type: none"> - Creative activity - Outdoor play *Weekly reflection (30 mins)* 	<ul style="list-style-type: none"> - Creative activity - Outdoor play - Tidy up 	<ul style="list-style-type: none"> - Creative activity - Outdoor play - Tidy up 	<ul style="list-style-type: none"> - Creative activity - Outdoor play - Story time *Virtual Classroom (2hours)*

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Training That Fits Your Budget

Up to 100% funded - and we'll guide
you through every step.



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Funding

What is the levy fund?

The English apprentice levy fund is controlled by the Department for Education and was created as a long-term funding solution for companies to hire and train apprentices.

Our apprenticeship programmes qualify for funding from the English apprentice levy fund. Best Practice Network provides support to candidates and their employers to access this funding.

For guidance on how the funding routes apply to your setting, speak to one of our apprenticeship experts on +44 (0) 117 920 9428 or email enquiries@bestpracticenetwork.co.uk

Enrol your employees

Employers should contact Best Practice Network via enquiries@bestpracticenetwork.co.uk to reserve a place on the required programme.

We will then support you with gathering all necessary information, recruitment, registering with Apprenticeship Service Account and funding applications.



Funding routes

If your setting contributes to the apprenticeship levy fund

Levy paying employers can access their fund contributions through their **Apprenticeship Service Account**. You can use this service to manage the funds you have available for apprenticeship training in England.

If your setting does not contribute to the apprenticeship levy fund

You pay 5% towards the cost of the training for your apprentice. The remaining 95% will be paid by the government.

Apprenticeship levy transfer

Employers with unspent funds can transfer up to 25% of that contribution to another employer. That means you can benefit from the levy contributions of a different organisation to cover the full costs of an apprenticeship for your setting.

If your setting has fewer than 50 employees:

You will receive 100% of the funding where the apprentice is 16-21 years old or is between 22 and 24 years old and has an education, health and care plan.

Employers and training providers will both receive an additional £1000 where the apprentice is between 16 and 18 years old.



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Programmes Cost and Funding Breakdown

	Original Cost	Maintained Nurseries	Nuseries with Apprenticeship Levy	All other Settings
Early Years Practitioner Level 2 apprenticeship	£5,000	100% Funded	100% Funded	95% Funded, Setting pay £250 in total, £21 x 12 months
Early Years Educator Level 3 Apprenticeship	£7,000	100% Funded	100% Funded	95% Funded, Setting pay £350 in total, £24 x 15 months
Early Years Lead Practitioner Level 5 Apprenticeship	£9,000	100% Funded	100% Funded	95% Funded, Setting pay £450 in total, £25 x 18 months
Coaching in the Early Years Apprenticeship Level 5	£5,000	100% Funded	100% Funded	95% Funded, Setting pay £250 in total, £28 x 9 months
Early Years Initial Teacher Training (EYITT)	Fully Funded by DfE	Fully Funded by DfE	Fully Funded by DfE	Fully Funded by DfE

Apprenticeship Recruitment Service

Matching you with the best talent



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How does it work?

Our free Apprenticeship Recruitment Service connects early years settings with enthusiastic learners - bringing fresh talent into the sector, while helping our apprentices find the perfect place to grow and thrive.



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How do we support settings?



If you need support with staffing, our recruitment team will work with you to find the best apprentices for your vacancy.

We can:

- **Advertise** - Your vacancy will be placed on our website, job boards as well as the Find and Apply website
- **Screening** - We hold initial calls with all applicants to assess their eligibility and suitability for the apprenticeship
- **Shortlisting** - We will contact you with a pool of applicants with notes for you to interview
- **Training** - Once you have chosen the perfect candidate(s), we will enroll them onto our apprenticeship programme



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How do we support apprentices?

- We conduct a screening call with every applicant to understand what kind of setting would suit them best and to check their eligibility.
- We check our current vacancies and discuss suitable options.
- We offer support on how to approach local settings if we do not have suitable vacancies.
- CV sharing with matching settings.
- Matched candidates are offered an interview at the setting (stay and play/work trial).
- If no placement offered: we continue the search for an employer and supply feedback



Real Voices from Real Settings

What makes us stand out



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What Our Partners Say



"It's the most practical and supportive training we've had. Our team has grown stronger and day-to-day operations have become smoother."

Jane, Head of Toddlers at Snapdragons Nursery

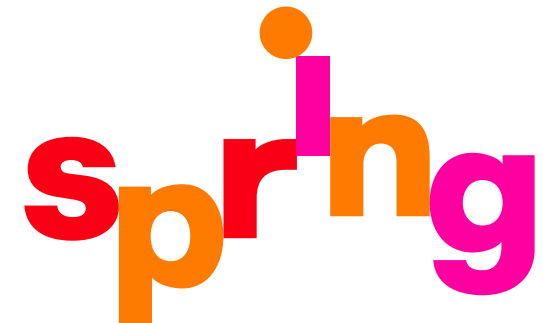
"Our experience with Best Practice Network apprentices has been fantastic. They have had such passion for early education, are open to reflective practice and are keen to learn, and grow, with our nursery."

Daisy, Head of Alphablocks Nursery

"We really value the opportunity to employ apprentices, to train them in how we work at Snapdragon's and give them that practical experience to become really experienced team members."

Liz, Early Years Mentor at Snapdragons Nursery

Our Partners



by Action for Children



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Why We're Different

Common Issues with Other Providers	How We Do Things Differently	What It Means for You
High tutor turnover disrupts consistency	Just 14% staff turnover in our team	Reliable, stable support from start to finish
Overloaded tutors (60+ learners)	Avg. 45 learners per tutor	More personalised support, better learner outcomes
Mostly online-only delivery	Regular in-person visits and coaching	Practical, embedded learning that sticks
Curriculum feels disconnected from nursery life	Content mapped to real-world practice	Immediate value in your setting
Weak recruitment and screening	Rigorous vetting and matching process	Apprentices who fit and commit
No clear progression beyond the course	Full pathway to EYITT and leadership	Retain talent and develop your next leaders
Cold, transactional relationship	People-first, values-driven culture	A trusted, long-term training partner

We're not just a provider - we're a partner who grows with your setting.



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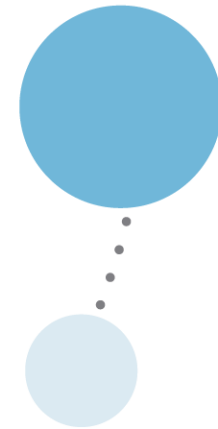


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Q&A

Please feel free to put your questions in
the Q&A box now!





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Ready to Strengthen Your Team?

We'd love to partner with you — to grow your team, your setting, and the future of Early Years education.



Our team will be in touch shortly

We'll follow up to answer any questions and explore what's possible.



Want to speak sooner?

Book a 1-to-1 conversation here.



bestpracticenetwork.co.uk

Learn. Share. Grow.