

Early Years Educator

① What the role entails

Early Years Educators, and other job roles such as nursery nurses and childminders, are highly trained professionals who play a key role in ensuring that young children learn and develop well and are kept healthy and safe. They work in a range of settings including full day care, children's centres, pre-schools, reception classes and childminders.

! Entry: apprentices will undergo all the checks as per the Early Years Foundation Stage requirements to ensure suitability to work with children.

② On-programme assessment

The apprentice must achieve the following on-programme assessment requirements prior to Gateway:

- Level 3 Early Years Educator qualification
- Level 3 Award in Paediatric First Aid. (RQF) or;
- Level 3 Award in Emergency Paediatric First Aid (RQF) or:
- completed a first aid course as per the EYFS requirements.
- Level 2 English and maths.



③ Gateway requirements

The decision to take an apprentice through Gateway is made between the employer, Independent Training Provider and apprentice. The apprentice must have achieved all the required on-programme elements before they enter Gateway, including the completion of a Portfolio of Evidence that will underpin the Professional Discussion (video evidence can be withheld for the IEPA to view at the employer's premises).



④ End-Point Assessment

The EPA for Early Years Educator contains 2 methods of assessment as outlined below:

Knowledge Test

The Knowledge Test features 35 multiple choice questions carrying one mark each. The assessment will either be computer-based or paper-based, sat under controlled conditions and will last for 60 minutes. It will test the apprentice's knowledge requirements as outlined in the standard.

Grade Weighting - the Knowledge Test is ungraded above a Pass. The apprentice must correctly answer a minimum of 23 questions (including all 5 safeguarding questions) to achieve a Pass.

Professional Discussion underpinned by a Portfolio

The Professional Discussion is a structured discussion of 90 minutes (+10%), underpinned by the Portfolio. The Professional Discussion will offer a full synoptic assessment of the apprentice, testing aspects of knowledge, skills and behaviours identified in the assessment plan.

The Portfolio of Evidence will be completed during the on-programme learning and will enable the IEPA to prepare for the Professional Discussion. It should cover the knowledge, skills and behaviours to be assessed by the Professional Discussion.

Grade Weighting - the Professional Discussion is graded as Fail, Pass or Distinction by the IEPA.

⑤ Grade aggregation table

Knowledge Test	Professional Discussion	Overall Grading
Fail	Fail	Fail
Fail	Pass	Fail
Pass	Fail	Fail
Pass	Pass	Pass
Fail	Distinction	Fail
Pass	Distinction	Distinction

⑥ Completion and certification

Once the IEPA verifies the apprentice has successfully completed all EPAs, CACHE will activate certification. Working with the apprenticeship certificate issuing authority, we will ensure the apprentice receives their certificate.



⑦ What next?

With additional experience, an Early Years Educator can become the manager of an early years setting.

Why choose EPA Plus?

We are an approved End-Point Assessment Organisation (EPAO) specialising in EPA delivery across Health, Education & Care and Business apprenticeship standards. EPA Plus offers flexible and reliable EPA solutions supported by sector expertise, guidance documents and proactive service and support.

