

Early years apprenticeships and funded training

Programmes tailored to your settings needs,
from school leavers to senior management.



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Hello!

Hello, I'm Karen Derbyshire, the Director for Early Years at Realise.

I'm not just passionate about the early years and education sector; I'm deeply committed to helping nursery managers, their teams and their staff thrive. With over 30 years of experience, I understand the unique challenges you face and the pivotal role you play in shaping the success of your settings.

At Realise, my role involves overseeing the quality and operational aspects of our early years and education apprenticeship and funded training programmes, from curriculum design to implementation and continuous improvement. We work closely with industry experts to ensure our programmes are always at the forefront of the latest industry developments.

I'm here to support you and your team every step of the way, ensuring your journey with Realise is smooth and successful. I'm genuinely excited about the future of Realise and the incredible opportunities our early years and education apprenticeships bring to the table.



Karen Derbyshire
Director for Early Years

Why choose Realise?



We are a trusted partner of early years apprenticeships, delivered nationwide by local trainers.



We are an Ofsted 'Good' provider (2023), resulting in above average achievement rates.



Over three decades of experience delivering exceptional early years training.



At the centre of all that we do, is our commitment to 'right learner, right programme'.

Early years excellence

In the early years sector, experience matters. Here's why Realise is the right choice for you:

- We are a trusted national training provider, delivering high-quality, tailored training designed to meet the needs of both your business and your learners.
- Our extensive network of expert trainers across England ensures a local touch from a national provider.
- We are a trusted training partner for every career stage, currently supporting more than 16,500 learners across England.
- We've worked with early years employers for over three decades, tailoring our training to each setting's unique needs.
- Our curriculum is enriched with webinars from leading experts in the field.
- As early years training experts, we are consistent, knowledgeable and flexible.
- Our professionally developed training courses exceed standard apprenticeship requirements, achieving consistently above national averages.

Right learner, right programme

Our ethos of right learner, right programme enables us to design, develop and deliver a learning experience that meets the needs of your organisation and your learners.

Right learner

We ensure the right learner is on the right programme. Our trainers have meaningful conversations with every learner about their personal needs and motivators. This ensures that both learners and their employers gain the value they need to meet their goals.

Right programme

Curiosity and industry sector insight shape our programmes. We can work with employers to find the right training solution for your goals.

Together

We build strong relationships with people and organisations based on trusted advice, expertise and curiosity. We seek to understand your needs and goals from the start so that together our training fits around your organisation.

The early years progression routes

Whether it's an entry level, diploma or advanced apprenticeship, every programme at Realise offers the opportunity to progress. Check out our progression pathways below:



6

Level 6

Our level 5 apprentices have the unique opportunity to apply for a spot on a 12-month degree top up course with a select number of higher education institutes. This opens doors to further educational avenues, including the Early Years Initial Teacher Training Programme (EYITT). Speak to us to find out more.

5

Level 5

Take the lead with our Level 5 Early Years Lead Practitioner Apprenticeship - ideal for those seeking an operational role and aiming to drive positive change. Our Level 5 Nursery Manager's Apprenticeship is tailored exclusively for individuals already in nursery management roles, offering advanced knowledge in critical areas.

4

Level 4

Building upon your Level 3 apprenticeship, the Level 4 Advanced Childcare Practice and Management Diploma enhances your understanding of child development and equips you with in-depth knowledge of childcare policies and legal requirements, supporting your career growth and managerial skills. NB: This is a diploma course, eligible for student loan funding.

3

Level 3

Whether you're starting your career or building on prior experience, our Level 3 Early Years Educator Apprenticeship is the perfect choice. It covers essential areas such as child development, safeguarding and equality. This apprenticeship is recognised as full and relevant by the Department of Education and enables you to be counted in staffing ratios.

2

Level 2

Launch your career confidently with our Level 2 Early Years Practitioner Apprenticeship. This programme provides you with essential skills, knowledge and behaviours crucial for supporting the effective delivery of the Early Years Foundation Stage (EYFS).

Here's how we do things differently:

At Realise, we're passionate about helping early years settings thrive.

Here's what sets us apart:



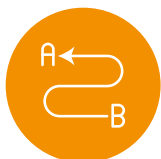
Exceptional results - We don't just aim for success, we achieve it! Our achievement rates consistently surpass national averages, with above average distinction rates for level 3 qualifications. You can expect your apprentices to excel under our expert guidance.



Personalised support - Your apprentices aren't left on their own. With over 120 experienced local trainers across the country, we guarantee regular face-to-face meetings, providing tailored support and guidance.



Fast turnaround on End-Point Assessments - No more waiting! Our streamlined process ensures End-Point Assessment results are typically delivered in no later than 6 weeks, allowing you to plan with confidence and keep your apprentices moving forward.



Clear progression pathways - Whether you're looking for introductory courses or level 5 leadership apprenticeships, we offer training programmes to suit all levels. We can even support progression through to higher education.



Recruitment made easier - Finding the perfect fit for your team can be time consuming. Our specialist, dedicated recruitment team, take the pressure off by helping to advertise vacancies, shortlist candidates and arrange interviews.



Industry names at your fingertips - We collaborate with leading names in the sector, like Kym Scott, Aaron Bradbury and Cheryl Bedding, to ensure our programmes reflect the latest trends and developments in the early years and education sector.



Dedicated account management - Led by Karen Derbyshire, our Director of Early Years, with over 30 years of experience, you'll receive personalised support from a dedicated account manager who understands your specific needs.



Continued professional development - Stay ahead of the curve! Your learners will have exclusive access to Kinderly Learn, a comprehensive online learning platform. They, and your wider team, will also have access to quarterly webinars led by external sector experts.

By choosing Realise, you are investing in the success of your early years setting and the future of your team. Let's chat about how we can help you achieve your goals.

Early Years Skills Bootcamp and Accelerated Apprenticeship

This Early Years Skills Bootcamp is a short, intensive training programme that helps adults (19+) quickly gain practical, in-demand skills tailored to meet the sector's needs.

Government-funded and available in selected regions across England, it saves apprentices up to six months of training time, getting your team fully qualified and ready to make an impact in your setting sooner.

Upon completion, learners gain job-ready knowledge and experience and are eligible to progress onto our accelerated Level 3 Apprenticeship in early years.

Level:
Skills Bootcamp

Duration:
6 weeks online

Benefits for employers:

- Access to pre-trained and engaged candidates
- 6 week online learning programme. Interviews and, if successful, onboarding can begin while they complete their Skills Bootcamp
- Save up to 6 months of training time as apprentices transition onto our accelerated level 3 apprenticeship, ensuring they are qualified faster
- We cover DBS and Paediatric First Aid qualification costs
- Guest appearance opportunities to talk to our groups about your own early years experience and progress



Scan here
for more
information
on this
course.



Enrolment criteria:

- To enrol your staff, you must have a genuine apprentice vacancy for a level 3 early years educator apprenticeship.
- Open to learners aged 19 and above who meet our eligibility criteria.

SEN Coordinator Skills Bootcamp (SENCO)

This SENCO Skills Bootcamp is a short, intensive training programme for adults (19+) looking to gain practical, in-demand skills to become qualified Special Educational Needs Coordinators in early years settings.

Available in selected regions across England, this government funded programme equips participants with the knowledge, skills and behaviours needed to support children with SEND effectively, inclusively and compassionately.

Level 3

Duration:
12 weeks



Upon completion, learners achieve a Level 3 NCFE CACHE Award for SEN Coordinators in Early Years Settings.

Programme details:

- 12 week flexible online learning programme
- 2.5 hour group study sessions, twice weekly
- Assessment through a workbook, class discussions, Q&A sessions, and interactive activities



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course.

Enrolment criteria:

- Must be employed in an early years setting
- Qualified to Level 3 or above
- Committed to completing a 12 week online training programme with flexible study arrangements
- Able to attend 2.5 hour online group learning sessions, twice weekly
- Age 19+

Non-funded option

For those not in a government funded area, this course is also available to employers for £400 + VAT, with regular start dates throughout the year. Further details can be found by scanning the QR code.



Early Years Practitioner Apprenticeship

Provide employees with the head start they need to start working in the early years sector. Our level 2 apprenticeship ensures your staff gain core competencies crucial for success in your early years setting:

Key learning phases:

- Introductory skills development, with support from their trainer
- Roles and responsibilities
- Child development milestones
- Introduction to the EYFS
- Health and safety and wellbeing practices
- Equality, diversity, and inclusion



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course.



Learners can expect online learning sessions and tutorials, face-to-face and remote support, live webinars with industry experts, independent learning and ongoing advice and guidance. Each apprentice will require a designated mentor on-site to collaborate with the trainer and support the learner's progress.

Ideal for those with job titles such as nursery assistant, early years practitioner and nursery practitioner. No specific qualifications required.

I really enjoyed learning lots of new topics and improving and developing my knowledge in childcare. I enjoyed meeting the children and building bonds with them and seeing them take milestones in their lives, whilst also getting to work with amazing and supportive people!



Chloe Martland
Little Owls
Day Nursery

Adult Learning: Early Years Practitioner Diploma

Provide your team with the head start they need to embark on a career in the early years sector. Our level 2 funded diploma ensures your staff gain core competencies crucial for success in your setting.



Key learning phases:

- Understanding roles and responsibilities
- Nurturing child development milestones
- Introduction to the EYFS framework
- Promoting health, safety, and wellbeing practices
- Fostering equality, diversity, and inclusion



Scan here
for more
information
on this
course.

Please note AEB funding is only available in limited geographies. Speak to us to find out if this route is available for your setting.

Realise builds a curriculum which teaches each individual skills and knowledge to be able to successfully start their career once they have completed their learning.



Early Years Educator Apprenticeship

Designed to create outstanding early years educators. Apprentices will gain the skills and knowledge needed to raise the quality of care and support in your setting:

Key learning phases:

- Safeguarding the welfare of children
- Importance of play
- Children's learning and development
- Physical and emotional needs
- Equality, diversity and inclusion
- Supportive relationships and partnerships



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course.



Level 3

Duration:
14 months
plus EPA

As part of this apprenticeship, learners will also need to:

- Complete the Level 3 award in Paediatric First Aid or Emergency First Aid.
- Complete the Professional Formation Award (PFA) before progressing to the End Point Assessment.

Learners can expect online learning sessions and tutorials, face-to-face and remote support, live webinars with industry experts, independent learning and ongoing advice and guidance. Each apprentice will require a designated mentor on-site to collaborate with the trainer and support the learner's progress.

Ideal for those who are working with young children during their early years development. No specific qualifications required.

If I hadn't taken the leap and started this course I think I would still be within childcare, however this course has given me even more love and appreciation for my job.



Niamh Lumb
*Family First
Nurseries*

Adult Learning: Early Years Educator Diploma

This level 3 diploma will help your staff gain essential skills so that they can make a positive difference to the children in your setting. This is a full and relevant qualification which features on the Department of Education list.



Level 3

Duration:
9 months

Key learning phases:

- Early years foundation stage (EYFS)
- Attachments and transitions
- Child development, theory and behaviours
- Health, safety and safeguarding practices
- Equality, diversity, inclusion and SEN
- Reflective practices



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information
on this
course.

During the diploma, learners will receive frequent teaching sessions (or remote visits) as well as being able to join remote webinars and complete independent tasks. Their trainer will meet with them every month for a teaching and learning session and will be on hand at all times so that they get the very best support when they need it.

The positive culture at Realise is seen in everything we do and allows the team to support not only our employees but also employers we partner with and our learners.



Advanced Childcare Practice and Management Diploma

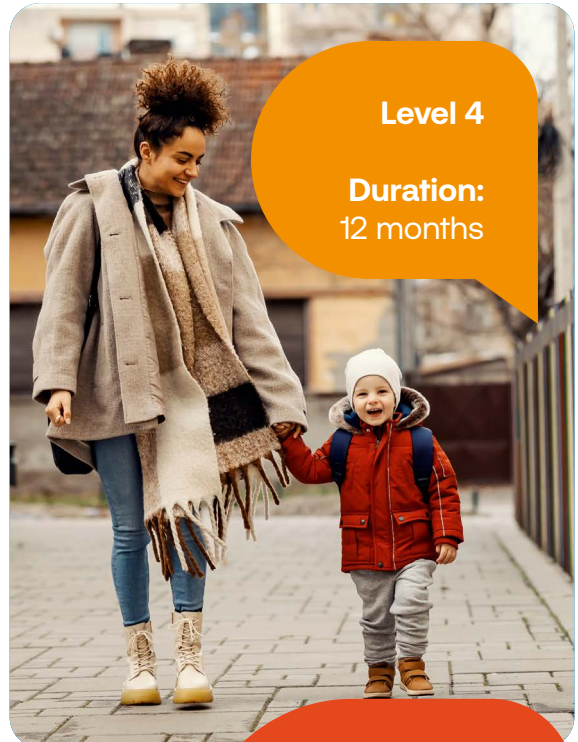
Developed for practitioners who have already obtained their full level 3 certificate and are looking to bridge the gap in skills and knowledge before undertaking their level 5 early years lead practitioner apprenticeship.

Key learning phases:

- Understanding child development and how children learn
- Supporting programmes that support children's development / longitudinal studies
- Legal requirements and legislation in early years
- Partnership working
- Leadership, management, and supervision



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information
on this
course.



Level 4

Duration:
12 months

This is a diploma
only, student loan
funded course.

Learners will also need to complete one of the following units:

- Working with babies 0-18 months
- Play for out of school / holiday provision
- Care for 2 year olds
- Carrying out a research project

Learners can expect online learning sessions and tutorials, remote support, live webinars with industry experts, independent learning and ongoing mentoring, coaching, advice and guidance. Aimed at practitioners who are currently working at level 3 and looking to develop their managerial skills to support career progression.

This course is ideal for early years professionals who want to strengthen their skills and boost confidence in their abilities, as they advance in their careers. Learners will gain practical tools to overcome challenges, grow in their role, and create a meaningful impact in the setting.



Sarah Bezant
Trainer at
Realise

Early Years Lead Practitioner

This apprenticeship will develop the knowledge, skills and behaviours of your staff to be proactive and influential, skilfully leading day-to-day practice at an operational level.

Key learning phases:

- 'Leaderful' practice
- Continuing professional development
- Child development
- Play and learning
- The unique child
- Curriculum and pedagogy
- Leading safeguarding
- Risk management
- Health and wellbeing
- Relationships and partnership working



Scan here
for more
information
on this
course.



Learners can expect online learning sessions and tutorials, remote support, live webinars with industry experts, independent learning and ongoing mentoring, coaching, advice and guidance. Aimed at practitioners who are currently working at level 3 and looking to develop their managerial skills to support career progression.

Ideal for professionals who aspire to be a leader within their early years setting. It is aimed at those with responsibility within the setting such as room leader, deputy manager, assistant manager, senior practitioner, early years coordinator, play leader, key worker or nursery officer.

The support we have received from Realise has been exceptional. The managers are hands-on, providing guidance and ensuring our apprentices achieve their goals within a realistic time-frame.

The level of dedication from the assessors right up to the Director of Early Years clearly demonstrates their passion for delivering the best for our apprentices.

Stevie Deeble
Operations
Manager at Kids
Inc Nurseries

Nursery Managers Apprenticeship

Designed to meet the evolving needs of the early years sector, this apprenticeship has been crafted to equip your staff with the advanced skills, knowledge and confidence needed to excel as effective and impactful nursery managers.

Level 5

Duration:
18 months
plus EPA



Key learning phases:

- Management and leadership
- Commercial awareness
- Legal responsibilities
- Project management



Scan here for more
information on this
course.

This apprenticeship is designed to be immersive and practical, taking place through remote sessions.

There is 1 teaching session per month and 1 one-to-one session with a trainer per month, plus a 6 month on programme project. The last 7-8 months of the apprenticeship will consist of support sessions with their trainer, embedding learning and preparation for the End Point Assessment.

Learners will
need to have
completed a level
3 qualification.

The Realise team are passionate, professional and truly committed to delivering a tailored and supportive learning experience for our employees.

Kat Learner
Training and
Professional
Development
Manager
at The Old Station
Nursery Group

Testimonials

The positive reputation of Realise is growing quickly in the early years sector and it is very clear that our values are aligned.

[They are] a very forward-thinking organisation and always looking to offer additional value to settings, particularly through the vast range of webinars and CPD platforms it can access.

The coverage of trainer assessors Realise has across the country was another huge attraction and we felt it was the best provider to take our apprenticeship offering to the next level.

Pru Barwood
*Learning and
Development Lead
at Fennies Nurseries*

Realise have provided excellent quality and service and have matched the pace of our growth.

This partnership has led to Family First achieving a significant milestone and we look forward to building on this to grow a talented professional workforce, providing outstanding care for the children in our nurseries.

Michele Falconer
*Apprentice Lead
at Family First*

Realise have always been professional and flexible in arranging visits.

We feel fully supported by their company, their assessors and their Operations Director. We have always had a very positive and helpful experience, across the board.

Cat Brown
*Nursery Manager
at Bright Sparks*

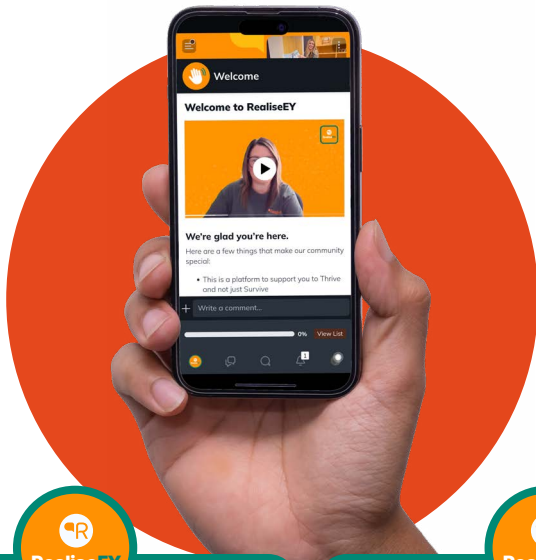
I have worked in settings where Realise have been involved in training and the standard has always been excellent.

[They] stood head and shoulders above other training providers during the tender process. What impressed us most was the multi-faceted approach which means they can not only offer first-class training to our apprentices that are new to the sector, but they can also offer upskilling opportunities, including up to level 5. We are certain they can support our people in the best way.

Charlotte Roberts
*Director of
Operations at
Kinderzimmer UK*

RealiseEY

RealiseEY is the new free to access app created just for Early Years Managers in small settings to help you thrive, not just survive.



“

The app is packed with easy to find, practical resources that really help and the chat feature means support is just a tap away.

Cat Brown
Bright Sparks

”



Network with local nursery managers

Share ideas, swap tips, and build supportive relationships with other managers in your area.



Direct access to our Early Years expert

Ask questions, get advice and benefit from years of industry experience - right at your fingertips.



Free CPD opportunities

Stay ahead with professional development opportunities, all from the comfort of your setting.



Join our inspiring virtual book club

Join in on curated reads that spark inspiration, conversation and growth.



Exclusive, live and interactive webinars

Tune in to practical, real-world sessions focused on the topics that matter most to you.



A growing library of free resources

Ready-to-use templates, checklists, activity ideas and more to make your life easier.

Being a Manager is a demanding job, and it can sometimes feel lonely. We're so proud of how the RealiseEY app is making a difference and giving early years leaders across the country practical support and helping them feel more connected and confident in their roles.

Karen Derbyshire
Director of
Early Years

We're proud to support the sector with the RealiseEY app.

Visit www.RealiseEY.com to download the app or download from your usual download store.



FAQs for employers

What is the apprenticeship levy?

Employers with a payroll over £3m pay a 0.5% levy via PAYE. The funds can only be used for apprenticeship training and assessment in England, though the payroll bill includes staff across the UK.

Can I access training if I don't pay the levy?

Yes. If your payroll is under £3m, you won't pay the levy. Instead, you contribute 5% of training costs, with the government covering the remaining 95% ("co-investment"). Extra funding may also be available depending on circumstances.

How do I choose the right apprenticeship provider?

When choosing a provider, it's worth thinking about their experience and reputation, whether they can deliver where you need them, how well their values fit with yours, and how clearly they report on learner progress.

Who can help with the apprenticeship service?

Realise offers free remote one-to-one clinics for employers, helping with tasks like setting up, approving or transferring learners. You can book as often as needed or email us at apprenticeship.service@realisetraining.com for support.

Does the levy only apply to new recruits?

No. Levy funds can be used to train both new apprentices and existing staff.



FAQs for learners

How do I pay for apprenticeship training?

It is the employer's responsibility to fund apprenticeships. This can either be done through a company's apprenticeship levy or through co-investment, which is where the employer contributes 5% of the total cost of the apprenticeship, with the government paying for remaining 95%.

What are the different apprenticeship levels?

The four main apprenticeship levels in England are intermediate, advanced, higher and degree.

What is an apprenticeship agreement?

An apprenticeship agreement is a written contract between an employer and an apprentice that spells out the terms and conditions of the apprenticeship.

Am I too old to become an apprentice?

As long as you are over the age of 16 and not in full-time education, you can undertake an apprenticeship. Many of our learners find apprenticeships are a great way to make a career move – at any age!

Can you help find me an apprenticeship?

Realise have a dedicated recruitment team who regularly post new vacancies. To view our range of vacancies visit, realisetraining.com/just-apply.

Is there additional support for learners?

Yes, the Learner Support Fund (LSF) is designed to help with the costs of learning, such as childcare, travel and equipment.

Doing this course has really helped me grow as a Manager and given me so many new skills that have transformed how I approach my role. I've discovered new ways to develop both the setting and the team, and being able to actively apply what I've learned has led to nothing but positive change. It has strengthened my confidence as a leader and equipped me to share my knowledge to support and develop others.

Shana Shelby
Nursery Manager,
Wigan

Let's connect

We're genuinely looking forward to the opportunity to collaborate with you.

Let's have a chat, share experiences and explore how we can empower your apprentices and enhance the provision you offer to young children and their families.

Get in touch and
start developing
your team and your
business today.

Call: 0333 444 5055

Email: hello@realisetraining.com

Website: www.realisetraining.com

Early Years and Education
Brochure

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