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Llywodraeth Cymru
Welsh Government

Welsh Apprenticeship Framework In Children's Care, Play, Learning and Development

PLEASE SUBMIT all queries to Welsh Government:
DfES-ApprenticeshipUnit@gov.wales

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Framework Overview

This Framework is designed to develop the knowledge and skills and to provide the occupational competence for people who work within the **Early Years and Child Care** sector. This framework includes higher apprenticeships.

Sector Information

The Welsh Government's ambition is to develop a skilled early years, childcare and play workforce, which is highly regarded as a profession and a career of choice, and the sector recognised for the vital role played in supporting children's development.

Prosperity for All sets out the vision of Welsh Government for children from all backgrounds to have the best start in life. The aim is to ensure all children have the opportunity to reach their full potential and lead a healthy, prosperous and fulfilling life and are able to contribute to the future economic success of Wales. Welsh Government's Childcare, Play and Early Years Workforce plan sets out the ambition for a professionally recognised workforce by 2027

For this vision to move forward the early years workforce is key to supporting children to reach their full potential. The Welsh Government's ambition is to develop a skilled childcare and play workforce, which is highly regarded as a profession and a career of choice and recognised for the vital role the sector plays in supporting children's development. Welsh Government have invested significantly in the early years and childcare sector in recent years, especially through the 30 hour childcare offer roll out.

The early years is defined by Welsh Government as the period of life from pre-birth to the end of Foundation Phase or 0 to 7 years of age. Childcare is the name given to provision that supports children's care learning and development. It covers the ages of 0-12 years

A strong early years system in Wales ensures that we are able to reduce the impact of disadvantage through poverty, neglect, illness or disability. These disadvantages often lead to health inequalities and poorer prospects for children reaching their potential. The childcare sector plays a critical role in Wales' economic and social

development. It enables many parents to work, supporting economic growth and the reduction of poverty across the country.

The early years workforce in Wales is made up of a range of roles and types of settings including creches, day care services, out of school services and childminders. There are over 6000 registered settings offering nearly 150,000 places with a workforce of circa 17,000.

The professional framework in Children's Care, Learning and Development is for people who wish to lead practice and manage workers with children (and their families) in settings or services where the main purpose is care, learning and development e.g. nurseries, day care, crèches, child minders and Cylchoedd Meithrin (Welsh medium nurseries).

It is suitable for people already working in the sector who wish to develop their knowledge and skills and become occupationally competent as advanced practitioners or leaders and managers within the sector. People undertaking this professional framework will have considerable experience (and already have a qualification at level 3) in children's care or early years practice. Under the SASW guidance it is anticipated that these workers will be over 19 years of age since the NMS for Childcare Practice indicates that managers must have at least 2 years practice experience. Individuals undertaking this framework must have a management role or be undertaking leadership or management activities to provide the evidence required for the competence qualification.

The qualification confirms occupational competence for workers who lead or manage practice of workers in Wales and contributes towards improving the quality of childcare in Wales led by people with higher level skills.

Pathways

Pathway no.	Level 4 Professional Practice in Professional Practice in Children's Care, Play, Learning and Development
Pathway no.	Level 5 Leadership and Management of Children's Care, Play, Learning and Development: Practice

Equality & Diversity

The delivery of this framework needs to be in accordance with the relevant laws in Wales, as applicable to equality and diversity.

Specification of Apprenticeship Standards for Wales

This Framework has been developed to comply with the Specification of Apprenticeship Standards for Wales (SASW), for the latest version see the link below:

<https://gov.wales/sites/default/files/publications/2018-03/the-specification-of-apprenticeship-standards-for-wales-sasw.pdf>

Revisions to the Framework

Date:	BY:
Insert revision information	

Summary of changes made to this Framework

Date:	BY:
Insert summary of changes.	

The content of this pathway has been agreed by *Skills for Care and Development*. This is the only apprenticeship pathway in the Early Years and Child Care sector approved for use in Wales that is eligible for Welsh Government funding.

Part Two - Contents

Learning Programme Content

Entry Requirements

Apprenticeship Pathway Learning Programme(s)

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LEARNING PROGRAMME CONTENT

The Learning Programme provision shall comprise of three mandatory elements:

- Qualifications,
- Essential Skills
- On/off the job training

The total minimum credit value required for this range of Pathway is 60 credits with a maximum of 180 (dependant on the pathway taken)

ENTRY REQUIREMENTS

This framework provides a professional route to train and develop the leaders and managers in children's care, play, learning and development to the required regulatory standards. This is a workforce of people who support young vulnerable children and therefore is regulated through Care Inspectorate Wales. They must be in a management or team leader/supervisory position currently, perhaps as an assistant manager or senior care worker position and are seeking to improve their progression opportunities and assist with the succession planning for managers within their employment situation.

It is primarily suitable for experienced child care workers who have already completed the level 3 Apprenticeship in Children's Care Learning and Development or other approved level 3 NVQ/QCF Diplomas Children's Care Learning and Development or early years and child care course in full time education. To complete the framework however learner must have a managerial and/or leadership functions.

Some employers may see this as an opportunity to develop their own future managers and offer 'acting up' positions for their staff who can be given additional responsibilities in order to complete the requirements of the qualifications.

Achievement at level 4 and 5 reflects the ability to identify and use relevant understanding, methods and skills to address broadly-defined, complex problems. It includes taking responsibility for planning and developing courses of action as well as exercising autonomy and judgement within broad parameters. It also reflects understanding of different perspectives, approaches or schools of thought and the reasoning behind them.

Applicants will require to be in a position that provides real life work opportunities that meet these criteria.

An initial assessment of each learner should be made before the start of their programme to identify:

- if the learner has any specific training needs,
- support and guidance they may need when working towards their qualification,
- the appropriate type and level of qualification.

It is highly likely that applicants will be asked to undertake (or will already have completed at interview) a variety of tests which will include communication skills, English (and/or Welsh) and problem solving. These are not meant as a barrier to entry but more to gauge the ability of the applicant to achieve the programme and to tailor the individual learning plan to meet their needs and those of the employer. For existing staff it is certainly recommended that learning providers complete an initial Essential Skills Wales assessment that will demonstrate the likelihood for a candidate to be able to undertake the appropriate qualification. Good verbal and written communication in English and or Welsh is essential to high quality care practice as well as achieving the apprenticeship framework

so it is essential this is in place.

Processes exist to make sure those applicants with relevant prior knowledge, qualifications and/or experience are not disadvantaged by having to repeat learning. Training providers, awarding organisations, and colleges will be able to advise on the current rules for accrediting prior learning and recognising prior experience.

Initial Assessment

It is highly likely that applicants will be asked to undertake (or will already have completed at interview) a variety of tests which will include communication skills, English (or Welsh) and problem solving. These are not meant as a barrier to entry but more to gauge the ability of the applicant to achieve the programme and to tailor the individual learning plan to meet their needs and those of the employer. For existing staff it is certainly recommended that learning providers complete an initial ESW assessment that will demonstrate the likelihood for a candidate to be able to undertake the Diploma qualification.

Since applicants will already be working in the sector or will have recently worked in the sector they can apply to have their experience formally recognised by an Awarding Organisation and this will count towards the qualifications in this framework.

APPRENTICESHIP PATHWAY LEARNING PROGRAMME(S)

Level 4: Professional Practice in Children's Care, Play, Learning and Development

Qualifications

Participants must achieve **one of** the following *competence and knowledge* qualification(s) below.

Level 4 Working with families and carers to develop parenting skills				
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Guided Learning Hours
City and Guilds	C00/3933/4	64	640	295

OR

Level 4 Working with Children with Speech, Language and Communication Needs (SLCN)				
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Guided Learning Hours
City and Guilds	C00/3933/4	64	640	315

OR

Level 4 Recognising and Supporting Children with Additional Learning Needs (ALN)				
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Guided Learning Hours
City and Guilds	C00/3933/4	60	600	290

OR

Level 4 Preparing for Leadership and Management in Children's Care, Play, Learning and Development plus one from the above list of qualifications				
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Guided Learning Hours
City and Guilds	C00/1249/8	38 plus one from above list of qualifications	380 plus one from above list of qualifications	220 plus one from above list of qualifications

Essential Skills Wales (ESW) (to be completed alongside any of the above awards at level 4)

	Level	Credit Value
Communication	2	12
Application of Number	2	12
Digital Literacy (Optional)	2	12

On/Off the Job Training

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 4	NA	NA

On/Off the Job Qualification details (Credit & Hours)

Guided learning hours (GLH) and Total qualification time (TQT)

Guided Learning Hours (GLH) gives an indication to centres of the amount of *supervised* learning and assessment that is required to deliver a unit and can be used for planning purposes.

Total Qualification Time (TQT) is the total amount of time, in hours, expected to be spent by a learner to achieve a qualification. It includes both guided learning hours (which are listed separately) and hours spent in preparation, study and undertaking some formative assessment activities.

Credit is calculated using a formula that equates to the TQT value divided by 10.

On/Off the Job Essential Skills details (Credit & Hours) *(if required)*

NA

Level 5: Leadership and Management of Children's Care, Play, Learning and Development: Practice Qualifications

Qualifications

Participants should achieve the following *competence and knowledge* qualifications below.

Level 4 Preparing for Leadership and Management in Children's Care, Play, Learning and Development:

Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Guided Learning Hours
City and Guilds	C00/1249/8	60	600	335

AND

Level 5 Leadership and Management of Children's Care, Play, Learning and Development: Practice				
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Guided Learning Hours
City and Guilds	C00/1249/7	120	1200	415

Essential Skills Wales (ESW) (to be completed alongside any of the above awards at level 5)

	Level	Credit Value
Communication	2	12
Application of Number	2	12
Digital Literacy (Optional)	2	12

On/Off the Job Training

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 5	NA	NA

On/Off the Job Qualification details (Credit & Hours)

Guided learning hours (GLH) and Total qualification time (TQT)

Guided Learning Hours (GLH) gives an indication to centres of the amount of *supervised* learning and assessment that is required to deliver a unit and can be used for planning purposes.

Total Qualification Time (TQT) is the total amount of time, in hours, expected to be spent by a learner to achieve a qualification. It includes both guided learning hours (which are listed separately) and hours spent in preparation, study and undertaking some formative assessment activities.

Credit is calculated using a formula that equates to the TQT value divided by 10.

On/Off the Job Essential Skills details (Credit & Hours) (if required)

NA

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PLEASE ADD ADDITIONAL PATHWAY LEVELS AS REQUIRED

OTHER ADDITIONAL REQUIREMENTS

NA

PROGRESSION

Progression to the Professional Framework

Learners will be from different age groups, with differing backgrounds and experience. The professional framework has been developed to provide scope and breadth for those in and moving into leadership and management roles in the sector. As a guide, applicants may enter via a range of routes including from:

Apprenticeships (level 2 or 3), via other qualifications (for example in management), work experience, unemployment but with previous related experience in Early Years and Childcare, NVQ/QCF Diplomas at levels 2,3 or knowledge qualifications relevant to Early Years and Childcare (e.g. from colleges or universities).

Progression from the Professional Framework

Learners may progress from this pathway onto further qualifications specific to their work. A wide range of qualifications are available for use within the early years and childcare sector. These may include specialist qualifications at any level, Higher Education Certificates or Diplomas, foundation degree or degree courses in early years and childcare or other work-related education and training to support continuing professional development.

EMPLOYMENT RESPONSIBILITIES AND RIGHTS (ERR)

Employment Responsibilities and Rights (ERR) is no longer compulsory. But it is recommended that all apprentices (especially the 16 years -18 year group) receive a company induction programme.

RESPONSIBILITIES

It is the responsibility of the Training Provider / Employer to ensure that the requirements of this pathway are delivered in accordance with the Welsh Government Apprenticeships Guidance.

Further information may be obtained from:

Welsh Government
DfES-ApprenticeshipUnit@gov.wales