

## EARLY YEARS (SSHC CYP) MA PROGRAMME – AN EMPLOYERS GUIDE



### Helping you grow confident practitioners for brighter futures.

The early years sector plays a vital role in supporting children's learning, development and wellbeing. However, many childcare providers face ongoing challenges with recruitment, retention and workforce development.

**A Modern Apprenticeship (MA) in Health & Social Care – Children & Young People (SCQF Level 7)** offers a practical solution. It allows employers to recruit new talent or develop existing staff while they gain valuable skills, knowledge and recognised qualifications in the workplace.

This guide explains how Modern Apprenticeships work, the support available, and how **RT Resources** can help your nursery develop a skilled and confident workforce.



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## What is a Modern Apprenticeship?

A Modern Apprenticeship combines paid employment with structured learning and assessment. Modern Apprentices learn while carrying out their day-to-day role, developing the practical skills and knowledge required to work effectively within an early years setting.

The programme leads to nationally recognised qualifications and supports learners to apply their learning directly within the workplace. The MA in Health & Social Care – Children & Young People (SCQF Level 7) is designed for those working in childcare and early years environments, supporting them to develop the skills needed to deliver high-quality care and learning experiences for children and young people.

### Benefits for Employers

- Develop a skilled workforce
- Support staff retention
- Address recruitment challenges
- Build succession plans
- Improve staff confidence and competence
- Develop future leaders within your setting

## Who Can Undertake a Modern Apprenticeship?

Modern Apprenticeships are suitable for:

**New Recruits** - Individuals who are newly employed within a childcare setting and wish to develop their skills through structured workplace learning.

**Existing Staff** - Current employees who would benefit from gaining a recognised qualification and further developing their skills and knowledge.

**Career Changers** - Individuals entering the childcare sector from another industry who require support to gain sector-specific skills and qualifications.

Modern Apprenticeships are not just for school leavers. Learners of various ages and backgrounds can benefit, provided they meet the eligibility requirements.

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## Recruiting a Modern Apprentice

If you're looking to grow your team, a Modern Apprenticeship can help you attract new talent.

The recruitment process can be:

### **Employer-Led**

You advertise the vacancy, interview candidates and select the individual best suited to your nursery.

### **Supported by RT Resources**

We can assist with promoting vacancies, identifying suitable candidates and supporting the recruitment process.

Once recruited, the apprentice joins your organisation as an employee and becomes part of your team from day one.

## Upskilling Existing Staff

Many employers choose to use Modern Apprenticeships to develop staff already working within their setting.

This approach can:

- Increase confidence and competence
- Support career progression
- Improve staff retention
- Recognise existing experience
- Create opportunities for progression into more senior roles

Investing in existing employees demonstrates a commitment to their professional development and can contribute to a positive workplace culture.

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## What Does the Apprenticeship Journey Look Like?

### Stage 1 – Recruitment

The apprentice is recruited by the nursery, either directly or with support from RT Resources.

### Stage 2 – Workplace Induction

The employer provides an induction covering:

- Policies and procedures
- Health and safety
- Safeguarding requirements
- Roles and responsibilities
- Introduction to colleagues and workplace routines

### Stage 3 – Settling-In Period

The learner spends approximately 4–6 weeks becoming familiar with their role and workplace environment.

### Stage 4 – MA Sign-Up

RT Resources completes the Modern Apprenticeship enrolment process and confirms eligibility.

### Stage 5 – Programme Induction

The candidate is introduced to the qualification, learning journey and support arrangements.

### Stage 6 – Learning and Assessment

The candidate develops evidence and completes assessments while carrying out their normal duties.

### Stage 7 – Achievement

Successful candidates achieve their qualification and complete their Modern Apprenticeship.

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## Employer Responsibilities

Employers play a key role in helping apprentices succeed.

Responsibilities include:

- **Providing Employment** - The apprentice must be employed within an appropriate childcare role.
- **Supporting Learning** - Provide opportunities for the apprentice to gain experience and demonstrate skills within their role.
- **Allowing Time for Reviews** - Work with RT Resources and the learner to participate in regular progress reviews.
- **Providing Workplace Support** - Encourage development, offer feedback and support the apprentice throughout their learning journey.
- **Promoting a Safe Environment** - Ensure the apprentice works in a safe environment and follows all relevant policies and procedures.

## How RT Resources Supports Employers

Our team works closely with employers throughout the apprenticeship programme.

We provide:

- **Initial advice and guidance**
- **Recruitment support where required**
- **Programme enrolment and induction**
- **Regular learner reviews**
- **Ongoing assessor support**
- **Progress monitoring**
- **Employer communication and updates**
- **Guidance throughout the modern apprenticeship journey**

Our aim is to make the process straightforward and beneficial for both employers and learners.

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## Frequently Asked Questions

### **How long does the apprenticeship take?**

Timescales can vary depending on the learner's experience and progress. We will discuss expected completion times during enrolment.

### **Do Modern Apprentices need previous childcare experience?**

Not necessarily. Many Modern Apprentices begin with little or no sector experience and learn within the workplace.

### **Can existing staff undertake the programme?**

Yes. Many employers use Modern Apprenticeships to develop and retain existing staff.

### **Is the Modern Apprentice employed by RT Resources?**

No. The apprentice is employed by the nursery or childcare provider.

### **How much time is needed for learning?**

Learning and assessment are integrated into normal workplace activities wherever possible, however it is useful to allow 2 hours of time per week for reflective account writing.

### **Will we receive support?**

Yes. Employers and learners receive ongoing support throughout the Modern Apprenticeship programme.

### **How do we get started?**

Simply contact RT Resources for an initial discussion about your requirements.

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## Why Invest in a Modern Apprentice?

A Modern Apprenticeship helps childcare providers:

- Develop a skilled workforce
- Improve staff retention
- Support professional development
- Recruit and nurture new talent
- Strengthen the quality of childcare provision
- Build capacity for future growth

A well-trained workforce benefits not only your organisation but also the children and families you support every day.

**Whether you're looking to recruit a new Modern Apprentice or develop existing members of your team, RT Resources can help.**

**A short conversation could be the first step towards developing your future childcare workforce.**

**Call us on 01292 290029 or email [ma@rtresources.co.uk](mailto:ma@rtresources.co.uk) to find out more.**

