

In the evolving landscape of early years education, Level 3 apprenticeships hold a critical place in shaping confident, knowledgeable, and professional practitioners. But what exactly does a strong Level 3 Early Years Apprenticeship teach? With the right blend of workplace learning, formal training, and mentoring tools like progress reviews and development coaching, apprentices gain vital skills rooted in the Early Years Foundation Stage (EYFS) principles. This blog unpacks the core curriculum and professional practices embedded in high-quality apprenticeships, referencing the impactful work of companies such as Teach Early Years, Teachwire, and The Childcare Company.

Workplace Learning Tied to Daily Practice

One of the hallmarks of a Level 3 Early Years apprenticeship is its emphasis on learning that is directly tied to the day-to-day realities of working in an early years setting. Apprentices don't just gain theoretical knowledge—they apply it within their room environments under real conditions, making the training immediately relevant and practical.

Through on-the-job experiences, apprentices learn how to:

- Set up stimulating, safe learning environments that reflect children's interests and developmental needs.
- Use observation and assessment techniques to track children's progress effectively.
- Engage children in play and planned activities aligned with EYFS principles.
- Adapt and differentiate practice to meet the diverse needs of children, including those with additional needs.

Companies like **Teach Early Years** promote the integration of workplace learning with formal training by providing structured resources and tools that support apprentices in making these daily connections. Furthermore, **Teachwire** offers a wealth of ideas and case studies that enrich apprentices' understanding of practical application.

Safeguarding, Wellbeing, Health and Safety, and Risk Management

A strong Level 3 apprenticeship places safeguarding and wellbeing at the core of its curriculum. Practitioners who complete this training emerge with an in-depth understanding of the legal and ethical responsibilities to protect children from harm, foster emotional security, and promote their health and safety.

Key learning areas include:

- **Safeguarding:** Recognising signs of abuse or neglect, understanding referral processes, and maintaining clear boundaries with children and families.
- **Wellbeing:** Supporting children's emotional development, managing behaviours positively, and encouraging self-regulation and resilience.
- **Health and Safety:** Identifying hazards in indoor and outdoor play areas, undertaking daily safety checks, and knowing emergency procedures.
- **Risk Management:** Balancing the promotion of exploratory play with minimizing preventable risks, conducting risk assessments, and embedding risk awareness into everyday practice.

The Childcare Company is well-known for weaving safeguarding and wellbeing deeply into their apprenticeships, ensuring staff are confident in creating protective, nurturing environments. Regular *progress reviews* alongside *development coaching* help apprentices reflect on this critical knowledge and embed it into their roles.

Child Development Knowledge Applied in Rooms

The foundation of any effective early years practitioner is a strong grasp of child development theories and milestones, with an ability to apply this knowledge practically in their settings. Level 3 apprenticeships rigorously train apprentices to understand the physical, cognitive, social, and emotional stages of development and to tailor their interactions accordingly.

Development Area Apprenticeship Learning Focus Practical Application Physical Development Understanding gross and fine motor skills progression. Setting up activities to support coordination, such as climbing and drawing. Cognitive Development Comprehending stages of thinking and problem-solving. Using open-ended questions and puzzles to stimulate learning. Social and Emotional Development Recognising attachment needs and emotional regulation. Facilitating peer interactions and supporting conflict resolution. Communication and Language Learning language acquisition stages. Engaging in storytelling, songs, and conversations.

Observation and assessment underpin this application of child development knowledge. Apprentices are taught to record detailed observations, analyse learning patterns, and use these insights to plan targeted interventions. This approach aligns closely with the EYFS principles of holistic child development and individualised learning.

Embedding EYFS Principles and Professional Practice

The Early Years Foundation Stage framework provides the statutory guidelines that shape apprentice training. A strong apprenticeship instils a deep understanding of the four guiding principles of the EYFS:

1. Unique Child – recognizing that every child is different with individual needs.
2. Positive Relationships – building trusting, respectful bonds with children and families.
3. Enabling Environments – creating safe spaces that foster exploration and learning.
4. Learning and Development – planning and delivering meaningful experiences to promote all areas of development.

In addition to knowledge, apprentices are trained in professional conduct – from effective communication and team collaboration to continuing professional development and ethical practice.



Through *progress reviews* and *development coaching*, apprentices reflect on these principles and [room leader progression pathway](#) evaluate how they embody them in their daily roles. Organisations like **Teach Early Years** and **The Childcare Company** facilitate this cyclical learning process, offering frameworks and mentoring that promote ongoing growth.

Why These Elements Matter for Your Early Years Workforce

When early years practitioners receive comprehensive child development training combined with robust safeguarding and wellbeing education, alongside practical workplace learning, the outcomes for children, families, and settings improve dramatically. Strong Level 3 apprenticeships ensure that practitioners don't just meet minimum standards—they thrive as knowledgeable, confident professionals.

Employing apprentices trained through companies such as **Teach Early Years**, **Teachwire**, and **The Childcare Company** means your setting benefits from a workforce well-versed in observation, assessment, safeguarding, and EYFS-aligned practice.

Conclusion

A strong Level 3 Early Years apprenticeship is a transformative journey that equips apprentices with:



- Practical, workplace-tied learning that mirrors everyday early years challenges.
- A solid grounding in safeguarding, wellbeing, health and safety, and risk management.
- In-depth knowledge of child development and the skills to apply it within learning environments.
- A professional mindset aligned with the EYFS principles and ongoing self-reflection through progress reviews and development coaching.

By embracing these elements, apprentices become the skilled, reflective practitioners our youngest learners deserve. For early years settings looking to invest in high-quality workforce development, connecting with training providers like **Teach Early Years**, **Teachwire**, and **The Childcare Company** is a wise step toward building excellence from the ground up.