

# Apprenticeship Levy Guide For Multi Academy Trusts

How apprenticeships and  
Apprenticeship Levy funding  
can meet your staffing needs.



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## About Best Practice Network



At Best Practice Network, we pride ourselves on our track record of success in delivering high-quality apprenticeship programmes that make a tangible difference in the education sector.

Our commitment to excellence has empowered multi academy trusts to harness the full potential of the Apprenticeship Levy, driving significant improvements in staff development and student outcomes.

We have successfully won Childcare and Education Apprenticeship Provider of the year for 2 years in a row and received a "Good" grading at our recent Ofsted inspection.

Learn more at [bestpracticenetwork.co.uk](https://bestpracticenetwork.co.uk)

### Our Awards & Accreditations



## Introduction to the Apprenticeship Levy

The Apprenticeship Levy, implemented by the UK Government in April 2017, mandates contributions from all employers with a wage bill exceeding £3 million.

While this requirement covers many schools, many are unaware of the extent of their contributions or the procedures for accessing their allocated funds.

Schools affiliated with larger employer entities, such as multi-academy trusts (MATs), may potentially access substantial funds.

### What are apprenticeships?

Apprenticeships provide an excellent way for schools to either recruit fresh talent or enhance the skills of their current staff.

A diverse range of apprenticeships are available ranging from level 2 (GCSE) to level 6/7 (degree and postgraduate degree level). Apprentices are employed by the school, acquiring on-the-job training that familiarises them with the school environment. Additionally they complete off-the-job training to learn new knowledge, skills and behaviours for their role.

Apprenticeships can be used to develop talent as part of a People and Talent Strategy and also for Continued Professional Development.

Schools and MATs encompass a wide variety of different roles. There are numerous apprenticeships available for training or upskilling staff for these roles.

Various apprenticeship training programmes may be relevant to your staff, including; Teaching Assistants, Unqualified Teachers, Early Years Practitioners, Senior Leaders, Headteacher and Executive Leaders.



**“Apprentices enjoy their studies. They find their coursework and job roles challenging and stimulating. They value greatly the care and support they receive from their tutors.”**

Ofsted Report,  
December 2023

### Who can apply for an apprenticeship?

In England, most anyone can apply for an apprenticeship if they are 16 or over and not in any other form of education.

Apprenticeships are a great way to gain an industry recognised qualification and develop a rewarding career. They are cost free for the apprentice and provide an opportunity to earn while you learn.

Current staff can also utilise apprenticeships for their CPD, this is a cost-effective solution for schools to promote and train employees.

### Who is eligible for an apprenticeship?

To be eligible for an apprenticeship the learner must have:

- ✔ Support from their employer and Apprenticeship Levy account holder
- ✔ Be working in the role related to the specific apprenticeship programme, this might be a current employee or a new apprentice starting the role
- ✔ GCSEs in English and maths at Grade C (4) or above OR able to achieve Level 2 English and maths whilst on programme (for a Level 2 apprenticeship only Level 1 Functional Skills is required)
- ✔ Held a residency in the UK for the last three years

# Understanding the Apprenticeship Levy and how it works

The Apprenticeship Levy is a contribution required from employers with a pay bill exceeding £3 million.

The Apprenticeship Levy is paid into a central Apprenticeship Service account at a rate of 0.5% of the total annual pay bill. Employers manage their levy funds through their account dedicated to apprenticeship training expenditures.

While only larger organisations pay the Apprenticeship Levy, the funds it generates also support apprenticeship training for smaller employers interested in taking on apprentices.

- The Apprenticeship Levy is paid into the apprenticeship service account monthly
- You automatically receive a 10% contribution top-up from the government. Apprenticeship training can only be delivered by an approved training provider
- Apprenticeship Levy funds can only be used to pay for training apprentices to achieve qualifications as part of an approved apprenticeship training programme
- Funds must be used within 24 months, or they expire

“Apprenticeships aren’t just for new staff and young people – they can be used to upskill and train existing staff of all ages and at any level.”

Tracy Clement  
Apprenticeships Director  
Best Practice Network

# How does the Apprenticeship Levy work for your school?

Depending on how your school is managed, the Apprenticeship Levy will be held and accessed differently.

See below for more information and how to access your funds.

- 1 Academies and Multi-Academy Trusts**  
It is likely your trust will be your employer and they will pay into the Apprenticeship Levy. Get in touch with your trust head office to see how much allocation is available. There may be a centralised apprenticeship strategy in place across the trust.
- 2 Voluntary-Aided Schools**  
If your governing body’s pay bill is over £3 million, they will pay into the Apprenticeship Levy. To access the funds, you’ll need to contact your governing body and see how much allocation is available. Some VA schools can access the levy via their local authority, this will need to be discussed with them directly, however, Best Practice Network can support these discussions.
- 3 Community and Voluntary Controlled Schools**  
Your MAT is likely to pay into the Apprenticeship Levy. Your MAT should let you know how much levy you have available to spend. If you’re unsure how to access the funds, contact your local authority to find out.

## What if your employer doesn’t pay into the Apprenticeship Levy?

If your employer doesn’t pay into the Apprenticeship Levy, or there are not enough available funds, you can still use apprenticeships at your school with the co-investment option.

The government will pay for 95% of the programme fees while your employer or account holder co-invests the remaining 5%. This 5% is invoiced monthly over the duration of the programme.

## What are Apprenticeship Levy Transfers?

Alternatively, if you or your school cannot access the Apprenticeship Levy, your apprenticeship training programmes can still be 100% funded by a levy transfer. Apprenticeships can be funded by an Apprenticeship Levy-paying employer transferring up to 50% of their levy to a different employer.

Transferred funds are used to pay for 100% of the training and assessment costs of the apprenticeship up to the funding band maximum.

Transferred funds cover the cost of the whole duration of the apprenticeship.

# What to expect from apprenticeships with Best Practice Network

As a leading provider of Early Years, Teaching Assistant and Leadership and Management apprenticeship programmes, we are committed to delivering high-quality education across all our programmes.

Apprentices learn with a mixture of coaching sessions and online classes well as independent study using high-quality teaching resources, such as webinars online documents and an extensive reference library.



Alongside the programme we run additional well-being, careers advice and guidance programme called BPN boost. There are optional monthly webinars on different topics and an online library of resources to support apprentices with their journey.



Best Practice Network is a corporate member of the Association of Apprentices. All apprentices will become members and be able to network with their community, attend events and access further information and resources.



Working in partnership with your schools to deliver your apprenticeship strategy

Apprentices are fully supported by expert Apprenticeship Tutors based across England who will visit your school for in-person reviews and observations



## We understand the unique challenges and opportunities multi academy trusts face when it comes to effectively utilising the Apprenticeship Levy.

Our dedicated team is here to work in partnership with you to create a comprehensive and impactful apprenticeship strategy tailored to your specific needs.

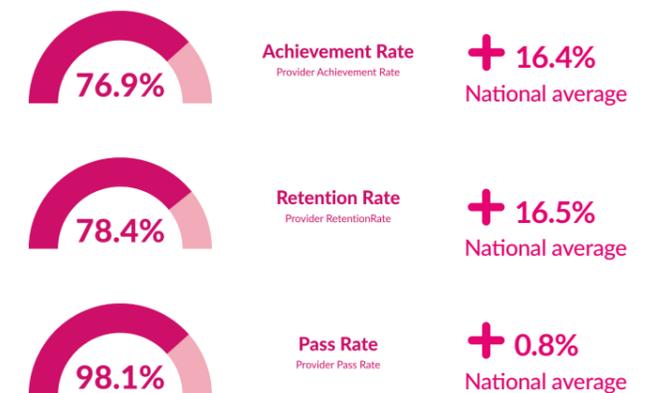
### Why Partner with Us?

**Expert Guidance:** Our experts have extensive experience in the education sector and are well-versed in the intricacies of the Apprenticeship Levy. We provide clear, actionable advice to help you navigate the levy, ensuring you maximize its benefits.

**Bespoke Training Programmes:** We design customised training programs that align with your school's objectives. Whether you're looking to upskill existing staff or recruit new talent, our training solutions are crafted to meet your precise requirements.

**Recruitment Services:** Finding the right apprentices can be challenging. Our recruitment services are designed to streamline this process, helping you attract and select the best candidates who are eager to contribute to your school's success.

**Strategic Planning:** We work closely with your leadership team to develop a strategic plan that integrates apprenticeships into your broader educational goals. This includes identifying key areas where apprenticeships can add value and creating a roadmap to achieve these goals.



Apprenticeship Programmes for Schools available with Best Practice Network

## Teaching Assistant Level 3 Apprenticeship

The Level 3 Teaching Assistant (TA) apprenticeship is ideal if you are already working in or looking for a career in a teaching support role.

This is a work-based training programme that will give you the fundamental knowledge and develop the skills and behaviours that are required to support teachers to enhance pupil learning either in groups or individually.

### Entry requirements

Apprentices must meet the following criteria:

- Be employed as a Teaching Assistant with support from the school
- GCSEs in English and maths at Grade C (4) or above or able to achieve Level 2 English and maths whilst on programme
- Have held a residency in the UK for the last three years

### Curriculum Modules

The core modules taught whilst on the course are:

- Understanding how pupils learn
- Using technology to support learning
- Assessment
- Curriculum
- Keeping children safe

With support modules that include:

- Special Educational Needs and Disabilities (SEND)
- Behaviour
- One-to-one and small group teaching

#### Webinars

Monthly online taught lessons

#### Tutor Visits

Tutor progress reviews every 6 weeks

#### Online Study

Online resources with coursework submitted to an e-portfolio

Gateway

End Point Assessment (EPA)

### AT A GLANCE



**Course Duration**  
15-18 months



**Blended learning**



**Multiple specialisms**  
Available for Level 3 & 5

**Funded by the Apprenticeship Levy funding**

“The course itself works well alongside being a teaching assistant. The subjects in the webinars are very relevant.”

TA Apprentice



Learn more and apply at [bestpracticenet.co.uk/TA-courses](https://bestpracticenet.co.uk/TA-courses)  
For more information call 0117 920 9428 or email [apprenticeships@bestpracticenet.co.uk](mailto:apprenticeships@bestpracticenet.co.uk)

Apprenticeship Programmes for Schools available with Best Practice Network

## Specialist Teaching Assistant Level 5 Apprenticeship

The Specialist Teaching Assistant Apprenticeship Level 5 is a 18-month long apprenticeship that prepares individuals to support learners across various educational settings, including primary, secondary, special schools, and further education institutions.

- Gain a qualification equivalent to a foundation degree
- One-to-one support with your personal Apprenticeship Tutor
- Fully funded by the Apprenticeship Levy (worth £12,000)
- Gain deep understanding of policies, practices, and procedures to your role

### Specialist teaching assistants choose from three main pathways:

- SEND – Supporting learners with special educational needs and disabilities.
- Social and Emotional Well-being – Focusing on mental health and emotional support.
- Curriculum Provision – Specialising in subject-specific interventions such as early reading or maths, forest school, or EAL.

### Entry requirements

Apprentices must meet the following criteria:

- 1 year of classroom experience
- Support from the school you are planning on doing the apprenticeship with
- GCSEs in English and maths at Grade C (4) or above or able to achieve Level 2 English and maths whilst on programme
- Have held a residency in the UK for the last three years

Learn more and apply at [bestpracticenet.co.uk/STA](https://bestpracticenet.co.uk/STA)  
For more information call 0117 920 9428 or email [apprenticeships@bestpracticenet.co.uk](mailto:apprenticeships@bestpracticenet.co.uk)

### AT A GLANCE



**Course Duration**  
18 months



**Blended learning**



**Equivalent to a foundation degree**

**Funded by the Apprenticeship Levy funding**

“The course itself works well alongside being a teaching assistant. The subjects in the webinars are very relevant.”

TA Apprentice



Apprenticeship Programmes for Schools available with Best Practice Network

## Teaching Assistant Apprenticeship Level 3 with SEND

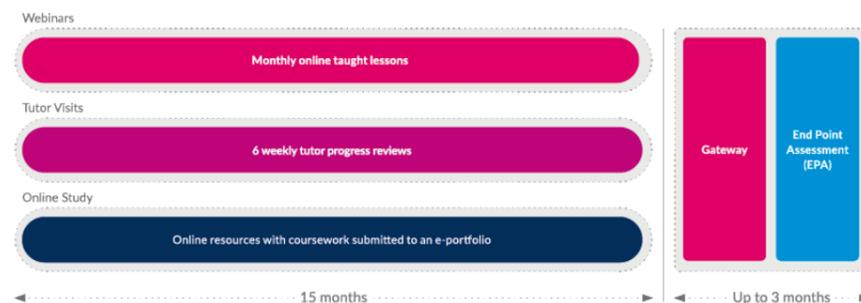
The Level 3 Teaching Assistant (TA) Apprenticeship with SEND is tailored for both current TAs and those aspiring to become TAs, focusing on supporting students with Special Educational Needs and Disabilities.

- Gain Teacher Apprenticeship in 15 - 18 months specialising in SEND
- Certificated training in up to two chosen specialist areas: SEND, Early Years, Behaviour, EAL and Assessment
- Fantastic well-being programme BPN Boost to support learners throughout the programme
- Apprenticeship Levy-funded, which we can help you access

### Entry requirements

Apprentices must meet the following criteria:

- Be employed as a Teaching Assistant with support from your school and Apprenticeship levy account holder/Apprenticeship Service Account holder
- Support from your Line Manager/designated Mentor to work with you throughout the programme and support you with the 20% off-the-job training including webinars, portfolio preparation, shadowing, reading and time to attend review meetings. Also to set the plan for the on-the-job training according to an Individual Learning Plan
- GCSEs in English and maths at Grade C (4) or above or able to achieve Level 2 English and maths whilst on programme
- Have experience in the role or similar roles
- Have held a residency in the UK for the last three years



### AT A GLANCE



**Course Duration**  
15 - 18 months



**Blended learning**  
One-to-one teaching sessions



**This Course Awards**  
Teacher Apprenticeship Level 3

**£0 with Apprenticeship Levy Funding**

"The course itself works well alongside being a teaching assistant. The subjects in the webinars are very relevant. I am really enjoying the specialist modules; I chose SEND and Early years. I like the way I can learn at my own pace."

Claire Mackenzie, TA Apprentice, Pink Elephants



"Our new Level 5 Coaching in Education Apprenticeship offers a blend of theory and practice, guided by expert tutors, to develop coaching expertise across all levels of experience. We're excited to support participants in making a real difference through their coaching."

Nicola Bostock-Hayes, Head of Mentoring

## Coaching in Education Apprenticeship Level 5

The Coaching in Education Apprenticeship Level 5 offers staff in schools the opportunity to develop as confident, evidence-informed coaches.

The Coaching in Education Apprenticeship Level 5 is designed for professionals across the education sector who are involved in supporting and developing others.

- Gain the ILM Level 5 Certificate in Effective Coaching and Mentoring alongside your apprenticeship, with no extra study or cost
- Master advanced coaching models and techniques
- Enhance emotional intelligence and inclusive practice
- Create better coaching relationships
- Evaluate coaching outcomes using ROI models
- Learn to manage difficult conversations and ethical dilemmas in a structured way, with a clear understanding of professional boundaries and safeguarding obligations

### Entry requirements

Applicants must:

- Work in an educational setting
- Have held a residency in the UK for the last three years
- Have the right to work and study in the UK

### AT A GLANCE



**Course Duration**  
9 months + assessment



**Training**  
In-house tutor visits



**This Course Awards**  
ILM Level 5 Certificate in Effective Coaching and Mentoring



**Course start**  
Autumn, 2025



**Coaching**  
Monthly sessions

~~£5,000~~

**£0 with Apprenticeship Levy funding.**

Learn more and apply at [bestpracticenet.co.uk/Teaching-Assistant-Apprenticeship-Level-3-SEND](https://bestpracticenet.co.uk/Teaching-Assistant-Apprenticeship-Level-3-SEND)  
For more information call 0117 920 9428 or email [apprenticeships@bestpracticenet.co.uk](mailto:apprenticeships@bestpracticenet.co.uk)



Learn more and apply at [bestpracticenet.co.uk/coaching-education-apprenticeship-level-5](https://bestpracticenet.co.uk/coaching-education-apprenticeship-level-5)  
For more information call 0117 920 9428 or email [apprenticeships@bestpracticenet.co.uk](mailto:apprenticeships@bestpracticenet.co.uk)



“Lots of information and great discussion with other people to aid my learning and review my own leadership.”



“I am very grateful to my Course Tutor for their advice, support and listening ear over the time of the course.”



## Leader Apprenticeship with NPQSL

The Leader Apprenticeship with NPQSL is a dual award which has embedded the DfE’s NPQ for Senior Leadership (NPQSL) into the Level 5 Operations Manager Standard.

The Leader Apprenticeship with NPQSL is for teachers and leaders who are, or want to be, senior leaders with cross-school responsibilities.

- Gain the specialist expertise needed to tackle school improvement priorities
- Support the development of a positive, predictable and safe environment for pupils
- Contribute to your school’s strategic direction and whole school activities
- Learn about operational and strategic leadership and management at a whole school level
- Apply learning and have impact in your setting immediately

### Entry requirements

Applicants must have:

- Either 2 full years experience of teaching following achieving QTS/QTLS or 2 full years experience in current role following completion of Level 5 (or equivalent)
- Teacher Reference Number
- Leadership experience/aspirations
- Full support from school/organisation

### AT A GLANCE



**Course Duration**  
18 months



**Face-to-face**  
4 sessions



**This Course Awards**  
60 masters credits, Level 5 Operations Manager and NPQSL



**Course start**  
Check our website for the next intake



**Coaching**  
Monthly sessions

~~£9,000~~

£0 with Apprenticeship Levy funding.



Learn more and apply at [bestpracticenet.co.uk/school-leader-programme-with-npqsl](https://bestpracticenet.co.uk/school-leader-programme-with-npqsl)  
For more information call 0117 920 9428 or email [apprenticeships@bestpracticenet.co.uk](mailto:apprenticeships@bestpracticenet.co.uk)

## Leader Apprenticeship with NPQH

The Leader Apprenticeship with NPQH is a dual award which has embedded the DfE’s NPQ for Headship (NPQH) into the Level 5 Operations Manager Standard.

The Leader Apprenticeship with NPQH is for aspiring or recently appointed headteachers looking to develop and apply the knowledge that underpins expert school leadership.

- Gain access to extended leadership training that goes beyond the standard NPQH curriculum
- Learn what effective headteachers need to know
- Lead the strategic direction of your school
- Support the development of a positive and safe environment for pupils
- Ensure staff feel supported and valued
- Apply learning and have impact in your setting immediately
- Gain additional post-nominals, certificates and credentials

### Entry requirements

Applicants must have:

- Experience as a current headteacher, deputy headteacher, vice principal or equivalent role and about 18 months away from applying for Headship (if not already in post)
- Teacher Reference Number
- Full support from school/organisation

### AT A GLANCE



**Course Duration**  
18 months



**Face-to-face**  
5 sessions



**This Course Awards**  
100 masters credits, Level 5 Operations Manager and NPQH



**Course start**  
Check our website for the next intake



**Coaching**  
Monthly sessions

~~£9,000~~

£0 with Apprenticeship Levy funding.



Learn more and apply at [bestpracticenet.co.uk/headteacher-programme-with-npqh](https://bestpracticenet.co.uk/headteacher-programme-with-npqh)  
For more information call 0117 920 9428 or email [apprenticeships@bestpracticenet.co.uk](mailto:apprenticeships@bestpracticenet.co.uk)



## Leader Apprenticeship with NPQLT

The Leader Apprenticeship with NPQLT is a dual award which has mapped the DfE's NPQ for Leading Teaching (NPQLT) to the Level 3 Team Leader Apprenticeship.

- Designed to give learners all of the essential knowledge, skills and concepts that underpin the successful leadership of teaching
- Gain the project management tools and negotiation skills needed to lead your team through change with precision and long-term sustainability

## Leader Apprenticeship with NPQLTD

The Leader Apprenticeship with NPQLTD is a dual award which has mapped the DfE's NPQ for Leading Teacher Development (NPQLTD) to the Level 3 Team Leader Apprenticeship.

- Designed to give learners all of the essential knowledge, skills and concepts that underpin successful leadership of teacher development.
- Gain the coaching techniques and performance management skills needed to ensure professional development leads to lasting classroom change

## Leader Apprenticeship with NPQLBC

The Leader Apprenticeship with NPQLBC is a dual award which has mapped the DfE's NPQ for Leading Behaviour and Culture (NPQLBC) to the Level 3 Team Leader Apprenticeship.

- Designed to give learners all of the essential knowledge and skills that underpin successful leadership of culture and behaviour in a school
- Create a predictable, calm environment where both staff and pupils can thrive

Learn more and apply at [bestpracticenet.co.uk/leader-apprenticeship-NPQ](https://bestpracticenet.co.uk/leader-apprenticeship-NPQ)  
For more information call 0117 920 9428 or email [apprenticeships@bestpracticenet.co.uk](mailto:apprenticeships@bestpracticenet.co.uk)



"I was looked after every step of the way by Best Practice. The tutor visits were the standout point of the course. I can't wait to do the L3 course in the future and keep working my way up."

## Early Years Practitioner: Level 2 Apprenticeship

This apprenticeship is a funded entry-level training programme.

Early Years Practitioners work under the guidance and supervision of an early years educator, teacher or other suitably qualified professional in the early years workforce supporting the planning and delivery of the educational programmes for children in the 0-5 age range.

- Learn how to support children's early education and development
- Become more confident in planning activities in line with the Early Years Foundation Stage (EYFS)
- Learn how to keep up-to-date records to help track and identify children's individual needs, abilities and progress
- Promote health, safety and child welfare through effective, informed practice
- Receive full support from your apprenticeship tutor with monthly visits and taught sessions

### Entry requirements

Apprentices must meet the following criteria:

- Support from the employer and Apprenticeship Levy account holder
- Be able to complete Functional Skills Level 1 English and maths whilst on programme
- Resident of the UK for the past 3 years

### Programme Structure



Learn more and apply at [bestpracticenet.co.uk/EYP](https://bestpracticenet.co.uk/EYP)  
For more information call 0117 920 9428 or email [apprenticeships@bestpracticenet.co.uk](mailto:apprenticeships@bestpracticenet.co.uk)



### AT A GLANCE

 **Course Duration**  
12 months

 **Face-to-Face**  
3 sessions

 **This Course Awards**  
30 masters credits, Level 5 Operations Manager and the NPQLT, NPQLTD or NPQLBC

 **Course start**  
Check our website for the next intake

 **Coaching**  
Monthly sessions

### AT A GLANCE

 **Course Duration**  
12-14 months

 **Blended learning**

 **This Course Awards**  
Practitioner Level 2, NQual Level 2 Diploma for the Early Years Practitioner

~~£5,000~~  
**£0 with Apprenticeship Levy funding.**

“The way the course was delivered was great. The tutor who was assigned to me supported my development and progression every step of the way and I can't thank her enough.”



“The Level 5 Early Years Practitioner focusses on advancing practice, taking early years education to the next level in their leadership, knowledge, skills and behaviours.”

Sarah Bishop Apprenticeship Performance Manager

## Early Years Educator: Level 3 Apprenticeship

This apprenticeship is a funded intermediate level training programme. An Early Years Educator (EYE) is responsible for planning and providing effective care for children aged 0-5 in various early years settings.

They count towards the Staff: Child ratio and can mentor Early Years Practitioners. They will implement the Early Years Foundation Stage (EYFS) that enables children to prepare for school.

- Learn how to support and promote children's early education and development
- Plan and provide effective care and learning to prepare children for school
- Learn how to use assessment to develop informed practice for individual children
- Counts towards EYFS Level 3 staff:child ratios

### Entry requirements

Apprentices must meet the following criteria:

- Support from the employer and Apprenticeship Levy account holder
- GCSEs in English and maths at Grade C (4) or above or able to achieve Functional Skills Level 2 English and maths whilst on programme
- Award in Paediatric First Aid OR Emergency Paediatric First Aid must be achieved while on programme (if not already achieved) and must be in date when they enter gateway requirements
- Resident of the UK for the past 3 years

### Programme Structure



Learn more and apply at [bestpracticenet.co.uk/EYE](https://bestpracticenet.co.uk/EYE)  
For more information call 0117 920 9428 or email [apprenticeships@bestpracticenet.co.uk](mailto:apprenticeships@bestpracticenet.co.uk)



### AT A GLANCE

 **Course Duration**  
15-18 months

 **Blended learning**

 **This Course Awards**  
Full and Relevant Early Years Educator Level 3

~~£7,000~~  
**£0 with Apprenticeship Levy funding.**

## Early Years Lead Practitioner: Level 5 Apprenticeship

The Level 5 Early Years Lead Practitioner (EYLP) Apprenticeship is ideal for proactive, influential practitioners, working directly with children.

These highly skilled professionals take an operational lead for the care, learning and development of all young children within their care and lead and support the practice of others.

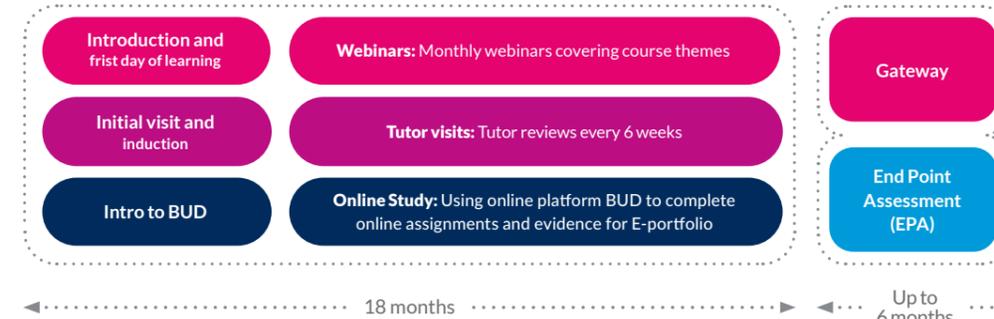
- Be responsible for supporting the quality of learning and development in your setting
- Learn how to lead day-to-day practice at an operational level
- Be involved with sector developments in your local area and nationally
- Work in partnership with parents, carers and colleagues for each child's development

### Entry requirements

Apprentices must meet the following criteria:

- Support from the employer and Apprenticeship Levy account holder
- Level 3 Early Years Educator or equivalent qualifications/extensive experience in a leadership position
- GCSEs in English and maths at Grade C (4) or above, or able to achieve level 2 English and maths whilst on programme
- Resident of the UK for the past 3 years

### Programme Structure



Learn more and apply at [bestpracticenet.co.uk/EYLP](https://bestpracticenet.co.uk/EYLP)  
For more information call 0117 920 9428 or email [apprenticeships@bestpracticenet.co.uk](mailto:apprenticeships@bestpracticenet.co.uk)





“Our new Level 5 Coaching in the Early Years Apprenticeship offers a blend of theory and practice, guided by expert tutors, to develop coaching expertise across all levels of experience. We’re excited to support participants in making a real difference through their coaching.”

Nicola Bostock-Hayes,  
Head of Mentoring



## Thrive Early Years Educator Apprenticeship Level 3

The Thrive Early Years Educator Apprenticeship Level 3 programme is a variation of our Early Years Educator Apprenticeship Level 3 programme that is delivered by Best Practice Network and our sister company, Thrive.

Designed for those working with children aged 0 to 5, the apprenticeship combines hands-on experience with expert training. You’ll develop the skills and knowledge needed to plan and deliver high-quality childcare and education in line with the Early Years Foundation Stage (EYFS).

- A nationally recognised Level 3 Early Years Educator qualification
- Skills to support children’s learning and emotional wellbeing
- Confidence to work as part of a team and even mentor others
- The chance to make a lasting difference in young children’s lives

### Entry requirements

Apprentices must meet the following criteria:

- Be working and interacting daily with children aged 0 to 5 in a setting that delivers the EYFS learning and development requirements GCSEs in English and maths at Grade C (4) or above or able to achieve
- Have experience in a relevant role
- Have support from your employer and levy account holder
- Be based in England
- Have held a residency in the UK for the last three years
- If aged 16-18, you’ll need to have achieved GCSEs in English and Maths at Grade C (4) or above OR be able to achieve Level 2 English and Maths Functional Skills while on programme

Learn more and apply at [bestpracticenet.co.uk/thrive-eye-apprenticeship-level3](https://bestpracticenet.co.uk/thrive-eye-apprenticeship-level3)  
For more information call 0117 920 9428 or email [eapprenticeships@bestpracticenet.co.uk](mailto:eapprenticeships@bestpracticenet.co.uk)



**AT A GLANCE**

**Course Duration**  
15-18 months

**Blended learning**

**This Course Awards**  
Early Years Educator Level 3

~~£7,000~~

**£0 with Apprenticeship Levy funding.**

Removing barriers to learning

## Coaching in the Early Years Apprenticeship Level 5

For Early Years professionals who coach others, formally or informally, and want to refine their practice.

The new Coaching in the Early Years Apprenticeship is the first ever coaching apprenticeship designed specifically for the Early Years sector. The programme is for Early Years practitioners, leaders and support staff who are already guiding others and want to build their expertise in structured, impactful coaching.

- For staff who coach/mentor formally or informally
- Develop structured, high-quality coaching skills specific to Early Years
- Grow as a leader and support the development of others in their setting
- Gain the ILM Level 5 Certificate in Effective Coaching and Mentoring alongside your apprenticeship, with no extra study or cost – all tailored to Early Years settings

### What is Coaching?

Coaching is a structured, professional conversation that helps individuals reflect, grow and improve their practice. Unlike training or instructing, coaching doesn’t provide all the answers – it uses skilled questioning, listening and goal-setting to help others find their own way forward.

In the Early Years, coaching is about unlocking potential. It empowers practitioners to build on their strengths, overcome challenges and take ownership of their development.

### Entry requirements

Apprentices must meet the following criteria:

- Work in an educational setting
- Have held a residency in the UK for the last three years
- Have the right to work and study in the UK

Learn more and apply at [bestpracticenet.co.uk /Coaching-in-the-Early-Years-Apprenticeship-Level-5](https://bestpracticenet.co.uk/Coaching-in-the-Early-Years-Apprenticeship-Level-5)  
For more information call 0117 920 9428 or email [apprenticeships@bestpracticenet.co.uk](mailto:apprenticeships@bestpracticenet.co.uk)





“Thrive is a constant reminder about how important it is to know about neuroscience and how children’s brains are developing, especially during the early years.”  
Programme participant

## AI Practitioner for Schools Apprenticeship Level 4

A fully funded apprenticeship that prepares school staff to coordinate the ethical and effective use of AI and automation across schools and trusts.

This apprenticeship is suitable for staff with an interest in coordinating the safe and effective use of AI and automation across their school or trust, particularly those involved in systems, data, operations or administration. Teachers with an interest in AI, DHs and Headteachers, School Business Managers and Operations Managers are excellent candidates for this apprenticeship.

Benefits of completing the programme:

- Coordinate the ethical and responsible use of AI and automation
- Identify opportunities to reduce workload through automation
- Lead change safely and effectively, including staff engagement, risk management and compliance
- Apply safeguarding, data protection and GDPR principles to the use of AI and digital tools
- Deliver a substantial workplace project that creates measurable impact for their school or trust

### Entry requirements

Apprentices must meet the following criteria:

- be currently employed in a school or trust setting
- have a role that involves systems, data, operations or administrative responsibility
- be able to complete a substantial workplace project as part of the apprenticeship
- have the right to work and study in England
- have employer support to undertake the apprenticeship and off-the-job training

### Programme Structure



Learn more and apply at [bestpracticenet.co.uk/ai-practitioner-for-schools-apprenticeship-level-4](https://bestpracticenet.co.uk/ai-practitioner-for-schools-apprenticeship-level-4)  
For more information call 0117 920 9428 or email [apprenticeships@bestpracticenet.co.uk](mailto:apprenticeships@bestpracticenet.co.uk)



### AT A GLANCE

**Course Duration**  
14 months

**Access to**  
cross-sector leadership resources & expertise

**This Course Awards**  
AI and Automation Practitioner Apprenticeship

~~£18,000~~  
**£0 with Apprenticeship Levy funding.**

## Thrive Wellbeing Leadership Apprenticeship Level 5

The Thrive Wellbeing Leadership Apprenticeship is a dual award consisting of a Level 5 Operations Manager standard and Thrive Licensed Practitioner status.

Equivalent to a foundation degree, this work-based training programme equips apprentices with a broad range of advanced skills and empowers them to take the lead on strategically embedding Thrive in their setting.

### Who is it for?

This programme is designed for educators looking to advance their leadership and management skills, while building the expertise to strategically lead the Thrive Approach within a class, department, setting or organisation. It's ideal for professionals already in leadership roles as well as aspiring leaders looking to upskill and progress their careers.

Participants will develop skills in leadership, operational planning, stakeholder collaboration, project management and strategic decision-making, while the Thrive element explores neuroscience, child development and attachment theory.

### To be eligible, candidates need to:

- Have a minimum of one year's experience in a relevant role, such as a teacher, SENDCo, support staff, HLTA, behaviour lead or mental health lead
- Be employed in a role working closely with children and young people
- Have support from an employer and levy account holder
- Have held UK residency for at least three years
- Be in a position to lead the strategic implementation of the Thrive Approach within their class, department, setting, or organisation

Learn more and apply at [www.thriveapproach.com/lvl5ta](https://www.thriveapproach.com/lvl5ta)  
For more information call 01392 797555 or email [apprenticeships@thriveapproach.com](mailto:apprenticeships@thriveapproach.com)



### AT A GLANCE

**Course Duration**  
14 months

**Training method**  
Live virtual sessions & face-to-face tutoring

**This Course Awards**  
Operations Manager Level 5 & Thrive Licensed Practitioner status

**Intakes**  
Start in May

~~£9,000~~  
**£0 with Apprenticeship Levy funding.**



“Thrive training exceeded my expectations and it has brought me huge benefits professionally and personally.”

Programme participant



“Thrive’s principles and practices have helped us to identify individual needs and to respond accordingly so that our children feel settled and ready to learn.”

Programme participant



## Thrive Wellbeing Specialist Teaching Assistant Apprenticeship Level 5

The Thrive Wellbeing Specialist Teaching Assistant Apprenticeship, delivered by Best Practice Network with Thrive Licensed Trainers, is an 18-month, work-based programme equivalent to a foundation degree.

### Who is it for?

Equivalent to a foundation degree, this work-based, dual-qualification training programme is ideal for teaching assistants with at least one year’s experience who are looking to advance their careers, take on more responsibility, and build expertise in social and emotional support for children and young people.

### To be eligible, candidates need to:

- Have a minimum of one year’s experience in a relevant role
- Be employed in a role working closely with children and young people in a classroom environment
- Have support from an employer and the Apprenticeship Levy account holder
- Have held UK residency for at least three years

### AT A GLANCE

 **Course Duration**  
18 months

 **Training method**  
Live virtual sessions & face-to-face tutoring

 **This Course Awards**  
Specialist Teaching Assistant Level 5 & Thrive Licensed Practitioner status

 **Intakes**  
Start in May

~~£12,000~~

£0 with Apprenticeship Levy funding.



Learn more and apply at [www.thriveapproach.com/lvl5ta](http://www.thriveapproach.com/lvl5ta)  
For more information call 01392 797555 or email [apprenticeships@thriveapproach.com](mailto:apprenticeships@thriveapproach.com)

## Thrive Advanced Practitioner Level 5 Leadership Apprenticeship

The Thrive Advanced Practitioner Leadership Apprenticeship is a triple award consisting of a Level 5 Operations Manager standard, Thrive Advanced Practitioner, and Family Thrive Course Leader status.

Equivalent to a foundation degree, this work-based training programme equips apprentices with a broad range of advanced skills and empowers them to take the lead on strategically embedding Thrive in their setting or across an organisation.

### Who is it for?

The apprenticeship is suitable for leaders and aspiring leaders who are looking to upskill with a nationally-recognised qualification. It’s best suited to those who have previously trained as Thrive Licensed Practitioners. Potential apprentices may currently be working as teachers, SENDCos, Designated Safeguarding Leads (DSLs), members of the senior leadership team, pastoral leads, support staff, higher level teaching assistants (HLTAs), behaviour leads, attendance mentors, mental health leads, or other roles working directly with children and young people that are empowered to lead the implementation of Thrive, such as in care homes or secure facilities.

It is also well-suited to professionals working with children and young people in social care, youth organisations, charities, across local authorities or multi-academy trusts.

### To be eligible, candidates need to:

- Be employed in a role working closely with children and young people.
- Have support from an employer and levy account holder.
- Have held UK residency for at least three years
- Be based in England
- Have achieved GCSE grade C (4) or above in English and maths or be able to achieve Functional Skills Level 2 in these areas whilst on programme (mandatory for ages 16–18). If the candidate is over 18, they will agree with their setting as to whether they need to complete Functional Skills as part of the apprenticeship.
- Be in a position to lead the strategic implementation of the Thrive Approach within their class, department, setting, or organisation.

### AT A GLANCE

 **Course Duration**  
14 months

 **Training method**  
Live virtual sessions & face-to-face tutoring

 **This Course Awards**  
Operations Manager Level 5, Thrive Advanced Practitioner & Family Thrive Course Leader

 **Intakes**  
Start in May

Funded by the Apprenticeship Levy funding



Learn more and apply at [www.thriveapproach.com/lvl5ta](http://www.thriveapproach.com/lvl5ta)  
For more information call 01392 797555 or email [apprenticeships@thriveapproach.com](mailto:apprenticeships@thriveapproach.com)

“I would advise anyone thinking about starting Thrive training to go for it, for your own mental health and for professional satisfaction.”  
Programme participant



## Thrive Advanced Practitioner Level 5 Apprenticeship

Equivalent to a foundation degree, this work-based, triple-qualification training programme is ideal for teaching assistants (and those in similar classroom-based support roles) who are looking to upskill, progress their careers, and build on their existing expertise in social and emotional support for learners.

### Who is it for?

The apprenticeship is suitable for teaching assistants (or those in similar support roles)

who are working directly with children or young people in a classroom environment and is most appropriate for those who have previously completed Thrive Licensed Practitioner training. Aside from teaching assistants, potential apprentices may currently be working as attendance mentors, behaviour leads, higher level teaching assistants (HLTAs), learning mentors, social and emotional wellbeing teaching assistants, special education support staff or specialist learning support staff.

### To be eligible, candidates need to:

- Be employed in a role working closely with children and young people.
- Have support from an employer and levy account holder.
- Have held UK residency for at least three years
- Be based in England
- Have achieved GCSE grade C (4) or above in English and maths or be able to achieve Functional Skills Level 2 in these areas whilst on programme (mandatory for ages 16–18). If the candidate is over 18, they will agree with their setting as to whether they need to complete Functional Skills as part of the apprenticeship.

Learn more and apply at [www.thriveapproach.com/lvl5sta](http://www.thriveapproach.com/lvl5sta)  
For more information call 01392 797555 or email [apprenticeships@thriveapproach.com](mailto:apprenticeships@thriveapproach.com)

### AT A GLANCE

 **Course Duration**  
18 months

 **Training method**  
Live virtual sessions & face-to-face tutoring

 **This Course Awards**  
Specialist Teaching Assistant Level 5, Thrive Advanced Practitioner & Family Thrive Course Leader

 **Intakes**  
Start in May

Funded by the  
Apprenticeship  
Levy funding



## Let's work together

To discuss how to best use apprenticeships and levy funding to meet your staffing needs please get in touch.

Contact our apprenticeship specialists at Best Practice Network.



Scan to book a consultation

Learn. Share. Grow.

0117 920 9428  
[apprenticeships@bestpracticenet.co.uk](mailto:apprenticeships@bestpracticenet.co.uk)  
[bestpracticenet.co.uk](http://bestpracticenet.co.uk)

