



# FAQ'S

## **Why should I consider an Advanced Apprenticeship?**

University is not for everyone, and Apprenticeships are a genuine alternative for individuals who wish to go straight into the world of work and earn a wage whilst still continuing to learn and gain skills and qualifications.

According to Government statistics the average cost of going to University for a 3 year degree is £26,000. Undertaking an apprenticeship means not only avoiding the costs associated with a university degree, it also gives you the opportunity to earn while you learn.

## **Why Seymour House?**

All of our nurseries have achieved the highest grading from our industry regulator Ofsted so you can be sure you are learning your skills from the very best in the sector. We are passionate about providing the very best care and education to the children who attend our nurseries, and we are equally passionate about developing our teams, so you will be allocated a mentor to assist you throughout your study.

## **What does the Apprenticeship involve?**

You will learn predominantly on the job, and the qualification will be a mixture of theoretical and practical learning. You will be employed full time and will typically attend seminars one day per month where you will learn the academic knowledge – the rest of the time you will be putting his learning into practice in the workplace, closely supported by your assessor and workplace mentor. You will be required to complete a number of observations and assignments during the programme.

## **What qualification will I gain?**

You will gain an Advanced Apprenticeship (Level 3) Early Years Educator which is the industry-wide recognised qualification to allow you to work within Early Years.

## **What will I be able to earn?**

Although there is a National Apprenticeship Wage, at Seymour House we believe in paying a much higher rate than this to reflect the high standard of the Apprentices that we recruit. We therefore pay a rate of £5.30/hour (far in excess of the Apprenticeship wage of £3.30/hour). Once you are qualified, your salary will increase to reflect this, and Seymour House offer competitive rates of pay within the early years sector.



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## **How long does the programme last?**

The Level 3 Advanced Apprenticeship is typically completed within 18 months.

## **Will I be employed by Seymour House?**

During your Apprenticeship programme you will be employed by Seymour House under a fixed term contract for the duration of your learning. This contract gives you the employment rights equal to all of our permanent team members, including free uniform, 28 days paid annual leave per year, and access to opportunities for professional development.

At the end of your programme, we would love to be in the position to offer you a permanent job with us, and although we cannot guarantee this, wherever possible an offer of employment will be made.

## **Where can my career go once I am qualified?**

At Seymour House, there are no limits to how far you can progress. We have dedicated training pathways to help you work towards being a Senior Early Years Educator, and within 2 years of qualifying, it would be entirely possible that you could be well on your way to managing your own nursery, with a starting salary of over £25K per annum.

## **So what qualifications do I need to have to apply?**

You need to have a grade A\*-C in GCSE English and Maths.

## **Are there any age restrictions on becoming an apprentice?**

As long as you are aged at least 17, then there are no restrictions. An apprenticeship can be commenced at any stage in your working life.

## **How do I apply?**

You just need to complete our online application form which can be found at [www.seymourhouse.co.uk/careers/apprenticeships](http://www.seymourhouse.co.uk/careers/apprenticeships)