

Professional Coaching in Early Years

LEVEL 5 APPRENTICESHIP PROGRAMME

**Supporting others through enhanced
leadership skills and knowledge.**

NEW

FUNDED TRAINING PROGRAMME

apply now to start this
programme in January 2026

INVEST IN YOUR TEAM

- High Quality Training
- Industry Relevant Content
- Commitment to Excellence
- Expert Support and Mentoring
- Excellent Safeguarding and Wellbeing
- Focus on Personal and Professional Development

#INSPIRINGAMBITION



PROGRAMME SUMMARY



Apprenticeship level
Level 5



Typical duration
9 months



Training method
Blended Learning



Assessment method
**Observation, Q&A,
Interview, Portfolio and
Knowledge Test**



Cost/funding value
£0 / £5,000



EPA organisation
Ofqual

About the Programme

Develop coaching and mentoring skills through this Level 5 Professional Coaching in Early Years Apprenticeship.

Who is this programme for?

This programme is designed for those working in early years education who want to apply professional coaching approaches in their setting.

Employer Benefits

For an early years setting, investing in a Level 5 Coaching apprenticeship nurtures a supportive environment that helps individuals grow and thrive.

- **Demonstrate a clear commitment to staff development** that directly improves outcomes for children and families in Early Years settings
- **Support inclusive and reflective practice in Early Years teams:** Use emotional intelligence and motivation theory to help practitioners grow in confidence and meet the diverse needs of young children
- **Build strong coaching relationships in Early Years contexts:** Develop active listening, effective questioning and clear contracting to support trust and professional dialogue across your setting
- **Improve outcomes across your Early Years provision:** Learn how to measure the impact of coaching on staff development, pedagogy and setting-wide priorities
- **Manage sensitive conversations in Early Years environments:** Tackle challenges such as change, wellbeing and safeguarding with professionalism and care

It offers a strategic opportunity to build internal coaching capability, support staff development and retention, embed a high-performance culture and make effective use of apprenticeship funding



LMP EDUCATION
TRAINING PROVIDER

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Typical Job Roles

Business coach, wellbeing coach, wellbeing advisor, team leader.

Progression Routes

Following the successful completion of this programme individuals can progress to further leadership, coaching or mentoring programmes.

Career Pathways



Professional Coaching in Business
Level 5



Senior Leadership Role or Further Coaching and Mentorship Programme

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Learner Benefits

A **Professional Coaching training programme** is a fantastic way for learners to expand their leadership skills and support others within their organisation.



Additional certification: Gain an additional Institute of Leadership and Management (ILM) Level 5 Certificate in effective Coaching and Mentoring



Support SEND and Inclusion: Learn more about emotional intelligence and bias awareness so you are better equipped to guide staff in inclusive practice, supporting children and colleagues.



Learn While You Work: This programme is designed to fit around your current job, so you can immediately apply what you're learning.



Develop advanced techniques: Learn how to use enhanced listening and questioning skills to increase individuals' and teams' self-awareness to enable them to evaluate their own and others' strengths and development areas.



Immediate Impact at Work: Apply your learning directly to your current role, creating real improvements in how your team or department operates.



Recognised Qualification: Upon completion of this programme, you will receive a nationally recognised certification.



Ongoing support: Access to a LMP Tutor providing 1-2-1 support throughout your Course.

What will you learn

During this programme you will be introduced to a range of structured, research-informed coaching models used across education and leadership development. These include:

- **GROW** – A widely used model that supports goal-setting and problem-solving by guiding conversations through four stages: Goal, Reality, Options and Will
- **OSKAR** – A strengths-based, solution-focused framework built around Outcome, Scaling, Know-how, Affirm and Review, helping to move colleagues forward through reflective dialogue
- **CLEAR** – A model designed for deeper coaching relationships, focusing on Contracting, Listening, Exploring, Action and Review, ideal for supporting longer-term development goals. These models provide a flexible toolkit for coaches to adapt to different situations – whether you're developing new staff, supporting experienced colleagues, or embedding a coaching culture across your school.

Off the job training

Off-the-job hours are a vital part of this apprenticeship. Training is directly relevant to the programme and can take many forms, including:

- Individual study time for reflection and growth
- Apprenticeship tutor sessions and webinars
- Group learning opportunities (like inset days)
- Shadowing experienced colleagues
- Mentoring from line managers
- 1:1 performance reviews and feedback
- Attending meetings and briefings
- Learning new policies
- Relevant YouTube/TV shows
- Professional development
- Online courses
- Enrichment activities
- Research and learning
- Collaborative planning/resource preparation

At LMP, the supportive tutors will work closely with you to create a personalised training plan that meets all requirements for this programme.



Striving for a Distinction - we provide distinction criteria for all apprentices and encourage everyone to strive for the best outcome.

End point assessment

End-point assessment (EPA) is **an independent assessment that takes place at the end of the apprenticeship training**. This is to test that the apprentice is competent in their occupation. All apprentices must complete an EPA. There are a variety of assessment methods to test apprentices' competency.

Gateway

Gateway takes place before an EPA can start. LMP Education will work with the employer to **review their apprentice's knowledge, skills and behaviours**. This period of time is used to see if the apprentice has met the requirements of the apprenticeship set out in the apprenticeship standard, and they are ready to take the assessment.

Functional Skills

LMP Education provides functional skills support to all our learners. While functional skills are no longer a requirement for learners who are 19+, LMP still offers functional skills training for those who choose to take the qualification.

[Learn more about functional skills at LMP →](#)





MILESTONES OF LEARNING

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Onboarding and
Induction



Understanding
Coaching in Practice



Key Duties and
Behaviours



End Point
Assessment



Programme
Complete

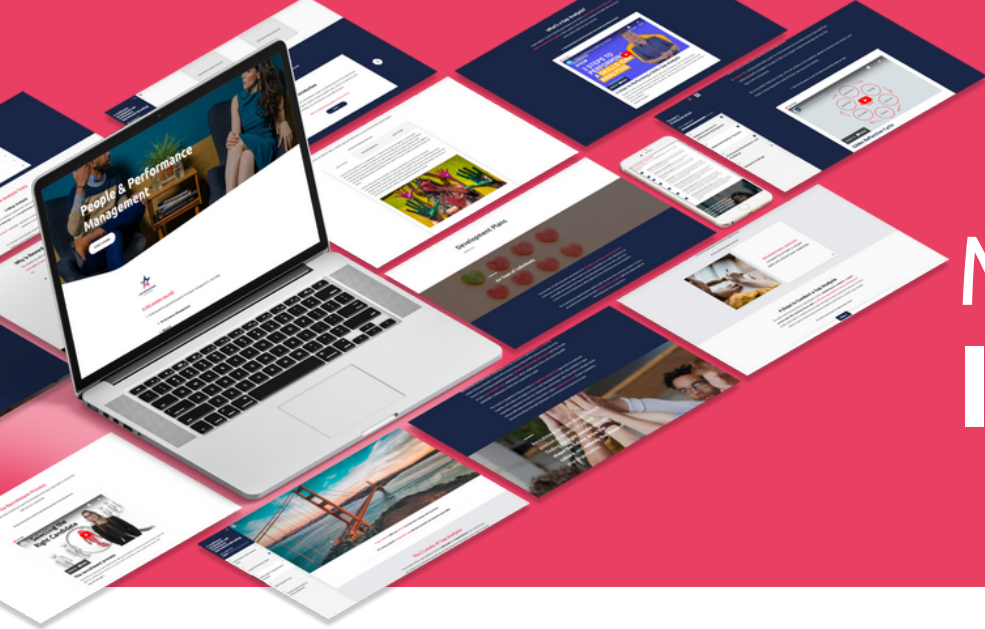


Reviewing Your
Coaching Ability



Understanding
Effective Coaching and
Mentoring





MODULES INCLUDE

Onboarding and Induction:

Content includes: Initial assessment of training needs, guidance on support, and an introduction to the ILM Level 5 qualification requirements, roles and responsibilities, and study skills.

Understanding Effective Coaching and Mentoring:

Content includes: Purpose and benefits of coaching and mentoring in organisations, Differences and similarities between coaching, How organisational context, culture and leadership styles shape coaching & Theories of learning, reflective practice and emotional intelligence.

Undertaking Coaching in Practice:

Content includes: Planning and contracting for coaching engagements, Delivering a minimum of 18 hours of coaching with 2–3 individuals & Using a range of coaching models (e.g. GROW, Thinking Environment, NLP, Gestalt, positive psychology).

Reviewing your Coaching Ability:

Content includes: Holistic review of your development as a coach, SWOT analysis and personal development planning & Continuing professional development (CPD), supervision and maintaining a coaching log.

Key Duties and Behaviours:

Content includes: Designing and delivering coaching aligned to organisational culture and goals, Supporting goal-setting, resilience and professional growth & Acting as an ambassador for a coaching mindset, building trust and rapport, and maintaining ethical standards.

Why LMP Education

LMP Education is an award winning training provider. Our programmes are designed to support both learners and employers in training and upskilling talent across industries. We have a team of expert tutors to support learners at each step of the way on programme and beyond.



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Our Learners Say

“This apprenticeship programme is great for my career development. It offers practical, hands-on experience, letting me apply what I learn directly to my job. This has boosted my skills, confidence and competence. Plus, I am earning a salary while I am learning, making it financially beneficial.”



- Amie Johnson-Fenton, LMP Future Leaders Programme

Work with Us

We can support you and your organisation to use the power of apprenticeships. LMP Education is a registered market leading training provider for apprenticeships. Our team can support you with recruiting an new apprentice or upskilling existing staff members. Benefit from our free recruitment service and book a discovery call today to find out more about this programme.



Employers - book a discovery call with an apprenticeship expert
bit.ly/lmp-call



Candidates - enrol today online
check website for cohort start date
bit.ly/ey-coach

