



Proudly part of



# 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  
**12 months**



Training method  
**Blended Learning**



Assessment method  
**Observations with questions and answers; Knowledge Test, Interview supported by portfolio of evidence**



Cost/funding value  
**£0 / £5,000**



EPA organisation  
**Highfield**

## 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

# Professional Coaching in Early Years

LEVEL 5 APPRENTICESHIP PROGRAMME



## Typical Job Roles

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

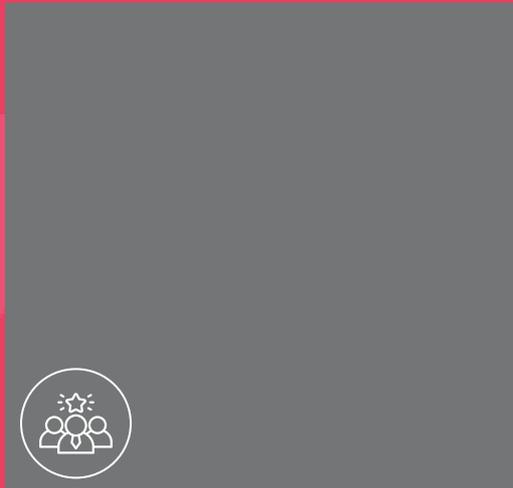
## Progression Routes

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**

#INSPIRINGAMBITION



# 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

This programme provides a comprehensive foundation in coaching, covering key theories of learning, reflective practice, psychology, neuroscience, emotional intelligence, motivation, diversity and inclusion, and organisational culture. It explores a wide range of coaching models, ethical frameworks, and professional standards, while developing advanced skills in communication, contracting, goal setting, stakeholder management, feedback, and relationship building. Learners will build strong self-awareness, emotional intelligence, and reflective practice, enabling them to coach with integrity, inclusivity, and measurable impact.

# 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

## Professional Coaching in Early Years

LEVEL 5 APPRENTICESHIP PROGRAMME



Onboarding and Induction



Understanding Coaching in Practice



Key Duties and Behaviours



End Point Assessment



Reviewing Your Coaching Ability

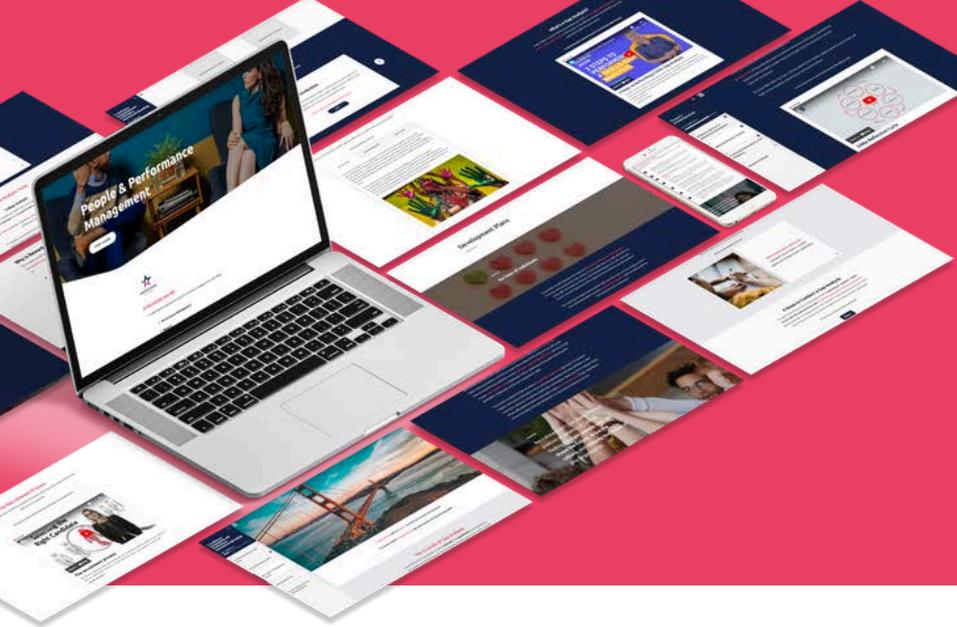


Programme Complete



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.



**LMP EDUCATION**  
TRAINING PROVIDER

020 3836 4380



INFO@LMPEDUCATION.ORG



WWW.LMPEDUCATION.ORG



## 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](https://bit.ly/lmp-call)



Candidates - enrol today online  
check website for cohort start date  
[bit.ly/ey-coach](https://bit.ly/ey-coach)

