**Person Specification: Childcare Apprentice (Early Years)**

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|  | **Essential** | **Desirable** | **Method of Assessment** |
| **Qualification** | * Willingness to work towards a recognised qualification in child care and education * To have achieved at least 2 GCSE’s in English and Maths at Grades 4-9 | * Early years childcare and education experience * Current first aid certificate | * Application form * Selection Process |
| **Experience** | * General experience of working with children within an organisation | * Placement working with children - 0-11 months   - 1-3 years  - 4+ years   * Experience working with children on a voluntary basis outside of School/College | * Application form * Selection Process |
| **Skills / Knowledge** | * Ability to communicate, verbally and in written form, with children, parents, carers and colleagues * Ability to provide and facilitate safe and creative play * Ability to work as part of a team. | * Supported groups of children in organised activities | * Application Form * Reference/Test |
| **Personal Qualities** | * An understanding of and ability to deliver good quality child care and education. * Enjoys working with young children * Is patient * A commitment to Equal Opportunities. |  | * Application Form * Reference * Interview/Test |