

National College of Education

Apprenticeship Programmes for 2025/26



**Fully funded professional
development for ALL staff**

**New programmes to support leaders,
teaching assistants, youth workers
and early years specialists**

Simple application process

About the NCE



The National College of Education is part of Captiva Learning Ltd



We are the largest provider of leadership apprenticeships to schools

6000+

We have enrolled over 6000 learners on Captiva Leadership Apprenticeship Programmes



THE UNIVERSITY OF
BUCKINGHAM



University of
Roehampton
London



Our apprenticeship programmes are accredited by Universities of Buckingham and Roehampton, the National Youth Agency and the Chartered Management Institute (CMI)



We are an Ofsted "Good" Training Provider – December 2022



We have recently been the CMI's Training Provider of the Year

Our Quality Achievement Rate is over 70% and growing

70%
☆☆☆

Captiva Talent Partnership

The Captiva Talent Partnership enables schools and trusts to build Strategic Apprenticeship Solutions for all staff with support from Captiva Learning.

How does the Partnership work?

→ Talent Review Review of trust objectives supported by a detailed staffing and talent management review including recruitment plan	→ Levy Review and Forecast Comprehensive review of your levy including investment, spend and 3 year forecast
→ Apprenticeship Strategy Strategic plan for apprenticeships including use of co-investment and access to £10m of available levy transfer funds.	→ Apprenticeship Communications Programme Captiva-powered messaging of your apprenticeship strategy to SLT and all staff
→ Taster Sessions and Programme Customisation Free sample sessions for prospective apprentices and trust-specific content across all apprenticeships	→ Impact Reports Quarterly apprenticeship and levy reports on enrolment, progress, impact and levy spend



Get in touch

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School Improvement Leadership Programme

The Improvement Leader programme empowers educational leaders to drive meaningful, system-wide transformation with confidence, clarity, and credibility.

Improvement Leadership Programme

Apprenticeship

Our vanguard programme spans 20 months and comprises four dynamic modules, including an MBA pathway. It's designed to equip you with the essential principles of effective improvement leadership, building deep expertise in transforming organisations and driving lasting change in today's evolving educational landscape.

Join a cohort of forward-thinking educators who are reshaping school improvement, drawing on insights from multiple sectors to create a lasting impact within their own contexts.

Benefits

- Gain the knowledge, skills and behaviours to drive impactful school improvement
- Build a strong network of like-minded professionals
- Leverage the apprenticeship levy to save on training costs

Qualifications

- Improvement Leader Apprenticeship
- Advanced Entry Criteria (90 credits) for Masters Progression Pathways

Funding

- Funded to £15,000 through the apprenticeship levy

Duration

- 20 months + 2 months End Point Assessment
- MBA and Masters Pathways: At your own pace over 12 months

Assessments

- 3 x Improvement Projects Completed
- 3 x 6000 word project evaluation reports
- 4000-4500 word Dissertation
- Proposal Presentation
- Apprenticeship Portfolio of Evidence and Professional Discussion

Training Days

- 1 x First Day of Learning
- Monthly Professional Learning sessions
- Monthly Project Support seminars
- Bi-annual National Leadership Conferences

Eligibility

- Suitable for all leaders that drive improvement in their organisation



Structure

First Day of Learning	Day 1
Module 1: Leading Improvement	Months 1-5
Module 2: Analysing Processes	Months 6-10
Module 3: Developing Strategy	Months 11-15
Module 4: Delivering Improvement	Months 16-20
End Point Assessment	Months 21-22
Begin Progression Pathway	Anytime from Month 23

Progression Pathways delivered by

 **Leadership Matters**

Includes progression
pathway to MBA or MSc

Senior Leadership Masters Pathway

Welcome to a transformative journey of professional development that goes way beyond conventional leadership training.

Senior Leadership Masters Pathway

Apprenticeship

This ground-breaking pathway comprises four dynamic modules, each carefully curated to equip you with essential management and improvement skills that form the cornerstones of exceptional senior leadership, providing a robust foundation for you to thrive in today's dynamic and complex education landscape.

Join a cohort of forward-thinking educators who are revolutionising their approach to leadership, integrating the best practices from different sectors to create a legacy of impactful leadership within their own context.

Benefits

- Help to build a leadership team with exceptional knowledge and skills
- Retain staff by providing unrivalled leadership education
- Leverage the apprenticeship levy to save school budgets
- Deliver school improvement projects across your staff teams

Qualifications

- Operations Manager Apprenticeship
- Improvement Leader Apprenticeship (Advanced Entry)
- PGDip (Leadership and Management) for Masters Progression Pathways

Progression Pathway Options

- MBA in Strategic Leadership and Management
- MSc in Leadership and Management
- MA in Educational Leadership

Funding

- Apprenticeships: Fully funded to a maximum of £20,000 through the apprenticeship levy
- MSc and MBA Progression Pathways: All progression pathways are eligible for bursary funding

Duration

- **Senior Leadership Pathway:** 24 months + Mid Point and End Point Assessments
- **Progression Pathways:** At your own pace over 12 months

Assessments

- Module Portfolios/Strategic Business Proposal/Proposal Presentation/Professional Discussion/Short Dissertation

Training Days

- Learning Events that fit around your workflows
- First Day of Learning Event
- Monthly Interactive Professional Learning Events
- Bi-annual Conference Events

Suitable For

- Current and aspiring leaders in schools
- Masters level study for teaching and non-teaching staff
- Curated cohorts for colleagues of different disciplines and experience

Progression Pathways delivered by

 **Leadership Matters**

Structure	
First Day of Learning	Day 1
Module 1 People and Culture	Months 1-6
Module 2 Operations Management	Months 7-12
Mid Point Assessment	Month 13
Module 3 Developing Strategy	Months 14-19
Module 4 Delivering Improvement	Months 20-25
End Point Assessment	Month 26
Begin Progression Pathway	Anytime from Month 26

Senior Leadership Programme

Welcome to a transformative journey that goes beyond conventional leadership training.

Senior Leadership Programme

Apprenticeship

Our flagship programme comprises four dynamic modules each carefully curated to equip you with the 20 essential management concepts that form the cornerstone of exceptional senior leadership, providing a robust foundation for you to thrive in today's dynamic and complex professional landscape.

Join a cohort of forward-thinking professionals who are revolutionising their approach to leadership, integrating the best practices from different sectors to create a legacy of impactful leadership within their own context.

Benefits

- Learn the knowledge, skills and behaviour to help you progress in your career
- Receive wrap-around support from a dedicated Professional Learning Mentor throughout the programme
- Build a network of professional peers to help you succeed
- Take this unique opportunity of fully funded professional development

Qualifications

- Senior Leader Apprenticeship
- Advanced Entry criteria (120 credits) for Masters Progression Pathway

Progression Pathway Options

- MBA in Strategic Leadership and Management
- MSc in Leadership and Management

Funding

- Apprenticeship: Fully funded to £14,000 through the apprenticeship levy
- MSc and MBA Progression Pathways: Generous funding options are available for our Progression pathways

Duration

- **Senior Leadership Programme:** 20 months + 4 months End Point Assessment
- **Progression Pathways:** At your own pace over 12 months

Assessments

- **On Programme Assessment:** 4 x 3,500-word reflective reports demonstrating application of the module specific business tools in your context
- **End Point Assessment:** Strategic Business Proposal, Proposal Presentation, Apprenticeship Portfolio of Evidence and Professional Discussion

Training Days

- Learning Events that fit around your workflows
- First Day of Learning Event
- Monthly Interactive Professional Learning Events
- Bi-annual Conference Events

Eligibility

- Currently working as a senior leader

Progression Pathways delivered by

 **Leadership Matters**

Structure	
First Day of Learning	Day 1
Module 1 Leading Strategy	Months 1-5
Module 2 Leading People	Months 6-9
Module 3 Leading Operations and Finance	Months 10-14
Module 4 Leading Transformation	Months 15-19
End Point Assessment	Months 20-24
Begin Progression Pathway	Anytime from Month 24

Specialist Teaching Assistant Programme

Refine your craft in supporting teaching and learning with the Specialist Teaching Assistant Programme.

Specialist Teaching Assistant Programme

Apprenticeship

This Level 5 Apprenticeship is designed for teaching assistants ready to move from supporting classroom learning to facilitating it. You will gain advanced skills in planning lessons, leading small groups, and guiding diverse learners, empowering you to make a greater impact in your school.

This programme equips you with the practical knowledge and confidence to manage a classroom environment, support SEND learners, and collaborate closely with teaching staff.

Benefits

- Empower skilled staff to lead classroom activities and small group teaching
- Retain key support staff by offering advanced professional development
- Reduce teacher workload by upskilling TAs to manage learning activities independently
- Development for aspiring Teachers, SENDCOs, & Pastoral leads

Qualifications

- Specialist Teaching and Learning Apprenticeship
- **Specialisms:** SEND, Social and Emotional Well-being and Curriculum Provision (including Early Years)

Funding

- Funded to £12,000
- Funded through the apprenticeship levy

Duration

- 19 months + 3 months End Point Assessment

Assessments

- A blend of coursework, practical assessments, and workplace observations
- Observation with professional discussion
- Apprenticeship Portfolio of Evidence

Training Days

- 1 x First Day of Learning
- 19 x Online Sessions (13:30 -16:30)

Eligibility

- Currently in a role supporting young people



Structure

First Day of Learning

Day 1

Modules

- Understanding Classroom Management
- Facilitating Learning and Differentiation
- Positive Behaviour and Relationships
- Safeguarding and SEND Support Lesson
- Lesson Planning and Teaching Resources
- Reflective Practice and Professional Development

Chosen Specialism Module

Months 1-19

End Point Assessment

Months 20-22

Early Years Educator Programme

Nurture the future with the Early Years Educator programme.

Early Years Educator Programme

Level 3 Apprenticeship

This Level 3 Apprenticeship combines hands-on experience with theoretical knowledge to create enriching learning environments for young children. Develop expertise in child development, early education best practices, and learning theories, while playing a key role in the cognitive, physical, and emotional development of children aged 0-5 years.

From planning engaging activities to fostering independence and supporting diverse needs, this programme equips you with the skills needed to make a lasting impact in early childhood education.

Benefits

- Build a skilled early years workforce with excellent retention
- Enhance the quality of your early childhood education programmes
- Leverage the apprenticeship levy to save on training costs

Qualifications

- Level 3 Early Years Educator Apprenticeship

Funding

- Funded to £7,000 through the apprenticeship levy

Duration

- 13 months + End Point Assessment

Assessments

- A blend of coursework, practical assessments, and workplace observations
- Observation with professional discussion
- Apprenticeship Portfolio of Evidence

Training Days

- 1 x Online first day of Learning
- 13 x Online sessions (Thursday 14:00-17:00)

Eligibility

- Aged 18 or over, based in England
- Paediatric First Aid or Emergency Paediatric First Aid certification required



Structure

First Day of Learning

Day 1

Modules:

- Children's Learning and Development
- Compliance and Safeguarding
- Personal Development

Months 1-13

End Point Assessment

Months 14-16

Youth Worker Degree Programme

Empower young people. Transform communities. The Youth Worker Degree Apprenticeship, accredited by the National Youth Agency, equips you with the professional expertise and confidence to lead youth work that makes a lasting difference.

Youth Worker Degree

Apprenticeship

This degree-level apprenticeship blends on-the-job learning with academic study, providing a rich, practice-based pathway into professional youth work. You'll develop the skills, values, and reflective mindset needed to navigate complex challenges and support young people in today's rapidly changing world.

Join a diverse, committed cohort of practitioners who are shaping the future of youth work – grounded in community, driven by purpose, and supported by nationally recognised standards of excellence.

Benefits

- Gain the professional knowledge, skills, and behaviours to deliver meaningful youth engagement
- Build a strong peer network of dedicated youth practitioners
- Access fully funded training through the apprenticeship levy – saving up to £20,000 in tuition fees
- Earn while you learn in a full-time role supporting young people in your community

Qualifications

- BA (Hons) in Youth Work
- Professionally recognised and accredited by the National Youth Agency (NYA)

Funding

- Funded to £20,000 through the apprenticeship levy

Duration

- **3 years** (degree-level programme)
- Designed to fit around full-time employment in a youth work role

Assessments

- Assessed through practice-based assignments, reflective journals, and a professional portfolio
- Final End Point Assessment (EPA) includes a professional discussion and submission of key evidence

Training Days

- Blended learning model combining online study, in-person sessions, and workplace application
- Regular Professional Learning Days and tutorial support
- Supported by a dedicated tutor and workplace mentor throughout the apprenticeship

Eligibility

- Ideal for **early-career youth workers**, community support staff, or those transitioning from related roles
- Must be in a role that supports young people and allows for applied learning



Supporting Teaching and Learning Programme

Embark on our transformative Teaching Assistant Apprenticeship, accelerating your career with deeply practical skills and becoming an invaluable asset to your school.

Supporting Teaching and Learning Programme

Apprenticeship

Develop proficiency across the essential areas of building relationships, understanding learning needs and delivering small group teaching, as well as delving into the critical modules of supporting EAL (English as an Additional Language) learners and supporting young people with their mental health and well-being.

We equip you with the knowledge, confidence and practical skills to navigate any classroom situation with expertise and compassion.

Benefits

- Build your knowledge of working with young people
- Reach a skills standard that will help your career to evolve
- Learn how best to support the young people that you support
- Take advantage of fully funded professional development

Qualifications

- Teaching Assistant Apprenticeship

Funding

- Funded to £7,000 through the apprenticeship levy

Duration

- 15 months + 3 months End Point Assessment

Assessments

- Observation and questions about your work
- Apprenticeship Portfolio of Evidence
- Professional Discussion

Training Days

- 1 x First Day of Learning
- 13 x online sessions (13:30 - 16:30)

Eligibility

- Currently in a role supporting young people



Structure

First Day of Learning

Day 1

Induction

Month 1

Modules:

- Ethos and Aims, EDI Safeguarding
- Working in Partnership Reflective
- Practice Specific Learner Needs
- Enrichment Activities
- Positive Relationships & Behaviours
- Mental Health and Wellbeing
- Teaching: individual & small groups
- Assessment and Planning
- Teaching Resources
- Independent Learning Behaviours

Months 2-15

End Point Assessment

Months 16-18

Programme Suite

- 19 months
- £12,000

Specialist Teaching Assistant Programme

Apprenticeship

For experienced teaching assistants with aspirations to teach

Includes progression pathway to MBA or MSc

Improvement Leadership Programme

Apprenticeship

- 20 months
- £15,000

For all leaders that drive improvement in their organisation

- 13 months
- £7,000

Early Years Educator Programme

Level 3 Apprenticeship

For support staff working with early years and key stage one children

Includes progression pathway to MBA or MSc

Senior Leadership Masters Pathway

Apprenticeship

- 24 months
- £20,000
- 120 Masters Credits

For all leaders at all levels wanting to develop in their career

- 36 months
- £20,000

Youth Worker Degree

Apprenticeship

For support staff working with young people (ages 11-19) to support with mental health, attendance and behaviour

Includes progression pathway to MBA or MSc

Senior Leadership Programme

Apprenticeship

- 20 months
- £14,000
- 120 Masters Credits

For senior leaders with experience who can handle the pace of an MBA Programme

- 15 months
- £7,000

Supporting Teaching and Learning Programme

Apprenticeship

For teaching assistants and learning support mentors

All NCE Programmes are fully funded by the apprenticeship levy

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