

Children's Centre Workforce – next steps

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Children's Centre workforce – next steps

- The Journey
- The employer and workforce success story
- Lessons from early years employers
- Challenges ahead
- Life after CWDC
- Messages

The Journey

- Child Care Strategy, Every Child Matters, continued investment
- Political support
- National and international evidence
- Impact of Early Years Professionals (EYPS) and graduate level practitioners
- Early Intervention – Tickell, Allen, Field
- The workforce case is made, but times become hard

The employer and workforce success story

- Our early years workforce in England – growing and improving in recent years
- 475,000 practitioners, 65,000 volunteers, 360,000 in PVI
- ...across 100,000 providers
- 76% at least Level 3 (up from 65%), 13% at Level 6, 10,000 EYPs, 36% of full day care staff working towards a qualification
- Research and experience shows the benefit of these developments
- Your leadership, commitment and investment

Lessons from employers

- Regulation has worked, even if tweaks are needed
- Sustainability is the challenge
- Motivation to train; pay & conditions
- Support L3 as the baseline
- Focus more on quality of training, & quality assurance
- Recognise importance of integrated working
- Stay committed to a simple qualifications framework
- Look at training needs of volunteers
- Employer leadership is hard in a diverse sector

Challenges ahead – The National Picture

- Economic and fiscal context – providers & families
- Keeping investment in training
- Achieving more with less – integrated working
- The Nutbrown review of qualifications
 - Content of Level 3; work-based learning
 - Deploying more EYPs with under 3s
 - Reviewing EYP standards, & ITE thoughts
 - Level 2 issues
 - Raising status
- Multi-agency working
- Employer leadership

Life after CWDC?

- Teaching Agency lead on early years
- Integrated working to Children's Improvement Board
- National CYP Workforce Partnership
- Employer leadership?

Messages

- Keep on track
- Qualifications and skills are important – keep investing
- Strong support and engagement in practice learning
- Set high expectations of providers and learners
- Keep a focus on the wider context, working in partnership, sharing development
- Shared induction, training, information and planning are the cornerstone of success
- Whole child – whole family – whole workforce

Thank you

