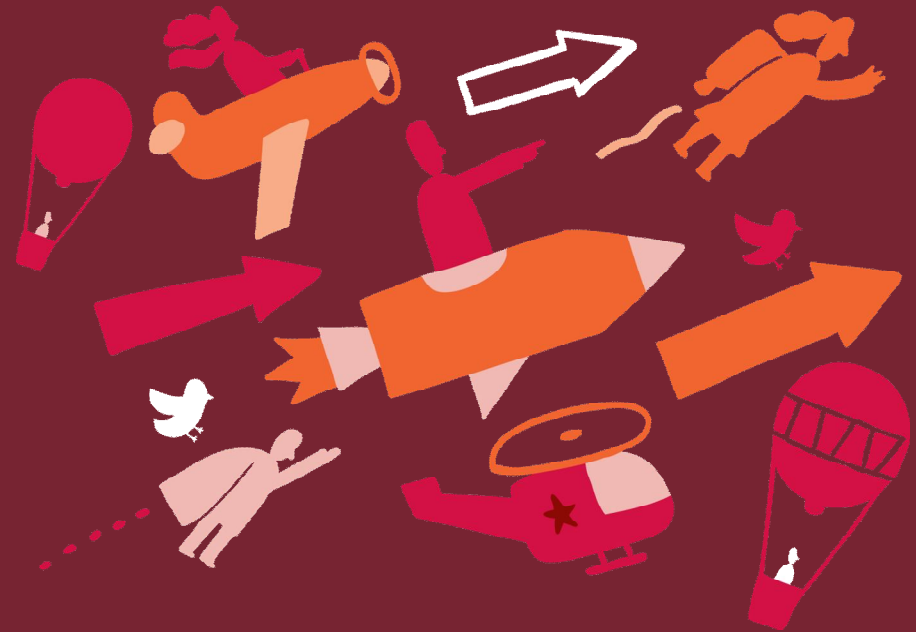


Building a strong, well qualified early years workforce

Jane Haywood



- The journey
- The employer and workforce success story
- Successful practice - partnerships and integration
- Challenges ahead
- Action at the front line

The Journey

- The journey 1997 – 2011
- Political support
- National and international evidence
- Impact of Early Years Professionals (EYPS) and graduate level practitioners
- Clare Tickell, Graham Allen and Frank Field
- The workforce case is made

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
- Vast majority in the PVI sector
- 72% at least Level 3, 13% at Level 6, 7000 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

Successful Practice – Partnerships and Integration

- Skilled and qualified workforce
- Valued and valuing workforce
- Across sectors
- Multi agency teams
- Joint training, information and planning
- Lead professionals
- Volunteers
- Participation

Challenges Ahead – The National Picture

- Economic and fiscal context
- Supporting Families in the Foundation Years
- Revised Early Years Foundation Framework
- The Nutbrown review of qualifications
- Change - building and progression not revolution

Challenges Ahead – The Employer Picture

- Sustainability, occupancy, LA support
- Financial support for training and graduates
- Qualifications – direction of travel, number, quality assurance, guided learning, practice
- Pay and conditions
- Motivations to train and qualify

Action at the front line

- 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

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