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Raising The Bar:
Quality and the workforce

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Raising the bar:
The future of the ECEC workforce

The links to quality:

- Melhuish (2004) – ‘process’ aspects of care
- EPPE Project (2004)
- NNI Evaluation (2007)
- Millennium Cohort Study (2007)

All identify the quality of staff as a principal factor in determining quality of care in ECEC settings

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Raising the bar:
The future of the ECEC workforce

"I'm absolutely determined that we're not going to allow childcare to expand with another low-paid workforce. Our children deserve much better"

Margaret Hodge (2004)

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The future of the ECEC workforce

Government strategy development:

- *National Childcare Strategy* (1998)
- *Ten Year Strategy for Childcare* (2004)
- *Children's Workforce Strategy* (2005)
- *Children's Plan* (2007)
- *Workforce Strategy* and *Next Steps* (2009)

- Children's Workforce Development Council
- Transformation Fund/Graduate Leader Fund

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Raising the bar:
The future of the ECEC workforce

Why now?

- EYFS expressly merges ‘education’ and ‘care’
- Progress on qualifications in the sector
- The proven impact of staff on improving quality
- Universally recognised issue – staff, providers, parents, Government: all agree workers deserve better pay and conditions

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The future of the ECEC workforce

The ECEC Workforce: Demographics

- Workforce overwhelmingly female (98%)
- High proportion of part-time workers

Many factors in common with other low pay sectors

Raising the bar:
What next for the ECEC workforce?

The ECEC Workforce: Pay & Conditions

•Average pay per hour:

PVI Full Daycare	£6.90
Sessional care	£7.00
Full Daycare Children's Centres	£9.30
Nursery Schools	£22.10

•Justification was differentiation as 'carer' / 'educator'

• Where are incentives to gaining qualifications?

• Nearly 1/3 of staff paid at NMW

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The ECEC Workforce: Recruitment and Retention

- Settings in the PVI sector have double the staff turnover rates of the maintained sector
- This is likely to be linked to poor pay and conditions
- ECEC must be seen as a proper career path and not a route for those with lower skill levels who may have ‘failed’ elsewhere

Raising The Bar:
The Future of the ECEC workforce

The ECEC Workforce: Qualifications and status

•Over half the ECEC workforce now level 3 or higher (excluding childminders)

• Early Years Professional Status introduced

• But within integrated services - working alongside better-paid professionals – poor relation?

• Low level unionisation

• Demoralising

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Raising The Bar:
The Future of the ECEC workforce

Key findings:

- The majority of the ECEC workforce are very poorly paid
- The introduction of the EYFS means little justification for poor pay
- Pay and conditions has a key role to play in improving quality
- Needs intervention at national level

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The Future of the ECEC workforce

Key findings (cont):

- Qualifications in the sector are improving rapidly
- Status and ‘career paths’ also improving – particularly with the introduction of EYPS
- However, problems with pay and conditions likely to stunt progress in these areas

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The Future of the ECEC workforce

Recommendations:

- Social Partnership Group to investigate effects of poor pay and conditions
- Government to set new standards for pay and conditions
- ECEC providers to supply details of staff pay and conditions as part of Ofsted Inspections
- Half of all childminders to reach level 3 by 2011
- Less insistence that local authorities always commission services

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Raising the bar:
What next for the ECEC workforce?

Early success?

"The Government will consider, with partners whether a representative body for early years workers would add real value to the sector and, if so, how we might encourage the creation of such a body."

DCSF, 'Next Steps for Early Learning and Childcare - Building on the 10-Year Strategy', 2009, Page 45 Section 4.5.

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What next for the ECEC workforce?

Refreshed Childcare Strategy 2009

- Continue Graduate Leader Fund.
- Everyone qualified
- Level 3 a requirement from 2015
- Consider graduate legal requirement from 2015
- ‘Advanced skills’ graduates in disadvantaged areas
- Training and development framework or ‘entitlement’
- Develop career pathways & share good practice
- Etc.

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Raising the bar:
What next for the ECEC workforce?

Our response to the Workforce 2020 Consultation

- Deal with pay at all levels
- Need qualified management staff
- Recruit more men: only 2% are men, despite 2005 target of 6%.
- NVQ quality control
- Attach EYPS to a pay scale
- Link to QTS
- Agree there needs to be a level 3 requirement for all staff

Raising The Bar:
The future of the early childcare and education workforce