delivering the vision of a quality, early years workforce

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10 YEARS OF PROMOTING QUALITY IN EARLY YEARS

who we are

- National membership organisation for children's day nurseries across the UK
- Registered charity since 1999
- Promoting quality in early years

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the UK childcare market

- 15,990 day nurseries provide care and education for nearly 1 million under-5s
- The day nursery sector employs over 230,000 people
- The average cost across sectors of a full-time place for a child under 2 years old is £159 per week (England)
- Private and voluntary providers comprise more than 85% of the market
- The value of the UK children's nurseries market is 3.8bn

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the vision for 2015

- Agreement that workforce is fundamental
- Research evidence
- Commitment to quality from PVI

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delivery

- Where are we now?
- Where are we going?
- How do we get there?
  - The challenges
  - Solutions

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where are we now?

- 70% of CWDC foot print is in early years
- Most in PVI – 230,000 people
- Strong awareness of EYP
- 2,800 EYPs
- Estimated 1 in 5 of NDNA member nurseries have an EYP
- NVQ3 - 72% full daycare staff
- Awareness and understanding of qualifications list
- Variable quality of training
- Potential impact of recession

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key findings from the research

- 100% respondents were aware of EYP
- 19% of settings already have an EYP in place
- 88% aware of CWDC qualifications list
- 59% were working with children from disadvantaged background

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where are we going?

- Graduate and NVQ3
- Clarity needed on legal requirements and impact of this
- Qualifications list – full and relevant
- Must retain skills, experience and values of mature practitioners

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how do we get there?

- Starting at school – careers guidance
- Raising profile – a career of choice
- Functional (basic) skills

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graduate leadership

- Barriers to EYP achievement – GCSEs, salaries, workplace structures
- Retain and grow our own
- Attract new people
- Challenges for EYPs from outside the sector to lead practice
- ‘Probationary year?’ – support and CPD
- Maths and English – creative solutions to overcome

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level 3

- What happens to those not at Level 3 in 2015
- Impact on costs/fees?
- Accreditation of prior learning

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qualifications List

- Raising awareness of sector
- Practical support to audit
- Support with training and cover from local authorities
- HR implications for employers if individuals become ‘unqualified’

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pay and reward

- Must recognise and reward
- Maintaining pay differentials, whilst enhancing overall
- Level playing field – PVI/Maintained: EYP/QTS
- Overwhelming message for long-term security and ease of access of funding
- GLF – must be accessible, flexible
- Also prioritise training and funding to get to Level 5
- Joined up thinking on funding eg. Train to Gain

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quality childcare

it’s all about you

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