Realising a high quality workforce

Developing the Childcare Workforce Conference

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creating a world-class workforce for children, young people and families

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Children's Workforce Development Council

- **To create a world class workforce for children, young people and families**

- Ensuring best training, qualification, support and advice to everyone working with children
- Ensure the child is at the centre of services by working better together
- An influential voice for employers and the workforce

- **Sector Skills Council and workforce reform roles**

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Principles for workforce development

- Appropriate standards and qualifications
- Graduate-led practice and minimum level 3
- Continuing Professional Development
- Integrated working and common core
- Improving career prospects and pathways

Early Years Vision

A confident and competent early years workforce, which reflects the communities it serves and where individuals feel part of a community of professionals, whose practice is enriched by recognised, high quality learning and development, professional support and practitioner networks.

Realising the benefits

"*evidence tells us that a high skilled workforce is the most powerful driver of quality*" *2020 Workforce Strategy*

- Building understanding and recognition
  - practitioners **and** employers
- Wider understanding of what good quality early years services are
- Needs to be as common place as it is common sense

professionalism in the Early Years

- What is it to be a ‘professional’?
- Is Early Years ‘professional’ ?
- How do we help professionalism to continue to grow and develop ?

Next Steps…

- ***'Next Steps for Early Learning & Childcare'***

- Paramount focus on quality and workforce (ch. 4)

- Key proposals
  - consider making graduate and level 3 a legal requirement
  - create an annual training entitlement
  - pilot programme to recruit top graduates and explore 'Advanced Skills' graduate
  - develop career pathways, reward excellence and commitment
  - enable sharing of good practice, expand ECAT

- Opportunity to contribute your views now

  www.everychildmatters.gov.uk/resources-and-practice/IGC0356

Thank you for listening

For more on the work of the Children's Workforce Development Council

www.cwdcouncil.org.uk

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