Developing a quality early years workforce in the face of recession

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who we are

- National membership organisation for children's day nurseries across the UK
- Registered charity since 1999
- Promoting quality in early years
- Specialist support for children's day nurseries
- Support to local authorities

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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 £150 per week (L&B 2009)
- Private and voluntary providers comprise 87% of the market
- Average pay for a qualified nursery employee is £7.74/h
- The value of the UK children's nurseries market is 3.9bn
- Unclear picture of qualifications levels of the sector

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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 – and growing recruitment to pathways
- Over 4,000 EYPs
- Estimated 1 in 5 of NDNA member nurseries have an EYP
- NVQ3 - 72% full daycare staff
- Awareness and understanding of qualifications list and audit tool
- Variable quality of training
- Barriers to growing EYPs from within – English and Maths GCSE
- Practitioner workforce development huge strain on nurseries

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context

- Recession – pressure on public finances whoever leads next government
- Political uncertainty – hung parliament/small majority
- All parties have a commitment to early years, but different views/priorities
- Workforce and wider early years reform is a long journey – we are still only a few years in
- All sectors need to work together

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challenges

- Raising profile – a career of choice
- Functional (basic) skills
- Mixed feelings on EYP
- Retention of graduate level and other well-qualified staff
- Concern at loss of experienced, non-academic staff
- Must retain skills, experience and value of mature practitioners at all levels
- Cinderella service - salaries
- Workforce development must be done WITH the sector, not TO the sector

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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, and sustained
- Also prioritise training and funding to get to Level 5
- Joined up thinking on funding eg. Train to Gain

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key areas for reflection

- A world class workforce: how can all staff achieve a minimum of Level 3 by 2015?
- How can Graduate Leadership be **sustainable and effective**? How can we improve the support the Graduate Leader Fund offers?
- How can local authorities **better support** providers experiencing staffing difficulties?
- How to raise the skills of the whole workforce, balancing affordability and ability of an existing committed workforce to achieve qualifications?
- Pay and reward – how to ensure staff receive the wages they deserve without compromising affordability for parents

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