

REPORT TO: DUNDEE CITY COUNCIL EDUCATION COMMITTEE- 20 JANUARY 2003

REPORT ON: EARLY YEARS AND CHILDCARE WORKFORCE DEVELOPMENT AND TRAINING

REPORT BY: DIRECTOR OF EDUCATION

REPORT NO: 64-2003

1.0 PURPOSE OF REPORT

- 1.1 This report seeks approval for payment of fees to training bodies who are providing training and support to those working in childcare services.

2.0 RECOMMENDATIONS

- 2.1 It is recommended that the Education Committee note the contents of this report and approve the proposed payment of fees to training bodies as outlined in Appendix 1.

3.0 FINANCIAL IMPLICATIONS

- 3.1 The full costs of this proposal are £100,000. This will be met from Scottish Executive grants made available to the local authority for childcare workforce development through the Workforce Development Fund.

4.0 LOCAL AGENDA 21 IMPLICATIONS

- 4.1 The fees awarded will improve access to skills and knowledge needed to enable everyone to play a full part in society.

5.0 EQUAL OPPORTUNITIES IMPLICATIONS

- 5.1 This proposal will enhance choice and diversity in early years and out of school provision improving equality of access and further strengthening partnership across sectors.

6.0 BACKGROUND

- 6.1 The Scottish Executive has provided Workforce Development Funding to local authorities to enable them to expand the childcare workforce and widen training opportunities for those in working in childcare.
- 6.2 The childcare workforce has a relatively high level of unqualified staff. The Executive seeks to increase the number of qualifications held by staff in all areas of the childcare workforce including childminders and those employed in private and voluntary childcare centres.

- 6.3 The Dundee Early Years and Childcare Training Strategy Group, which is a sub group of the Early Years and Childcare Partnership, includes representatives from training bodies, private and voluntary childcare settings and the Early Years Team, The Group identified three key areas for promoting workforce development during the period September 2002 - June 2003.

These are:

- Induction training- for staff starting jobs in childcare
- On-going professional development for experienced childcare staff- focused on local and national priorities
- Accredited training leading to qualifications

7.0 PROPOSAL

- 7.1 Training bodies were invited to submit proposals for the provision of training and support in line with the three key areas identified by the Training Strategy Group.
- 7.2 The Training Strategy Group and the Early Years and Childcare Partnership, discussed outcomes from the delivery of training in 2001 - 2002 and identified key areas for development. A key priority is to increase the number of qualified staff working within private nurseries. Training proposals from a range of providers have been reviewed and the Early Years and Childcare Training Strategy for 2002- 2003 was drawn up to reflect identified priorities.
- 7.3 Appendices 1 and 2 provide a summary of the programmes being offered by various training bodies as well as uptake levels.
- 7.4 Members of the Early Years and Childcare Team will continue to support and monitor the activities of all training bodies who receive funding. All courses are evaluated and the progress of candidates tracked.

8.0 CONSULTATION

- 8.1 This Report has been the subject of consultation with the Directors of Social Work, Neighbourhood Resources and Development, Finance and Support Services.

9.0 BACKGROUND PAPERS

No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information), were relied on to any material extent in preparing the above Report.

ANNE WILSON
Director of Education

Date January 6th 2003

APPENDIX 1

Outline of Costs for Delivery of Programmes

TRAINING BODY	PROGRAMME	COSTS
Fair Play Training and Development	Orientation and Induction Programmes	£2,050
	Support for Out of School Care Club staff and management groups, training for management groups and audit of qualification and training needs of Out of School Care workers.	£4,500
	SVQ in Playwork Levels II & III	£19,040
Dundee College	Pre-Registration Training for Childminders	£2,550
	Delivery of HNC units	£6,000
	HNC Childcare & Education Group Award	£3,570
	Professional Development Award-Childcare & Education	£4,110
	Scottish Progression Award – Childcare & Play	£2,320
	SVQ Level III in Early Years Childcare and Education	£16,000
	Tutor/ mentor support for all above	£7,000
Dundee University	Delivery of In-Service Training	£1,500
	Development of Quality Assurance Guidelines for Use in Pre-School Settings	£10,000
British Red Cross	First Aid for Child Carers	£2,360
Individual Workshop Tutors –	Activity Based, Saturday Training Day – Music, Drama, Arts and Sports- February 2003	£3,500
Youth Sports Team	Training to Out of School Care Workers in Sports Coaching	£10,000
City Wide Nursery In-Service	In- service days for 280 early years and childcare staff (November 2002)	£5,500
	TOTAL	£100,000

APPENDIX 2

Description of Programmes

Programme	Uptake
Orientation Programme for those considering entry into Childcare work.	Programme runs twice per year for up to 15 candidates per session.
Induction Programme for new Out of School Care workers.	A two session programme runs 3 times per year for up to 15 new workers.
Support for Out of School Care Club staff and management groups, training for management groups and audit of training needs of Out of School Care workers.	Ongoing for 15 Out of School Care Clubs.
SVQ in Playwork Level II	11 places
SVQ in Playwork Level III for Out of School Care Staff	7 places
First aid for Child Carers (cross sectoral).	48 places
Pre-Registration training for Childminders	Programme for up to 15 new Childminders held 5 times per year
HNC units including How Children Develop and Learn, Curriculum Approaches in Child- care and Education, Child Protection, Approaches to Dealing with Challenging Behaviour, Assessment Approaches in Child- care and Education, Quality Issues in Childcare and Education	82 places
HNC Childcare & Education Group Award	4 places
Professional Development Award	9 places
Scottish Progression Award – Children’s Care and Play	4 places
SVQ Level III in Early Years Care & Education	17 places
Activity Based Training Day	100 places