

Driver Diagram

Actions to be taken or tested to deliver the drivers

Secondary Drivers

Primary Drivers

Aim

The Early Learning and Childcare Academy will develop a high quality Early Learning and Childcare (ELC) Workforce to ensure we can deliver our vision for ELC including expansion by 2020

Family of Measures:

Collect, collate and use data to inform workforce development priorities

Promotion of Early Learning and Childcare as a career option

Develop qualification routes and professional development opportunities

Analyse current supply including the quality and diversity of the workforce
 Anticipate future demand
 Track the success and sustainability of current routes into the profession
 Provide detailed analysis of trends of particular groups to expand diversity
 Analyse current spending on qualifications to ensure best use of resource
 Gather and analyse data on barriers to expanding the workforce
 Record movement across the workforce to anticipate future trends

Develop promotional materials and approaches
 Develop and maintain a collaborative, on-going communications strategy
 Maximise and publicise employability options in SIMD 1&2

Collaborate with a range of partners to plot current qualification routes
 Collaborate to diversify the number of routes into ELC to attract higher numbers to the profession to include distance learning, out of hours training and work based training in response to need.
 Align work with the DYW agenda (incl links with schools)
 Establish links with Community and Family Learning to agree shared approaches for those seeking supported routes into the profession
 Undertake and respond to regular training needs analysis across workforce by providing ongoing CPD opportunities
 Develop strategy for funding of qualifications and professional development opportunities

Establish a Data workstream to explore the extent to which we are able to gather and analyse data in relation to the secondary drivers.

Establish a Communications Workstream to: assess current promotional material used, develop a communication strategy and range of tools (including a visual tool to communication the qualifications pathway), evaluate the impact of the approaches taken. Identify key stakeholders who have a role in the promotion of ELC and ensure they have access to appropriate materials & tools.

Establish a Workforce Development Workstream to: review effectiveness of current qualification routes, identify gaps and solutions. Analyse training needs of current & future workforce. Develop qualification pathways & a CPD programme to respond to workforce needs. Review and develop funding strategy for qualifications and CPD programme.