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Newsletter

Moving on up ! - Careers Special - Early Years Sector

Welcome to the 2nd Careers Special newsletter, this edition delves into the Early Years sector. From nursery workers to childminders, all early years practitioners play a vital role in supporting young individuals and their families.

The initial years of a child's life are crucial, setting the foundation for their future learning and growth. Selecting a childcare provider for my son was one of the most challenging decisions I've made since his birth. Recent trends indicate a decrease in the number of childcare providers and childminders in recent years, leading to intense competition for available spaces and putting significant pressure on the remaining services.







One of the primary challenges currently faced by the Early Years Sector is the recruitment and retention of staff. Encouraging more individuals to join this sector can be difficult, especially when the pay, opportunities for growth, and level of acknowledgment are generally lower compared to other educational institutions like primary schools.

Since the Pandemic the struggle to recruit and retain staff is widespread. Covid 19 also had a significant impact on the development of children specifically their communication and language development.

Despite these challenges the organisations we work here at SCT continue to commit to the children and parents within their setting and are passionate about what they do. They describe their role as fun, full of variety and incredibly rewarding

How will the recent changes in Government affect the early years sector?

obviously its difficult to say exactly what changes Labour will make now they have succeeded the Conservatives in Government. However they did identify an intention to break the link between background and success in Education. Reforms are expected in the Early Years Sector which include

- **Plans to make space for 100,000 more nursery spaces using unused primary school classrooms (empty due to falling birth rates)**
- **Extended childcare funding plans to be delivered**
- **Early Years Numeracy drive**
- **Funding for early-language interventions**
- **Improved recruitment and retention of early years staff**
- **Community approach to SEND support.**



We recommend you keep up to date with the reforms planned and to be aware of what might come into place in your setting. You can use this as Off the Job learning too!

Information taken from www. blossomeducational.com

Careers Information, advice and guidance

As a learner with SCT, we can discuss your short-term and long-term career goals and assist you in reaching them. This may involve enhancing your CDP or preparing you for higher education, without necessarily requiring you to switch employers.

We embed Employability behaviours into your curriculum from the start of your journey. These behaviours are most desired by employers in any sector, such as attendance, communication, teamwork, assertiveness, perseverance and motivation. By the end of your Apprenticeship it is hoped not only will you have the skills and knowledge to perform your role but have the softer skills and behaviours to take you on your next steps too!

If you do feel like you need additional Careers advice and Guidance from SCT please don't hesitate to reach out to your trainer or contact us at the office on 0121 240 3989 or email us on info@sct.co.uk. Also check your online documents on ICQ for new Employability resources coming soon!



Student Spotlight

Megan Harvey - Lead Practitioner in Early Years
Smisby Day Nursery

I started working within childcare after I realised the healthcare sector was not for me, I joined Smisby day nursery in November 2021 and soon knew that I was in the right place for me. I was eager to learn and my employer was helpful in introducing me to the level 5 Early years lead practitioner course with SCT. I have been studying for just over two years now and I am currently writing my case study for my End Point Assessment.

Why did you choose this particular route, and why did you choose to pursue studying in early years?

I decided to take the apprentice route because I was eager to get into a full-time job earning money alongside learning. I much prefer the practical work and believe you learn so much when your 'on the job'. I always knew I wanted to work with children but didn't know what sector, I left university after studying child nursing, I am so happy I made the decision to join early years. There are so many routes I can take, and I am now ready to climb the ladder!

What have been the highlights?

The highlights for me have been putting the knowledge into practice and having the reassurance from my brilliant tutor that I am good at what I do. I have gained so much confidence due to the support and resources provided to me. So much so that I now have the opportunity of taking on more responsibilities at the nursery, becoming a future lead practitioner in rooms. I never thought I would be capable, but I have done it!

What have you found challenging, and also helpful in overcoming these challenges?

The most challenging part about my experience has been the consistency of tutors, due to different reasons that could not be helped I did have to adapt to the different tutors which I found quite difficult resulting in myself becoming unmotivated to do the work. I started with my current tutor Sam, however, she went on maternity, but when she came back, she picked me straight back up. At one point I wasn't sure I could make it, but Sam has been so supportive, she provides pretty much 24/7 support. She adapted a few things for me to pick my motivation back up and now I am halfway through my EPA!

What advice would you give to other students currently studying or working in the sector?

If I had to give advice to other students, I would say don't be afraid to reach out to your tutor. Your tutors are there to help you and let them challenge you, it builds your confidence up so much. Being out of your comfort zone is the best learning opportunity. and also, you do more off the job hours than you realise!

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Trainer Spotlight

Samantha Badger - Curriculum Lead / IQA Trainer with SCT

Many of you may recognise Sam as your trainer on your Apprenticeship. Not only does she share responsibility for the Early Years Curriculum and Quality of our provision but she also maintains a caseload of learners!

Sam joined SCT in 2021 as an Early Years Apprentice Trainer. She recently got married in 2023 to husband Liam and has two gorgeous boys at home. Sam undertook a level 5 Management Qualification back in 2017 with SCT while she was working as a Nursery Manager.

Sam always knew she wanted to work with the Early Years Sector and achieved Early Years Professional Status at the University of Birmingham. She also has her BA honours in Early Childhood Studies.

Sam has in excess of 15 years experience working in Nursery settings, working her way up from Bank Staff to Room Supervisor onto Deputy and Manager Roles. After completing her Assessors qualification in 2019 she decided to take the plunge and transition into the world of Apprenticeships as she was passionate about teaching and supporting others.

Sam thrives in her trainer role - she loves supporting learners and seeing them reach their potential. Many of them gaining DISTINCTIONS at End Point Assessment or moving into higher learning like the Level 5 Lead Practitioner in early years Apprenticeship. She always makes sure she is available to her learners and employers as she understands the challenges that come with working in the sector.

Sam has very recently completed her IQA qualification which means she is now qualified to oversee the quality of assessment made by other trainers. WELL DONE SAM!!!

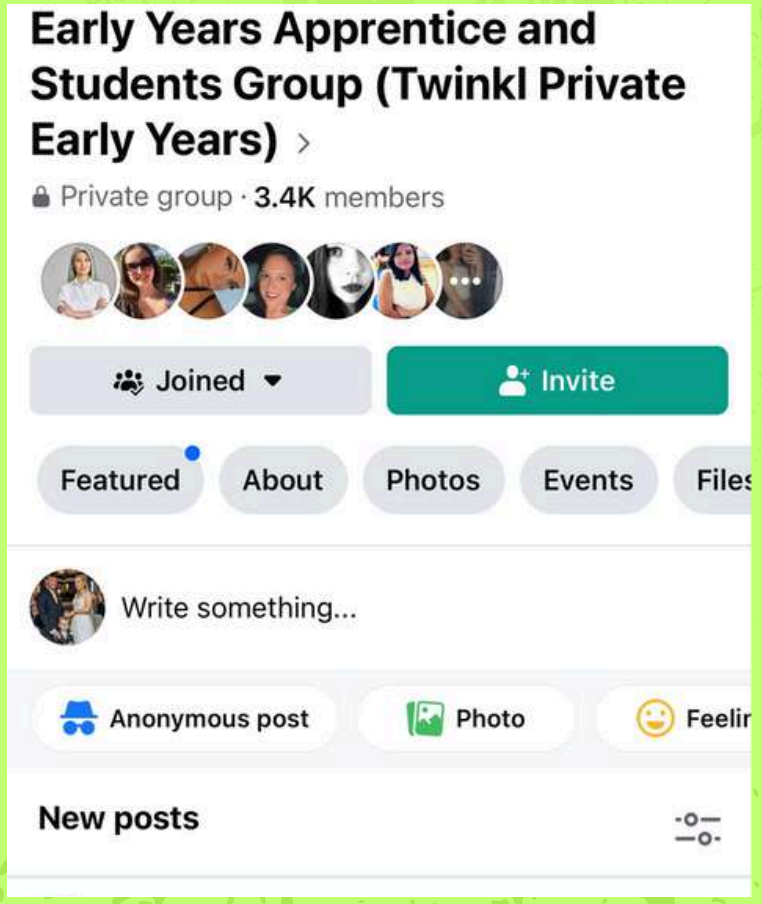
If you want more information about working in the Education Sector check out the link below

https://educationandtrainingacademy.co.uk



info@sct.co.uk **t. 0121 240 3989**

Moving on up !!



Twinkl is a private group on Facebook for early years apprentices to connect and assist each other throughout their apprenticeship journey. From Level 2 to Level 5, it offers support for on programme activity and End-Point Assessment (EPA), which we thought was a great group for our learners to join.

Did you know SCT can help advertise any new Apprenticeship positions you have in your organisation?

We have access to the Government owed Apprentice Recruitment site to advertise on your behalf. For more information on this please talk to Tiffany Evangelou in our Business Development Team on 0121 240 3989 ex 1

GOV.UK

Anyone new or returning to the early years sector could be entitled to a 'golden hello' payment of £1,000 through the council's Early Years Financial Incentive (EYFI) scheme. (subject to local authority)

Helpful links & resources.....

Subscribe for a free newsletter to keep updated on current affairs in early Years
https://www.nurseryworld.co.uk/
and
Nursery management today for managers / Deputy Managers
https://nmt-magazine.co.uk/

Little Learners is a free early years magazine packed full of ideas and inspiration to help your setting flourish. With each new issue comes a collection of early years resources and activities that your little learners will love.
www.ypo.co.uk

PACEY is the Professional Association for Childcare and Early Years. Formed in 1977, we are a charity dedicated to supporting everyone involved in childcare and early years to provide high quality services, information and advice to children, their families and carers.
www.pacey.org.uk

Early Years Careers is a platform on which professionals from the early years sector can share best practice and interact with each other.

www.earlyyearscareers.com/

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