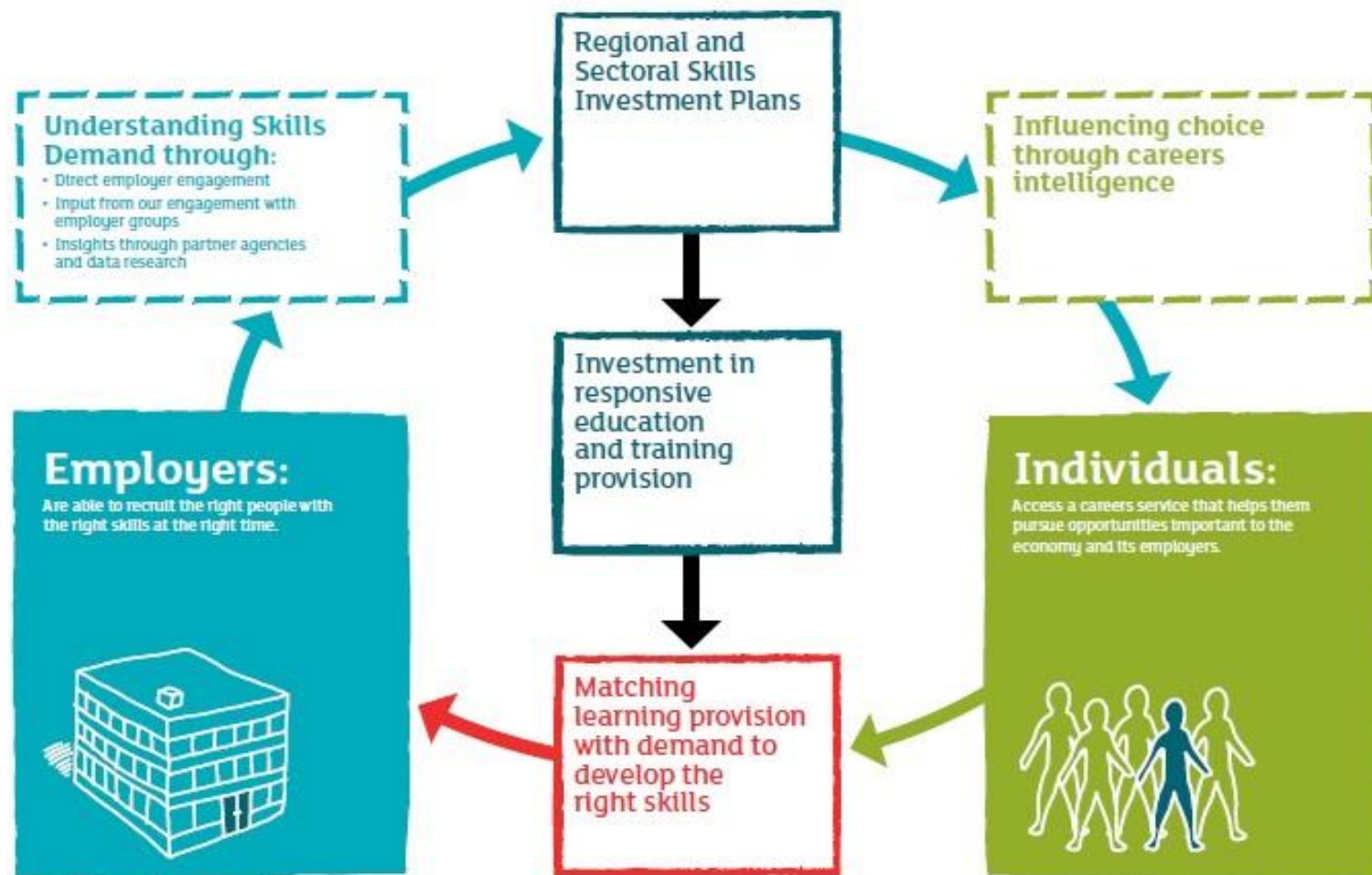




The Skills Planning Model

Making Skills Work for Scotland



Background and purpose

- Scottish Government commitment to increase funded early learning and childcare to 1,140 hours by 2020
- Recognition sector is an important employer – over 40,000
- Potential to make a significant contribution to inclusive economic growth
- Skills Investment Plan seen as a central component of the skills response

Developing the SIP

- Used the SSSC footprint as definition of the sector: day care of children services and childminding
- Evidence built up from:
 - Extensive desk research and analysis
 - SSSC LMI and SG estimates, SDS and SFC data
 - Consultation with 50+ stakeholders
(ELC organisations, local authorities, employers, colleges, universities, private/voluntary training providers and relevant national agencies such as SSSC, Care Inspectorate and Directors of Education)

Steering group



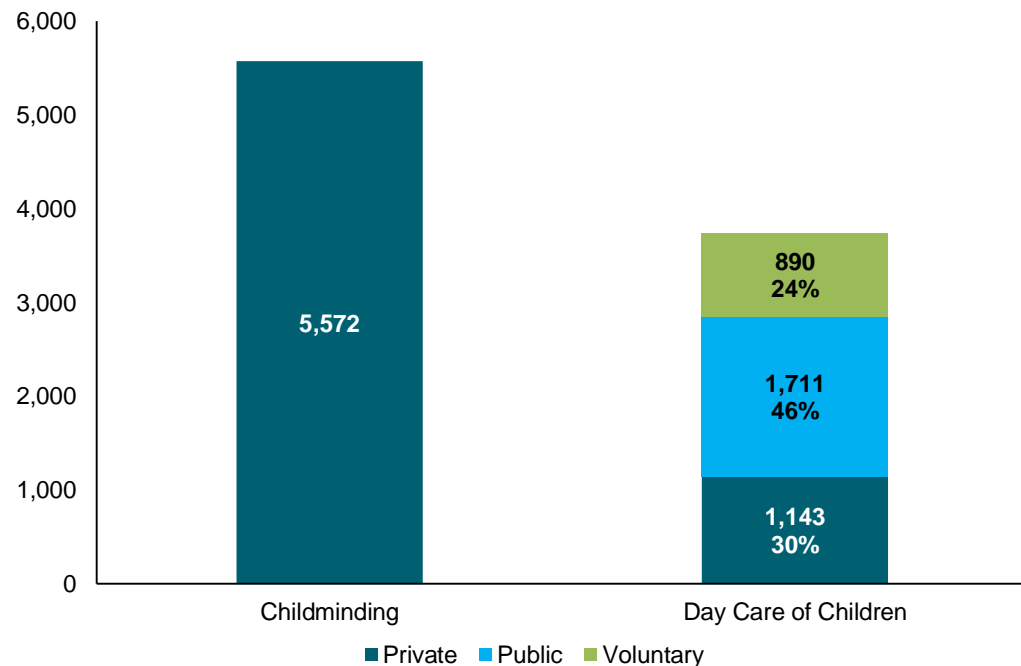
committed to quality childcare

ADES Early Years Network



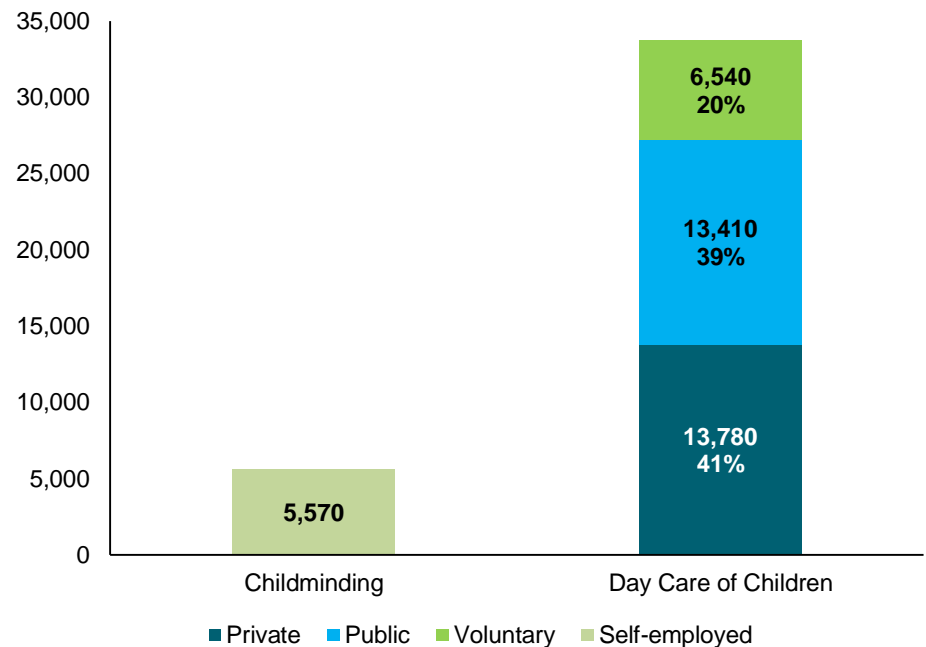
Business Base

- 9,316 ELC Services in Scotland (2015)
- Number of services has declined by 3% since 2010 but... overall capacity has increased, pointing to providers increasing scale
- DCC services
 - 46% public sector
 - 30% private sector
 - 24% voluntary sector
- Balance of public, private and voluntary (and childminders v DCC) varies geographically
- Implications for skills development



Profile of the Workforce

- 39,030 people in the ELC workforce up 5% since 2010
- Female dominated – 97%
- Almost half are in the private sector (including childminders)
- Edinburgh and Renfrewshire have highest proportions of private sector workforce; Eilean Siar and Island communities have the highest of public sector workers



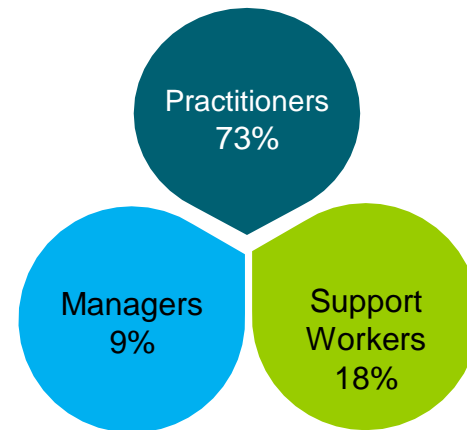
Profile of the Workforce

Day Care of Children Services

Average age is 34



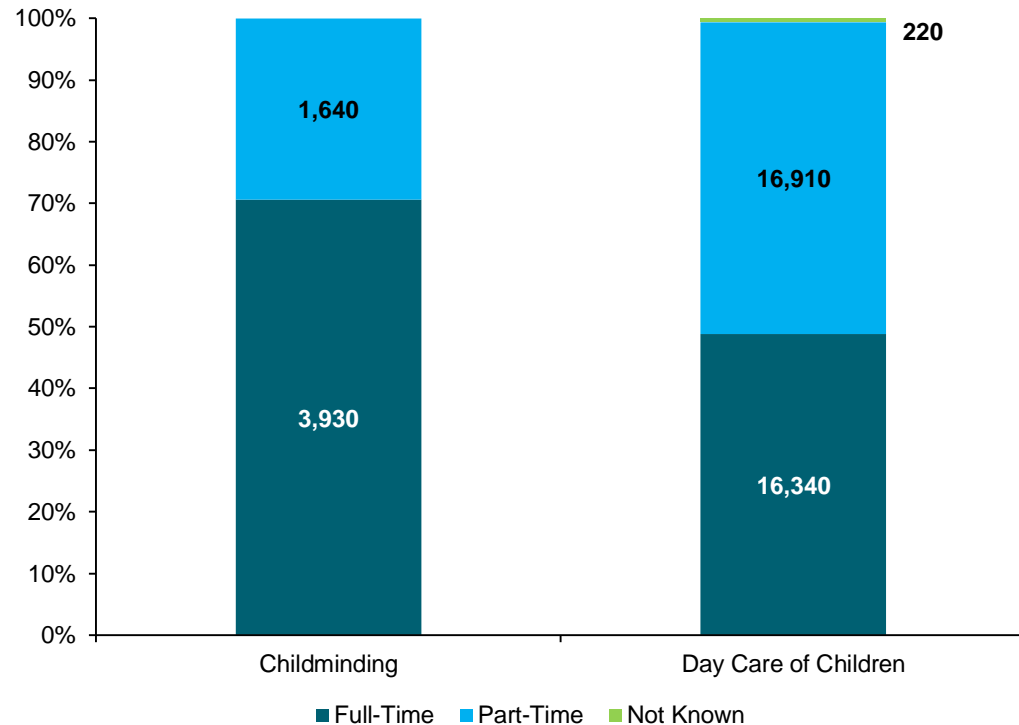
Distribution of Roles



- 70% registered with SSSC held required qualification

Employment in ELC

- Childminders more likely to work full time than DCC staff
- Area variations in working hours:
 - high levels of part time in Shetland, Eilean Siar and Highland
 - high levels of full time in N & S Lanarkshire and Glasgow
- 21% of DCC staff do not have a permanent contract
- 80% of practitioners earn below Living Wage
- Working hours and contracts have implications for access to learning



Current skills provision

	2012/13	2013/14	2014/15	Change
College (enrolments)	6,882	7,169	8,313	21%
University (enrolments)	1,279	1,281	1,379	8%

- Over one in five students studying at HE level i.e. HNDs, HNCs
- Destinations data HNC qualifiers: 69.6% entered in to a positive destination, out of this 38.1% went in to employment and 31.5% moved to further study.
- 83% of HEI students aged 25 and over reflecting students need to demonstrate experience and appropriate qualifications

Current skills provision

	2012/13	2013/14	2014/15	2015/16	Change
Modern Apprenticeship (starts)	1,141	1,182	1,273	1,439	26%

- Modern Apprenticeship Outcomes Survey: 81% were still working 6 months post completion, and 90% were either in work or education
- In 2015/16, 90% starts in Social Services (CYP) Level 3 and 10% starts in Social Services (CYP) Technical Level 4

	2014/16	2015/17	2016/18
Foundation Apprenticeship (starts)	13	56	380

Skills issues and challenges

- Increased demand for staff
- ELC already facing current recruitment and retention challenges
- Improving perception and sector attractiveness
- Increasing workforce diversity
- Broadening talent flows and pathways into the sector
- Addressing leadership skills
- Aligning investment in skills with demand

ELC SIP Strategy Map

Mission	<i>“Attracting, nurturing and retaining a diverse early learning and childcare workforce to support children, their families and communities to ensure the best possible start in life”</i>		
Overarching themes	Ensuring continued high quality	Contributing to closing the attainment gap	Recognising and valuing the workforce
Strategic Objectives			
Raise the profile and attractiveness of the sector and actively increase diversity	Better promote routes in to and pathways through the sector	Ensure take up of opportunities for progressing, re-skilling and upskilling the workforce	Engage Early Learning and Childcare employers

ELC SIP Draft Action Plan

Raise the profile and attractiveness of the sector and actively increase diversity	Better promote routes in to and pathways through the sector	Ensure take up of opportunities for progressing, re-skilling and upskilling the workforce	Engage Early Learning and Childcare employers
<p>Deliver a high profile recruitment campaign to attract a diverse workforce</p> <p>Ensure delivery of high quality careers information, advice and guidance</p> <p>Promote the sector and create opportunities for under-represented groups</p>	<p>Develop employability skills and competence of new entrants</p> <p>Showcase alternative routes to careers (work based learning, college, university) in ELC sector</p> <p>Continue to invest in skills provision</p> <p>Address barriers that inhibit part time or accessible learning</p>	<p>Support continuing professional development</p> <p>Promote leadership development opportunities at all levels</p> <p>Promote models of work based learning to meet needs of employers and learners</p> <p>Promote full range of flexible and part-time learning and development opportunities</p>	<p>Promote SIP to employers</p> <p>Increased employer engagement with the skills system</p> <p>Encourage participation in regional networks and activities</p>
<p>Respond to recommendations of Enterprise and Skills Review</p> <p>Develop a Performance and Monitoring Framework</p> <p>Ensure synergies between SIP and Quality Action Plan for the ELC sector are realised</p>			

Next steps

- Skills Development Scotland will continue to facilitate and co-ordinate SIP development and implementation
- Aim to develop a full Skills Investment Plan by Autumn
 - Update skills evidence base
 - Develop and refine action plan
 - Prioritise resources through Skills Alignment
- Continued engagement with a range of audiences



**Early Learning and Childcare
Skills Investment Plan Prospectus**