



Workforce Issues

Nursery World Business Summit

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Key Message

All children have the right to experience a professionalised early years workforce that supports, challenges and inspires those working within it, works in partnership with others and draws on inter-disciplinary knowledge to address inequality and promote all aspects of children's care, health, development and learning.

Shifting Perceptions

- Early Childhood Studies is an established academic discipline (QAA, 2014)
- Early Childhood Education and Care (ECEC) is about providing the '**Highest Quality**' early learning and care experiences, NOT '**Childcare**', while parents work.
- Our earliest experiences impact across the life course (Ofsted, 2016).

Addressing the Challenges

- The need to greenhouse the next generation of highly qualified aspirational practitioners and graduate leaders.
- Further support Schools and careers services understanding that:
 - ❖ Early Childhood Studies is an academic subject (up to Ph.D) that opens up doors to a range of careers;
 - ❖ that working in ECEC is an important career pathway for all.

An independent College of Early Childhood that advocates for our youngest citizens by representing all the different professions and stakeholder interests that occupy the holistic and flexible space of 'Early Childhood'....**Speaking with One Voice**

- Infrastructure investment
- Ministerial responsibility
- Equal pay and employment conditions to other 'professions'
- Value Base etc etc



References

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