

12 STEP RECRUITMENT AND TRAINING SUPPORT FOR EARLY LEARNING AND CHILDCARE PROVIDERS



Join up with our National Recruitment Campaign via our campaign website at www.childcarecareersscotland.scot and access our campaign materials. A suite of campaign materials are available for employers to make use of locally. The Stakeholder Tool Kit has digital assets for social media for use locally. <http://bit.ly/elcstakeholdertoolkit>



Post your vacancies for free on Myjobscotland website. Thousands of job seekers use this site to search for their next great move – there has been a 49% increase in traffic to the ELC jobs section since private and third sector providers started posting in March this year. <https://www.myjobscotland.gov.uk/>



Link up with the Council for Ethnic Minority Voluntary Organisations (CEMVO) who will be hosting a series of events around the country, increasing the pool of potential candidates for the expansion of ELC. <http://bit.ly/elccemvo>



Take on an ELC Apprentice: Apprenticeships cover the cost of training so provide an excellent opportunity for employers and employees, who can earn as they learn. You can also receive financial contributions for taking on Modern Apprenticeships over the age of 25. Further information on apprenticeships can be found at www.apprenticeships.scot.



Support the training needs of your existing staff and opportunities that the expansion provides for promotion and further training. Our National Induction Resource provides information to new staff about codes of practice, standards and qualifications and the wide range of existing and new support. <http://bit.ly/scotgovclinductionresource>



Partner up with your local training college or university to offer opportunities for growing your own staff. We have created over 2,000 additional HNC places since 2017-18, and over 800 BA manager places. We are working with the Scottish Funding Council (SFC) to offer just under 2,000 additional college and university places on ELC courses in academic year 2019-20.



Look at our National Directory of Continuous Professional Learning which helps practitioners plan their professional learning, promotes the full range of flexible and part time learning and development opportunities directly to staff. <http://bit.ly/elccicpl>

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Access funding support for training via:

- If your organisation pays the Apprenticeship Levy, you may be able to access the Flexible Workforce Development Fund (<http://bit.ly/fwdfund>): to support the training and upskilling of staff, where they meet the eligibility criteria.
- Fair Start Scotland (FSS) (<http://bit.ly/scotlandfairstart>) is a devolved employability programme which aims to support people of all ages to access employment. Within Local Employability pipelines eligible individuals may be able to access support from the Local Authority via European Social Fund or No One Left Behind funding (<http://bit.ly/nolbf>) to access their training.
- Employees may be eligible for a part time funding grant (<http://bit.ly/saasptf>) through Student Awards Agency Scotland or access funding for part time courses via an Individual Training Account (ITA) (<http://bit.ly/sdsita>).



Look for opportunities and learn from others. Register to join the ELC Partnership Forum (contact ELCPartnershipForum@gov.scot for more information) and sign up for the Knowledge Hub (<https://www.khub.net/>). Talk to your local authority about what support is available locally for funded providers and their staff – for example training, grants and partnership events. You can also get an idea of the potential support available here: <http://bit.ly/elcsupportpaper>.



Join other providers from the private and third sector who are experiencing the business benefits of becoming a Living Wage Employer. Free support on the process is available from Living Wage Scotland (<http://bit.ly/scottishlivingwage>). Research has found that paying the real Living Wage helps businesses recruit and retain better staff, reduce absenteeism, and encourage higher productivity. It is an employer mark that 93% of businesses say has improved their reputation. ELC providers can also find out about support for their business by contacting their local Business Gateway office (<https://www.bgateway.com/local-offices>).

And coming soon...



Look out for the launch of our National Programme of Continuous Professional Learning Online Modules which will be available to all early learning and childcare providers in the new year.



Look out for future guidance, that is currently being developed, on the use of Recognition of Prior Learning in supporting staff achieve their ELC qualifications.