

Early Years needs **you!**

Regional Showcase
Event at Ayrshire College

11 February 2020
1.00pm – 4.30pm

Raising the profile of Early Learning
and Childcare as a broader
skills-based profession to attract
under-represented groups



Welcome

Our Regional Showcase event will help you understand the profession of Early Learning and Childcare. We need you to help influence an increase in the diversity of pupils and career changers, in order to attract under-represented groups to Early Learning and Childcare (ELC).

The key message of our event is to support influencers to **Make Connections Through Practice**, in order to raise the concept of a professional workforce and the breadth of skills opportunities within Early Learning and Childcare.

This event aims to help you as a key influencer to:

- Raise the profile of ELC as a broad, skills-based profession
- Tackle myths around early learning and childcare career choices with Influencers.
- Attract under-represented groups who may not have considered a career in ELC.

Regional and national partners have come together at this interactive event to promote routes into, and pathways through the sector, expanding employability.



The Scottish Government's ELC workforce expansion project is focused on creating the conditions nationally to facilitate the recruitment of up to 11,000 additional workers to the sector.

The scale of the workforce expansion presents an opportunity to increase the diversity of this workforce. Skills Development Scotland (2017) Skills Investment Plan, identifies the "need to attract more candidates from diverse backgrounds including males, those aged over 25 years, and people from minority and ethnic backgrounds, and to ensure the demand is met with the creation of a high quality skilled workforce."

The sector is often perceived by potential recruits as an unattractive employment destination offering low status, gendered assumptions about the nature of the work and employment terms and conditions.

Today's event is all about **'Busting the myths!'**

Supporters of this event include:



Programme

SDS Regional Event
Tuesday 11th February 2020
Ayrshire College, Kilmarnock Campus

1-2pm	Registration, Refreshments, Networking Making Connections Through Practice Showcase and Information Stalls
2-2.10pm	Welcome and Introduction Dorothy Bell, Head of Early Years, Ayrshire College
2.10-2.20pm	Keynote: Sue Palmer – Chair of Upstart Scotland Setting The Scene: Concept of a Professional Workforce
2.20-2.30pm	Cameron Sprague – Senior Team Leader Stramash Outdoor Nursery-Fort William The Great Outdoors: Considering a Different Skills Background
2.30 - 4.30pm	Choose Your Workshops: Session 1 – 2.30pm to 3.00pm Session 2 – 3.05pm to 3.35pm Session 3 – 3.40pm to 4.10pm Workshops: <ul style="list-style-type: none">• Regional Career Routes and Choices To ELC: Career Development and Progression Opportunities• Not Just For Women! Untapping Rich Career Choices• Increasing The Uptake of Ethnic Minorities• A Day In The Life of an Early Years Practitioner• Wow - Extending Careers: Exploring Digital Career Advice Gaps• Because Children Are Little Scientists: ELC Needs Scientists• Open to Interpretation: Exploring Outdoors in ELC, Transferring Skills and Attitudes• Scottish Social Services Council (SSSC) - Career in Care Demo
4.30pm	Close

Speakers

Sue Palmer (Keynote Speaker)

Set The Scene: Concept of a Professional Workforce

Sue Palmer, a former primary head teacher in the Borders, was a full-time literacy specialist between 1985 and 2006. She wrote over 200 books, software packages and TV programmes for schools, as well as many hundreds of articles for the educational and national press. She was literacy consultant to BBC Education for many years and produced materials for England's National Literacy Strategy, the National Literacy Trust and the Basic Skills Agency.



More recently, her books on child development in the modern world - notably *Toxic Childhood* (second edition 2015) - have led to frequent media appearances, commenting on children's changing lifestyles and the decline of active, social, outdoor play. She is now Chair of Upstart Scotland.

Cameron Sprague

The Great Outdoors – Considering a Different Skills Background

Cameron has been working with children and young people for over 20 years since starting in the American summer camp industry. Working in the summer camp industry not only led him to completing his BSc in Outdoor Education, but also to meeting his wife Jenny and his eventual emigration to the UK in 2007.



In the UK Cameron continued his studies to become a fully qualified Early Years Manager. In 2014 Cameron started his role as Team Leader for Stramash, establishing an outdoor nursery in Fort William from a bare field to the vibrant nursery space it is today.

Cameron recently has taken on the responsibility of overseeing the ever growing training programme for Stramash. Speaking and delivering around the country he promotes place-based learning and is an advocate for child-led outdoor play.

Outside of work Cameron enjoys being outside, playing basketball, and most importantly, spending time with his wife Jenny and their 8 year old son.

Workshops



Regional Career Routes and Choices to ELC: Career Development and Progression Opportunities

This collaborative workshop will showcase a range of regional partners' career routes and choices.

Partners include:

- Angela Gilzean, Curriculum Manager for Early Years, Ayrshire College
- Nancy Allen, UWS Programme Leader: BA (Hons) Childhood Practice and Graduate Diploma Childhood Practice
- Maureen Wallace, Workforce Programme Lead, South Ayrshire Council Early Years
- Mairi Nimmo, SVQ Co-ordinator, East Ayrshire Council
- Yvonne Gallagher, Early Learning and Childcare Co-ordinator, North Ayrshire Council
- Claire McCallum, Director, RT Resources - a local provider of Modern Apprenticeship opportunities

Not Just For Women! Un-Tapping Rich Career Choices

This session is led by two ELC practitioners and two working towards this career, all with different routes into early years. Come and hear about their pathway experiences, key influencers and some of their challenges. This is also an opportunity to ask questions from those who have been influenced by career advisors and PT guidance.

- Shaddai Tembo is a Postgraduate Research Student at the University of the West of Scotland. Shaddai started off as an early years practitioner and family support worker for a Children's Centre in central Bristol. Shaddai previously oversaw the Bristol Men in Early Years Network, is part of the Steering Group for the ESRC funded study 'Gender Diversification in Early Years Education' (GenderEYE.org), and the MITEYUK.org project. He is a Trustee for Early Education, co-convenes the SERA Early Years Network and (occasionally) writes independently at CriticalEarlyYears.org
- Tony Bell is an ELC practitioner with South Ayrshire Council at Cherry Trees, Toni completed the Modern Apprenticeship with SAC and previously worked in Parks and Recreation within the Council.

Two current Ayrshire College HNC Childhood Practice students will also contribute:

- Stuart Reid, a musician who recently took up training through Scottish Widening Access Programme
- Thomas Mabon who has progressed through the college pathway from SCQF Level 4

Workshops



DID You Know? ...A Day in the Life of an Early Years Practitioner

Early Years has changed significantly over the last few years. This workshop offers an opportunity to understand the profession and gain an insight into 'A day in the life of an Early Years Practitioner'.

- Lauraine Sinclair, Early Years Assessor, South Ayrshire Council will help you to explore the concept of a professional workforce and the breadth of related skills and qualities. This workshop looks at the job role as well as helping influencers make connections through practice to tackle the myths around the Early Years profession.

Increasing The Uptake of Ethnic Minorities

This workshop will be led by Helen McCabe, CEMVO Early Learning and Childcare Lead Officer on the ELC recruitment programme for the past year, working in partnership with the Scottish Government's recruitment campaign.

With the aim to increase ethnic diversity into the workforce. Helen's extensive experience in working with vulnerable people from a wide range of diverse background and cultures will help you understand race equalities issues and enable improved engagement strategies and processes to engage ethnic minority groups and communities.

Her colleagues, Uzma Khan ELC Officer and Fiaz Khan Race Equality Mainstream Officer and Business Development Manager will support the session.

WoW – Extending Careers: Exploring Early Learning and Childcare Digital Career Advice

Hear how My WoW can support students to research career choices in Early Years and can use the resource to support their applications/ personal statements i.e use About ME, Skills tool and the Profile. This session will be led by Fiona Paterson Partner development and Integration Executive Skills Development Scotland.

Dorothy Bell, Head of Early Years, Ayrshire College will facilitate a professional discussion that explores 'What else can we do to attract under represented groups into career in ELC?'

Workshops

Because Children are Little Scientists: ELC Needs Scientists

It is increasingly evident that STEM skills and capabilities can be found in most areas of work, life and learning. Traditional Early Learning and Childcare career pathways have broadened and includes greater emphasis on the need for 'Early Years Practitioners to promote early science skills and aspirations'. (Scottish Government 2019)

This workshop led by Jennifer Allan UWS will raise awareness of the key area of STEM in Early Years and explore why career influencers should engage and open up dialogue with those individuals with STEM interest who have not considered Early Learning and Childcare as a career route previously.

Jennifer is a Lecturer of Early Years Education, whose journey into the sector began with a degree in Mathematics from the University of Glasgow. Jennifer has experience working in both Primary and Early Years, with a drive to improve STEM experiences for all children. Jennifer will share her practical experience creating a STEM hub in the Early Years to inspire children and practitioners alike to develop a passion for STEM.

Open to Interpretation: Outdoor Exploration in ELC

This interactive and practical session will help you understand some of the transferrable skills and attitudes that would add value to ELC. Cameron Sprague will aim to influence your understanding of a broader skills base in early years. He will facilitate the seven principles of outdoor play within this session and encourage you to adapt your approach and consider influencing under-represented groups towards ELC.



Scottish Social Services Council (SSSC): Career in Care Demo

Led by Kerry Cannon from SSSC This workshop will demonstrate the SSSC 'careerincare' resource to support career choices in Early Years. The resource offers short video's of a range of career stories and offers some practical advice for pathways into and qualification pathways to help build a career in care.



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