

Aberdeenshire Childcare Partnership

Training Strategy Task Group Away Day

Acorn Centre, Inverurie

Monday 23 February 2009

9.30 am – 12.30 pm

Minutes

Present:

Caroline Hay-Crawford	Childcare Development Officer
Debbie Bruce	Training Officer
Jo Hughes	Education Officer (Early Years)
Shaunna Allan	Development Officer, Early Years
Elizabeth Ann-Engels	Early Intervention, Aberdeenshire Council
Lynette Clubb	Cairn Training
Maggie Hepburn	Early Years Service Centre
Rosemary Pinsent	Aberdeen & Grampian Chamber of Commerce
Fiona Rennie	SCMA
Kristin Stachura	Pre-School Development Team
Edith Todd	The Children's House
Liz Duffy (Student)	accompanying Edith
Alison Nicoll	Childcare Partnership – Minutes

1. Apologies

Jim Wilson	Scottish Enterprise Grampian
Gilly Hearn	Great Western
Susan Bain	Early Years, Silverburn Lodge

2. Training Achievements

Debbie handed out sheets to the group with all the details of Training for the past year and Actual Expenditure for the Workforce Development Funding.

A considerable amount of training had also been done in house and partnership which has little cost implications. Debbie explained that due to Training having to go through the procedure of Procurement to secure tutors, there was still a considerable amount of budget still left unspent. The whole Procurement is a drawn out procedure as once tender goes out to public domain has to remain there for 40 days. This means that monies will have to be carried forward into the next financial year. Contracts will last for 2 years with a potential for one year to be added on to extend the contract. Jo is to speak to Aileen Davidson from Procurement and to Pat Scott as it was felt that there were large waiting lists for training and a long delay in the whole Procurement process, Jo will also to speak Pat re. transfer of unspent budget into following year and also felt that with large waiting lists there may still be a delay taking the training into 2010/11.

Level 3 - Registration for level 3 seems to be slowing down – could be due to lack of funding, or not registering as it is not compulsory to register so some opt not to.

Management Level 4 – Debbie reported that a meeting was being organised on 7th May in Aberdeen to invite potential candidates to meet with the University to find out exactly what it entailed. Private and Voluntary Sectors would be invited. This course will involve a lot of distance learning with some tutor input and depending on who/where the courses are being offered would be an issue of how far to travel also.

Chamber did offer short Management Courses but these were just taster sessions so no accreditation attached to them. Lynette had a table which she had been given by University showing that SVQ 4 showed as 60 credits and it was also felt that information varied with regards to credits for each qualification with different Universities.

BA – may need to increase amount of spending to accommodate two modules instead of one but group felt that it was important to have a criteria for those applying for this course – lead practitioner/manager

PDA Childcare & Education – may change depending on tendering process.

PDA Support for Learners – Jo reported that Gordon Bulloch is in the process of currently doing an audit of qualifications of non-teaching staff within E, L & L who need to register with SSCC and once that is completed, then we will know how to approach it.

Discussion took place with regards to some candidates being concerned that they might not achieve a Level 3, and also candidates having the relevant levels of responsibilities to actually do the course depending on the size of the group they work at. Edith said that the courses require so much time and commitment which candidates do not always realise the true extent of the courses. Elizabeth-Ann reported that The Early Years Review's recommendation of training, status of people in childcare and ensuring parents still have plenty choices might result in closures of some playgroups for mixed reasons.

3. Budget 2009/2010

Jo reported that saving would have to be made between Surestart and Childcare Partnership and would be achievable. Caroline, Shaunna and Jo to meet to discuss this. Cuts in 2009/2010 should be relatively painless but more painful from April 2010.

It is important that the carry forward takes place and Jo will highlighted to head of Service and Chief Accountant in order that it goes to the finance meeting.

4. Training Selection & Priorities for 2009/2010

BA Childhood Practice – available for people in Management positions and require that qualification. Debbie handed out a leaflet about this qualification. Candidates who have HND/HNC which have credits of 120 and 96 respectively may be an option to Childhood Practice and these courses may also be a consideration for us to offer.

Assessors Qualification: Childhood Practice in settings need support in workplace and this looks like a qualification that needs to be upgraded. Aberdeen University offer a course of Leadership in Professional Settings but a degree is required to obtain it! Discussion took place as to any qualified assessors within local government – Social Work do have some. Jo was concerned that if there are no assessors in place then it just wont happen. Assessors require a A1 and there does not seem to be any equivalent qualification. Maggie has details of Coaching & Mentoring at level and Lynette reported that Inverness offer a VQ. Debbie to look in more depth at available courses and bring to next meeting. Criteria would be required as to how they get in to do this qualification. (Caroline reported that there was a possibility of development workers doing this qualification)

5. Procurement of training and related 'issues'

Discussion took place on Best Value and how it is measured by Procurement – considerations were – Price, Service Proposal, Professional ability to supply, Quality and Health and safety. Monitoring takes place by meeting with the successful providers every 3 months and this is written into contract.

6. Future of the Training Task Group

Maggie asked since all training has to go through procurement, what is the point of the Training Task Group. It was felt that the knowledge of members of the group was not only important to us but very valuable, and it was also appreciated that there could be a clash of interest since now all training is out to tender. Rosemary felt that the group had provided open discussions which helped everyone, and Elizabeth-Ann felt that it was also a good consultation group. Jo felt the group had contributed to the bigger picture and that it would be disappointing to no longer have this group. Maggie felt that some kind of criteria should be drawn up so that the purpose of the group could be obvious but also felt that it was a difficult time for all providers and that this probably has to happen to see what the next stage would be. Caroline reported that we were indeed very lucky in the Shire with selection and quality of training providers compared to elsewhere

7. Conference - 2009

June – Saturday – Kintore (hopefully)

It was felt that it would be useful with all the changes re. Early Years Review to hold the Conference. People on the ground may not be aware of any of the contents of the review and it would be a good opportunity to equip them with this information.

Caroline has managed to secure Don McGillvray to come and discuss the Framework. Elizabeth-Anne also suggested that Terry Lathers would be good as the other speaker and compliment Don. Debbie reported that last years conference cost £5000 and was well received by all who attended. Only problem appeared to be lunch times which we could overcome by staggering the breaks. Suggestions for workshops include Forest School, Eco Workshops and LTS. Pre-School Development team to be involved and consideration for 0 – 3 years training but have a balance for all years.

Numbers should again be limited in a first come first served with a closing date as last year. Debbie to send an e-mail to get feedback and it was agreed to get a group together to discuss, with Partnership doing the Admin.

8. Early Years Review

Caroline reported that it was now available on the Aberdeenshire website and has come with a lot of recommendations. Jo said it was a high level document and they would be looking at working on the recommendations and how to approach them. There is a management restructure taking place and once that is completed then the work can start on the Early Years Review. This is all going to take a bit of time. There is no radical changes within the Framework.

New posts have been made for Co-ordinator Teachers. Every Pre-school child should have access to a teacher. 17 Ex-teachers have been recruited (one in each CSN) and will work with Pre-School Team and are already having a huge impact as some have been in place since November.

9. A O B

1. Debbie showed the group a leaflet she had received on Inter Professional Practice in Children Services from the University of Aberdeen.

2. Fiona reported on courses to be verified and Scheme of Excellence courses, and several childminders had put their names forward for SVQ Lvl 3 (Sorry Debbie – didn't catch what she was on about!!!)

3. Kristin reported that she was leaving the service in March 2009 and would therefore be leaving the group. Both Jo and Debbie extended their thanks to her for all her help and support and wished her well.

Date and Time of Next meeting: