



## **Inspiring A Future In Childcare Campaign**

Teachers and Careers professionals may not be aware that the childcare industry is facing a crisis. Many families need both parents to work and finding safe, affordable, quality childcare is invaluable in enabling them to return to work. There are thousands of jobs, but not enough childcarers to fill them.

Careers England have advised that in today's dynamic economy, more opportunities are opening up for young people. "But if young people are to be able to make the most of the opportunities available to them, they need the right information and advice - at the right times - tailored to them as individuals".

With this in mind, Tinies Childcare (an established organisation since 1975, with over 30 regional childcare recruitment offices across the UK, uniquely operating in the childcare sector as both recruiter and operators) are looking at ways to encourage more people into the profession. [Inspiring A Future In Childcare](#) is a campaign launched this year to attract more people to the industry and engage with schools and colleges to increase awareness of what opportunities are available.

The campaign has support from a number of organisations in the Early Years sector including endorsement from the DfE, PACEY, NDNA (National Day Nurseries Association), Pre-School Learning Alliance, as well as organisations outside of the childcare sector such as the Careers Development Institute, National Careers Service and Careers Enterprise Company to name but a few.

In addition to the wide reaching support of the campaign, Tinies Childcare is proud to be working with the Education and Employers Taskforce - providing an opportunity for those in the childcare sector to actively share their experiences and work directly with local schools, and community organisations.

With the help of campaign supporters, Tinies are encouraging early years professionals to sign up as volunteers on the Inspiring The Future platform. Tinies are asking volunteers to give an hour of their time to educate young people in their local community about the variety of roles and opportunities that exist in the sector.

In parallel Tinies are endeavouring to [raise awareness in schools](#) about the recruitment crisis that exists in the Early Years Sector. This is in the hope that teachers and careers professionals will start to make students aware of alternative options available to them as well as including Early Years Professionals in future careers events.

## **What has caused the shortage of qualified childcarers?**

There are a number of reasons why there are a diminishing number of qualified childcarers joining the sector – one of the key reasons being the government's previous requirement (introduced in 2014) for anyone pursuing a childcare qualification to hold a maths and English

GCSE. This requirement created situations where some colleges had to drop the number of childcare courses they were operating and held back some practitioners from advancing their careers. Luckily this requirement has been dropped, and the return to Functional Skills recently announced in the government's *Workforce Strategy 2017* is a much-welcomed critical step in revitalising the industry and reversing the current recruitment crisis. However it may take 18 months to two years for the industry to start getting back on its feet again.

Another factor impacting the recruitment crisis is the expansion of the Government's free childcare offering for three and four year olds. The offering of 30 hours a week in 2017 for working parents could mean nurseries struggle to recruit enough qualified staff to meet the extra demand for places. And for parents who require nannies, there is an ever shrinking pool of quality childcarers to do these roles.

The shortage of skilled labour joining the marketplace and the need for childcare to support working parents has to be a catalyst for some much needed changes. It is hoped that in the future the steps being taken now will start to raise the status of a childcarer in the UK to that of a highly valued professional - encouraging more people to pursue a career in the childcare sector.

### **What employment opportunities are there in childcare?**

If you google 'childcare jobs' the results would show you that vacancies in the industry exist all over the UK (and abroad for those who want to be more adventurous), and there are a number of different roles available.

For someone wanting to get into caring for others, a career in childcare is an ideal opportunity, with good employment prospects.

### **What types of childcare roles are there?**

These are the three main childcare roles:

**Nanny:** Nannies look after children in their own home, normally whilst both parents are working. You can be caring for children from birth up to 13 years, and the role can be part-time or full-time. To become a nanny, you normally need some experience of working with children and it is useful to have a childcare qualification although not a requirement. The best way to start off as a nanny is to take a mother's help role, which means caring for the children alongside the mother. That helps to build up your confidence and experience. Depending on the type of role and where the job is based, a nanny can expect to earn between £8 to £14 gross per hour, depending on the area. You may also choose to work as a 'live-in nanny' where the hourly rate may be less as accommodation is provided.

With experience, you may then go on to become an international nanny, working abroad: references will be important. There are many roles for nannies to work overseas in countries such as Dubai, Oman, Hong Kong etc. There are also opportunities to become a maternity nanny, taking on short term jobs, helping new mums care for their new-borns.

**Childminder:** Childminders are similar to nannies, except they look after children in their own home. A childminder would normally look after children from different families and with varying ages. Childminders have to have an Early Years Level 3 qualification, an up-to-date Paediatric First Aid certificate and have to be registered with Ofsted (either on the Early Years Register, the Childcare Register, or both). Ofsted will need to carry out suitability checks on the childminder (and people who live in the property), and will, amongst other things, inspect the home to see that it is suitable.

PACEY has worked with CACHE, the main awarding body for childcare qualifications in England, to create a childminder training course. The course, Preparing to Work in Home-Based Childcare (HBCA), is a Level 3 award that covers every aspect of being a registered childminder - from child nutrition to costs and charges, and from meeting children's learning needs to working in partnership with parents and other professionals. The HBCA course has been created by childcare experts to give a person who wants to become a childminder the very best foundations for a successful career as a registered childminder in England. Some local authorities will fund the course so it's worth checking with local authorities first. Note that there aren't apprenticeships in childminding as a childminder would be working on their own.

There are now many childminder agencies set up to help people become childminders and offer them advice and support in becoming registered with Ofsted. This makes the process much easier. It is quite common for a nanny to become a childminder later in life, particularly after the nanny has had his or her own children. It's the ideal way to combine caring for your own children, whilst keeping up a career.

Childminders on average charge between £3.50 to £6.50 per hour per child, with higher rates in some parts of London and the South East. Childminders need to be self-employed so would pay tax and NI on that amount. Depending on the number of children and ages looked after, the total annual business turnover typically could range between £5K - £26K as earnings will depend on how the business is operated to suit lifestyle needs and availability.\*

For more information on becoming a childminder, go to [www.pacey.org.uk/working-in-childcare/childminders/becoming-a-childminder/register-as-a-childminder-in-england/](http://www.pacey.org.uk/working-in-childcare/childminders/becoming-a-childminder/register-as-a-childminder-in-england/)

### **Nursery or crèche worker**

**For** those that don't like the idea of working on their own, but still want a career in childcare, they should consider working in a nursery or a crèche. They will then be able to work alongside other childcare professionals. Nurseries tend to look after babies and children up to the age of 4, with a set number of children being cared for by a nursery practitioner. They will need to have a qualification in childcare, such as a Level 2 certificate in childcare or Level 3 Early Years diploma, but they can start off as an apprentice whilst studying, earning an 'apprenticeship wage' ,£3.50 per hour from April 2017).

An organisation called Interserve Learning and Employment can assist with getting into childcare through apprenticeship schemes. Go to <https://learning-employment.com/career-pathways-childcare/>. Or go to <http://www.broadenhr.com/> to find out how to apply for an apprenticeship in childcare.

In terms of career progression, it is possible to move up the ladder and become a Nursery Manager, Regional Manager or even a Nursery Owner. In terms of salaries, a Nursery Assistants, are usually paid between the minimum wage and £8 per hour. Qualified Nursery Nurses can expect to be paid around £8to £10 per hour and a Nursery Manager can be paid £28k-£37 (all of these rates depend upon the job, experience offered, and the area).

### **Why take up a career in childcare?**

A career in childcare can be extremely fulfilling and rewarding. Each working day involves caring for children that look to their carer for guidance, fun, stimulation and most of all answers! There is no doubt that it is hard work. It requires physical and mental stamina.

What could be more rewarding than nurturing children who will build our tomorrow?

To read childcare testimonials and find out more about how you can get involved with the *Inspiring A Future In Childcare Campaign* then please visit <https://www.tinies.com/inspiring-a-future-in-childcare.html>

\*Figures kindly provided by PACEY (Professional Association Childminder Early Years)

### **Further information**

**Nannies:** VOICE the union, provides support and help to nannies as well as childcare professionals and teachers [www.voicetheunion.org.uk](http://www.voicetheunion.org.uk) as does BAPN, the British Association of Professional Nannies [www.bapn.org.uk](http://www.bapn.org.uk)

**Childminders:** PACEY is an organisation that helps all childcare professionals including childminders [www.pacey.org.uk](http://www.pacey.org.uk)

Scotland see [www.childminding.org/](http://www.childminding.org/)

Northern Ireland <https://nicma.org/>

**Nursery practitioners:** can seek support from a number of organisations, including the NDNA which is the National Day Nurseries Association [www.ndna.org.uk](http://www.ndna.org.uk) , as well as from the charity Pre-School Learning Alliance [www.pre-school.org.uk](http://www.pre-school.org.uk).