

Glasgow College Region

Building our dynamic early years profession

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in Glasgow's
childcare profession

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at Blairtummock

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outwards: training
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recruiting for
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Ambitious for Glasgow
Ambitious for learners
Ambitious for children



Ambitious for Glasgow, Ambitious for learners, Ambitious for children

The Glasgow College region is perfectly placed to deliver the professional training needed to support the Scottish Government's pledge to expand the provision of free early learning and childcare. We are already implementing an ambitious and collaborative response to the need for more early years specialists in the Glasgow region.

We are working strategically to:

increase the volume, range and flexibility of college learning opportunities;

align college training delivery to local authority and private sector childcare provision and;

strengthen vocational pathways from school and other employment

But it's not just about increasing numbers, our strategy is an inclusive, effective and creative reply to the demand for more trained staff.

We are building an early years workforce to reflect and support this region's diverse population by recruiting men and women at every career stage and from all our communities.

The scale and speed of this expansion has generated a need to develop the workforce at all levels; from new entrants to managers. We are offering training at all professional stages.

The growth of the early years sector creates an opportunity and a demand for a variety of new childcare offers that also meet the Government's commitment to developing STEM and outdoors education.

This magazine shows the breadth, depth and variety of Glasgow Region's response to the expanded childcare provision. It shows how flexible, innovative and high-quality training provisions will support recruitment, diversity and professional development to deliver the best possible early learning experiences for Glasgow's children.

All this activity is collaborative; the colleges, councils and service providers are working together to meet each other's needs and to drive an inclusive, responsive and effective programme of expansion. This publication is also collaborative, and we would like to thank our partners for their help in its production.

Janie McCusker,
Chair of Glasgow Colleges' Regional Board



← On our cover

Kirsty MacPherson, from Tollcross, is studying for a Level 7 in childcare at Kelvin College. She is already qualified as a dance teacher and enjoys combining expressive and communications skills to help children develop life skills and confidence.

"I've always wanted to work with young children and I'm laying the foundations for a career. I plan to do a BA in Childhood Development next."

Glasgow College Region gears up to expand training

All three colleges in the Glasgow College Region are playing major parts in developing the depth and breadth of training that the Government's Expansion Agenda demands. City of Glasgow will be responsible for delivering an additional 500 learning credits in this academic year alone.

The college has geared up impressively to meet these volumes and to offer inspiring and innovative approaches to learning and teaching the early years curriculum.



"We strive to educate and inspire excellent practitioners who are committed to the early years sector and the learning and development of Glasgow's youngest children."

Kay Sheridan, Faculty Director,
Faculty of Education and Society,
City of Glasgow College

- Tackling the gender gap, COGC continues to expand its Men into Childcare programmes and is offering increased 'fast track', part time, level 7 courses that allow students to qualify while keeping their 'day jobs'. Next year, a 'fast track' part time National Certificate course in 2018-19 will also increase access options.
- In 2018-19, the college will offer a new, one-year Foundation Apprenticeship to senior phase school students; attracting more young entrants into the profession.
- The college and its partner employers have developed the Modern Apprenticeships programmes and COGC is now a major provider of excellent provision.
- Inclusive, responsive and effective options for continuous professional development are a crucial part of the expansion programme. In strong partnerships with employers, placement providers and practitioners, the college has increased its offer at Levels 7 and 8 and plans to launch a part time level 9 course next year.

While COGC is delivering impressive volumes of training, it also has ambitious plans to pursue excellence and variety in its offer.

- With partners, the college is developing new projects around simulated and practice learning.
- COGC, is working with World Skills teams to develop and host an early years and Childcare Skills Competition for students and apprentices. The college is currently ranked top in Scotland in the World Skills Competition.
- The college is enhancing digital and STEM skills in the curriculum and within the current workforce.

Delivering on early years promises

"The Scottish Government's commitment to expand entitlement to funded early learning and childcare will improve outcomes for all children. The provision of universally accessible and high quality early learning and childcare helps to provide children with skills and confidence to carry into school education, and is a cornerstone for closing the attainment gap. It will also give parents more opportunities to work, train or study. All these benefits will be built on the strengths of our early years workers and it is vital that we build a profession that is expert, energetic and diverse.

Glasgow's colleges have made impressive progress in developing its training provision. Not only is the region delivering on expanding opportunities, it is ensuring that the right people and skills are in place at every professional stage. Glasgow's innovative approach will attract a broader range of people into careers in early years. It will also broaden the range of experiences available to our children by offering more outdoor and STEM learning.

By working in partnership, Glasgow's colleges are building a profession that will give the city's children and families the early years opportunities that they deserve."

Shirley-Anne Somerville
Minister for Further Education,
Higher Education and Science.



Blairtummock, where policy comes to life...

Glasgow Kelvin College and the Blairtummock Childcare Centre of Excellence in Easterhouse offer a perfect example of how an ambitious and regionally collaborative approach can bring the benefits of childcare expansion right into the lives of children, their families and a community.



The nursery is a partnership between Rising Stars Childcare, managed by Jobs and Business Glasgow, and Glasgow Kelvin College. It provides excellent and innovative nursery and after-school care for more than 70 children; letting parents take up employment and training opportunities.

Blairtummock is also an experiential a teaching space where as many as 85 of Glasgow Kelvin College's Early Years and Childcare students can train by integrating their classroom and workplace learning. The centre will give 232 local people the opportunity to gain college childcare qualifications, at a facility on their doorstep, and with job opportunities at the end.

Children at Blairtummock enjoy the advantages of the centre's large garden and can spend as much as 70 percent of their time outdoors. The Nature Kindergarten offers woodland play and learning for up to 6 hours a day in Cardowan Moss and Todds Well forests where children learn about using real tools, building dens and lighting fires.

Blairtummock joins the dots between policy, regional strategy and real, on-the-ground learning experiences. Its training role is helping to train Early Years professionals; its excellent care and teaching are giving children a great start in life; it is creating learning and employment opportunities for parents; it is supporting families and; it sits right at the heart of a Glasgow community.

James:

a parent

James Gallagher says that Blairtummock became part of his family's life even before the Centre opened. "We live across the road, had watched the building being restored and spent three hours at the Open Day so, when my son, Ethan, actually started nursery, he was familiar with the place and the people.

"I can't praise Blairtummock enough. Ethan loves being outdoors so the garden and the forest suit him perfectly. He has developed so much social and practical confidence that he's a changed boy.

The staff here are brilliant. We work shifts and the care and confidence that Ethan gets from Blairtummock have made our life easier and Ethan's life happier."



Pam:

Operations Manager

Pam Freed is Strategic Operations Manager at Blairtummock. She is passionate about the Centre's role in the profession and in the Easterhouse community.

"Many of our students are local. They get a complete and integrated experience here and develop a broader professional understanding as a result. They take their skills and ambition forward into the profession and back to their own families and communities.

"Blairtummock is right in the middle of Easterhouse and the families who use it benefit from more than childcare. Their children get an excellent early years education that helps build their life skills and confidence. Parents, knowing that their children are thriving, can work and improve their lives."



Jodi:

a student at Glasgow Kelvin College

Jodi Graham, from Blackhill, is keen to start work in a nursery as soon as she finishes her Level 7.

"I want the experience, fun and satisfaction of working full time with young children. It's what I've always wanted and it's a natural career choice for someone from a large extended family.

"I'm the oldest child and I've always enjoyed playing with my younger siblings and cousins and seeing them grow and learn.

"Studying at Blairtummock gives me more time with the children. We can get to know each other better and learn more from each other."



Dominique:

a student at Glasgow Kelvin College

Level 7 student, Dominique Meikle, says she is "building a career for life". She is from Shettleston and already a graduate in the performing arts. She gets great satisfaction from helping children to develop confidence and self-expression.

"In the longer term, I hope to work with prisoners' families and help give them the best chance of building happy lives based on self-esteem and good relationships."



Deepening our early

The Glasgow colleges are building courses and broadening their intake to support the promise of extended early years provision. Vitaly, the region is also addressing the depth of its training offer to ensure we have the right people with the right skills to sustain growth and develop excellence in our nurseries. We are developing a training pipeline to offer multiple entry points and flexible learning options for people at all stages of their careers.

Childcare and Playwork have come a long way in 20 years and have now emerged as fully-fledged professions. This not only means statutory regulation by the Scottish Social Services Council but also includes a commitment to

career- long professional learning at every stage of the journey.

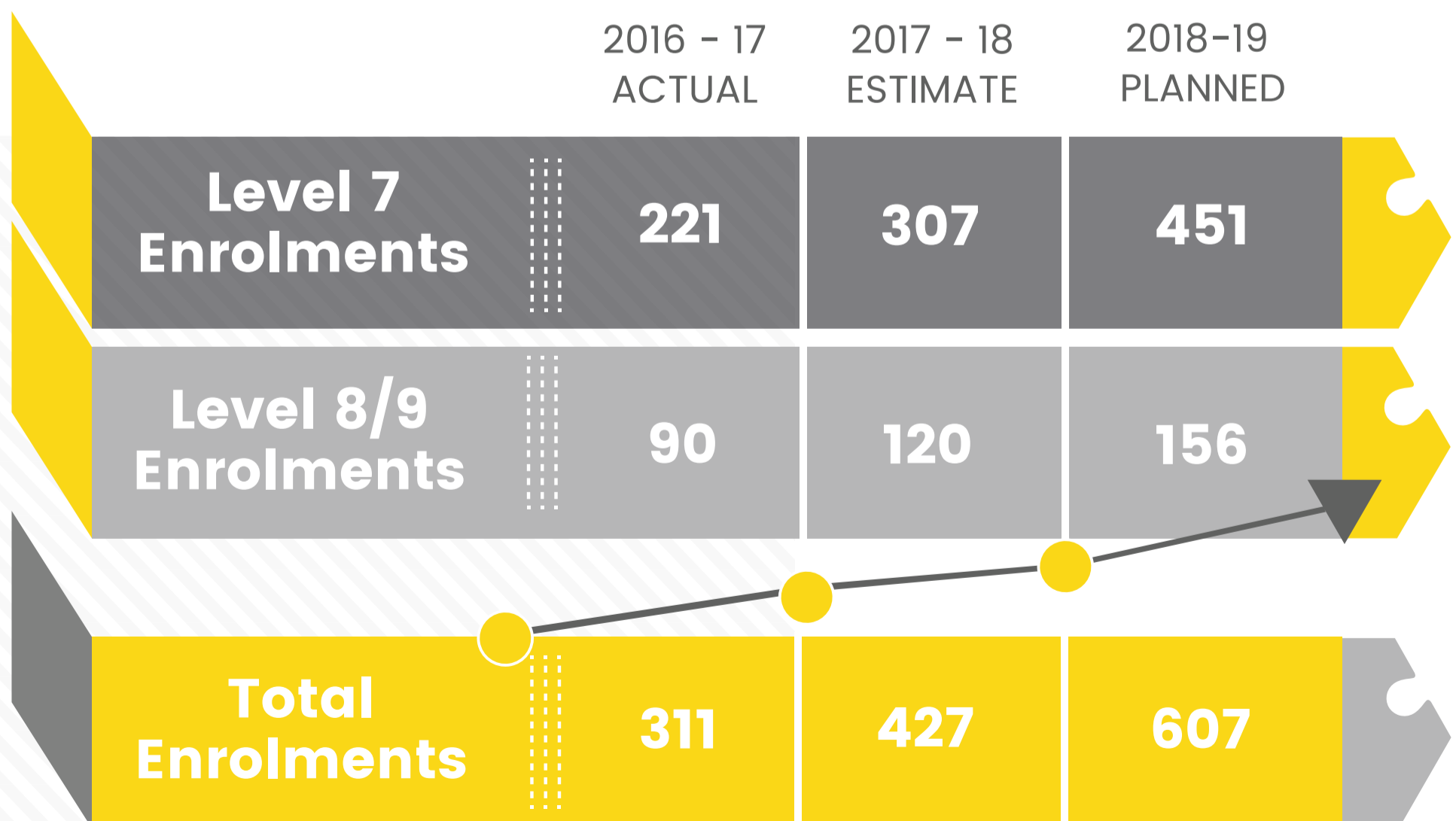
At the entrant level we offer 'First Steps to Childcare' and NC programmes at level 5. These suit entrants who have no experience in care work and are keen to get a foot on the first rung of the training ladder. We are supporting people who want to enter the profession by developing Foundation Apprenticeships, increasing our intake of school leavers, and attracting career changers.

Scotland has an immediate need for HNCs or SVQs at Level 7. They can secure the SSSC registration that is essential for employment as a Child Development Officer.



Intensifying regional training

Actual and planned enrolments in Levels 7-9 Childcare 2016- 2019



years profession

The Glasgow colleges have increased their training provision at this level to meet this demand by 2020.

There is a further need for degree-qualified specialists who can take on the Lead Practitioner and managerial roles needed to manage and expand nurseries. Again, the region has responded robustly to this demand; offering Level 8 and 9 courses at City of Glasgow College and Glasgow Clyde College, with part time and 'blended' study options open to early years specialists seeking to develop their careers.

With the quantity of qualified workers an imperative, Glasgow's colleges are also ensuring that the quality of our recruits, their training, and their professional development are first class. To attract students of the highest calibre, we are offering flexible training options, entry points and development opportunities to build a life-long career in Glasgow's early years profession.

John Rafferty,
Glasgow Colleges' Regional Lead for
Developing the Young Workforce



Developing professional managers

As our childcare and early years provisions grow, Glasgow will need new, skilled and experienced managers to support the sector's expansion. Glasgow's colleges are ready to meet this need with increased opportunities in professional development.

Glasgow Clyde College runs a two-year, part time PDA in Childhood Practice: Leadership and Management at level 9, which is designed to offer an alternative route to the degree level Childhood Practice award. City of Glasgow College will introduce a similar flexible course next year.

The part time study option allows people who are already employed in nurseries to qualify as managers while continuing to work and add value to the profession. It also means that students tend to implement their learning immediately; taking their new understanding and skills back into the workplace where children and colleagues can benefit.

The qualification allows people to work as a Leader or Manager and meet the requirements of the Benchmark Standards for Childhood Practice and registration with the SSSC as Lead Practitioner/Manager. By increasing learning opportunities at Levels 8 and 9, Glasgow's colleges are supporting the profession's growth and improvement. In turn, this will help deliver an expanded and progressive offer for the region's children and their families.

"I've really enjoyed all elements in Childhood Practice, particularly researching into areas such as legislation and family support. It has made me think about what I do and what I implement in the workplace. It has been very beneficial and, to anyone who is considering applying to study for a PDA, I'd say, 'Go for it'"

Jenny Winsley, PDA student,
Glasgow Clyde College





Diversifying the profession

Glasgow's children deserve a rich and varied early years education that reflects and enhances their experience of the world. The career opportunities generated by the expansion in the sector are already helping to attract a greater diversity of people into the early years profession and Glasgow's colleges are set up to support their ambitions.

English for Speakers of Other Languages

Our ESOL programme at Clyde College includes students whose first languages include Arabic, Polish, Punjabi and Urdu. Some of these students have come to Scotland as refugees and, for them, building a new career is part of building a new life.

Bilingual early years workers will be able to support children whose parents have a first language other than English. They will also be able to broaden the linguistic and cultural experiences of other children in their care.

By 2020, we expect to have introduced 16 people for whom English is not a first language into careers in childcare.

"We highly recommend this course because it's very interesting if you love children. We have learnt a lot of innovative information while doing this course. This course provides a platform where we can know about different cultures and it also prepares for next course."

Iqra Ayyaz,
ESOL student

Career Changers

Children benefit from learning from people of all ages and, as opportunities in the profession expand, early years is becoming an attractive option for men and women looking for a fulfilling career.

Alexis Mosson enrolled in the Career Changers Childminding Programme following redundancy. Her interest in children's learning and development started when she became a parent. It developed further when she worked as a parent volunteer in her daughter's primary school. Alexis credits this voluntary experience as having given her the confidence to set up a playgroup in the Yoker Community Campus where the Career Changers programme is delivered.

"The Career Changers Childminding course has led me to think about starting my own childminding business. The course is taught by the Scottish Childminding Association and Glasgow Clyde College staff. We learn about the business side of being a childminder, about safeguarding, and about promoting children's development and wellbeing."





Men into childcare

The Glasgow College Region is committed to building an inclusive and responsive early years community and is keen to recruit men into childcare. Our programmes help men to overcome the barriers to entering a profession that is widely perceived as a female domain.

Men have much to offer in an early year's environment. Their very presence means that our nurseries better reflect society and their input can be of great value to children who do not have a male role model at home. Yet less than one percent of child care workers are male. The Glasgow colleges are working hard to close this gender gap.

City of Glasgow College, in partnership with the charity Men in Childcare, has been running courses, including part time and 'blended' learning options, since 2014. Next year, 50 men are expected to enrol in expanded part time HE studies, and the college will also offer a part time fast track National Certificate.

Lyall George made the jump from being a roadie travelling with bands all over Europe to working in a nursery.

"If you can keep your eye on six members of a band, then taking care of children isn't too dissimilar," he laughed. "It is a job where you'll never get bored. Whether you're planning

education activities, organising mealtimes or simply playing games, each day is just as varied."

Lyall began with the college's class aimed at introducing men into childcare, then progressed on to a full-time Level 7 course in childcare which included a placement at a nursery in the city.

"It was a big career jump for me, but the college was amazing," said Lyall. "The lecturers are there to help and guide and this was the most relaxed I ever felt in education."

Meanwhile, Glasgow City Council's Approved by Dads programme has already seen four men pass their SVQ Level 2 and progress to Level 3. The training is delivered by Experiential Play and includes placements in council nurseries. Learning pathways are designed to suit students' circumstances.

A graduate of the programme, Thomas Cairns, is now based at Budhill Family Learning Centre. His skills were spotted by the head teacher of his niece's nursery who made him aware of the Approved by Dads project.

As Thomas explains, "It had never occurred to me to do something professionally in early learning and childcare as it's seen as a female job. But men should not be put off by this. I've been in and out of jobs trying to find what's right and I finally have now."

Expanding Horizons: Glasgow broadens its Early Years offer

Outwards and onwards

As the region's childcare offer expands, so do opportunities to create new and exciting early years experiences for Glasgow's children.



Outdoor education offers younger children a great learning experience and help in building their confidence, skills, fitness and understanding of nature and science.

In programmes such as Castlemilk's Welly Wanderers and Blairtummock's Woodland Kindergarten, children enjoy the fresh air and freedom of learning outside.

The right training provision is important if the region is to respond to the growing appetite for outdoor education.

We need to train workers with specialist knowledge and skills by integrating outdoor play into SQA units such as Play in Practice; Play in Early Education and Childcare and Support for Play, Learning and Development. This will allow all our students to develop the confidence and competencies they need to support outdoor play and help to embed it in early years and childcare practice.

Outdoor early education is gathering popularity further afield too. A recent study tour from Okanagan College, British Columbia, Canada joined Glasgow Clyde College students in Glasgow's Pollock Park to develop their understanding of play in a woodland environment.

The Glasgow College Region is already driving a training response to meet the growing demand for outdoor education and to support the Scottish Government's commitment to its benefits.



STEM: Innovative teaching and learning

The Glasgow College Region is taking an enterprising and energetic approach to developing STEM teaching skills amongst its professionals and creating learning opportunities for children.

Glasgow Clyde College, which is STEM assured, works with nurseries, primary and secondary schools across Glasgow to develop creative, innovative and practical ways to engage parents, particularly in areas they may find challenging, such as STEM, numeracy and literacy.

The college delivers STEM training to the Scottish out of School Network and has helped the Worker Education Association in publishing its Science for a Successful Scotland materials. These offer STEM understanding and support to parents and people who work with children.

STEM skills are being integrated into the college learning of all Childcare and Early Years students in the Glasgow College Region to ensure that they can inspire and educate young children in these important subject areas.

"We need to enhance early years development, help nurture a passion for the outdoors and STEM at a young age and help close the attainment gap between children from the least and most deprived communities.

"We already know that learning outdoors has significant benefits for children in terms of their health and wellbeing. But it is just as important that the children find their time exploring outdoors and learning through play is great fun."

Deputy First Minister and Cabinet Secretary for Education and Skills, John Swinney



Grow as they grow



Join Early Years in Glasgow

For career opportunities, visit glasgow.gov.uk

Early Learning for a Thriving Glasgow

Early learning and childcare across Glasgow is changing in a way that creates new opportunities for everyone.

The early years sector is expanding to create new opportunities for those looking to enter the profession or develop their existing careers. In Glasgow alone, it's estimated that there'll be around 1000 new jobs created across the sector over the next two years. These are new jobs being created in every corner of our city, boosting the economy in all of Glasgow's communities.

The councils, colleges and nurseries are working hard together to create

an integrated training system to build to depth and range of skills that the profession needs.

We are creating an energetic early years and childcare community that reflects and supports the region's diversity and ambitions and can offer the highest quality, flexible service to Glasgow's children and families. Partnership will be a vital element in our success and the councils, Glasgow College Region and nurseries are already collaborating successfully to broaden the scale, and variety of their training and career development offer.

Together we are building an early learning system that the Glasgow Region's children, families and communities deserve.



Annemarie O'Donnell

Chief Executive of
Glasgow City Council and
Chair of Childcare Programme Board

Glasgow City Council's Recruitment Campaign

Glasgow City Council's marketing campaign is raising awareness of the 1,000 early learning and childcare posts that must be filled in Glasgow's nurseries over the next two years. This will support the Scottish Government's promised expansion of childcare.

The message that there has never been a better time to join the early years profession in Glasgow has been broadcast in new TV and radio adverts and on social media.

Early years employees feature in the campaign, which launched over Easter, and has prompted a very good public response with website visits rising as people seek information and apply for current jobs.

The early learning team in the council is taking a strong partnership approach; working with stakeholders to make sure that every family in the city will be offered their extended hours as part of the roll-out. They are also working with the region's colleges to line up recruitment, training and employment opportunities and create fast and sustainable growth for the sector.

This dynamic and integrated approach to recruitment and training is a strong and clear example of successful regional collaboration.



Rammanjit: a lecturer

Rammanjit Kaur lectures in all levels of Childcare and Early Years at Glasgow Kelvin College. She feels that Blairtummock's strong sense of community and specialisation creates a more engaged immersive learning environment for students.

"They learn from each other and because the nursery is right here, they are always aware of the children and of the daily realities of work and running a good early years facility.

"The colleges are ambitious and proactive in attracting people of all ages and backgrounds into the profession. At Kelvin, we're developing ambitious new courses that will develop the high calibre practitioners needed to meet the extended childcare provision."

The Glasgow Childcare Expansion Partnership

Glasgow's early years profession is growing and diversifying because the Glasgow City, East Renfrewshire and East Dunbartonshire Councils and the three Glasgow colleges are working in partnership to align training with government policy, workforce development and regional demand.

Together, we are delivering an ambitious collaborative response and seizing this growth opportunity to strengthen and diversify the profession and the early years education it offers. We have been able to view the region's entire childcare training provision and to develop a comprehensive growth plan for the sector, avoid gaps or overlaps, and succeed effectively.

This magazine illustrates the scale, variety and creativity with which the

Glasgow College Region is meeting the Scottish Government's pledge to extend childcare provision. It also shows the positive impact that the partnership's work is making on the lives of children, families and communities.

The programme exemplifies our commitment to a regional and responsive approach to developing learning opportunities and skills that help the Glasgow Region to flourish.

We are always collaborative; combining the skills, knowledge, character and strengths of all our partners to unlock regional potential. The region's impressive response to the demands of the early years and childcare provision has been driven by – and will further strengthen – collaborative working.

To find out more about GCRB and our work, please visit our website gcrb.ac.uk or sign up to our occasional e-bulletins by emailing wendy.odedina@gcrb.ac.uk.



Lisa: a modern apprentice

Lisa Lawie entered the early years profession after her youngest child started school. She works in the forest and is developing specialist skills in outdoor education.

“I’d always wanted to work with young children and, now that my own kids are older, I can restart my career.

“I never expected to find myself working in the woods, building fires and dens, and cooking over an open fire but I can’t believe how much I enjoy it. The children are so free, creative and adventurous here. They make their own fun, develop practical skills and learn how to manage risk.”



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