



THE ART OF UPSKILLING

Continuing professional development guide for early years practitioners.

We've put together this essential guide for practitioners with hints and tips on maximising development opportunities with limited resources available.

With so many progression opportunities available, working as an early years practitioner can be a career for life. This is why it's so important to stay motivated and up-to-date with best practice through continuing professional development (CPD) and lifelong learning.

CPD is an ongoing process throughout your working life. It's a requirement by professional bodies and helps you document your skills, knowledge and experience.

Benefits of CPD

- Enhance your support for the children in your care
- Deal with new and complex situations effectively
- Be more confident and competent in your role
- Improve your performance and standards

Did you know research* suggests the biggest barriers to training include time, cost and accessibility?

*Ceeda 2019

It's important to remember that CPD doesn't need to be in the form of attending an offsite training course. It's a combination of approaches, ideas and techniques that can help you understand more about your working environment and how you can do your job to the best of your ability.

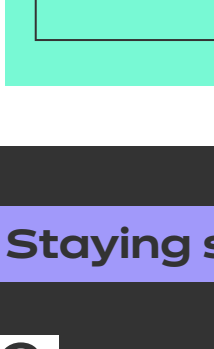
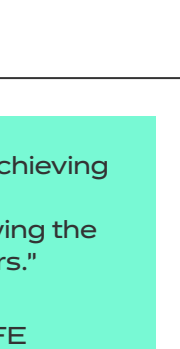
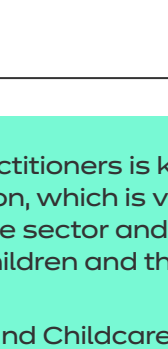
This guide features many bite-sized CPD opportunities, most of which are free of charge, that are available at any time or place.



We understand that time isn't always on your side, so we've included approximate timings next to each activity. Use these to find something that fits around your schedule.

Mind the gap

More than 1 in 2 early years settings report skills gaps in their existing workforce



of the early years workforce **feel their learning and development has been negatively impacted** during the Covid-19 pandemic

35,600 early years staff have skills gaps

"Continuing development for practitioners is key to achieving high quality early years education, which is vital for overcoming the challenges in the sector and narrowing the gap between disadvantaged children and their peers."

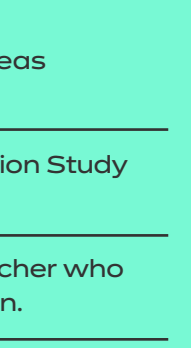
Janet King, Sector Manager for Education and Childcare at NCFE

Staying social

Under 30 minutes

Did you know social media is a great tool for keeping up-to-date with the sector and networking with like-minded practitioners?

We've listed some useful accounts and hashtags for you to follow and browse through while you're enjoying your night-time scroll on Instagram and Twitter.



Instagram

To browse a snapshot of the most popular early years ideas from across Instagram follow **#EarlyYears**.

For sustainable craft ideas linked to Early Years Foundation Study outcomes follow **#recycleandplay**.

@inspiremyplay is an account ran by an Early Years teacher who shares activity ideas linked to milestones and progression.

One of our approved centres **@early_years_at_lsc** often shares CPD, news and early years study motivation.

Twitter

Search **#EYTwitterTagTeam** to keep up-to-date with news and resources for ongoing and informal CPD from a group of early years professionals.

Follow **@cachealumni** for articles, podcast episodes and news from our alumni team.

@MineEYMind is a PhD researcher sharing expertise on neuroscience in the early years.

Follow Early Years teacher **@ColeFey** for resources, opinions and ideas.

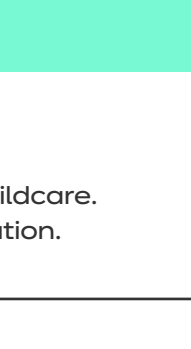
@FrankieCornwall is a PhD researcher sharing research and research-based care ideas for under 8s.

Audio on the move

Under 1 hour

Make the most of your time during your daily commute by tuning in to sector podcasts. They're free and you can listen to them whenever you choose.

Take a look at our recommendations. You will find most of these on your favourite podcast player.



Pod-CACHE

- > Exciting podcast from CACHE Alumni.
- > Conversations with experts working in early years and childcare.
- > Keep up-to-date with best practice, wellbeing and legislation.
- > Discover new ideas from across the sector.

The Preschool Podcast

- > Practical advice and thought-provoking content.
- > Insights into the early years sector.

That Early Childhood Nerd

- > Weekly podcast discussing a quote with a focus on effecting change in the early learning world.

The Foundation Stage Forum Limited

- > Insightful podcasts on a wide variety of hot topics.
- > Focused on early years education and technology.

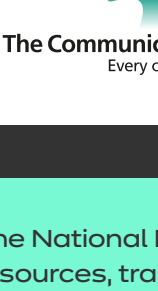
Keeping up-to-date

1-2 hours

Staying up-to-date with the sector is essential and these expert-led online resources can help you to develop your skills and knowledge at your own pace – what's more, they can all be accessed online to fit around your busy schedule.

CACHE ALUMNI

POWERED BY NCFE



Join award-winning association, CACHE Alumni, to contribute to your CPD. Read early years articles from sector experts, take part in e-learning (free and paid) and use employability resources and support from the professional membership network. cachealumni.org.uk

"As a practitioner at the beginning of my career, I've found the support, information and direction provided by CACHE Alumni invaluable in helping me achieve."

Jake Forecast
Early Years Practitioner

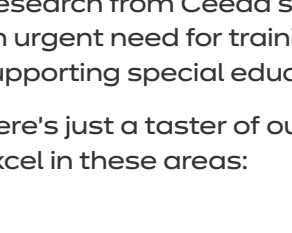
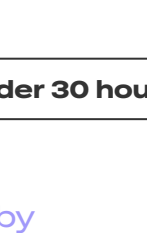


For training and CPD opportunities which help you provide the children in your care with the best possible start in life, visit the Professional Association for Childcare and Early Years. pacey.org.uk



The Communication Trust provide resources, information and CPD on language and literacy in the Early Years. thecomunicationtrust.org.uk

The National Literacy Trust offers evidence-based resources, training, programmes and membership to make literacy provision highly effective. literacytrust.org.uk



The team at Laser Systems work with industry experts to write CACHE-endorsed CPD courses covering a wide range of topics that can be completed online. lasersys.co.uk

Plugging the skills gaps

Under 30 hours

Meet the demand and stay ahead of the crowd by completing additional CACHE qualifications, and enhance your skills and knowledge in key areas.

Research from Ceeda shows that half of employers are reporting an urgent need for training in Paediatric First Aid, Safeguarding and supporting special educational needs.

Here's just a taster of our short fundable qualifications that will help you excel in these areas:

- Level 3 Award in Emergency Paediatric First Aid** **GLH 6**
- Level 1 Award in Safeguarding in a Learning Environment** **GLH 26**
- Level 3 Award for Special Educational Needs Coordinators in Early Years Settings** **GLH 24**

Research also shows significant skills gaps in ICT, English and maths. We offer Functional Skills and bite-sized units in English and maths from as little as **10 GLH** to support practitioners to achieve the skills employers are looking for.

Did you know we offer qualifications in these areas?

Get in touch to find out more about our products and services, or how we can support you with CPD.