

Overview of support available: Childcare and Playwork

This is an overview of support only and contains information on support which may be available at this present time. Please click on the hyperlinks/contact the relevant organisations for more information

Childcare

Attraction / Recruitment	Retention/Wellbeing
<p><u>Social Care Wales</u></p>	
<ul style="list-style-type: none"> • WeCare Wales attraction, recruitment, and retention campaign: case study focus on childcare and early years-does include play roles) • Early Years and Childcare Resources (including guidance on 'Recruiting Well') • WeCare Ambassador programme • WeCare Wales jobs portal • Information and resources relating to qualifications and All Wales Induction Framework 	<ul style="list-style-type: none"> • #diolch campaign Children and parents recognise and thank practitioners for all they do for them • Early Years Childcare Managers hub • Peer networks • Career cards • Care worker cards to support workers obtain discounts and protected shopping time. Wellbeing support available through the cards • Webpage containing information on health and wellbeing • Monthly newsletter • Resources including CPD principles
<p><u>CWLWM¹ Early Years Wales</u></p>	
<ul style="list-style-type: none"> • Advertise jobs on EYW website site • Online events/workshops to support recruitment 	<ul style="list-style-type: none"> • Membership offer • Support leadership skills for the sector including training and networking. • Promote Professional Learning/standards • Annual awards event • Signpost to grant funding available • Membership support – information, training, networking • Quarterly magazine with business and leadership support features-regular email support

¹ Some support highlighted via CWLWM requires membership

CWLWM: [Mudiad Meithrin](#)

- Meithrin Gyrfa (Career building) scheme
- Recruit and train new graduates to join local Voluntary
- Management (VMC) committees
- Jobs portal
- Support Officer to assist with R&R and HR department to advise on complex matters
- Apprenticeship opportunity to qualify as a Level 3 Child Care, Play, Learning and Development practitioner for staff in settings of Welsh medium private day nurseries, and Welsh medium schools
- Promotion of Welsh-medium childcare in ethnic minority communities
- Coleg Meithrin Scheme: attract more young people into the Welsh-medium sector
- Campaign to promote careers and Welsh-language qualifications
- Membership offer, insurance and business support for Cylchoedd and nurseries with emphasis on supporting VMCs as employers
- Weekly e-bulletins
- Access to free CPD 'Academi' training for all Mudiad Meithrin staff
- Cylch Ti a Fi Opening Grant - £1,000 to set up a new Cylch Ti a Fi or to help any Cylch Ti a Fi that is currently closed (and has been since at least April 2020) to reopen. The sum can be used to pay for any running costs, so wages for a Leader, rental costs or equipment. Information also available for others grant funding

CWLWM: [Clybiau Plant Cymru Kids Clubs](#)

- Job vacancies
- Apprenticeship opportunities to qualify in playwork
- [CPD, practical workshops and networking events](#) CPD, practical workshops and networking events
- Support full day nurseries to provide quality playwork provision
- Support to access funding. Monthly funding e-news
- Bespoke Business Support
- Work with Settings to support development of effective marketing strategies through business support and sector-specific resources, to promote benefits of play, provision available, financial assistance schemes available, recruitment opportunities.

CWLWM: [NDNA](#) Cymru

- Childcare Works project to support providers (including Welsh language providers) with recruitment issues while also bringing individuals with the right attitudes into the sector providing them with a pathway and support to gain recognised qualifications to continue a career within the childcare and early years sector.
- Free and subsidised training courses for members. Leadership and management, childcare practice and mandatory qualifications, staff and children's wellbeing to encourage providers to continue to provide further learning opportunities to practitioners to support staff retention
- Membership offer to support sustainability and ensure that the sector can receive ongoing communications
- Member discounts
- Early Years Business Zone: a FREE online nursery and childcare business support toolkit to encourage sustainability
- Wellbeing resources and policies
- Local network meetings between providers.
- Advertise provision and staff vacancies via their website and weekly bulletins and business skills sessions.

CWLWM: [PACEY](#)

- 'Spotlight on' case studies and information and tips to promote working in childcare
- First Steps to Childminding Facebook page
- Apprenticeship opportunities
- Business Smart - help for new and existing childcare practitioners develop and maintain a sustainable business, including cost calculator
- Signposting to grants
- Virtual bi-monthly childminder forums.
- Monthly e-newsletter to members practice and learning hub for members
- Member resources including access to purchase Wales specific contracts, child record forms, account books etc.
- CPD support

Playwork

Attraction / Recruitment	Retention/Wellbeing
<u>Play Wales</u>	
<ul style="list-style-type: none">• Information and links to Playwork qualifications and National Occupational Standards (NOS)• Hosts the Play Sufficiency Assessment (PSA) Network for sharing and discussing all matters relating to PSAs including workforce development• Information guides and booklets to promote playwork as an essential/valuable area of work• Post vacancies free of charge on the Play Wales website www.playwales.org.uk/eng/jobs• Website information on playwork job roles	<ul style="list-style-type: none">• Signpost to available grants/financial support• Case Studies on Playworkers in varying roles to raise awareness and promote playwork.• Spotlight On..... featured in the quarterly 'Play For Wales' magazine• Bespoke CPD opportunities• Direct support for Open Access play provision• Events calendar – training, seminars, information sessions, conferences
CWLWM: Clybiau Plant Cymru Kids Clubs	
<ul style="list-style-type: none">• Promote Playwork as a profession through marketing and communications e.g. Videos, assets to promote benefits of play and school aged childcare• Job vacancies on website and social media platforms• Apprenticeship opportunities to qualify in playwork• Promote qualifications and CPD opportunities to recruit, retrain, celebrate and raise profile of playworkers• Weekly bulletin including job vacancies.	<ul style="list-style-type: none">• Membership offer• Qualifications, CPD, practical workshops and networking events• Bespoke business support• Support to access funding through useful templates, email, pre-recorded and live webinars. Monthly funding e-news• Guidance from a team of Childcare Business Development Officers on business planning, expansion, registration, quality assurance and all other aspects of Out of School Childcare Club provision• Work with Settings to support development of effective marketing strategies through business support and sector-specific resources, to promote benefits of play, provision available, financial assistance schemes available, recruitment opportunities

- Support to improve practice through webinars on race equality, children's mental health, transgender awareness, advice on how to support workforce, newsletters which feature on staffing issues, inclusion and mental health.
- Promotion of wellbeing by training own staff on coaching, race equality, neurodiversity, transgender awareness to better support the workforce.

CWLWM: NDNA

- Promote and encourage Early Years practitioners to qualify in Playwork and ensure that the sector is fully informed of the deadline to meet the required standard of Playwork qualifications by Sept 2022.

Overview of support offered by local authorities

You can [find your local Family Information Service on the Welsh Government website](#). There can be differences in the support that is available to the Childcare and Playwork Sector in Wales at a local authority level. Please check with your [local authority](#) to see what is available in your area.

Attraction / Recruitment	Retention/Wellbeing
<p>Childminders</p> <ul style="list-style-type: none"> • Advice, guidance and information • Grant funding for start-up • Transition into childcare courses • Early engagement support • Introductory briefings and support for registration • Recruitment and engagement campaigns (social media) • Free online training course • Promotion of careers, training and signposting to national bodies • Introduction to a career in childcare and play 	
<p>Childcare settings</p> <ul style="list-style-type: none"> • Subsidised training (e.g. safeguarding, first aid). Free training (LA settings only) • Grant support for start-up or for sustainability • Promotion of vacancies • Transition into childcare course • Recruitment/engagement campaign/events (social media) • Promotional videos/vacancies/development of website to promote sector (involving local partners/avenues e.g. FE and national bodies e.g. Careers Wales) • Advice, guidance, training and information including signposting to national bodies 	

- Facilitation of volunteering/work experience opportunities
- Apprenticeships (LA settings only)
- Assistance/support with job applications
- Introduction to a career in childcare and play
- State of the sector assessment to influence training/support required

Playwork settings

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| <ul style="list-style-type: none"> • Advice, guidance and information • Grant funding for start-up • Transition into Playwork course • Playwork specific events/schemes/recruitment campaign • Apprenticeships (LA settings only) • Promotion of vacancies • Shadowing/volunteering/work experience opportunities • Introductory level qualifications - Volunteers in play • Free online training course • Promotion of training and signposting to national bodies • Introduction to a career in childcare and play | <ul style="list-style-type: none"> • Subsidised training (e.g. safeguarding, first aid) • Free training (LA settings only) • Funded L2/L3 qualifications • Networking opportunities • Award events • Wellbeing initiatives • Mentoring • Business support • CPD support |
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*Text in bold indicates support most widely offered by 18 local authorities across Wales

Business Wales

- [Business Support Childcare and Playwork Providers](#)
- Business Wales [Childcare Expert Sessions](#)

Working Wales

[Working Wales](#), delivered by Careers Wales, provides free advice and guidance to get people into jobs and up-skill through courses and training

[They provide tools such as Support Finder](#) and vacancy bulletins tailored to an individual's career preferences (including childcare). They also signpost to sector job vacancies

ReAct+ - a new adult employability programme will launch in the spring 2022 to support unemployed adults aged 18 and over to obtain sustainable employment. The programme will provide individualised support to those trying to enter the labour market by providing grant support such as vocational training, childcare and travel costs.

ReAct+ will offer employers who take on new employees a 12 month wage subsidy grant of up to £3,000. An additional £1,000 is available to those employers who recruit an individual who is between 18 and 24 or who are disabled and reimbursement of 50% of the cost of any job-related training needed by the new recruit (up to a maximum of £1,000) will also be offered.

The new programme can also support work experience placements where this is an identified barrier to employment

When launched, information will be available on the Working Wales site

[Careers Wales](#) has a number of schemes that provide employers opportunities to support their local community by linking with schools. The schemes involve a host of activities that would help to raise awareness of the sector, in particular individual businesses, to attract and recruit potential future employees and assist in the sustainability of settings.

These include the:

- Education Business Partnership (EBP scheme) [Working with schools | Careers Wales \(gov.wales\)](#)
- [School Valued Partner initiative | Careers Wales \(gov.wales\)](#)
- [Speakers for Schools - Information for employers | Careers Wales \(gov.wales\)](#)