

Special Report

THE EARLY YEARS WORKFORCE

Findings from the 2005 Group Membership Questionnaire

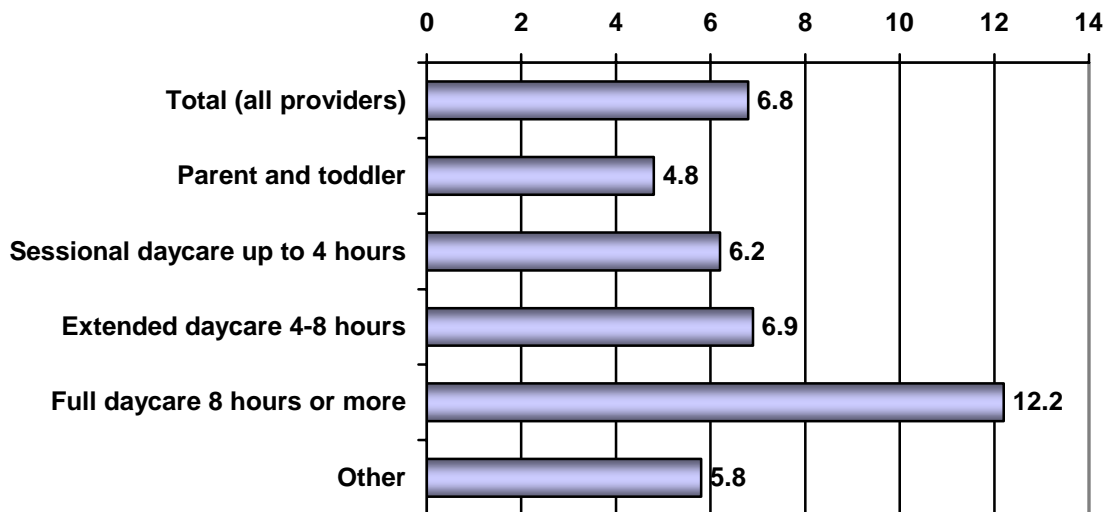
This special report focuses on the important topic of the early years workforce and presents some of the key findings from the 2005 Group Membership Questionnaire (GMQ).

NUMBERS OF STAFF

Differences by provider

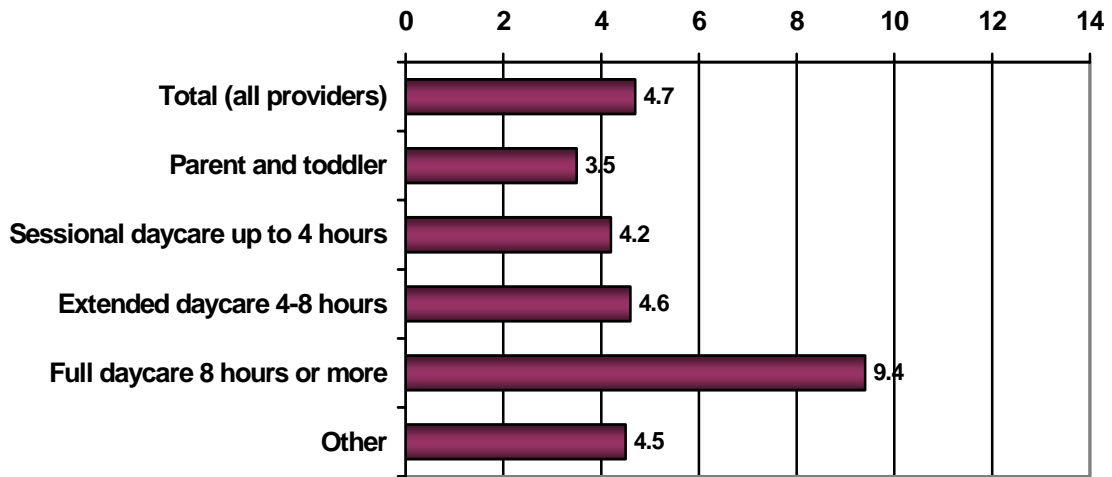
On average early years settings employ 6.8 members of staff. The number of staff employed is associated with the length of the sessions offered by settings, with groups offering longer hours employing more staff. Thus Parent & Toddler (P&T) groups tend to employ 4.8 staff and full daycare providers tend to employ 12.2 staff on average.

Average number of staff employed, by provider



The number of staff present at any one time has a similar association between numbers of staff and session length with more staff being present in settings with longer sessions. The consistent trend across all types of provision is for groups to have roughly two-thirds of their staff present at any one time.

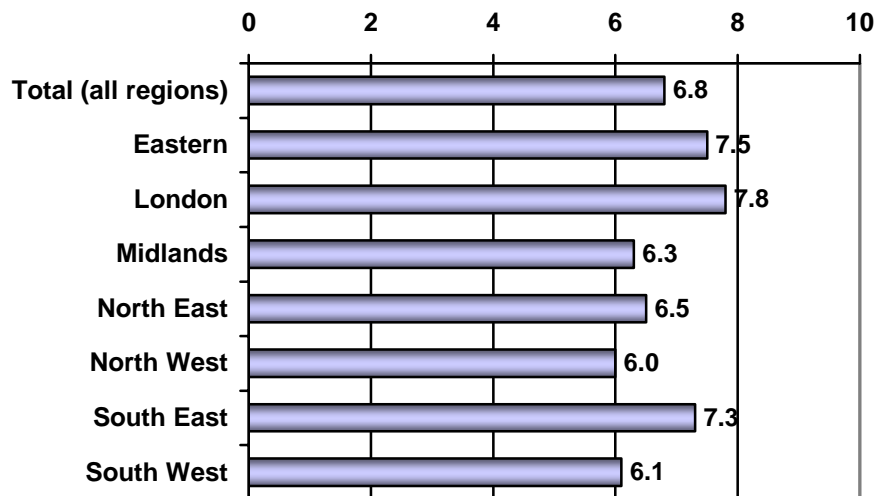
Average number of staff present at any one time, by provider



Differences by region

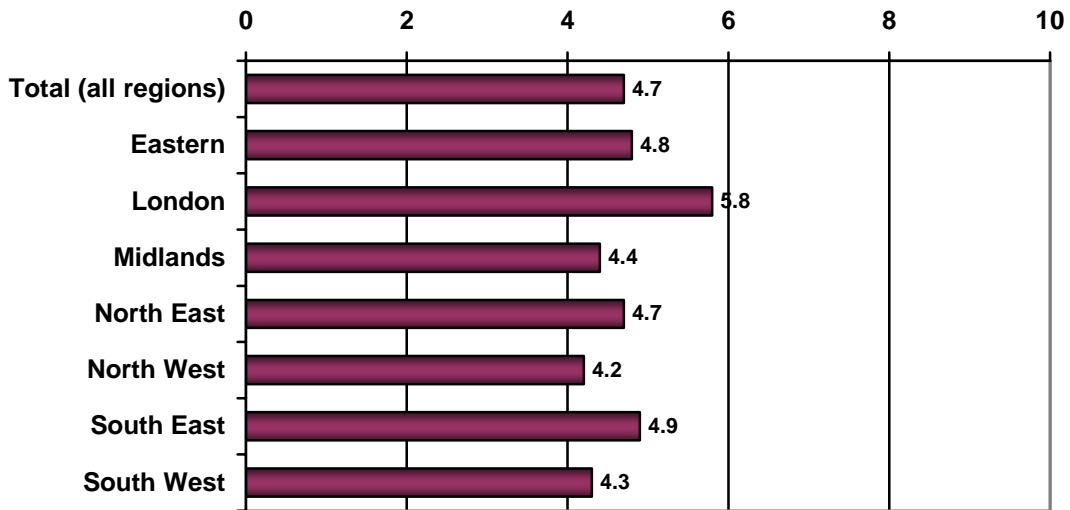
The Eastern, London and South East regions employ slightly more staff on average compared with other regions.

Average number of staff employed, by region



This trend continued in the number of staff present at any one time with early years providers in the Eastern and South East having a slightly lower average number of staff present at any one time.

Average number of staff present at any one time, by region

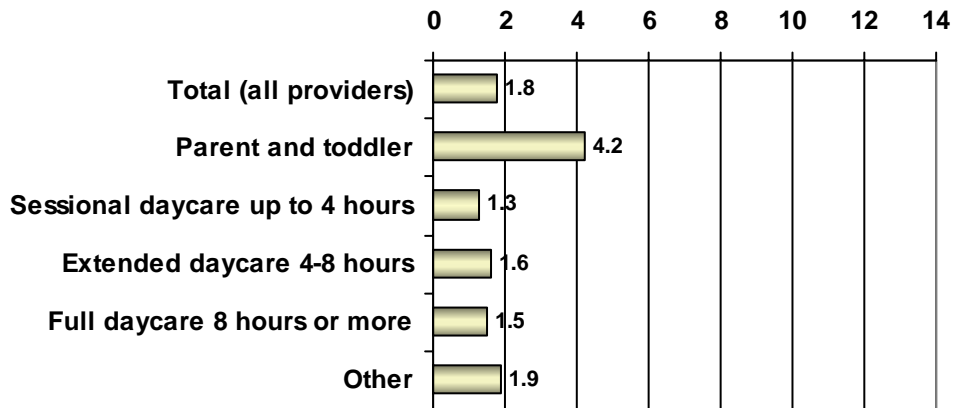


VOLUNTEERS

Differences by provider

Out of the groups who responded, there was an average of 1.8 volunteers per session. This was driven by P&T groups who have 4.2 volunteers on average in attendance. Other types of provider have less than 2 volunteers present at a session on average.

Average number of volunteers present in sessions, by provider

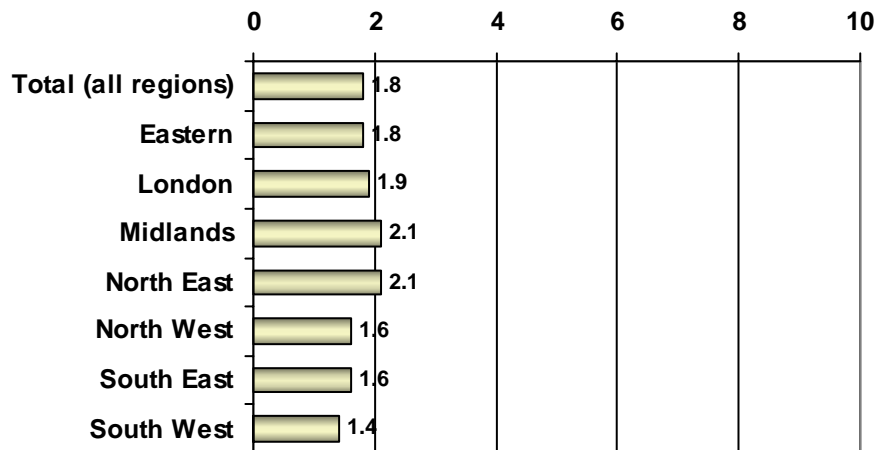


Almost two thirds of groups who are governed as a charity (60%) report having between 1 and 6 volunteers per session in attendance, in comparison with only 39% of privately run groups (39%).

Differences by region

With respect to volunteers, the Midlands and the North East have a slightly higher volunteer presence than other regions.

Average number of volunteers present in sessions, by region



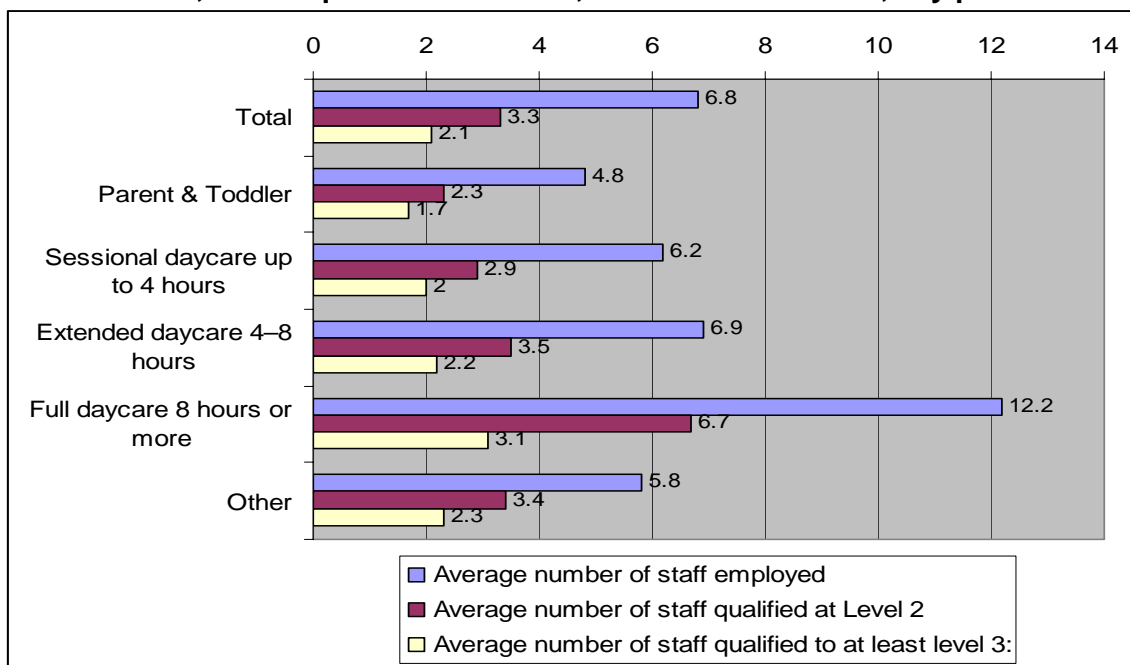
STAFF QUALIFICATIONS AT LEVELS 2 & 3

Differences by provider

Across all providers 3.3 members of staff are qualified to at least Level 3 on average. P&T groups have 2.3 staff qualified to level 3 on average, representing around half their staff. Full daycare groups have the highest average of staff qualified to at least Level 3 (6.7 – again representing around half their employed staff).

At level 2, overall, 2.1 staff are qualified to level 2 on average. P&T groups have 1.7 members of staff qualified to level 2, and full daycare providers have 3.1 Level 2 staff on average.

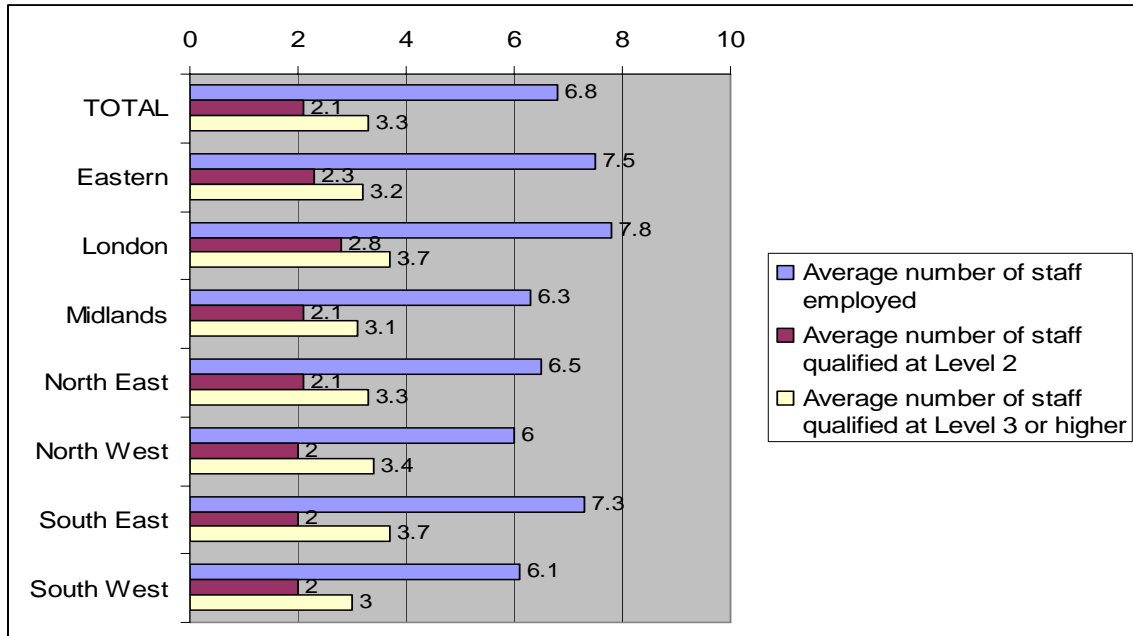
Staff numbers, & staff qualified to Level 2, and to at least Level ,3 by provider



Differences by region

Both qualifications levels are consistent across all regions, although the average number of staff with Level 3 qualifications is slightly higher in London and the South East.

Staff numbers, & staff qualified to Level 2, and to at least Level 3, by region

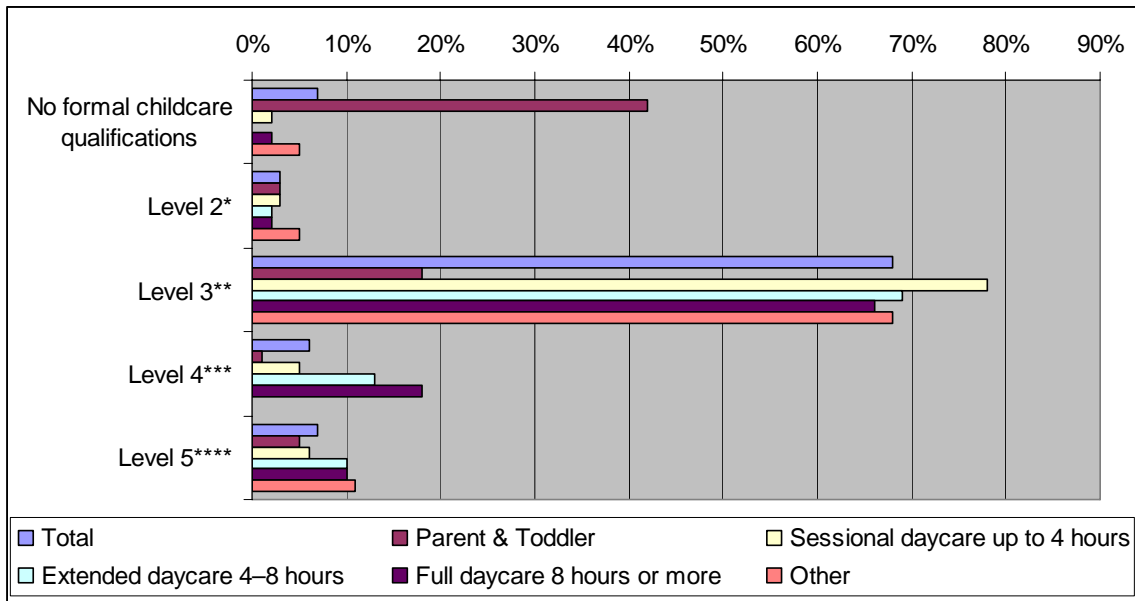


QUALIFICATION LEVELS OF LEADERS

Differences by provider

Overall, 68% of leaders are qualified to Level 3, making this the most commonly held qualification. P&T groups are the least likely to have a leader with a formal childcare qualification. Sessional daycare providers are most likely to be managed by someone with a Level 3 qualification. The majority of extended & full daycare providers are also managed by staff with a Level 3 qualification; these providers are also more likely to have a leader qualified to Level 4 or Level 5.

Group leader's qualifications levels, by provider

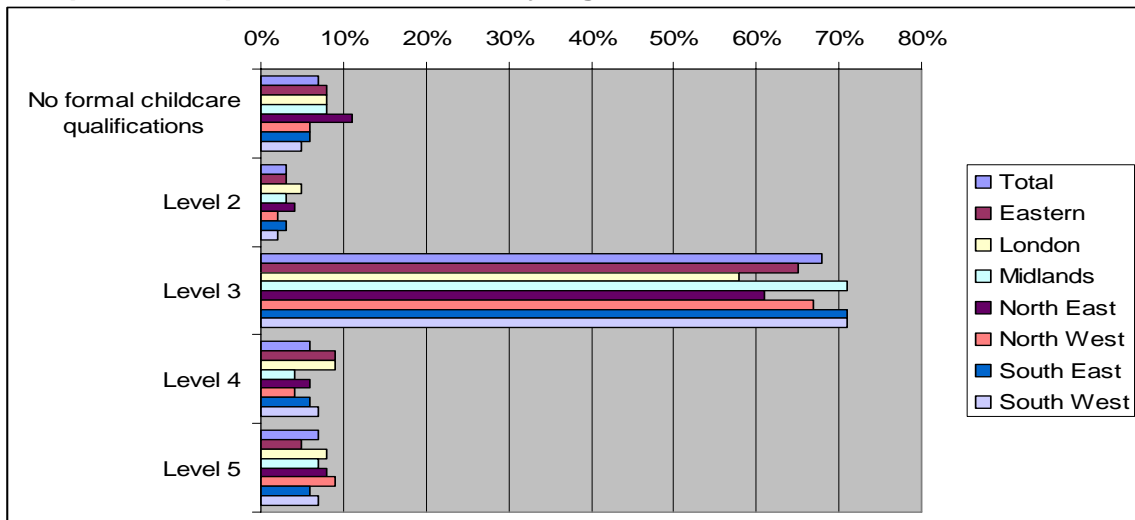


* See footnote 1 for details of qualifications¹

Differences by region

In the South East, South West and the Midlands regions, 71% of groups have leaders qualified to Level 3, while London only has 58%, suggesting that there is a relative shortage of leaders qualified to this level in the London area. Groups in the Eastern and London regions are more than twice as likely as those in the Midlands and the North West to have a leader qualified to Level 4. The proportion of groups with leaders qualified to Level 5 was as high in the North East and North West as it was in London.

Group leader's qualifications levels, by region



* See footnote for details of qualifications²

¹ * Level 2 e.g. CACHE Certificate in Group Practice, CACHE CCE, NVQ 2

** Level 3 e.g. CACHE Diploma in Group Practice, CACHE DNN, NVQ 3

*** Level 4 e.g. CACHE ADCE, NVQ 3

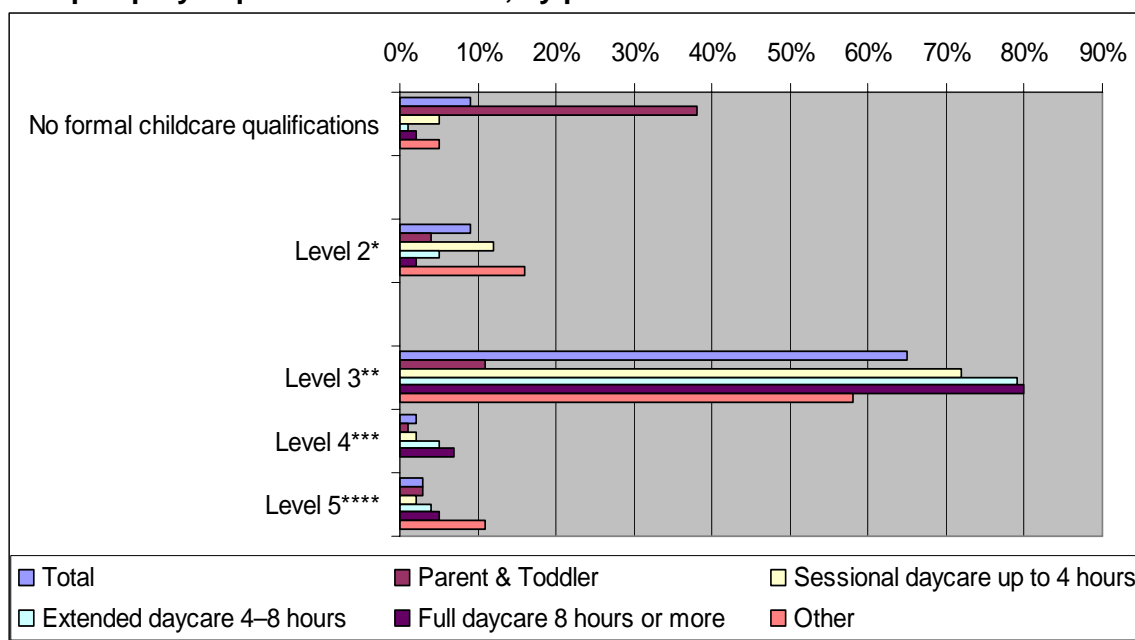
**** Level 5 e.g. PGCE or BEd in Early Years

QUALIFICATION LEVELS OF DEPUTY LEADERS

Differences by provider

Across the different childcare providers, the qualification level achieved by the group's deputy leader largely reflects the profiles observed with the leaders. Overall, 65% of deputies are qualified to Level 3. P&T groups are the least likely to have a deputy leader with a formal childcare qualification in comparison with extended & full daycare providers whose deputy leaders were the most likely to have a qualification at Level 3 or above.

Group deputy's qualifications levels, by provider



* See footnote for details of qualifications³

Differences by region

In the regions, the overall trends for qualifications of group deputies were consistent with those identified in the qualifications levels of leaders.

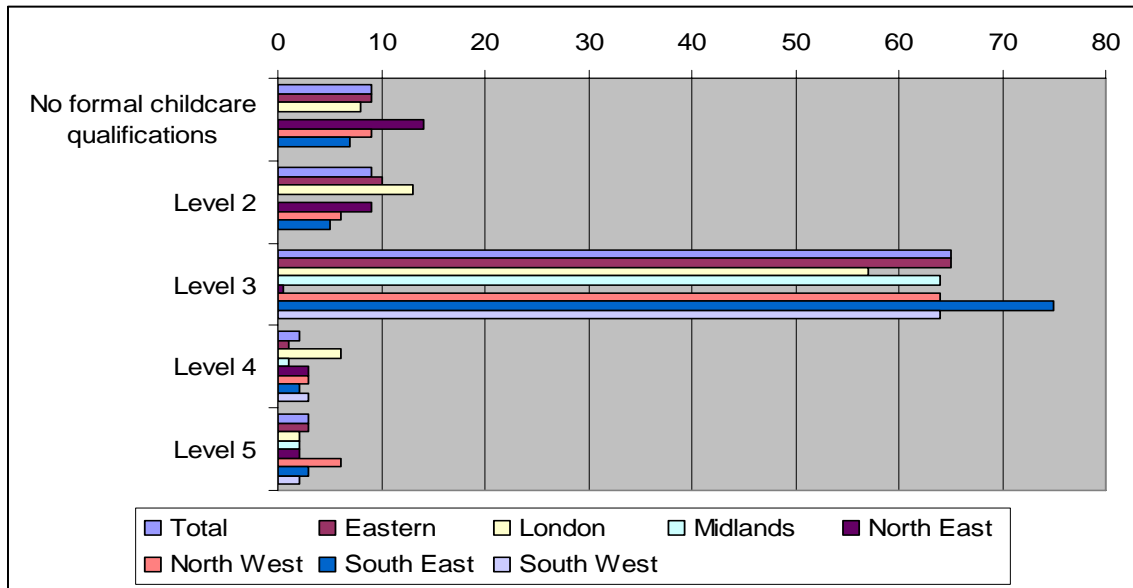
² * Level 2 e.g. CACHE Certificate in Group Practice, CACHE CCE, NVQ 2

** Level 3 e.g. CACHE Diploma in Group Practice, CACHE DNN, NVQ 3

*** Level 4 e.g. CACHE ADCE, NVQ 3

**** Level 5 e.g. PGCE or BED in Early Years

Group deputy's qualifications levels, by region



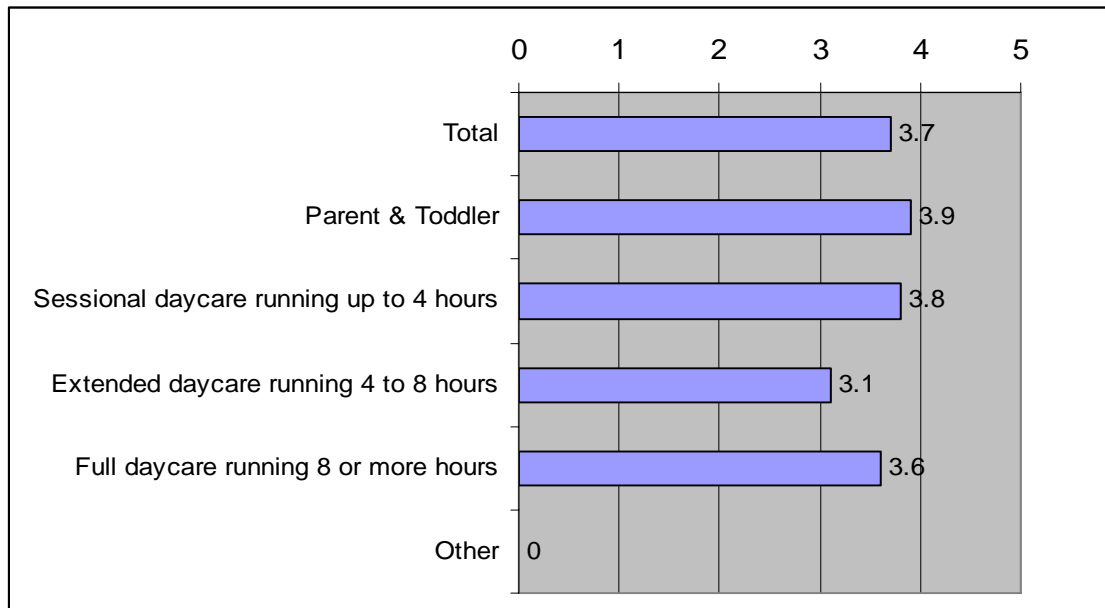
* See footnote for details of qualifications⁴

ACCESS TO ALLIANCE COURSES IN THE PAST 12 MONTHS

Differences by provider

Between 1 and 31 staff or parents from any one group have accessed Pre-school Learning Alliance courses over the last 12 months, with an average of 3.7 staff/parents overall accessing courses in the past year per provider.

Staff & parent access to Alliance courses, by provider



⁴ * Level 2 e.g. CACHE Certificate in Group Practice, CACHE CCE, NVQ 2

** Level 3 e.g. CACHE Diploma in Group Practice, CACHE DNN, NVQ 3

*** Level 4 e.g. CACHE ADCE, NVQ 3

**** Level 5 e.g. PGCE or BEd in Early Years

Average attendance ranged between 2 and 3 people. Overall, “Continuing Professional Development” courses are the most popular, with 25% of groups having had parents or staff taking part. “Qualifications” and “Literacy, Language and Numeracy” courses were attended by around one-fifth of groups. “Family Learning” courses generated the lowest uptake (4%).

Uptake of Alliance courses in last 12 months

	Groups where staff or parents accessed an Alliance course	Average number of parents or staff that attended
Literacy, Language and Numeracy	44%	3.0
Qualifications	51%	2.2
Continuing Professional Development	61%	3.3
Family Learning	9%	3.4

Differences by location

Attendance at “Literacy, Language and Numeracy” courses is greater in rural areas (4.7) compared with urban areas. Greater attendance at “Family Learning” courses was observed in groups located in country towns.

STAFF ENGAGED IN STUDY OR PLANNING TO STUDY

Early Years Sector Endorsed Foundation Degree

8% of groups report having staff currently studying for an Early Years Sector-Endorsed Foundation (EYSEF) Degree with 1.4 staff members studying on average per group. P&T groups are the least likely to have staff currently studying for an EYSEF Degree (1%). Full daycare groups report 14% of staff currently studying for an EYSEF Degree, and extended daycare report that 13% of staff are currently studying for the EYSEF Degree.

BA/BSc/BEd in Early Years, Early Childhood Studies or Early Years Childhood

Only 2% of groups have staff currently studying for a BA/BSc and 1% for a BEd in Early Years. On average, such study is being undertaken by 1.4 members of staff with a maximum of 10 in full daycare settings.

PGCE Training

6% of groups have staff currently studying for Qualified Teacher Status via the PGCE. On average, this concerned only 1.2 members of staff, with a maximum of 3 members of staff across all types of childcare providers.

Average number of staff studying or planning study, by provider

	Foundation Degree	BA/BSc	BEd	PGCE
Total	1.4	1.3	1.4	1.2
Parent & Toddler	1.5	1.0	1.0	1.0
Sessional daycare up to 4 hours	1.4	1.3	1.4	1.1
Extended daycare 4–8 hours	1.1	1.4	1.0	1.3
Full daycare 8 hours or more	1.5	1.1	1.8	1.2
Other	1.5	1.0	0.0	2.0

BARRIERS TO TRAINING

Barriers to training were concerns for 75% of groups overall. Lack of time is identified as a key barrier the most by all groups.

Identified barriers to training, by provider

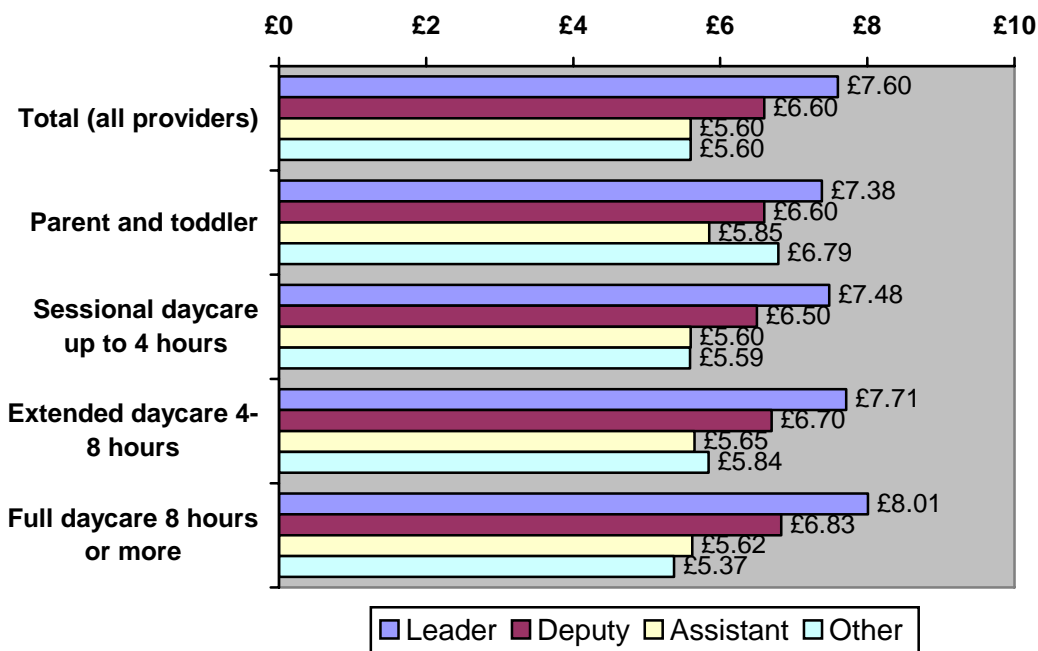
	Percentage of groups identifying barrier
Lack of time	51%
Distance/location of provision	43%
Financial difficulties	35%
Lack of suitable courses available	27%

STAFF RATES OF PAY

Differences by provider type

The analysis of the hourly rates of pay highlighted few differences across the different types of providers. For group leaders, the average rate of pay is £7.60, with average hourly rates varying little between providers, from £7.40 in sessional daycare to £8 in full daycare. For deputy leaders, the average rate of pay is £6.60, with the average hourly rates ranging from £6.50 in sessional daycare to £6.80 in full extended daycare. For assistants, the average rate of pay is £5.60, with the average hourly rates ranging from £5.60 in sessional daycare settings to £5.90 in P&T groups. For other staff, the average rate of pay is £5.60, ranging from £5.40 in full daycare to £6.80 in P&T groups.

Average staff rates of pay, by provider



Differences by region

Regionally, rates are consistently highest in London and lowest in the Midlands. However, the differential between hourly rates for leaders and those for “other” staff is highest in London (£2.50) but lowest in the North East (£1.60).

Average staff hourly rates, by region

	Leader	Deputy leader	Assistant	Other staff
Total	£7.56	£6.56	£5.62	£5.64
Eastern	£7.54	£6.56	£5.64	£5.54
London	£8.89	£7.53	£6.45	£6.43
Midlands	£7.16	£6.21	£5.39	£5.41
North East	£7.15	£6.35	£5.46	£5.64
North West	£7.44	£6.45	£5.60	£5.45
South East	£7.88	£6.88	£5.74	£5.73
South West	£7.41	£6.31	£5.43	£5.52

STAFF VACANCIES

Across all groups who took part in the survey, 9% overall reported vacancies. However, there were significant differences relating to the provider type.

Differences by provider

P&T groups report the lowest level of vacancies (3%) in comparison with full daycare centres who report the highest level of vacancies (27%).

Groups with staff vacancies, by provider

	Percentage of groups with staff vacancies
Total	9%
Parent & Toddler	3%
Sessional daycare up to 4 hours	7%
Extended daycare 4–8 hours	8%
Full daycare 8 hours or more	27%
Other	16%

Differences by region

Across most regions, the proportion of groups with staff vacancies follows the national trend of around 9%, although the figure is 10% in the South east and 11% in London.

STAFF RECRUITMENT

Respondents ranked in order five factors according to how they impact on their ability to recruit staff. For each factor an “average rank” has been calculated between 1 and 5; average rankings that are closer to 1 indicating the greater the importance of a factor.

All groups except P&T groups display a similar profile. By far the most important factor in recruiting staff is the rate of pay while the least important was the presence/lack of disabled access. Factors such as location, inflexible hours and availability of places have only a moderate impact on staff recruitment. This trend is observed across all regions.

Factors influencing recruitment, by provider

	Rate of pay	Availability of places	Location of group	Inflexible hours	No disabled facilities
Total	1.8	2.6	2.9	3.1	4.7
Parent & Toddler	2.5	2.5	3.3	2.7	4.8
Sessional daycare up to 4 hours	1.8	2.9	3.0	2.6	4.7
Extended daycare 4–8 hours	1.9	2.9	3.3	2.6	4.4
Full daycare 8 hours or more	1.7	2.9	2.9	2.8	4.7
Other	2.4	2.3	2.0	3.0	4.8

(Avg. = ranking: 1 = most important, 5= least important)

STAFF RETENTION

Respondents ranked in order five factors according to how they impact on their ability to retain staff. For each factor an “average rank” has been calculated between 1 and 5; average rankings that are closer to 1 indicating the greater the importance of a factor.

Responses confirm that the factors that are important when recruiting staff are also important in relation to retaining staff. Again, this is consistent across regions. Across all daycare settings, by far the most important factor in retaining staff is the rate of pay whilst the least important is the presence/lack of disabled access. Location, inflexible hours and opportunities for promotion have only a moderate impact on staff retention.

Factors influencing retention, by provider

	Rate of pay	Availability of places	Location of group	Inflexible hours	No disabled facilities
Total	1.7	2.8	3.0	2.8	4.7
Parent & Toddler	2.5	2.9	2.9	2.8	4.7
Sessional daycare up to 4 hours	1.6	2.8	3.0	2.8	4.7
Extended daycare 4–8 hours	1.8	3.0	3.2	2.7	4.6
Full daycare 8 hours or more	1.7	2.8	3.0	2.7	4.8
Other	2.0	1.3	2.8	2.8	5.0

(Avg. = ranking: 1 = most important, 5= least important)

The next special report will focus on finance, bringing you all the key findings on the Nursery Education Grant (NEG), rent, group incomings and outgoings and fundraising.

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