Early Learning and Childcare:
A rewarding career

A guide to working in the Early Learning and Childcare sector and how to get started on this career pathway
Would you like to have a job that gives you the best...

- chance to make a real difference to children’s lives
- opportunity to do something worthwhile and rewarding
- chance to care for children and help them be the best they can be
- chance to make many lifelong friendships and relationships
- career opportunities
- choice of job roles in all sorts of settings, and so it goes on...

If it’s yes then now is the time to become part of Scotland’s growing Early Years community. Having worked as part of this unique community for my entire adult life, I feel that I can say without a shadow of a doubt, that it was the best decision I could have made.

As a result of amazing advances in technology, we now know much more about how a baby’s brain develops. We know that it is already almost fully developed by the age of three. How amazing is that?

This means that a child learns a massive amount in the first years of life. The brain (and many habits and patterns) are all shaped according to the experiences the child has – positive or negative. Can you imagine having a professional career where you literally help to shape children’s brains?

A job where you can influence and improve how little children’s lives will map out, giving them the best start? If you think this type of career would suit your interests, skills and nature then contact Early Years Scotland and we will help with your next steps. One thing is for sure, working in the Early Years sector is a true privilege.

Best Wishes
Jean Carwood-Edwards,
Chief Executive, Early Years Scotland

Early Years courses and training at Perth College UHI

This growth industry requires people in the workforce, new and existing to hold relevant qualifications. We have a number of flexible learning opportunities for people, at all levels of entry, from fourth year school leavers, to those already holding Higher Education qualifications.

You can find out more here: www.perth.uhi.ac.uk/subject-areas/early-education-and-childcare/courses

For more information, contact lesley.connaghan@uhi.ac.uk or 01738 877614.

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Early Years Scotland A Rewarding Career
When it comes to making a difference to people’s lives, there can be few more rewarding roles than working with young children.

It is at this time that a child’s life chances are being determined, and so it’s vital that we do all we can to give them the best possible start. Early Years Professionals are role models for both children and parents, so we’re encouraging people from all walks of life to consider this important, unique career – whether you’re a school or college leaver, or someone who has worked in a different profession and are looking for a change.

There is so much opportunity to develop within this sector, and there has never been a better time to get involved. While three and four-year-olds and eligible two-year-olds currently receive 600 hours a year of funded early learning and childcare, the Scottish Government has committed to increase this to 1140 hours by 2020, meaning many more staff will be needed and recruited into the sector.

Here, two people working in different Early Years job roles, share their unique experiences to offer an insight into this brilliant career path.

What is it like to work in the Early Years sector?

It’s an exciting time to be a role model in an vital area of childcare.

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Robert Robertson is an Early Years Practitioner at Springvale Nursery Centre.

“I decided the previous industry I was in was not where I wanted to be, so I took two weeks’ holiday and I went to do voluntary work with children to find out if it was the career for me. I then looked into getting my NVQ in Early Education and Childcare, which I did part-time in the evenings. Then the college asked me if I wanted to do my HNC, which meant giving up my job, but I was so passionate about becoming an Early Years Practitioner that I decided that’s what I was going to do. I’ve never looked back.”

“I love the interaction with the children and making a difference to their lives.”

Lorraine Kirkwood is Manager of the Monkey Puzzle Nursery and After School Centre in Glasgow and was last year named Nursery Manager of the Year at the Nursery Management Today awards.

“Early Years is such a rewarding profession because you can see the impact your role in influencing children’s development and making sure they are reaching their full potential.”

“I worked as an air hostess from the time I left school until I was 23. After becoming a single parent, I quickly realised I couldn’t do 3am starts so, when I was on my maternity leave, I was looking to see what else I could do. My dad said, ‘You’ve always been good with kids, what about childcare?’

I accessed a course through the lone parent organisation One Plus. They had a nursery attached to their facility so I was able to leave my son there while I completed my SVQ Level 2 over a year.

My tutor encouraged me to apply to Langside College and I did an HNC in Early Education and Childcare there which I passed with merit.

I had done a placement for children with additional support needs and could use sign language, so they encouraged me to do an HND in Supporting and Managing Learning Needs and I completed that in 2005 with merit. At that point, the college were in negotiations with the University of Abertay in Dundee and they were looking for candidates for their degree course.

I was accepted on to the last year of the degree and commuted three days a week to Dundee while my dad and mum supported me with my childcare needs. I would leave at 5am in the morning to get to college. In between, I was a part-time practitioner working with children with additional support needs.

When I was coming to the end of my degree, my manager at the nursery left, and I was offered a management role. I’ve worked in management ever since.

I’m in the process of finishing an Early Years Masters now with the University of the West of Scotland. For someone who left school with eight standard grades, it just shows what can be done. Being a mum, you want to treat every child the way you would want your child to be treated.

And it’s not just about getting it right for the child, but getting it right for the family, too, and giving parents support to be able to better their lives and careers, too.”

“Early Years Scotland is a Rewarding Career”
What are some of the different jobs you can do?

Early Years work is often associated with nurseries and, while there are many opportunities in this setting, there is also a host of other options that means there is more to this sector than meets the eye.

For example, many qualified early years professionals choose to work with children with Additional Support Needs, helping to give them the best possible outcomes and to prepare them for primary education.

Others work in training, further education and children’s hospitals.

With about 14,000 registered services in Scotland, inspectors from the Care Inspectorate play a vital role in ensuring children benefit from high-quality provision.

The Care Inspectorate’s 600 staff work across Scotland, visiting regulated services and offering advice and guidance on how to improve.

There are also nearly 6000 professional childminders in Scotland, providing care to little ones in a domestic environment. It’s the chance to create a home-from-home experience for children while avoiding the daily commute to work.

Others work in prisons, offering a fun, learning environment for children of prisoners and helping to bring families together, so that children will have less chance of becoming offenders and parents will be less likely to reoffend.

“On days that you’re maybe feeling a little bit worried or anxious about something, go into that playroom and speak to a child and they will lift your spirits beyond measure. There’s nothing better.”

Jackie Brims is a Care Inspectorate Officer helping to ensure Scotland's Early Years services are among the best in the world.

“On days that you’re maybe feeling a little bit worried or anxious about something, go into that playroom and speak to a child and they will lift your spirits beyond measure. There’s nothing better.”

“I first became interested in childcare as a job when I was aged 15 and chatting with my friend at the youth club. She told me she had been working in a baby room all day as part of her Early Years college course. I thought this sounded really interesting, so when I left school aged 16, I applied to college and completed two years’ training at Esk Valley College.

“At that time, the qualification I received was a Scottish Nursery Nurse Board (SNNB) Certificate, which I’m really proud of and have a lovely badge from the jewellers to commemorate this.

My first job was at Greenside's Children’s Centre in Edinburgh, which was a social work day nursery. I was a young 18-year-old from Penicuik and this opened my eyes to a very different world. At this time in 1980, Greenside was an area where there were quite a high number of families experiencing poverty. I learned a lot about the serious impact this had on peoples lives and in particular children.

I worked there for three years and appreciated my manager’s ethos, which was to work alongside parents to assist and support them to care for their children, and not to take over the responsibility. Looking back, I really appreciate all the training I received – it helped me to be a more reflective and less judgmental person.

For example, I applied for a job at Wing Children’s Centre in Leith. This was the mid-80s and a time when AIDS and drugs was a major issue in Scotland. We worked with a lot of families impacted by drugs and other issues such as depression and child abuse. As at Greenside, this was a period of huge learning and experience for me.

I moved from there to my first promoted post as Deputy Manager in the City Chambers working for Edinburgh Council. It was the first workplace nursery in Scotland set up by the Women’s Unit.

When I look back now, we were very forward-thinking in how we worked, and we produced information booklets to improve how we communicated with parents so they were able to understand our policies and procedures.

After five years of working in the City Chambers, I moved to work in a project in Wester Hailes. This was my first voluntary sector post and was very different to working in social work or the council. When you work in the voluntary sector, you are responsible for everything: finance, interviews, appraisals etc. It is a very exciting place to be!

Part of my job at Wester Hailes was providing training – something I love doing, so I applied to work as a Training and Staff Development Worker at North Edinburgh Childrens. This was a large voluntary sector organisation and I became a member of the Senior Management Team.

I have been very lucky in my career to have met people who have inspired and motivated me.

Some people have a natural affinity with children but most people like me have had to work hard to learn how to do this – it has all been so rewarding, personally and professionally. I have made so many good friends working in this sector, as you really get to know people well when you work in the caring profession.

I have now worked for the Care Inspectorate for more than 13 years. My job is to register and inspect childminders, nurseries, playgroups, out of school care and childcare agencies to ensure they are providing the best possible care for children.”

Lesley Curran is Head of Centre, with the Springvale Nursery Centre in Saltcoats, North Ayrshire.

“First and foremost, I love working with pre-school children. They are engaging, exciting, and it’s an absolute privilege to be working with them.

We’ve got 32 staff in total here and I love being part of that team. I love working with my parents and knowing our families, and I truly love the very diverse aspects of the job!”

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A Rewarding Career Early Years Scotland
Early Years Scotland
A Rewarding Career

Considering starting or progressing your career in Early Years?

Dundee and Angus College offers Early Years qualifications from SCQF levels 4 – 9.

We offer:
• courses that you can take as part of your school timetable including Foundation Apprenticeships;
• full-time college courses focussing on subjects like Childcare; Child Health; Childhood Practice, Early Education or Play Work;
• work-based qualifications including SVQs and Modern Apprenticeships.

Our courses have direct progression routes into employment or onto further study at university.

Why do so many people say this is such a unique and rewarding career?

IMAGINE a job where no working day is the same, where you will always find joy and laughter, and where you get to make a real difference to people’s lives.

Well, that role actually does exist in the Early Learning and Childcare sector in Scotland. Whether you’re working in a nursery, a school, a hospital, an After School Care setting, or as a childminder, this is a profession where personal qualities of being conversational, playful, patient, caring and passionate about your work are rewarded.

It is a time of unprecedented expansion, so there are many new and exciting career opportunities, both to move to another location or employer and also to climb the career ladder.

There are plenty of challenges, too, as you look to make an impact on the life and learning of every young child in your care. And those working in this field will tell you that, once you begin your journey on the Early Years pathway, you will never turn back.

For more information contact Cate Reid, Children and Young People Team at c.reid@dundeeandangus.ac.uk or on 01382 834827 www.dundeeandangus.ac.uk
“Everybody who works in Early Years cares so much for the children and for their outcomes, too. That’s the most rewarding thing... that you can have such an impact on other people’s lives.”

Julie McCallum is an Early Years Practitioner at Craigbank Nursery School in Glasgow. “I came into the Early Years sector as a Clerical Assistant of a nursery in 2008. I was in that role for about six years and I saw what happened as children and families came to the nursery and I saw how happy the children were in the playroom. I remember how much I used to think, ‘That’s what I really want to do,’ so I decided to take the next step into a new and exciting career. The biggest surprise to me was how much of a difference you can truly make, not just to the children’s lives, but also for the families, too. As you work with the children, you’re supporting them to develop, learn and progress. But to do this, you’re also naturally building relationships with the families and the community. Overall, as Early Years Professionals, we are helping to shape future generations.”

“Everybody who works in Early Years cares so much for the children and for their outcomes, too. That’s the most rewarding thing... that you can have such an impact on other people’s lives.”

Clare Hendry is an Early Years Practitioner working in Barlinnie Prison, in the north-east of Glasgow, and Castle Huntly, near Dundee. “My first job in Early Years was as a Child Development Officer. After 12 years, I took time out to travel in Canada then came back and, looking for work, I was flicking through job adverts and I saw a job description from Early Years Scotland for prison work; it really caught my eye. It involved working with children but also working with families. There are more than 27,000 children affected by the imprisonment of a parent in Scotland, and there is a whole revolving door thing where people come out of prison. But then go back in! I wanted to help stop this reoffending cycle. When children are included in the prison picture, there’s less chance of the father reoffending as the parent has more incentive to stay out of prison, and there’s less chance of the children becoming future offenders, too!”

“I will never forget how when I saw the job ad, I jumped at the opportunity! I’ve now been doing the job for more than a year and I’ve loved every minute!”

Julie McCallum

Clare Hendry

“We’re helping children develop, learn and progress. We’re helping to shape future generations”
START YOUR EARLY YEARS CAREER WITH AYRSHIRE COLLEGE

With a range of full-time and part-time courses including:

- NC Early Education and Childcare
- NC Higher Early Education and Childcare
- PDA Education Support Assistant
- HNC Additional Support Needs
- HNC Childhood Practice
- HND Childhood Practice
- Leadership Starts with Me
- Reflective Practice
- Foundation Apprenticeship in Social Services, Children and Young People

Visit our website for more information or email marketing@ayrshire.ac.uk

www.ayrshire.ac.uk

There are many job opportunities available within Early Years Scotland

Working with Young Children in the Third Sector

WORKING in Early Learning and Childcare offers so many different opportunities and a diversity of roles that many other career paths just can’t match.

In Early Years Scotland (EYS), for example, our fabulous Early Years Professionals work across a wide range of services in different settings. A few examples include:

**Young Children Affected by Imprisonment**

EYS works with the Scottish Prison Service in six prisons to support young children and families of prisoners through offering Family Play Sessions, Baby Massage, Fathers’ Programmes, managing a Visitor Centre and delivering awareness-raising sessions with prison staff and other agencies.

The breakdown of family relationships when a parent is in prison can lead to a higher risk of reoffending and children growing up to become offenders themselves.

**EYS Stay Play and Learn Sessions**

EYS offers a whole range of services where young children and their parents attend regular fun, play and learning sessions supported by qualified Early Years practitioners. The sessions take place in a variety of local settings including schools, halls, nurseries, community centres, family homes and so forth. Children and parents love these sessions and say there are many benefits for both!

**EYS Baby Massage**

EYS Early Years Practitioners run baby massage courses that help promote bonding and secure attachments between parent and child, as well as increasing levels of relaxation and quality of sleep and wellbeing.

**EYS One-to-One Service**

This service provides support for families who may be experiencing difficulty and who prefer firstly to have some individual support for a while.

The Early Years practitioner supports the parent and child to strengthen their relationship through playing and learning together.

**EYS Working in Partnership with Nurseries**

EYS offers staff in nursery settings across the country membership opportunities where, for a modest annual fee, they receive a wide range of benefits to support them to provide high-quality Early Learning and Childcare. There are also staff who visit the nurseries regularly to work in partnership and provide more personal and tailored support services.

**EYS Working with Parent and Toddler Groups**

Local groups supporting parents and their children offer an important role in providing play, learning and socialising opportunities for young families. EYS practitioners can help the parents to ensure the groups are fun and run smoothly by offering workshops, activities and carrying out checks and audits, as well as helping the parents to identify and explore funding sources.

Audrey Anderson is a Service Manager with Early Years Scotland

“If you’re thinking about a career in Early Years in the third sector then I’d say absolutely go for it. You will always be so glad that you made that choice! There’s such a wide variety of exciting opportunities in the third sector to work with children in their early years, and we provide a very valuable service. There is such a variety of roles where you can work with children and families that a move into this sector would be a really good one.”
Looking for a career in Childcare?

Working with children is one of the most rewarding things you can do – and it can also be a lot of fun.

To meet the demands for new childcare professionals, Fife College offers a range of registerable childcare courses for working in the Early Years Childcare sector.

Courses include:
- NC in Early Education and Childcare (SCQF level 6)
- SVQ Social Services Children and Young People (SCQF level 6)
- SVQ Social Services Children and Young People (SCQF level 7)
- HNC Childhood Practice (SCQF level 7)

Other courses are also available

To find out more and apply, visit fife.ac.uk or call 0344 248 0115

Who can work with children?

There are Early Years careers to suit many different people

IF YOU are keen to work with children and like the idea of learning more about this as a possible new career then you should go ahead and find out more, as there are many different pathways and avenues available to help you achieve your goal.

This is an expanding and diverse sector with new, unique and exciting job opportunities for all, whether you are older or younger, male or female and whatever your culture or background.

Most employers prefer applicants to be at least 17 before working with children, but, even if you are 16 and have a real interest in working in this sector, you can always make a start by doing an introductory course at school, college or with a training provider.

Arranging to have work or volunteering experience with a charity or community group can also be a valuable and worthwhile introduction into this sector.

Many parents realise after being involved with childcare with their own children that they would actually really like to build on this experience by turning to an Early Years career.

There are many different study options that will take you into the profession, so it is likely that you will be able to find one that fits in with your lifestyle at the moment.

A career in Early Years is suitable for:
- Women AND men
- School, college and university leavers
- Adults of any age looking to get back into employment
- Parents who have taken a career break to bring up children
- Those looking for a new challenge or a change of career
- People from every social, ethnic and cultural background
A Rewarding Career

Angela Phillips
Is a former childminder, now working as an Early Years Practitioner with Early Years Scotland.

“My career in childcare began when my youngest son was two years old. He was attending a fantastic nursery but I was working full-time and finding a good home/work life balance was difficult.

I had previously run my own business, so I decided to set up as a childminder. I spoke with other childminders and contacted the Care Inspectorate for an application pack and to arrange a home visit.

After this initial visit, I was 100% sure this venture was for me and I started researching and putting together play resources and activity plans.

I began childminding in 2011, and from this point onwards, I have always been keen to continue my learning and professional development.

I enrolled on the SVQ 3 Social Services (Children and Young People) with West Lothian College.

I studied by distance learning, and I was soon childminding by day, mum in the evenings and a student at the weekends! It was all worth it... and I was awarded a shining star merit for my commitment and dedication to the course.

After completing the SVQ 3, I became involved with a Government consultation into Early Learning and Childcare (ELC), which interested me greatly and it was at this point I realised that childcare was changing and becoming more family-focused.

As part of my community childminding role, I worked with children experiencing disadvantage and I felt I truly made a positive difference for families. I helped families to reconnect with each other – some of this was working with parents before and after they had been in prison.

I recently decided to look for a different role within a bigger project where I could build on my knowledge, skills and experience. I now work as a qualified practitioner within Early Years Scotland, and I have found the transition to my new role to have been extremely smooth and very positive.

Early Learning and Childcare is changing and we are at an exciting point where the government and local authorities are really listening to families’ views, and policies are being put in place to shape the futures of the sector. If you haven’t already – now is the time to join.”

Angela Phillips

Jye Caine
Is a Modern Apprentice with North Ayrshire College.

“My modern apprenticeship will last for two years and it’s brilliant as I’m in the nursery five days a week. I’m mainly with the children getting lots of experience and we also have training every month.

I love it. It’s just different every day. “You’re learning so much with the children because every child is different. It’s just absolutely amazing.”

Jye Caine

Jacqueline Kelly
Is Headteacher of Hilltop Nursery School in Glasgow.

“It’s really important to have a variety of staff members working with children in their early years.

They bring different skills, different training and different qualities and experience. As part of a team, we complement each other’s skills and that gives a variety of different styles and experiences for children.

We have additional support for learning staff members who have followed a different training course from child development officers, and then teachers who have different training as well.

When you bring all of our skills and experience together, you have a holistic educational system for children in the important early years.”

Jacqueline Kelly

“I would encourage anyone considering a career in early years to act now to be part of helping to deliver the very best early learning and childcare experience for all children and families growing up in Scotland.”

Angela Phillips

Jye Caine

How do I start a new career in Early Learning and Childcare?

A look at the different qualifications and routes into a rewarding career working with children and young people

There has never been a better time to begin a career in Early Learning and Childcare. There are more jobs than ever before – and with the massive expansion of this sector under way for 2020, there is going to be more and more exciting job opportunities! People of all ages and backgrounds are invited to apply – we support, promote and encourage diversity in our sector. There are many different routes into the sector, you can choose whether to go full-time, part-time or evening or part-time course. The qualifications you take will depend on your own particular location and circumstances and preferences.

Different ways of achieving your qualifications, include:
- at a college (FE college) or training provider, or
- in the workplace, or
- a mixture of the above.

You can achieve your qualification through:
- a mixture of the above.
- a formal exam but are assessed regularly in your workplace. It will usually take between 1.5 months to two years to obtain SVQ Social Services (Children and Young People, level 3), but there are ordinarily no rigid time limits so you can often work at your own pace.
- Colleges of Further Education offer a variety of Early Years qualifications. For example, there are National Units and National Courses at different levels. You can also become fully qualified by achieving the Higher National Certificate (HNC) in Childhood Practice. You can also become fully qualified by achieving the Higher National Certificate (HNC) in Childhood Practice.
- Churches of college normally take place during the academic year. Most full-time courses are for a fixed length of time, although colleges can be flexible about when and for how long you attend. You may also be able to study part-time or in evening classes. The courses include spending time working with children in a work placement. Assessment is carried out at various points in the course rather than through a single end-year exam, and this includes assessment of your practice working with children. You can also decide to follow an SVQ through a college, if this is the route you prefer. The choice of which qualifications you take will depend on your own particular location and availability of courses, as well as your circumstances and preferences.

The qualifications explained

Scottish Vocational Qualifications (SVQs) are open to people of all ages. SVQs are assessed via your skills within workplace conditions. Although you will mostly be in the workplace, you may also go to a college or training provider to study theory underpinning your practice. You don’t have to sit a formal exam but are assessed regularly in your workplace. It will usually take between 1.5 months to two years to obtain SVQ Social Services (Children and Young People, level 3), but there are ordinarily no rigid time limits so you can often work at your own pace.

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For those looking to switch jobs into Early Years, it’s possible to keep doing the job you do whilst achieving a qualification through an evening or part-time course. Once you are qualified in Early Learning and Childcare, there are many different job roles available. For example, there are National Units and National Courses at different levels. You can also become fully qualified by achieving the Higher National Certificate (HNC) in Childhood Practice.

There are many different routes into the profession, and you can work whilst you gain the qualifications you need, or you can study first and then work in the sector. Whatever route you choose, you will find one that fits your lifestyle, and you can be sure that you will be able to make a long-term, rewarding career working with children. In order to become qualified and work in the sector, you can choose whether to go for either an SVQ Social Services (Children and Young People Level 3), or an HNC in Childhood Practice.

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Khadija Mohammed

is a Lecturer in Education at the University of the West of Scotland.

“I started out as a primary school teacher and from there I did a Masters in Education, then took a secondment at the University of Stirling while teaching undergraduates primary teaching students.

Within that role, I was also teaching an evening class for nursery managers and practitioners who were coming to university to do a degree.

In 2011, I moved to the University of the West of Scotland and I now teach on the BA Childhood Studies Honours Degree. Students usually come in with an HNC in Childcare and Education and make the transition in to the degree.

My own role within teaching and early learning has really evolved. I love the idea of talking about family and community and how crucial it is to remember the importance of the whole family when you’re working with very young children.

I always talk about diversity because I’m a black and ethnic minority teacher, so I encourage students to think about diversity and how we should acknowledge and value those identities. We talk about how critical it is to celebrate this when working with children and families. That’s very much part of the job. It’s such an exciting and positive time to be in Early Years.

Students at the University of the West of Scotland are recognising the importance of staying on to do an Honours year. In the first year, 20 students stayed on, last year we doubled our numbers, and in this current academic year, 60 have stayed on. Now there’s a new generation of practitioners who truly recognise the value of listening to children’s voices and doing research with rather than on children.”

“Now there’s a new generation of practitioners who truly recognise the value of listening to children’s voices and doing research with rather than on children.”
Early Education & Childcare Courses

- NC Early Education and Childcare
- HNC Childhood Practice
- Introduction to health, social and childcare
- Next steps to child, health and social care
- Next Steps to early education and childcare

We would be delighted to provide you with a tour of our Early Years learning and teaching facilities.

Our teaching staff will be happy to provide you with one to one help and advice.

For further Campus/Course information please visit our website at www.dumgal.ac.uk

Teresa Ashmead is Head of Curriculum, Early Years & Social Care, at Glasgow Clyde College

“...the opportunity to meet people, whether staff or student, and to support them in their own personal development. I say this as a former student of what used to be Langside College, but is now Glasgow Clyde College. I have experienced the role of student and being a member of staff, and now, to be leading the curriculum, I feel very privileged and fortunate. I don’t quite believe it from time to time!

“To anyone thinking of a career in Early Years, I would say there has never been a better time than now. We are seeing an unprecedented level of growth in the sector and you will have the opportunity to make a real and lasting difference in the lives of young children in Scotland.”

Gary Peattie is an inspector with the Care Inspectorate

“...I knew even at high school age that I wanted to work with children. My initial thought was teaching, and then I saw a job ad for people to work in out-of-school care. The place I worked had a nursery attached to it and they became short of staff and asked me to cover. I had said no at first because it was out of my comfort zone and something I hadn’t really seen myself doing. But, as I found out, it’s not until you try something that you find out whether it’s for you or not. As it turned out, working in an Early Years setting was for me. The percentage of staff in nurseries and out-of-school care working with children under 16 is estimated to be 96 per cent female. Some children don’t have access to a positive male role model at home so it’s great to have males in Early Learning and Childcare settings. People can say ‘This is not a guy’s job’, but we’re getting past those barriers slowly but surely.

“I moved to work in the Care Inspectorate because I want to make sure children have a good experience and that’s our focus. It’s a massive part of the job and the reason I’m doing it. For me, it’s about the impact you’re having on children. If you can provide a service that helps a child achieve then that’s what the job is about – making sure children have the best possible start in life.

In some cases, you are the one that can make the difference for a child as to whether they have the best start or not.

“If you fancy the idea of working in different types of settings, there are massive opportunities.”

If you’re interested in finding out more about a career in Early Years, you can seek advice from your local college or careers centre about which qualification might suit you best and what to do next. To find your nearest careers centre, visit www.skillsdevelopmentscotland.co.uk

Or, if you would like to discuss more about what it is like to work in the sector or get some help to reach the best person near you, then please get in touch with Early Years Scotland.

Tel: 0141 221 4148. Email: info@earlyyearsscotland.org

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