

GM Early Years Workforce Competency Framework

A single framework to support integrated working, training and professional development across a GM multi-agency early years workforce.

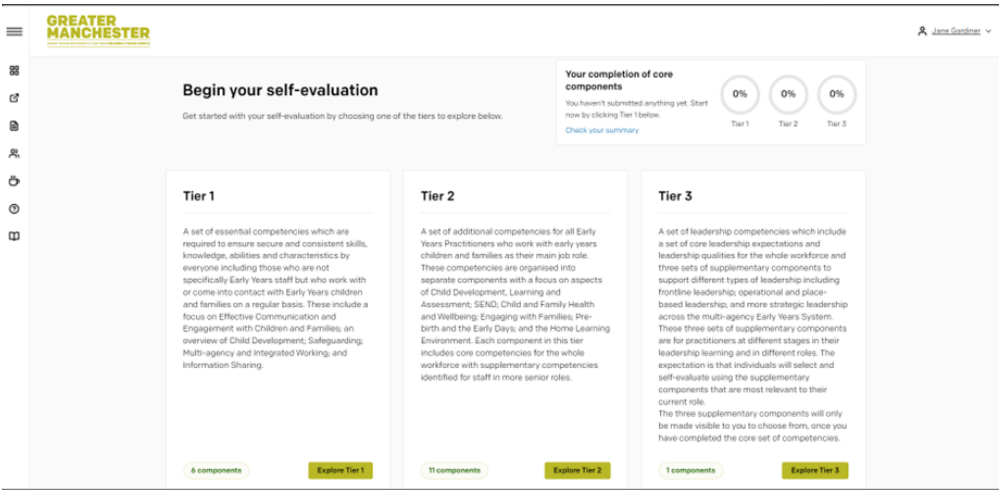
The framework identifies the skills, knowledge, abilities and characteristics that everyone who works with young children and families from conception to age 5 is expected to have.

Context

Improving school readiness at age 5, continues to be a priority for Greater Manchester (GM) and recognises that the Early Years (EY) workforce is key to unlocking the potential of our children in GM. The GM School Readiness Programme has a priority to invest in the Early Years workforce and the development and rollout of the GM Early Years Workforce Competency Framework (EYWCF).

The Competency Framework aims to strengthen early years practice across the integrated workforce. It includes a digital tool which enables EY's practitioners at all levels of experience to carry out a self-evaluation of their confidence levels against a number of competency statements which include the skills, knowledge, abilities and characteristics required by the early years workforce.

Structure: It is organised into 3 tiers: Competencies for the Wider Workforce; Competencies for Early Years Practice; and Leadership Competencies for front-line practitioners/leaders, operational leaders and strategic leaders.



Target Audience: EY Practitioners in:

- * Health
- * Local Authority
- * EY Education & Childcare Settings
- * VCSE
- * Schools
- * Wider Workforce

Supports National Agendas:

- * Family Hubs
- * Start for Life
- * Devolution Opportunities

Informing Workforce Development Plans

The Competency Framework allows teams to export a workforce summary, which provides practitioners and locality leaders with an informed view of the skills, knowledge and confidence levels of their teams and helps to identify trends in workforce need to ensure a responsive workforce development offer.

It helps facilitate conversations and makes you think about all the aspects of what you're doing.

From this we've identified a SEND workforce development need, which we are now scheduling training for.

It was really good to highlight what it is that we need support with, but also what we do quite well. You see yourself in a more positive light, when sometimes you'll doubt yourself

The links are really useful, if you're unsure about something or your knowledge isn't great in a certain area

It was good evaluation of our role and what the basics are for everyone

We've brought the conversations into supervisions, so its kept as a live conversation

Feedback from Early Adopter Area: Tameside

Workforce Development

The Competency Framework provides links to recommended resources, such as website links, further reading and online learning to further support practitioners knowledge across all areas.

GMCA is also currently working with Manchester Metropolitan University to develop free to access eLearning modules, which are created in partnership with Early Years experts across Greater Manchester. These will be linked to relevant competencies within the framework to further support with increasing practitioners learning.