

# Roles in Education and Early Years Workforce – an information session

Tuesday 1st March 2022



# Agenda

- Introductions
- Roles in School – LSA
- South Devon College
- Roles in Early Years
- Department for Work and Pensions
- Questions



# Why be an LSA?



## Learn new skills

- Continuous Professional Development (CPD)
- On the job training

## Career progression

- Progression to specialist LSA or HLTA (Higher Level Teaching Assistant)
- Good route to teacher training

## Job Satisfaction

- Highly rewarding work
- Good work/life balance (work in school hours and have school holidays)

# What is being and LSA like?

## Depending on the age of the children and their individual needs, you would:

Develop positive relationships with young people

Help with schoolwork under the supervision of the teacher

Prepare learning materials

Help children understand instructions

Carry out a child's care plan working 1:1

Encourage children to communicate

Give information and help to teachers

Support children during social activities and outings

Help children during therapy sessions

Look after children's physical needs such as visual or hearing impairment

Keep records

Work with a small group of children within the classroom

Run lunchtime or after school clubs such as football or crafts

# Working Hours

- You might work school hours, Monday to Friday, during term-time.
- Some assistants work part-time.
- You will have all school holidays free
- You may sometimes go to training and meetings outside school hours.
- Some special schools are residential. If you work in this type of school, you may have to work a mixture of shifts covering seven days a week.



# What Skills might be useful?

Here are some of the skills needed for this job.

Patience

A sense of humour

Reliability

Good verbal communication

Able to work with a team of professionals

Good time management

Self motivated

Resilient

Positivity



# Qualifications needed

There are no set qualifications. Schools and local authorities have different requirements.

Previous experience and skills are considered important eg if you have coached a football team or helped in your child's nursery

Most employers look for a good general education and experience working with young people who have additional support needs.

## Useful subjects

English

Maths

A wide range of subjects will be of value for this role and at a wide range of levels.

You will also need an up to date DBS check (a check on any criminal record)

# Career Development

There are lots of ways to progress and a wide variety of courses that your school will be able to inform you of

In school training  
and development

Skills for Work:  
Early Education and  
Childcare (SCQF  
Level 4/5)

National Certificate  
(NC) in Education  
Support Assistance  
(SCQF Level 6)

HNC/HND in  
Additional Support  
Needs: Supporting  
the Individual  
(SCQF Level 7/8)

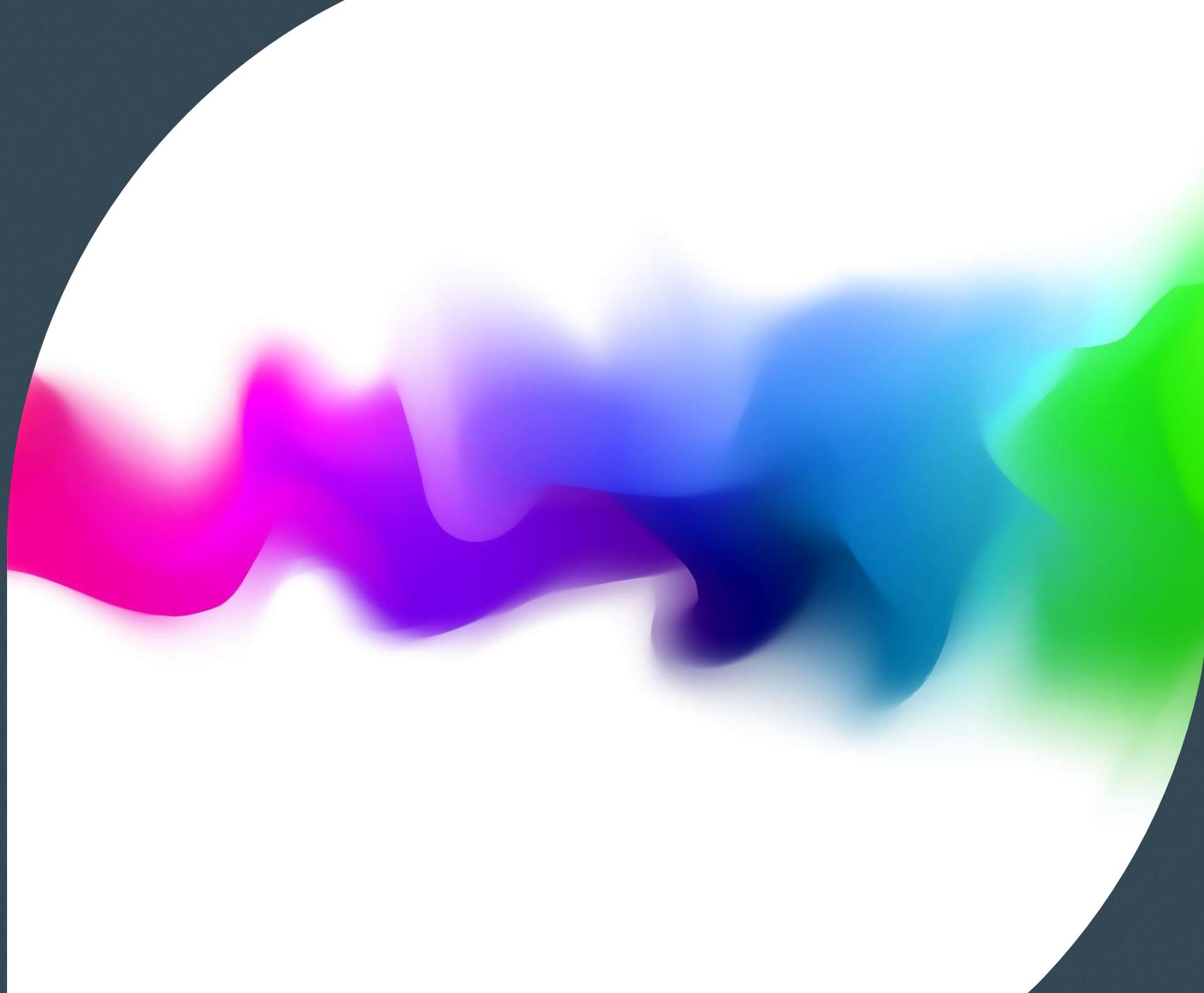
Cache have a range  
of related courses

Babcock offer NVQ  
L2 and L3 in being  
an LSA

Expected  
experience for  
teacher training  
courses

# South Devon College

Education  
Opportunities



# L2 Online, Short Courses Starting Now

(free for those over 19)

Understanding  
Common Childhood  
Illnesses

Understanding  
Safeguarding & Prevent  
Duty

Introduction to Caring  
for Children & Young  
People

Understanding  
Domestic Abuse

Understanding  
Adverse Childhood  
Experiences (ACES)

Understanding  
Climate Change &  
Environmental Awareness

Understanding Equality  
& Diversity

Understanding  
Data Protection & Data  
Security

Understanding Autism

# Longer Courses Starting Now

1

Level 3 Certificate (or Diploma) in **Supporting Teaching & Learning in Schools**. One evening a week for 12 – 18 months with TA placement. *Free if your first Level 3, or an Advanced Learner Loan.*

2

Level 2 **Neuroscience in the Early Years**. Online, with some live lessons. (to be completed by end of June). *Free if over 19 yrs & resident in UK.*

3

Level 3 Diploma for the **Early Years Workforce** (license to practice). One morning a week, for 2 years, with placement. *Free if your first Level 3, or an Advanced Learner Loan.*

4

Level 3 Certificate in **Understanding Autism**. Online, distance learning. 4-6 months. *Free if your first Level 3, or an Advanced Learner Loan.*

5

Level 3 Certificate in **Forest School Leadership**. Friday mornings, 6-9 months. *Advanced Learner Loan.*

# From September 2022

## For 16 – 19 yrs

- L1 Caring for Children
- L2 Caring for Children & Young People
- L3 Early Years Workforce
- T-Level in Assisting Teaching
- Level 2 & 3 Youthwork (including criminology, sociology and youth justice)

[Sarahfairlie@southdevon.ac.uk](mailto:Sarahfairlie@southdevon.ac.uk)

## For Adults

- L3 Teaching Assistants
- L3 Mental Health in Early Years
- L2 Forest School Assistant
- L3 Early Years Workforce
- L3 Understanding Autism
- L3 Principles of Special Educational Needs\*

[jobutton@southdevon.ac.uk](mailto:jobutton@southdevon.ac.uk)



# Higher Education (from September)

- FdA Education and Childhood  
(Foundation degree Level 4 & 5) Wednesdays and Fridays
- FdA Children, Young People and Families  
(Foundation degree Level 4 & 5) Wednesdays and Fridays
- Higher level (Level 4) Apprenticeship Children, Young People and Families Practitioner  
(Fridays)
- FdA Youth Justice\* (subject to approval) day to be confirmed.
- For more information, please email: [lisarogers@southdevon.ac.uk](mailto:lisarogers@southdevon.ac.uk)

# Level 2 Online, Short Courses March - June (free for those over 19)

Understanding  
Common Childhood  
Illnesses

Understanding  
Safeguarding & Prevent  
Duty

Introduction to Caring  
for Children & Young  
People

Understanding  
Domestic Abuse

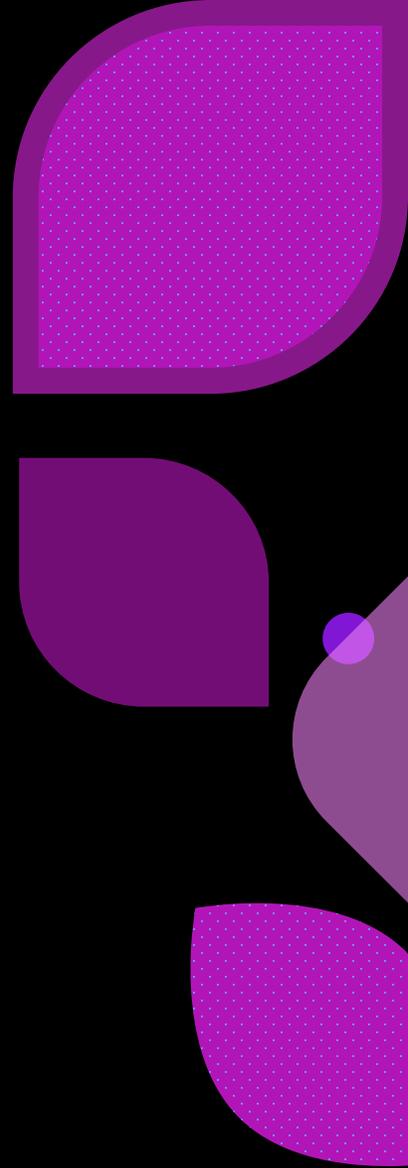
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Security

Understanding Autism



# Working in Early Years and Childcare



Types of Early years Providers

Nursery

Pre School

Out of School and Holiday Care

Childminder

School based Nursery

# What is working in early years like?

Encouraging children to develop social skills and communication skills

Supporting learning through play

Creating a safe and secure environment for children to learn

Responsibility for a small group of children as a Key Worker

Building relationships with parents and carers

Observing, assessing and planning the child's learning and development

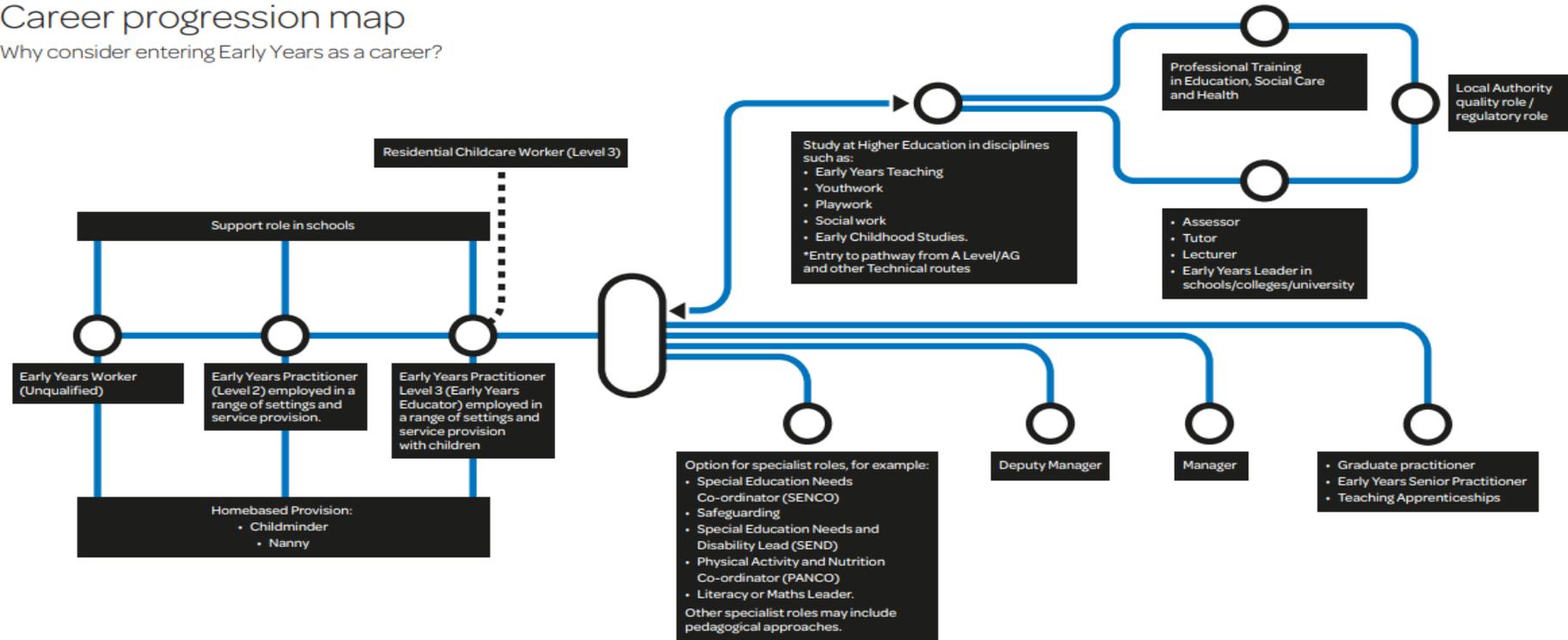
Consulting and liaising with teams and other health professionals (i.e. Health Workers, Social Workers)

Attending training and team meetings

# Early Years

## Career progression map

Why consider entering Early Years as a career?



This Childcare and Early Years careers progression map has been designed by Early Years experts and stakeholders and supported by the Department for Education (DfE). The DfE wish to express their thanks to everyone who has been involved. It is intended for use by the Childcare and Early Years sector, careers advisers and anyone who is considering a career in the sector.

To check that the qualification you are interested in is approved by the Department for Education visit [www.gov.uk/guidance](http://www.gov.uk/guidance)  
To find out more about being an Apprentice visit [www.getingofar.gov.uk](http://www.getingofar.gov.uk)



# Qualified Early Years Practitioner – Level 2

You will have a level 2 early years qualification (approved by the DfE – see [Early Years Qualifications List](#)) or apprenticeship. A level 2 qualification provides the grounding for understanding how to work effectively with children.

**As a qualified practitioner at level 2, in this job you are likely to:**

- Understand how to work effectively with children
- Work with room leaders and others to care for and teach small children.
- Be involved in planning for children’s development and providing play activities that enable children to explore and develop.
- Deal with different kinds of behaviours, needs and wants as each child is unique.
- Have responsibility for some key children, observe how children are developing on a day to day basis, engage with parents at drop off and pick up and lead on some activities



# Qualified Early Years Practitioner – Level 3 Early Years Educator

You will have a level 3 early years qualification (approved by the DfE – see [Early Years Qualification List](#)) or a level 3 apprenticeship and level 2 English and maths qualifications (for example, Functional Skills or GCSEs). A full current paediatric first aid certificate (PFA).

**As a qualified practitioner at level 3, in this job you are likely to:**

- Lead on children's development as you will have more detailed knowledge and experience of children's developmental stages.
- Lead a room or become a manager across the whole setting should you successfully secure a position.
- Have key responsibilities in addition to the level 2 role e.g. liaising with external professionals and parents/carers in the best interests of the child.
- Undertake observation and assessment of children and track their progress, and ensure that play opportunities provided are structured to support each individual child's needs to enable children to explore and develop.
- For those working with children aged 3 to 4, the role might also include preparing children for transition to school.
- Work with others, often as a supervisor, or even mentor new starters that join early years as a career such as apprentices.



# Childminder

As a childminder, you are not required to have any formal early years qualifications, but you must complete training to be able to understand and implement the Early Years Foundation Stage Framework. You can do this by taking the Level 3 Award in Preparing to work in Home Based Childcare qualification. You will also need to hold a full current paediatric first aid certificate (PFA).

In England, childminders must be registered with and inspected by the Office for Standards in Education, Children's Services and Skills (Ofsted). <https://www.gov.uk/government/publications/become-a-registered-early-years-or-childcare-provider-in-england>

In this job role you are likely to:

- Offer professional home-based childcare and early education, looking after small groups of children of different ages and from different families.
- Be well placed to support the early learning and development for children of all ages, working closely with parents and other professionals to provide bespoke care and support.
- Be your own boss and work the hours of your choosing.

Further information can be found here: [Becoming a Childminder - Torbay Council](#)

# Early Years Worker (Unqualified)



You can work in early education and childcare without a qualification, but you may have transferable knowledge and skills from previous work, experiences and learning. You can also work as a volunteer.

In this job role you are likely to:

- Work under supervision with experienced practitioners.
- Support experienced practitioners to provide care routines and deliver educational play opportunities/activities that enable children to explore and develop.
- Deal with different kinds of behaviours, needs and wants as each child is unique
- Observe how each child learns differently and, with your support, learn how experienced practitioners structure play activities to ensure that learning opportunities are maximised.

# *Hear from staff working in Early Years*

DWP

# Childcare - How can we help you?

- Government Help
- Entitlements
- Unable to Find childcare



# Government Help

- Universal Credit – 85%
- Tax Credits – 70%
- Tax Free Childcare – 20%

# Entitlements

2 year old funding

15 hours per week for 38 weeks (term time)

11 hours per week all year round (stretched)



## Entitlements 3 & 4 year olds

15 hours per week for 38 weeks (term time)

11 hours per week all year round (stretched)

Working parents extended entitlement

30 hours per week for 38 weeks

22 hours per week for all year round



# Early Years & Childcare Service

[earlyyears@torbay.gov.uk](mailto:earlyyears@torbay.gov.uk)

01803 207895



# Cut to the Universal Credit taper rate, and Universal Credit Work Allowance increased

- The taper rate means that if people increase their earnings, by working more hours for example, their Universal Credit is gradually reduced. The current taper rate is 63p, meaning for every £1 a person earns after tax, their Universal Credit is reduced by 63p.
- 
- The Chancellor announced that the Government is cutting the taper rate by 8p, from 63p to 55p, ensuring more money in people's pockets.
- The Work Allowance allows some households to earn a set amount before the taper rate kicks in. This is generally for households on Universal Credit who are in work and either looking after a child or have a household member with limited capability for work.
- Work Allowances are currently set at £293 a month if the household receives housing support, or £515 if they do not receive housing support. These are both being increased by £500 per year.
- Both of these changes will be implemented from December 2021, and together will benefit 1.9 million households who will on average keep around an extra £1,000 a year. The changes apply across Great Britain, and the Northern Ireland Executive will be funded to match them.
- If you provide benefits advice or offer benefit calculators on your website, we encourage you to update your advice by 1 December to reflect these changes.

# Work allowance

- The work allowance is the amount some households are allowed to earn before the amount of Universal Credit they receive is affected.
- To be eligible for the work allowance the claimant / partner must either have:
  - responsibility for a child or qualifying young adult
  - have limited capability for work
- *Foster carers are not treated as responsible for a child and as such, not entitled to a work allowance in Universal Credit.*
- There are two set levels of work allowance used in the calculation of earnings in respect of an assessment period (amounts included in calculations from 24<sup>th</sup> November 2021):
  - Higher amount set at £557 when no housing costs are applicable
  - Lower amount set at £335 when housing costs are received in the Universal Credit award or the claimant receives Housing Benefit as their accommodation is temporary.

Responsible for  
one or more  
children or  
qualifying  
young persons

OR

Have limited  
capability for work

You get help  
with housing  
costs e.g. rent

~~£293~~ 337  
per month

You do not get  
help with housing  
costs e.g. rent

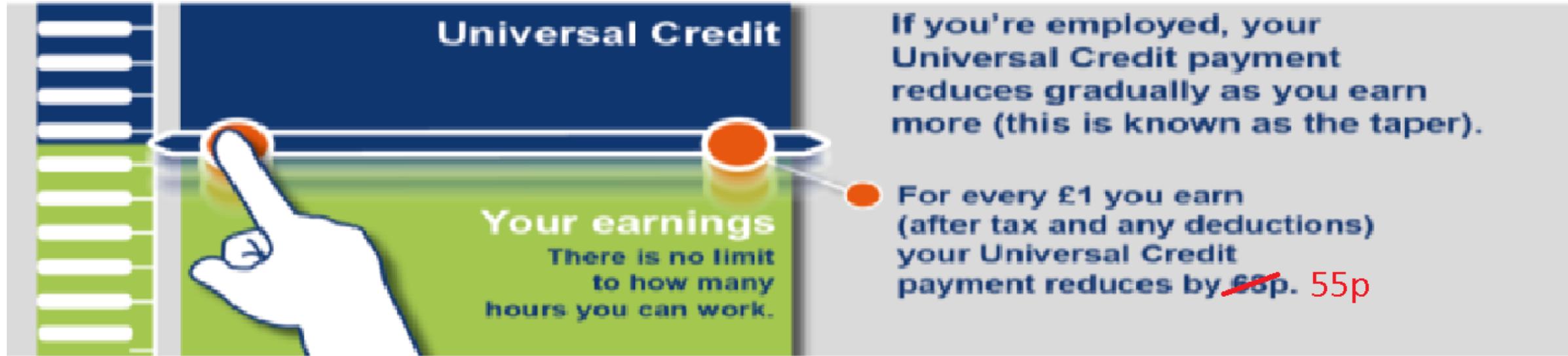
~~£515~~ 557  
per month

Other Universal  
Credit claimants

£0

# Earnings Taper

## How your earnings affect what you get



### example

You're single, working and earn £240 during your Universal Credit assessment period.

To work out how much will be deducted from your Universal Credit payment, take your earnings (£240) and multiply by the taper rate (£0.63) = £151.20

This means you keep all of your earnings (£240), and £151.20 will be deducted from your Universal Credit payment that month.

The following month you earn £350 during your Universal Credit assessment period.

Use the same calculation  $£350 \times £0.63 = £220.50$

This means you keep all of your earnings (£350), and £220.50 will be deducted from your Universal Credit payment that month.

### Universal Credit tops up pay so you are better off in work.

You can even earn a certain amount before your Universal Credit is reduced if you or your partner either:

- are responsible for a child or young person or
- have a disability or health condition that affects your ability to work

**This is called a work allowance.**

# Minimum wage rates from April 2022

Rate from April 2022 2021 to March 2022)	Current rate (April Increase		
National Living Wage	£9.50	£8.91	6.6%
21-22 Year Old Rate	£9.18	£8.36	9.8%
18-20 Year Old Rate	£6.83	£6.56	4.1%
16-17 Year Old Rate	£4.81	£4.62	4.1%
Apprentice Rate	£4.81	£4.30	11.9%
Accommodation Offset	£8.70	£8.36	4.1%

## What to do next



If you are interested you can find local jobs advertised in the following places;

On local school and early years setting websites

In local papers

Job Centre Plus

Different schools and early years settings advertise in different places. The easiest way is to use google

*For example, LSA jobs at Burman Road Secondary school*

# *Thankyou for your time*

- We are here for another 10 minutes to answer any questions you may have.*
- We wish you luck in finding a role in early years and education and hope that this has been helpful in setting you in the right direction!*