



GET A CAREER IN CHILDCARE

**YOUR GUIDE TO WORKING
IN EARLY LEARNING
AND CHILDCARE**

JOBS AVAILABLE NOW



INTRODUCTION

Early Learning and Childcare (ELC) is the perfect career for anyone looking for a rewarding and worthwhile role. Each day is full of variety, creativity and makes a real difference to children's lives. Working in childcare is a job and a joy.

This handy guide will tell you all you need to know about getting a job in ELC – from how you can get started, to salary expectations and career progression.

■ Giving these children positive role models and challenging experiences helps them to develop in all aspects of life. ■

Lindsey, Early Years Practitioner

GETTING STARTED

Why work in Early Learning and Childcare?

If you enjoy spending time with young children and want to make a lasting, positive impact on their lives, then ELC might be the career for you. Supporting children in their early years helps them to become successful individuals in the future.

How much experience do I need?

You don't need any specific experience to start a career in childcare. You simply need to be passionate about helping children to learn and develop.

Do I have to be a certain age?

If you're over 16, and under 65, you can start your career in childcare.

Can I afford to train?

Whether you're a school leaver, or changing your career, there are bursaries available to help you fund your new career in ELC. When looking at college courses, speak to their student services to find out which funding you're eligible for.

And of course, choosing an apprenticeship, or SVQ means you can start to earn straight away whilst you complete your training.

Will I find a job?

Jobs in Early Learning and Childcare are being created across the country as the Scottish Government nearly doubles its allocation of free nursery hours to all three and four-year-olds and eligible two-year-olds in Scotland. In other words, there are jobs available now. To look for live roles in your area, check out; childcarecareersscotland.scot/how-to-get-started/live-jobs

GETTING STARTED

Which qualifications do I need?

To work in ELC, you'll need the minimum of one SCQF level 6 qualification, depending on which role you wish to apply for. The qualification requirements for the different roles in ELC are below. These might be gained through an apprenticeship, SVQ or NC at college – there are many routes into a career in childcare.

However, you don't need to have the qualification before you start. You can either choose to get your qualification first and then apply for a job, or to apply for a job/apprenticeship first and train as you work.

Here are the qualifications currently available:

Learn by apprenticeship

SCQF level 6 – **Foundation Apprenticeship Social Services** (Children and Young People)

SCQF level 7 – **Modern Apprenticeship Social Services** (Children and Young People)

SCQF level 9 – **Technical Apprenticeship Social Services** (Children and Young People)

Learn in workplace

SCQF level 6 – **SVQ Social Services** (Children and Young People)

SCQF level 7 – **SVQ Social Services** (Children and Young People)

SCQF level 9 – **SVQ Social Services** (Children and Young People)

Learn at College

SCQF level 6 – **NC Early Education and Childcare**

SCQF level 7 – **HNC Childcare Practice**

SCQF level 6 – **HNC Childcare Practice & PDA Childcare Practice**

SCQF level 9 – **PDA Childcare Practice**

Learn at University

SCQF level 9 – **BA Childhood Practice**

“ I worked in a nursery while doing an online course to get my childcare qualification. ”

David, Early Years Practitioner

WORKING IN ELC

How much will I earn?

The salary for an Early Learning and Childcare Practitioner ranges on average between £15-28K per year. The actual figure you earn will depend on your qualifications, experience and the nursery you're working at. There are opportunities to earn more if you decide to work your way up to manage a nursery.

What will I get up to each day?

Although each day is different, it will usually include some or all of:



Developing children's skills with activities such as painting, cookery, playing music, number and alphabet games, and outdoor activities



Encouraging children to learn with stories and sing songs together



Keeping children safe and well



Assessing and reporting on how the children are progressing



WORKING IN ELC

Are there flexible hours?

There are a wide variety of working patterns available, including part-time and flexible hours for those seeking a family friendly career.

How will my career progress?

There are a huge variety of roles in the ELC sector including specialist roles such as assisting children with additional support needs. However, most people work in one of three broad categories: Support Worker, Practitioner or Lead Practitioner/Manager.

Visit our [website](#) to find out more about the roles available.

As time goes on, you can make decisions about your own learning and career development, for example, starting on-the-job training and qualifications.



▣▣ Something I have particularly enjoyed about my role is the opportunity I have had to pursue my own passions and also further myself with on the job training. ▣▣

Kyle, Early Years Practitioner

WORKING IN ELC

Next steps

With jobs being created across the country, now is the perfect time to start your career in Early Learning and Childcare.

Read carefully through the information in this guide, and on our [website](https://childcarecareersscotland.scot/how-to-get-started/training-info), to decide which of the ELC qualifications best suit you. Then you can start the process of applying for training, or work, in your area – the first step on the way to your new career. childcarecareersscotland.scot/how-to-get-started/training-info

▣▣ Seeing a child happy, settled and having fun is the best feeling. I would say to anyone considering a job in Early Learning and Childcare to go for it! ▣▣

Eileen, Head of Centre

