

Spotlight on – Recruitment and Retention Summer Recap!

Early Years Inclusion and Childcare Service

Dear all,

Another action packed 3 months!!

Welcome to the second Newsletter - Spotlight which is focused on sharing the Recruitment & Retention Activity within the Leicestershire Local Authority. Here is a snapshot of what we have been up to from June - August 2024!

Training

Important upcoming dates:

Recruitment and Retention in the Early Years

26 September 2024 – 9.30am – 12.30pm [BOOK NOW LINK](#)

18 November 2024 – 9.30am – 12.30pm [BOOK NOW LINK](#)

*Supply cover financial contribution added for all registered Leicestershire early years providers!

‘The Recruitment and Retention training was invaluable in helping us as a childcare provider, struggling to recruit, to rethink how we are seeking staff for our setting’

Course Aims and Objectives

- ✓ Reflect on the current situation and identify everyone’s’ starting points
- ✓ Understand why it is important to revisit and revise recruitment and retention strategies
- ✓ Understand what needs to change and start to consider attitudes to change
- ✓ Apply practical actions to support recruitment and retention

Learning outcomes

- ✓ Know own starting point for recruitment and retention
- ✓ Know how to support change
- ✓ Be able to apply practical actions to support recruitment and retention

Take-Away Element

- ✓ Suggestions and strategies to further develop recruitment and retention

Out of School Information Sessions have launched!

These sessions will be a rolling programme of information over a 12 month period delivered online. The sessions are useful in sharing good practice with other Out of School providers who may have similar experiences. Each session will have a different focus – the first this academic year is:

Recruitment and Retention Toolkit

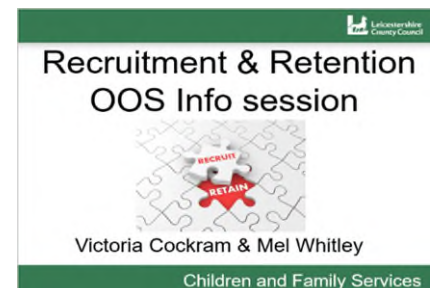
Live training event provided by the Childcare Sufficiency team

10 October 2024 – 11.30am – 1pm [Book Now](#)

Course Aims and Objectives

- ✓ Identify Information to Access within LCC Website in regard to Out Of School Recruitment & Retention
- ✓ Explore the Recruitment & Retention Process to help get it right first time!
- ✓ Introduction of LCC Recruitment & Retention Toolkit
- ✓ Post Probation Plans and Continuous Professional Development to promote Team Success
- ✓ Ongoing support available and how to access
- ✓ Don't Forget – You can access the full range of LCC Training through our Eventbrite page

[VIEW AND BOOK TRAINING AND EVENTS HERE](#)



Primary, Secondary School and Post 16 Engagement Careers Fairs and Events

We have continued to exhibit across Leicestershire and are continuously developing our stall and engagement techniques. This includes supporting Career Investigation – being able to inspire children in years 6 – 9 to explore the Childcare & Education Sector as well as Years 10 students choosing their GCSE options and investigating their journey Post 16. This included focused Careers Week sessions, attending 4 Careers Fairs across the county, Local Business Networking Events, Workshop Sessions and engaging with Mock Interviews!



DWP – Lots Happening!

Engagement has continued through Employment Fairs, building upon the DfE Campaign [#DoSomethingBig](#)

Did you know you can now advertise Early Years Vacancies through the [DWP Early Years Jobs Page](#) – Which is free!!

Please continue to advertise and support this free to use service, we have now extended this to include work experience and volunteering placements – a great way to encourage people to join the sector 🟡 ⋯ 😊

[Advertise your Jobs in Childcare for FREE here](#)
Nursery Managers Show – NEC June 24'

A huge focus on Recruitment & Retention with a range of Guest Speakers and fantastic CPD Activity to engage with - Always great to Network with Training Providers who deliver within our LA 🟡 ⋯ 😊



Provider News – Loughborough College Tour

It was a pleasure to visit and engage with the delivery team who shared information around their full range of Early Years Qualifications and facilities – together with exciting plans for the launch of their Skills Bootcamps for 24-25! Congratulations to all T-Level Students who received their results on 22nd August – welcome to the Sector and the start of your Career Journey!





Can you help??

Recently Qualified?

Achieved a new qualification or been promoted?

Have a long career in the sector and would like to inspire others?

Our Careers in Childcare page is always looking for new information – if you would like to be involved and share your career journey – we desperately need case studies to feature in this section!

Celebrating Success

We would like to showcase your achievements within our next spotlight! Please email: Victoria.Cockram@leics.gov.uk