



Spotlight on – Recruitment and Retention January - March Recap! Early Years Inclusion and Childcare Service

Dear all,

Welcome to the fourth recruitment and retention spotlight which is focused on sharing the most recent activities across Leicestershire. Here is a snapshot of what we have been up to since January 2025!

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

The Workforce Team has attended 28 events across the district and engaged with 1501 students! We are working with schools and colleges through the Careers and Enterprise Hubs and Leicestershire Education Business Company (LEBC), to provide sessions that allow students to explore a variety of careers and engage in sessions, inspiring students to consider a Career in Childcare. Sessions include 'What's my Job', Mock Interviews and Speed Networking, alongside the Careers in Childcare information and workshop sessions. Careers fairs continue to be in full swing, and we attended some fantastic events as part of National Apprenticeship Week in February and Careers Week in March. Here is a selection of the engagement completed with the county.





National Apprenticeship Week

It has been a pleasure to celebrate with Apprentices across the country – and to see the value that an apprentice can bring to the setting and children in their care. We celebrated via our Facebook group for providers – if you are not already a member do take the time to join via this [link](#).

Our blog in February showcased the T-Level Early Years qualification, with a fantastic case study from NWSLC, there is still time to read the [article](#) – and thank you to Ava for sharing her journey so far 😊

A special thank you to Kerry for sharing her Early Years journey – from [Apprentice to Leader](#) – evidencing that you can build a career through the enjoyment of working with children.

Loughborough College held a Careers Fair and an Apprenticeship Awards Ceremony to celebrate the week where members of the public and current students were invited to explore a range of apprenticeship opportunities, and celebrate the success of Employers and Apprentices during the last 12 months. We exhibited alongside Limetree Nursery, who attended to share their upcoming vacancies, working together to inspire the next generation of practitioners.



The shortlist for Childcare Apprentice of the Year Award nominations featured Francesca Harvey (Lime Tree Day Nursery) and Klaudia Rozwadowska (Thurlaxton

Primary School), congratulations to you both for your hard work and dedication towards achieving your qualifications – and it was lovely to see Francesca accept the award for this category on the night – a wonderful achievement 😊.

DWP – Engagement and Promotion Continues

The Dfe Campaign continues with #DoSomethingBig – you can access up to date information through our [Careers in Childcare Landing Page](#).

In February we held our first ‘Careers in Childcare’ information session at the Coalville Recruitment Event, providing up to date information about working in a range of roles, together with activities that allow job seekers to explore learning through play and build their skills within the sector. This was a fantastic session with all attendee’s ready to take their next step and apply for positions.



This evidences how important it is to advertise your vacancies on our free jobs vacancy service – which is promoted at all of our workshop sessions and enables job seekers to apply for vacancies in their local area. If you are not already accessing this service, please do support moving forward by:

[Advertise your Jobs in Childcare for FREE here](#)

as well as advertising vacancies through the [DWP Early Years Jobs Page](#)

The next planned events are:

26 th March 2025	DWP – Jobs & Skills Fair	3pm – 5.30pm	Blaby District Council Offices
3 rd April 2025	DWP – Jobs & Skills Fair	11am – 2pm	Wycliffe Rooms, Lutterworth
29 th April 2025	DWP – Careers in Childcare Information Session	10am – 11.30am	Online – open to all job seekers in Leicestershire
15 th May 2025	DWP – Jobs & Skills Fair	11am – 1.30pm	Harborough Council Chambers

Make sure to advertise your vacancies ahead of the 29 April event – we will be signposting job seekers to view our Childcare Vacancy Jobs site during the session –

remember this can include full-time, part-time, casual, bank as well as volunteer opportunities – so a fantastic way to promote your vacancies!

Provider News

Loughborough College has successfully completed their first cohort of Skills Bootcamps – an intensive 13 week programme which supports eligible 19+ students to undertake a comprehensive course to start their career in early years. Their tutor, Angelic Celinska, summarised the course as

‘allowing perspective practitioners to gain an insight into working in Early Years, and start building the valuable foundation knowledge that prepares the for an apprenticeship’.

We joined the group at week 6 – and engaged in many play based learning opportunities to support their knowledge and help gain valuable skills ready for employment interviews. Students shared their passion and desire to enter the workforce and shared the following comments:

‘What inspired me to change my career at first was because I have a deep genuine love for children’

‘I have enjoyed learning new skills and I am excited to start a career in childcare so I can shape children’s lives’

‘It gives me a head start in a career in Early Years, I have enjoyed learning new skills’



New Training Sessions for Recruitment and Retention

We are excited to bring you a new course this term – 9 May 2025 from 9.30am to 12.20pm, which is designed to equip nursery managers with the knowledge and

skills needed to effectively recruit and retain high-quality staff. It covers key aspects of the recruitment lifecycle, including job analysis, attracting candidates, screening, interviewing, onboarding, as well as strategies for staff retention. The sessions uses interactive activities, breakout rooms and practical exercises to ensure participants gain actionable insights. All delegates are invited to claim a free follow on session with the trainer to review progress and help to tailor your plans to your individual setting needs. A 315 refundable deposit is in place, however places are limited so book quick to avoid disappointment [Z1720 – Book now](#).

Childcare Works Toolkit

[Early Years Toolkit](#)

[Wraparound Childcare Toolkit](#)

The Childcare Works toolkits bring together everything you need to grow, sustain and start childcare provision. With content curated by experts, you will find a wealth of useful and relevant information, all in one place.

The toolkits contain information specific to operating childcare provision, plus general information for businesses, childminders and charities, including expert marketing, HR and leadership and management, partnership working and more. Content is organised into 6 topics, with each topic divided into sub-topics:

- Business Planning
- Business Growth
- Running of Your Childcare Provision
 - Leadership and Management
 - Partnership Working
- SEND and Inclusive Practice

**Diary Date! [Apprenticeship Graduation Ceremony](#) – 4
July 2025!**

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