



Childcare and Early Years Workforce Survey 2015

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The aim of this assessment was to develop an accurate and evidence-based picture of the current Early Years and Childcare landscape in Wales whilst also providing information on the levels of qualifications currently held by those in the sector and identifying training needs and exploring issues around access to training. Here are some collective key results from the Cwlwm partnership¹ based on those providers that took part across Wales.

NATIONAL FIGURES BASED ON 1621 RESPONSES TO SURVEY

Settings funded by Local Authority to deliver:	National %
Foundation Phase	33
Flying Start	17
Staff Age Groups:	National %
Under 18	2
18-24	22
25-30	21
31-40	23
41-50	19
51-60	10
61+	3
Qualifications:	National %
Total number holding a L2 qualification	16
Total number holding a L3 qualification	64
Total number holding a L4/L5 qualification	13
Total number holding a Graduate qualification	6
Total number working towards a L2 qualification	17
Total number working towards a L3 qualification	39
Total number working towards a L4/L5 qualification	38
Total number working towards a Graduate qualification	6

Training:	National %
Total number of settings who don't have a training budget	72
Total number of staff who are not paid to attend training	33
Total number of staff who are sometimes paid to attend training	22
Preferred language for training delivery:	
Welsh	18
English	61
Mix of English and Welsh	22
Methods used by settings to access training:	
Online training	34
Webinars	3
Face to face training / CPD events	83
Training Requirements:	
First Aid	25
Child Protection / Safeguarding	27
Early Years Practice	14
Health & Safety	23
Leadership & Management	8
Playwork	13
Food Hygiene	24
Business Support	4
IT/computer literacy	8

COMMENTS

The overall analysis of the results of the Childcare and Early Years Workforce Questionnaire 2015 has illustrated the constant need for professional development and the challenges of receiving training on such little, if any budgets. It is encouraging to see from the analysis that staff are either qualified at level 2 or level 3 and that a small percentage of the workforce are working towards obtaining their level 5 qualification. In conclusion, the results of the survey suggest that there is a qualified and skilled workforce within the childcare sector and a continued appetite for training. A repeat Workforce Questionnaire will be undertaken in 2016 to measure the qualification and training impact on the childcare and early years workforce.

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NATIONAL FIGURES BASED ON 1621 RESPONSES TO SURVEY

Settings funded by Local Authority to deliver:	National %	Anglesey %
Foundation Phase	33	59
Flying Start	17	4
Staff Age Groups:	National %	Anglesey %
Under 18	2	0
18-24	22	18
25-30	21	25
31-40	23	21
41-50	19	25
51-60	10	8
61+	3	2
Qualifications:	National %	Anglesey %
Total number holding a L2 qualification	16	21
Total number holding a L3 qualification	64	60
Total number holding a L4/L5 qualification	13	13
Total number holding a Graduate qualification	6	6
Total number working towards a L2 qualification	17	19
Total number working towards a L3 qualification	39	39
Total number working towards a L4/L5 qualification	38	36
Total number working towards a Graduate qualification	6	5

Training:	National %	Anglesey %
Total number of settings who don't have a training budget	72	77
Total number of staff who are not paid to attend training	33	25
Total number of staff who are sometimes paid to attend training	22	35
Preferred language for training delivery:		
Welsh	18	42
English	61	19
Mix of English and Welsh	22	37
Methods used by settings to access training:		
Online training	34	14
Webinars	3	1
Face to face training / CPD events	83	86
Training Requirements:		
First Aid	25	25
Child Protection / Safeguarding	27	29
Early Years Practice	14	18
Health & Safety	23	27
Leadership & Management	8	10
Playwork	13	18
Food Hygiene	24	26
Business Support	4	4
IT/computer literacy	8	10

COMMENTS

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NATIONAL FIGURES BASED ON 1621 RESPONSES TO SURVEY

Settings funded by Local Authority to deliver:	National %	Blaenau Gwent %
Foundation Phase	33	20
Flying Start	17	13
Staff Age Groups:	National %	Blaenau Gwent %
Under 18	2	4
18-24	22	28
25-30	21	16
31-40	23	22
41-50	19	9
51-60	10	11
61+	3	11
Qualifications:	National %	Blaenau Gwent %
Total number holding a L2 qualification	16	24
Total number holding a L3 qualification	64	51
Total number holding a L4/L5 qualification	13	24
Total number holding a Graduate qualification	6	1
Total number working towards a L2 qualification	17	7
Total number working towards a L3 qualification	39	47
Total number working towards a L4/L5 qualification	38	47
Total number working towards a Graduate qualification	6	0

Training:	National %	Blaenau Gwent %
Total number of settings who don't have a training budget	72	79
Total number of staff who are not paid to attend training	33	46
Total number of staff who are sometimes paid to attend training	22	23
Preferred language for training delivery:		
Welsh	18	0
English	61	87
Mix of English and Welsh	22	13
Methods used by settings to access training:		
Online training	34	27
Webinars	3	0
Face to face training / CPD events	83	80
Training Requirements:		
First Aid	25	15
Child Protection / Safeguarding	27	29
Early Years Practice	14	1
Health & Safety	23	11
Leadership & Management	8	4
Playwork	13	9
Food Hygiene	24	24
Business Support	4	5
IT/computer literacy	8	11

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NATIONAL FIGURES BASED ON 1621 RESPONSES TO SURVEY

Settings funded by Local Authority to deliver:	National %	Bridgend %
Foundation Phase	33	33
Flying Start	17	13
Staff Age Groups:	National %	Bridgend %
Under 18	2	2
18-24	22	20
25-30	21	25
31-40	23	25
41-50	19	12
51-60	10	13
61+	3	3
Qualifications:	National %	Bridgend %
Total number holding a L2 qualification	16	15
Total number holding a L3 qualification	64	65
Total number holding a L4/L5 qualification	13	12
Total number holding a Graduate qualification	6	8
Total number working towards a L2 qualification	17	9
Total number working towards a L3 qualification	39	44
Total number working towards a L4/L5 qualification	38	35
Total number working towards a Graduate qualification	6	12

Training:	National %	Bridgend %
Total number of settings who don't have a training budget	72	61
Total number of staff who are not paid to attend training	33	37
Total number of staff who are sometimes paid to attend training	22	31
Preferred language for training delivery:		
Welsh	18	8
English	61	63
Mix of English and Welsh	22	10
Methods used by settings to access training:		
Online training	34	50
Webinars	3	3
Face to face training / CPD events	83	80
Training Requirements:		
First Aid	25	25
Child Protection / Safeguarding	27	30
Early Years Practice	14	8
Health & Safety	23	24
Leadership & Management	8	7
Playwork	13	6
Food Hygiene	24	22
Business Support	4	3
IT/computer literacy	8	5

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NATIONAL FIGURES BASED ON 1621 RESPONSES TO SURVEY

Settings funded by Local Authority to deliver:	National %	Caerphilly %
Foundation Phase	33	26
Flying Start	17	15
Staff Age Groups:	National %	Caerphilly %
Under 18	2	1
18-24	22	24
25-30	21	16
31-40	23	24
41-50	19	18
51-60	10	13
61+	3	4
Qualifications:	National %	Caerphilly %
Total number holding a L2 qualification	16	11
Total number holding a L3 qualification	64	72
Total number holding a L4/L5 qualification	13	15
Total number holding a Graduate qualification	6	2
Total number working towards a L2 qualification	17	18
Total number working towards a L3 qualification	39	37
Total number working towards a L4/L5 qualification	38	45
Total number working towards a Graduate qualification	6	0

Training:	National %	Caerphilly %
Total number of settings who don't have a training budget	72	79
Total number of staff who are not paid to attend training	33	33
Total number of staff who are sometimes paid to attend training	22	44
Preferred language for training delivery:		
Welsh	18	9
English	61	65
Mix of English and Welsh	22	22
Methods used by settings to access training:		
Online training	34	33
Webinars	3	2
Face to face training / CPD events	83	78
Training Requirements:		
First Aid	25	22
Child Protection / Safeguarding	27	24
Early Years Practice	14	26
Health & Safety	23	22
Leadership & Management	8	9
Playwork	13	11
Food Hygiene	24	23
Business Support	4	8
IT/computer literacy	8	9

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Settings funded by Local Authority to deliver:	National %	Cardiff %
Foundation Phase	33	15
Flying Start	17	17
Staff Age Groups:	National %	Cardiff %
Under 18	2	2
18-24	22	25
25-30	21	22
31-40	23	22
41-50	19	17
51-60	10	11
61+	3	1
Qualifications:	National %	Cardiff %
Total number holding a L2 qualification	16	14
Total number holding a L3 qualification	64	63
Total number holding a L4/L5 qualification	13	17
Total number holding a Graduate qualification	6	6
Total number working towards a L2 qualification	17	8
Total number working towards a L3 qualification	39	48
Total number working towards a L4/L5 qualification	38	43
Total number working towards a Graduate qualification	6	1

Training:	National %	Cardiff %
Total number of settings who don't have a training budget	72	63
Total number of staff who are not paid to attend training	33	46
Total number of staff who are sometimes paid to attend training	22	23
Preferred language for training delivery:		
Welsh	18	30
English	61	59
Mix of English and Welsh	22	4
Methods used by settings to access training:		
Online training	34	43
Webinars	3	4
Face to face training / CPD events	83	80
Training Requirements:		
First Aid	25	18
Child Protection / Safeguarding	27	21
Early Years Practice	14	19
Health & Safety	23	20
Leadership & Management	8	10
Playwork	13	2
Food Hygiene	24	20
Business Support	4	1
IT/computer literacy	8	3

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Settings funded by Local Authority to deliver:	National %	Carmarthen%
Foundation Phase	33	25
Flying Start	17	16
Staff Age Groups:	National %	Carmarthen %
Under 18	2	1
18-24	22	19
25-30	21	23
31-40	23	23
41-50	19	20
51-60	10	12
61+	3	2
Qualifications:	National %	Carmarthen %
Total number holding a L2 qualification	16	11
Total number holding a L3 qualification	64	66
Total number holding a L4/L5 qualification	13	13
Total number holding a Graduate qualification	6	9
Total number working towards a L2 qualification	17	11
Total number working towards a L3 qualification	39	39
Total number working towards a L4/L5 qualification	38	34
Total number working towards a Graduate qualification	6	16

Training:	National %	Carmarthen %
Total number of settings who don't have a training budget	72	72
Total number of staff who are not paid to attend training	33	45
Total number of staff who are sometimes paid to attend training	22	12
Preferred language for training delivery:		
Welsh	18	38
English	61	27
Mix of English and Welsh	22	33
Methods used by settings to access training:		
Online training	34	42
Webinars	3	3
Face to face training / CPD events	83	84
Training Requirements:		
First Aid	25	32
Child Protection / Safeguarding	27	30
Early Years Practice	14	18
Health & Safety	23	23
Leadership & Management	8	10
Playwork	13	33
Food Hygiene	24	28
Business Support	4	4
IT/computer literacy	8	12

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Settings funded by Local Authority to deliver:	National %	Ceredigion %
Foundation Phase	33	45
Flying Start	17	18
Staff Age Groups:	National %	Ceredigion %
Under 18	2	2
18-24	22	23
25-30	21	23
31-40	23	28
41-50	19	15
51-60	10	6
61+	3	3
Qualifications:	National %	Ceredigion %
Total number holding a L2 qualification	16	12
Total number holding a L3 qualification	64	71
Total number holding a L4/L5 qualification	13	9
Total number holding a Graduate qualification	6	8
Total number working towards a L2 qualification	17	35
Total number working towards a L3 qualification	39	36
Total number working towards a L4/L5 qualification	38	18
Total number working towards a Graduate qualification	6	11

Training:	National %	Ceredigion %
Total number of settings who don't have a training budget	72	82
Total number of staff who are not paid to attend training	33	25
Total number of staff who are sometimes paid to attend training	22	21
Preferred language for training delivery:		
Welsh	18	41
English	61	14
Mix of English and Welsh	22	38
Methods used by settings to access training:		
Online training	34	34
Webinars	3	1
Face to face training / CPD events	83	82
Training Requirements:		
First Aid	25	26
Child Protection / Safeguarding	27	26
Early Years Practice	14	14
Health & Safety	23	18
Leadership & Management	8	8
Playwork	13	31
Food Hygiene	24	21
Business Support	4	3
IT/computer literacy	8	6

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Settings funded by Local Authority to deliver:	National %	Conwy %
Foundation Phase	33	34
Flying Start	17	21
Staff Age Groups:	National %	Conwy %
Under 18	2	2
18-24	22	23
25-30	21	21
31-40	23	21
41-50	19	21
51-60	10	10
61+	3	2
Qualifications:	National %	Conwy %
Total number holding a L2 qualification	16	19
Total number holding a L3 qualification	64	58
Total number holding a L4/L5 qualification	13	12
Total number holding a Graduate qualification	6	11
Total number working towards a L2 qualification	17	17
Total number working towards a L3 qualification	39	40
Total number working towards a L4/L5 qualification	38	38
Total number working towards a Graduate qualification	6	5

Training:	National %	Conwy %
Total number of settings who don't have a training budget	72	81
Total number of staff who are not paid to attend training	33	36
Total number of staff who are sometimes paid to attend training	22	20
Preferred language for training delivery:		
Welsh	18	16
English	61	65
Mix of English and Welsh	22	19
Methods used by settings to access training:		
Online training	34	23
Webinars	3	3
Face to face training / CPD events	83	88
Training Requirements:		
First Aid	25	20
Child Protection / Safeguarding	27	19
Early Years Practice	14	10
Health & Safety	23	25
Leadership & Management	8	5
Playwork	13	15
Food Hygiene	24	17
Business Support	4	4
IT/computer literacy	8	5

COMMENTS

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NATIONAL FIGURES BASED ON 1621 RESPONSES TO SURVEY

Settings funded by Local Authority to deliver:	National %	Denbighshire %
Foundation Phase	33	63
Flying Start	17	19
Staff Age Groups:	National %	Denbighshire %
Under 18	2	1
18-24	22	23
25-30	21	22
31-40	23	21
41-50	19	19
51-60	10	10
61+	3	3
Qualifications:	National %	Denbighshire %
Total number holding a L2 qualification	16	18
Total number holding a L3 qualification	64	68
Total number holding a L4/L5 qualification	13	12
Total number holding a Graduate qualification	6	2
Total number working towards a L2 qualification	17	22
Total number working towards a L3 qualification	39	37
Total number working towards a L4/L5 qualification	38	37
Total number working towards a Graduate qualification	6	5

Training:	National %	Denbighshire %
Total number of settings who don't have a training budget	72	65
Total number of staff who are not paid to attend training	33	15
Total number of staff who are sometimes paid to attend training	22	23
Preferred language for training delivery:		
Welsh	18	23
English	61	53
Mix of English and Welsh	22	21
Methods used by settings to access training:		
Online training	34	42
Webinars	3	0
Face to face training / CPD events	83	81
Training Requirements:		
First Aid	25	25
Child Protection / Safeguarding	27	26
Early Years Practice	14	19
Health & Safety	23	15
Leadership & Management	8	7
Playwork	13	14
Food Hygiene	24	19
Business Support	4	4
IT/computer literacy	8	13

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NATIONAL FIGURES BASED ON 1621 RESPONSES TO SURVEY

Settings funded by Local Authority to deliver:	National %	Flintshire %
Foundation Phase	33	35
Flying Start	17	27
Staff Age Groups:	National %	Flintshire %
Under 18	2	1
18-24	22	18
25-30	21	22
31-40	23	23
41-50	19	22
51-60	10	12
61+	3	2
Qualifications:	National %	Flintshire %
Total number holding a L2 qualification	16	16
Total number holding a L3 qualification	64	66
Total number holding a L4/L5 qualification	13	14
Total number holding a Graduate qualification	6	4
Total number working towards a L2 qualification	17	19
Total number working towards a L3 qualification	39	36
Total number working towards a L4/L5 qualification	38	36
Total number working towards a Graduate qualification	6	8

Training:	National %	Flintshire %
Total number of settings who don't have a training budget	72	85
Total number of staff who are not paid to attend training	33	29
Total number of staff who are sometimes paid to attend training	22	25
Preferred language for training delivery:		
Welsh	18	5
English	61	86
Mix of English and Welsh	22	64
Methods used by settings to access training:		
Online training	34	41
Webinars	3	6
Face to face training / CPD events	83	81
Training Requirements:		
First Aid	25	25
Child Protection / Safeguarding	27	22
Early Years Practice	14	11
Health & Safety	23	22
Leadership & Management	8	5
Playwork	13	7
Food Hygiene	24	24
Business Support	4	2
IT/computer literacy	8	4

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NATIONAL FIGURES BASED ON 1621 RESPONSES TO SURVEY

Settings funded by Local Authority to deliver:	National %	Gwynedd %
Foundation Phase	33	53
Flying Start	17	14
Staff Age Groups:	National %	Gwynedd %
Under 18	2	1
18-24	22	26
25-30	21	20
31-40	23	23
41-50	19	29
51-60	10	9
61+	3	0
Qualifications:	National %	Gwynedd %
Total number holding a L2 qualification	16	22
Total number holding a L3 qualification	64	64
Total number holding a L4/L5 qualification	13	7
Total number holding a Graduate qualification	6	7
Total number working towards a L2 qualification	17	16
Total number working towards a L3 qualification	39	53
Total number working towards a L4/L5 qualification	38	26
Total number working towards a Graduate qualification	6	6

Training:	National %	Gwynedd %
Total number of settings who don't have a training budget	72	63
Total number of staff who are not paid to attend training	33	19
Total number of staff who are sometimes paid to attend training	22	27
Preferred language for training delivery:		
Welsh	18	49
English	61	17
Mix of English and Welsh	22	32
Methods used by settings to access training:		
Online training	34	20
Webinars	3	2
Face to face training / CPD events	83	84
Training Requirements:		
First Aid	25	20
Child Protection / Safeguarding	27	24
Early Years Practice	14	16
Health & Safety	23	20
Leadership & Management	8	9
Playwork	13	20
Food Hygiene	24	25
Business Support	4	6
IT/computer literacy	8	10

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NATIONAL FIGURES BASED ON 1621 RESPONSES TO SURVEY

Settings funded by Local Authority to deliver:	National %	Merthyr Tydfil %
Foundation Phase	33	21
Flying Start	17	47
Staff Age Groups:	National %	Merthyr Tydfil %
Under 18	2	1
18-24	22	22
25-30	21	24
31-40	23	30
41-50	19	14
51-60	10	8
61+	3	0
Qualifications:	National %	Merthyr Tydfil %
Total number holding a L2 qualification	16	11
Total number holding a L3 qualification	64	64
Total number holding a L4/L5 qualification	13	19
Total number holding a Graduate qualification	6	6
Total number working towards a L2 qualification	17	4
Total number working towards a L3 qualification	39	52
Total number working towards a L4/L5 qualification	38	43
Total number working towards a Graduate qualification	6	0

Training:	National %	Merthyr Tydfil %
Total number of settings who don't have a training budget	72	81
Total number of staff who are not paid to attend training	33	71
Total number of staff who are sometimes paid to attend training	22	17
Preferred language for training delivery:		
Welsh	18	12
English	61	56
Mix of English and Welsh	22	29
Methods used by settings to access training:		
Online training	34	29
Webinars	3	3
Face to face training / CPD events	83	88
Training Requirements:		
First Aid	25	36
Child Protection / Safeguarding	27	38
Early Years Practice	14	12
Health & Safety	23	25
Leadership & Management	8	14
Playwork	13	12
Food Hygiene	24	33
Business Support	4	9
IT/computer literacy	8	5

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NATIONAL FIGURES BASED ON 1621 RESPONSES TO SURVEY

Settings funded by Local Authority to deliver:	National %	Monmouthshire %
Foundation Phase	33	43
Flying Start	17	4
Staff Age Groups:	National %	Monmouthshire %
Under 18	2	4
18-24	22	16
25-30	21	15
31-40	23	25
41-50	19	27
51-60	10	10
61+	3	3
Qualifications:	National %	Monmouthshire %
Total number holding a L2 qualification	16	13
Total number holding a L3 qualification	64	62
Total number holding a L4/L5 qualification	13	17
Total number holding a Graduate qualification	6	8
Total number working towards a L2 qualification	17	35
Total number working towards a L3 qualification	39	31
Total number working towards a L4/L5 qualification	38	29
Total number working towards a Graduate qualification	6	5

Training:	National %	Monmouthshire %
Total number of settings who don't have a training budget	72	65
Total number of staff who are not paid to attend training	33	16
Total number of staff who are sometimes paid to attend training	22	27
Preferred language for training delivery:		
Welsh	18	6
English	61	81
Mix of English and Welsh	22	6
Methods used by settings to access training:		
Online training	34	56
Webinars	3	9
Face to face training / CPD events	83	80
Training Requirements:		
First Aid	25	27
Child Protection / Safeguarding	27	37
Early Years Practice	14	17
Health & Safety	23	18
Leadership & Management	8	5
Playwork	13	6
Food Hygiene	24	30
Business Support	4	3
IT/computer literacy	8	6

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Settings funded by Local Authority to deliver:	National %	Neath Port Talbot %
Foundation Phase	33	2
Flying Start	17	32
Staff Age Groups:	National %	Neath Port Talbot %
Under 18	2	2
18-24	22	15
25-30	21	25
31-40	23	29
41-50	19	17
51-60	10	12
61+	3	1
Qualifications:	National %	Neath Port Talbot %
Total number holding a L2 qualification	16	12
Total number holding a L3 qualification	64	72
Total number holding a L4/L5 qualification	13	9
Total number holding a Graduate qualification	6	6
Total number working towards a L2 qualification	17	19
Total number working towards a L3 qualification	39	28
Total number working towards a L4/L5 qualification	38	42
Total number working towards a Graduate qualification	6	11

Training:	National %	Neath Port Talbot %
Total number of settings who don't have a training budget	72	76
Total number of staff who are not paid to attend training	33	17
Total number of staff who are sometimes paid to attend training	22	25
Preferred language for training delivery:		
Welsh	18	3
English	61	82
Mix of English and Welsh	22	12
Methods used by settings to access training:		
Online training	34	23
Webinars	3	2
Face to face training / CPD events	83	87
Training Requirements:		
First Aid	25	26
Child Protection / Safeguarding	27	30
Early Years Practice	14	10
Health & Safety	23	23
Leadership & Management	8	9
Playwork	13	14
Food Hygiene	24	24
Business Support	4	3
IT/computer literacy	8	12

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NATIONAL FIGURES BASED ON 1621 RESPONSES TO SURVEY

Settings funded by Local Authority to deliver:	National %	Newport %
Foundation Phase	33	38
Flying Start	17	10
Staff Age Groups:	National %	Newport %
Under 18	2	2
18-24	22	23
25-30	21	23
31-40	23	21
41-50	19	18
51-60	10	10
61+	3	3
Qualifications:	National %	Newport %
Total number holding a L2 qualification	16	15
Total number holding a L3 qualification	64	68
Total number holding a L4/L5 qualification	13	12
Total number holding a Graduate qualification	6	5
Total number working towards a L2 qualification	17	14
Total number working towards a L3 qualification	39	32
Total number working towards a L4/L5 qualification	38	45
Total number working towards a Graduate qualification	6	9

Training:	National %	Newport %
Total number of settings who don't have a training budget	72	67
Total number of staff who are not paid to attend training	33	30
Total number of staff who are sometimes paid to attend training	22	17
Preferred language for training delivery:		
Welsh	18	3
English	61	84
Mix of English and Welsh	22	10
Methods used by settings to access training:		
Online training	34	43
Webinars	3	8
Face to face training / CPD events	83	86
Training Requirements:		
First Aid	25	28
Child Protection / Safeguarding	27	33
Early Years Practice	14	15
Health & Safety	23	28
Leadership & Management	8	7
Playwork	13	12
Food Hygiene	24	19
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NATIONAL FIGURES BASED ON 1621 RESPONSES TO SURVEY

Settings funded by Local Authority to deliver:	National %	Pembrokeshire %
Foundation Phase	33	27
Flying Start	17	19
Staff Age Groups:	National %	Pembrokeshire %
Under 18	2	2
18-24	22	22
25-30	21	18
31-40	23	25
41-50	19	20
51-60	10	10
61+	3	3
Qualifications:	National %	Pembrokeshire %
Total number holding a L2 qualification	16	19
Total number holding a L3 qualification	64	61
Total number holding a L4/L5 qualification	13	11
Total number holding a Graduate qualification	6	10
Total number working towards a L2 qualification	17	25
Total number working towards a L3 qualification	39	40
Total number working towards a L4/L5 qualification	38	30
Total number working towards a Graduate qualification	6	4

Training:	National %	Pembrokeshire %
Total number of settings who don't have a training budget	72	64
Total number of staff who are not paid to attend training	33	38
Total number of staff who are sometimes paid to attend training	22	33
Preferred language for training delivery:		
Welsh	18	8
English	61	76
Mix of English and Welsh	22	14
Methods used by settings to access training:		
Online training	34	45
Webinars	3	5
Face to face training / CPD events	83	87
Training Requirements:		
First Aid	25	28
Child Protection / Safeguarding	27	29
Early Years Practice	14	13
Health & Safety	23	19
Leadership & Management	8	10
Playwork	13	15
Food Hygiene	24	27
Business Support	4	6
IT/computer literacy	8	11

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NATIONAL FIGURES BASED ON 1621 RESPONSES TO SURVEY

Settings funded by Local Authority to deliver:	National %	Powys %
Foundation Phase	33	51
Flying Start	17	15
Staff Age Groups:	National %	Powys %
Under 18	2	2
18-24	22	28
25-30	21	14
31-40	23	21
41-50	19	19
51-60	10	12
61+	3	3
Qualifications:	National %	Powys %
Total number holding a L2 qualification	16	14
Total number holding a L3 qualification	64	68
Total number holding a L4/L5 qualification	13	13
Total number holding a Graduate qualification	6	6
Total number working towards a L2 qualification	17	23
Total number working towards a L3 qualification	39	53
Total number working towards a L4/L5 qualification	38	20
Total number working towards a Graduate qualification	6	3

Training:	National %	Powys %
Total number of settings who don't have a training budget	72	58
Total number of staff who are not paid to attend training	33	12
Total number of staff who are sometimes paid to attend training	22	15
Preferred language for training delivery:		
Welsh	18	15
English	61	67
Mix of English and Welsh	22	18
Methods used by settings to access training:		
Online training	34	36
Webinars	3	3
Face to face training / CPD events	83	78
Training Requirements:		
First Aid	25	26
Child Protection / Safeguarding	27	28
Early Years Practice	14	9
Health & Safety	23	14
Leadership & Management	8	5
Playwork	13	12
Food Hygiene	24	23
Business Support	4	7
IT/computer literacy	8	3

COMMENTS

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NATIONAL FIGURES BASED ON 1621 RESPONSES TO SURVEY

Settings funded by Local Authority to deliver:	National %	Rhondda Cynon Taf %
Foundation Phase	33	26
Flying Start	17	17
Staff Age Groups:	National %	Rhondda Cynon Taf %
Under 18	2	2
18-24	22	24
25-30	21	23
31-40	23	22
41-50	19	18
51-60	10	9
61+	3	2
Qualifications:	National %	Rhondda Cynon Taf %
Total number holding a L2 qualification	16	16
Total number holding a L3 qualification	64	63
Total number holding a L4/L5 qualification	13	17
Total number holding a Graduate qualification	6	4
Total number working towards a L2 qualification	17	16
Total number working towards a L3 qualification	39	41
Total number working towards a L4/L5 qualification	38	38
Total number working towards a Graduate qualification	6	4

Training:	National %	Rhondda Cynon Taf %
Total number of settings who don't have a training budget	72	74
Total number of staff who are not paid to attend training	33	50
Total number of staff who are sometimes paid to attend training	22	20
Preferred language for training delivery:		
Welsh	18	13
English	61	67
Mix of English and Welsh	22	11
Methods used by settings to access training:		
Online training	34	32
Webinars	3	5
Face to face training / CPD events	83	89
Training Requirements:		
First Aid	25	26
Child Protection / Safeguarding	27	29
Early Years Practice	14	18
Health & Safety	23	33
Leadership & Management	8	15
Playwork	13	15
Food Hygiene	24	29
Business Support	4	6
IT/computer literacy	8	19

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NATIONAL FIGURES BASED ON 1621 RESPONSES TO SURVEY

Settings funded by Local Authority to deliver:	National %	Swansea %
Foundation Phase	33	7
Flying Start	17	8
Staff Age Groups:	National %	Swansea %
Under 18	2	1
18-24	22	25
25-30	21	21
31-40	23	24
41-50	19	17
51-60	10	9
61+	3	2
Qualifications:	National %	Swansea %
Total number holding a L2 qualification	16	13
Total number holding a L3 qualification	64	68
Total number holding a L4/L5 qualification	13	12
Total number holding a Graduate qualification	6	7
Total number working towards a L2 qualification	17	13
Total number working towards a L3 qualification	39	17
Total number working towards a L4/L5 qualification	38	62
Total number working towards a Graduate qualification	6	9

Training:	National %	Swansea %
Total number of settings who don't have a training budget	72	74
Total number of staff who are not paid to attend training	33	50
Total number of staff who are sometimes paid to attend training	22	7
Preferred language for training delivery:		
Welsh	18	6
English	61	74
Mix of English and Welsh	22	14
Methods used by settings to access training:		
Online training	34	30
Webinars	3	2
Face to face training / CPD events	83	76
Training Requirements:		
First Aid	25	31
Child Protection / Safeguarding	27	28
Early Years Practice	14	5
Health & Safety	23	26
Leadership & Management	8	6
Playwork	13	8
Food Hygiene	24	24
Business Support	4	4
IT/computer literacy	8	9

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NATIONAL FIGURES BASED ON 1621 RESPONSES TO SURVEY

Settings funded by Local Authority to deliver:	National %	Torfaen %
Foundation Phase	33	32
Flying Start	17	24
Staff Age Groups:	National %	Torfaen %
Under 18	2	2
18-24	22	28
25-30	21	19
31-40	23	19
41-50	19	20
51-60	10	7
61+	3	5
Qualifications:	National %	Torfaen %
Total number holding a L2 qualification	16	16
Total number holding a L3 qualification	64	59
Total number holding a L4/L5 qualification	13	21
Total number holding a Graduate qualification	6	3
Total number working towards a L2 qualification	17	20
Total number working towards a L3 qualification	39	27
Total number working towards a L4/L5 qualification	38	49
Total number working towards a Graduate qualification	6	4

Training:	National %	Torfaen %
Total number of settings who don't have a training budget	72	73
Total number of staff who are not paid to attend training	33	32
Total number of staff who are sometimes paid to attend training	22	29
Preferred language for training delivery:		
Welsh	18	5
English	61	89
Mix of English and Welsh	22	8
Methods used by settings to access training:		
Online training	34	34
Webinars	3	0
Face to face training / CPD events	83	87
Training Requirements:		
First Aid	25	22
Child Protection / Safeguarding	27	33
Early Years Practice	14	12
Health & Safety	23	23
Leadership & Management	8	6
Playwork	13	5
Food Hygiene	24	28
Business Support	4	5
IT/computer literacy	8	10

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NATIONAL FIGURES BASED ON 1621 RESPONSES TO SURVEY

Settings funded by Local Authority to deliver:	National %	Vale of Glamorgan %
Foundation Phase	33	22
Flying Start	17	16
Staff Age Groups:	National %	Vale of Glamorgan %
Under 18	2	1
18-24	22	19
25-30	21	17
31-40	23	18
41-50	19	25
51-60	10	17
61+	3	4
Qualifications:	National %	Vale of Glamorgan %
Total number holding a L2 qualification	16	21
Total number holding a L3 qualification	64	64
Total number holding a L4/L5 qualification	13	10
Total number holding a Graduate qualification	6	5
Total number working towards a L2 qualification	17	10
Total number working towards a L3 qualification	39	42
Total number working towards a L4/L5 qualification	38	45
Total number working towards a Graduate qualification	6	3

Training:	National %	Vale of Glamorgan %
Total number of settings who don't have a training budget	72	81
Total number of staff who are not paid to attend training	33	22
Total number of staff who are sometimes paid to attend training	22	26
Preferred language for training delivery:		
Welsh	18	6
English	61	75
Mix of English and Welsh	22	19
Methods used by settings to access training:		
Online training	34	53
Webinars	3	3
Face to face training / CPD events	83	88
Training Requirements:		
First Aid	25	27
Child Protection / Safeguarding	27	33
Early Years Practice	14	19
Health & Safety	23	24
Leadership & Management	8	7
Playwork	13	14
Food Hygiene	24	38
Business Support	4	3
IT/computer literacy	8	4

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Settings funded by Local Authority to deliver:	National %	Wrexham %
Foundation Phase	33	51
Flying Start	17	17
Staff Age Groups:	National %	Wrexham %
Under 18	2	2
18-24	22	20
25-30	21	17
31-40	23	20
41-50	19	22
51-60	10	14
61+	3	6
Qualifications:	National %	Wrexham %
Total number holding a L2 qualification	16	28
Total number holding a L3 qualification	64	54
Total number holding a L4/L5 qualification	13	11
Total number holding a Graduate qualification	6	8
Total number working towards a L2 qualification	17	10
Total number working towards a L3 qualification	39	46
Total number working towards a L4/L5 qualification	38	41
Total number working towards a Graduate qualification	6	4

Training:	National %	Wrexham %
Total number of settings who don't have a training budget	72	63
Total number of staff who are not paid to attend training	33	30
Total number of staff who are sometimes paid to attend training	22	21
Preferred language for training delivery:		
Welsh	18	16
English	61	75
Mix of English and Welsh	22	8
Methods used by settings to access training:		
Online training	34	21
Webinars	3	1
Face to face training / CPD events	83	76
Training Requirements:		
First Aid	25	19
Child Protection / Safeguarding	27	19
Early Years Practice	14	9
Health & Safety	23	24
Leadership & Management	8	6
Playwork	13	7
Food Hygiene	24	27
Business Support	4	4
IT/computer literacy	8	5

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