



## Childcare and Early Years Workforce Survey 2016

### Having good practice in place is key to running a successful business

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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 partnership<sup>1</sup> based on those providers that took part across Wales.

Cwlwm National Figures			
Assessment Survey Year	2015-2016		2016-2017
% based on total number of responses	National Figures %	2016-2017	National Figures %
Total number of responses	1621	Certain questions changed within the Childcare and Early Years Worforce survey for 16-17 to enable more accurate data	1718
<b>Settings funded by Local Authority to deliver:</b>	<b>National %</b>		<b>National %</b>
Foundation Phase	33%		32%
Flying Start	17%		18%
<b>Staff Age Groups:</b>		<b>Staff Gender and Age Groups:</b>	
Under 18	2%	Question changed in order to gain actual data on gender and age	
18-24	22%		
25-30	21%		
31-40	23%		
45-50	19%		
51-60	10%		
61+	3%		
		Female Under 18	4%
		Female 18-24	19%
		Female 25-30	19%

		Female 31-40	22%
		Female 41-50	19%
		Female 51-60	11%
		Female 60+	3%
		Male Under 18	0%
		Male 18-24	1%
		Male 25-30	1%
		Male 31-40	0%
		Male 41-50	0%
		Male 51-60	0%
		Male 60+	0%
<b>Qualifications:</b>			
		<b>Question changed to gain actual data on no qualifications and whether Childcare or Playwork Qualification</b>	
		No Childcare/Playwork Qualifications	19%
Total number holding a L2 qualification	16%	Total number holding a L2 Childcare Qualification	9%
		Total number holding a L2 Playwork Qualification	2%
Total number holding a L3 qualification	64%	Total number holding a L3 Childcare Qualification	48%
		Total number holding a L3 Playwork Qualification	5%
Total number holding a L4/L5 qualification	13%	Total number holding a L4/5 Childcare Qualification	12%
		Total number holding a L4/5 Playwork Qualification	1%
Total number holding a Graduate qualification	6%	Total number holding a Graduate Childcare Qualification	4%
		Total number holding a Graduate Playwork Qualification	0%
Total number working towards a L2 qualification	17%	<b>Question not asked this year</b>	
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%		
<b>Training:</b>			
Total number of settings who <b>don't</b> have a training budget	72%		74%
Total number of staff who are <b>not</b> paid to attend training	33%		24%
Total number of staff who are <b>sometimes</b> paid to attend training	22%		17%
<b>Preferred language for training delivery:</b>			
Welsh	18%		15%
English	61%		67%
Both (Welsh & English)	22%		13%

<b>Methods used by settings to access training:</b>		<b>Methods used by settings to access training / CPD:</b>	
Online training	<b>34%</b>	Online training	<b>49%</b>
Webinars	<b>3%</b>	Webinars	<b>6%</b>
Face to face training / CPD events	<b>83%</b>	Face to face training /events	<b>85%</b>
		Work based learning / vocational / apprenticeship	<b>42%</b>
		<b>Preferred methods to access training / CPD:</b>	
		Online training	<b>22%</b>
		Webinars	<b>2%</b>
		Face to face training /events	<b>66%</b>
		Work based learning / vocational / apprenticeship	<b>18%</b>
<b>Training Requirements:</b>			
First Aid	<b>25%</b>		<b>23%</b>
Child Protection / Safeguarding	<b>27%</b>		<b>27%</b>
Early Years Practice	<b>14%</b>		<b>14%</b>
Health & Safety	<b>23%</b>		<b>22%</b>
Leadership & Management	<b>8%</b>		<b>8%</b>
Playwork	<b>13%</b>		<b>17%</b>
Food Hygiene	<b>24%</b>		<b>22%</b>
Business Support	<b>4%</b>		<b>6%</b>
IT/computer literacy	<b>8%</b>		<b>9%</b>

## COMMENTS

<sup>1</sup> The Cwlwm Childcare and Early Years Workforce questionnaire 2016-17 went out via email to all PACEY members and NDNA Cymru members in Wales and was promoted on social media. This was also shared with appropriate staff in Local Authorities for promotion. The response rate varies significantly between Local Authorities in line with the supporting document and so should be used with a note of caution in some areas when considering the needs of childminders and day nurseries. PACEY Cymru and NDNA Cymru are both happy to discuss with Local Authorities on an individual basis as requested to provide further information and support'.



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Cwlwm National Figures via County			
Assessment Survey Year		2015-16	2016-2017
% based on total number of responses		Anglesey	
Total number of responses	Certain questions changed within the Childcare and Early Years Workforce survey for 16-17 to enable more accurate data		73
Settings funded by Local Authority to deliver:			
Foundation Phase		59%	68%
Flying Start		4%	7%
<b>Staff Age Groups:</b>	<b>Staff Gender and Age Groups:</b>		
Under 18	Question changed in order to gain actual data on gender and age	0%	
18-24		18%	
25-30		25%	
31-40		21%	
45-50		25%	
51-60		8%	
61+		2%	
	Female Under 18		4%
	Female 18-24		13%
	Female 25-30		13%
	Female 31-40		23%
	Female 41-50		29%
	Female 51-60		13%

	Female 60+		3%
	Male Under 18		0%
	Male 18-24		0%
	Male 25-30		0%
	Male 31-40		0%
	Male 41-50		1%
	Male 51-60		1%
	Male 60+		0%
<b>Qualifications:</b>			
	<b>Question changed to gain actual data on no qualifications and whether Childcare or Playwork Qualification</b>		
	No Childcare/Playwork Qualifications		15%
Total number holding a L2 qualification	Total number holding a L2 Childcare Qualification	21%	13%
	Total number holding a L2 Playwork Qualification		0%
Total number holding a L3 qualification	Total number holding a L3 Childcare Qualification	60%	52%
	Total number holding a L3 Playwork Qualification		2%
Total number holding a L4/L5 qualification	Total number holding a L4/5 Childcare Qualification	13%	13%
	Total number holding a L4/5 Playwork Qualification		1%
Total number holding a Graduate qualification	Total number holding a Graduate Childcare Qualification	6%	5%
	Total number holding a Graduate Playwork Qualification		0%
Total number working towards a L2 qualification	<b>Question not asked this year</b>	19%	
Total number working towards a L3 qualification		39%	
Total number working towards a L4/L5 qualification		36%	
Total number working towards a Graduate qualification		5%	
<b>Training:</b>			
Total number of settings who <b>don't</b> have a training budget		77%	57%
Total number of staff who are <b>not</b> paid to attend training		25%	19%
Total number of staff who are <b>sometimes</b> paid to attend training		35%	0%
<b>Preferred language for training delivery:</b>			
Welsh		42%	52%
English		19%	27%
Both (Welsh & English)		37%	18%
<b>Methods used by settings to access training:</b>			
	<b>Methods used by settings to access training / CPD:</b>		
Online training	Online training	14%	29%
Webinars	Webinars	1%	1%
Face to face training / CPD events	Face to face training / events	86%	96%

	Work based learning / vocational / apprenticeship		<b>36%</b>
	<b>Preferred methods to access training / CPD:</b>		
	Online training		<b>11%</b>
	Webinars		<b>1%</b>
	Face to face training /events		<b>85%</b>
	Work based learning / vocational / apprenticeship		<b>12%</b>
<b>Training Requirements:</b>			
First Aid		<b>25%</b>	<b>23%</b>
Child Protection / Safeguarding		<b>29%</b>	<b>21%</b>
Early Years Practice		<b>18%</b>	<b>21%</b>
Health & Safety		<b>27%</b>	<b>11%</b>
Leadership & Management		<b>10%</b>	<b>7%</b>
Playwork		<b>18%</b>	<b>14%</b>
Food Hygiene		<b>26%</b>	<b>24%</b>
Business Support		<b>4%</b>	<b>4%</b>
IT/computer literacy		<b>10%</b>	<b>6%</b>

#### COMMENTS

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Cwlwm National Figures via County			
Assessment Survey Year		2015-16	2016-2017
% based on total number of responses		Blaenau Gwent	
Total number of responses	Certain questions changed within the Childcare and Early Years Workforce survey for 16-17 to enable more accurate data		24
Settings funded by Local Authority to deliver:			
Foundation Phase		20%	13%
Flying Start		13%	33%
<b>Staff Age Groups:</b>	<b>Staff Gender and Age Groups:</b>		
Under 18	Question changed in order to gain actual data on gender and age	4%	
18-24		28%	
25-30		19%	
31-40		22%	
45-50		9%	
51-60		11%	
61+		11%	
	Female Under 18		10%
	Female 18-24		23%
	Female 25-30		20%
	Female 31-40		21%
	Female 41-50		11%
	Female 51-60		7%

	Female 60+		2%
	Male Under 18		0%
	Male 18-24		1%
	Male 25-30		2%
	Male 31-40		1%
	Male 41-50		0%
	Male 51-60		1%
	Male 60+		0%
<b>Qualifications:</b>			
	<b>Question changed to gain actual data on no qualifications and whether Childcare or Playwork Qualification</b>		
	No Childcare/Playwork Qualifications		
Total number holding a L2 qualification	Total number holding a L2 Childcare Qualification	24%	12%
	Total number holding a L2 Playwork Qualification		3%
Total number holding a L3 qualification	Total number holding a L3 Childcare Qualification	51%	51%
	Total number holding a L3 Playwork Qualification		5%
Total number holding a L4/L5 qualification	Total number holding a L4/5 Childcare Qualification	24%	25%
	Total number holding a L4/5 Playwork Qualification		2%
Total number holding a Graduate qualification	Total number holding a Graduate Childcare Qualification	1%	7%
	Total number holding a Graduate Playwork Qualification		0%
Total number working towards a L2 qualification	<b>Question not asked this year</b>	7%	
Total number working towards a L3 qualification		47%	
Total number working towards a L4/L5 qualification		47%	
Total number working towards a Graduate qualification		0%	
<b>Training:</b>			
Total number of settings who <b>don't</b> have a training budget		79%	70%
Total number of staff who are <b>not</b> paid to attend training		46%	31%
Total number of staff who are <b>sometimes</b> paid to attend training		23%	0%
<b>Preferred language for training delivery:</b>			
Welsh		0%	0%
English		87%	79%
Both (Welsh & English)		13%	17%
<b>Methods used by settings to access training:</b>			
	<b>Methods used by settings to access training / CPD:</b>		
Online training	Online training	27%	50%
Webinars	Webinars	0%	21%
Face to face training / CPD events	Face to face training / events	80%	83%



	Work based learning / vocational / apprenticeship		<b>46%</b>
	<b>Preferred methods to access training / CPD:</b>		
	Online training		<b>17%</b>
	Webinars		<b>8%</b>
	Face to face training /events		<b>71%</b>
	Work based learning / vocational / apprenticeship		<b>21%</b>
<b>Training Requirements:</b>			
First Aid		<b>15%</b>	<b>23%</b>
Child Protection / Safeguarding		<b>29%</b>	<b>50%</b>
Early Years Practice		<b>1%</b>	<b>16%</b>
Health & Safety		<b>11%</b>	<b>17%</b>
Leadership & Management		<b>4%</b>	<b>10%</b>
Playwork		<b>9%</b>	<b>13%</b>
Food Hygiene		<b>24%</b>	<b>15%</b>
Business Support		<b>5%</b>	<b>9%</b>
IT/computer literacy		<b>11%</b>	<b>9%</b>

#### COMMENTS

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Cwlwm National Figures via County			
Assessment Survey Year		2015-16	2016-2017
% based on total number of responses		Bridgend	
Total number of responses	Certain questions changed within the Childcare and Early Years Workforce survey for 16-17 to enable more accurate data		43
Settings funded by Local Authority to deliver:			
Foundation Phase		33%	35%
Flying Start		13%	7%
<b>Staff Age Groups:</b>	<b>Staff Gender and Age Groups:</b>		
Under 18	Question changed in order to gain actual data on gender and age	2%	
18-24		20%	
25-30		25%	
31-40		25%	
45-50		12%	
51-60		13%	
61+		3%	
	Female Under 18		2%
	Female 18-24		15%
	Female 25-30		21%
	Female 31-40		20%
	Female 41-50		17%
	Female 51-60		15%

	Female 60+		5%
	Male Under 18		0%
	Male 18-24		2%
	Male 25-30		1%
	Male 31-40		1%
	Male 41-50		0%
	Male 51-60		1%
	Male 60+		0%
<b>Qualifications:</b>			
	<b>Question changed to gain actual data on no qualifications and whether Childcare or Playwork Qualification</b>		
	No Childcare/Playwork Qualifications		13%
Total number holding a L2 qualification	Total number holding a L2 Childcare Qualification	15%	6%
	Total number holding a L2 Playwork Qualification		0%
Total number holding a L3 qualification	Total number holding a L3 Childcare Qualification	65%	58%
	Total number holding a L3 Playwork Qualification		4%
Total number holding a L4/L5 qualification	Total number holding a L4/5 Childcare Qualification	12%	11%
	Total number holding a L4/5 Playwork Qualification		1%
Total number holding a Graduate qualification	Total number holding a Graduate Childcare Qualification	8%	8%
	Total number holding a Graduate Playwork Qualification		0%
Total number working towards a L2 qualification	<b>Question not asked this year</b>	9%	
Total number working towards a L3 qualification		44%	
Total number working towards a L4/L5 qualification		35%	
Total number working towards a Graduate qualification		12%	
<b>Training:</b>			
Total number of settings who <b>don't</b> have a training budget		61%	67%
Total number of staff who are <b>not</b> paid to attend training		37%	36%
Total number of staff who are <b>sometimes</b> paid to attend training		31%	0%
<b>Preferred language for training delivery:</b>			
Welsh		8%	2%
English		63%	84%
Both (Welsh & English)		10%	5%
<b>Methods used by settings to access training:</b>			
Online training	Methods used by settings to access training / CPD:		
Online training	Online training	50%	37%
Webinars	Webinars	3%	7%
Face to face training / CPD events	Face to face training / events	80%	88%

	Work based learning / vocational / apprenticeship		<b>42%</b>
	<b>Preferred methods to access training / CPD:</b>		
	Online training		<b>14%</b>
	Webinars		<b>2%</b>
	Face to face training /events		<b>74%</b>
	Work based learning / vocational / apprenticeship		<b>5%</b>
<b>Training Requirements:</b>			
First Aid		<b>25%</b>	<b>22%</b>
Child Protection / Safeguarding		<b>30%</b>	<b>29%</b>
Early Years Practice		<b>8%</b>	<b>8%</b>
Health & Safety		<b>24%</b>	<b>26%</b>
Leadership & Management		<b>7%</b>	<b>5%</b>
Playwork		<b>6%</b>	<b>11%</b>
Food Hygiene		<b>22%</b>	<b>19%</b>
Business Support		<b>3%</b>	<b>4%</b>
IT/computer literacy		<b>5%</b>	<b>6%</b>

#### COMMENTS

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Cwlwm National Figures via County			
Assessment Survey Year		2015-16	2016-2017
% based on total number of responses		Caerphilly	
Total number of responses	Certain questions changed within the Childcare and Early Years Workforce survey for 16-17 to enable more accurate data		58
Settings funded by Local Authority to deliver:			
Foundation Phase		26%	16%
Flying Start		15%	17%
<b>Staff Age Groups:</b>	<b>Staff Gender and Age Groups:</b>		
Under 18	Question changed in order to gain actual data on gender and age	1%	
18-24		24%	
25-30		16%	
31-40		24%	
45-50		18%	
51-60		13%	
61+		4%	
	Female Under 18		12%
	Female 18-24		13%
	Female 25-30		15%
	Female 31-40		23%
	Female 41-50		20%
	Female 51-60		12%

	Female 60+		3%
	Male Under 18		0%
	Male 18-24		1%
	Male 25-30		0%
	Male 31-40		0%
	Male 41-50		0%
	Male 51-60		0%
	Male 60+		0%
<b>Qualifications:</b>			
	<b>Question changed to gain actual data on no qualifications and whether Childcare or Playwork Qualification</b>		
	No Childcare/Playwork Qualifications		8%
Total number holding a L2 qualification	Total number holding a L2 Childcare Qualification	11%	9%
	Total number holding a L2 Playwork Qualification		1%
Total number holding a L3 qualification	Total number holding a L3 Childcare Qualification	72%	53%
	Total number holding a L3 Playwork Qualification		5%
Total number holding a L4/L5 qualification	Total number holding a L4/5 Childcare Qualification	15%	19%
	Total number holding a L4/5 Playwork Qualification		1%
Total number holding a Graduate qualification	Total number holding a Graduate Childcare Qualification	2%	3%
	Total number holding a Graduate Playwork Qualification		0%
Total number working towards a L2 qualification	<b>Question not asked this year</b>	18%	
Total number working towards a L3 qualification		37%	
Total number working towards a L4/L5 qualification		45%	
Total number working towards a Graduate qualification		0%	
<b>Training:</b>			
Total number of settings who <b>don't</b> have a training budget		79%	86%
Total number of staff who are <b>not</b> paid to attend training		33%	43%
Total number of staff who are <b>sometimes</b> paid to attend training		44%	0%
<b>Preferred language for training delivery:</b>			
Welsh		9%	0%
English		35%	74%
Both (Welsh & English)		22%	10%
<b>Methods used by settings to access training:</b>			
Online training	Methods used by settings to access training / CPD:		
	Online training	33%	38%
Webinars	Webinars	2%	5%
Face to face training / CPD events	Face to face training /events	78%	86%

	Work based learning / vocational / apprenticeship		<b>34%</b>
	<b>Preferred methods to access training / CPD:</b>		
	Online training		<b>14%</b>
	Webinars		<b>2%</b>
	Face to face training /events		<b>69%</b>
	Work based learning / vocational / apprenticeship		<b>9%</b>
<b>Training Requirements:</b>			
First Aid		<b>22%</b>	<b>13%</b>
Child Protection / Safeguarding		<b>24%</b>	<b>31%</b>
Early Years Practice		<b>26%</b>	<b>17%</b>
Health & Safety		<b>22%</b>	<b>23%</b>
Leadership & Management		<b>9%</b>	<b>7%</b>
Playwork		<b>11%</b>	<b>10%</b>
Food Hygiene		<b>23%</b>	<b>21%</b>
Business Support		<b>8%</b>	<b>10%</b>
IT/computer literacy		<b>9%</b>	<b>9%</b>

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Cwlwm National Figures via County			
Assessment Survey Year		2015-16	2016-2017
% based on total number of responses		Carmarthenshire	
Total number of responses	Certain questions changed within the Childcare and Early Years Workforce survey for 16-17 to enable more accurate data		134
Settings funded by Local Authority to deliver:			
Foundation Phase		25%	35%
Flying Start		16%	14%
Staff Age Groups:	Staff Gender and Age Groups:		
Under 18	Question changed in order to gain actual data on gender and age	1%	
18-24		19%	
25-30		23%	
31-40		23%	
45-50		20%	
51-60		12%	
61+		2%	
	Female Under 18		5%
	Female 18-24		23%
	Female 25-30		19%
	Female 31-40		22%
	Female 41-50		18%
	Female 51-60		8%



	Female 60+		3%
	Male Under 18		0%
	Male 18-24		0%
	Male 25-30		0%
	Male 31-40		0%
	Male 41-50		0%
	Male 51-60		1%
	Male 60+		0%
<b>Qualifications:</b>			
	<b>Question changed to gain actual data on no qualifications and whether Childcare or Playwork Qualification</b>		
	No Childcare/Playwork Qualifications		3%
Total number holding a L2 qualification	Total number holding a L2 Childcare Qualification	11%	7%
	Total number holding a L2 Playwork Qualification		1%
Total number holding a L3 qualification	Total number holding a L3 Childcare Qualification	66%	57%
	Total number holding a L3 Playwork Qualification		9%
Total number holding a L4/L5 qualification	Total number holding a L4/5 Childcare Qualification	13%	11%
	Total number holding a L4/5 Playwork Qualification		1%
Total number holding a Graduate qualification	Total number holding a Graduate Childcare Qualification	9%	8%
	Total number holding a Graduate Playwork Qualification		3%
Total number working towards a L2 qualification	<b>Question not asked this year</b>	11%	
Total number working towards a L3 qualification		39%	
Total number working towards a L4/L5 qualification		34%	
Total number working towards a Graduate qualification		16%	
<b>Training:</b>			
Total number of settings who <b>don't</b> have a training budget		72%	72%
Total number of staff who are <b>not</b> paid to attend training		45%	38%
Total number of staff who are <b>sometimes</b> paid to attend training		12%	0%
<b>Preferred language for training delivery:</b>			
Welsh		38%	34%
English		27%	30%
Both (Welsh & English)		33%	25%
<b>Methods used by settings to access training:</b>			
	<b>Methods used by settings to access training / CPD:</b>		
Online training	Online training	42%	65%
Webinars	Webinars	3%	8%
Face to face training / CPD events	Face to face training /events	84%	84%

	Work based learning / vocational / apprenticeship		<b>47%</b>
	<b>Preferred methods to access training / CPD:</b>		
	Online training		<b>32%</b>
	Webinars		<b>1%</b>
	Face to face training /events		<b>50%</b>
	Work based learning / vocational / apprenticeship		<b>20%</b>
<b>Training Requirements:</b>			
First Aid		<b>32%</b>	<b>31%</b>
Child Protection / Safeguarding		<b>30%</b>	<b>35%</b>
Early Years Practice		<b>18%</b>	<b>22%</b>
Health & Safety		<b>23%</b>	<b>26%</b>
Leadership & Management		<b>10%</b>	<b>16%</b>
Playwork		<b>33%</b>	<b>33%</b>
Food Hygiene		<b>28%</b>	<b>24%</b>
Business Support		<b>4%</b>	<b>10%</b>
IT/computer literacy		<b>12%</b>	<b>17%</b>

#### COMMENTS

<sup>1</sup> The Cwlwm Childcare and Early Years Workforce questionnaire 2016-17 went out via email to all PACEY members and NDNA Cymru members in Wales and was promoted on social media. This was also shared with appropriate staff in Local Authorities for promotion. The response rate varies significantly between Local Authorities in line with the supporting document and so should be used with a note of caution in some areas when considering the needs of childminders and day nurseries. PACEY Cymru and NDNA Cymru are both happy to discuss with Local Authorities on an individual basis as requested to provide further information and support'.



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Cwlwm National Figures via County			
Assessment Survey Year		2015-16	2016-2017
% based on total number of responses		Cardiff	
Total number of responses	Certain questions changed within the Childcare and Early Years Workforce survey for 16-17 to enable more accurate data		127
Settings funded by Local Authority to deliver:			
Foundation Phase		15%	12%
Flying Start		17%	8%
<b>Staff Age Groups:</b>	<b>Staff Gender and Age Groups:</b>		
Under 18	Question changed in order to gain actual data on gender and age	2%	
18-24		25%	
25-30		22%	
31-40		22%	
45-50		17%	
51-60		11%	
61+		1%	
	Female Under 18		5%
	Female 18-24		18%
	Female 25-30		17%
	Female 31-40		22%
	Female 41-50		17%
	Female 51-60		14%

	Female 60+		3%
	Male Under 18		0%
	Male 18-24		1%
	Male 25-30		1%
	Male 31-40		0%
	Male 41-50		0%
	Male 51-60		0%
	Male 60+		0%
<b>Qualifications:</b>			
	<b>Question changed to gain actual data on no qualifications and whether Childcare or Playwork Qualification</b>		
	No Childcare/Playwork Qualifications		30%
Total number holding a L2 qualification	Total number holding a L2 Childcare Qualification	14%	7%
	Total number holding a L2 Playwork Qualification		1%
Total number holding a L3 qualification	Total number holding a L3 Childcare Qualification	63%	46%
	Total number holding a L3 Playwork Qualification		2%
Total number holding a L4/L5 qualification	Total number holding a L4/5 Childcare Qualification	17%	11%
	Total number holding a L4/5 Playwork Qualification		0%
Total number holding a Graduate qualification	Total number holding a Graduate Childcare Qualification	6%	3%
	Total number holding a Graduate Playwork Qualification		0%
Total number working towards a L2 qualification	<b>Question not asked this year</b>	8%	
Total number working towards a L3 qualification			48%
Total number working towards a L4/L5 qualification			13%
Total number working towards a Graduate qualification			1%
<b>Training:</b>			
Total number of settings who <b>don't</b> have a training budget		63%	68%
Total number of staff who are <b>not</b> paid to attend training		46%	33%
Total number of staff who are <b>sometimes</b> paid to attend training		23%	0%
<b>Preferred language for training delivery:</b>			
Welsh		30%	2%
English		59%	83%
Both (Welsh & English)		4%	6%
<b>Methods used by settings to access training:</b>			
<b>Methods used by settings to access training / CPD:</b>			
Online training	Online training	43%	57%
Webinars	Webinars	4%	8%

Face to face training / CPD events	Face to face training /events	<b>80%</b>	<b>85%</b>
	Work based learning / vocational / apprenticeship		<b>39%</b>
	<b>Preferred methods to access training / CPD:</b>		
	Online training		<b>31%</b>
	Webinars		<b>3%</b>
	Face to face training /events		<b>56%</b>
	Work based learning / vocational / apprenticeship		<b>18%</b>
<b>Training Requirements:</b>			
First Aid		<b>18%</b>	<b>15%</b>
Child Protection / Safeguarding		<b>21%</b>	<b>18%</b>
Early Years Practice		<b>19%</b>	<b>12%</b>
Health & Safety		<b>20%</b>	<b>9%</b>
Leadership & Management		<b>10%</b>	<b>7%</b>
Playwork		<b>2%</b>	<b>5%</b>
Food Hygiene		<b>20%</b>	<b>18%</b>
Business Support		<b>1%</b>	<b>3%</b>
IT/computer literacy		<b>3%</b>	<b>7%</b>

## COMMENTS

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Cwlwm National Figures via County			
Assessment Survey Year		2015-16	2016-2017
% based on total number of responses		Ceredigion	
Total number of responses	Certain questions changed within the Childcare and Early Years Workforce survey for 16-17 to enable more accurate data		42
Settings funded by Local Authority to deliver:			
Foundation Phase		45%	33%
Flying Start		18%	33%
<b>Staff Age Groups:</b>	<b>Staff Gender and Age Groups:</b>		
Under 18	Question changed in order to gain actual data on gender and age	2%	
18-24		23%	
25-30		23%	
31-40		28%	
45-50		15%	
51-60		6%	
61+		3%	
	Female Under 18		2%
	Female 18-24		23%
	Female 25-30		15%
	Female 31-40		19%
	Female 41-50		19%
	Female 51-60		11%

	Female 60+		2%
	Male Under 18		0%
	Male 18-24		3%
	Male 25-30		2%
	Male 31-40		1%
	Male 41-50		1%
	Male 51-60		1%
	Male 60+		0%
<b>Qualifications:</b>			
	<b>Question changed to gain actual data on no qualifications and whether Childcare or Playwork Qualification</b>		
	No Childcare/Playwork Qualifications		27%
Total number holding a L2 qualification	Total number holding a L2 Childcare Qualification	12%	4%
	Total number holding a L2 Playwork Qualification		1%
Total number holding a L3 qualification	Total number holding a L3 Childcare Qualification	71%	52%
	Total number holding a L3 Playwork Qualification		1%
Total number holding a L4/L5 qualification	Total number holding a L4/5 Childcare Qualification	9%	9%
	Total number holding a L4/5 Playwork Qualification		1%
Total number holding a Graduate qualification	Total number holding a Graduate Childcare Qualification	8%	6%
	Total number holding a Graduate Playwork Qualification		0%
Total number working towards a L2 qualification	<b>Question not asked this year</b>	35%	
Total number working towards a L3 qualification		36%	
Total number working towards a L4/L5 qualification		18%	
Total number working towards a Graduate qualification		11%	
<b>Training:</b>			
Total number of settings who <b>don't</b> have a training budget		82%	82%
Total number of staff who are <b>not</b> paid to attend training		25%	22%
Total number of staff who are <b>sometimes</b> paid to attend training		21%	0%
<b>Preferred language for training delivery:</b>			
Welsh		41%	33%
English		14%	40%
Both (Welsh & English)		38%	17%
<b>Methods used by settings to access training:</b>			
	<b>Methods used by settings to access training / CPD:</b>		
Online training	Online training	34%	43%
Webinars	Webinars	1%	7%
Face to face training / CPD events	Face to face training / events	82%	88%

	Work based learning / vocational / apprenticeship		<b>38%</b>
	<b>Preferred methods to access training / CPD:</b>		
	Online training		<b>31%</b>
	Webinars		<b>0%</b>
	Face to face training /events		<b>67%</b>
	Work based learning / vocational / apprenticeship		<b>14%</b>
<b>Training Requirements:</b>			
First Aid		<b>26%</b>	<b>27%</b>
Child Protection / Safeguarding		<b>26%</b>	<b>26%</b>
Early Years Practice		<b>14%</b>	<b>17%</b>
Health & Safety		<b>18%</b>	<b>25%</b>
Leadership & Management		<b>8%</b>	<b>8%</b>
Playwork		<b>31%</b>	<b>29%</b>
Food Hygiene		<b>21%</b>	<b>27%</b>
Business Support		<b>3%</b>	<b>10%</b>
IT/computer literacy		<b>6%</b>	<b>19%</b>

#### COMMENTS

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Cwlwm National Figures via County			
Assessment Survey Year		2015-16	2016-2017
% based on total number of responses		Conwy	
Total number of responses	Certain questions changed within the Childcare and Early Years Workforce survey for 16-17 to enable more accurate data		84
Settings funded by Local Authority to deliver:			
Foundation Phase		34%	49%
Flying Start		21%	21%
Staff Age Groups:	Staff Gender and Age Groups:		
Under 18	Question changed in order to gain actual data on gender and age	2%	
18-24		23%	
25-30		21%	
31-40		21%	
45-50		21%	
51-60		10%	
61+		2%	
	Female Under 18		1%
	Female 18-24		18%
	Female 25-30		15%
	Female 31-40		21%
	Female 41-50		24%
	Female 51-60		15%

	Female 60+		<b>3%</b>
	Male Under 18		<b>0%</b>
	Male 18-24		<b>1%</b>
	Male 25-30		<b>1%</b>
	Male 31-40		<b>1%</b>
	Male 41-50		<b>0%</b>
	Male 51-60		<b>0%</b>
	Male 60+		<b>0%</b>
<b>Qualifications:</b>			
	<b>Question changed to gain actual data on no qualifications and whether Childcare or Playwork Qualification</b>		
	No Childcare/Playwork Qualifications		<b>18%</b>
Total number holding a L2 qualification	Total number holding a L2 Childcare Qualification	<b>19%</b>	<b>13%</b>
	Total number holding a L2 Playwork Qualification		<b>2%</b>
Total number holding a L3 qualification	Total number holding a L3 Childcare Qualification	<b>58%</b>	<b>46%</b>
	Total number holding a L3 Playwork Qualification		<b>2%</b>
Total number holding a L4/L5 qualification	Total number holding a L4/5 Childcare Qualification	<b>12%</b>	<b>13%</b>
	Total number holding a L4/5 Playwork Qualification		<b>2%</b>
Total number holding a Graduate qualification	Total number holding a Graduate Childcare Qualification	<b>11%</b>	<b>4%</b>
	Total number holding a Graduate Playwork Qualification		<b>0%</b>
Total number working towards a L2 qualification	<b>Question not asked this year</b>	<b>17%</b>	
Total number working towards a L3 qualification		<b>40%</b>	
Total number working towards a L4/L5 qualification		<b>38%</b>	
Total number working towards a Graduate qualification		<b>5%</b>	
<b>Training:</b>			
Total number of settings who <b>don't</b> have a training budget		<b>81%</b>	<b>80%</b>
Total number of staff who are <b>not</b> paid to attend training		<b>36%</b>	<b>36%</b>
Total number of staff who are <b>sometimes</b> paid to attend training		<b>20%</b>	<b>0%</b>
<b>Preferred language for training delivery:</b>			
Welsh		<b>16%</b>	<b>19%</b>
English		<b>65%</b>	<b>57%</b>
Both (Welsh & English)		<b>19%</b>	<b>21%</b>
<b>Methods used by settings to access training:</b>			
Online training	Methods used by settings to access training / CPD: Online training	<b>23%</b>	<b>38%</b>
Webinars	Webinars	<b>3%</b>	<b>5%</b>
Face to face training / CPD events	Face to face training / events	<b>88%</b>	<b>83%</b>

	Work based learning / vocational / apprenticeship		<b>48%</b>
	<b>Preferred methods to access training / CPD:</b>		
	Online training		<b>8%</b>
	Webinars		<b>1%</b>
	Face to face training /events		<b>70%</b>
	Work based learning / vocational / apprenticeship		<b>26%</b>
<b>Training Requirements:</b>			
First Aid		<b>20%</b>	<b>27%</b>
Child Protection / Safeguarding		<b>19%</b>	<b>32%</b>
Early Years Practice		<b>10%</b>	<b>16%</b>
Health & Safety		<b>25%</b>	<b>21%</b>
Leadership & Management		<b>5%</b>	<b>11%</b>
Playwork		<b>15%</b>	<b>32%</b>
Food Hygiene		<b>17%</b>	<b>27%</b>
Business Support		<b>4%</b>	<b>14%</b>
IT/computer literacy		<b>5%</b>	<b>12%</b>

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Cwlwm National Figures via County			
Assessment Survey Year		2015-16	2016-2017
% based on total number of responses		Denbighshire	
Total number of responses	Certain questions changed within the Childcare and Early Years Workforce survey for 16-17 to enable more accurate data		64
Settings funded by Local Authority to deliver:			
Foundation Phase		63%	47%
Flying Start		19%	17%
<b>Staff Age Groups:</b>	<b>Staff Gender and Age Groups:</b>		
Under 18	Question changed in order to gain actual data on gender and age	1%	
18-24		23%	
25-30		22%	
31-40		21%	
45-50		19%	
51-60		10%	
61+		3%	
	Female Under 18		1%
	Female 18-24		18%
	Female 25-30		22%
	Female 31-40		20%
	Female 41-50		18%
	Female 51-60		13%

	Female 60+		<b>3%</b>
	Male Under 18		<b>1%</b>
	Male 18-24		<b>1%</b>
	Male 25-30		<b>1%</b>
	Male 31-40		<b>0%</b>
	Male 41-50		<b>0%</b>
	Male 51-60		<b>0%</b>
	Male 60+		<b>0%</b>
<b>Qualifications:</b>			
	<b>Question changed to gain actual data on no qualifications and whether Childcare or Playwork Qualification</b>		
	No Childcare/Playwork Qualifications		<b>14%</b>
Total number holding a L2 qualification	Total number holding a L2 Childcare Qualification	<b>18%</b>	<b>16%</b>
	Total number holding a L2 Playwork Qualification		<b>4%</b>
Total number holding a L3 qualification	Total number holding a L3 Childcare Qualification	<b>68%</b>	<b>47%</b>
	Total number holding a L3 Playwork Qualification		<b>4%</b>
Total number holding a L4/L5 qualification	Total number holding a L4/5 Childcare Qualification	<b>12%</b>	<b>11%</b>
	Total number holding a L4/5 Playwork Qualification		<b>0%</b>
Total number holding a Graduate qualification	Total number holding a Graduate Childcare Qualification	<b>2%</b>	<b>3%</b>
	Total number holding a Graduate Playwork Qualification		<b>0%</b>
Total number working towards a L2 qualification	<b>Question not asked this year</b>	<b>22%</b>	
Total number working towards a L3 qualification		<b>37%</b>	
Total number working towards a L4/L5 qualification		<b>37%</b>	
Total number working towards a Graduate qualification		<b>5%</b>	
<b>Training:</b>			
Total number of settings who <b>don't</b> have a training budget		<b>65%</b>	<b>78%</b>
Total number of staff who are <b>not</b> paid to attend training		<b>15%</b>	<b>41%</b>
Total number of staff who are <b>sometimes</b> paid to attend training		<b>23%</b>	<b>0%</b>
<b>Preferred language for training delivery:</b>			
Welsh		<b>23%</b>	<b>6%</b>
English		<b>53%</b>	<b>50%</b>
Both (Welsh & English)		<b>21%</b>	<b>25%</b>
<b>Methods used by settings to access training:</b>			
	<b>Methods used by settings to access training / CPD:</b>		
Online training	Online training	<b>42%</b>	<b>72%</b>
Webinars	Webinars	<b>0%</b>	<b>5%</b>
Face to face training / CPD events	Face to face training / events	<b>81%</b>	<b>81%</b>

	Work based learning / vocational / apprenticeship		<b>61%</b>
	<b>Preferred methods to access training / CPD:</b>		
	Online training		<b>42%</b>
	Webinars		<b>0%</b>
	Face to face training /events		<b>52%</b>
	Work based learning / vocational / apprenticeship		<b>30%</b>
<b>Training Requirements:</b>			
First Aid		<b>25%</b>	<b>23%</b>
Child Protection / Safeguarding		<b>26%</b>	<b>29%</b>
Early Years Practice		<b>19%</b>	<b>13%</b>
Health & Safety		<b>15%</b>	<b>17%</b>
Leadership & Management		<b>7%</b>	<b>6%</b>
Playwork		<b>14%</b>	<b>27%</b>
Food Hygiene		<b>19%</b>	<b>18%</b>
Business Support		<b>4%</b>	<b>4%</b>
IT/computer literacy		<b>13%</b>	<b>9%</b>

#### COMMENTS

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Cwlwm National Figures via County			
Assessment Survey Year		2015-16	2016-2017
% based on total number of responses		Flintshire	
Total number of responses	Certain questions changed within the Childcare and Early Years Workforce survey for 16-17 to enable more accurate data		116
Settings funded by Local Authority to deliver:			
Foundation Phase		35%	44%
Flying Start		27%	32%
<b>Staff Age Groups:</b>	<b>Staff Gender and Age Groups:</b>		
Under 18	Question changed in order to gain actual data on gender and age	1%	
18-24		18%	
25-30		22%	
31-40		23%	
45-50		22%	
51-60		12%	
61+		2%	
	Female Under 18		5%
	Female 18-24		14%
	Female 25-30		17%
	Female 31-40		21%
	Female 41-50		24%
	Female 51-60		12%

	Female 60+		4%
	Male Under 18		0%
	Male 18-24		1%
	Male 25-30		0%
	Male 31-40		0%
	Male 41-50		0%
	Male 51-60		0%
	Male 60+		1%
<b>Qualifications:</b>			
	<b>Question changed to gain actual data on no qualifications and whether Childcare or Playwork Qualification</b>		
	No Childcare/Playwork Qualifications		25%
Total number holding a L2 qualification	Total number holding a L2 Childcare Qualification	16%	7%
	Total number holding a L2 Playwork Qualification		2%
Total number holding a L3 qualification	Total number holding a L3 Childcare Qualification	66%	47%
	Total number holding a L3 Playwork Qualification		6%
Total number holding a L4/L5 qualification	Total number holding a L4/5 Childcare Qualification	14%	10%
	Total number holding a L4/5 Playwork Qualification		1%
Total number holding a Graduate qualification	Total number holding a Graduate Childcare Qualification	4%	3%
	Total number holding a Graduate Playwork Qualification		0%
Total number working towards a L2 qualification	<b>Question not asked this year</b>	19%	
Total number working towards a L3 qualification		36%	
Total number working towards a L4/L5 qualification		36%	
Total number working towards a Graduate qualification		8%	
<b>Training:</b>			
Total number of settings who <b>don't</b> have a training budget		85%	75%
Total number of staff who are <b>not</b> paid to attend training		29%	33%
Total number of staff who are <b>sometimes</b> paid to attend training		25%	0%
<b>Preferred language for training delivery:</b>			
Welsh		5%	4%
English		86%	90%
Both (Welsh & English)		64%	4%
<b>Methods used by settings to access training:</b>			
Online training	Methods used by settings to access training / CPD:		
	Online training	41%	59%
Webinars	Webinars	6%	11%
Face to face training / CPD events	Face to face training / events	81%	84%



	Work based learning / vocational / apprenticeship		<b>43%</b>
	<b>Preferred methods to access training / CPD:</b>		
	Online training		<b>24%</b>
	Webinars		<b>2%</b>
	Face to face training /events		<b>63%</b>
	Work based learning / vocational / apprenticeship		<b>17%</b>
<b>Training Requirements:</b>			
First Aid		<b>25%</b>	<b>15%</b>
Child Protection / Safeguarding		<b>22%</b>	<b>19%</b>
Early Years Practice		<b>11%</b>	<b>8%</b>
Health & Safety		<b>22%</b>	<b>24%</b>
Leadership & Management		<b>5%</b>	<b>4%</b>
Playwork		<b>7%</b>	<b>4%</b>
Food Hygiene		<b>24%</b>	<b>16%</b>
Business Support		<b>2%</b>	<b>3%</b>
IT/computer literacy		<b>4%</b>	<b>2%</b>

#### COMMENTS

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Cwlwm National Figures via County			
Assessment Survey Year		2015-16	2016-2017
% based on total number of responses		Gwynedd	
Total number of responses	Certain questions changed within the Childcare and Early Years Workforce survey for 16-17 to enable more accurate data		118
Settings funded by Local Authority to deliver:			
Foundation Phase		53%	55%
Flying Start		14%	10%
<b>Staff Age Groups:</b>	<b>Staff Gender and Age Groups:</b>		
Under 18	Question changed in order to gain actual data on gender and age	1%	
18-24		26%	
25-30		20%	
31-40		23%	
45-50		29%	
51-60		9%	
61+		0%	
	Female Under 18		3%
	Female 18-24		17%
	Female 25-30		19%
	Female 31-40		27%
	Female 41-50		20%
	Female 51-60		10%

	Female 60+		2%
	Male Under 18		0%
	Male 18-24		0%
	Male 25-30		0%
	Male 31-40		0%
	Male 41-50		0%
	Male 51-60		0%
	Male 60+		1%
<b>Qualifications:</b>			
	<b>Question changed to gain actual data on no qualifications and whether Childcare or Playwork Qualification</b>		
	No Childcare/Playwork Qualifications		18%
Total number holding a L2 qualification	Total number holding a L2 Childcare Qualification	22%	12%
	Total number holding a L2 Playwork Qualification		1%
Total number holding a L3 qualification	Total number holding a L3 Childcare Qualification	64%	53%
	Total number holding a L3 Playwork Qualification		3%
Total number holding a L4/L5 qualification	Total number holding a L4/5 Childcare Qualification	7%	6%
	Total number holding a L4/5 Playwork Qualification		0%
Total number holding a Graduate qualification	Total number holding a Graduate Childcare Qualification	7%	4%
	Total number holding a Graduate Playwork Qualification		2%
Total number working towards a L2 qualification	<b>Question not asked this year</b>	16%	
Total number working towards a L3 qualification		56%	
Total number working towards a L4/L5 qualification		26%	
Total number working towards a Graduate qualification		6%	
<b>Training:</b>			
Total number of settings who <b>don't</b> have a training budget		63%	89%
Total number of staff who are <b>not</b> paid to attend training		19%	18%
Total number of staff who are <b>sometimes</b> paid to attend training		27%	0%
<b>Preferred language for training delivery:</b>			
Welsh		49%	62%
English		17%	8%
Both (Welsh & English)		32%	27%
<b>Methods used by settings to access training:</b>			
	<b>Methods used by settings to access training / CPD:</b>		
Online training	Online training	20%	33%
Webinars	Webinars	2%	3%
Face to face training / CPD events	Face to face training / events	84%	96%

	Work based learning / vocational / apprenticeship		<b>45%</b>
	<b>Preferred methods to access training / CPD:</b>		
	Online training		<b>14%</b>
	Webinars		<b>3%</b>
	Face to face training /events		<b>77%</b>
	Work based learning / vocational / apprenticeship		<b>19%</b>
<b>Training Requirements:</b>			
First Aid		<b>20%</b>	<b>27%</b>
Child Protection / Safeguarding		<b>24%</b>	<b>26%</b>
Early Years Practice		<b>16%</b>	<b>23%</b>
Health & Safety		<b>20%</b>	<b>30%</b>
Leadership & Management		<b>9%</b>	<b>11%</b>
Playwork		<b>20%</b>	<b>12%</b>
Food Hygiene		<b>25%</b>	<b>22%</b>
Business Support		<b>6%</b>	<b>5%</b>
IT/computer literacy		<b>10%</b>	<b>10%</b>

#### COMMENTS

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Cwlwm National Figures via County			
Assessment Survey Year		2015-16	2016-2017
% based on total number of responses		Merthyr	
Total number of responses	Certain questions changed within the Childcare and Early Years Workforce survey for 16-17 to enable more accurate data		35
Settings funded by Local Authority to deliver:			
Foundation Phase		21%	14%
Flying Start		47%	49%
<b>Staff Age Groups:</b>	<b>Staff Gender and Age Groups:</b>		
Under 18	Question changed in order to gain actual data on gender and age	1%	
18-24		22%	
25-30		24%	
31-40		30%	
45-50		14%	
51-60		8%	
61+		0%	
	Female Under 18		6%
	Female 18-24		19%
	Female 25-30		20%
	Female 31-40		23%
	Female 41-50		19%
	Female 51-60		8%

	Female 60+		1%
	Male Under 18		0%
	Male 18-24		2%
	Male 25-30		1%
	Male 31-40		0%
	Male 41-50		0%
	Male 51-60		1%
	Male 60+		0%
<b>Qualifications:</b>			
	<b>Question changed to gain actual data on no qualifications and whether Childcare or Playwork Qualification</b>		
	No Childcare/Playwork Qualifications		12%
Total number holding a L2 qualification	Total number holding a L2 Childcare Qualification	11%	6%
	Total number holding a L2 Playwork Qualification		1%
Total number holding a L3 qualification	Total number holding a L3 Childcare Qualification	64%	56%
	Total number holding a L3 Playwork Qualification		3%
Total number holding a L4/L5 qualification	Total number holding a L4/5 Childcare Qualification	19%	19%
	Total number holding a L4/5 Playwork Qualification		2%
Total number holding a Graduate qualification	Total number holding a Graduate Childcare Qualification	6%	1%
	Total number holding a Graduate Playwork Qualification		0%
Total number working towards a L2 qualification	<b>Question not asked this year</b>	4%	
Total number working towards a L3 qualification		52%	
Total number working towards a L4/L5 qualification		43%	
Total number working towards a Graduate qualification		0%	
<b>Training:</b>			
Total number of settings who <b>don't</b> have a training budget		81%	91%
Total number of staff who are <b>not</b> paid to attend training		71%	54%
Total number of staff who are <b>sometimes</b> paid to attend training		17%	0%
<b>Preferred language for training delivery:</b>			
Welsh		12%	3%
English		56%	80%
Both (Welsh & English)		29%	9%
<b>Methods used by settings to access training:</b>			
	<b>Methods used by settings to access training / CPD:</b>		
Online training	Online training	29%	20%
Webinars	Webinars	3%	3%
Face to face training / CPD events	Face to face training / events	88%	83%

	Work based learning / vocational / apprenticeship		<b>26%</b>
	<b>Preferred methods to access training / CPD:</b>		
	Online training		<b>6%</b>
	Webinars		<b>3%</b>
	Face to face training /events		<b>77%</b>
	Work based learning / vocational / apprenticeship		<b>9%</b>
<b>Training Requirements:</b>			
First Aid		<b>36%</b>	<b>24%</b>
Child Protection / Safeguarding		<b>38%</b>	<b>25%</b>
Early Years Practice		<b>12%</b>	<b>2%</b>
Health & Safety		<b>25%</b>	<b>29%</b>
Leadership & Management		<b>14%</b>	<b>6%</b>
Playwork		<b>12%</b>	<b>12%</b>
Food Hygiene		<b>33%</b>	<b>29%</b>
Business Support		<b>9%</b>	<b>7%</b>
IT/computer literacy		<b>5%</b>	<b>16%</b>

#### COMMENTS

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Cwlwm National Figures via County			
Assessment Survey Year		2015-16	2016-2017
% based on total number of responses		Monmouthshire	
Total number of responses	Certain questions changed within the Childcare and Early Years Workforce survey for 16-17 to enable more accurate data		51
Settings funded by Local Authority to deliver:			
Foundation Phase		43%	45%
Flying Start		4%	4%
<b>Staff Age Groups:</b>	<b>Staff Gender and Age Groups:</b>		
Under 18	Question changed in order to gain actual data on gender and age	4%	
18-24		16%	
25-30		15%	
31-40		25%	
45-50		27%	
51-60		10%	
61+		3%	
	Female Under 18		5%
	Female 18-24		13%
	Female 25-30		13%
	Female 31-40		25%
	Female 41-50		26%
	Female 51-60		13%



	Female 60+		2%
	Male Under 18		0%
	Male 18-24		1%
	Male 25-30		1%
	Male 31-40		1%
	Male 41-50		0%
	Male 51-60		0%
	Male 60+		0%
<b>Qualifications:</b>			
	<b>Question changed to gain actual data on no qualifications and whether Childcare or Playwork Qualification</b>		
	No Childcare/Playwork Qualifications		15%
Total number holding a L2 qualification	Total number holding a L2 Childcare Qualification	13%	12%
	Total number holding a L2 Playwork Qualification		2%
Total number holding a L3 qualification	Total number holding a L3 Childcare Qualification	62%	51%
	Total number holding a L3 Playwork Qualification		3%
Total number holding a L4/L5 qualification	Total number holding a L4/5 Childcare Qualification	17%	10%
	Total number holding a L4/5 Playwork Qualification		0%
Total number holding a Graduate qualification	Total number holding a Graduate Childcare Qualification	8%	6%
	Total number holding a Graduate Playwork Qualification		0%
Total number working towards a L2 qualification	<b>Question not asked this year</b>	35%	
Total number working towards a L3 qualification		31%	
Total number working towards a L4/L5 qualification		29%	
Total number working towards a Graduate qualification		5%	
<b>Training:</b>			
Total number of settings who <b>don't</b> have a training budget		65%	72%
Total number of staff who are <b>not</b> paid to attend training		16%	9%
Total number of staff who are <b>sometimes</b> paid to attend training		27%	0%
<b>Preferred language for training delivery:</b>			
Welsh		6%	2%
English		81%	96%
Both (Welsh & English)		6%	0%
<b>Methods used by settings to access training:</b>			
Online training	Methods used by settings to access training / CPD:		
Online training	Online training	56%	67%
Webinars	Webinars	9%	8%
Face to face training / CPD events	Face to face training / events	80%	76%

	Work based learning / vocational / apprenticeship		<b>51%</b>
	<b>Preferred methods to access training / CPD:</b>		
	Online training		<b>25%</b>
	Webinars		<b>4%</b>
	Face to face training /events		<b>63%</b>
	Work based learning / vocational / apprenticeship		<b>31%</b>
<b>Training Requirements:</b>			
First Aid		<b>27%</b>	<b>19%</b>
Child Protection / Safeguarding		<b>37%</b>	<b>24%</b>
Early Years Practice		<b>17%</b>	<b>17%</b>
Health & Safety		<b>18%</b>	<b>14%</b>
Leadership & Management		<b>5%</b>	<b>7%</b>
Playwork		<b>6%</b>	<b>17%</b>
Food Hygiene		<b>30%</b>	<b>18%</b>
Business Support		<b>3%</b>	<b>4%</b>
IT/computer literacy		<b>6%</b>	<b>4%</b>

#### COMMENTS

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Cwlwm National Figures via County			
Assessment Survey Year		2015-16	2016-2017
% based on total number of responses		Neath Port Talbot	
Total number of responses	Certain questions changed within the Childcare and Early Years Workforce survey for 16-17 to enable more accurate data		85
Settings funded by Local Authority to deliver:			
Foundation Phase		2%	13%
Flying Start		32%	28%
<b>Staff Age Groups:</b>	<b>Staff Gender and Age Groups:</b>		
Under 18	Question changed in order to gain actual data on gender and age	2%	
18-24		15%	
25-30		25%	
31-40		29%	
45-50		17%	
51-60		12%	
61+		1%	
	Female Under 18		2%
	Female 18-24		26%
	Female 25-30		25%
	Female 31-40		17%
	Female 41-50		16%
	Female 51-60		9%

	Female 60+		2%
	Male Under 18		0%
	Male 18-24		0%
	Male 25-30		1%
	Male 31-40		0%
	Male 41-50		0%
	Male 51-60		0%
	Male 60+		0%
<b>Qualifications:</b>			
	<b>Question changed to gain actual data on no qualifications and whether Childcare or Playwork Qualification</b>		
	No Childcare/Playwork Qualifications		22%
Total number holding a L2 qualification	Total number holding a L2 Childcare Qualification	12%	10%
	Total number holding a L2 Playwork Qualification		2%
Total number holding a L3 qualification	Total number holding a L3 Childcare Qualification	72%	39%
	Total number holding a L3 Playwork Qualification		7%
Total number holding a L4/L5 qualification	Total number holding a L4/5 Childcare Qualification	9%	13%
	Total number holding a L4/5 Playwork Qualification		1%
Total number holding a Graduate qualification	Total number holding a Graduate Childcare Qualification	6%	5%
	Total number holding a Graduate Playwork Qualification		0%
Total number working towards a L2 qualification	<b>Question not asked this year</b>	19%	
Total number working towards a L3 qualification		28%	
Total number working towards a L4/L5 qualification		42%	
Total number working towards a Graduate qualification		11%	
<b>Training:</b>			
Total number of settings who <b>don't</b> have a training budget		76%	87%
Total number of staff who are <b>not</b> paid to attend training		17%	23%
Total number of staff who are <b>sometimes</b> paid to attend training		25%	0%
<b>Preferred language for training delivery:</b>			
Welsh		3%	2%
English		82%	85%
Both (Welsh & English)		12%	13%
<b>Methods used by settings to access training:</b>			
	<b>Methods used by settings to access training / CPD:</b>		
Online training	Online training	23%	47%
Webinars	Webinars	2%	5%
Face to face training / CPD events	Face to face training / events	87%	82%

	Work based learning / vocational / apprenticeship		<b>45%</b>
	<b>Preferred methods to access training / CPD:</b>		
	Online training		<b>25%</b>
	Webinars		<b>0%</b>
	Face to face training /events		<b>60%</b>
	Work based learning / vocational / apprenticeship		<b>16%</b>
<b>Training Requirements:</b>			
First Aid		<b>26%</b>	<b>23%</b>
Child Protection / Safeguarding		<b>30%</b>	<b>31%</b>
Early Years Practice		<b>10%</b>	<b>14%</b>
Health & Safety		<b>23%</b>	<b>33%</b>
Leadership & Management		<b>9%</b>	<b>8%</b>
Playwork		<b>14%</b>	<b>23%</b>
Food Hygiene		<b>24%</b>	<b>21%</b>
Business Support		<b>3%</b>	<b>3%</b>
IT/computer literacy		<b>12%</b>	<b>12%</b>

#### COMMENTS

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Cwlwm National Figures via County			
Assessment Survey Year		2015-16	2016-2017
% based on total number of responses		Newport	
Total number of responses	Certain questions changed within the Childcare and Early Years Workforce survey for 16-17 to enable more accurate data		91
Settings funded by Local Authority to deliver:			
Foundation Phase		38%	32%
Flying Start		10%	10%
<b>Staff Age Groups:</b>	<b>Staff Gender and Age Groups:</b>		
Under 18	Question changed in order to gain actual data on gender and age	2%	
18-24		23%	
25-30		23%	
31-40		21%	
45-50		18%	
51-60		10%	
61+		3%	
	Female Under 18		8%
	Female 18-24		23%
	Female 25-30		27%
	Female 31-40		18%
	Female 41-50		13%
	Female 51-60		7%

	Female 60+		2%
	Male Under 18		0%
	Male 18-24		1%
	Male 25-30		0%
	Male 31-40		1%
	Male 41-50		0%
	Male 51-60		0%
	Male 60+		0%
<b>Qualifications:</b>			
	<b>Question changed to gain actual data on no qualifications and whether Childcare or Playwork Qualification</b>		
	No Childcare/Playwork Qualifications		34%
Total number holding a L2 qualification	Total number holding a L2 Childcare Qualification	15%	7%
	Total number holding a L2 Playwork Qualification		2%
Total number holding a L3 qualification	Total number holding a L3 Childcare Qualification	68%	34%
	Total number holding a L3 Playwork Qualification		6%
Total number holding a L4/L5 qualification	Total number holding a L4/5 Childcare Qualification	12%	12%
	Total number holding a L4/5 Playwork Qualification		1%
Total number holding a Graduate qualification	Total number holding a Graduate Childcare Qualification	5%	4%
	Total number holding a Graduate Playwork Qualification		0%
Total number working towards a L2 qualification	<b>Question not asked this year</b>	14%	
Total number working towards a L3 qualification		32%	
Total number working towards a L4/L5 qualification		45%	
Total number working towards a Graduate qualification		9%	
<b>Training:</b>			
Total number of settings who <b>don't</b> have a training budget		67%	74%
Total number of staff who are <b>not</b> paid to attend training		30%	23%
Total number of staff who are <b>sometimes</b> paid to attend training		17%	0%
<b>Preferred language for training delivery:</b>			
Welsh		3%	2%
English		84%	91%
Both (Welsh & English)		10%	2%
<b>Methods used by settings to access training:</b>			
Online training	Methods used by settings to access training / CPD: Online training	43%	59%
Webinars	Webinars	8%	10%
Face to face training / CPD events	Face to face training / events	86%	85%

	Work based learning / vocational / apprenticeship		<b>49%</b>
	<b>Preferred methods to access training / CPD:</b>		
	Online training		<b>29%</b>
	Webinars		<b>3%</b>
	Face to face training /events		<b>64%</b>
	Work based learning / vocational / apprenticeship		<b>14%</b>
<b>Training Requirements:</b>			
First Aid		<b>28%</b>	<b>22%</b>
Child Protection / Safeguarding		<b>33%</b>	<b>28%</b>
Early Years Practice		<b>15%</b>	<b>15%</b>
Health & Safety		<b>28%</b>	<b>26%</b>
Leadership & Management		<b>7%</b>	<b>7%</b>
Playwork		<b>12%</b>	<b>13%</b>
Food Hygiene		<b>19%</b>	<b>24%</b>
Business Support		<b>4%</b>	<b>5%</b>
IT/computer literacy		<b>10%</b>	<b>6%</b>

#### COMMENTS

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Cwlwm National Figures via County			
Assessment Survey Year		2015-16	2016-2017
% based on total number of responses		Pembrokeshire	
Total number of responses	Certain questions changed within the Childcare and Early Years Workforce survey for 16-17 to enable more accurate data		90
Settings funded by Local Authority to deliver:			
Foundation Phase		27%	22%
Flying Start		19%	24%
<b>Staff Age Groups:</b>	<b>Staff Gender and Age Groups:</b>		
Under 18	Question changed in order to gain actual data on gender and age	2%	
18-24		22%	
25-30		18%	
31-40		25%	
45-50		20%	
51-60		10%	
61+		3%	
	Female Under 18		4%
	Female 18-24		21%
	Female 25-30		16%
	Female 31-40		21%
	Female 41-50		18%
	Female 51-60		11%

	Female 60+		4%
	Male Under 18		0%
	Male 18-24		1%
	Male 25-30		1%
	Male 31-40		0%
	Male 41-50		1%
	Male 51-60		0%
	Male 60+		1%
<b>Qualifications:</b>			
	<b>Question changed to gain actual data on no qualifications and whether Childcare or Playwork Qualification</b>		
	No Childcare/Playwork Qualifications		15%
Total number holding a L2 qualification	Total number holding a L2 Childcare Qualification	19%	9%
	Total number holding a L2 Playwork Qualification		3%
Total number holding a L3 qualification	Total number holding a L3 Childcare Qualification	61%	49%
	Total number holding a L3 Playwork Qualification		9%
Total number holding a L4/L5 qualification	Total number holding a L4/5 Childcare Qualification	11%	8%
	Total number holding a L4/5 Playwork Qualification		1%
Total number holding a Graduate qualification	Total number holding a Graduate Childcare Qualification	10%	6%
	Total number holding a Graduate Playwork Qualification		0%
Total number working towards a L2 qualification	<b>Question not asked this year</b>	25%	
Total number working towards a L3 qualification		40%	
Total number working towards a L4/L5 qualification		30%	
Total number working towards a Graduate qualification		4%	
<b>Training:</b>			
Total number of settings who <b>don't</b> have a training budget		64%	81%
Total number of staff who are <b>not</b> paid to attend training		38%	31%
Total number of staff who are <b>sometimes</b> paid to attend training		33%	0%
<b>Preferred language for training delivery:</b>			
Welsh		8%	
English		76%	
Both (Welsh & English)		14%	
<b>Methods used by settings to access training:</b>			
	<b>Methods used by settings to access training / CPD:</b>		
Online training	Online training	45%	54%
Webinars	Webinars	5%	2%
Face to face training / CPD events	Face to face training /events	87%	89%

	Work based learning / vocational / apprenticeship		<b>48%</b>
	<b>Preferred methods to access training / CPD:</b>		
	Online training		<b>29%</b>
	Webinars		<b>1%</b>
	Face to face training /events		<b>74%</b>
	Work based learning / vocational / apprenticeship		<b>28%</b>
<b>Training Requirements:</b>			
First Aid		<b>28%</b>	<b>31%</b>
Child Protection / Safeguarding		<b>29%</b>	<b>26%</b>
Early Years Practice		<b>13%</b>	<b>12%</b>
Health & Safety		<b>19%</b>	<b>18%</b>
Leadership & Management		<b>10%</b>	<b>11%</b>
Playwork		<b>15%</b>	<b>25%</b>
Food Hygiene		<b>27%</b>	<b>22%</b>
Business Support		<b>6%</b>	<b>5%</b>
IT/computer literacy		<b>11%</b>	<b>13%</b>

#### COMMENTS

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Cwlwm National Figures via County			
Assessment Survey Year		2015-16	2016-2017
% based on total number of responses		Powys	
Total number of responses	Certain questions changed within the Childcare and Early Years Workforce survey for 16-17 to enable more accurate data		81
Settings funded by Local Authority to deliver:			
Foundation Phase		51%	49%
Flying Start		15%	11%
<b>Staff Age Groups:</b>	<b>Staff Gender and Age Groups:</b>		
Under 18	Question changed in order to gain actual data on gender and age	2%	
18-24		28%	
25-30		14%	
31-40		21%	
45-50		19%	
51-60		12%	
61+		3%	
	Female Under 18		2%
	Female 18-24		21%
	Female 25-30		16%
	Female 31-40		23%
	Female 41-50		23%
	Female 51-60		10%

	Female 60+		4%
	Male Under 18		0%
	Male 18-24		1%
	Male 25-30		0%
	Male 31-40		0%
	Male 41-50		1%
	Male 51-60		0%
	Male 60+		0%
<b>Qualifications:</b>			
	<b>Question changed to gain actual data on no qualifications and whether Childcare or Playwork Qualification</b>		
	No Childcare/Playwork Qualifications		24%
Total number holding a L2 qualification	Total number holding a L2 Childcare Qualification	14%	12%
	Total number holding a L2 Playwork Qualification		5%
Total number holding a L3 qualification	Total number holding a L3 Childcare Qualification	68%	45%
	Total number holding a L3 Playwork Qualification		2%
Total number holding a L4/L5 qualification	Total number holding a L4/5 Childcare Qualification	13%	9%
	Total number holding a L4/5 Playwork Qualification		1%
Total number holding a Graduate qualification	Total number holding a Graduate Childcare Qualification	6%	2%
	Total number holding a Graduate Playwork Qualification		0%
Total number working towards a L2 qualification	<b>Question not asked this year</b>	23%	
Total number working towards a L3 qualification		53%	
Total number working towards a L4/L5 qualification		20%	
Total number working towards a Graduate qualification		3%	
<b>Training:</b>			
Total number of settings who <b>don't</b> have a training budget		58%	47%
Total number of staff who are <b>not</b> paid to attend training		12%	10%
Total number of staff who are <b>sometimes</b> paid to attend training		15%	0%
<b>Preferred language for training delivery:</b>			
Welsh		15%	16%
English		67%	78%
Both (Welsh & English)		18%	6%
<b>Methods used by settings to access training:</b>			
Online training	Methods used by settings to access training / CPD:		
	Online training	36%	52%
Webinars	Webinars	3%	2%
Face to face training / CPD events	Face to face training / events	78%	90%

	Work based learning / vocational / apprenticeship		<b>17%</b>
	<b>Preferred methods to access training / CPD:</b>		
	Online training		<b>15%</b>
	Webinars		<b>0%</b>
	Face to face training /events		<b>79%</b>
	Work based learning / vocational / apprenticeship		<b>15%</b>
<b>Training Requirements:</b>			
First Aid		<b>26%</b>	<b>25%</b>
Child Protection / Safeguarding		<b>28%</b>	<b>22%</b>
Early Years Practice		<b>9%</b>	<b>11%</b>
Health & Safety		<b>14%</b>	<b>11%</b>
Leadership & Management		<b>5%</b>	<b>8%</b>
Playwork		<b>12%</b>	<b>9%</b>
Food Hygiene		<b>23%</b>	<b>17%</b>
Business Support		<b>7%</b>	<b>12%</b>
IT/computer literacy		<b>3%</b>	<b>4%</b>

#### COMMENTS

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Cwlwm National Figures via County			
Assessment Survey Year		2015-16	2016-2017
% based on total number of responses		Rhondda Cynon Taf	
Total number of responses	Certain questions changed within the Childcare and Early Years Workforce survey for 16-17 to enable more accurate data		91
Settings funded by Local Authority to deliver:			
Foundation Phase		26%	22%
Flying Start		17%	24%
<b>Staff Age Groups:</b>	<b>Staff Gender and Age Groups:</b>		
Under 18	Question changed in order to gain actual data on gender and age	2%	
18-24		24%	
25-30		23%	
31-40		22%	
45-50		18%	
51-60		9%	
61+		2%	
	Female Under 18		1%
	Female 18-24		28%
	Female 25-30		23%
	Female 31-40		22%
	Female 41-50		13%
	Female 51-60		7%

	Female 60+		2%
	Male Under 18		0%
	Male 18-24		1%
	Male 25-30		0%
	Male 31-40		1%
	Male 41-50		1%
	Male 51-60		0%
	Male 60+		0%
<b>Qualifications:</b>			
	<b>Question changed to gain actual data on no qualifications and whether Childcare or Playwork Qualification</b>		
	No Childcare/Playwork Qualifications		3%
Total number holding a L2 qualification	Total number holding a L2 Childcare Qualification	16%	6%
	Total number holding a L2 Playwork Qualification		5%
Total number holding a L3 qualification	Total number holding a L3 Childcare Qualification	63%	51%
	Total number holding a L3 Playwork Qualification		12%
Total number holding a L4/L5 qualification	Total number holding a L4/5 Childcare Qualification	17%	17%
	Total number holding a L4/5 Playwork Qualification		4%
Total number holding a Graduate qualification	Total number holding a Graduate Childcare Qualification	4%	3%
	Total number holding a Graduate Playwork Qualification		0%
Total number working towards a L2 qualification	<b>Question not asked this year</b>	16%	
Total number working towards a L3 qualification		41%	
Total number working towards a L4/L5 qualification		38%	
Total number working towards a Graduate qualification		4%	
<b>Training:</b>			
Total number of settings who <b>don't</b> have a training budget		74%	77%
Total number of staff who are <b>not</b> paid to attend training		50%	36%
Total number of staff who are <b>sometimes</b> paid to attend training		20%	0%
<b>Preferred language for training delivery:</b>			
Welsh		13%	29%
English		67%	46%
Both (Welsh & English)		11%	15%
<b>Methods used by settings to access training:</b>			
	<b>Methods used by settings to access training / CPD:</b>		
Online training	Online training	32%	53%
Webinars	Webinars	5%	4%
Face to face training / CPD events	Face to face training / events	89%	84%



	Work based learning / vocational / apprenticeship		<b>42%</b>
	<b>Preferred methods to access training / CPD:</b>		
	Online training		<b>30%</b>
	Webinars		<b>2%</b>
	Face to face training /events		<b>71%</b>
	Work based learning / vocational / apprenticeship		<b>16%</b>
<b>Training Requirements:</b>			
First Aid		<b>26%</b>	<b>16%</b>
Child Protection / Safeguarding		<b>29%</b>	<b>26%</b>
Early Years Practice		<b>18%</b>	<b>12%</b>
Health & Safety		<b>33%</b>	<b>28%</b>
Leadership & Management		<b>15%</b>	<b>10%</b>
Playwork		<b>15%</b>	<b>25%</b>
Food Hygiene		<b>29%</b>	<b>23%</b>
Business Support		<b>6%</b>	<b>3%</b>
IT/computer literacy		<b>19%</b>	<b>9%</b>

#### COMMENTS

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Cwlwm National Figures via County			
Assessment Survey Year		2015-16	2016-2017
% based on total number of responses		Swansea	
Total number of responses	Certain questions changed within the Childcare and Early Years Workforce survey for 16-17 to enable more accurate data		113
Settings funded by Local Authority to deliver:			
Foundation Phase		7%	4%
Flying Start		8%	14%
<b>Staff Age Groups:</b>	<b>Staff Gender and Age Groups:</b>		
Under 18	Question changed in order to gain actual data on gender and age	1%	
18-24		25%	
25-30		21%	
31-40		24%	
45-50		17%	
51-60		9%	
61+		2%	
	Female Under 18		6%
	Female 18-24		20%
	Female 25-30		21%
	Female 31-40		23%
	Female 41-50		16%
	Female 51-60		9%

	Female 60+		4%
	Male Under 18		0%
	Male 18-24		1%
	Male 25-30		0%
	Male 31-40		0%
	Male 41-50		0%
	Male 51-60		0%
	Male 60+		1%
<b>Qualifications:</b>			
	<b>Question changed to gain actual data on no qualifications and whether Childcare or Playwork Qualification</b>		
	No Childcare/Playwork Qualifications		16%
Total number holding a L2 qualification	Total number holding a L2 Childcare Qualification	13%	10%
	Total number holding a L2 Playwork Qualification		1%
Total number holding a L3 qualification	Total number holding a L3 Childcare Qualification	68%	50%
	Total number holding a L3 Playwork Qualification		3%
Total number holding a L4/L5 qualification	Total number holding a L4/5 Childcare Qualification	12%	14%
	Total number holding a L4/5 Playwork Qualification		0%
Total number holding a Graduate qualification	Total number holding a Graduate Childcare Qualification	7%	6%
	Total number holding a Graduate Playwork Qualification		0%
Total number working towards a L2 qualification	<b>Question not asked this year</b>	13%	
Total number working towards a L3 qualification		17%	
Total number working towards a L4/L5 qualification		62%	
Total number working towards a Graduate qualification		9%	
<b>Training:</b>			
Total number of settings who <b>don't</b> have a training budget		74%	73%
Total number of staff who are <b>not</b> paid to attend training		50%	25%
Total number of staff who are <b>sometimes</b> paid to attend training		7%	0%
<b>Preferred language for training delivery:</b>			
Welsh		6%	0%
English		74%	85%
Both (Welsh & English)		14%	12%
<b>Methods used by settings to access training:</b>			
	<b>Methods used by settings to access training / CPD:</b>		
Online training	Online training	30%	49%
Webinars	Webinars	2%	5%
Face to face training / CPD events	Face to face training / events	76%	84%

	Work based learning / vocational / apprenticeship		<b>42%</b>
	<b>Preferred methods to access training / CPD:</b>		
	Online training		<b>24%</b>
	Webinars		<b>2%</b>
	Face to face training /events		<b>73%</b>
	Work based learning / vocational / apprenticeship		<b>16%</b>
<b>Training Requirements:</b>			
First Aid		<b>31%</b>	<b>25%</b>
Child Protection / Safeguarding		<b>28%</b>	<b>28%</b>
Early Years Practice		<b>5%</b>	<b>13%</b>
Health & Safety		<b>26%</b>	<b>19%</b>
Leadership & Management		<b>6%</b>	<b>5%</b>
Playwork		<b>8%</b>	<b>17%</b>
Food Hygiene		<b>24%</b>	<b>22%</b>
Business Support		<b>4%</b>	<b>1%</b>
IT/computer literacy		<b>9%</b>	<b>5%</b>

#### COMMENTS

<sup>1</sup> The Cwlwm Childcare and Early Years Workforce questionnaire 2016-17 went out via email to all PACEY members and NDNA Cymru members in Wales and was promoted on social media. This was also shared with appropriate staff in Local Authorities for promotion. The response rate varies significantly between Local Authorities in line with the supporting document and so should be used with a note of caution in some areas when considering the needs of childminders and day nurseries. PACEY Cymru and NDNA Cymru are both happy to discuss with Local Authorities on an individual basis as requested to provide further information and support'.



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'Cwlwm' brings together the five leading childcare organisations in Wales to deliver a bilingual integrated service that will ensure the best possible outcomes for children and families across Wales. 'Cwlwm' partners are Clybiau Plant Cymru Kids' Clubs, Mudiad Meithrin, National Day Nurseries Association (NDNA Cymru), PACEY Cymru and Wales Pre-School Providers Association (Wales PPA).

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 partnership<sup>1</sup> based on those providers that took part across Wales.

Cwlwm National Figures via County			
Assessment Survey Year		2015-16	2016-2017
% based on total number of responses		Torfaen	
Total number of responses	Certain questions changed within the Childcare and Early Years Workforce survey for 16-17 to enable more accurate data		56
Settings funded by Local Authority to deliver:			
Foundation Phase		32%	31%
Flying Start		24%	21%
<b>Staff Age Groups:</b>	<b>Staff Gender and Age Groups:</b>		
Under 18	Question changed in order to gain actual data on gender and age	2%	
18-24		28%	
25-30		19%	
31-40		19%	
45-50		20%	
51-60		7%	
61+		5%	
	Female Under 18		6%
	Female 18-24		22%
	Female 25-30		17%
	Female 31-40		24%
	Female 41-50		19%
	Female 51-60		8%

	Female 60+		3%
	Male Under 18		0%
	Male 18-24		0%
	Male 25-30		0%
	Male 31-40		0%
	Male 41-50		1%
	Male 51-60		1%
	Male 60+		0%
<b>Qualifications:</b>			
	<b>Question changed to gain actual data on no qualifications and whether Childcare or Playwork Qualification</b>		
	No Childcare/Playwork Qualifications		13%
Total number holding a L2 qualification	Total number holding a L2 Childcare Qualification	16%	10%
	Total number holding a L2 Playwork Qualification		3%
Total number holding a L3 qualification	Total number holding a L3 Childcare Qualification	59%	44%
	Total number holding a L3 Playwork Qualification		5%
Total number holding a L4/L5 qualification	Total number holding a L4/5 Childcare Qualification	21%	21%
	Total number holding a L4/5 Playwork Qualification		2%
Total number holding a Graduate qualification	Total number holding a Graduate Childcare Qualification	3%	2%
	Total number holding a Graduate Playwork Qualification		0%
Total number working towards a L2 qualification	<b>Question not asked this year</b>	20%	
Total number working towards a L3 qualification		27%	
Total number working towards a L4/L5 qualification		49%	
Total number working towards a Graduate qualification		4%	
<b>Training:</b>			
Total number of settings who <b>don't</b> have a training budget		73%	78%
Total number of staff who are <b>not</b> paid to attend training		32%	43%
Total number of staff who are <b>sometimes</b> paid to attend training		29%	0%
<b>Preferred language for training delivery:</b>			
Welsh		5%	2%
English		89%	95%
Both (Welsh & English)		8%	2%
<b>Methods used by settings to access training:</b>			
	<b>Methods used by settings to access training / CPD:</b>		
Online training	Online training	34%	45%
Webinars	Webinars	0%	7%
Face to face training / CPD events	Face to face training / events	87%	73%

	Work based learning / vocational / apprenticeship		<b>54%</b>
	<b>Preferred methods to access training / CPD:</b>		
	Online training		<b>11%</b>
	Webinars		<b>18%</b>
	Face to face training /events		<b>39%</b>
	Work based learning / vocational / apprenticeship		<b>20%</b>
<b>Training Requirements:</b>			
First Aid		<b>22%</b>	<b>30%</b>
Child Protection / Safeguarding		<b>33%</b>	<b>36%</b>
Early Years Practice		<b>12%</b>	<b>21%</b>
Health & Safety		<b>23%</b>	<b>35%</b>
Leadership & Management		<b>6%</b>	<b>11%</b>
Playwork		<b>5%</b>	<b>19%</b>
Food Hygiene		<b>28%</b>	<b>27%</b>
Business Support		<b>5%</b>	<b>14%</b>
IT/computer literacy		<b>10%</b>	<b>17%</b>

#### COMMENTS

<sup>1</sup> The Cwlwm Childcare and Early Years Workforce questionnaire 2016-17 went out via email to all PACEY members and NDNA Cymru members in Wales and was promoted on social media. This was also shared with appropriate staff in Local Authorities for promotion. The response rate varies significantly between Local Authorities in line with the supporting document and so should be used with a note of caution in some areas when considering the needs of childminders and day nurseries. PACEY Cymru and NDNA Cymru are both happy to discuss with Local Authorities on an individual basis as requested to provide further information and support'.



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Cwlwm National Figures via County			
Assessment Survey Year		2015-16	2016-2017
% based on total number of responses		Vale of Glamorgan	
Total number of responses	Certain questions changed within the Childcare and Early Years Workforce survey for 16-17 to enable more accurate data		60
Settings funded by Local Authority to deliver:			
Foundation Phase		22%	15%
Flying Start		16%	18%
<b>Staff Age Groups:</b>	<b>Staff Gender and Age Groups:</b>		
Under 18	Question changed in order to gain actual data on gender and age	1%	
18-24		19%	
25-30		17%	
31-40		18%	
45-50		25%	
51-60		17%	
61+		4%	
	Female Under 18		3%
	Female 18-24		12%
	Female 25-30		15%
	Female 31-40		24%
	Female 41-50		23%
	Female 51-60		18%



	Female 60+		4%
	Male Under 18		0%
	Male 18-24		0%
	Male 25-30		0%
	Male 31-40		0%
	Male 41-50		1%
	Male 51-60		0%
	Male 60+		1%
<b>Qualifications:</b>			
	<b>Question changed to gain actual data on no qualifications and whether Childcare or Playwork Qualification</b>		
	No Childcare/Playwork Qualifications		29%
Total number holding a L2 qualification	Total number holding a L2 Childcare Qualification	21%	7%
	Total number holding a L2 Playwork Qualification		1%
Total number holding a L3 qualification	Total number holding a L3 Childcare Qualification	64%	46%
	Total number holding a L3 Playwork Qualification		5%
Total number holding a L4/L5 qualification	Total number holding a L4/5 Childcare Qualification	10%	8%
	Total number holding a L4/5 Playwork Qualification		0%
Total number holding a Graduate qualification	Total number holding a Graduate Childcare Qualification	5%	2%
	Total number holding a Graduate Playwork Qualification		1%
Total number working towards a L2 qualification	<b>Question not asked this year</b>	10%	
Total number working towards a L3 qualification		42%	
Total number working towards a L4/L5 qualification		45%	
Total number working towards a Graduate qualification		3%	
<b>Training:</b>			
Total number of settings who <b>don't</b> have a training budget		81%	83%
Total number of staff who are <b>not</b> paid to attend training		22%	28%
Total number of staff who are <b>sometimes</b> paid to attend training		26%	0%
<b>Preferred language for training delivery:</b>			
Welsh		6%	3%
English		75%	85%
Both (Welsh & English)		19%	8%
<b>Methods used by settings to access training:</b>			
Online training	Methods used by settings to access training / CPD:		
	Online training	53%	62%
Webinars	Webinars	3%	8%
Face to face training / CPD events	Face to face training /events	88%	87%

	Work based learning / vocational / apprenticeship		<b>37%</b>
	<b>Preferred methods to access training / CPD:</b>		
	Online training		<b>27%</b>
	Webinars		<b>3%</b>
	Face to face training /events		<b>57%</b>
	Work based learning / vocational / apprenticeship		<b>15%</b>
<b>Training Requirements:</b>			
First Aid		<b>27%</b>	<b>15%</b>
Child Protection / Safeguarding		<b>33%</b>	<b>22%</b>
Early Years Practice		<b>19%</b>	<b>10%</b>
Health & Safety		<b>24%</b>	<b>14%</b>
Leadership & Management		<b>7%</b>	<b>7%</b>
Playwork		<b>14%</b>	<b>8%</b>
Food Hygiene		<b>38%</b>	<b>18%</b>
Business Support		<b>3%</b>	<b>5%</b>
IT/computer literacy		<b>4%</b>	<b>8%</b>

#### COMMENTS

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Cwlwm National Figures via County			
Assessment Survey Year		2015-16	2016-2017
% based on total number of responses		Wrexham	
Total number of responses	Certain questions changed within the Childcare and Early Years Workforce survey for 16-17 to enable more accurate data		82
Settings funded by Local Authority to deliver:			
Foundation Phase		51%	39%
Flying Start		17%	13%
<b>Staff Age Groups:</b>	<b>Staff Gender and Age Groups:</b>		
Under 18	Question changed in order to gain actual data on gender and age	2%	
18-24		20%	
25-30		17%	
31-40		20%	
45-50		22%	
51-60		14%	
61+		6%	
	Female Under 18		5%
	Female 18-24		17%
	Female 25-30		16%
	Female 31-40		19%
	Female 41-50		22%
	Female 51-60		12%

	Female 60+		7%
	Male Under 18		0%
	Male 18-24		2%
	Male 25-30		0%
	Male 31-40		0%
	Male 41-50		0%
	Male 51-60		1%
	Male 60+		0%
<b>Qualifications:</b>			
	<b>Question changed to gain actual data on no qualifications and whether Childcare or Playwork Qualification</b>		
	No Childcare/Playwork Qualifications		16%
Total number holding a L2 qualification	Total number holding a L2 Childcare Qualification	28%	13%
	Total number holding a L2 Playwork Qualification		3%
Total number holding a L3 qualification	Total number holding a L3 Childcare Qualification	54%	48%
	Total number holding a L3 Playwork Qualification		4%
Total number holding a L4/L5 qualification	Total number holding a L4/5 Childcare Qualification	11%	11%
	Total number holding a L4/5 Playwork Qualification		1%
Total number holding a Graduate qualification	Total number holding a Graduate Childcare Qualification	8%	6%
	Total number holding a Graduate Playwork Qualification		0%
Total number working towards a L2 qualification	<b>Question not asked this year</b>	10%	
Total number working towards a L3 qualification		46%	
Total number working towards a L4/L5 qualification		41%	
Total number working towards a Graduate qualification		4%	
<b>Training:</b>			
Total number of settings who <b>don't</b> have a training budget		63%	59%
Total number of staff who are <b>not</b> paid to attend training		30%	31%
Total number of staff who are <b>sometimes</b> paid to attend training		21%	0%
<b>Preferred language for training delivery:</b>			
Welsh		16%	2%
English		75%	76%
Both (Welsh & English)		8%	21%
<b>Methods used by settings to access training:</b>			
	<b>Methods used by settings to access training / CPD:</b>		
Online training	Online training	21%	29%
Webinars	Webinars	1%	2%
Face to face training / CPD events	Face to face training / events	73%	82%

	Work based learning / vocational / apprenticeship		<b>35%</b>
	<b>Preferred methods to access training / CPD:</b>		
	Online training		<b>10%</b>
	Webinars		<b>0%</b>
	Face to face training /events		<b>67%</b>
	Work based learning / vocational / apprenticeship		<b>18%</b>
<b>Training Requirements:</b>			
First Aid		<b>19%</b>	<b>19%</b>
Child Protection / Safeguarding		<b>19%</b>	<b>24%</b>
Early Years Practice		<b>9%</b>	<b>6%</b>
Health & Safety		<b>24%</b>	<b>22%</b>
Leadership & Management		<b>6%</b>	<b>4%</b>
Playwork		<b>7%</b>	<b>8%</b>
Food Hygiene		<b>27%</b>	<b>21%</b>
Business Support		<b>4%</b>	<b>5%</b>
IT/computer literacy		<b>5%</b>	<b>3%</b>

#### COMMENTS

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