



List of Required Qualifications

to work within early years and childcare in Wales

April 2017



Foreword

Social Care Wales are the Sector Skills Council for social care and early years and childcare in Wales, thus taking responsibility for the early years and childcare workforce working in the private and voluntary sector.

Social Care Wales are responsible for promoting and supporting high standards across the early years and childcare workforce. We do this by working in partnership with employers and stakeholders to ensure that the workforce in Wales has the right skills and qualifications to work to a high professional standard, and is capable of delivering high quality service. The *List of required qualifications to work within the early years and childcare sector in Wales* is at the core of that work.



Contents

Section 1: Introduction and guidance	5
1.1 Early years and childcare service areas	6
1.2 Definitions of job roles	6
1.3 Status of the Qualification List	6
1.4 Qualifications required to meet regulation	6
1.5 Qualifications required to meet Welsh Government Policy	7
1.6 Other qualifications accepted for practice	7
1.7 Criteria for qualifications to appear on the Qualification List	7
1.8 Qualifications that do not meet the design principles	8
1.9 Equivalence and prior learning	9
1.10 Qualifications gained outside Wales	9
1.11 Induction for early years and childcare practitioners	9
1.12 Continuing professional development	10
1.13 Academic qualifications for career progression and continuing professional development	10
1.14 Welsh language and culture	10
Section 2: Qualifications required by regulation to work within Full Day Care and Crèche Facilities with children below the age of eight	11
– Assistant Nursery Practitioner	11
– Nursery Practitioner	13
– Advanced Practitioner/Deputy Nursery Manager	15
– Nursery Manager	17
Section 3: Qualifications required by regulation to work as a Childminder and ‘Childcare at Home’ Voluntary Approval Scheme	19
– Childminder	19
- ‘Childcare at Home’ Voluntary Approval Scheme (Nanny)	20

Section 4: Qualifications required by regulation to work in Sessional Day Care	22
– Assistant Sessional Practitioner	22
– Sessional Practitioner	24
– Advanced Practitioner/Deputy Sessional Manager	26
– Sessional Manager	28
Section 5: Qualifications required by Welsh Government Policy to work within Flying Start	30
– Flying Start Family Support Worker	30
– Flying Start Practitioner	33
– Flying Start Leader	34
Section 6: Qualifications required by Welsh Government Policy to deliver the Foundation Phase	35
– Nursery Practitioner	35
Glossary	37

Section 1 - Introduction and guidance

The *List of required qualifications to work within the early years and childcare sector in Wales* has been coproduced with the sector for the sector. The list provides guidance for early years and childcare employers, practitioners, learning providers, and other organisations about the required occupational qualifications for those working in early years and childcare with children below the age of 8 years.

This list should be used in conjunction with the Qualification List produced by Skills Active, the Sector Skills Council for play workers and any other list developed by Sector Skills Councils with responsibility for parts of the early years workforce working in different sectors (eg: health, education). It should also be used in conjunction with service standards and regulations, where stipulated by the Care and Social Services Inspectorate Wales (CSSIW).

The achievement of qualifications will rely upon assessors who have the knowledge, competence and capacity to support people through their qualifications. Investing in workforce development through the achievement of qualifications can help to create a culture of learning, build the competence needed for future assessors and increase the strength and professionalisation of the whole service and organisation.

It is important to encourage a culture of self-improvement and ongoing professional learning among practitioners. This should commence on entry to the workforce. The *Early Years and Childcare Induction Framework* provides a structured start for workers and helps to identify development needs.

Working in childcare is about so much more than just supervising children: while practitioners may work with children and families in a way that seems effortless, in order to do this well they need to be trained professionals with a high level of skills, knowledge and behaviours. Continuing Professional Development (CPD) is a about planned, on-going development of a person's knowledge and skills throughout their working life, it keeps people motivated and develops good practice and quality services.

CPD is important because it ensures you continue to be competent in your profession. Aside from learning about something new, there are many reasons to undertake CPD. CPD can give you new knowledge that may help you to deal with new or complex situations; it can help you achieve your career goals by focusing on learning and development, will give you confidence in your role and demonstrates your commitment to developing your skills and knowledge. CPD will also keep you motivated and up to date with best practice; this is really important after a career break.

Supporting resources:

- Early Years and Childcare Induction Framework Wales
- Continuing Professional Development Principles for the early years and childcare workforce in Wales
- Continuing Professional Development Toolkit for Social Care, Early Years and Child Care Managers and Workers

Other mandatory training:

Other mandatory training is required under as part of registration and regulation requirements for example, first aid. Please refer to regulations and contact CSSIW for further guidance.

1.1 Early years and childcare service areas within Social Care Wales footprint

Social Care Wales 'footprint' for early years and childcare covers day care services for children below the age of 8 years. These include: full day care and crèche facilities; childminding and sessional day care. Please refer to Glossary for definition of these areas.

Flying Start and Foundation Phase provision that sit within day care services have additional qualification requirements to those laid out in the regulations for regulated childcare. These have been set by the Welsh Government and are laid out in the qualification tables.

1.2 Definitions of job roles for Qualifications required for regulation

Please refer to the Glossary.

1.3 Status of the Qualification List

1.3.1 Does my qualification have to be on the list?

Yes, these are the qualifications which are needed for practice for regulated childcare and Welsh Government Policy for Flying Start and Foundation Phase where this is applicable. Current accepted qualifications appear in the first column of the list.

1.4 Qualifications required to meet regulations

These are requirements that apply to childcare settings; they aim to ensure safe and quality services. They are published by the Welsh Government and the Care and Social Services Inspectorate Wales (CSSIW) take them into account when they undertake inspections. There may be additional qualification requirements that are not required by regulation but are a requirement of Welsh Government policies.

1.5 Qualifications required to meet Welsh Government Policy

Qualifications for Flying Start and Foundation Phase are set at a higher level by Welsh Government Policy.

1.6 Other qualifications accepted for practice

1.6.1 What if my qualification appears in the other qualification accepted for regulation column? Can I still practice?

If your qualification appears in the other qualification accepted for regulation column you can still practice but must make sure you keep up to date with training and development. Please refer to the section on Continuing Professional Development.

1.7 Criteria for qualifications to appear on the Qualification List

For a qualification to be accepted and placed on the List it will have needed to meet a set of criteria known as the 'design principles' and of prime importance is that they are based on NOS and that competence is assessed in the workplace.

1.7.1 New degrees that meet design principles

These new degrees meet the design principles as assessment of competency has been embedded within the structure of the qualifications.

1.7.2 My qualification is not on the list, can I still practice?

The qualifications which appear on the list are the qualifications which are needed for practice under regulation for regulated childcare and Welsh Government Policy for Flying Start and Foundation Phase where this is applicable. If your qualification does not appear you do not have the correct qualification to carry out that role. You should speak to CSSIW who can help you further

If your qualification is in Playwork, please refer to the Skills Active List of Required Qualifications to work within Playwork sector in Wales skillsactive.com/country/wales/list-of-required-qualifications-for-wales-playwork

1.7.3 Level 3 Extended Diploma in Children’s Care Learning and Development (CCLD):

The design principles for all qualification development and full time education provision – the extended diploma – are listed below:

- Must contain the occupation competence qualification Diploma in CCLD (cited in Nurturing Children, Supporting Parents Policy Statement from Welsh Government);
- Title must explicitly reflect the occupational competence qualifications;
- Must be fit for purpose in Wales and meet the requirements of Flying Start and Foundation Phase;
- Must provide progression option to HE with 360-420 UCAS points;
- Provide an exit point with unit accreditation and or diplomas (nothing else so awards and certificates won’t be developed as jump off points);
- Must offer a full time option to enable younger learners, time to learn, develop, mature and prove competence;
- Should contain generic units that any awarding body can offer;
- Should provide additionality for employers in terms of employability and skills mix for their staff teams.

1.8 Qualifications on the Qualification List that do not meet the design principles

1.8.1 Edexcel BTEC First Diploma CCLD (Level 2) / CACHE Level 2 and the Diploma in Childcare and Education (NQF)

These qualifications will remain on the current list as part of the transition to the Level 2 Diploma in Children’s Care Learning and Development (QCF) but will only be accepted if commenced prior to 2014.

1.8.2 Edexcel BTEC Level 3 National Certificate / Diploma Children’s Care, Learning and Development – CCLD

These qualifications will only be accepted if commenced prior to 2014.

1.8.3 BA Early Years and B.Ed / BA Primary Education

These qualifications do not meet the design principles (i.e. based on National Occupational Standards and that competence is assessed in the workplace) to practice within an early years and childcare setting and are therefore not accepted unless:

- they were commenced prior to 2010 for specific job roles
- or they are held by those working within Foundation Phase services.

1.9 Equivalence and prior learning

Other qualifications or previous learning - you may think that you have a qualification that is the same as, or similar to one on this list. There is no way for employers or Social Care Wales to check this for every person, just by looking at the list of things you studied, or your certificates. Only qualifications on this list are accepted in Wales, but the qualification or learning you have could go a long way to meeting the standards for Welsh qualifications. Awarding bodies may be able to help you check if you need more learning or what else you may need to do to get a qualification on this list. This might mean converting your qualification to fit what is needed in Wales. They do this by matching and testing your learning, knowledge and skills to those needed for the qualifications on this list.

1.10 Qualifications gained outside Wales

The Qualification List only specifies those early years qualifications offered in Wales. Social Care Wales has reached an agreement with other UK partners about which early years qualifications would be accepted in Wales from other UK nations.

Where a practitioner presents with a qualification that they have achieved outside of Wales but within the other UK nations, those responsible for recruitment should refer to the Social Care Wales's publication entitled, Qualifications across boundaries - comparison of competence qualifications across the UK; this outlines the early years and childcare qualifications that are acceptable for practitioners to work in Wales.

1.11 Induction for early years and childcare practitioners

The Early Years and Childcare Induction Framework for Wales provides a structure for induction into early years and childcare, outlining what an early years practitioner needs to be able to know and do in their first six months of employment. The Early Years Induction Framework for Wales assists in the development of skilled, competent and safe early years and childcare practitioners. Furthermore, there is a requirement within the regulations for regulated childcare⁶ that all practitioners should receive induction training which includes health and safety and child protection policies and procedures during their first week of employment.

1.12 Continuing Professional Development

The third column in the list aims to identify and suggest qualifications or units that can help to progress careers and develop your role as part of your continued professional development. This could be in leadership and management Level 5 or as an advanced practitioner Level 5.

Specific standalone units from the range of qualifications available can also be undertaken to provide on-going learning in particular areas. A series of mapping leaflets have been developed outlining the most suitable units for practitioners working within the different areas of early years and childcare, these are available on Social Care Wales' website.

1.13 Academic qualifications and learning for career progression and continuing professional development

Social Care Wales recognises the value of academic qualifications in developing and enhancing a practitioner's knowledge and practice. Social Care Wales suggests that HEI's and FE providers may be contacted for further information and advice.

1.14 Welsh language and culture

Social Care Wales encourages the promotion of Welsh language awareness and cultural sensitivity. The importance of understanding language development and bilingual development within a specific Welsh context should not be undervalued. The early years and childcare workforce have a fundamental role to play in supporting the Welsh Government's vision is to see the Welsh language thriving in Wales and to see the number of Welsh speakers increase to one million by 2050.

As an early years and childcare provider one of the most important skills your staff needs to have is *communication skills*. These are skills in communicating both with the children and their families, other staff members and external partners e.g. Care and Social Services Inspectorate Wales (CSSIW).

Communication in the child and family's preferred language is important in order to ensure that the child's needs are met. Some of the qualifications listed are available through the medium of Welsh, advice should be sought from awarding bodies where these are required.

¹ The Welsh Government Flying Start Strategic Guidance

² The Welsh Government Foundation Phase

³ Building the Foundation Phase – Action Plan. DELLS Information Document No:025-06 December 2006

⁴ Professionalisation: the contribution of workforce development 2012-2017 Sector Qualification and Learning Strategy

⁵ Foundation Phase: Framework for Children's Learning for 3-7 years in Wales: Welsh Assembly Government 2008

⁶ National Minimum Standards for Regulated Childcare for Children up to the age of 12 years – Welsh Government April 2016

⁷ Social Care Wales Continuing Professional Development Toolkit for Social Care, Early Years and Child Care Managers and Workers, Social Care Wales 2012

Section 2 - Qualifications required for those working within full day care and crèche facilities with children below the age of eight years

Full day care and crèche facilities for children below the age of 8 years – Assistant Nursery Practitioner

Proportion of workforce required by regulation –

For full day care at least 80 per cent of the non-supervisory staff holds a qualification at least at level 2⁸

Current qualifications required in regulations

- Level 2 Diploma in Children's Care, Learning and Development (Wales and Northern Ireland) QCF
- EDEXCEL BTEC First Diploma CCLD (Level 2)⁹
- CACHE Level 2 Diploma in Childcare and Education (NQF)¹⁰

The new degrees listed below meet design principles and are accepted for practice in Wales:

- University of South Wales: BA Early Years Education and Practice (with Early Years Practitioner status)
- University of South Wales: Fd Early Years Education and Practice (with Early Years Practitioner status)
- Cardiff Metropolitan University: BA (Hons) Early Childhood Studies with Early Years Practice Status (EYPS)
- Glyndwr University: Fd Early Childhood Studies (EYPS)
- University of Bangor: Foundation Degree in Early Childhood and Learning Support Studies (EYPS)
- University Trinity St Davids: BA Early Years Education and Care (EYP) and integrated Masters Early Years Education and Care (Early Years Practitioner)

Other qualifications accepted for regulation

- NVQ Level 2 Children's Care, Learning and Development (CCLD)
- NVQ Level 2 Child Care and Education
- NVQ Level 2 Early Years Care and Education
- CACHE Certificate in Child Care & Education (CCE)
- First Diploma in Early Years / Nursery Nursing

Continuing Professional Development

- Level 3 Diploma in Children's Care, Learning and Development (Wales and Northern Ireland) QCF

Practitioners who are new to the early years and childcare sector or new to an organisation should complete the Early Years and Childcare Induction Framework for Wales¹.

⁸ National Minimum Standards for Regulated Childcare for Children up to the age of 12 years – Welsh Government April 2016

⁹ See guidance

¹⁰ See guidance

¹ www.socialcare.wales

Full day care and crèche facilities for children below the age of 8 years – Nursery Practitioner

Proportion of workforce required by regulation – At least 50% of these have a qualification at level 3¹¹

Current qualifications required in regulation

- Level 3 Diploma in Children’s Care, Learning and Development (Wales and Northern Ireland) QCF
- CACHE Extended Diploma in Children’s Care, Learning and Development
- **EDEXCEL BTEC Level 3 National Certificate/Diploma Children’s Care, Learning and Development - CCLD¹²**

The new degrees listed below meet design principles and are accepted for practice in Wales:

- University of South Wales: BA Early Years Education and Practice (with Early Years Practitioner status)
- University of South Wales: Fd Early Years Education and Practice (with Early Years Practitioner status)
- Cardiff Metropolitan University: BA (Hons) Early Childhood Studies with Early Years Practice Status (EYPS)
- Glyndwr University: Fd Early Childhood Studies (EYPS)
- University of Bangor: Foundation Degree in Early Childhood and Learning Support Studies (EYPS)
- University Trinity St Davids: BA Early Years Education and Care (EYP) and integrated Masters Early Years Education and Care (Early Years Practitioner)

Other qualifications accepted for regulation

- CACHE Level 3 Diploma in Child Care & Education
- NVQ Level 3 Children's Care Learning and Development (CCLD)
- NVQ Level 3 Child Care and Education
- NVQ Level 3 Early Years Care and Education
- (CACHE) Diploma in Child Care & Education
- Diploma in Nursery Nursing Level 3
- Award in Early Years and Child Care for play workers (transitional awards)
- Level 3 Certificate in Work with Children
- CACHE Diploma in Nursery Nursing(DNN) (was NNEB)
- Diploma in Childcare and Education (DCE)
- National Certificate in Caring Services (Nursery Nursing)
- National Diploma in Caring Services (Nursery Nursing)
- National Certificate in Childhood Studies (Nursery Nursing)
- National Diploma in Childhood Studies (Nursery Nursing)
- National Certificate in Early Years
- National Diploma in Early Years
- Open University (OU) Level 4 Certificate in Early Years Practice

Continuing Professional Development

- **Further units from the** Level 3 Diploma in Children's Care, Learning and Development (Wales and Northern Ireland) QCF
- **Units out of the** Level 5 Diploma in Leadership for Children's Care, Learning and Development (Advanced Practice) Wales and Northern Ireland QCF

Practitioners who are new to the early years and childcare sector or new to an organisation should complete the Early Years and Childcare Induction Framework for Wales.

¹¹ National Minimum Standards for Regulated Childcare for Children up to the age of 12 years – Welsh Government April 2016

¹² See guidance

Full day care and crèche facilities for children below the age of 8 years – Advanced Nursery Practitioner/Deputy Nursery Manager

Proportion of workforce required by regulation – At least 50% of these have a qualification at level 3

Current qualifications required in regulation

- Level 3 Diploma in Children’s Care, Learning and Development
(Wales and Northern Ireland) QCF
- CACHE Extended Diploma in Children’s Care, Learning and Development
- **EDEXCEL BTEC Level 3 National Certificate/Diploma Children’s Care, Learning and Development - CCLD¹³**

The new degrees listed below meet design principles and are accepted for practice in Wales:

- University of South Wales: BA Early Years Education and Practice (with Early Years Practitioner status)
- University of South Wales: Fd Early Years Education and Practice (with Early Years Practitioner status)
- Cardiff Metropolitan University: BA (Hons) Early Childhood Studies with Early Years Practice Status (EYPS)
- Glyndwr University: Fd Early Childhood Studies (EYPS)
- University of Bangor: Foundation Degree in Early Childhood and Learning Support Studies (EYPS)
- University Trinity St Davids: BA Early Years Education and Care (EYP) and integrated Masters Early Years Education and Care (Early Years Practitioner)

Other qualifications accepted for regulation

- CACHE Level 3 Diploma in Child Care & Education
- NVQ Level 3 Children's Care Learning and Development (CCLD)
- NVQ Level 3 Child Care and Education
- NVQ Level 3 Early Years Care and Education
- (CACHE) Diploma in Child Care & Education
- Diploma in Nursery Nursing Level 3
- Award in Early Years and Child Care for play workers (transitional awards)
- Level 3 Certificate in Work with Children
- National Certificate in Early Years
- National Diploma in Early Years
- National Diploma in Early Studies (Nursery Nursing)
- Open University (OU) Level 4 Certificate in Early Years Practice

Suggested work based qualifications for career progression and continuing professional development

- Level 5 Diploma in Leadership for Children's Care, Learning and Development (Advanced Practice) Wales and Northern Ireland QCF

Practitioners who are new to the early years and childcare sector or new to an organisation should complete the Early Years and Childcare Induction Framework for Wales.

¹³ See guidance

Full day care and crèche facilities for children below the age of 8 years – Nursery Manager

Proportion of workforce required by regulation – 100%¹⁴ The person in charge has at least a level 3 qualification

Current qualifications required for regulation

- Level 3 Diploma in Children’s Care, Learning and Development (Wales and Northern Ireland) QCF
- CACHE Extended Diploma in Children’s Care, Learning and Development
- **BA Early Years and B.Ed/BA Primary Education¹⁵**
- **EDEXCEL BTEC Level 3 National Certificate/Diploma Children’s Care, Learning and Development - CCLD¹⁶**

The new degrees listed below meet design principles and are accepted for practice in Wales:

- University of South Wales: BA Early Years Education and Practice (with Early Years Practitioner status)
- University of South Wales: Fd Early Years Education and Practice (with Early Years Practitioner status)
- Cardiff Metropolitan University: BA (Hons) Early Childhood Studies with Early Years Practice Status (EYPS)
- Glyndwr University: Fd Early Childhood Studies (EYPS)
- University of Bangor: Foundation Degree in Early Childhood and Learning Support Studies (EYPS)
- University Trinity St Davids: BA Early Years Education and Care (EYP) and integrated Masters Early Years Education and Care (Early Years Practitioner)

Other qualifications accepted for regulation

- CACHE Level 3 Diploma in Child Care & Education
- NVQ Level 3 Children's Care Learning and Development (CCLD)
- NVQ Level 3 Child Care and Education
- NVQ Level 3 Early Years Care and Education
- (CACHE) Diploma in Child Care & Education
- Diploma in Nursery Nursing Level 3
- Award in Early Years and Child Care for play workers (transitional awards)
- Level 3 Certificate in Work with Children
- CACHE Diploma in Nursery Nursing(DNN) (was NNEB)
- Diploma in Childcare and Education (DCE)
- National Certificate in Caring Services (Nursery Nursing)
- National Diploma in Caring Services (Nursery Nursing)
- National Certificate in Childhood Studies (Nursery Nursing)
- National Diploma in Childhood Studies (Nursery Nursing)
- National Certificate in Early Years
- National Diploma in Early Years

Continuing Professional Development

- Level 5 Diploma in Leadership for Children's Care, Learning and Development (Management) Wales and Northern Ireland QCF

Practitioners who are new to the early years and childcare sector or new to an organisation should complete the Early Years and Childcare Induction Framework for Wales.

¹⁴ National Minimum Standards for Regulated Childcare – March 2012

¹⁵ See guidance

¹⁶ See guidance

Section 3 - Qualifications required by regulation to work as a Childminder or 'Childcare at Home' - Voluntary Approval Scheme

Registered childminders are childcare professionals working in their own homes to provide care and education for other people's children in a family setting. 'Childcare at home' is an individual who provides care for one or more children in a family home as a service.

The unit listed in this section is a specialist unit for working as a childminder and 'childcare at home' only **and is not** transferable across the whole sector as a qualification.

Childminder
<p>Proportion of workforce required by regulation – 100%¹⁷ The childminder has successfully completed an appropriate pre-registration course recognised in the Social Care Wales current list.</p>
Current qualifications required for regulation
CYPOP 5 ¹⁸ Understand how to set up a home based childcare service (requirement for registration). This is an unit, and is not a qualification.
Other qualifications accepted for regulation
<ul style="list-style-type: none"> • Certificate in Childminding Practice • Diploma in Childminding Practice • Diploma in Home based Child Care (Level 3)
Continuing Professional Development
<ul style="list-style-type: none"> • Level 3 Diploma in Children's Care, Learning and Development, Wales and Northern Ireland QCF
Practitioners who are new to the early years and childcare sector or new to an organisation should complete the Early Years and Childcare Induction Framework for Wales.

¹⁷ National Minimum Standards for Regulated Childcare for Children up to the age of 12 years – Welsh Government April 2016

¹⁸ CYPOP 5 may also be known by a different name / unit number. Please check with the awarding organisation or learning provider.

'Childcare at home' - Voluntary Approval Scheme (Nanny)

Approved Qualification for 'Childcare at Home' Voluntary Approval Scheme,. The CYPOP5 unit listed in this section is a specialist unit for working as a homebased carer only **and is not** transferable across the whole sector as a qualification.

Approved qualifications

CYPOP 5¹⁸ Understand how to set up a home based childcare service (requirement for registration). **This is an unit, and is not a qualification.**

or

- Level 3 Diploma in Children's Care, Learning and Development (Wales and Northern Ireland) QCF
- Level 5 Diploma in Children's Care, Learning and Development (Wales and Northern Ireland) QCF
- CACHE Extended Diploma in Children's Care, Learning and Development

Other qualifications accepted for regulation

- Certificate in Childminding Practice
- Diploma in Childminding Practice
- Diploma in Home based Child Care (Level 3)

OR

- CACHE Level 3 Diploma in Child Care & Education
- NVQ Level 3 Children's Care Learning and Development (CCLD)
- NVQ Level 3 Child Care and Education
- NVQ Level 3 Early Years Care and Education
- (CACHE) Diploma in Child Care & Education
- Diploma in Nursery Nursing Level 3
- Award in Early Years and Child Care for play workers (transitional awards)
- Level 3 Certificate in Work with Children

- CACHE Diploma in Nursery Nursing(DNN) (was NNEB)
- Diploma in Childcare and Education (DCE)
- National Certificate in Caring Services (Nursery Nursing)
- National Diploma in Caring Services (Nursery Nursing)
- National Certificate in Childhood Studies (Nursery Nursing)
- National Diploma in Childhood Studies (Nursery Nursing)
- National Certificate in Early Years
- National Diploma in Early Years
- Open University (OU) Level 4 Certificate in Early Years Practice

Continuing Professional Development

- Level 3 Diploma in Children's Care, Learning and Development, Wales and Northern Ireland QCF

Practitioners who are new to the early years and childcare sector or new to an organisation should complete the Early Years and Childcare Induction Framework for Wales.

Section 4 - Qualifications required by regulation to work within sessional day care

Sessional day care also sometimes known as playgroups, Cylch Meithrin or pre-school playgroups, provide sessional day care and education for children. The age range of pre-school provision is from two years to five years, although some nurseries only take children that are three years of age and above.

The qualifications listed as ‘other’ qualifications accepted for regulation highlighted in bold do not meet the ‘design principles’ stated in the introduction of this document. They are specialist qualifications for working within sessional day care and are not transferable across the whole sector. They are still acceptable but only to work with the age range two to three and if commenced prior to September 2010.

Sessional day care – Assistant Sessional Practitioner

Proportion of workforce required by regulation – At least 50 per cent of the non-supervisory staff holds a qualification at least at level 2¹⁹

Current qualifications required for regulation

- Level 2 Diploma in Children’s Care, Learning and Development (Wales and Northern Ireland) QCF

The new degrees listed below meet design principles and are accepted for practice in Wales:

- University of South Wales: BA Early Years Education and Practice (with Early Years Practitioner status)
- University of South Wales: Fd Early Years Education and Practice (with Early Years Practitioner status)
- Cardiff Metropolitan University: BA (Hons) Early Childhood Studies with Early Years Practice Status (EYPS)
- Glyndwr University: Fd Early Childhood Studies (EYPS)
- University of Bangor: Foundation Degree in Early Childhood and Learning Support Studies (EYPS)
- University Trinity St Davids: BA Early Years Education and Care (EYP) and integrated Masters Early Years Education and Care (Early Years Practitioner)

Past qualifications accepted for regulation

- NVQ Level 2 Children’s Care, Learning and Development (CCLD)
- NVQ Level 2 Child Care and Education
- NVQ Level 2 Early Years Care and Education
- CACHE Certificate in Child Care & Education (CCE)
- First Diploma in Early Years / Nursery Nursing
- **PLA Certificate**
- **PPA Certificate**
- **WPPA Diploma in Playgroup Practice**
- **CACHE Level 2 Certificate in Early Years Care & Education (Welsh Medium)**
- **CACHE Level 2 Certificate in pre – school practice²²**
- **EDEXCEL BTEC First Diploma CCLD (Level 2)²⁰**
- **CACHE Level 2 Diploma in Childcare and Education (NQF)²¹**

Suggested work based qualifications for career progression and continuing professional development

- Level 3 Diploma in Children’s Care, Learning and Development (Wales and Northern Ireland) QCF

Practitioners who are new to the early years and childcare sector or new to an organisation should complete the Early Years and Childcare Induction Framework for Wales.

¹⁹ National Minimum Standards for Regulated Childcare for Children up to the age of 12 years – Welsh Government April 2016

²⁰ See guidance

²¹ See guidance

²² Those qualifications highlighted in bold, do not meet the ‘design principles’. Agreement has been reached with the sector that these qualifications are still acceptable but only to work within the age range two to three.

Sessional Day Care – Sessional Practitioner

Proportion of workforce required by regulation – At least 50% of these have a qualification at level 3

Current qualifications required for regulation

- Level 3 Diploma in Children’s Care, Learning and Development (Wales and Northern Ireland) QCF
- CACHE Extended Diploma in Children’s Care, Learning and Development
- **EDEXCEL BTEC Level 3 National Certificate/Diploma Children’s Care, Learning and Development - CCLD²³**

The new degrees listed below meet design principles and are accepted for practice in Wales:

- University of South Wales: BA Early Years Education and Practice (with Early Years Practitioner status)
- University of South Wales: Fd Early Years Education and Practice (with Early Years Practitioner status)
- Cardiff Metropolitan University: BA (Hons) Early Childhood Studies with Early Years Practice Status (EYPS)
- Glyndwr University: Fd Early Childhood Studies (EYPS)
- University of Bangor: Foundation Degree in Early Childhood and Learning Support Studies (EYPS)
- University Trinity St Davids: BA Early Years Education and Care (EYP) and integrated Masters Early Years Education and Care (Early Years Practitioner)

Other qualifications accepted for regulation

- CACHE Level 3 Diploma in Child Care & Education
- NVQ Level 3 Children’s Care Learning and Development (CCLD)
- NVQ Level 3 Child Care and Education
- NVQ Level 3 Early Years Care and Education
- (CACHE) Diploma in Child Care & Education
- Diploma in Nursery Nursing Level 3
- Award in Early Years and Child Care for play workers (transitional awards)
- Level 3 Certificate in Work with Children
- Open University (OU) Level 4 Certificate in Early Years Practice

Continuing Professional Development

- Level 5 Diploma in Leadership for Children's Care, Learning and Development (Advanced Practice) Wales and Northern Ireland QCF

Practitioners who are new to the early years and childcare sector or new to an organisation should complete the Early Years and Childcare Induction Framework for Wales.

²³ See guidance National Minimum Standards for Regulated Childcare – March 2012

Sessional Day Care – Advanced Sessional Practitioner/Deputy Sessional Manager

Proportion of workforce required by regulation – At least 50 per cent of these have a qualification at level 3

Current qualifications required for regulation

- Level 3 Diploma in Children’s Care, Learning and Development (Wales and Northern Ireland) QCF
- CACHE Extended Diploma in Children’s Care, Learning and Development
- **EDEXCEL BTEC Level 3 National Certificate/Diploma Children’s Care, Learning and Development - CCLD²⁴**

The new degrees listed below meet design principles and are accepted for practice in Wales:

- University of South Wales: BA Early Years Education and Practice (with Early Years Practitioner status)
- University of South Wales: Fd Early Years Education and Practice (with Early Years Practitioner status)
- Cardiff Metropolitan University: BA (Hons) Early Childhood Studies with Early Years Practice Status (EYPS)
- Glyndwr University: Fd Early Childhood Studies (EYPS)
- University of Bangor: Foundation Degree in Early Childhood and Learning Support Studies (EYPS)
- University Trinity St Davids: BA Early Years Education and Care (EYP) and integrated Masters Early Years Education and Care (Early Years Practitioner)

Other qualifications accepted for regulation

- CACHE Level 3 Diploma in Child Care & Education
- **CACHE Level 3 Diploma in Playgroup Practice in Wales²⁵**
- NVQ Level 3 Children's Care Learning and Development (CCLD)
- NVQ Level 3 Child Care and Education
- NVQ Level 3 Early Years Care and Education
- (CACHE) Diploma in Child Care & Education
- Diploma in Nursery Nursing Level 3
- Award in Early Years and Child Care for play workers (transitional awards)
- Level 3 Certificate in Work with Children
- CACHE Diploma in Nursery Nursing(DNN) (was NNEB)
- Diploma in Childcare and Education (DCE)
- National Certificate in Caring Services (Nursery Nursing)
- National Diploma in Caring Services (Nursery Nursing)
- National Certificate in Childhood Studies (Nursery Nursing)
- National Diploma in Childhood Studies (Nursery Nursing)
- National Certificate in Early Years
- National Diploma in Early Years
- **CACHE level 3 Diploma in Early Years care & Education²⁶ (Welsh medium)**
- **CACHE Level 3 in preschool practice²⁷**
- Open University (OU) Level 4 Certificate in Early Years Practice

Continuing Professional Development

- Level 5 Diploma in Leadership for Children's Care, Learning and Development (Advanced Practice) Wales and Northern Ireland QCF

Practitioners who are new to the early years and childcare sector or new to an organisation should complete the Early Years and Childcare Induction Framework for Wales.

²⁴ See guidance

²⁵ Only accepted to work in sessional day care

²⁶ Only accepted to work in sessional day care

²⁷ Only accepted to work in sessional day care

Sessional Day Care – Sessional Manager

Proportion of workforce required by regulation – 100%²⁸

The person in charge has at least a level 3 qualification

Current qualifications required for regulation

- Level 3 Diploma in Children’s Care, Learning and Development (Wales and Northern Ireland) QCF
- CACHE Extended Diploma in Children’s Care, Learning and Development
- **EDEXCEL BTEC Level 3 National Certificate/Diploma Children’s Care, Learning and Development - CCLD²⁹**

The new degrees listed below meet design principles and are accepted for practice in Wales:

- University of South Wales: BA Early Years Education and Practice (with Early Years Practitioner status)
- University of South Wales: Fd Early Years Education and Practice (with Early Years Practitioner status)
- Cardiff Metropolitan University: BA (Hons) Early Childhood Studies with Early Years Practice Status (EYPS)
- Glyndwr University: Fd Early Childhood Studies (EYPS)
- University of Bangor: Foundation Degree in Early Childhood and Learning Support Studies (EYPS)
- University Trinity St Davids: BA Early Years Education and Care (EYP) and integrated Masters Early Years Education and Care (Early Years Practitioner)

Other qualifications accepted for regulation

- CACHE Level 3 Diploma in Child Care & Education
- NVQ Level 3 Children’s Care Learning and Development (CCLD)
- NVQ Level 3 Child Care and Education
- NVQ Level 3 Early Years Care and Education
- (CACHE) Diploma in Child Care & Education
- Diploma in Nursery Nursing Level 3
- Award in Early Years and Child Care for play workers (transitional awards)
- Level 3 Certificate in Work with Children
- CACHE Diploma in Nursery Nursing (DNN) (was NNEB)
- Diploma in Childcare and Education (DCE)
- National Certificate in Caring Services (Nursery Nursing)
- National Diploma in Caring Services (Nursery Nursing)
- National Certificate in Childhood Studies (Nursery Nursing)
- National Diploma in Childhood Studies (Nursery Nursing)
- National Certificate in Early Years
- National Diploma in Early Years
- **CACHE Level 3 Diploma in Playgroup Practice in Wales**³⁰
- **CACHE level 3 Diploma in Early Years Care & Education**³¹ (Welsh medium)
- **CACHE Level 3 in pre school practice**³²
- Open University (OU) Level 4 Certificate in Early Years Practice

Continuing Professional Development

- Level 5 Diploma in Leadership for Children’s Care, Learning and Development (Management) Wales and Northern Ireland QCF

Practitioners who are new to the early years and childcare sector or new to an organisation should complete the Early Years and Childcare Induction Framework for Wales.

²⁸ National Minimum Standards for Regulated Childcare for Children up to the age of 12 years – Welsh Government April 2016

²⁹ See guidance

³⁰ Only accepted to work in sessional day care

³¹ Only accepted to work in sessional day care

³² Only accepted to work in sessional day care

Section 5 - Qualifications required by Welsh Government to work within Flying Start

Flying Start³³ is the Welsh Government's flagship early years programme for families with children who are under four years of age and is targeted in some of our most deprived areas in Wales. It is a vital tool in delivering the seven core aims for children and young people. Qualification levels for those working within a Flying Start setting are set at a higher level than those required by regulation.

Flying Start – Flying Start Family Support Worker

Proportion of workforce required by Welsh Government policy – 100%³⁴

Current required qualifications

- Level 3 Diploma in Children's Care, Learning and Development (Wales and Northern Ireland) QCF
- CACHE Extended Diploma in Children's Care, Learning and Development
- **EDEXCEL BTEC Level 3 National Certificate/Diploma Children's Care, Learning and Development - CCLD³⁵**

The new degrees listed below meet design principles and are accepted for practice in Wales:

- University of South Wales: BA Early Years Education and Practice (with Early Years Practitioner status)
- University of South Wales: Fd Early Years Education and Practice (with Early Years Practitioner status)
- Cardiff Metropolitan University: BA (Hons) Early Childhood Studies with Early Years Practice Status (EYPS)
- Glyndwr University: Fd Early Childhood Studies (EYPS)
- University of Bangor: Foundation Degree in Early Childhood and Learning Support Studies (EYPS)
- University Trinity St Davids: BA Early Years Education and Care (EYP) and integrated Masters Early Years Education and Care (Early Years Practitioner)

Other qualifications which are accepted

- CACHE Level 3 Diploma in Child Care & Education
- NVQ Level 3 Children's Care Learning and Development (CCLD)
- NVQ Level 3 Child Care and Education
- NVQ Level 3 Early Years Care and Education
- (CACHE) Diploma in Child Care & Education
- Diploma in Nursery Nursing Level 3
- Award in Early Years and Child Care for play workers (transitional awards)
- Level 3 Certificate in Work with Children
- CACHE Diploma in Nursery Nursing (DNN) (was NNEB)
- Diploma in Childcare and Education (DCE)
- National Certificate in Caring Services (Nursery Nursing)
- National Diploma in Caring Services (Nursery Nursing)
- National Certificate in Childhood Studies (Nursery Nursing)
- National Diploma in Childhood Studies (Nursery Nursing)
- National Certificate in Early Years
- National Diploma in Early Years
- Open University (OU) Level 4 Certificate in Early Years Practice

Continuing Professional Development

- **Further units from the** Level 3³⁶ Diploma in Children's Care, Learning and Development (Wales and Northern Ireland) QCF
- **Units out of the** Level 5 Diploma in Leadership for Children's Care, Learning and Development (Advanced Practice) Wales and Northern Ireland QCF

Practitioners who are new to the early years and childcare sector or new to an organisation should complete the Early Years and Childcare Induction Framework for Wales.

³³ The Welsh Government Flying Start Strategic Guidance

³⁴ Flying Start Strategic Guidance – 2012

³⁵ See guidance

³⁶ Social Care Wales Mapping Pathways through QCF Qualifications

Flying Start – Flying Start Practitioner

Proportion of workforce required by Welsh Government policy – 100 per cent level 3 NVQ/QCF for support workers³⁷

Current required qualifications

- Level 3 Diploma in Children’s Care, Learning and Development (Wales and Northern Ireland) QCF
- CACHE Extended Diploma in Children’s Care, Learning and Development
- **EDEXCEL BTEC Level 3 National Certificate/Diploma Children’s Care, Learning and Development - CCLD³⁸**

The new degrees listed below meet design principles and are accepted for practice in Wales:

- University of South Wales: BA Early Years Education and Practice (with Early Years Practitioner status)
- University of South Wales: Fd Early Years Education and Practice (with Early Years Practitioner status)
- Cardiff Metropolitan University: BA (Hons) Early Childhood Studies with Early Years Practice Status (EYPS)
- Glyndwr University: Fd Early Childhood Studies (EYPS)
- University of Bangor: Foundation Degree in Early Childhood and Learning Support Studies (EYPS)
- University Trinity St Davids: BA Early Years Education and Care (EYP) and integrated Masters Early Years Education and Care (Early Years Practitioner)

Other qualifications which are accepted

- CACHE Level 3 Diploma in Child Care & Education
- NVQ Level 3 Children's Care Learning and Development (CCLD)
- NVQ Level 3 Child Care and Education
- NVQ Level 3 Early Years Care and Education
- (CACHE) Diploma in Child Care & Education
- Diploma in Nursery Nursing Level 3
- Award in Early Years and Child Care for play workers (transitional awards)
- Level 3 Certificate in Work with Children
- CACHE Diploma in Nursery Nursing(DNN) (was NNEB)
- Diploma in Childcare and Education (DCE)
- National Certificate in Caring Services (Nursery Nursing)
- National Diploma in Caring Services (Nursery Nursing)
- National Certificate in Childhood Studies (Nursery Nursing)
- National Diploma in Childhood Studies (Nursery Nursing)
- National Certificate in Early Years
- National Diploma in Early Years
- Open University (OU) Level 4 Certificate in Early Years Practice

Continuing Professional Development

- **Further units from the** Level 3³⁹ Diploma in Children's Care, Learning and Development (Wales and Northern Ireland) QCF
- **Units out of the** Level 5 Diploma in Leadership for Children's Care, Learning and Development (Advanced Practice) Wales and Northern Ireland QCF

Practitioners who are new to the early years and childcare sector or new to an organisation should complete the Early Years and Childcare Induction Framework for Wales.

³⁷ Flying Start Strategic Guidance - 2012

³⁸ See guidance

³⁹ Social Care Wales Mapping Pathways through QCF Qualifications

Flying Start – Flying Start Leader

Proportion of workforce required by Welsh Government policy – 100% level 4 NVQ or the Level 5 QCF equivalent for leaders⁴⁰

Current required qualifications

- Level 5 Diploma in Leadership for Children’s Care, Learning and Development (Management) Wales and Northern Ireland QCF

Other qualifications which are accepted

- NVQ Level 4 Children’s Care, Learning and Development – CCLD
- NVQ level 4 Early Years Care & Education
- Open University (OU) Level 4 Certificate in Early Years Practice

Continuing Professional Development

- **Further units from the** Level 5 Diploma in Leadership for Children’s Care, Learning and Development (Management) Wales and Northern Ireland QCF

Practitioners who are new to the early years and childcare sector or new to an organisation should complete the Early Years and Childcare Induction Framework for Wales.

⁴⁰ Flying Start Strategic Guidance – 2012

Section 6 - Qualifications to deliver the Foundation Phase

The Foundation Phase⁴¹ is a new approach to learning for children from three to seven years of age and has a statutory framework, the *Framework for Children's Learning for 3 to 7 year-olds in Wales*, to support it.

Foundation Phase – Nursery Practitioner
Proportion of workforce required by Welsh Government policy – 100% ⁴²
<p>Current required qualifications</p> <ul style="list-style-type: none"> • Level 3 Diploma in Children's Care, Learning and Development (Wales and Northern Ireland) QCF • CACHE Extended Diploma in Children's Care, Learning and Development • BA Early Years⁴³ • B.Ed/BA Primary⁴⁴ • EDEXCEL BTEC Level 3 National Certificate/Diploma Children's Care, Learning and Development - CCLD⁴⁵ <ul style="list-style-type: none"> • University of South Wales: BA Early Years Education and Practice (with Early Years Practitioner status) • University of South Wales: Fd Early Years Education and Practice (with Early Years Practitioner status) • Cardiff Metropolitan University: BA (Hons) Early Childhood Studies with Early Years Practice Status (EYPS) • Glyndwr University: Fd Early Childhood Studies (EYPS) • University of Bangor: Foundation Degree in Early Childhood and Learning Support Studies (EYPS) • University Trinity St Davids: BA Early Years Education and Care (EYP) and integrated Masters Early Years Education and Care (Early Years Practitioner)

Other qualifications accepted for regulation

- CACHE Level 3 Diploma in Child Care & Education
- NVQ Level 3 Children's Care Learning and Development (CCLD)
- NVQ Level 3 Child Care and Education
- NVQ Level 3 Early Years Care and Education
- (CACHE) Diploma in Child Care & Education
- Diploma in Nursery Nursing Level 3
- Award in Early Years and Child Care for play workers (transitional awards)
- Level 3 Certificate in Work with Children
- CACHE Diploma in Nursery Nursing(DNN) (was NNEB)
- Diploma in Childcare and Education (DCE)
- National Certificate in Caring Services (Nursery Nursing)
- National Diploma in Caring Services (Nursery Nursing)
- National Certificate in Childhood Studies (Nursery Nursing)
- National Diploma in Childhood Studies (Nursery Nursing)
- National Certificate in Early Years
- National Diploma in Early Years
- Open University (OU) Level 4 Certificate in Early Years Practice

Continuing Professional Development

- **Further units from the** Level 3⁴⁶ Diploma in Children's Care, Learning and Development (Wales and Northern Ireland) QCF
- Level 5 Diploma in Leadership for Children's Care, Learning and Development (Advanced Practice) Wales and Northern Ireland QCF

Practitioners who are new to the early years and childcare sector or new to an organisation should complete the Early Years and Childcare Induction Framework for Wales.

⁴¹ The Welsh Government Foundation Phase

⁴² National Minimum Standards for Regulated Childcare for Children up to the age of 12 years – Welsh Government April 2016

⁴³ See guidance

⁴⁴ See guidance

⁴⁵ See guidance

⁴⁶ Social Care Wales Mapping Pathways through QCF Qualifications

Glossary

Full day care	Regulations describe full day care as ‘facilities that provide day care for children under eight for a continuous period of four hours or more in any day in premises which are not domestic premises. These may include day nurseries, children’s centres, some family centres and wrap around care’.
Crèches	Regulations describe crèches as ‘facilities that provide occasional day care for children under eight and are provided on particular premises on more than five days a year.’ These can be provided in either permanent or temporary premises and care for children while parents are engaged or involved in activities.
Childminder	Registered childminders are childcare professionals working in their own homes to provide care and education for other people’s children in a domestic setting.
Homebased carer (Nanny)	A nanny is an individual who provides care for one or more children in a family home as a service.
Sessional Day Care	Sessional day care, also sometimes known as Cylch Meithrin, playgroups or pre-school playgroups provide sessional day care and education for children. The age range of pre-school providers is from two to five years, although some providers only take children that are three years of age and above.
Flying Start	<p>Flying Start is the Welsh Government’s flagship early years programme for families with children who are under four years of age and is targeted in some of the most deprived areas in Wales. It is a vital tool in delivering the seven core aims for children and young people.</p> <p>Qualification levels for those working within a Flying Start setting are set at a higher level than those within the regulations . Local authorities are responsible for the workforce, ensuring appropriate levels of training and qualification.</p>
The Foundation Phase	<p>The Foundation Phase is for children from three to seven years of age and is supported by a statutory framework, the <i>Framework for Children’s Learning for 3 to 7 year-olds in Wales</i>. An emphasis is placed on young children learning by doing and giving them more opportunities to gain first hand experiences through play and active learning.</p> <p>The Foundation Phase is based on the principle that early years’ provision should offer a sound foundation for future learning through a developmentally appropriate curriculum. It is important that childcare settings – particularly those looking after three to seven year-olds are aware of the principles of the Foundation Phase and the seven areas of learning.</p>

	<p>Qualification levels for those delivering the Foundation Phase are set at a higher level. Local authorities are responsible for the workforce, ensuring appropriate levels of training and qualifications.</p> <p>Where settings deliver Foundation Phase provision, the qualification table for the Foundation Phase should be referred to</p>
Assistant Nursery Practitioner/Assistant Sessional Practitioner	Assistant Nursery Practitioner/Assistant Sessional Practitioner would provide day care to children below the age of 8 years in a non-supervisory role.
Nursery Practitioner/Sessional Practitioner	Nursery Practitioner/Sessional Practitioner would provide day care to children below the age of 8 years in a unsupervised or a supervisory role.
Advanced Nursery Practitioner/Advanced Sessional Practitioner	Advanced Nursery Practitioner/Advanced Sessional Practitioner would undertake additional or specialist responsibilities in the day care provision. They may also act up for the Deputy Manager in their absence.
Deputy Nursery Manager/Deputy Sessional Manager	Deputy Nursery Manager/Deputy Sessional Manager would be the person responsible for deputising for the manager in directing and organising the effective running of the day care provision. The deputy manager may be the 'person in charge'.
Nursery Manager/Sessional Manager	Nursery Manager/Sessional Manager would be the person responsible for setting the operational direction and organising the effective running of the day care provision. The manager may be the 'person in charge' and/or the 'registered person'.