

## Spotlight on – Recruitment and Retention Autumn Recap

### Early Years Inclusion and Childcare Service

Dear all,

Wow a busy start to the academic year!!!

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

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

The Workforce Team has attended 27 events across the district – working with schools and colleges through the Careers and Enterprise Hubs and Leicestershire Education Business Company (LEBC), to provide sessions that allow students to explore a variety of careers and engage in sessions, inspiring students to consider a Career in Childcare. Sessions include 'What's my Job', Mock Interviews and Speed Networking, alongside some of the busiest Careers Fairs we have attended to date!!!



This also includes extended teaching and learning sessions for students completing Childcare qualifications at college, as well as secondary schools who offer vocational

Health and Social Care and Child Development GCSE options. The students receive information relating to the Childcare sector, explore the range of employment opportunities, advice and guidance around routes into the sector and support around building a sustainable career in the Childcare Workforce, all combined with practical activities to introduce the Early Years Foundation Stage Curriculum (EYFS) which show the value of play to children's learning, progress and development. It is a real pleasure to spend time with the students, here is a snapshot of our activity completed at Brocks Hill Primary, Gartree high, Hastings High, Loughborough College and SMB College Group.



We had the pleasure of attending a Year 10 Course work Presentation session at JFC – Employer support received from Laura at Little Stars and Lydia at Loughborough College where students gave detailed presentations around their chosen Campaigns and received industry specific feedback, guidance and support on Post 16 progression routes 😊





## DWP – Engagement and Promotion Continues

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

We continue to attend Jobs Fairs and work closely with Providers to support the Skills Bootcamp delivery throughout Leicestershire. For up to date information please visit the new sections on our website [Here!](#)

Skills Bootcamps



Professional qualifications



Leicestershire County Council provider training and events



**You can also access the latest copy of our Training Flyer within this section – making this more accessible to all those employed within the Childcare sector!**

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

as well as advertising vacancies through the [DWP Early Years Jobs Page](#)  
As always - Please continue to advertise and support this free to use service, we have now extended this to include work experience and volunteering placements – a great way to encourage people to join the sector and build your staff team 😊 Our next Jobs Fair is Harborough and Lutterworth on the 5<sup>th</sup> December!

## Provider News

**Realise Training** have successfully held online sessions to raise awareness of Skills Bootcamps with Employers – how they work and can support the successful recruitment of Post 19 Apprenticeships within the sector. They are working closely with the DWP to attend Job Fairs across Leicestershire. For more information or to offer an interview at the end of the 12 week course – please email:

[Julie.Jeffery@realisetraining.com](mailto:Julie.Jeffery@realisetraining.com)

**Loughborough College** also provide Face to Face Early Years Bootcamps – the first cohort is due to commence in December – supported through DWP they will also look for employer support for Interviews and work placement. For more information or to offer an interview at the end of the 12 week course – please email:

[karen.brookes@loughcoll.ac.uk](mailto:karen.brookes@loughcoll.ac.uk)



Loughborough College invite you to attend their Employer T-Level Lunch where you will be able to tour the facilities and build connections with their delivery and work experience Team! Register via [Eventbrite](#) to book your place!

**Kickstart a career in early years!**  
Join our FREE Skills Bootcamps programme and secure a GUARANTEED interview for a paid role with a local nursery.  
• No prior knowledge or experience needed.  
• Get the skills that nursery employers are looking for.  
Here's how it works:  
1. Sign up with Realise.  
2. Meet your Career Coach for personalised support throughout the programme.  
3. Receive a FREE DBS check.  
4. Study in the classroom or online.  
5. Get a FREE paediatric first aid certificate.  
6. Finish the course and start your apprenticeship search with your Career Coach.  
7. Complete an industry-recognised level 3 apprenticeship 3 months later.  
This programme is free of charge for eligible learners, aged 16+.  
Start Your Early Years Career Today!  
Email [vacancyhub@realisetraining.com](mailto:vacancyhub@realisetraining.com) or scan the QR code to register your interest.  
Realise

**Grow your Team**  
Loughborough COLLEGE  
FOR EMPLOYERS  
SKILLS FOR LIFE  
19+ adults  
5 - 7 hrs per week  
12 - 16 weeks  
Fully Funded  
Looking for Fresh Talent? Staff need Upskilling?  
No experience? No problem! Bootcamps are designed with your staff in mind.  
Why Choose Skills Bootcamps?  
• Subject areas: Childcare / Adult Care / Digital Skills  
• Open to all skill levels, from beginners to professionals  
• Practical skills tailored to your industry  
• Fun and interactive personal development  
Ready to take the next step?  
Get in touch today to learn how Skills Bootcamps can help your business.  
employerinfo@lough.ac.uk  
01509 515461  
www.lough.ac.uk/employers

**T-LEVEL Employer Lunch**  
Loughborough COLLEGE  
FOR EMPLOYERS  
10<sup>th</sup> December  
12pm - 2pm  
Radmoor Restaurant • Loughborough College • LE11 3BT  
01509 515461 • [employerinfo@lough.ac.uk](mailto:employerinfo@lough.ac.uk)

It has been a pleasure to be featured within the [Loughborough College Newsletter](#) – to showcase the work of Leicestershire County Council and share the work which is being completed to support the sector.

## Can you help??

Recently Qualified?

Achieved a new qualification or been promoted?

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

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

## Celebrating Success

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