

Top Tips for Training Providers

This guidance has been drawn together following research with project partners, families and early years and childcare providers who have been part of the PACE project. The project involved 12 partners from 4 different European countries.

Objectives were

- **Improving access to childcare**
- **Supporting parents' journey to employment**

These questions for consideration are designed to support employers and businesses to be more flexible with their employment opportunities to parents and families.

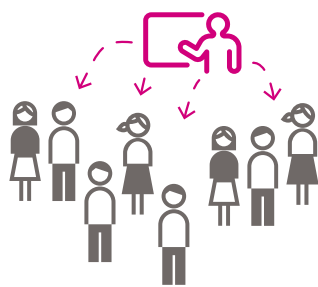
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**THE EDUCATION
PEOPLE**



Case study

‘Emma is a single parent with 2 daughters who lacked in confidence and self-esteem. She was referred to the PACE Project and took part in the Learning Links programmes initially to help build her confidence, she was able to bring her youngest daughter as a creche was provided as part of the 10 week programme. When Emma finished the programme she understood the importance of early years education for her daughter and with confidence, she was able to attend various courses to build up her employment skills and self-confidence. As she needed flexible and occasional childcare in order to attend the courses, the PACE project manager was able to identify a suitable nursery that was accessible via public transport, Emma was able to discuss her needs directly with the nursery, who understood the importance of offering flexible childcare to support Emma’s needs. Emma became a volunteer with the Children’s Centre, volunteering 2 days per week whilst her daughter attended nursery using the funded childcare for 3 years olds. In the meantime Emma has been applying for part-time jobs and pre-arranged occasional childcare with the nursery, so she could attend interviews when needed. Emma was successful in gaining employment as a Mid-day Supervisor with the local school and is currently training to completing her teaching assistant qualification.

Points to consider

- Do you have access to any funding streams that could contribute to the cost of childcare for students? How is this advertised to perspective students?
- Consider the location of courses, is there childcare nearby to support parents in attending courses?
- Kent Children and Families Information Service (CFIS) can provide information on local childcare providers 03000 412323 www.kent.gov.uk/education-and-children/childcare-and-pre-school
- Consider the flexibility of your course timings to allow time for families to access childcare, travel, and time to settle into the session
- Give time for the group to network and develop peer support
- Are refreshments readily available, are there any other available allowances? For example, bus pass, voucher
- Consider some general and common questions that students may have that is specific to the needs of their family, research some answers
- Is the tutor able to have a follow up conversation with students, group sessions may not suit everyone and individuals may welcome a 1:1 conversation about their learning?
- With parents' permission could contact be made with any other professionals that are supporting them in their journey to employment. This may give you some insight into their long-term plan and support you in providing additional training
- Could links with employment services, children’s centres and/or other organisations that work with local families be strengthened, to ensure that training provided is relevant to the local need?
- Are students offered support to enable them to successfully manage the tasks required outside of the classroom alongside their family commitments?

