



Welcome to On Course - Crêchendo Training's newsletter. Crêchendo specialises in training in Early Years, Childminding, Playwork, Leadership and Management. We offer full qualification courses accredited by CACHE and ILM as well as a broad range of CPD and INSET training.

The aim of our newsletter is twofold - to keep our customers and colleagues up to date with what we are doing and to share news and updates within our sector. We hope you will find it informative and useful - but if you don't there is an unsubscribe option on the bottom line.

Yesterday I attended the Children's Workforce Development Council's national conference in London. One of their keynote themes was 'integrated working' and we spent some time discussing the way this could have a positive impact. On our table a stronger theme was a desire to see more collaboration within and between organisations - between local authorities, across sectors within local authorities (including less ring fencing around budgets) and between training providers to name just a few.

If we are seriously to have a chance of improving the children's workforce, we are all in this together - so let's do more to work together and also engage with [CWDC](#) to make our voices heard.

Philip Davies  
Founder, Crêchendo  
[training@crechendo.com](mailto:training@crechendo.com)

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## Crêchendo comment

### Full and Relevant Qualifications

Last week a friend was at her daughter's school for a career evening, when she mentioned to one of the teachers that her daughter was considering a career in child care. The response was immediate: "Oh no - she's much too bright for that!"

There are still many who see a career in childcare as an inferior profession. We fully support the Children's Workforce Development Council's drive towards a more highly qualified childcare workforce - children and young people should be cared for by the most qualified workforce, rather than what has traditionally been seen as the least. But CWDC's target for all practitioners to have a 'full and relevant' qualification poses plenty of practical concerns:

Staff motivation - some of the courses Crêchendo Training has been running successfully for six years are suddenly no longer considered 'full and relevant'. Students now have to 'top up' their qualification by undertaking the NVQ Level 3 in Children's Learning and Development.

Funding - In the current climate many Local Authorities have had their funding levels cut, with budgets stretched yet further by topping up. However, CWDC does (at the time of writing) still have [funds available](#) for further training.

Time - when are those identified going to undertake their 'top up' qualifications? Day release from work will be harder than ever with budgets under pressure.



Just keeping up with all the changes within the childcare sector is a major challenge for settings, Local Authorities and training providers alike. In the coming months Crêchendo will keep a close eye on developments. We always appreciate your views and ideas - please send any feedback or ideas on how these changes affect you to [training@crechendo.com](mailto:training@crechendo.com)

Alice Lewes  
Training Director



## Analyse this!

### Crechendo's Training Needs Analysis tool.

With the seemingly ever changing status of the Qualifications Curriculum Framework and the introduction of the full and relevant qualifications, how are Settings and Local Authorities meant to keep track of individual training needs?

Crêchendo Training has successfully piloted a bespoke online [Training Needs Analysis Tool](#) to do just that - which can be tailored to meet specific objectives.

We recently undertook a project in partnership with Camden's Play Service Team and their Disabled Children's Access to Childcare (DCATCH) team. Our brief was to review the current status of staff competence and disabled children's access to suitable play opportunities, then to identify training and support needs.

Most of the Play Service team completed individual training questionnaires and were enthusiastic at being involved in identifying their own requirements. In conjunction with Camden Play Service we then devised individual development plans across the borough for those who participated.

Our online tool provides an analysis of gaps in existing knowledge, skills and attitudes. It can be undertaken by individuals at all levels and is simple, quick and cost effective. [Click here to find out more](#) or email [training@crechendo.com](mailto:training@crechendo.com)

“Camden's Dcatch team is currently developing an inclusion strategy to enhance disabled children's access to out-of-school childcare provision. As workforce training & learning will be an integral element of the new framework, we asked Crechendo Training to design and undertake an audit process to map current training and learning provision and to highlight workforce development gaps. Working with Ruth and Martina has been a really positive process. Crechendo has developed and conducted an electronic survey enabling us to gather the baseline information about the extent and nature of current training provision and the staff 's support needs. Their analysis of the data and related recommendations will have a significant impact upon the framework for inclusion and the development of accessible services.”

Laura Browning, Inclusion Development Manager  
London Borough of Camden

## In Brief

- We are delighted to welcome Annie Cook and Debbie Ettienne who both joined Crêchendo's Training team in June. Both Annie and Debbie are Early Years and Playwork trainers and NVQ assessors.
- Crêchendo has nominated Dianne Larrington, one of our star Playwork trainers, for the Nursery World's coveted Trainer of the Year Award. The shortlist will be announced at the end of July - watch this space!
- Look out in our next issue for Bees Trees and Dirty Knees when Crêchendo's Sue Usher will be giving the lowdown about her new courses in environmental play and learning.
- In November 2008 Crêchendo gained [ILM](#) Centre Approval to deliver the level 3 and level 5 award and certificate in Leadership and Management. [Contact Louise Turner](#) to discuss what Crêchendo could deliver for you.
- With the demands of EYFS and full and relevant qualifications, continuing professional development has never been more important. [Contact Martina Perrin](#) for details of all Crêchendo's one day courses.

# Children's Art Day, throughout July 2009

Children's Art Day is a national programme encouraging children, young people, families and teachers to engage with visual art. It takes place during Shine, the national festival celebrating talent in all young people. To mark Children's Art Day there are events all across London in July, from exhibitions to classes, workshops and performances. To find out more, visit these 2 sites;

- [www.engage.org/projects/cadevents.aspx?p=1&y=2009](http://www.engage.org/projects/cadevents.aspx?p=1&y=2009)
- [www.shineweek.co.uk](http://www.shineweek.co.uk)



## Crêchendo Training specialises in

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- [Playwork](#)
- [Childminding](#)
- [Leadership & Management](#)
- Outdoor Play & Forest Schools
- [CPD & Inset Days](#)
- [Training Needs Analysis](#)

On course is sent to past and present clients and organisations that have expressed an interest in our training services

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