

# Working it out:

helping to shape the future of the children's sector workforce



**A major one day international conference - 4 March 2009, Edinburgh**

Supported by the Scottish Government and European Commission

Across Europe reform of the children's sector workforce is on the agenda as countries consider how best to meet the many challenges facing society today. New services and new workforce roles are developing. And there are new aspirations for services which are child and family centred, treat children and young people as participants and parents, carers and communities as partners. These developments require a workforce that is skilled, valued and representative of the population it serves.

This major one day international conference forms part of the Working It Out Programme, a series of events and associated publications exploring workforce reform across Scotland being undertaken by Children in Scotland with the support of the Scottish Government. The conference will also launch a new EU wide programme undertaking research and promoting discussion around the role of the early years workforce in promoting social inclusion.

***Working it out: helping to shape the future of the children's sector workforce*** is a one year programme funded by the Scottish Government and launched in Autumn 2008. Its aim is to promote debate about the future children's sector workforce. For more details visit [www.childreninscotland.org.uk/workforce](http://www.childreninscotland.org.uk/workforce) or email Nicola Pay at [npay@childreninscotland.org.uk](mailto:npay@childreninscotland.org.uk)

***Working for inclusion : the role of the early years workforce in addressing poverty and promoting social inclusion*** is a new two year programme led by Children in Scotland in collaboration with the Nordland Research Institute, Norway, La Bottega Di Geppetto, Italy, and the Comenius Foundation for Child Development, Poland. Other associated countries are: Denmark, France, Hungary, Portugal and Slovenia. The programme is funded by the European Commission with the support of the Scottish Government. Its aim is to focus attention and strengthen understanding at local, national and EU levels on how the early years workforce can support social inclusion and address poverty, and will include research examining early years services and their workforce across ten EU countries. For more information contact [kmountney@childreninscotland.org.uk](mailto:kmountney@childreninscotland.org.uk)

## The conference will:

- explore issues and developments involved in the reform of the children's sector workforce
- consider workforce models and developments in a wide range of EU countries and Norway
- offer a particular focus on the role of the early years workforce in addressing poverty and promoting social inclusion
- strengthen the dialogue between the providers of initial and continuing education and professional development and employers and other stakeholders involved in workforce reform
- help shape the debate at a local, national and European level on how we develop a workforce that our children and young people and their families deserve.

## Who should attend:

This conference is relevant for all those involved in workforce education, training and the development and planning of services across education, health, social work, residential care, fostering, play, youth services, family support services, early years, out of school care, leisure, recreation and the arts. Local authority elected members and members of the Scottish Parliament will also find this useful.

## Programme

**9:00am Registration**

**9.30am Welcome from Chair**

Keir Bloomer, Vice Convener, Children in Scotland

**9.45am Addressing workforce reform in Scotland**

Adam Ingram MSP, Minister for Children and Early Years

**10.00am Questions**

**10.15am Current developments in workforce reform in Scotland: a panel discussion**

Panel chair: Willy Roe, Chair, Skills Development Scotland

Janet Lowe, Chair, Skills Committee, Scottish Funding Council

Alan Blackie, Chief Executive, East Lothian Council

Myra Pearson, Head of School of Education, University of Aberdeen

**11.15am Coffee**

**11.45am Wider European perspectives**

Nada Pozar-Matijasic, Ministry of Education and Sport, Slovenia

Marta Korintus, Director of Research, National Institute for Family and Social Policy, Hungary

Judit Fullana, Social Education Studies Coordinator, University of Girona, Spain

**12.30 pm Lunch**

**1.30pm Parallel Sessions: exploring workforce reform**

**1. 'Whole' child flexible qualification models for working across age groups: the role of the pedagogue**

How can services support inclusion and become more effective in meeting the needs of all children and families? Should a broader approach be taken to educating our workforce? This session explores the roles and education of pedagogues/social educators working in some other countries in Europe.

Chair: Stig Lund, Special Advisor, BUPL (Danish Association of Pedagogues)

Norma Hart, Senior Lecturer, BA Curative Education, University of Aberdeen

Marta Korintus, Director of Research, National Institute for Family and Social Policy, Hungary

Judit Fullana, Social Education Studies Coordinator, University of Girona, Spain

## **2. Working with the child as protagonist: services, family and community**

What skills are required in working with the child as protagonist? How can services, parents, carers and community work together in recognizing the child as an active agent ?

Chair: Gail Fertacz, Associate Principal, Curriculum, Quality and Learning Services, Forth Valley College

Professor Aldo Fortunati, Presidente, Centro di Ricerca e Documentazione sull'Infanzia, Italy

Wenche Rønning, Senior Researcher, Nordland Research Institute, Norway

Susan Owen, Director of Wellbeing, NCB, England

## **3. Working with diversity**

How important is it that the children's sector workforce reflects the diversity of the population it serves in its own composition? What is involved in understanding and addressing the different needs of individuals and groups whether this difference derives from gender or disability, ethnicity, faith, language and culture? How does and how should initial and continuing education providers respond to the different dimensions of diversity and contribute to developing a more balanced workforce which better reflects, and is more responsive to, the communities it serves?

Chair: Jill Bourne, Dean of the Faculty of Education, University of Strathclyde

Katrina Allen, Policy Officer, Children in Scotland

Marie Nicole Rubio, Director, Le Furet, France

Chrissy Meleady, Chief Executive, Early Years Equality, England

## **4. Schools, families and community: building relationships**

What does and should the wider approach to learning mean for workforce roles and education? This session will explore the relationship between schools, families and communities drawing on research and practice from England, Sweden and Scotland.

Chair: Pamela Munn, Professor of Curriculum Research, College of Humanities and Social Sciences, University of Edinburgh tbc

Peter Moss, Professor in Early Childhood Provision, Thomas Coram Research Unit, Institute of Education, University of London

Irene Audain, Chief Executive, Scottish Out of School Care Network

Whole day extended schools and pre-schools in Sweden

## **5. Developing new qualifications for the early years: how is it working across Europe?**

As Europe moves towards a more professional early years workforce and seeks to overcome the historical legacy of divided education and childcare systems, this session considers the approaches and experiences in France, Slovenia and Scotland.

Chair: Linda Kinney Head of Learning and Development, Stirling Council, Scotland

Nada Pozar-Matijasic, Ministry of Education and Sport, Slovenia

Frances Scott, Senior Learning and Development Advisor, Scottish Social Services Council with

Anne Hughes, Deputy Principal, University of Strathclyde

## 6. Working in and across rural and remote communities

How can rural and remote communities work with initial and continuing education providers to develop and retain their workforce – and what can others learn from their experience? This session discusses the issues and experiences in Norway, Portugal and Wales.

Chair : Gill Stewart, Director of Qualifications Scottish Qualifications Authority  
Alexandra Marques, Cadernos de Educação de Infância Portugal  
Anne Sofie Skogvold, Researcher, Nordland Research Institute, Bodø, Norway  
Siân Wyn Siencyn, Head, School of Early Years Education, Trinity College, Wales

### 2.45pm **Future of the children's sector workforce in Europe: key perspectives**

Session chair: Bronwen Cohen, Chief Executive, Children in Scotland and Strategic Director, EC programme, *Working for inclusion*

### 2.50pm **Addressing poverty and promoting social cohesion: the EU dimension**

Marie-Anne Paraskevas, Principal Administrator, Social Inclusion Unit, DG EMPL.E.2, European Commission

#### **Round table discussion**

Karen Mountney, Head of Programme and Practice Development, Children in Scotland and Operational Manager, EC programme, *Working for Inclusion*

Professor Aldo Fortunati, Presidente, Centro di Ricerca e Documentazione sull'Infanzia, Italy; partner in *Working for Inclusion*

Wenche Rønning, Senior Researcher, Nordland Research Institute, Norway; partner in *Working for Inclusion*

Teresa Ogrodziska, Director, Comenius Foundation for Child Development, Poland; partner in *Working for Inclusion*

### 3.30pm **Questions and discussion**

### 3.45pm **Shaping the future of the children's sector workforce: summing up**

Peter Moss, Professor in Early Childhood Provision, Thomas Coram Research Unit, Institute of Education, University of London

### 4.00pm **Chair's concluding remarks**

Keir Bloomer, Vice Convener, Children in Scotland

### 4.15pm **Conference close**

## **Building better childhoods book series**

A range of titles that highlight innovative policies and practice in Scotland, throughout Europe and beyond. In *Working it out* we explore children's sector workforce reform, in *Young children in charge* we focus on the values that drive early years service delivery in a Tuscan town and in *Adventures in nature* we see how the local natural environment is used to develop young children's sense of independence confidence and self-esteem.

View more titles at [www.childreninscotland.org.uk/publications](http://www.childreninscotland.org.uk/publications)

Book online at [www.childreninscotland.org.uk/wio](http://www.childreninscotland.org.uk/wio) or complete, photocopy and return one form for each delegate to: Alasdair Ferguson, Children in Scotland, Princes House, 5 Shandwick Place, Edinburgh EH2 4RG t: 0131 222 2438 f: 0131 228 8585 e: [conferences@childreninscotland.org.uk](mailto:conferences@childreninscotland.org.uk) (Please note we cannot accept phone bookings).

### Cost £125

- Discount A: Non-member - individuals/small voluntary agencies, primary and nursery schools £99
- Discount B: Member - statutory bodies/large voluntary organisations, including secondary schools £99
- Discount C: Member - individuals/small voluntary agencies, primary and nursery schools £70

### Booking

Please book a place for the following person at the conference (photocopy if necessary)

Name: .....

Position: .....

Organisation: .....

Address: .....

..... Post Code.....

Tel: ..... Email: .....

### Parallel session:

1st: \_\_\_\_\_ 2nd: \_\_\_\_\_ 3rd: \_\_\_\_\_

Vegetarian food will be provided. If you have any specific dietary or access requirements, please tick here and let Children in Scotland know the details three weeks before the event

- I qualify for a Children in Scotland (NCB, CiW, CiNI) member's discount.
- I enclose a cheque for £\_\_\_\_\_ (made payable to Children in Scotland)
- Please invoice me at the address above
- Please invoice me at the address below

Name: .....

Address: .....

.....

..... Post Code.....

Tel: ..... Email: .....

From time to time we may approach you with information about other projects, events, publications and magazines that the partner organisations produce or organise. If you do not wish to be contacted please tick this box  We may occasionally wish to make your details available to other not-for-profit organisations. Please tick this box if you do not wish us to do this

**Cancellations received in writing** three weeks before the event will be refunded less a £20 processing charge. No refunds can be made after this date, although substitutions may be made. Cancellations must be received in writing.