



The importance of CPD in early years & how to implement it in your setting

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What is CPD?

CPD stands for Continuing Professional Development and is the term used to describe “the learning activities professionals engage in to develop and enhance their abilities. It enables learning to become conscious and proactive, rather than passive and reactive.”

What are the advantages of CPD?

- One of the main advantages of CPD is that it combines different methods of learning, for example virtual webinars, e-learning programs, best practice techniques and ideas sharing – all with the main aim of an individual being able to improve and have effective professional development. This means that all learning styles can be catered for.
- CPD can provide new knowledge that may help the learner to deal with unfamiliar or complicated situations. It can help to reach career goals by focusing on learning and development, it can give added confidence in the learner’s role; and importantly, it demonstrates commitment to developing industry skills and knowledge.
- Engaging staff in CPD ensures that both academic and practical qualifications do not become out-dated or obsolete; this in turn allows individuals to continually ‘up skill’ or ‘re-skill’ themselves, regardless of job title, age or educational level.



Regular CPD leads to enhanced self-confidence and improved practice. It enables you to not only develop your competence in caring for young children, but helps you to demonstrate your commitment in this role. Doing accredited training can lead to higher qualifications and achieving your career goals.

Why CPD is so important within the early years sector

[The Statutory Framework](#) for the Early Years Foundation Stage (EYFS) makes ongoing CPD training a requirement - and it clearly states why this is important:

“Providers must support staff to undertake appropriate training and professional development opportunities to ensure they offer quality learning and development experiences for children that continually improves.”

There are no specific rules regarding the length of time one should spend on CPD. However, section three of the EYFS sets out particular training requirements that all early years practitioners must meet – regardless of whether a childminder or in a larger childcare setting.

These include:

- Minimum qualification levels for managers and staff in group settings.
- A course that enables childminders to understand and implement the EYFS.
 - *The type and content of this is not specified by Ofsted and does **not** require Local Authority approval.
- Food hygiene training for all practitioners in group settings.
 - *Local Environmental Health Departments may have their own requirements for childminder training and may set out how often food safety training is renewed.
- First aid training requirements.
 - *Childminders must hold a current, full paediatric First Aid Certificate which is renewed every three years.
 - *Additional requirements are in place for group settings.
- Safeguarding training.
 - *Childminders and lead practitioners must have attended child protection training and take into account advice from the LSCB (now Safeguarding Partners) or Local Authority on appropriate courses. Other staff must have safeguarding training provided and all practitioners must keep their knowledge up to date. (How this is to be done is not specified by the EYFS).
 - *Additional guidance on safeguarding training can be found in the document, 'Keeping Children Safe in Education' which is statutory for schools and good practice for Early Years settings.



CPD is key for not only upskilling your existing workforce, but reduces recruitment costs, attracts top talent and helps to prevent skills shortages within your setting. If you can ensure that your team undergoes regular refresher training on a variety of subjects relevant to working in early years, it means that they'll always be up-to-date with the latest EYFS Statutory Framework policies, procedures and practices – and it certainly doesn't need to be expensive.

Through the training that you already provide to your staff, you may have experienced that even though the team is predominantly hard-working and passionate, occasionally, some may lack the drive or confidence to put themselves forward for their next qualification. Encouraging your team to continue their development is great for moral, motivation and their wellbeing – it has many benefits for the employer too.

For employers

The main benefit of CPD for employers is that it can ensure that standards across the setting are both high and consistent – this is great for your reputation and if you have a [childcare website](#), this is something you should be shouting about online. Having a number of employees undertake CPD over a period of time allows for the sharing of 'best practice' and support for each other. CPD also contributes to maximising staff potential and provides a useful benchmark for annual appraisals. Be sure to use CPD courses which are [fully accredited](#).

For employees

CPD not only helps employees keep their knowledge and skills current, but it also ensures that the professional standard of their qualifications and registrations is maintained. In addition, it can contribute to their professional 'sense of direction'. Completing CPD helps build confidence and credibility, allows staff to showcase their achievements and arms them with the tools to cope positively with change. CPD is also beneficial for employees' career progression as it shows willingness to improve.

The great thing about CPD accredited courses relevant to early years childcare is that there are many available to do online - which means that learning can continue, even if self-isolating. There are no deadlines, no time restrictions and no classroom visits. So study is done in the learner's own time, in the comfort of their own home, and at a pace that suits them.

Here are some tips to help you to make life easier for your staff during their CPD training.

Create a revision area

Space permitting, try and have a quiet area where staff can go to do any research they need to do, or complete their assignments online in peace when they have spare time. Making your setting 'revision-friendly' is not too difficult if you can provide a table and put up a sign to let people know that the area is reserved for staff revision/study.

Celebrate success

Make a point of celebrating staff members who successfully complete their training. For instance, you could bring homemade cakes and special treats into work when someone passes a course, or if you have a few members of staff who are doing online CPD courses, you could bring treats in on one day of the month to celebrate all of them at the same time! Showing this level of recognition will help incentivise other members of your team and boost morale.

Tell your staff what it means to you and lead by example

Whenever you get the chance, whether in your one-to-one catch ups or when a new person joins your team, be vocal about how much you value people continuing their professional development and what a positive impact it has for not just the setting but the children too. Set a good example and enhance your own knowledge by taking a CPD accredited online course yourself.

Include training in objectives

When you set out objectives for your staff, talk to them about working towards their next qualification. Having the goal written down can be strong enough motivation to nudge them towards taking action and signing up for a course!

Whether you are a manager looking at supporting your staff by enhancing their knowledge or if you are looking at developing your own career, when you study one of Parenta's online CPD courses, you study in your own time and at your own pace – all from the comfort of your own home. Our full list of e-learning and e-book courses can be found [here](#).

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Working together for our children



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