



All Childcare and Day Care Settings in Wales

20 January 2021

Dear Colleague

In January last year, I wrote to remind you of the qualification requirements for staff working in registered childcare and day-care settings, including open access play work and out of school childcare settings. The letter can be found here:

<https://gov.wales/reminder-letter-all-childcare-and-daycare-settings>

This states that in order to comply with the National Minimum Standards for regulated childcare for children up to the age of 12 years old, all persons in charge of, and a proportion of non-supervisory staff working in these settings must hold a relevant qualification by 30 September 2021. These can be found in the appropriate [framework/flowchart](#) set out in my letter.

As set out in my reminder letter, this letter does not apply to Childminders

However, this year, the coronavirus (COVID-19) pandemic has resulted in some complex challenges for the delivery and achievement of qualifications including the suspension of face to face training, a fall in work based learning placements due to the closure of settings and concern over assessor visits. The pandemic has also meant that our intended procurement for the Pathway to Playwork qualification had to be placed temporarily on hold.

The pandemic has not shifted our belief that equipping staff with the right skills, knowledge and understanding is key to ensuring high quality provision and that those who hold a recognised qualification will be the right people to work in the sector. A required qualification provides evidence that our workforce knows what to do to support our children and we remain unequivocally committed to the development of a high quality, skilled childcare and play workforce in Wales.

Although a range of bodies have worked hard to put adaptations and mitigating measures in place, I recognise that this has been a difficult year both for learners, employers, training providers and awarding bodies and we are still facing many uncertainties.

I acknowledge that there will be many across the sector who have already achieved their required qualification but I also recognise that for others the pandemic will mean that this has not yet been possible. As a result, I have decided to extend the deadline for achieving a required qualification by 12 months to **30 September 2022**.

I do, however, want to be clear that I do not envisage any further extension beyond this date. I urge you to undertake the following activity to ensure the deadline is met and your setting complies with the National Minimum Standards for Regulated Childcare:

- Map out the qualification requirements for staff within your setting. Use the appropriate [framework/flowchart](#).
- Map out the time required to complete a qualification (e.g. Level 3 Award in Transition from Early Years to Playwork - 3 months; Level 3 Diploma in Playwork/CCPLD - 18 months)
- Contact a training provider in your area to determine your training requirements. More information available [here](#) and [here](#). Settings may also contact their relevant membership/ umbrella organisation for advice e.g. [Play Wales](#); [Clybiau Plant Cymru Kids' Clubs](#); [Early Years Wales](#); [Mudiad Meithrin](#) and [National Day Nurseries Association Wales](#).
- Enrol staff at the earliest opportunity to enable you to meet the new deadline.
- Ensure that any training or CPD action plans you compile set how and when your staff will achieve the necessary qualifications. This information will be considered by CIW during the inspection process

To assist you in meeting these requirements, funding is available via Welsh Government's [apprenticeships routes](#) and via [Progress for Success](#) until the new deadline.

I ask that you take note of the requirements for your setting and encourage you to take action now as demand for training is likely to be high. By taking these steps, you will be working to ensure that staff, as set out above, hold the necessary qualifications by **30 September 2022**.

Yours sincerely



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Cc:

Care Inspectorate Wales; Social Care Wales; SkillsActive; Play Wales; CWLWM; AWARE; WLGA; Local Authority Chief Executives; Local Authority Play Co-ordinators; Local Authority Childcare Co-ordinators; Family Information Services