



Gwasanaeth Blynyddoedd Cynnar a Gofal Plant

Caerffili • Caerphilly

Early Years & Childcare Service



Caerphilly Early Years Speech, Language & Communication



Training Pathway

2023 – 2028



Introduction

The Caerphilly Early Years Speech, Language and Communication Training Pathway has been developed to provide information and guidance to Early Years practitioners working with children aged 0 – 4 years 11 months; enabling them to identify their training needs and access relevant training. This Pathway forms part of the Caerphilly Early Years and Childcare Workforce Development Plan 2024-2026.


This document outlines how we plan to deliver the Welsh Government's "All Wales Speech, Language and Communication Training Pathway" locally in Caerphilly county borough.

We will do this through:

1. Ensuring high quality training is available to meet practitioners needs,
2. Identifying who this training is best suited to,
3. Providing information on how to access the training.

Why are we doing this?

We are doing this "to ensure the childcare, health and social care workforce are highly trained and motivated so that Speech, Language & Communication support is provided to children at the right time and that interventions are monitored to ensure they are making a positive difference to the child's development". (Welsh Government Talk With Me: Speech, Language and Communication (SLC) Delivery Plan 2020)






We know that:

- Over 50% of children in socially deprived areas may start school with impoverished speech, language, and communication skills.
- One in four children who struggled with language at age five did not reach the expected standard in English at the end of primary school, compared with one in 25 children who had good language skills at age five.
- Researchers have found that children who had expected non-verbal skills but a poor vocabulary at age five were, at age thirty-four, one and a half times more likely to be poor readers or have mental health problems and more than twice as likely to be unemployed as children who had expected developing language at age five.
- Vocabulary at age five is found to be the best predictor (from a range of measures at age five and ten) of whether children who experienced social deprivation in childhood were able to ‘buck the trend’ and escape poverty in later adult life.

(Taken from: Welsh [Government Talk With Me: Speech, Language and Communication \(SLC\) Delivery Plan 2020](#))

Our aim

- Our aim is to “increase awareness that Speech, Language and Communication (SLC) is ‘everybody’s business’, with families, childcare settings and communities playing an important role in supporting children’s development”. ([Talk With Me: Speech, Language & Communication plan 2020; Welsh Government, 2020](#))
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Training

Practitioners working with children aged 0 – 4 years 11 months in Caerphilly County borough can access training and, whilst this is not mandatory, the Caerphilly Speech, Language and Communication Training Pathway outlines the ‘gold standard’ for those working with children across all sectors in the borough. Colleagues in Aneurin Bevan University Health Board’s Health visiting teams play a vital role in the early identification of SLC needs and will follow their own workforce development pathways to address their training needs.

This pathway aims to build a highly trained, skilled, and motivated workforce to support every child to have the best start in life. The Early Years workforce in Caerphilly County borough includes staff in the private, public, and voluntary sectors. In addition to the training outlined below, ‘Talk with me’ awareness raising sessions will also be available to groups in our communities.


This plan is broken down into 3 different levels of skill development:

1. CORE – incorporating ‘Foundation’ and ‘Universal’.
2. ADVANCED
3. SPECIALIST

[\(All Wales Speech, Language and Communication \(SLC\) Training Pathway; Welsh Government June 2021\)](#)

The training pathway enables practitioners to clearly identify what training they need, how to access it, and what opportunities there are to further develop their skills and knowledge.

The training available is a blended mixture of E Learning, Virtual and in person training, with evening and weekend courses available to meet the needs of the workforce. It is anticipated that it will take at least 5 years to complete this current pathway, however, as research develops the pathway will evolve to include ongoing continued professional development.






A particular focus initially is the effective delivery of two Hanen programmes, Learning Language and Loving It and Teacher Talk, which will be available on a rolling programme.

How to access training

Training can be accessed via the [Early Years Website](#). For further information and guidance, please contact the [Early years Hub](#) who will be able to provide further support and guidance.



Core

(Incorporating 'foundation' and 'universal' SLCF levels)

Foundation^(note4): e.g. managers, strategic leads, EYALNLO^(note5)
Universal^(note6): all childcare practitioners working with 0 to 4 years 11 months

Foundation: awareness of SLC and SLCN
Universal: basic understanding of SLC and SLCN

- CCPLD Level 3^(note7)
- TCT short course^(note8)
- Introductory level training^(note9)
- Core Elklan/Hanen^(note10)
- Bespoke training^(note11)

- Self evaluation tools^(note12)
- Monitor pre and post course data^(note13)
- Quality Assurance^(note14)

CORE – FOUNDATION

WHO?

- Childcare Business owners
- Care Inspectorate Wales (CIW) Registered Individual/Registered Person
- Trustees/Committee members
- Early Years Managers
- Childcare Officers
- Childcare Development Officers
- Early Years Practitioners
- Early Years Trainees

BEST PRACTICE

- [Elklan E-learning.](#)
- [The Communication Trust e-learning.](#)
- [ComIT Guidance e-learning.](#)

WHY?

At this level, those identified need to have an **awareness** of Speech, Language and Communication in children aged 0 – 4yrs 11 months.

For further learning, the following training can be beneficial:

Hwb Module - [Understanding the five developmental pathways and pedagogy](#)

CORE – UNIVERSAL

WHO?

- Childcare Leaders
- Childcare Deputies
- Childcare Assistants

BEST PRACTICE

- [ComIT Guidance e-learning.](#)
- [Talk With Me e-learning.](#)
- [The Communication Trust e-learning.](#)
- [Hanen Teacher Talk training.](#)

Previous completion of ELKLAN courses will be acknowledged and allow staff to meet this level.

Advanced

('Enhanced' level on SLCF)

- ALNCo^(note15)
- LCP^(note16): best practice would be for at least one practitioner per setting to be trained to advanced level

- Working knowledge of typical SLC and signs of SLCN
- An understanding of how to support children with and without SLCN appropriately

- CCPLD level 4^(note7)
- Core Elklan/Hanen^(note10)
- Elklan CFS^(note17)
- Bespoke training^(note11)

- As above
- See What Works^(note18) and Education Endowment Foundation^(note19) for evidence of efficacy

WHY?

A **working knowledge** of typical SLC and signs of SLCN.

An understanding of how to support children with and without SLCN appropriately.

ADVANCED

WHO?

- ALNCo/Inclusion Lead
- Lead Communication Practitioner
- Childcare Advisor

BEST PRACTICE

Foundation level of core training (see above) plus:

- Hanen Learning Language and Loving It training.

For further learning, the following training can be beneficial:

Signalong

Specialist

Specialist practitioners
in SLCN

Those with a significant
role in supporting
SLCN will require
in-depth knowledge
of the needs of the
children they work with

- Specialist Eklan^(note20)
- Bespoke training^(note11)

- As above
- Consider monitoring effectiveness of bespoke packages

WHY?

An **in-depth knowledge** of the needs of children they work with and how to support them.

SPECIALIST

WHO?

- Early Language Intervention Workers,
- Join In and Play Workers,
- SRB Outreach Workers.

BEST PRACTICE

Advanced level of training (see above) plus:

- To and Fro (ELIW)
- Language group workshops (ELIW)
- Bespoke SLC intervention workshop (ELIW, SRB)
- Intensive Interaction (ELIW, JIAP, SRB)
- Gestalt Language Processing workshop (JIAP)
- Visuals workshop (JIAP)
- ELKLAN Level 3 (SRB)
- ELKLAN Let's Talk Tutor Training (SRB)



Access to training

E learning training can be accessed through the links embedded in this pathway.

Hanen Learning Language and Loving It can be booked here [HANEN Learning Language and Loving It - Caerphilly Early Years Caerphilly Early Years](#)

Hanen Teacher Talk can be booked here [HANEN - Teacher Talk - Caerphilly Early Years Caerphilly Early Years](#)


All Early Years Practitioners required to undertake specialist training will be contacted directly.

Effectiveness

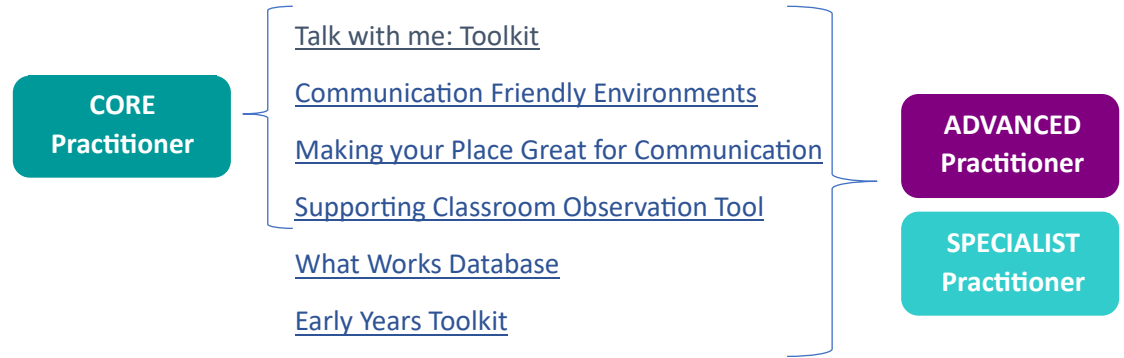
We recognise the importance of the **two Hanen programmes**, Learning Language & Loving It and Teacher Talk. This pathway has a specific focus on monitoring and evaluating the impact of these courses. We are recording Practitioner confidence pre and post training and using Parental Responsiveness Rating Scale (PaRRIS) to assess the level of change in responsiveness.

All Childcare settings contracted by the Caerphilly Early Years and Childcare Service to provide funded childcare placements must comply with 'Best Practice' as outlined in this document. This will be monitored as part of their termly contract compliance checks (GAPS forms). The bi-annual Childcare Workforce Audit will capture the uptake of training across the Childcare Sector.

Practitioners are encouraged to complete an annual self-rating Speech, Language and Communication Framework (SLCF) to establish their own training needs. [Home - SLCF - The Communication Trust \(slcframework.org.uk\)](#)



There are further online self-evaluation tools that are accessible for Early Years practitioners to access and use as appropriate. These include:





GLOSSARY

ALNCO – Additional Learning Needs Co-ordinator

CCPLD – Childcare, Learning, Play and Development Qualification

EYALNLO - The Early Years Additional Learning Needs Lead Officer

LCP – Lead Communication Practitioner

TCT – The Communication Trust

SLC – Speech, Language & Communication

SLCN – Speech, Language and Communication Needs

TCT – The Communication Trust

Elklan and Hanen are training providers specialising in SLC. They train trainers to deliver courses locally according to need.

REFERENCES

- [All Wales Speech, Language and Communication \(SLC\) Training Pathway; Welsh Government June 2021](#)
 - [The Communication Trust \(2017\) Speech, Language and Communication Framework \(SLCF\); The Communication Trust, 2017](#)
 - [Welsh Government \(2018\) Additional Learning Needs and Education Tribunal \(Wales\) Act \(ALNET\); Welsh Government November 2021](#)
 - [Welsh Government \(2021\) Additional Learning Needs Code for Wales; Welsh Government, 2021](#)
 - [Talk With Me: Speech, Language & Communication plan 2020; Welsh Government, 2020](#)
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