

When choosing training or an independent trainer, here are some things you need to consider.

Why you need the training?

All Early Years providers have a duty to improve the outcomes for young children. To achieve this requires a broad range of business, professional and personal skills.

When you have searched / sourced the training, ensure you:

- Are clear about the skills gap you need to fill.
- Use a trainer that has the skills, qualifications and experience in the area you need help with. Often trainers will shape the training to specific needs.

If you are at all unsure of your precise needs, or suspect you have a number of gaps, then it is wise to turn to an independent third party, a consultant, who is much more flexible and can shape training around your setting as well as your professional and business needs.

What you need to consider when choosing a consultant or trainer

- Do they share your background?
- Do they have formal qualifications and real life experience in an early year's environment?
- Do their qualifications include a formal qualification to teach adults, e.g. Preparing to Teach in the Lifelong Learning Sector (PTLLS) or the Certificate in Education?
- Do they belong to any professional bodies?
- Was their experience school based or in the PVI sector?
- Have they delivered training before? If so where? Look for testimonials / references.
- What do others say about the training – usually word of mouth from EY colleagues is a good gauge?
- How do they support reflective practice?

Don't forget to check what the costs include and make sure you get a certificate of completion for your professional portfolio; you may also need it as evidence for Ofsted.

Finally, it is vital that they have insurance, for example: Employers Liability, professional indemnity and public/product liability and check their DBS status.