

International Alternative Care Conference

Geneva, 3 to October 2016



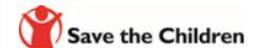
The Role of the Childcare Workforce in Delivering the Guidelines

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Hosts



Partners



'Suitable' care within a range of care options: the workforce

Key features of “suitable” care relies on a well-equipped staff with the skills and competence that match children’s needs

e.g. Berridge, 2002; Happer et al, 2006; Clough, Bullock and Ward, 2006; Bullock, 2008; Scott, Ward and Hill, 2008; Davidson, 2010; Cantwell et al, 2012

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Scotland

Discipline/ professional home

Generalist subject



Specialist subject

Type of training

Informal learning



Formal education

Level of education

No qualifications



High qualifications

Care setting

Universal services



Specialist services

Degree of need

Average developmental need



High/ additional needs



Limitations:

Best data show these methods, when used alone, do not result in use of innovations as intended:

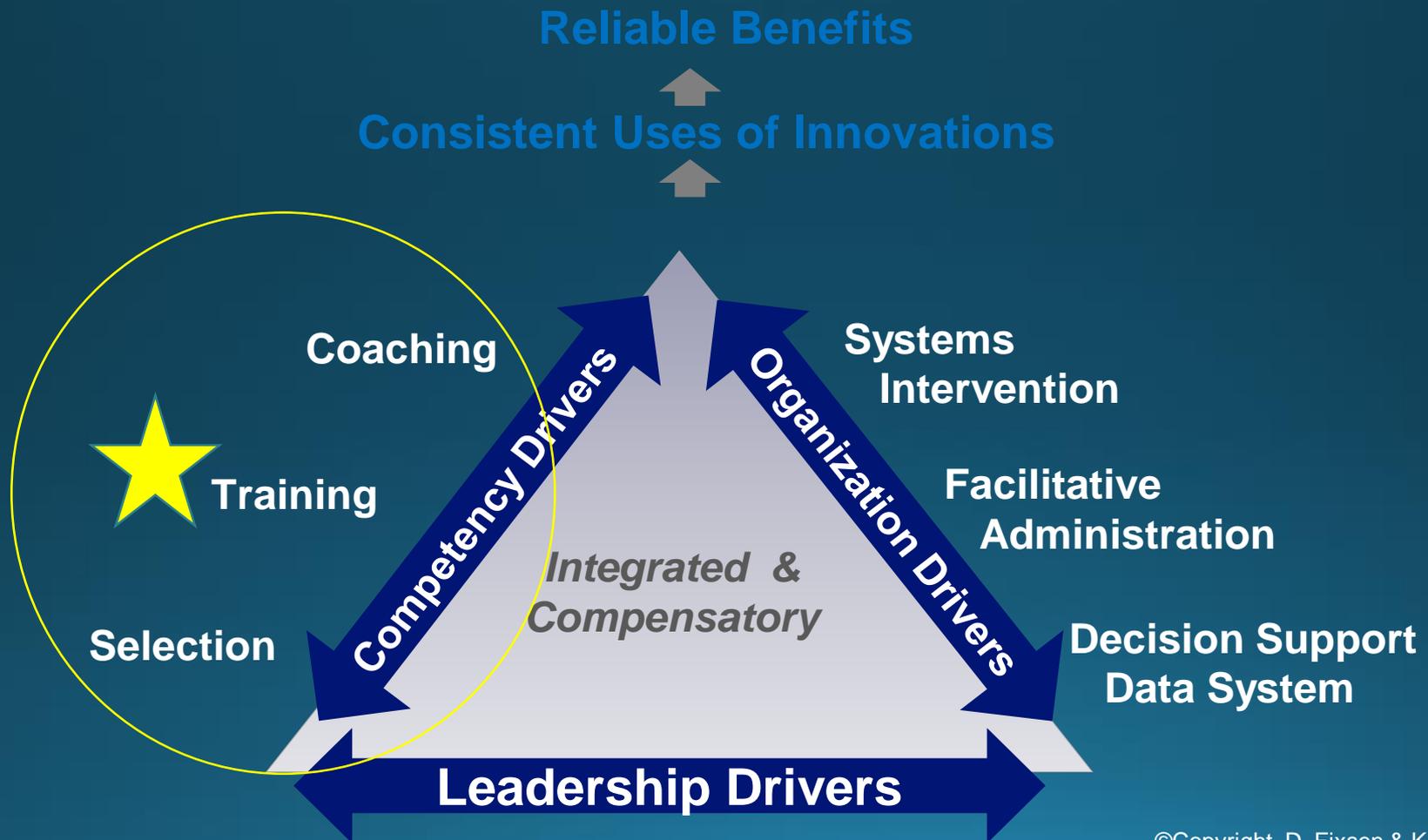
- Diffusion/ Dissemination of information
- Training
- Passing laws/ mandates/ regulations
- Providing funding/ incentives
- Organization change/ reorganization

In isolation, each of these methods produce very little measurable change (5 to 15%)

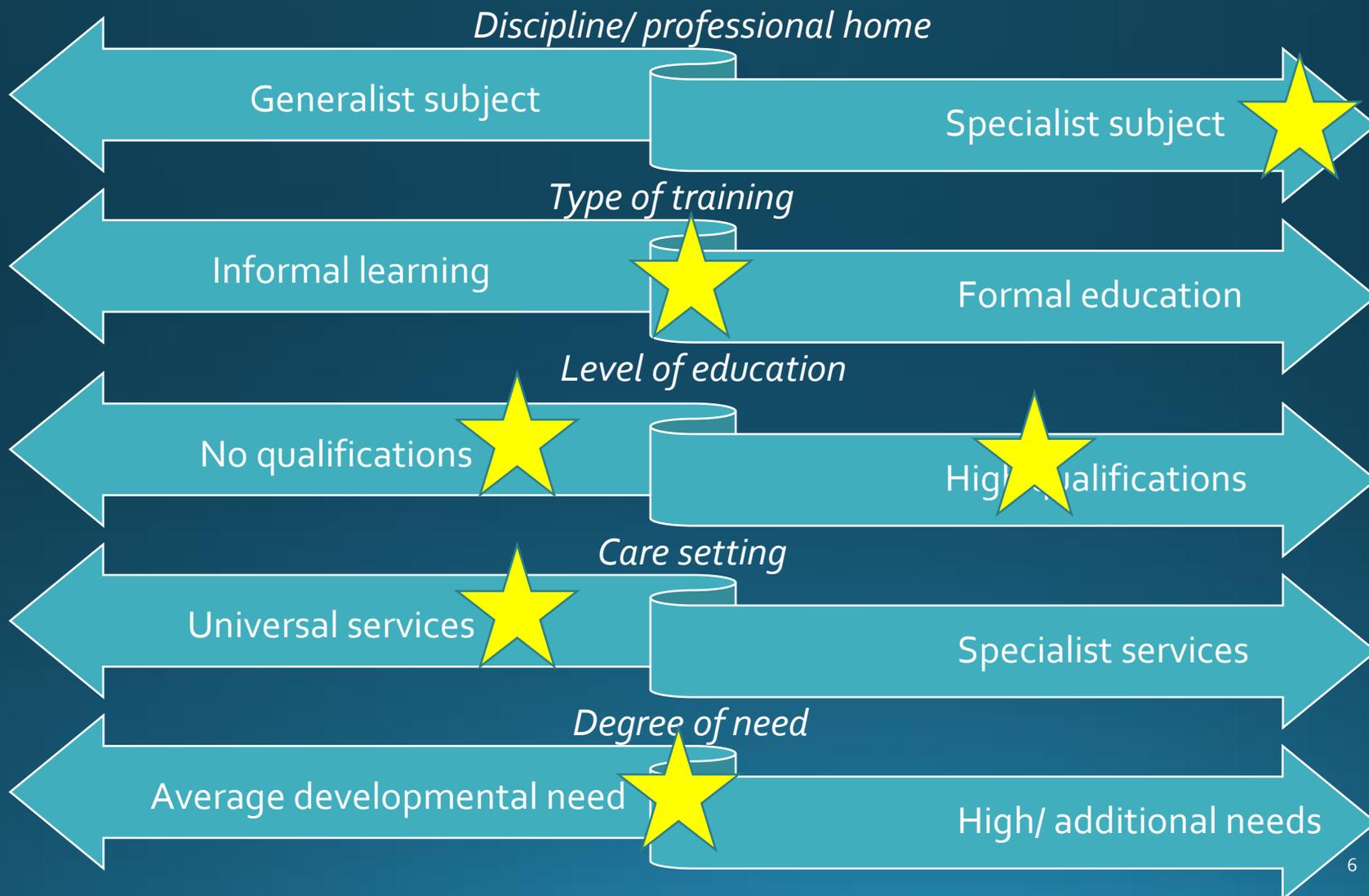
Fixsen, Naoom, Blase, Friedman, Wallace, 2005

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South Africa



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Thank you!
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