**Early Market Engagement Event: Professional Development Programme Phase 3 (PDP 3) – 07.12.2021**

**Attendee Q&A:**

* **Are you anticipating a fully facilitator training package or a mixture of self-directed learning that could be undertaken in participants convenience?**
* **DFE response:** The combination of facilitator-led training and self-directed learning has worked well in previous iterations of PDP, so we would anticipate PDP 3 using the same model. The use of self-directed learning also provides participants with some flexibility about when this element of the training is undertaken.
* **Have you thought about cohort sizes for facilitated sessions?**
* **DFE response:** We anticipate the overall size for each cohort would be 4k (split across two cohorts as communicated). We will be led by potential delivery partners on optimum cohort sizes for the facilitated sessions they propose.
* **Have childminders been considered: Many childminders don't have a Level 3 qualification. Would they automatically be excluded?**
* **DFE response:** We do not want to exclude childminders from this offer. We will therefore ensure sufficient flexibility in the eligibility. DfE and the provider will use close working relationships with local authorities, who have excellent intelligence in this area, to help us identify suitable childminder participants for PDP 3. We also plan to continue to engage relevant sector organisations for further views on this.
* **How will KPIs be measured?**
* **DFE response:** Exact KPIs are still to be decided and will be communicated in due course.
* **What are the roles and responsibilities for recruiting programme participants?**
* **DFE response:** We anticipate potential providers would follow a similar process as used in PDP 1 and 2:
  + Local authority participation secured by DfE/provider
  + Local authorities to provide eligible setting data
  + Provider to recruit practitioners using setting data provided, working closely with the local authority to utilise local knowledge and goodwill where appropriate

Lessons learned from the previous programmes indicate this process will work most effectively when ample time is given to secure buy in from the LAs involved and to properly embed the offer within settings. This is something that should be incorporated into potential delivery partner plans.

We are, however, open to alternative suggestions from potential delivery partners that still ensure the involvement and buy-in of LAs.

* **What are the lessons learned from the previous 2 programmes?**
* **DFE response:** Both PDP1 and PDP2 have been the subject of lessons learned exercises and these have informed our thinking around the development of PDP3, including:
  + Ensuring there is enough time to secure buy in from the LAs involved and to properly embed the offer within settings so reach targets can be effectively met.
  + That a direct training model is, in most cases, thought to be a more simplistic delivery model for all those involved in delivery, as well as participants themselves, and would positively benefit retention levels.
  + Ensuring the majority, or even all, of the training is online to mitigate against potential disruptions within the sector and wider landscape. However, the training developed must still foster a network of participants to be most valuable.
  + Similarly, that some flexibility is built into the training.
* **What is the payment process for this contract (i.e., will payment be up front, in milestones, and will it be from the local authority or the DfE)?**
* **DFE response:** We anticipate providers will be paid by DfE on a monthly basis, as has been the process for PDP1 and 2. Local authority admin costs and backfill will be provided by DFE directly to local authorities.