

Challenges and opportunities in integrating early years services: a spotlight on the workforce

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Jan has worked as a pedagogical coach in early years services for more than 20 years and led many innovation and research projects in Belgium and Europe on professionalism in early childhood education and care (ECEC). Jan has been involved in international policy-oriented research on professionalism in the early years: European research on *'Competence Requirements in ECEC'*, (2009-2011), *'Study on the effective use of early childhood education and care in preventing early school leaving'* (2013-2014), both commissioned by the European Commission, DG Education and Culture.

He was the promoter of the Eurofound research *'Working conditions, training of ECEC workers and quality of services- a systematic review'*, which linked continuous professional development and quality of Early Childhood Education and Care with outcomes for children (2013-2015). He is an expert in policy advocacy and was a consultant for three UNICEF projects to increase the quality of ECEC in Balkan countries (2012-2016). He is also involved in the UNESCO Survey of Teachers in Pre-Primary Education (STEPP). He is the co-editor of *Pathways towards Professionalism in ECEC* (2016) and the author of many articles on professionalism, diversity and policy in ECEC. Jan was an ISSA Board member from 2010 until 2016.