

Shaping Our Future

Complementary New and Enhanced Workforce Initiatives Summary

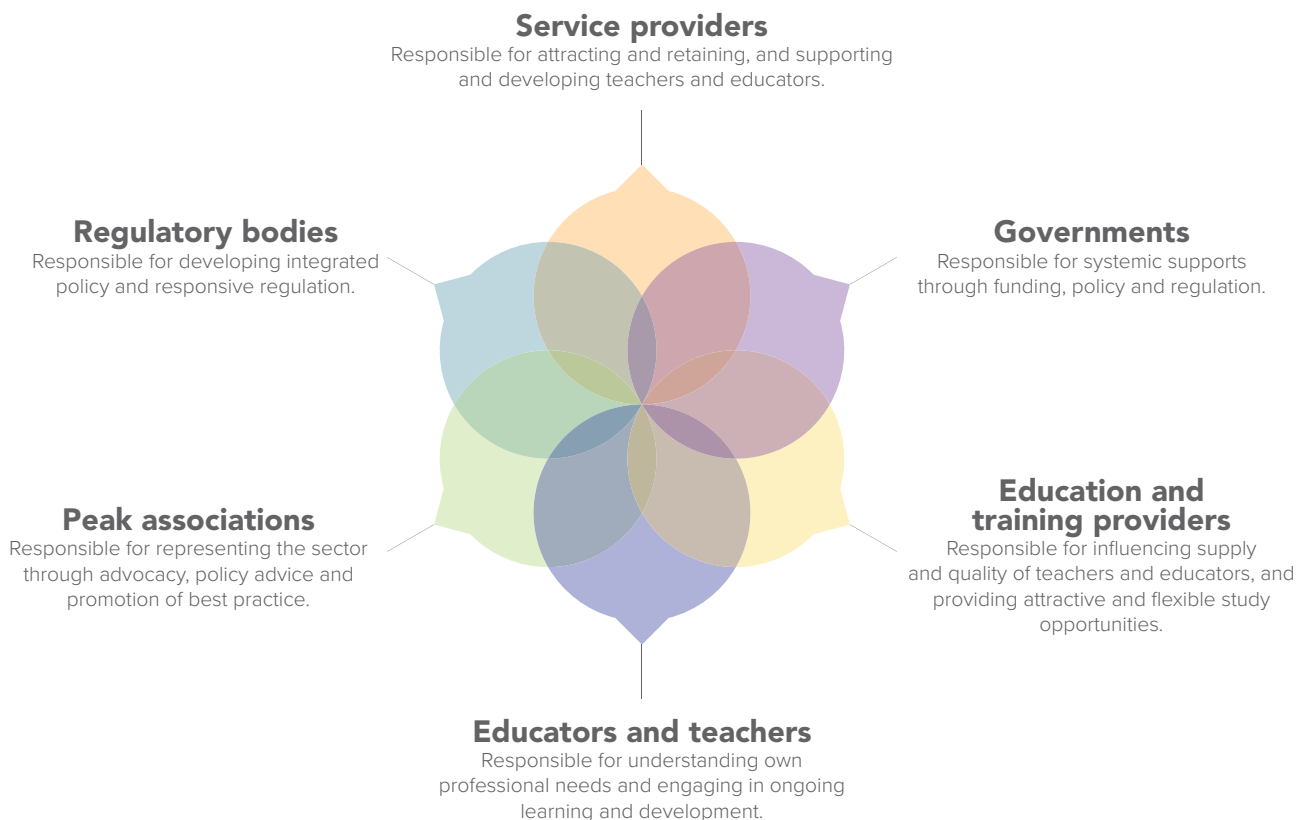


National Children's Education
and Care Workforce Strategy

As at 1 August 2022

Complementary New and Enhanced Workforce Initiatives Summary

All stakeholders – employers, higher and vocational education and training institutes, national, state and territory regulatory bodies and authorities, educators, teachers and governments – have a role to play in advancing the goal of a sustainable highly skilled workforce.



While [Shaping Our Future](#) provides a framework for national leadership and action, governments and national sector stakeholders continue to invest in a range of measures to complement and support the implementation of the strategy.

Since the release of the strategy in October 2021, governments and stakeholders have progressed a range of new and enhanced workforce initiatives aligned to the six focus areas. These build on the initiatives detailed in Chapter 7 of [Shaping Our Future](#).

The following pages provide examples of some of these initiatives.

Focus Area 1 – Professional Recognition

<p>ACT Government</p>	<p>Set up for Success: An Early Childhood Strategy for the ACT Phase One of <i>Set up for Success: An Early Childhood Strategy for the ACT</i> includes the initiative to develop an early childhood education and care Workforce Strategy for the ACT. The aim of the ACT-specific strategy is to raise the profile of the ECEC workforce, valuing the work of educators, and supporting increased professional recognition. It will be developed to align with the National Children’s Education and Care Workforce Strategy and will include developing educator professional standards, increasing coaching and mentoring opportunities, and establishing a professional learning fund for non-government educators.</p>
<p>Australian Government</p>	<p>Supporting gender pay equity The Australian Government has committed to strengthen the ability and capacity of the Fair Work Commission to order pay increases for workers in low paid, female dominated industries, such as the early childhood education and care sector. This includes introducing a statutory equal remuneration principle to guide the way the Commission considers equal pay cases, establishing a Pay Equity Panel and a Care and Community Sector Panel so that the Commission has the expertise and knowledge they need to respond to emerging workforce challenges, and making gender pay equity an object of the Fair Work Act.</p>
<p>Early Childhood Australia (ECA)</p>	<p>Early Learning Matters Week Early Learning Matters provides a great opportunity to tell our communities how high-quality early education and care supports children to be confident, enthusiastic learners, building a foundation for wellbeing and achievement throughout their lives. It raises awareness of the role of early childhood education and care in children’s development and wellbeing in Australia.</p> <p>‘How to talk about ECEC’ resource ECA developed ‘How to talk about early childhood education and care’ to promote the use of consistent, affirmative, inclusive and sector-accepted language that supports professionalism. By choosing words carefully, you can show that you value the early childhood education and care sector. This resource was developed with support from the Minderoo Foundation – Thrive by Five.</p> <p>Early Years & School Age Care Workforce Strategy for Tasmania The Early Years & School Age Care Workforce Strategy Tasmania 2021 & Beyond is an ECA Tasmania Branch led initiative that is delivering a range of sustainable and timely solutions to complex workforce issues across the state. It is funded by the Tasmanian Department of Education. All work undertaken through the initiative encompasses professional recognition, such as the Innovative Network which brings together a diverse range of stakeholders to create workforce champions, develop projects and promote the work of the sector.</p>
<p>Early Learning and Care Council of Australia (ELACCA)</p>	<p>‘Big Roles in Little Lives’ campaign ELACCA launched the ‘Big Roles in Little Lives’ in 2021 and is currently preparing the third phase of national marketing. The campaign promotes the value and benefits of a career in early learning and care to secondary school students and career-changers. The campaign has developed electronic information resources, video interviews, guides for school careers advisers and interactive online activities. The campaign is entirely funded by ELACCA members.</p>

Focus Area 1 – Professional Recognition

<p><i>Queensland Government</i></p>	<p>Remote loading for remote and regional services From 2022 the Queensland Government has committed to \$38.5M over 5 years to help remote and regional services attract and retain early childhood teachers. Eligible remote and regional community kindergartens and kindergartens in long day care will receive a funding boost to assist with attraction and retention through supports such as accommodation assistance and relocation costs.</p>
<p><i>South Australian Government</i></p>	<p>Early Career Teacher Development program Graduate teachers in the Department for Education are supported by the two-year Early Career Teacher Development program. The professional learning and assignment of a site-based mentor aims to support the transition from the graduate to proficient career stage of the Australian Professional Standards for Teachers. In 2022 an estimated 700 teachers will begin participation in the program, around 5% of which are preschool teachers – which is representative of this cohort as a proportion of the department’s total teaching workforce.</p> <p>New Pre-Service Teacher Program The new pre-service teacher program will identify our best graduate teachers early, increase their understanding and access to the range of employment opportunities in the department and build capability to be ‘job- ready’ upon graduation.</p>
<p><i>Tasmanian Government</i></p>	<p>Community Services 10-year Industry Plan The Tasmanian Government continues to advocate for the increased recognition of education and care within the Community Services Industry Plan 2021 – 2031. The Tasmanian Government Commitment of \$3.3 million in funding over three-years to address the skills shortage is part of a broader community services initiative that includes:</p> <ul style="list-style-type: none"> ■ Training & Assessment qualifications ■ Recruitment and awareness campaign ■ Training and Development needs ■ Program of research
<p><i>Victorian Government</i></p>	<p>Best Start Best Life – workforce communications campaign The Victorian Government continues to iterate and deploy its integrated advertising campaign to attract people to the early childhood sector by raising awareness of career opportunities and the support available to study and join or re-join the sector.</p> <p>Next Steps in Victoria’s Kindergarten Workforce Strategy In December 2021, the Victorian Government released its updated Kindergarten Workforce Strategy after significant consultation with the sector on the state’s broad-ranging strategy to support the attraction, retention and quality of the kindergarten workforce. The strategy contains the latest directory of all existing government workforce programs and supports.</p>

Focus Area 2 – Attraction and retention

<p><i>ACT Government</i></p>	<p>ACT early childhood teaching scholarships</p> <p>The scholarship program has increased by an additional 12 places, taking it to 16 places annually for educators to obtain an early childhood teaching qualification. Some places are designated for Aboriginal or Torres Strait Islander educators.</p>
<p><i>Australian Government</i></p>	<p>Child Care Discount for Early Childhood Workforce</p> <p>The child care discount for early childhood workforce measure introduced in 2022 allows child care providers to discount the gap fee their employee pays when the employee’s child is enrolled at a service where they work or that their employer owns. This helps the sector attract and retain qualified and experienced educators and managers by reducing the out-of-pocket child care costs and makes the early childhood education and care sector a more appealing option to workers with young children.</p> <p>Skills Assessment Pilots - Skills Assessment Opportunities for Migrants</p> <p>The Skills Assessment Pilots seek to maximise the contribution of Australia’s onshore migrant workforce and address skills shortages. This includes Pilot 2 which offers free, fast tracked skills assessments for the Child Care Worker (Group Leader) occupation for eligible migrants who are residing in Australia and are on a family, partner, refugee or humanitarian visa.</p> <p>SNAICC's National Intermediary THRYVE Pilot 2022 - 2025</p> <p>The Australian Government is investing \$9.1 million in the Intermediary Support Services Pilot, the National Intermediary THRYVE Pilot, to support community-controlled early childhood providers to improve quality under the National Quality Framework and increase access to training and professional development for Aboriginal and Torres Strait Islander educators</p> <p>The THRYVE Pilot is led by SNAICC as the national peak body for Aboriginal and Torres Strait Islander children and will support over 30 services across New South Wales, Western Australia and Victoria. The Intermediary will respond to local priorities and assist with workforce planning and development, recruitment, retention, training, and professional development. This project will build the workforce capability, leadership and capacity of the community controlled sector to deliver high quality, responsive and culturally safe early learning services.</p>

Focus Area 2 – Attraction and retention

<p><i>Early Childhood Australia Tasmania Branch (funded by the Tasmanian Government)</i></p>	<p>‘Be the Difference’ resources</p> <p>Through the work of the Early Years and School Aged Care (EYSAC) Workforce Strategy, a suite of resources ‘Be the Difference’ has been developed to support year 8-12 students’ understanding of education and care as a career.</p> <p>These resources promote workforce opportunities, ensuring a consistent and professional message across the broader community.</p> <p>Early Years and School Age Care (EYSAC) Hub</p> <p>The EYSAC Hub is a key outcome of the EYSAC Sectors Workforce Plan for Tasmania. It was developed through consultation with the EYSAC sector and associated agencies and government departments. The Hub contains a range of resources, including videos for the sector.</p> <p>Growing Apprenticeships and Traineeships: Industry and Regionally Led Solutions Program</p> <p>The program includes:</p> <ul style="list-style-type: none"> ■ Development of Coaching framework, Stakeholders Guide to Responsibilities – Employer and Trainee sections ■ Webinars and fact sheets ■ Collaborative Network implementation that will continue to champion traineeships within the sector
<p><i>New South Wales Government</i></p>	<p>State-wide Workforce Investment</p> <p>In June 2022, the NSW Government announced a \$281.1 million package over four years to significantly increase investment in the early childhood workforce. The investment will turbocharge the existing scholarship and support programs to help attract new early learning professionals and make it easier for existing workforce to upskill. It will include partnerships with higher education institutions to create innovative and accelerated career pathways into early childhood education and care careers. The package will create new, fast-tracked programs for current early learning professionals to build on their diploma and become degree qualified.</p> <p>The investment will also provide financial incentives to early childhood education and care services to help them improve retention of their workforce.</p>

Focus Area 2 – Attraction and retention

<p>Northern Territory Government</p>	<p>Early Years Rewarding Careers This program is an agile initiative to highlight the exciting career prospects in the Northern Territory by showcasing some inspiring early childhood education professionals and outlining vocational education pathways. Through the initiative, high school students in Darwin undertake their Certificate III in Early Childhood Education and Care.</p> <p>The Alice Springs vocational education and training (VET) Scholarship program This program provides mentoring and financial support for Certificate III and Diploma students in Alice Springs. It offers several pathways into the early childhood education and care sector. There are opportunities to undertake work experience and work placement in early years school environments as well as quality education and care settings.</p> <p>Kiwari Ki Puk kunjinta Alinya (Working for the little ones) This program is an innovative, collaborative, local model for face-to-face delivery, coordination and support of local Aboriginal students enrolled in a Certificate 3 in Early Childhood Education and Care in Tennant Creek. The integrated community-driven project supports locally based training and employment to cohorts of existing and potential Aboriginal employees in the early childhood sector, young parents, Aboriginal high school students, and others considering a career in children's education and care. The project aims to ensure long-term improvement in developmental and educational outcomes for Aboriginal children in Tennant Creek through development of a locally based, sustainable early childhood sector.</p> <p>Galiwinku Cert III Supported Study Group This group currently supports Aboriginal women within the Galiwin'ku Child Circle (the group of local organisations who work with children from conception to eight years of age) to complete their Certificate III in Early Childhood Education and Care through the Batchelor Institute of Indigenous Tertiary Education. The project aims to develop a locally based, sustainable early childhood sector through the coordination of regular supported group study days, as well as the provision of mentors and tutors.</p>
<p>Queensland Government</p>	<p>Careers Recruitment To help meet the increasing demand for teachers and educators across Queensland, the Department of Education launched an Early Childhood Teacher and Educator Recruitment Campaign, 'Be one of the people our youngest people need', in September 2021. The campaign targeted school leavers' and their influencers, and career changers, through social media and digital advertising, featuring authentic teachers and educators from across the sector.</p>

Focus Area 2 – Attraction and retention

<p><i>SNAICC – National Voice for our Children</i></p>	<p>SNAICC's National Intermediary THRYVE Pilot 2022 - 2025</p> <p>The National Intermediary THRYVE Pilot is establishing and supporting three state-wide “emerging peaks” across NSW, WA and Victoria. Each state will provide direct supports, professional services, advocacy, and a collective voice for the Aboriginal and Torres Strait Islander early years sector. THRYVE NSW is fully operational as of 2021, while THRYVE WA and Victoria are in the co-design and establishment phase and due to commence operations in 2022.</p> <p>THRYVE is responding to local priorities to strengthen service design and governance, delivery and compliance, quality, workforce development and training. It also offers critical support to access sustainable funding. THRYVE is an Aboriginal and Torres Strait Islander community-controlled initiative led by SNAICC as the national peak body for Aboriginal and Torres Strait Islander children and driven by the community-controlled early childhood sector across the country.</p>
<p><i>South Australian Government</i></p>	<p>Flexible Industry Pathways</p> <p>South Australia is committed to quality VET for school students that has a clear pathway to employment and further education. Flexible Industry Pathways are endorsed by the South Australian Skills Commission to ensure the qualifications remain relevant to industry.</p> <p>In addition, the department is committed to working with relevant employers and industry representatives, including non-government children’s education and care associations, state and national peak bodies and children’s education and care providers to help develop industry immersion opportunities and provide school based traineeships to help students gain employment in the early education and care sector.</p> <p>Industry and Employer Immersion opportunities for secondary school students</p> <p>The Industry and Employer Immersion Program allows students to gain multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. The program targets students in years 7 – 10 and will provide better education and employment outcomes for students and industry by embedding hands-on career education in schools.</p> <p>Amy Levai Aboriginal Teaching Scholarships</p> <p>The Department for Education is committed to increasing the number of Aboriginal teachers in public education in South Australia. Amy Levai Aboriginal teaching scholarships provide financial support for Aboriginal people interested in teaching.</p> <p>Aboriginal senior secondary school students embarking on an initial teacher education program (including early childhood) can apply for a \$5,000 scholarship to use at their discretion to support their studies.</p> <p>Those already enrolled in an initial teacher education program can apply for a \$20,000 scholarship to support their studies.</p>

Focus Area 2 – Attraction and retention

<p><i>South Australian Government</i></p>	<p>New country placements and teaching scholarships These scholarships provide a targeted approach to attracting pre-service teachers, supporting their development, and strengthening the pipeline of high-quality teachers to country areas.</p> <p>National Teacher Certification Program Supporting the teaching workforce to achieve highly accomplished and lead certification is a key focus for the department to profile the quality of teaching and learning in South Australia. National certification supports ongoing career development, professional recognition, and engagement. Certification status is recorded on the teacher register and teachers who achieve certification are eligible to apply for Highly Accomplished and Lead Teacher (HALT) positions which are remunerated at a higher level in recognition of these teachers' expertise and their contribution to their peers' professional growth. The certification process is inclusive of early childhood teachers. This includes the use of exemplars from early childhood settings and explicit discussion regarding the language of the teacher standards and their applicability to an early childhood setting.</p> <p>Future Leaders Program This program identifies teachers with leadership potential and facilitates an individualised, targeted development plan for emerging leaders. The program supports up to 100 aspiring leaders each year, with one cohort specifically dedicated to early childhood leadership.</p>
<p><i>Victorian Government</i></p>	<p>Early Childhood Scholarships Scholarships of up to \$25,000 are encouraging and supporting people to study to become early childhood teachers, with up to \$34,000 available for Aboriginal people to study through the Early Childhood Aboriginal Pathway Scholarships. This is a continuing initiative and to date more than 3,000 scholarships have been awarded under the program.</p> <p>Early Childhood Teacher and Educator Incentives program Financial incentives are available to support early childhood services in Victoria to recruit qualified early childhood teachers – and in July 2022 this was extended to early childhood educators: Location incentives are available for early childhood teachers and educators to take up a position in selected services delivering Three-Year-Old Kindergarten. Individual Incentives available for qualified early childhood teachers and educators not currently working in the Victorian early childhood sector, or moving from interstate or New Zealand, to take up a position at any service that is planning to deliver a funded Three-Year-Old Kindergarten program in 2023. Relocation support is also available for both teachers and educators.</p> <p>Recruitment supports A recruitment kit has been developed for employers with tips and strategies to attract candidates to vacancies, including sample written content that employers can tailor for their recruitment needs. In late 2021 the Victorian Department of Education and Training established a panel of specialist recruitment agencies to support eligible services and providers to employ teachers and educators.</p>

Focus Area 3 –Leadership and Capability

<p><i>ACT Government</i></p>	<p>Trauma Responsive Practice Resources The ACT engaged the Australian Childhood Foundation to develop a suite of resources for the ECEC sector to support workforce capability in trauma responsive practice. This has included access to an online training package as well as publicly accessible webinars and blogs scaffolded to different roles in ECEC. In addition to these resources, Trauma Responsive Professional Support Networks have been established to encourage the development of shared expertise and language in trauma responsive practice, and strengthened relationships with children, families and across the sector. A Champions Network of 25 leading early childhood practitioners has also been established. These practitioners meet regularly to extend learning, skills and capability and receive additional resources, mentoring and supports.</p> <p>Communities of Practice Community of Practice sites have been established between ACT public schools and ECECs. These partnerships establish processes for continued engagement through meetings, site visits, information sharing and identifying opportunities for shared professional learning and collaborative planning. The aim of the Communities of Practice model is to share best practice, create new knowledge and connections, and grow partnerships in ways that respond to the community.</p> <p>Preschool Pathways Partners The ACT has established Preschool Pathways Partners (PPPs) to work with educators in ACT public preschools and ECECs that are partnered in the quality early childhood education for three year-olds initiative, to build their knowledge, confidence and capacity to implement inclusive practices, enhance transitions and provide continuity for children and families. PPPs provide coaching, capacity building, professional learning and facilitation of connections across the sector as well as support for families about inclusive practices and transition supports.</p>
<p><i>Australian Government</i></p>	<p>National Microcredentials Framework and Microcredentials Marketplace Released in March 2022, the National Microcredentials Framework provides greater clarity and understanding within the tertiary education sector and amongst learners as to the value, structure and recognition of microcredentials.</p> <p>Underpinned by the Framework, the National Microcredentials Marketplace will be a nationally consistent platform for students to compare courses against tertiary education provider offerings and credit point value. We anticipate the first stage of the Marketplace will be delivered in late 2022.</p> <p>The implementation of the Framework and Marketplace is intended to encourage greater cohesion in the design, development, and delivery of microcredentials across the Australian education system and broader industry.</p>
<p><i>Early Childhood Australia (ECA)</i></p>	<p>ECA Learning Hub The ECA Learning Hub is well regarded for producing high-quality online professional learning. We engage topic experts from the early childhood sector to translate research and identify best practice to develop professional learning that ‘speaks the language of educators and teachers’ and can be used across the diversity of settings educators may be working in. Our content is designed to help educators gain a thorough and practical understanding of standards, frameworks, and research about quality practice. It is also designed to be accessible, affordable, and contemporary. A library of over 90 self-paced modules, interactive webcasts, and on-demand webinars across a breadth of topics ranging from pedagogy, WH&S, planning, and leadership are available on the hub.</p>

Focus Area 3 –Leadership and Capability

<p>Early Learning and Care Council of Australia (ELACCA)</p>	<p>‘From the Ground Up’ program Developed by ELACCA and Queensland University of Technology (QUT), the ‘From the Ground Up’ program is strengthening and extending the leadership skills of early childhood educators around Australia. The program is designed to build the knowledge and confidence of current and emerging leaders, who work in pairs to deliver an action research project in their service. Weekly online workshops and coaching and mentoring sessions by QUT academics provide theoretical knowledge and support the work on the ground.</p>
<p>New South Wales Government</p>	<p>NSW Micro-Skills In 2022, the NSW Government will deliver fast, flexible micro-skills courses for early childhood educators to upskill within their own services and communities. The initial focus is on the sector priority area of identifying and including children with additional needs. This course will take a place-based approach, with an initial pilot in remote and very remote communities, and then expansion state-wide. Micro-skills courses offer a pathway approach for educators who can upskill in a priority area quickly and easily, and then be supported into other opportunities including full qualifications.</p>
<p>Northern Territory Government</p>	<p>The Education Leadership Strategy 2021-24 The Strategy commits to system leadership that increases the capacity of our early childhood services to focus on strengthening instruction and helps to ensure everyone is working towards our common goals for service improvement. Our leaders tailor support to the differing needs of early childhood services in the system and work collaboratively with other system leaders to create and enable the conditions required for children to achieve their best.</p>
<p>Queensland Government</p>	<p>Kindy Uplift The Queensland Government has committed to \$33 million over five years (from 2022) for the Kindy Uplift pilot to address kindergarten children’s educational and developmental needs. The Kindy Uplift pilot will enable selected kindergarten services to respond to the educational and developmental needs of kindergarten children through funding programs, resources, supports and professional development to build educator capability, support inclusion and improve children’s learning and development. More than 400 kindergarten program providers will receive funding in 2022, with the pilot expanding to 930 providers from 2023.</p>
<p>Queensland University of Technology (QUT)</p>	<p>Professional micro-credentials for educators and teachers QUT has developed a range of fully online micro-credentials to support early childhood teachers and educators to build their knowledge, skills and confidence in current and emerging areas of demand (e.g., trauma informed practice, inclusive education, teaching phonics in early childhood, autism). These are bite sized offerings that can be undertaken as professional learning, but also provide credit towards a post graduate qualification (Graduate Certificate in Education and Master of Education).</p>

Focus Area 3 –Leadership and Capability

<p><i>South Australian Government</i></p>	<p>Professional learning</p> <p>The Department for Education’s professional learning academy, Orbis, partners with the University of Melbourne to co-design and deliver a Preschool Literacy program and Preschool Numeracy program. The programs consist of five face-to-face days where preschool directors and educators come together from across the state to take part in programs based on contemporary research and best practice. Each program includes applied learning at the workplace and support and coaching.</p> <p>Participants build strong literacy/numeracy knowledge to support young children’s learning. The programs are designed to support preschool educators to plan and implement high quality curriculum that improves literacy/numeracy learning within the context of the Early Years Learning Framework.</p>
<p><i>South Australian Government</i></p>	<p>New Site Leader program</p> <p>This program provides new preschool leaders, who have less than 12 months leadership experience, access to a 12-month coaching and mentoring program to support them as they navigate the requirements and expectations of their new role. New leaders are paired with an experienced current or recently retired leader who provides up to 25 hours of confidential one-on-one coaching, guidance, and advice. In addition, the program provides online workshops, delivered by subject matter experts, throughout the year.</p>
<p><i>Victorian Government</i></p>	<p>Mentoring for Early Childhood Provisionally Registered Teachers</p> <p>The Victorian Government is ensuring that early childhood provisionally registered teachers who are unable to find a mentor can access one through Gowrie Victoria, to support their progression to full teacher registration with the Victorian Institute of Teaching.</p> <p>Career supports for teachers in their first five years of teaching</p> <p>The Victorian Government is continuing to provide a range of free, evidence-informed professional learning and support programs are available to develop the resilience, capability and confidence of early childhood teachers who are in their first five years of their career.</p>

Focus Area 4 – Wellbeing

<p><i>Early Childhood Australia (ECA)</i></p>	<p>Be You</p> <p>Be You is the national mental health in education initiative delivered by Beyond Blue, in collaboration with ECA and headspace. Be You Early Learning supports early childhood services to build a positive, inclusive and resilient learning community where every child, young person, educator and family can achieve their best possible mental health. Be You resources – such as fact sheets, planning tools, event recordings and videos – help individuals and learning communities build and maintain educator wellbeing. All resources are evidence-based and free to access.</p>
<p><i>Early Learning and Care Council of Australia (ELACCA)</i></p>	<p>Bespoke training for ELACCA members</p> <p>In conjunction with Be You, in 2022 ELACCA is launching a bespoke training program in mental health and wellbeing for its members, aimed at area managers. The online training program will aim to strengthen area managers’ ability to embed mental health and wellbeing initiatives across multiple early learning and care services.</p>
<p><i>New South Wales Government</i></p>	<p>Wellbeing support – Rapid Response</p> <p>The NSW Government has mobilised a rapid response including free access to wellbeing support for teachers and educators affected by floods. Services and their staff in affected areas are able to access a range of supports including face-to-face counselling and group sessions to help navigate the impact for themselves and for children and families.</p>
<p><i>Victorian Government</i></p>	<p>Wellbeing research</p> <p>In 2021, the Victorian Department of Education and Training, in partnership with ECA, undertook a research project to better understand wellbeing and resilience in the early childhood education and care sector. Informed by these findings, the Victorian Government developed a suite of new wellbeing initiatives and supports for the sector including on-demand videos and tip sheets. Free, targeted training for early childhood service leaders was also developed including an online webinar and interactive online resources and support.</p> <p>In addition, the Victorian Department of Education and Training has funded and commissioned a Wellbeing Support Program for staff employed at kindergarten services that are respondent to the Victorian Early Childhood Teachers and Educators Agreement (VECTEA) 2020.</p>

Focus Area 5 – Qualifications and career pathways

<i>Australian Government</i>	<p>Practical pathways into teaching</p> <p>The Australian Government will expand the 'High Achieving Teachers Program' to support up to 1,500 high achieving professionals to retrain as teachers.</p> <p>The program will also support innovation in initial teacher education and will focus on attracting, selecting and preparing experienced, quality teaching candidates to fill gaps in the teaching workforce. This means more teachers with industry experience will be in classrooms within two years.</p> <p>Teacher bursaries</p> <p>The Australian Government will offer up to 5,000 new students a \$10,000 a year bursary throughout their teaching degree to address teacher supply. Bursaries will be available to high school leavers who achieve an ATAR of 80 or above, First Nations students, and students from regional areas, with a top up payment of \$2,000 for placements in regional areas.</p> <p>Fee Free TAFE</p> <p>The Australian Government is focused on boosting critical workforces by providing 465,000 Fee Free TAFE places, including 45,000 new TAFE places. Fee Free TAFE will help rebuild industries hit hardest by the pandemic, including in the care economy.</p> <p>This election commitment will be progressed through the 2022-23 Budget in October.</p> <p>Additional university places</p> <p>The Australian Government has announced up to 20,000 additional university places to provide more opportunities for Australians to find a spot at a university. Funding for these places will be targeted to areas of national priority, including teaching, to train Australians for jobs in areas of skills needs.</p> <p>Australian Apprenticeships Incentive System</p> <p>From 1 July 2022, the \$2.4 billion Australian Apprenticeships Incentive System (Incentives System) will support a more inclusive and sustainable economy, ensuring Australians receive quality training while in paid employment.</p> <p>The Incentives System helps increase completions, providing financial and non-financial support at the time the apprentice needs it the most. Government support under the Incentives System is focussed on priority occupations ensuring support is targeted to the skills in demand in the Australian economy, including early childhood education and care workers.</p>
<i>Edith Cowan University</i>	<p>Early childhood teaching courses</p> <p>Literacy units in early childhood education have undergone re-evaluation to align Literacy unit Learning descriptions and learning outcomes with updated AITSL guidelines. The literacy units have been updated to reflect contemporary terminologies and research ensuring the transition to teaching is fluid and pre-service teachers are 'employment ready'.</p>

Focus Area 5 – Qualifications and career pathways

<p><i>Flinders University</i></p>	<p>Early childhood teaching courses</p> <p>The Flinders University initial teacher education programs are regularly reviewed and updated to meet accreditation requirements and focus more on the needs of the sector, e.g.</p> <ul style="list-style-type: none"> ■ A new Bachelor of Early Childhood Education (birth-8 years) degree ■ Re-designed Master of Teaching (Early Childhood) degree focussing more on current needs in birth-5 education and more experience teaching birth-2 and 5-8 years ■ A new two-year Master of Teaching (Birth-5) has been developed to implement later in 2022 to meet sector demands. <p>Flinders University has also developed partnerships with early childhood services to deliver professional experience placements with pre-service teachers that often lead to employment.</p>
<p><i>National Outside School Hours Services Alliance (NOSHSA)</i></p>	<p>New certificate III for outside school hours care educators</p> <p>Following extensive consultation with the outside school hours care sector, NOSHSA coordinated the development of a new nationally accredited certificate III course for new outside school hours care educators. The course is designed to support new educators to obtain the skills to work with children over preschool age in outside school hours care services, including before and after school care and vacation care. The Certificate III in Outside School Hours Care course was accredited in August 2021.</p>
<p><i>New South Wales Government</i></p>	<p>Fee-free qualifications</p> <p>The NSW Government is supporting fee-free early childhood education and care qualifications, including Certificate III and Diploma, for both new entrants and existing early childhood educators. This support is available to any NSW resident and offers a range of pathways including traineeships.</p> <p>Early childhood teacher scholarships</p> <p>The NSW Government has significantly increased investment in scholarships, including a record number awarded in July 2022, to provide financial assistance and support for new and existing members of the workforce to complete early childhood teaching degrees.</p>
<p><i>South Australian Government</i></p>	<p>Approved qualifications for outside school hours care</p> <p>Review of the list of approved qualifications for educators working with children over preschool age for Outside School Hours Care services in South Australia.</p> <p>JobTrainer</p> <p>JobTrainer provides funding for anyone in South Australia to have access to low-fee short courses and a range of approved qualifications including certificate III, IV and diploma level qualifications to work in the early childhood and school age education and care sectors. This includes the 'Introduction to Early Childhood - Care Practices Skill Set ' short course created by Skills SA to support an entry level pathway to working with young children in a childcare setting. A range of early childhood and school age care qualifications are available under a traineeship arrangement.</p>

Focus Area 5 – Qualifications and career pathways

<p><i>University of South Australia (UniSA)</i></p>	<p>Early childhood teaching programs</p> <p>UniSA has designed its early childhood degree programs to provide multiple employment opportunities for pre-service teachers, as follows:</p> <ul style="list-style-type: none"> ■ An exit award for undergraduate students who have not been able to complete their full degree, which allows them to be recognised as diploma-qualified educators. ■ Promotion of ‘actively working towards’ provisions enabling pre-service teachers to work while they study. ■ Increasing the overall number of placement days in early childhood settings. ■ Scheduling summative professional experience placements in preschools for prospective employment purposes. <p>Notably, the Master of Teaching program has an entire year focused on birth to five years, including a Graduate Teaching Performance placement in a preschool setting.</p>
<p><i>University of Sydney</i></p>	<p>Early childhood teaching programs</p> <p>The University of Sydney Bachelor of Education (Early Childhood) Birth to Five program has been designed to meet emerging needs of the sector, e.g.</p> <ul style="list-style-type: none"> ■ A specific unit of study that focuses on partnering with families, but which gives specific attention to working with families on the margins, including 20 hours of fieldwork in a service located in an area of disadvantage or that enrolls families experiencing disadvantage. ■ An Honours pathway for high-achieving students and supports potential future academics with specialist early childhood experience. From 2025 students will be able to do a fifth Honours year. ■ Increased proportion of professional experience days in early childhood settings, including a 36-day internship. ■ Two child development units, focusing on birth to three years and three to eight years, respectively. ■ A unit of study on professional communication. This unit focuses on developing students’ interpersonal skills – especially in the context of working with families – and their skills working with colleagues with diverse backgrounds, ages, and experience.
<p><i>University of Tasmania</i></p>	<p>Flexible pathways for early childhood teachers</p> <p>A range of flexible early childhood teaching pathways including:</p> <ul style="list-style-type: none"> ■ Combined double degree program [the Bachelor of Education (Primary) and Graduate Certificate in Early Childhood Education] allows students to graduate with two qualifications. ■ Exploration of Associate Degree level programs to articulate into initial teacher education degrees such as newly proposed Associate Degree of Education Support course with an early childhood specialisation.

Focus Area 5 – Qualifications and career pathways

Victorian Government

Innovative Initial Teacher Education

In December 2021 the Victorian Government expanded Victoria's [Innovative Initial Teacher Education \(IITE\) program](#) to support additional eligible Victorian early childhood educators to upskill to become qualified early childhood teachers across 2022 and 2023 intakes. Innovative early childhood courses can be completed within 18 months to two years. Courses are delivered via a combination of online, face to face and intensive study options, and recognition of prior study and professional experience. Financial support packages, mentoring and coaching are also available. The program includes the expansion of Early Childhood Professional Practice Partnership (ECPPP) for 2022 and 2023 to strengthen assistance and support positive placement experiences for additional pre-service teachers.

Educator Traineeships

In 2022, the Victorian Government is funding \$3.9 million to create 200 new early childhood educator traineeships for people facing barriers to employment across the state. The Chisholm Institute is delivering the program, which includes comprehensive support to trainees and employers. Trainees will learn while they earn – working in an early childhood service while they undertake a Certificate III in Early Childhood Education and Care. The Victorian Government is also funding Gowrie Victoria to deliver early childhood educator traineeships. Both programs aim to support high-quality educator supply and build the capacity of employers to offer best practice traineeship programs.

Focus Area 6 – Data and Evidence

Australian Government

Jobs and Skills Australia

The Australian Government will establish a new agency, Jobs and Skills Australia, which will be responsible for researching workforce trends and providing advice about current and future skills needs. The Government has committed to a tripartite approach to the new agency, which will work with governments, employers and unions, and use data and insights from industry to inform government labour market and skills policy.

Shaping Our Future

Complementary New and Enhanced
Workforce Initiatives Summary



National Children's Education
and Care Workforce Strategy