



# Update on FA2-1: Review and develop targeted programs to support studies and placements for specified groups of potential educators and teachers





# FA2-1

- Review and develop targeted programs to support studies and placements for specified groups of potential educators and teachers.
  - » The two initial specified groups are Aboriginal and Torres Strait Islander peoples, and those from regional and remote communities.
- Short-term action that sits under the ‘attraction and retention’ focus area.
- Seeks to embed workforce diversity, including attracting the right people into the sector and valuing and retaining high calibre staff.
- Recognises that targeted programs and strategies are required to overcome barriers to entry into the sector for certain groups.
- The project will inform advice to governments and the sector on innovative and effective approaches to supporting studies and placements.

Action	Timescale	Summary of consultation survey results
<b>FA2-1 Review and develop targeted programs to support studies and placements for specified groups of potential educators and teachers</b>	Short (within three years)	83% of respondents strongly support (36%) or support (47%) [n=2,689]
Rationale		
<ul style="list-style-type: none"> <li>■ Workforce diversity is important, both to raise the professional profile of the sector and to deliver quality outcomes for all children</li> <li>■ Targeted strategies are required to overcome barriers to entry for certain groups of prospective educators and teachers (e.g. Aboriginal and Torres Strait Islander educators, and regional and remote communities)</li> <li>■ Children’s education and care service providers can find navigating various government workforce related initiatives, incentives and opportunities challenging. This can impact the effectiveness of initiatives where they are most needed</li> </ul>		





Department of Education

Review of ECEC targeted programs

Final Desktop Scan and analysis  
May 2023



## What's happened so far?

- Two suppliers are on board to deliver the project:
  - » SNAICC – National Voice for our Children to undertake consultation with First Nations people and review targeted programs for Aboriginal and Torres Strait Islander peoples.
  - » Scyne Advisory Pty Ltd to undertake consultation with people from regional and remote communities and review targeted programs aimed at these groups.
- An initial desktop scan and analysis of existing targeted programs was developed and delivered in May 2023, highlighting 31 targeted programs that support ECEC workforce attraction and retention.
- A complementary approach to stakeholder consultation has been developed for the two suppliers.





## What's next?

- SNAICC and Scyne Advisory will undertake consultation with identified stakeholders between now and end of February 2024.
- Delivery of consultation summary reports.
- Development of best practice case studies, identifying the core features and success factors of effective approaches.
- Delivery of final reports for the two streams.
- Distillation of findings to inform future policy design.





**Australian Government**  
**Department of Education**

# Thank you

