

# Flying Start for kids



**Making the most of Workforce and Quality initiatives**



Government of  
South Australia

# Acknowledgement of Country

## From the heart:

We acknowledge the Aboriginal peoples as the First peoples of South Australia and as custodians of the lands, waters, skies and communities where we live, learn and raise children.

We recognise Aboriginal peoples as having the longest living culture, raising children safe and strong in their Identity, Community, Culture, and connection to Country.

We pay our deep respects to Elders past and present, and their role as the first knowledge sharers for children. We follow in their footsteps.

Aboriginal peoples, working with and for children, are central in shaping our work. Their wisdom, advice, and guidance enriches our practices, creating a more inclusive and culturally safe environment for children and families.

We respect Aboriginal peoples' ways of being, doing and wise practices guiding our continual learning.

Together we walk and build stronger, more supportive communities for all children.



## By the end of today's session



### You should understand:

- Workforce initiatives, including open grant programs to support your service to improve workforce attraction, retention, and quality
- Quality programs including foundational training requirements.



## Workforce initiatives

- Qualify SA
- Grants
- Pathways Program
- Teacher incentives

# QualifySA Financial Support

Do you have an upskiller studying at your service?



**Teacher Support:** up to \$25,000  
**Educator Support:** up to \$7,000  
**Aboriginal Pathways:** up to \$34,000



Teacher: Birth to 5 – Bachelor, Master, Graduate Diploma (for existing teachers)  
 Educator: Diploma  
 Aboriginal Pathways: as above plus cert III and **Traineeships**



Teachers can study anywhere in Australia in approved degrees  
 Educators must be studying at **TAFE SA** or **select RTOs**



Online submission  
 Rolling assessment  
**Does not close**

## For services

- Up to \$1,000 per educator recipient at your service to support learning
- Up to \$6,000 per Aboriginal Trainee recipient at your service to support learning
- Build your own pipeline of educators and teachers
- Improve the knowledge and skills of your workforce

# Flying Start

## Workforce Grants

OFFICIAL



**Partner** with other local ECEC services to address barriers to attract and retain a diverse early childhood workforce in **rural, regional, and hard-to-staff communities** across South Australia.

## Would your region benefit from a workforce grant?

### Key Facts:

- Round 3 is **now open**
- Rolling round, **apply as needs are identified** no close date
- **Up to \$150,000**
- Payments attached to key activities
- 12 months duration
- **Grants are for early childhood services** and other eligible organisations

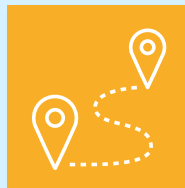
**Apply Now!**



Foster collaboration between early childhood services



Provide development and training opportunities to improve retention



Design local workforce attraction and community connections



Attract and retain staff from diverse cohorts

# Flying Start

## Aboriginal Workforce Grants



**Embed** Aboriginal cultural safety and support the professional development of Aboriginal staff at your service.

### Key facts:

- Round 2 is **now open**
- Rolling round, **apply as needs are identified** no close date
- **Up to \$20,000**
- 12 months duration

### Grants are for early childhood services that:

- a) employ Aboriginal staff AND/OR
- b) have Aboriginal children enrolled AND/OR
- c) have a high proportion of Aboriginal people in the Community.



Engage with local Aboriginal Communities to plan and undertake activities to strengthen cultural knowledge



Build and develop library and toolkits of Aboriginal educational resources

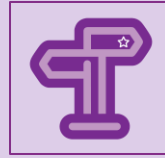


Design and deliver initiatives to support service-level professional development

**Apply Now!**

# Flying Start

## Pathways Program



Provides **integrated career progression and wrap-around support services** for under-represented cohorts, helping them to **successfully complete** qualifications, and **increasing the quality, quantity, and diversity of the workforce** to support the delivery of 3-year-old preschool.

## Do you or your students need support?

### For services

**Free, hands-on support** to help you create **high-quality, rewarding placement experiences** that benefit both your service and your Certificate III, Diploma and Bachelor students.

New to **hosting students** or looking **to strengthen your approach?**

**Key Connectors** can support you with **practical tools and strategies** to make every placement count.

### For students

**Key Connectors** can support your students by **walking alongside** and providing **mentoring and support** to assist them in being **engaged** and **complete their studies**.

**Support** to enrol – advice on **financial** assistance – **well-being** and mental health – referral to **support services** – career **guidance** – course **counselling** – pastoral **care** – study and academic **skills** – **peer learning** communities – transitioning to **further studies**

**Find out more: call 1800 129 606 (Option 2) or email [pathways@gowriesa.org.au](mailto:pathways@gowriesa.org.au)**

# Flying Start

## Teacher Incentives



**Targeted incentives** to encourage **qualified ECTs** to re-enter the workforce and deliver 3-year-old preschool in **partnered services** in regional, rural, remote and priority services, and relocate from other parts of SA, Australia or overseas.

### Do you have job vacancies?

- **All partner services** can include Individual Incentives in recruitment advertisements
- Only **selected, pre-approved partner services** can advertise Location Incentives when recruiting
- Incentives provided for **individuals**, not services, and are **milestone-based** over 3 years
- In addition to **general requirements** detailed in the guidelines, applicants must also meet **incentive-specific requirements**.



### **Individual Incentives – \$10,000 any partner service**

- returning to the sector after an employment break of >12 months
- moving to SA from interstate or overseas



### **Level 1 Location Incentives – \$10,000**

- eligible individuals (criteria apply)
- **selected, pre-approved partner services** (OECD will notify pre-approved services)



### **Level 2 Locations Incentives – \$50,000**

- eligible individuals (criteria apply)
- **selected, pre-approved partner services**



### **Relocation Supplement – \$2k, \$4k, \$8k**

- applicants who are eligible for incentive/s and who relocate >100km to take up the role

## Quality programs

- Child Safety Grants
- Leaders Forum 3
- Professional Networks
- Foundational training- Trauma-informed Practice, Aboriginal Cultural Safety

# Child safety grants

**Strengthen your child safety practices by:**

## Key facts:

- One-off grant to support child safety in long day care ECEC services across the state in line with the national legislative changes
- Complements Australian Government funding that supports eligible providers with wage costs for workers undertaking mandatory national child safety training
- Funding is for services, with Approved Providers submitting applications
- Applications open until 2 April 2026
- Applications will be assessed and grant agreements executed as they are received.



**Reviewing site policies and procedures for compliance**



**Supporting staff to further embed child safe practices in their work**



**Making physical improvements to services that address common safety failures**



**Reviewing policies, procedures & practices that support active supervision of children**

**Approved Providers Apply Now!**



# Flying Start Leaders Forum 3



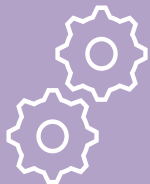
Save the date: Thursday 21 May 2026



## FEEDBACK

*Leaders Forum 1 & 2*

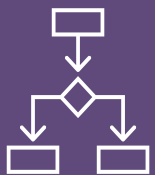
- Review **event timing** (start time, duration, time of year) to **support attendance**.
- Increase **practical, implementation-focused content** with clear examples and case studies, especially from long day care settings.
- **Amplify sector voices** during reform rollout, including ECTs, Educational Leaders, and Directors.
- Consider **expanding the invitees** to include Educational Leaders or other service leadership.



## LOGISTICS

*Leaders Forum 3*

- Move to a **morning half-day** format.
- Invitations to **include a "plus-one"** from partner services, prioritising **Educational Leaders** or other service leadership.
- Change of venue to Adelaide Oval to **accommodate increased numbers**.
- Save the Date: **Thursday 21 May 2026**.



## THEME

*Leaders Forum 3*

- Shift to a **reform-centred agenda**
- Prioritise practical implementation insights, lessons learned, and **real-time reflections on rollout**.
- Focus on **actionable learnings** - what was tried, what worked, what didn't, and what could be done differently.
- Include an update segment to support partner services' **readiness for future OECD initiatives**.



# Flying Start Professional Networks



## PURPOSE

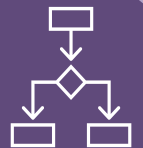
Support early childhood teachers, allied health and community services professionals to:

- Build and maintain collaborative partnerships
- Promote reflective practice
- Enable shared learning and problem solving.



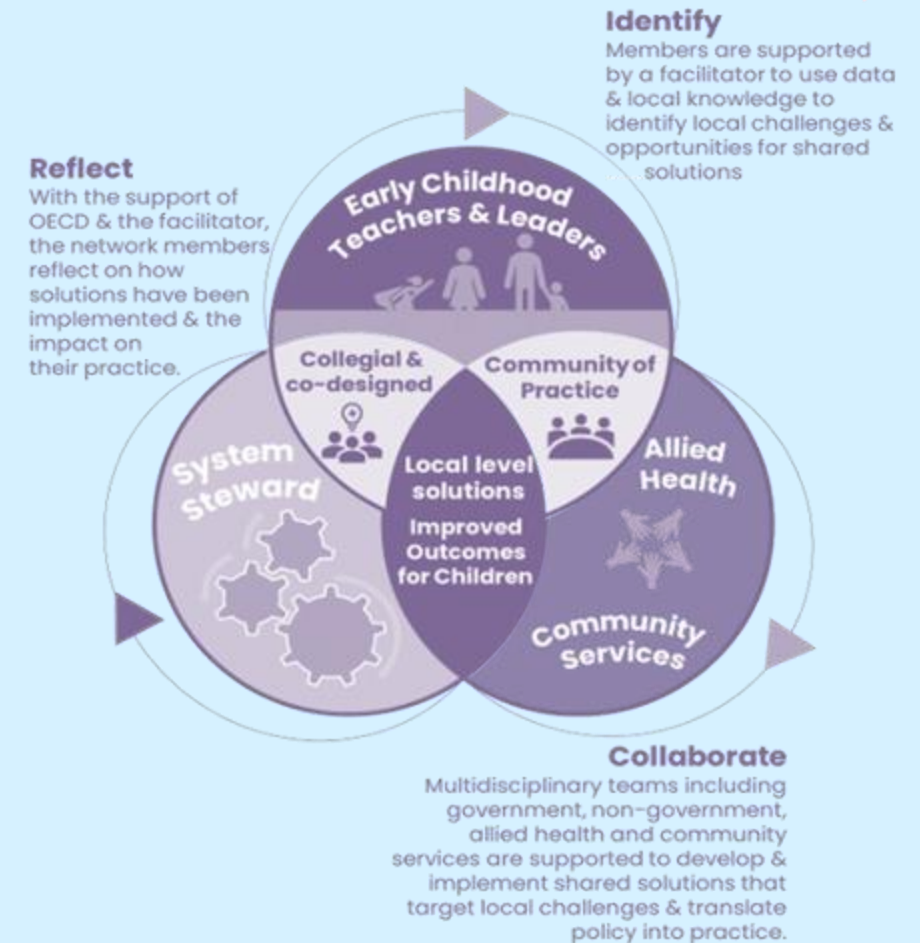
## MEMBERSHIP

- Place-based networks facilitated by local organisations
- Focus on Early Childhood Teachers and Educational Leaders responsible for implementing 3-year-old preschool
- Connections with community services & allied health



## FUNDING AND CONDITIONS

- Services are funded to support participation
- Contribution to backfill made through preschool grant funding



**Strong, connected networks will lift the quality of preschool programs and create a better education and care system for children and families.**

## Statewide Aboriginal Professionals Network



The **Flying Start Statewide Aboriginal Professionals Network**, led by Tauondi Aboriginal College will create a culturally strong and collaborative space to build stronger connections, share practice and support each other. Aboriginal professionals working across 3-year-old preschool, early childhood education and care, allied health, and community services, can:

- connect and share experiences from across South Australia
- Explore new ways of working together across sectors
- Reflect on what works in supporting Aboriginal children's learning and Development
- Co-design approaches that strengthen early childhood education and care for Aboriginal families and communities.

### Network Launch & First Meeting

25<sup>th</sup> March 10:00am to 3pm at Tauondi Aboriginal College (1 Lipson Street Port Adelaide) *\*Formal invitations incoming soon*

- Welcome to Country and Smoking Ceremony
- Yarning circle
- Activities in the Tauondi Conference room
- Guest speaker (TBC) (online attendance available)
- Lunch by Tauondi Bush Tucker Catering

Further information: Natalie Gentle, Cultural Program Coordinator, Tauondi Aboriginal College [ngentle@tauondi.sa.edu.au](mailto:ngentle@tauondi.sa.edu.au)

**Support your Aboriginal staff to attend this important professional network**

# Foundational training



- **Flying Start partner services** have access to two new **foundational training** courses including:
  - **Aboriginal Cultural Safety – Knowing**
  - **Trauma-informed Practice**
- Training is mandatory for **educators working in the funded preschool room/s**, and other **staff in direct contact with families** from these rooms.
- **The training is free of charge** and **backfill funding**, detailed in Preschool Boost plans, **has been provided to services in their first year of partnering**, to support mandated staff to complete this training.
- From 2027, new staff hired in your service must complete the foundational training programs as part of their standard induction process.

# Foundational training

## Trauma-informed practice

- Will build a shared understanding and practical strategies to support the increasingly complex needs of children and families
- Partner services must ensure **mandated staff** complete the 2-part trauma-informed practice training module:
  - **Module 1:** An introduction to trauma-informed practice in education (approx. 1 hour)
  - **Module 2:** Trauma-informed practice in the early years (approx. 1 hour)
- Both modules must be completed by **November 2026**.
- Training is accessed via **plink**

## Preschool Plus partner services

- Will have access to **optional additional coaching** and **implementation supports** to build educator confidence and capability to embed trauma-informed strategies into practice
- **Eligible services** will receive an email about how to opt-in when the coaching program goes live in late March 2026.

# Foundational training

## Aboriginal Cultural Safety Training

- Partner services must ensure **educators working in the funded preschool room/s**, and other **staff in direct contact with families** from these rooms undertake at least the **foundational level of Aboriginal Cultural Safety training**.
- Aboriginal Cultural Safety content framework
  1. **Knowing – Foundational (mandatory)** – development and incorporation of new knowledges into your practice
  2. **Being** – Intermediate – focuses on self-awareness, personal values, and behaviours
  3. **Doing** – Advanced – embedding Culturally responsive practices.
- Training delivered by **Aboriginal Community Controlled Organisations (ACCOs)** and **Aboriginal Business Suppliers**.
- Services can access approved training options via the **Preschool Boost Menu**
- Face to face and online face to face delivery

*\*Online delivery via the plink platform will also be available late 2026*

## Flying Start Plink



**Complete online modules and register for PD**

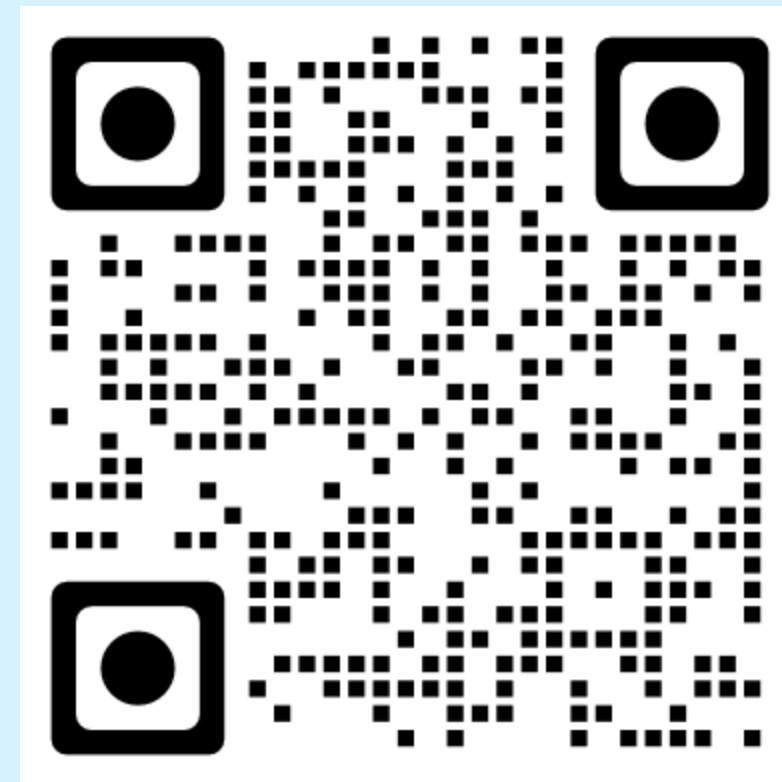
### **Plink is the OECD's Learner Management System**

The Flying Start homepage includes links to access the **Preschool Toolkit** and **Placement Elevate** and will be used to house other Workforce and Quality initiatives as they are rolled out.

This is where you can complete online modules and register for Professional Development opportunities.

Three new Preschool Toolkit modules are available now.

Tranche 2 of Preschool Toolkit will be released in May, including further modules, and a professional development day, held across May and early June, both in-person and online.



## Connect with us

For more information, please email the Workforce and Quality teams at: [oe.cd.ecworkforcesupport@sa.gov.au](mailto:oe.cd.ecworkforcesupport@sa.gov.au) or visit the website: [www.earlychildhood.sa.edu.au](http://www.earlychildhood.sa.edu.au)

Sign up to the OECD newsletter:



## Key reminder



### Term 1 Early Childhood Teacher (ECT) reporting – due 13 March 2026

- Local Teams will be connecting with services to **confirm the details of your ECTs and/or ECT SATs** in place to deliver 3- and/or 4-year-old preschool programs for the reference period of weeks 2 and 3 of Term 1 2026 (2 –13 February 2026). This includes:
  - Full name and registration numbers
  - Hours of preschool delivery per week (excluding non-contact time)
  - ECT status (degree qualified ECT or ECT SAT)
- This data will inform your Quarter 2 payment in April 2026.

# Questions

