

Flying Start for kids

Workforce Spotlight



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



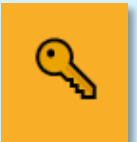
You'll gain an understanding of:



Workforce programs and initiatives available



Supports available to your service



Where and how to access resources and support



Presenters



Caitlin Anear Assistant Director, Workforce Policy and Innovation

Indira Chatterjee Senior Policy & Project Officer, Workforce Policy and Innovation

Erin Maher Principal Policy Officer, Quality Systems and Support

Nicole McCallum Principal Policy Officer, Workforce Policy and Innovation

QualifySA in Early Childhood



Build your future workforce

- **South Australian residents** can study approved teacher qualifications anywhere in Australia.
- Educators must be studying at **TAFE SA** or an eligible **RTO**.
 - **Teacher support:** up to **\$25,000** for eligible Birth to 5 Bachelor, Master and Graduate Diploma qualifications.
 - **Educator support:** up to **\$6,000** for eligible Diploma of Early Childhood Education and Care qualifications.
- Applications are open year-round with rolling assessment.

There's never been a better time to explore a career in early childhood.

For services

- Up to \$1,000 per educator recipient at your service to support learning
- Funding supports supervision, mentoring, study time and backfill
- Eligible trainees can apply for QualifySA Financial support
- Improve the knowledge and skills of your workforce

Does your service have an upskiller?



Early Childhood Teacher Incentives

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



Flying Start Pathways Program

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 or email
pathways@gowriesa.org.au**



Provisionally Registered Teachers Mentoring Program

Expressions of Interest now open!

The **Provisionally Registered Teachers Mentoring Program** provides tailored mentoring opportunities by connecting PRTs with highly skilled, experienced and qualified ECTs, to support early career teachers transition to full registration.

- Delivered by **Early Childhood Australia** (ECA), in three separate tranches
- The first tranche of the program commences in Term 4 2026 – **EOIs close Friday 11 September**
- Duration of the program is between 6-12 months
- Open to **PRTs as mentees**, and **experienced ECTs** as mentors
- **Grants to services** with teachers participating in the Program
- The PRT Mentoring Program is **free for all** participants
- See Program Guidelines for more detail. Apply via the [**ECA website**](#)

Apply Now!

Professional Networks



What to expect

Strong, connected networks will support the Early Childhood Teacher workforce, lifting the quality of preschool programs and creating a better education and care system for children and families.



Place-based Professional Networks bringing together local services



Professional connections between ECTs delivering 3yo preschool



Facilitated by Network Lead, supported by OECD



Shared learning, problem solving, knowledge building with other ECTs



Funding to services to enable participation



Translate policy into practice through peer-to-peer learning

The **Flying Start Statewide Aboriginal Professionals Network**, led by Tauondi Aboriginal College, creates a culturally strong and collaborative space for Aboriginal Professionals working at all levels within the sector to build stronger connections, share practice and support each other.

Flying Start

Aboriginal Early Childhood Workforce



Aboriginal Career Development Scholarships:

- Up to **\$15,000** for Aboriginal staff working in South Australia's early childhood sector
- Supports self-identified professional development, including leadership development, mentoring, training and qualifications
- Applications remain open until **30 June 2027 or** until funding is exhausted

Aboriginal QualifySA pathways:

- Up to \$34,000 for eligible teacher qualifications
- Up to \$13,000 for educators, including placement support for eligible recipients
- Up to \$6,000 for employers supporting an eligible Aboriginal trainee
- Up to \$1,000 per educator recipient at your service to support learning

Apply Now!



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 Workforce Grants

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

Resources



Onboarding

Supporting effective onboarding through practical resources and templates that help services welcome, support and develop new educators.

Available

- 6 practical resources
- 2 onboarding templates

Key focus areas

- Onboarding planning and preparation
- Buddy, coaching and mentoring support
- Clear expectations, culture and meaningful check-ins

Outcome

Services are equipped to deliver consistent, supportive onboarding experiences that build educator confidence and capability.



Placement

Supporting high-quality placement experiences through professional learning, practical tools and mentoring resources.

Available

- 5 short, self-paced online learning modules
- 7 practical tools and guides

Key focus areas

- Placement preparation
- Mentoring and coaching
- Feedback and reflective practice

Outcome

Educators build the confidence and capability to provide positive and effective placement experiences.



Where to access?

- ✓ **Learning and Resources Hub**
- ✓ **Plink** (online training platform)

Coming soon



Multi-Disciplinary Workforce Initiatives



A suite of 4 **professional learning modules** for early childhood educators and allied health professionals



A **contextual and reflective practice toolkit** with booklets, reflection cards and online modules for early childhood educators and allied health professionals

SAT Resources



A suite of **practical and accessible resources** for SAT teachers, service leaders and mentors to help everyone understand their role and create the conditions for success

Key actions



QualifySA

Encourage your staff to upskill and apply

Teacher Incentives

Include incentives in your recruitment advertisements

Pathways Program

Contact Gowrie SA for free support

Provisionally Registered Teachers Mentoring

Apply before 11 September!

Aboriginal Career Development Scholarships

Encourage Aboriginal staff to apply

Aboriginal Workforce Grants

Apply Now!

Workforce Grants

Apply Now!

For more information



Visit the OECD Workforce webpage

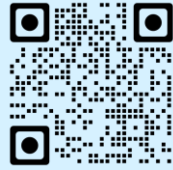
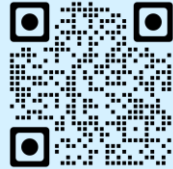
<https://www.earlychildhood.sa.gov.au/working-in-early-childhood>

Email the Workforce and Quality teams at:

OECD.ECWorkforceSupport@sa.gov.au

Stay up to date



- Visit the Flying Start Partner Portal (Password: FlyingStart!). 
- Stay up to date with the fortnightly Flying Start partners e-bulletin delivered straight to your inbox.
- Direct families to the OECD website for general information. 
- Encourage families to download the Early Years app. 
- Connect with us on social media:

Instagram: [@earlychildhoodsa](https://www.instagram.com/earlychildhoodsa)

Facebook: [@earlychildhoodsa](https://www.facebook.com/earlychildhoodsa)

LinkedIn: [Office for Early Childhood Development](https://www.linkedin.com/company/office-for-early-childhood-development)

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Questions



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