

Flying Start for kids

Workforce Readiness and Incentives



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 be familiar with:

- How Local Teams will continue to support workforce readiness
- What the Flying Start Early Childhood Teacher Incentives are and how they operate
- Applicant eligibility requirements
- The launch date and overview of the e-bulletin and the Flying Start Partner Webpage



January 2026 – Preschool Delivery



- Partnering services are preparing to commence delivery of 3-year-old preschool starting from January 2026.
- With the roll-out now only three months away, services are at varying levels of readiness, with some still working through recruitment and workforce opportunities, particularly in recruiting qualified Early Childhood Teachers (ECTs).
- We know that for some services located in outer metropolitan, regional and remote areas that there can be complexities and challenges to building a diverse and sustainable early childhood workforce.
- Local Teams will continue to work closely with services and may use a workforce readiness checklist to help identify and respond to workforce-related concerns.

Local Teams supporting services



Local Teams will continue to be in contact with you to support your service in preparation for workforce readiness. Discussions will focus on understanding your existing workforce plan and may include working through a workforce readiness checklist to help identify and address any staffing concerns.

Local Teams support includes:

- **Regular check-ins** - focusing on workforce readiness inc. staffing challenges, vacancies, and understanding staffing plans.
- **Collaborative planning** - provide support where workforce gaps have been identified and co-develop strategies to address these.
- **Next steps** - understanding plans in place for recruitment and readiness and any actions required
- **Referral** - which may include to teacher/location/recruitment incentives, grants and/or professional development opportunities,
- **Ongoing support** ensuring services feel supported and informed throughout the process.



Workforce Check List



The workforce checklist will focus on key areas such as:

- Identifying and exploring any internal upskilling staffing options
- How long your service has been actively recruiting/advertising for an ECT, and the strategies used for this. (I.e. where was this advertised)
- The duration your service has been without an Early Childhood Teacher (ECT) or Special Authority to Teach (SAT)

These conversations are designed to provide targeted support and ensure services are well-positioned for the roll-out of 3-year-old preschool in January 2026.

Flying Start

Teacher Incentives

LIVE 29
Oct 25

OFFICIAL



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.

Scope

- Incentives provided for individuals, not services, and are milestone-based over 3 years
- Limited number of incentives – applications will be prioritised depending on the circumstances of the service and the applicant
- All partner services can include Individual Incentives in recruitment advertisements
- Only selected, pre-approved partner services can advertise Location Incentives when recruiting
- In addition to general requirements detailed in the guidelines, applicants must also meet incentive-specific requirements.



Individual Incentives - \$10,000

- returning to the sector after an employment break of >12 months OR moving to SA from interstate or overseas – any partner service



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



Service eligibility (to advertise)



Individual Incentives

All partner services can include Individual Incentives in recruitment advertisements



Location Incentives

Only selected, pre-approved partner services can advertise Location Incentives (Level 1 or 2) when recruiting





Service eligibility for Location Incentives

Partner services are pre-approved to advertise Location Incentives

OECD uses data and other evidence to identify services for pre-approval, including Socio-Economic Indexes for Areas (SEIFA) classification, [Australian Statistical Geography Standard – Remoteness Area classification](#) (to determine Level 1 or Level 2) as well as information collected from Local Teams, about the service including whether they:

- are a provider with 3 or less services
- have advertised for an ECT/s and been unable to recruit for 30 days or more
- pay above award wages and/or has opted in to the Australian Government worker retention payment
- are offering a minimum three-year contract for a minimum of 20 hours per week
- have information and supports available for relocating individuals/families to assist them to settle into the community
- provides ongoing retention supports, such as enabling the teacher to attend Flying Start Professional Networks or other professional development opportunities.

The OECD will only contact services where they have been pre-approved.



Applicant Eligibility



General eligibility requirements for incentives

To apply for an incentive, applicants must meet the following general requirements:

- have accepted a role in a partner service that is **not a South Australian Department for Education preschool**. Please note, the Department for Education offers incentives for teaching positions; to learn more visit the Departments teaching opportunities [webpage](#)
- **apply for the incentive within 60 days** of accepting the role
- be **registered as an early childhood teacher** with the [Teachers Registration Board of South Australia](#)
- have **confirmation from the employer that they will deliver a 3-year-old preschool** program in 2026
- have **not previously received** a Flying Start Early Childhood Teacher Incentive payment
- be contracted for a **minimum of 36 months** in a teaching role at the partner service
- be a **citizen of Australia or New Zealand**, or hold a [permanent resident](#) of Australia **visa**, or be eligible, or provide evidence of a visa application in progress, to work in Australia for the full duration of their employment contract.



Key Documents



FLYING START EARLY CHILDHOOD TEACHER INCENTIVES 3-YEAR-OLD PRESCHOOL

THINKING ABOUT RETURNING TO EARLY CHILDHOOD TEACHING?

Now's the time! If you've been out of the South Australian early childhood sector for 12+ months, or are moving from interstate or overseas, you could be eligible for a \$10,000 individual incentive.

SUPPORT COMMUNITIES THAT NEED YOU MOST

Teach in a hard-to-staff location and receive financial support to help you settle in and thrive.

HERE'S WHAT IT MEANS FOR YOU

To support the roll-out of 3-year-old preschool, the South Australian Government is offering generous financial incentives through the **Flying Start Early Childhood Teacher Incentives** program. These incentives are available for eligible Early Childhood Teachers (ECTs) taking up roles in **partner services** delivering a Flying Start 3-year-old preschool program.

THERE ARE 2 TYPES OF INCENTIVES

- ▶ **Individual Incentives (\$10,000):**
For teachers returning to the SA sector after 12+ months or relocating from interstate or overseas.
- ▶ **Location Incentives (\$10,000-\$50,000):**
For roles in pre-approved regional, remote, or hard-to-staff locations. Graduates are welcome to apply.

Eligible teachers may receive both incentives, plus a relocation supplement of up to \$8,000 if moving more than 100km. Applications must be submitted within 60 days of accepting a role.

HOW TO APPLY

Check out the diagram over the page and learn more about ECT Incentives at:

earlychildhood.sa.gov.au/working-in-early-childhood/growing-the-workforce

HOW TO APPLY FOR SOUTH AUSTRALIAN EARLY CHILDHOOD TEACHER INCENTIVES

- 1 ACCEPT A ROLE AT A PARTNER SERVICE**
 - ▶ The Partner Service must be delivering or planning to deliver 3-year-old preschool in 2026.
- 2 CHECK ELIGIBILITY USING THE GUIDELINES**
 - ▶ General eligibility (e.g., teacher registration, citizenship/residency).
 - ▶ Specific eligibility for:
 - ▶ **Individual Incentive** (\$10,000)
 - ▶ **Location Incentive** (\$10,000-\$50,000)
 - ▶ **Relocation Supplement** (\$2,000-\$8,000)
- 3 APPLY ONLINE**
 - ▶ Submit your application within **60 days** of accepting the role.
- 4 SIGN INCENTIVE RECIPIENT AGREEMENT**
 - ▶ Legal agreement outlining milestones and obligations.
 - ▶ Understand tax and repayment obligations.
- 5 RECEIVE PAYMENTS IN MILESTONES**
 - ▶ Payments made at:
 - ▶ Signing agreement
 - ▶ 6 months
 - ▶ 1 year
 - ▶ 2 years; and
 - ▶ 3 years.
- 6 SUBMIT ONGOING EVIDENCE**
 - ▶ Proof of continued employment at each milestone.
- 7 MAINTAIN ELIGIBILITY**
 - ▶ Notify of any service changes.

**READ THE EARLY CHILDHOOD TEACHER INCENTIVES
GUIDELINES FOR SPECIFIC REQUIREMENTS.**



flyingstart.sa.gov.au

Flying Start

Teacher Incentives

Early Childhood Teacher Incentives
Guidelines 2025-26





Key Documents



FLYING START EARLY CHILDHOOD TEACHER INCENTIVES

INFORMATION FOR EMPLOYERS

To support the roll-out of 3-year-old preschool, the South Australian Government is offering generous financial incentives through the Flying Start Early Childhood Teacher Incentives program. These incentives are available for eligible Early Childhood Teachers (ECTs) taking up roles in partner services delivering Flying Start 3-year-old preschool programs.

Incentives are paid directly to the eligible applicants by the program administrator.

THERE ARE 2 TYPES OF INCENTIVES

Individual Incentives:

Incentives of \$10,000 are available for eligible ECTs to join or rejoin the South Australian early childhood education sector, and work in **any** partner service delivering or planning to deliver a 3-year-old preschool program in 2026.

Location Incentives:

Incentives of \$10,000 to \$50,000 are available for ECTs who take up roles in **selected, pre-approved** partner services delivering or planning to deliver a 3-year-old preschool program in 2026. We'll let you know if your service is eligible for this incentive type.

WHICH INCENTIVES TO ADVERTISE?

All partner services delivering a 3-year-old preschool program can include individual incentives in their recruitment advertisements and any communication materials using the text supplied in the Information for Employers.

Certain **pre-approved** partner services can advertise Location Incentives, using the text supplied in the [Information for Employers](#).

Your Local Team member can help you understand and navigate the incentive process. This includes checking eligibility, referring services and supporting pre-approval.

For more information, visit

earlychildhood.sa.gov.au/for-providers/teacher-incentives



Flying Start Early Childhood Teacher Incentives Program - Information for Employers 2025-26

The South Australian government offers financial incentives to attract and retain Early Childhood Teachers (ECTs) to work in services that have partnered with the Office for Early Childhood Development (OEC) to deliver 3-year-old preschool in South Australia (partner services).

Understanding incentives

This information is intended to help early childhood services and providers understand and use incentives to help meet their recruitment needs; it should be read in conjunction with the [OEC Policy and Funding Guide for 2026 delivery](#) and the [Flying Start Early Childhood Teacher Incentives – Guidelines 2025-26](#). Two types of incentives are available.

In addition to general requirements detailed in the guidelines, applicants must also meet incentive-specific requirements:

Individual incentives

Incentive payments of \$10,000 are available for ECTs returning to the SA sector after 12+ months, or relocating from interstate or overseas, who take up a role with any partner service.

Table 1: Individual incentives

To apply for...	applicants MUST...	AND meet at least one of these requirements:		
Individual incentives – \$10,000	accept a teaching role at a partner service delivering or planning to deliver 3-year-old preschool in 2026	be returning to teach in the South Australian early childhood education sector after not being employed in the sector for 12 months or more	OR	currently live or work outside of South Australia

Location incentives

The number of Location Incentives is limited and designed to assist services that have exhausted all other recruitment options, rather than being used as the first step in filling a vacancy.

We encourage partner services to continue using standard recruitment approaches first, with incentives available as an additional tool for when needed most.

Table 2: Location incentives

To apply for...	applicants MUST...	and meet at least one of these requirements:			
Level 1 location incentive – \$10,000	accept a teaching role at a partner service pre-approved for Level 1 location incentive payments	not working in the South Australian early childhood sector	OR	be a graduate early childhood teacher	(if employed in the sector) not employed by the provider offering the new role and not working in any service in a SEIFA 1 or 2* quintile and new role must be more than 80 km from applicant's current place of residence
Level 2 location incentive – \$50,000	accept a teaching role at a partner service pre-approved for a Level 2 location incentive payments		OR		

*Socio-Economic Indexes for Areas

Location incentives may be available to partner services who are at risk of reaching the 60-day limit where an ECT or an Early Childhood Teacher with a Special Authority to Teach (ECT SAT) is unavailable in any 12-month period. OEC Local Teams will work with the service to determine eligibility.

For more information, contact the Local Teams via email at OEC.LocalTeams@sa.gov.au.

All partner services can offer individual incentives

Individual Incentives are available for eligible individuals taking up roles at **any** partner service delivering a 3-year-old preschool program.

Advertising individual incentives

Advertisements should clearly communicate that candidates must meet the programs' eligibility requirements, as detailed in the [Flying Start Early Childhood Teacher Incentives – Guidelines 2025-26](#) to receive the incentive.

For further information



www.earlychildhood.sa.gov.au

www.earlychildhood.sa.gov.au/working-in-early-childhood/growing-the-workforce

www.earlychildhood.sa.gov.au/for-providers



E-bulletin & partner web pages



What you'll see in your email

New Email

All Unread By Date ↑

Today

Office for Early Child...
[Test] Flying Start Partners ... 11:07 AM
Wednesday 12 November

Office for Early Childhood Development <OECD.engage@sa.gov.au>
To Coppe, Jessica (Education)


[Test] Flying Start Partners E-Bulletin ✕

☺ ↶ Reply ↷ Reply All → Forward 📧 ⋮

Thu 6/11/2025 11:07 AM

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Flying Start partners



Wednesday, 12 November

Welcome to this fortnight's Flying Start partners e-bulletin. Use the access code **partner2026!** to read the latest correspondence from the Office for Early Childhood Development on our partner webpage at the link below. The important dates and topics are listed below:

Important Dates:

- Webinar EC Connect - Friday, 21 November
- Second Leaders Forum - Wednesday, 26 November
- Webinar Ready to launch check-in - Friday, 5 December


Topics:

Webinar Workforce Readiness and Incentive - Friday, 7 Nov. 25
View the summary and actions from last week's webinar.

Leaders Forum 2 - Wednesday, 26 Nov. 25
Reminder to register

This email is for Flying Start partner services delivering 3-year-old preschool in 2026 only.

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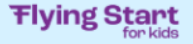
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This email is for Flying Start partner services delivering 3-year-old preschool in 2026 only. Please do not share this email with people outside of your service.

[Go to Partner Page](#)



E-bulletin & partner web pages



Where it takes you

Browser address bar: <https://www.earlychildhood.sa.gov.au/for-providers/partner-page>

Home > For providers > Welcome to the Flying Start Partner Page

Welcome to the Flying Start Partner Page

This page is your go-to source for the essential information and resources you need to be prepared to successfully deliver the Flying Start 3-year-old preschool program.

Upcoming key dates & actions

Read the latest e-bulletin

Key reform initiatives

Flying Start promotional materials

Webinar archive

Key contacts

COMING SOON: 2027 partner services e-bulletin

Government of South Australia
Office for Early Childhood Development

For parents and carers | For providers | Working in early childhood | About

Search

Home > For providers > Welcome to the Flying Start Partner Page > Latest E-Bulletin

Latest E-Bulletin

Flying Start partner e-bulletin

Use the drop-down menu below to read the latest e-bulletin from the Office for Early Childhood Development. An email will be sent to you each fortnight when the OECD publishes new information.

You can access previous e-bulletins in the e-bulletin archive below. You can download any attachments in the drop-down boxes below for your records.

E-bulletin 12 November

- Webinar - Friday 7 November
- Flying Start Leaders Forum 2 - invitation and registration link
- 2027 EOI Service Update

Archived e-bulletins



E-bulletin & partner web pages

[Home](#) > [For providers](#) > [Welcome to the Flying Start Partner Page](#) > Key reform initiatives

Key reform initiatives

This section provides an overview of the relevant key reform initiatives for 2026 Flying Start partner services including important information and attachments to support change readiness for preschool delivery.



Grants



Growing the Workforce



3-year-old preschool readiness



Preschool Boost



Preschool Plus



Professional Networks

[Home](#) > [For providers](#) > [Welcome to the Flying Start Partner Page](#) > [Key reform initiatives](#) > Preschool Boost

Preschool Boost

Preschool Boost has been rolled out to provide extra funding for partner services to enable additional support for 3 and 4-year-old children to improve their developmental outcomes.

You can read more about Preschool Boost on our website [here](#).

Your Local Teams representative is available to help develop your plan and troubleshoot issues. You can find their contact by region [here](#).

For any further enquiries you can contact the Preschool Boost team on: OECD.PreschoolBoost@sa.gov.au

Key documents

Preschool Boost Planning Placemat



Preschool Boost Menu Fact Sheet



Preschool Boost Menu Catalogue



Preschool Boost Off-Menu Process



Preschool Boost Off-Menu Application Form



Assessing AEDC data guide



AEDC Fact Sheet



QIP Fact Sheet





What's next?

- Local Teams will continue to support services in their workforce readiness.
- Local Teams will be in contact with services who are eligible for location incentives to discuss next steps.
- Launch of e-bulletin and Flying Start Partner Webpage – 12 November.
- Reminders:
 - Data submissions are due by COB today
 - RSVP for Leaders Forum (26 Nov)



Connect with us

For more information, please email the Workforce and Quality team at: OECD.ECWorkforceSupport@sa.gov.au or visit the website: www.earlychildhood.sa.edu.au

Sign up to the OECD newsletter:



Questions

