



**THRIVE
BY FIVE**

WORKFORCE ACTION PLAN

Our early childhood education and care workforce is in crisis, with high turnover, staff shortages and stress. The shortage of qualified educators and teachers is forcing the closure of rooms and in some cases entire early childhood education and care services.

Australia's children and families require urgent action from the federal government to address the immediate crisis.

The Thrive by Five Early Childhood Education and Care Workforce Action Plan outlines clearly what these actions are.



THRIVE BY FIVE WORKFORCE ACTION PLAN

The early childhood education and care workforce is comprised of a cohort of professional and qualified early childhood educators, teachers and support teams. They deliver high quality play-based education, built on strong relationships between educator and child and educator and parent, to develop children's social and emotional skills for lifelong learning and wellbeing.

The wellbeing and education of children in early childhood education and care is inherently linked to the wellbeing and qualifications of their educators and teachers.

But our early childhood education and care workforce is in crisis, with high turnover, staff shortages and stress. The shortage of qualified educators and teachers is forcing the closure of rooms and in some cases entire early childhood education and care services.

The high turnover of staff disrupts educator/child relationships, directly impacting the quality of learning programs - potentially undermining the long term benefits of early childhood education and care and reducing the confidence that parents and other stakeholders have in the system.



Australia's children and families require urgent action from the federal government to address the immediate crisis. **These actions are clear:**

- 1** **Fund an immediate pay rise for early childhood educators and teachers,** comparable to the salary and conditions of school education sectors.

 - 2** **Amend the Fair Work Act** to allow for effective equal pay cases and sector level bargains to ensure that sector industrial instruments better reflect the professional value of the work performed by early childhood educators and teachers, with government committing to fund the higher level of wages.

 - 3** **Put the National Early Childhood Education and Care Workforce Strategy,** the broad objectives of which have already been widely consulted across the sector and governments, **onto the Jobs Summit agenda,** ensure that the actions and implementation initiatives are adequate to meet the current workforce crisis and fund those initiatives in the October budget.

 - 4** **Establish a process for sector collaboration around longer-term early childhood education and care workforce reform,** which would consider:
 - a** Building the long-term pipeline of early childhood educators and teachers through investment in TAFE and universities, including financial incentive supports for enrollees and accelerated pathways to formal qualifications that reflect the lifetime experience and skills of educators.
 - b** Developing mechanisms to ensure the early childhood education and care workforce includes First Nations and culturally diverse educators and teachers, and that workplaces are culturally safe spaces, with implementing the priorities of the National Partnership Agreement on Closing the Gap being the first step.
 - c** Increasing the pool of available early childhood education and care staff by developing programs to attract, support and retain under-represented cohorts in the profession.
 - d** Prioritising early childhood education and care jobs in local skills and employment planning approaches.
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Organisations who have endorsed the plan →

ENDORSED BY

