

Early Childhood Education & Care Industry Skills Compact Priority Action Plan

Introduction

Early Childhood Australia (ECA) – Tasmania Branch is a peak body for Early Childhood Education and Care (ECEC) governed by a volunteer executive committee. The vision, *Every Young Child is Thriving and Learning*, underpins work and drives the workforce agenda as for children to thrive, we need our educators thriving.

This commitment to the ECEC workforce continues through the development and implementation of the *Early Years & School Age Care (EYSAC) Workforce Strategy – Tasmania, 2021 & Beyond*. All actions outlined below align with this Industry Plan.

The EYSAC workforce plays an integral role as enablers and contributors to the social and economic wellbeing of the whole Tasmanian community. As of the June 2023 quarter there were 264 services (not including Family Day Care small business, In Home Care). The total number of services is based on approvals, and it should be noted that services may have Before School Care, After School Care, Vacation Care and Long Day Care on one approval; therefore, in reality there are many more individual service types in operation across the state.

This action plan has been developed against a backdrop of a number of significant reviews being undertaken relating to the education and care sector and/or aligned to the sector, together with state-based policy areas including the Universal Access for 3 year olds which need to be considered in any workforce strategy.

As of the June 2023 quarter there were 23,560 children accessing education and care services and 16,680 families enabled to attend work, study and other activities.

ECA - Tasmania Branch commits to the following actions and will petition for ongoing funding for the EYSAC Project Manager and discrete projects to ensure the strategy is a living document and continues to achieve outcomes. EYSAC provides a conduit and driver role within the sector and without this, there is a risk of increasing education and care (childcare) deserts across Tasmania which has a direct impact on the economic future of Tasmania.

Early Childhood Education & Care Industry Skills Compact Priority Action Plan

Category	Action	Key Party
Professional and activated workforce (Advocacy)	<ul style="list-style-type: none"> • Actively participate in early childhood policy through consultations and submissions. • Garner support from stakeholders to commit to efforts to improve value, pay and conditions of the workforce. • Continue to engage with the ANZSCO review – Data and Metadata Management specialist, ANZSCO Review Program – Statistical Infrastructure Branch (S. Wilkinson). • Leverage on existing campaigns to both promote the sector as a valuable career pathway (recruitment) and a professional enabler of the broader Tasmanian economy (status). • Work towards changing the narrative and raising the value and understanding of the contemporary role of early years and school age care educators to the Tasmanian community through <ul style="list-style-type: none"> ○ promotion of good news stories using digital media and an online presence e.g. EYSAC HUB website and other social media and online platforms. 	ECA Tasmania Branch Committee EYSAC Relevant sector stakeholders
Communication and engagement	<ul style="list-style-type: none"> • Promote use of online channels including the website being a repository of workforce resources. • Review the website functionality. • Coordinate and deliver two innovation meetings and promote to diverse range of stakeholders. <ul style="list-style-type: none"> - Showcasing relevant workforce information and activity - Co-design of workforce projects 	ECA Tasmania Branch Committee, EYSAC, Relevant sector stakeholders
Workforce planning, recruitment and retention (Pipelines and Pathways)	<ul style="list-style-type: none"> • Early Years & School Age Care (EYSAC) will continue to act as a conduit for services to connect to relevant stakeholders and funding opportunities to build their workforce planning and development capacity. • Support national work on the Education and Care National Workforce Plan and reflect the Tasmanian context. • Continue to connect with and explore regional and place-based workforce solutions with Jobs Hubs. • Continue to support connections between services and Workforce Australia Providers. • Complete the Education and Care (E&C) 'good fit' tool. • Develop an implementation plan for the 'good fit tool' and source funding to support implementation. • Actively promote E&C career pathways through various communication modes. • Re-connect with DECYP Years 9-12 year project. • Design strategies and collaboration points for Certificate III educators to progress to Diploma qualification. • Look for opportunities to raise cultural awareness within workforce strategies. • Develop and source funding for specific workforce projects aligned to the EYSAC Workforce Strategy. 	ECA Tasmania Branch Committee EYSAC Employers Workforce Australia Job Hubs Relevant sector stakeholders

Early Childhood Education & Care Industry Skills Compact Priority Action Plan

<p>Skills, knowledge, training and assessment</p>	<ul style="list-style-type: none"> • Collaborate with Department of Justice to disseminate information and support the sector in relation to the Child and Youth Safe Organisations Act 2023 new Child Safety Framework, including sourcing relevant training. • Continue to engage and partner with RTOs through sector mechanisms e.g. Innovative Network Meetings to influence training and assessment strategies that meet the sector's current and emerging needs. • Support collaboration between RTOs to create a shared understanding of on-the-job component of a traineeship. • Promote traineeships as a workforce planning and development strategy. • Actively engage in the Workforce Coordination TAE Project. • Actively promote EYSAC's position and knowledge of the Tasmanian context to the HumanAbility Jobs and Skills Council. 	<p>ECA Tasmania Branch Committee</p> <p>EYSAC</p> <p>Employers</p> <p>RTOs</p> <p>Skills Tasmania</p> <p>Relevant sector stakeholders</p>
<p>Research & Evidence (Data)</p>	<ul style="list-style-type: none"> • Utilise research and evidence (data) to drive and inform workforce initiatives. • Support workforce data collection and promotion. 	<p>ECA Tasmania Branch Committee, EYSAC, Relevant sector stakeholders</p>