

Early Childhood Workforce Strategy

our sector • our workforce • our strategy

The Early Childhood Workforce Strategy recognises the significant impact our early childhood workforce has in making sure all children start strong and thrive to realise their full potential.

Developed in consultation with the early childhood sector, the strategy establishes shared priorities for Queensland's early childhood workforce across the sector – Family Day Care, Outside School Hours Care, Long Day Care, Kindergarten and Early Years Services.

At the centre of the strategy, is a strong focus on supporting our First Nations and culturally diverse early childhood professionals and fostering co-design of local solutions to meet changing community and workforce needs.



Developing our strategy



The Department of Education co-designed this strategy with the sector by bringing together our key partners including First Nations educators to develop initiatives that will make a difference for our Queensland early childhood workforce.

Overwhelmingly we heard our workforce strategy should:

- assess current approaches to early childhood leadership and adopt strategies to promote and build effective practice
- promote workforce value and develop clear professional career pathways to attract and retain a qualified workforce
- align early childhood teacher registration and qualifications with the National Children's Education and Care Workforce Strategy
- focus on strategies to increase the diversity of the workforce
- build the capability of the workforce including aligning with the collaborative leadership and teamwork principle of the National Learning Frameworks.

Centre for Early Childhood Educator Learning and Development



The Centre for Early Childhood Educator Learning and Development will collaborate with the sector, government and industry to build the knowledge, skills and expertise of early childhood professionals.

The Centre will support early childhood professionals across their careers – from beginning educators to experienced leaders – offering professional development, leadership building and targeted skill development tailored to Queensland's needs.

Further work will occur to design and develop a model for the Centre, suited to the Queensland context.

Together, we will lift the expertise of our early childhood workforce so all Queensland children and families benefit from access to high quality early childhood education and care.

Acknowledgement of Country

The Department of Education acknowledges the Traditional Owners of the lands, seas, skies and waterways from across Queensland.

We pay our respect to the Elders, past, present and emerging, for they hold the memories, traditions, the culture and hopes of Aboriginal and Torres Strait Islander peoples across the state.

For more information, see our [commitment statement](#).

Realising the potential of every Aboriginal and Torres Strait Islander early childhood professional

Valuing First Nations cultures and voices in our early childhood workforce is essential. Workplaces that are culturally safe and inclusive and support equal opportunities for all Queenslanders enrich the learning of every child and strengthen all our work.



Our priorities and actions

Professional recognition



Recognising and promoting the dedication and expertise of our early childhood professionals to lift their professional status and continue to acknowledge their vital role in children's future successes.

Together we will:

- develop a voluntary teacher registration pathway for Early Childhood Teachers
- promote the role of early childhood professionals in the education, learning and development of children, including contributing to a national campaign
- raise the profile of Early Childhood as a chosen career at events across Queensland.

Qualifications, skills and pathways



Empowering early childhood professionals to build their expertise and advance their careers through targeted support, access to high-quality contemporary training and flexible career pathways.

Together we will:

- provide scholarships for early childhood professionals to attain or upgrade early childhood qualifications
- partner with the sector, universities and registered training organisations to provide flexible study pathways
- support the delivery of qualifications on country, including continuing the Remote Area Teacher Education Program
- develop with the sector a range of micro-credentials to support the career development of all early childhood professionals.

Attract and maintain



Promoting the rewards of a career as an early childhood professional through opportunities to work in diverse settings, flexible options to extend their expertise, and connect with and learn from peers.

Together we will:

- provide incentives to attract and retain early childhood teachers in kindergarten services in regional, remote and very remote areas
- provide professional development sponsorships for early childhood professionals in rural and remote areas
- improve conditions, through subsidies, for early childhood teachers delivering approved kindergarten programs in long day care services.

Workforce expertise



Ensuring our workforce is prepared and confident to meet the diverse needs of every child and working to build, support and sustain a workforce that represents the children they educate and the communities they serve.

Together we will:

- work with universities, registered training organisations and industry to ensure qualifications are continuously improved, remain relevant and respond to contemporary skill demands
- extend uplift programs to family day care and outside school hours care services to support professional development.

Strong leadership



Inspiring leadership excellence across our diverse workforce and at every career stage, through targeted professional development strategies.

Together we will:

- co-design leadership programs to develop and promote our next generation of leaders in early childhood
- partner to provide mentoring and coaching programs for all early childhood professionals
- co-design First Nations leadership, coaching and mentoring programs for early childhood professionals.

Wellbeing and resilience



Fostering a wellbeing culture across our sector by providing access to resources, and guidance to help our early childhood professionals create positive connections with every child, family and community.

Together we will:

- provide access to a wellbeing support service for educators
- provide access to cultural supports to enhance educators' connections with families
- connect educators with supports across their community and the sector to promote their wellbeing and inclusion.

Embedding First Nations perspectives and outcomes across every priority