

Unlock your career in **early childhood**

Information pack – Qualifications Pathways Program



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Unlock your potential in early childhood through the Qualifications Pathways Program

The Queensland Government recognises that a strong and professional workforce is critical to ensuring all Queensland children start strong by receiving a quality early childhood education.

The new Qualifications Pathways Program (QPP) provides scholarships with wrap-around mentoring support to early childhood educators to undertake further studies to upgrade qualifications.

This initiative is part of the Queensland Government's investment to support the [Queensland Early Childhood Workforce Strategy 2023-27](#) emphasising the government's dedication to creating a skilled, supported and valued early childhood workforce.

Early childhood educators are encouraged to take this incredible opportunity to enhance their skills, qualifications, and career prospects.

This document will assist educators and employers to better understand how to benefit from this transformative opportunity.



Key highlights of the Qualifications Pathways Program

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| <p>✓ As part of the Queensland Early Childhood Workforce Strategy 2023–2027, the Queensland Government will support early childhood professionals working in the sector to develop and advance their careers.</p> | <p>✓ Tailored subsidies: The Queensland Government will work with nine organisations to deliver tailored subsidies to our early childhood workforce. The QPP will support existing educators to complete qualifications at Certificate III, Diploma, Bachelor or Graduate Diploma level.</p> |
| <p>✓ Flexible use of subsidies: Educators have the flexibility to use their funds for various purposes such as covering tuition fees, managing expenses during degree-level practicums, or acquiring equipment to aid in their studies.</p> | <p>✓ Complementary to existing initiatives: The QPP is designed to complement and enhance existing early childhood workforce initiatives.</p> |

Information for educators

Are you an educator looking to further unlock your career in early childhood education and care (ECEC)? Read below to see how the QPP could help you on your way to becoming a qualified educator or early childhood teacher.

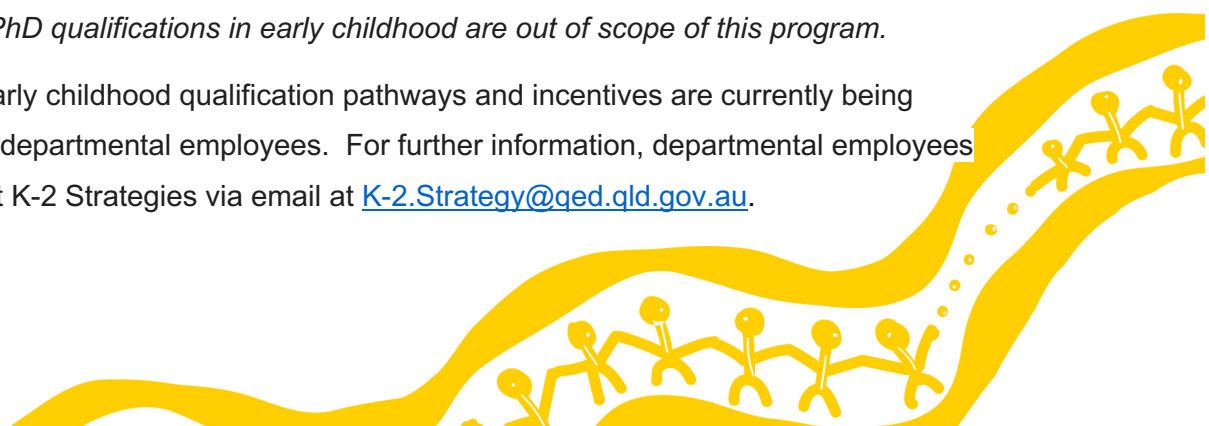
What courses are subsidised under the QPP?

Educators can apply for a scholarship to undertake an approved Australian Children's Education and Care Quality Authority (ACECQA) qualification. These include:

- Graduate Diploma or Bachelor specialising in early childhood education (birth to five years or birth to eight years); or
- Certificate III or Diploma in early childhood education.

Please note: PhD qualifications in early childhood are out of scope of this program.

Appropriate early childhood qualification pathways and incentives are currently being developed for departmental employees. For further information, departmental employees should contact K-2 Strategies via email at K-2.Strategy@ged.qld.gov.au.

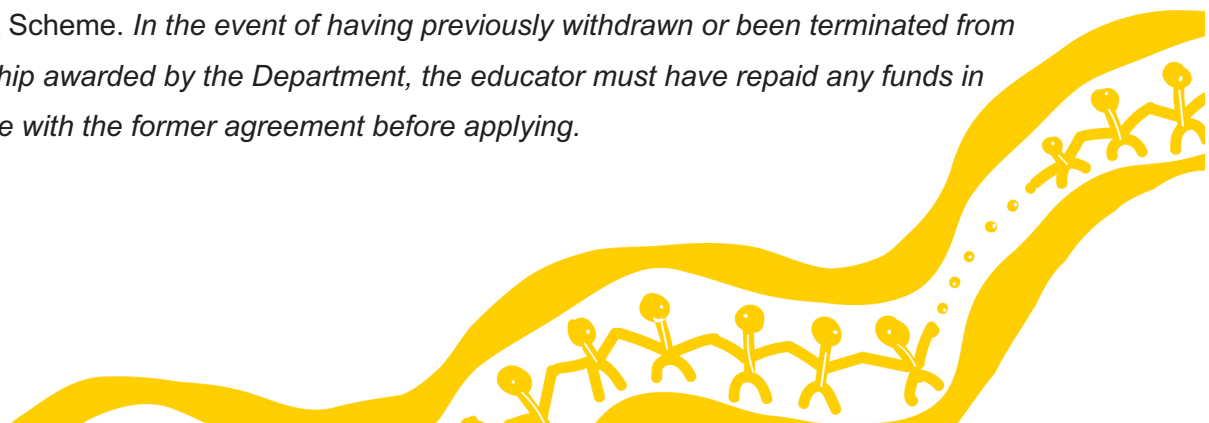


For a full list of approved qualifications in early childhood from Certificate III through to Bachelor and Graduate Diploma qualifications, see [Approved early childhood qualifications](#).

Who can apply?

To be eligible to apply for a scholarship under the QPP, educators must be:

- (a) employed full-time, part-time or casually, including employees on temporary leave arrangements in a sessional kindergarten or long day care (LDC) service in Queensland, that holds a service approval under the [Education and Care Services National Law](#) (National Law) or [Education and Care Services Act 2013](#) (ECS Act). *Note that contractors (external agency staff), are not eligible; and*
- (b) an Australian or New Zealand citizen or a permanent Australian resident residing in Queensland. An exemption from the Queensland residency requirements may be provided where the educator can demonstrate they are working in Queensland early childhood education and care services. *An example of this would be an applicant living in a border region (for example New South Wales) where the applicant is already employed in a Queensland early childhood education and care service; or*
- (c) a humanitarian entrant under the [Australian Government's Refugee and Humanitarian Program](#); or
- (d) a temporary resident who is on the pathway to permanent residency and has an appropriate work permit and visa which is eligible for fee-free TAFE, as listed on [TAFE Queensland's website](#); and
- (e) no longer enrolled at secondary school; and
- (f) able to meet the higher education institution (HEI) or registered training organisation (RTO) entrance requirements for the [ACECQA approved qualifications](#); and
- (g) enrolled in each unit for course commencement (at a minimum) at their HEI or RTO by the relevant census date, unless otherwise agreed by the QPP Organisation; and
- (h) not be receiving any other scholarship or grant funding from the Department of Education in relation to the course they intend to study, including through the Practicum Placement Scheme. *In the event of having previously withdrawn or been terminated from a scholarship awarded by the Department, the educator must have repaid any funds in accordance with the former agreement before applying.*



What funding is available?

Tuition subsidies

Tuition subsidies are available for eligible educators who:

- Commenced studying a Bachelor or Graduate Diploma or Diploma in Early Childhood in 2023.
- Commence studying towards an [approved ACECQA qualification](#) in 2024.

See Table 1A for the tuition subsidies for a Bachelor or Graduate Diploma in Early Childhood.

In cases where the tuition fees exceed the tuition subsidy allocation, the educator will be required to pay the balance of tuition costs, which may be covered through an Australian Government [HECS-HELP](#) loan.

Table 1A. Bachelor or Graduate Diploma of Early Childhood – non-subsidised tuition* (funding per scholarship recipient)

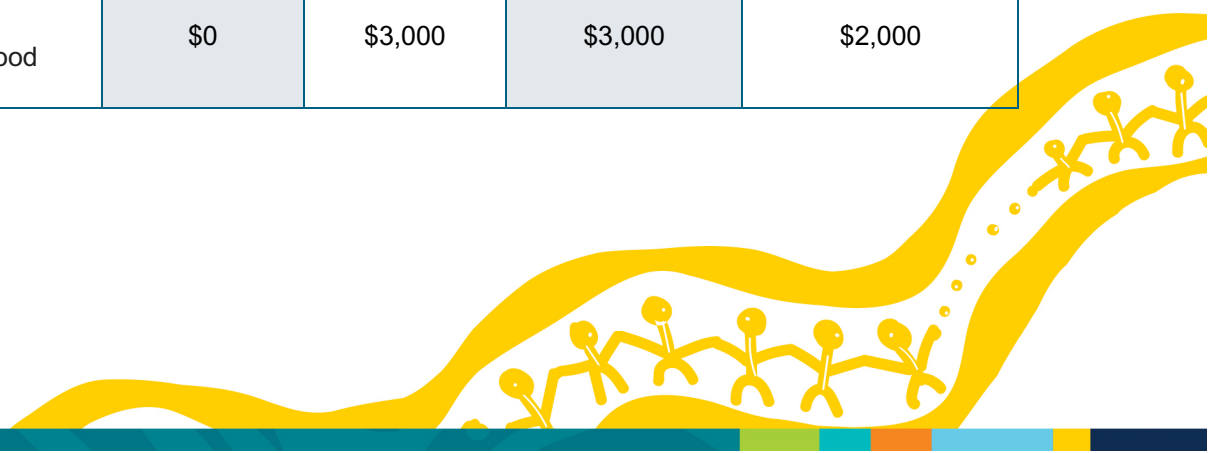
Approved ACECQA qualification	Tuition subsidy	Wrap-around supports	Scholarship cap	Supplementary subsidy
Bachelor or Graduate Diploma qualification in early childhood	\$12,500	\$12,500	\$25,000	\$10,000

**Non-subsidised refers to qualifications where the scholarship recipient will be charged tuition fees to undertake the course of study.*

The tuition subsidy does not apply for a Diploma or Certificate III in early childhood due to the existing government funding (e.g. [Fee Free TAFE](#), [Certificate III Guarantee](#), [Higher Level Skills](#) and [User Choice](#)) – see Table 1B.

Table 1B. Diploma or Certificate III - subsidised tuition (funding per scholarship recipient)

Approved ACECQA qualification	Tuition subsidy	Wrap-around supports	Scholarship cap	Supplementary subsidy
Diploma in early childhood	\$0	\$6,000	\$6,000	\$2,000
Certificate III in early childhood	\$0	\$3,000	\$3,000	\$2,000



Wrap-around supports

Scholarship recipients will receive wrap-around supports for the duration of their study, provided they continue to meet the scholarship study requirements.

A tiered system of wrap-around supports will be provided to scholarship recipients participating in the QPP.

Examples of mandatory wrap-around supports include:

- coaching and mentoring activities to upskill educators delivering kindergarten to improve educational programming and practice;
- support with practicum placements, including organising placements that are paid or unpaid; and
- study leave, or study time during work hours paid or unpaid, as negotiated with the approved provider or early years services (EYS) organisation.

Examples of other wrap-around supports that may be offered include:

- incentive payments upon successful completion of units and/or the educator's course;
- allowance to assist with study materials (for example, computer, printer, internet access, text books); and
- access to collaborative learning networks or networking opportunities with other educators participating in the QPP.

Supplementary subsidies

Supplementary subsidies are available for eligible scholarship recipients who:

- identify as First Nations; or
- are from a culturally and linguistically diverse background; or
- are employed in outer regional, remote and very remote locations (ARIA 3-5); or
- have been identified as requiring intensive support. This may include, but is not limited to, educators at risk of early exit from their course, educators who repeatedly fail units or who are otherwise disengaging from study.



Examples of how supplementary subsidies can be used

- Travel and accommodation costs (including meals) to participate in study activities required for an educator's course of study (excluding where these are paid for by [ABSTUDY](#)).
- Additional allowances to assist with study requirements materials (for example, computer, printer, internet access and text books).
- Additional mentoring and coaching.
- Additional study incentives (for example, completion bonuses and milestone payments).
- Additional study leave, or study time during work hours, paid or unpaid (as negotiated with approved providers).

Next steps

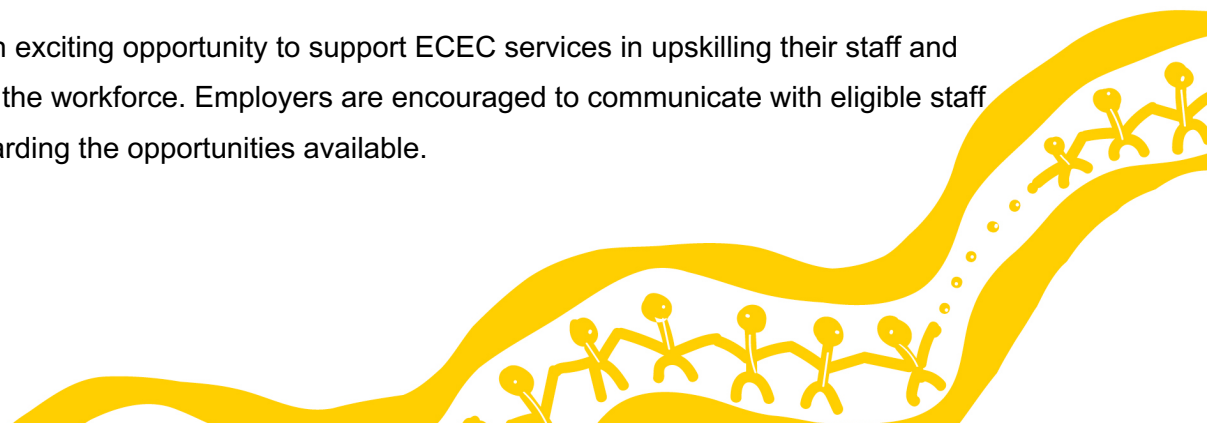
To be on your way to becoming a qualified educator or early childhood teacher please contact your relevant scholarship provider listed below.

- [Goodstart Early Learning](#)
- [The Creche and Kindergarten Association Limited](#)
- [The Gowrie \(Qld\)](#)
- [G8 Education](#)
- [Affinity Education Group](#)
- [Australian Childcare Alliance Queensland \(ACA Qld\)](#)
- [Early Learning and Care Council of Australia](#)
- [Lutheran Education Queensland \(QLECS\)](#)
- [Queensland Child Care Services](#)

For more information about the QPP or other workforce initiatives, visit the [website](#).

Information for services

The QPP is an exciting opportunity to support ECEC services in upskilling their staff and strengthening the workforce. Employers are encouraged to communicate with eligible staff members regarding the opportunities available.



How can I support my educators who have received a scholarship?

Employers will need to work with their organisation's nominated kindy advisor and the scholarship recipient to develop a Scholarship Plan. The plan is signed by the educator and the employer, endorsed by the kindy advisor and approved by the QPP Organisation.

Each plan should include:

- details of the educator's qualification
- actions and activities to support the completion of the qualification
- timeframes to complete actions and activities
- the subsidy funding that will be provided and how this funding will be used
- details of the wrap-around supports to be provided to the educator
- reporting requirements.

Employers can provide negotiated wrap-around support to scholarship recipients while they are completing their qualification and receiving scholarship funding through the QPP.

This support can include things like:

- additional study leave
- study time during work hours (paid or unpaid)
- backfill arrangements during practicums
- other support negotiated between the scholarship recipient and the employer.



Share the message

Please help spread the word and promote the QPP.

Newsletter and web content

Unlock your career in early childhood through the Qualifications Pathways Program

Are you looking to unlock your career in early childhood? Through the support of nine key organisations, the Qualifications Pathways Program (QPP) is designed to elevate the qualifications and careers of early childhood educators across the state. For more information visit www.earlychildhood.qld.gov.au/careers/training-and-capability-building.

Facebook, Instagram and X

Are you looking to unlock your career in early childhood? Find out how the Queensland Government's Qualifications Pathways Program can help subsidise your studies to become a qualified educator or early childhood teacher. Visit www.earlychildhood.qld.gov.au/careers/training-and-capability-building.



Next steps

To support your staff to upskill through the QPP, please contact your relevant scholarship provider listed below.

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