

## Kindergarten workforce programs and supports

### Attraction initiatives

#### Improving access to high quality pre-service training

**Early Childhood Scholarships** to support people to study to become early childhood teachers

**Innovative Initial Teacher Education** allows Diploma-level qualified staff to upskill to become qualified early childhood teachers with support, while they continue to work

**Free TAFE for a Certificate III or a Diploma of Early Childhood Education and Care**

**Support for early childhood educator traineeships**

#### Getting people into jobs – when and where they are needed

**Financial incentives** for early childhood teachers and educators to take up a position in a kindergarten program at selected services

**Early Childhood Jobs** is a free online platform for early childhood professionals and providers

**Recruitment supports** provided by a panel of specialist recruitment agencies to support eligible services and providers to employ teachers and educators

Learn more at [vic.gov.au/kinder](https://vic.gov.au/kinder)

Jobs Board



Learn more about  
workforce supports



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## Retention initiatives

### Creating an exceptional start in the profession

**Grants to support provisionally registered teachers** progress to full teacher registration with the Victorian Institute of Teaching

**Free mentor support** to help provisionally registered teachers move to full teacher registration through Gowrie Victoria

**Beginning Teacher Conferences** for teachers in the beginning stages of their careers

### End to End Career Support Program

**Career supports for teachers in their first 5 years of teaching** including Communities of Practice, Early Learning Networks, webinars, and an online community platform

**Innovation Grants** available to encourage service providers to develop innovative place-based solutions for improving early career early childhood teacher retention

**Targeted coaching support for early childhood teachers and educators returning to the sector** after time away or joining the workforce after working in the field interstate or overseas

### Supporting professional growth and development

**Capability Assessment Guide** to support teachers and providers undertaking career progression capability assessments

**Effective Mentoring Program** for experienced teachers to enhance their mentoring knowledge and skills to support graduate and returning teachers achieve full registration

**Coach and Mentor Training** for experienced teachers and educators to develop coaching and mentoring skills

**Early Years Learning Networks** offer opportunities for local collaboration and professional connection for early childhood teachers and educational leaders

**Early Learning Leadership Forums** are delivered twice a year in each DE area, to bring together early childhood leaders to network and connect, engage with the department, and build shared understanding of early childhood reforms