

# 2022-23 Workforce Attraction Supports

## DET and ELAA workforce member forum – 16 August 2022

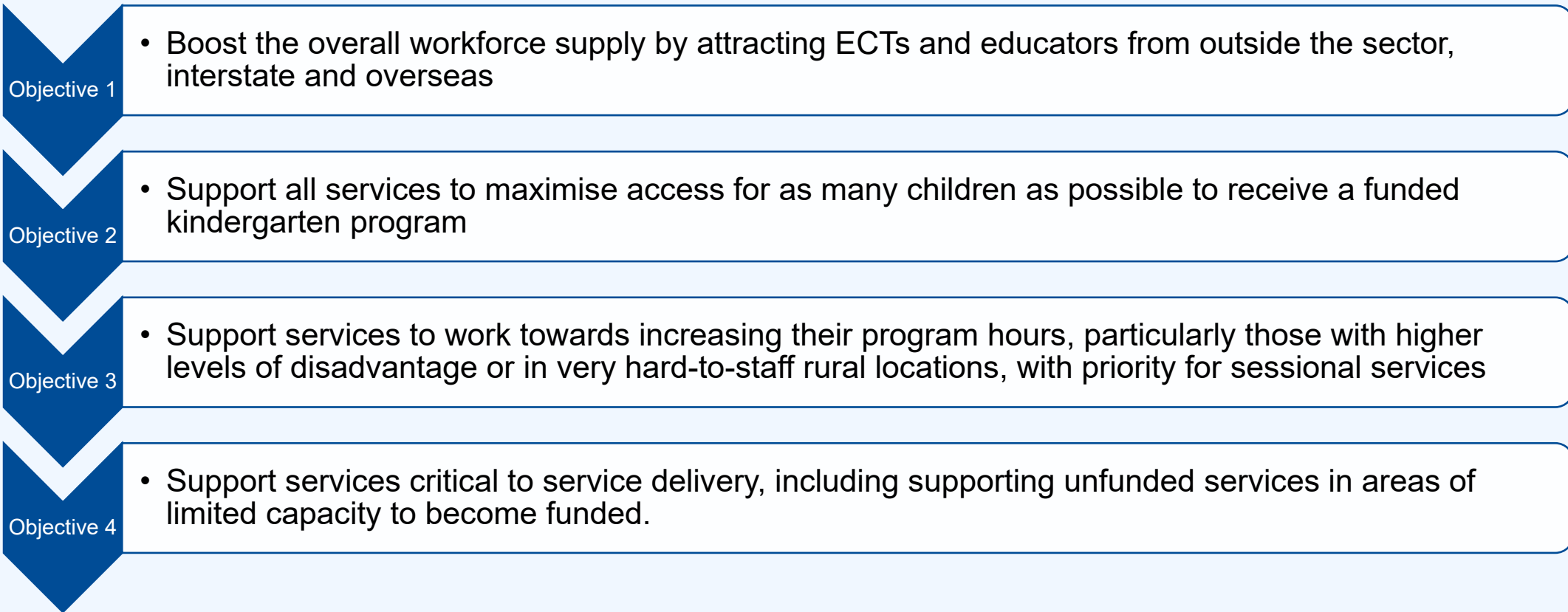


# Workforce attraction supports for 2022-23

1. The Department will continue to offer short and medium term workforce attraction supports in 2022-23, including:
  - **Financial incentives** for early childhood teachers
  - **Recruitment agency support** for early childhood teachers and educators
  - **Early Childhood Jobs Board** website
2. The Department has launched a new incentives program to assist services to recruit **educators**.
3. The Department has increased the value of **relocation supplements** for teachers and educators moving with dependants.

# Key objectives for workforce attraction and recruitment

Key objectives for 2022-23 workforce focus on supply, distribution and supporting the early childhood sector through new and existing programs.



# 2022-23 Early Childhood Teacher Incentives program

The 2022-23 Early Childhood Teacher Incentives program will continue to offer financial incentives for qualified early childhood teachers taking up roles in funded kindergarten programs.

The program offers:

## **\$9,000** **Teacher Individual Incentives**



for eligible early childhood teachers working outside the sector, or relocating from interstate or New Zealand, to take up a role at any service delivering, or planning to deliver, funded Three-Year-Old Kindergarten in 2023

## **\$9,000 - \$50,000** **Teacher Location Incentives**



for eligible early childhood teachers to take up a role at selected services. Providers will be notified if their services are pre-approved to offer a location incentive.

ECTs who meet the criteria for both types of incentive can receive both payments.

Relocation support of between \$2,000 and \$8,000 is available to eligible incentive recipients who move more than 200km from their current place of residence.

# Introduction of the Targeted Educator Incentives Program

The 2022-23 Targeted Educator Incentives Program offers financial incentives for qualified early childhood educators taking up educator roles in funded kindergarten programs in 2022-23.

The program offers:

## **\$9,000** **Educator Individual Incentives**



for eligible educators working outside funded kindergarten, or relocating from interstate or New Zealand, to take up a role in a kindergarten program at any service delivering funded Three-Year-Old Kindergarten in 2023.

## **\$9,000** **Educator Location Incentives**



for eligible educators taking up roles in funded kindergarten programs at select services. Providers will be notified if their services are pre-approved to offer a location incentive.

Educators eligible for both types of incentives, can receive both payments.

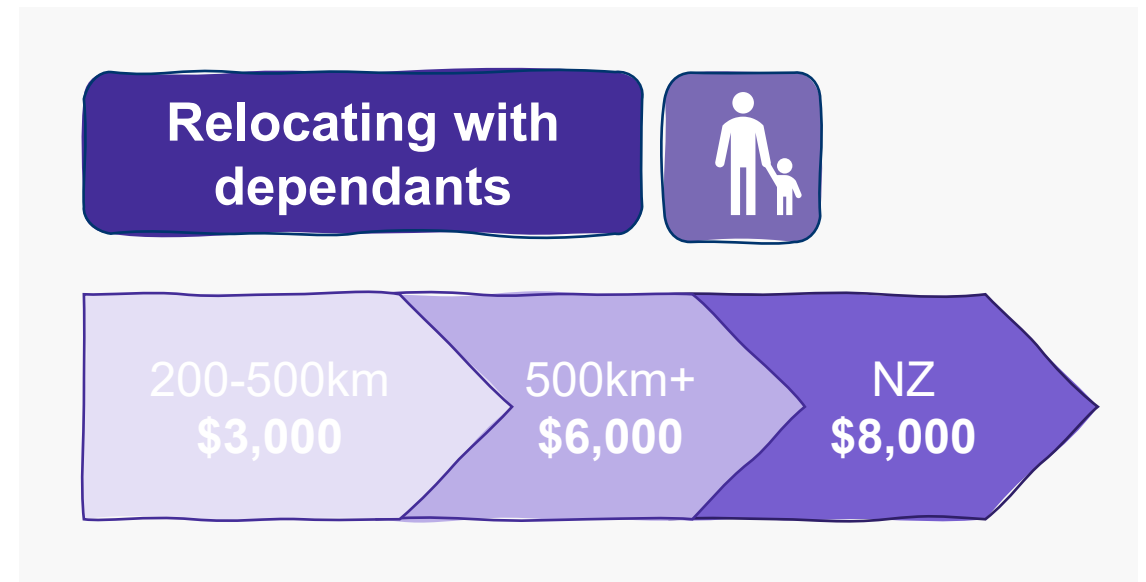
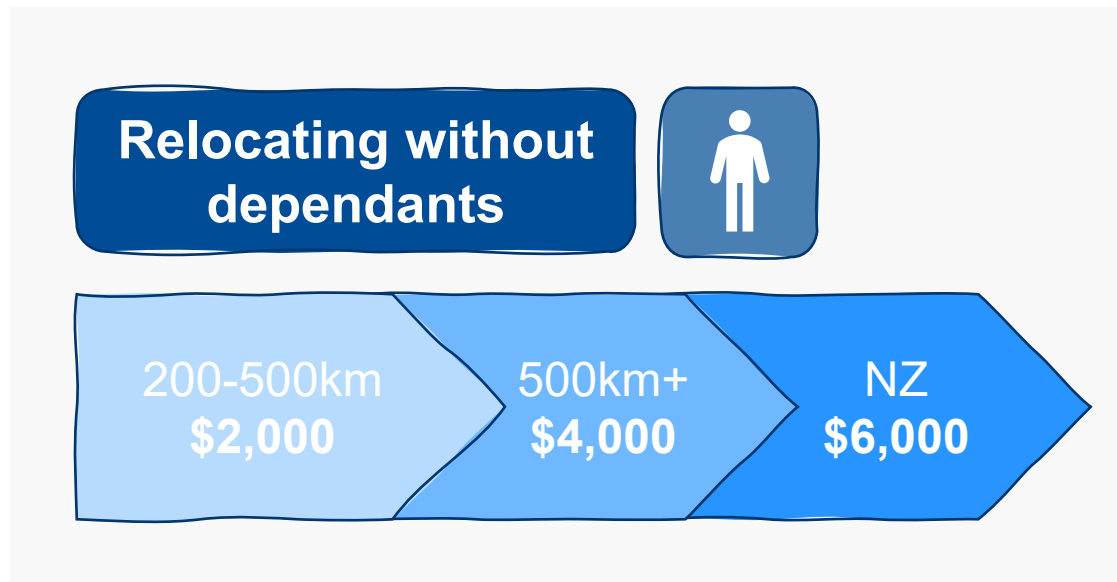
Incentive recipients relocating more than 200km from their current residence will be eligible for the same relocation supplements as ECT incentive recipients.

# Relocation supplements for ECTs and educators

Relocation supplements are available to incentive recipients who relocate more than 200km from their current place of residence. Supplements are paid in the first milestone payment.

Relocation supplements are tiered based on:

- distance of relocation (200-500km, 500km+, New Zealand residents), and
- whether a recipient is relocating with dependants.



# Recruitment Agency Panel support

The recruitment agency panel will continue to operate in 2022-23, with five agencies available to assist services recruit early childhood teachers and educators.

The program offers:

## Hard-to-staff vacancies



for agencies to fill identified early childhood teacher or educator vacancies at selected services. Providers will be notified if their services are eligible for recruitment agency support.

## Agency sourced vacancies



for agencies to place an interstate or New Zealand early childhood teacher at any service offering funded Three-Year-Old Kindergarten in 2023. Agencies will identify suitable vacancies from jobs websites and contact services directly.

Candidates identified and placed by agencies may also be eligible for financial incentives and relocation supplements.

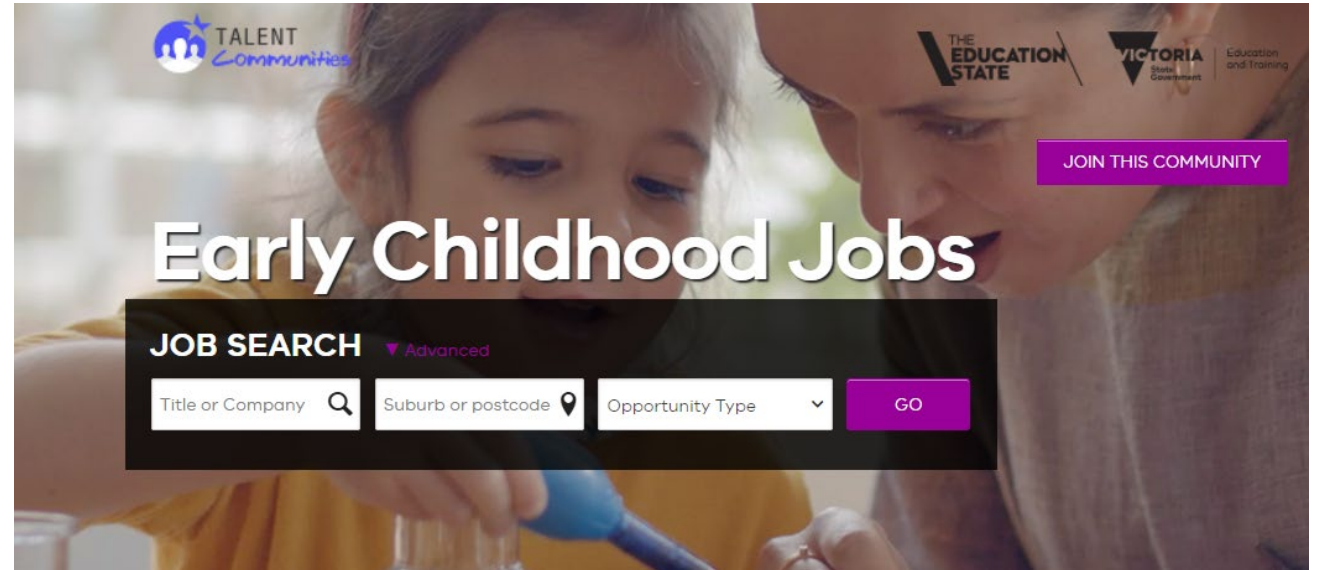


# Early Childhood Jobs Board

The Department's free [Early Childhood Jobs Board](https://jobs.earlychildhood.education.vic.gov.au) lists the latest early childhood job opportunities across the sector.

Enhancements are currently being made to the site to:

- improve filtering and search criteria
- add resources for job seekers and employers
- better attract jobs seekers to regional areas with the development of regional profiles.



**Search: [jobs.earlychildhood.education.vic.gov.au](https://jobs.earlychildhood.education.vic.gov.au)**



# Resources and key contacts

- Updated information on **2022-23 financial incentives** is available on the [Department's website](#), including relevant guidelines.
- The Best Start, Best Life [campaign website](#) has also been updated.
- Services facing ongoing recruitment issues that wish to learn more about these workforce supports should **contact their Early Childhood Improvement Branch**.
- For teacher or educator queries relating to eligibility for financial incentives, please contact BUSY at Work at 1300 161 396 or [EC.Financial.Support@education.vic.gov.au](mailto:EC.Financial.Support@education.vic.gov.au)
- For all other enquiries relating to these workforce program or policy settings, please contact the Department at [early.childhood.jobs@education.vic.gov.au](mailto:early.childhood.jobs@education.vic.gov.au).

# Scholarships, traineeships and upskilling programs

- [Early Childhood Educator Traineeship Program](#) – 200 educator traineeships, offered through Jobs Victoria and Chisholm, for 2022 and 2023.
- [Early Childhood Innovative Initial Teacher Education Program](#) – 780 places for diploma-qualified educators to upskill to become degree-educated early childhood teachers.
- [Front Project's Upskill Program](#) – support for 100 educators to get a university early childhood teacher qualification.
- [Early Childhood Scholarships](#) – available for students studying an approved graduate or postgraduate qualification.
- [Aboriginal Pathways scholarships](#) – available for those studying a Certificate III, Diploma, approved graduate or postgraduate qualification.