

## ELAA and DET Workforce Member Forum Q & A's

16 August 2022

#	Question	Answer
1	Is the relocation support available only to kindergarten or to qualified educators working in LDC too?	<p>Relocation supplements of between \$2,000 to \$8,000 are available for recipients of Targeted Educator Incentives who move more than 200km from their current place of residence to take up a role.</p> <p>The Targeted Educator Incentives Program is designed to meet the objectives of the Three-Year-Old Kindergarten reform; therefore, it aims to increase educator supply in funded kindergarten programs.</p> <p>Qualified educators taking up roles in funded kindergarten programs at LDCs may be eligible to receive an incentive and relocation supplement under the Targeted Educator Incentive Program.</p> <p>Refer to the <a href="#">Targeted Educator Incentive Program Guidelines</a> on the <a href="#">Department's website</a> for more detailed information.</p>
2	Can I confirm that these \$9000 incentives are now also applying to Educators in the same conditions?	<p>The Targeted Educator Incentives Program was introduced in July 2022 to offer financial incentives to eligible qualified educators taking up roles in funded kindergarten programs.</p> <p>The program offers two types of incentives:</p> <ul style="list-style-type: none"> <li>• <b>Educator Individual incentives of \$9,000</b> for eligible educators working outside funded kindergarten in the Victorian early childhood education sector, to take up a role in a funded kindergarten program at <b>any</b> service.</li> <li>• <b>Educator Location incentives of \$9,000</b> for eligible educators to take up a role in a funded kindergarten program at <b>selected</b> services.</li> </ul> <p>The <a href="#">Targeted Educator Incentive Program Guidelines</a> on the <a href="#">Department's website</a> contain detailed information about program and eligibility settings.</p>

3	<p>The educator incentive states educator coming in from outside funded Kinder.</p> <p>Does this apply to an educator working in LDC moving to work within the Kinder Program at an LDC?</p>	<p>The Targeted Educator Incentives Program is not intended for educators currently working in Victorian services delivering funded kindergarten programs, or who have been working in such services within the past 12 months.</p> <p>Therefore, an educator is unlikely to be eligible for an incentive if they are leaving a Victorian service that delivers funded kindergarten, even if the educator was working in an unfunded program.</p> <p><b>There are some exceptions for Educator Location Incentives.</b> An individual currently employed in Victorian service delivering funded kindergarten, may be eligible for an Educator Location Incentive if:</p> <ul style="list-style-type: none"> <li>• they graduated in or after 2022</li> <li>• their new role is at a regional or rural service that is more than 60km away from their current place of residence.</li> </ul> <p>Refer to the <a href="#">Targeted Educator Incentive Program Guidelines</a> on the <a href="#">Department's website</a> for more detailed information.</p>
4	<p>What is considered a significant time away from the industry to be eligible for the re-joining incentive?</p>	<p>Educator Individual Incentives under the <a href="#">Targeted Educator Incentives Program</a> and Individual Incentives under the <a href="#">Early Childhood Teacher (ECT) Incentives Program</a> are available for educators and ECTs joining/re-joining the Victorian early childhood sector.</p> <p>The eligibility settings vary across the programs, but in general:</p> <ul style="list-style-type: none"> <li>• <b>Educator Individual Incentives</b> are available for individuals who have not been employed as an educator or ECT in a Victorian early childhood service delivering funded kindergarten programs <b>for the past 12 months</b></li> <li>• <b>ECT Individual Incentives</b> are available for individuals who have not been employed as a teacher in the Victorian early childhood <b>sector for the past 12 months</b>.</li> </ul> <p>There are some exceptions to the above eligibility requirements. Refer to the guidelines for both programs on the <a href="#">Department's website</a> for more detailed information about eligibility requirements.</p>

5	Does the recruit have to work in the funded kinder program, or can they be employed in other LDC programs at a service who offers funded 3yr old kinder to be eligible for the incentives?	<p>The Targeted Educator Incentives Program is designed to meet the objectives of the Three-Year-Old Kindergarten reform; therefore, it aims to increase educator supply in funded kindergarten programs.</p> <p>The educator must be taking up a role in funded kindergarten programs at an LDC to be eligible to receive an incentive under the Targeted Educator Incentives Program.</p> <p>Refer to the <a href="#">Targeted Educator Incentive Program Guidelines</a> on the <a href="#">Department's website</a> for more detailed information.</p>
6	When I search "DET ECEC jobs board" I get a DET website with school jobs and public service jobs. Can a link to the early childhood page be placed on the other (schools and public service) page?	<p>When searching for the "DET ecec jobs board", the department's <a href="#">Early Childhood Jobs</a> site is now the first link available. This link is also available via <a href="#">Early Childhood Teachers and Educators</a> on the Victorian Government's website.</p> <p>The Victorian Government's <a href="#">Careers.Vic</a> website is the official Victorian Government search portal for public sector jobs and career opportunities.</p> <p>The department will explore opportunity to include a link on this site.</p>
7	How do the traineeships work? Do students studying have the opportunity to work with services while also studying?	<p>The Early Childhood Educator Traineeships delivered by the Chisholm Institute are structured as an '<b>earn and learn</b>' model, where trainees undertake a Certificate III Early Childhood Education and Care through the Free TAFE program whilst also earning an income through a paid traineeship in an Early Childhood service close to home.</p> <p>Trainees receive <b>wrap-around support</b> from a team of qualified Early Childhood Education Teachers at Chisholm and on the job mentoring by experienced Early Childhood Educators in their service.</p> <p>Trainees are entitled to up to \$2,500 in <b>training support payments</b> for a one-year traineeship (max of \$1,250 every 6 months) and eligible trainees moving away from their parental/guardian home for the first time to commence or continue a traineeship are eligible for a Living Away From Home Allowance (LAFHA), under the Commonwealth's Australian Apprenticeships Incentive System (AAIS).</p>

		<p>Under the program, Chisholm recruits and supports trainee applicants with interviews for traineeship roles in services. If services engage a trainee, they can receive:</p> <ul style="list-style-type: none"> <li>• Up to \$12,000 (max of \$1,500 per quarter) in wage subsidies per trainee over the duration of time it takes a trainee to complete their Certificate III (maximum of two years) under the Commonwealth's Australian Apprenticeships Incentive System.</li> <li>• \$4,000 cash back for the time needed to supervise and mentor trainees</li> <li>• Ongoing mentoring, professional development and training for your existing workforce to upskill them in working with trainees</li> <li>• Program support to enable you to provide adequate supervision and mentoring to trainees on-the-job</li> <li>• Program support to enable you to provide adequate supervision and mentoring to trainees on-the-job</li> </ul> <p>Employers interested in the program can <a href="#">attend an online information session to learn more</a> or register their interest <a href="#">here</a>.</p>
8	Can you explain why the EC scholarships for teaching are not available to teachers studying EC / Primary who intend to work in kinder. Considering the scholarship depends on working in EC for some period of time.	<p>People studying dual qualifications were previously able to apply for a scholarship under the Early Childhood Scholarships Program.</p> <p>In 2021, dual qualifications were removed from the list of qualifications supported under this scholarship program. This change was made because research showed that dual-qualified teachers:</p> <ul style="list-style-type: none"> <li>• were less likely to enter early childhood teaching and preferred to take on primary school teaching roles.</li> <li>• had low retention rates if they did choose to enter early childhood teaching.</li> </ul> <p>This change allows more scholarships to be offered to those studying early childhood qualifications.</p> <p>Refer the <a href="#">Early Childhood Scholarships Program Guidelines</a> on the <a href="#">Department's website</a> for more detailed information.</p>

<p>9 What about an educator who has just inquired, and we have offered some casual hours but would like to give permanent work to next year. Are they eligible for the educator incentives?</p> <p>An ECT who has just moved from NZ. She is returning from maternity leave. Would she be eligible as a P/T ECT?</p>	<p><u>In response to the educator question:</u></p> <p>The Targeted Educator Incentives Program is not intended for educators currently working in Victorian services delivering funded kindergarten programs, or who have been working in such services within the past 12 months.</p> <p>As such, an educator who has been employed on a casual basis at a service delivering funded kindergarten programs is unlikely to be eligible for an incentive.</p> <p><b>There are some exceptions for Educator Location Incentives.</b> An individual currently employed in Victorian service delivering funded kindergarten, may be eligible for an Educator Location Incentive if:</p> <ul style="list-style-type: none"> <li>• they graduated in or after 2022</li> <li>• their new role is at a regional or rural service that is more than 60km away from their current place of residence.</li> </ul> <p>Refer to the <a href="#">Targeted Educator Incentive Program Guidelines</a> on the <a href="#">Department's website</a> for more detailed information.</p> <p><u>In response to the ECT question:</u></p> <p>The Early Childhood Teacher Incentives Program is not intended for ECTs who are currently employed as teachers in the Victorian early childhood sector, or who have been employed in such a role within the past 12 months.</p> <p>Individuals on formal maternity leave arrangements maintain their employment with a service. Therefore, they are unlikely to be eligible for an incentive.</p> <p><b>There are some exceptions for Location Incentives.</b> An individual currently employed as an ECT in a Victorian service, may be eligible for an Educator Location Incentive if:</p> <ul style="list-style-type: none"> <li>• they are a graduate ECT</li> <li>• their new role is at a regional or rural service that is more than 60km away from their current place of residence.</li> </ul> <p>Refer to the <a href="#">Early Childhood Teacher Incentive Program Guidelines</a> on the <a href="#">Department's website</a> for more detailed information.</p>
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10	<p>Regarding studying - I have a Cert III educator who only started with us this year. She decided about a month ago that she would like to upskill and do her Diploma but has now been told that she needs to redo her Cert III as it has recently been changed and her Certificate in Children's Services has been superseded.</p> <p>She finished studying in 2014, which isn't that long ago, and completed all required placement etc at that time. She has been told there are options of doing this through a traineeship, but only if she is working in LDC.</p> <p>I'd really like to see some other options for people in this situation. There are current financial offerings (she can redo the Cert III quite cheaply), but this doesn't account for the time it will take her to redo her qualification.</p>	<p>The national training reforms were introduced in mid-2021 and include the requirement for all students enrolling in the Diploma to have undertaken a recent Certificate III in Early Childhood Education and Care (either CHC30113 or CHC30121). The changes were adopted following a review of the qualifications commissioned by the Australian Industry and Skills Committee and were deemed necessary by the early childhood sector to build a high-quality workforce.</p> <p>The Victorian Government recognises that the new training rules may present a disincentive to upskill for those with older qualifications. In response, the Government has worked with Victorian TAFEs to make it easier to seek recognition of prior learning or credit transfer. Also, eligible Victorians can now study both the Certificate III and the Diploma fee-free under Free TAFE.</p> <p>It is recommended such staff members contact their preferred training provider(s) to discuss the process for recognition of prior learning in more detail, and how their existing qualification and experience can shorten their study time. In many cases, the gap training is significantly shorter than the length of the Certificate III.</p> <p>Thank you for this feedback. It highlights opportunities to further minimise barriers to study and support educators to upskill.</p>
11	Is there are link to the incentives on the website?	<p>The <a href="#">Targeted Educator Incentive Program Guidelines</a> and the <a href="#">Early Childhood Teacher Incentive Program Guidelines</a> are available on the <a href="#">Financial support to study and work in early childhood</a> webpage of the Department's website.</p> <p>You can also find information about both incentive programs on <a href="#">Early childhood teachers and educators</a> webpage of the Victorian Government's website.</p>
12	How would the incentives be claimed? And would it be by the service or by the educator?	<p>Targeted Educator Incentives are awarded to eligible educators. Incentives are <b>not</b> awarded to a service or provider.</p> <p>If awarded an incentive, the incentive amount will be paid in milestones <b>directly to the educator</b> by Busy At Work (who administers both incentive programs on behalf of the Department).</p>

		<p>Prior to awarding an incentive, Busy At Work seeks proof of the role and service that the educator is employed in. This includes an Employer Declaration form completed by the service or provider.</p> <p>Before making any milestone payments, Busy At Work seeks further proof from the educator that they are still employed in the same role at the same service.</p> <p>All incentive recipients agree to these payment conditions by completing a Recipient Agreement upon being awarded an incentive.</p> <p>Refer to the <a href="#">Targeted Educator Incentive Program Guidelines</a> on the <a href="#">Department's website</a> for more detailed information.</p>
<b>13</b>	Is there any work being done to assist Preschools that are concerned about meeting operational costs and pay exemplary staff? This is a big concern for us and many preschools in Boroondara - Just trying to work out staffing for 2023	<p>Community-based sessional kindergarten services that are not managed by an EYM organisation and charge fees above \$2,500 for 15 hours of kindergarten in 2022 may be eligible for a transition grant of up to \$20,000 if they opt into Free Kindergarten in 2023. Eligible services will shortly receive advice regarding the transitional grant they will be entitled to if they opt in to Free Kinder for 2023.</p> <p>This payment is intended to mitigate the short-term financial impact of replacing parent fees with the \$2,500 Free Kinder payment and will allow these service providers time to work with their local community to plan for a longer-term program that can be delivered within their overall revenue including Free Kinder.</p> <p>More generally, the Victorian Government also provides additional funding to services that operate under the Victorian Early Childhood Teachers and Educators Agreement (VECTEA) 2020, the Early Education Employees Agreement (EEEA) 2020 as well as mirror and equivalent agreements, to support them to provide increased salary rates to their teachers and educators.</p>

14	If someone is a qualified teacher but filling an educator role in 3YO, are they entitled to the incentive?	<p>The eligibility requirements for the Targeted Educator Incentives Program do not exclude ECTs from receiving an incentive for taking on an educator role in a funded kindergarten program.</p> <p>However, they will still need to meet all eligibility requirements, which include:</p> <ul style="list-style-type: none"> <li>• <b>Educator Location Incentives</b> - not currently be employed as an educator <b>or</b> ECT in a Victorian service delivering funded kindergarten programs</li> <li>• <b>Educator Individual Incentives</b> – not be employed as an educator <b>or</b> ECT in a Victorian service delivering funded kindergarten programs for the past 12 months.</li> </ul> <p>There are some exceptions to these eligibility requirements.</p> <p>Refer to the <a href="#">Targeted Educator Incentive Program Guidelines</a> on the <a href="#">Department's website</a> for more detailed information.</p>
15	Does maternity leave count as out of the sector?	<p>People on formal maternity leave arrangements maintain their employment with their service. Therefore, they are not considered to have left the sector.</p>
16	How would one qualify that the candidate has been out of sector for 12 months?	<p>Busy At Work administer both incentive programs on behalf of the Department. This includes assessing applications submitted <a href="#">online</a>.</p> <p>As part of the assessment process, Busy At Work will request evidence from applicants to confirm they meet eligibility requirements.</p> <p>This may include requesting information about, and references to, previous roles to confirm how long the applicant has not been employed in the sector.</p>
17	Just to clarify out of the sector does that mean working in a completely different field or if you are still in the Early childhood sector but not using your qualification such as an admin role etc?	<p>Qualified educators and ECTs working in other roles in the early childhood sector (e.g. an admin role in a service) can apply for incentives under the Early Childhood Teacher Incentives Program and the Targeted Educator Incentives Program.</p> <p>Applicants will need to meet the eligibility requirements of the incentive program they are applying under.</p> <p>Refer to the <a href="#">Targeted Educator Incentive Program Guidelines</a> and <a href="#">Early Childhood Teacher Incentive Program Guidelines</a> on the <a href="#">Department's website</a> for more detailed information.</p>