



Thriving Futures

✦ An Education and Care
Workforce Development Project ✦

About Thriving Futures

- Thriving Futures is a dynamic initiative passionately committed to tackling the critical shortage of qualified early childhood educators throughout regional Australia.
- Founded in 2020 through a partnership between Child Australia and BHP, this initiative aims to improve access to Early Childhood Education and Care (ECEC) in regional Australia.
- Thriving Futures collaborates with participating services in each region to create customised recruitment, attraction, and retention strategies tailored to each service's needs.
- Thriving Futures supports qualified educators and those seeking to establish a career in ECEC through a range of innovative programs.

**Thriving
Futures**

BHP  child
Australia



1. Pilbara (WA)
2. Roxby Downs (SA)
3. Goldfields (WA)
4. Supported development of model QLD

Objectives



1. Increase the number of qualified educators
2. Strengthen workforce stability
3. Coordinate professional development and upskilling
4. Encourage career pathways into early learning
5. Enhance business practices to ensure the sustainability of services
6. Increase the number of children engaged in high-quality early learning

Qualified Candidates








-  Sector wide Professional Development
-  Scholarship and Mentoring Program
-  Industry and Government Consultation
-  Onsite Consulting
-  Relocation Support and Retention Incentives
-  Recruitment and Employment
-  Educator Recognition Program (ERP)



Educator Recognition Program

-  Professional Development
-  Scholarships & Mentoring
-  Career Development Pathways
-  Improved qualifications
-  Wage supplements

The Academy

-  Early Years Workshops
-  Employment Opportunities
-  Online Modules
-  Progress Incentives
-  Traineeship Program
-  Work Placements
-  Ongoing Mentoring



Educator Recognition Program



Professional Development



Scholarships & Mentoring



Career Development Pathways



Improved qualifications



Wage supplements

- The Educator Recognition Program (ERP) aims to ensure professionals are appropriately compensated and supported toward a journey of continuous improvement and upskilling
- A formal Continuing Professional Development (CPD) Program linked to Wage Supplements (approx. 22% increase)
- ERP promotes a culture of learning, attracts top talent, and ensures that employees remain engaged and connected

Educator Recognition

74

Participants



93%

Motivated to remain employed

100%

expressed higher satisfaction

The Academy



Early Years Workshops



Employment Opportunities



Online Modules



Progress Incentives



Traineeship Program



Work Placements



Ongoing Mentoring

- The Academy is a pre-employment training program that offers a fast-tracked pathway to enter and explore the ECEC sector before committing to a career as an educator.
- The Academy is designed for individuals interested in starting their career in the ECEC industry but would like to gain practical experience and knowledge before making a long-term commitment.
- Every student is assigned a mentor who guides them throughout their transition into employment. This mentorship remains constant even after the student secures employment, ensuring ongoing support in their professional journey.

The Academy

35

Students

12

Graduates




83%

Academy Graduates
employed at
participating centres

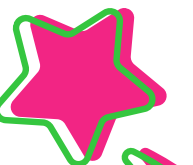


Results

 Over
12 months

	# of Services	Candidates employed across participating services	Candidates actively engaged in formal 1:1 mentoring	Retention Rate
 Pilbara	5	26	34	74%
 Goldfields	2	7	10	100%

- Increased enrolments
 - Goldfields able to open 40 places within 6 months
 - Pilbara Services are almost at full licensed capacity
- Exploring additional capital infrastructure requirements
- Improved level of qualifications across all services
- Improved quality across all services
- Stabilised staffing levels with reduced staff turnover



Global Data: Pilbara



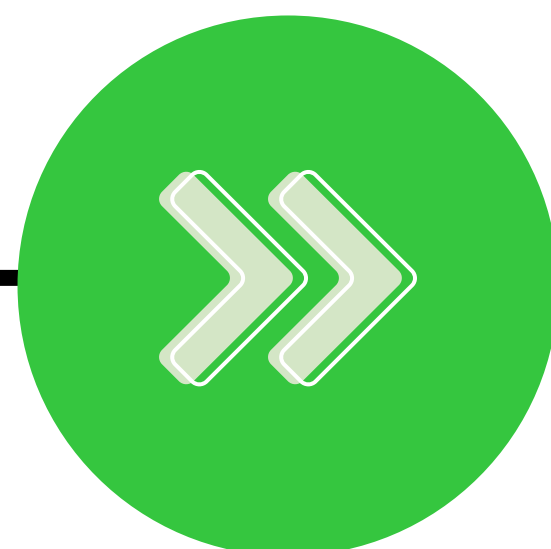
Since July 2020

**Thriving
Futures
Candidates
Employed**



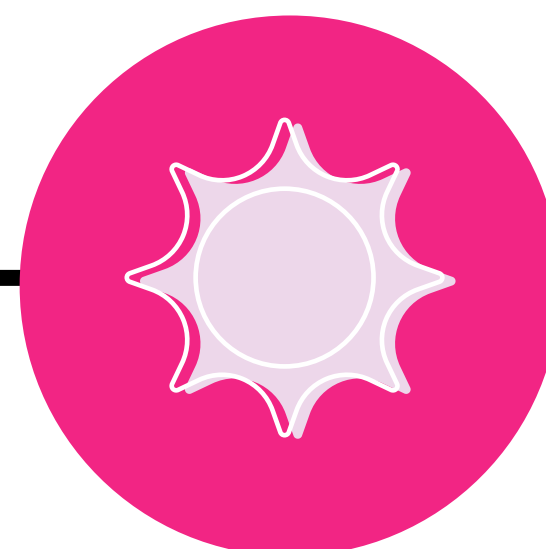
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**Retention
Rate**



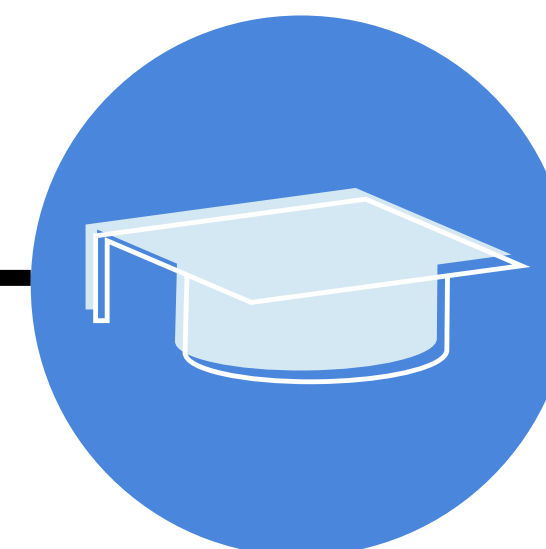
56%

**Candidates
actively
Mentored**



79

**Scholarship
Recipients**



39

Lessons Learned



Support

Prioritise support
for emerging
educators

Mentoring

Mentoring has
been a critical
success factor
in retention

Recognition

Symbiotic
relationship
between CPD and
wage increases

Lessons Learned



Coordination

Region-wide coordinated approach has ensured significant efficiencies of scale

Local Solutions

Macro focus with a micro perspective

Continuous Improvement

Iterative approach with agile methodology best suited for project evolution



To watch this video, copy and paste this link into your browser - <https://www.youtube.com/watch?v=yyQQ0Z8S3k8&t=2s>

Thriving
Futures

BHP



Thank you.