



# 2022 ANNUAL REPORT

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## ACKNOWLEDGEMENT OF COUNTRY

We acknowledge the traditional custodians of the land on which we work and live. We respect culture and country. Together we work towards a better future for children and families.



## INTRODUCTION

Community Early Learning Australia (CELA) is a peak body for the early education and care sector. As a not-for-profit organisation, CELA exists to deliver effective and expert support for its members, supporting them to deliver quality early education and care for Australia's children. We influence policy makers and government by amplifying the voices of community managed and small providers, and promoting the value and importance of community managed early education. It is a cause we have committed to for over 44 years.

As 2022 draws to a close, we reflect on our responsibilities and the role that CELA plays in supporting over 1800 members that employ more than 27,000 educators. We are proud to represent our members and be a uniting force for quality early education and care.

CELA actively supports members by providing:

- ▶ Advocacy
- ▶ Phone support
- ▶ Accessible, affordable learning and development
- ▶ Sector-leading operational resources
- ▶ Rattler magazine and Broadside bulletins
- ▶ Regular member news updates, including vital COVID information

In addition, our reach across the sector is substantial. We provide thought leadership, communicating regularly through our Amplify! Blog and critical information through social media channels, reaching a combined audience of over 39,000 services and individuals per week.

This year was one of rapid change and optimism for early childhood education and care. The sector received sustained political and media attention due to the pandemic, federal election, workforce shortages, and ongoing advocacy from CELA and other peak bodies. It was a refreshing change for a sector and workforce which is often taken for granted. The new Government signalled a strong commitment to Early Childhood Education and Care (ECEC) policy, and the result is record investment federally and in some states and territories.

This optimism is tempered by the ongoing workforce shortage crisis, leading more people to leave the sector, and making it more difficult to attract new people. We are acutely aware of the urgent need to identify immediate actions to build and retain a high-quality workforce.

CELA acknowledges our dedicated members do what they do for the benefit of communities and children. We have witnessed extraordinary actions by services in the interests of the children, families and the communities they serve.

# KEY EVENTS 2022

The surge in Omicron cases, combined with State and Federal Government plans to relax rules, leads CELA to strongly advocate for policy which protects children, educators and service viability as attendance plummets. A partnership with peak bodies Community Child Care Association (CCC) and Early Learning Association Australia (ELAA) contributes to: unlimited allowable absences; flexibility with waiving the gap fee; broadening the eligibility criteria to apply for a Community Child Care Fund grant; free RATS for surveillance testing and expansion of rebates for purchases; and support for small businesses which experience a downturn of more than 40% year on year.

A flood disaster decimates many parts of the Northern Rivers region of NSW. Community-managed services re-open as soon as it is safe to do so. CELA members play a key role in providing recovery information for families. CELA, in partnership with Network and Community Connections Solutions Australia (CCSA), is contracted by the NSW Department of Education to deliver sector support to impacted services.

## JANUARY

## FEBRUARY

## MARCH

## APRIL

CELA CEO joins Department of Education, Commonwealth Early Childhood Education and Care Reference Group (ECECRG).

**CELA, together with CCC and ELAA, release a joint 6 Point Plan for Education and Care ahead of the federal election, to influence better outcomes for children, families and education and care services.**

CELA, CCC and ELAA host a pre-election forum attended by Hon. Amanda Rishworth (Shadow Minister for Early Childhood Education and Development), Australian Labor Party and Senator Mehreen Faruqi (Senator for NSW), Australian Greens.

**CELA delivers the Elevate Conference.**

CELA is engaged by Qwestacon, a division of The Department of Industry, Science and Resources, to provide an assessment of MiniQ Gallery.

**Advocacy by CELA and others leads to \$10,000 in business continuity payments for education and care services affected by floods.**

CELA submits a response to the NSW Government's Women's Economic Security Review.

**CELA's advocacy contributes to NSW Government partnering with Converge International to provide well-being support to educators impacted by the flood disaster.**

CELA submits a response to the NSW Department of Education regarding the NSW Coroner's Recommendations following the death of Jack Loh.

● **CELA congratulates the Australian Labor Party on winning the federal election, in particular Minister for Early Childhood Education and Youth Dr Anne Aly and Minister for Education Jason Clare.**

● Advocacy from CELA and other peak bodies is instrumental to the NSW Government announcing \$30,000 grants for rebuilding education and care services damaged by the floods.

MAY

JUNE

JULY

AUGUST

● **The NSW Early Years Commitment is announced, pledging over \$15b across the next ten years. The Government commits to involving CELA and other peak bodies in shaping the rollout.**

● The workforce crisis deepens as illness and sick leave disrupt the delivery of services on a daily basis. Directors struggle to find casual staff and are often forced to reduce the number of children that can attend.

● **CELA CEO, together with CCC and ELAA, meet with Angie Bell, Shadow Minister for Early Education.**

● CELA CEO, together with ELAA and CCC meet Minister for Early Childhood Education, Anne Aly.

● **CELA CEO meets with Senator for NSW Andrew Bragg.**

● CELA CEO is appointed to the Apiary Fellowship. The Apiary Fellowship is a leadership program that brings together a small group of early childhood leaders to learn and apply the theory, skills and mindsets of systemic leadership to create change for children in Australia.

● CELA CEO hosts the NSW Early Years Commitment Forum.

● **CELA CEO is one of 12 stakeholders invited to a Roundtable hosted by Minister for Early Childhood Education, Dr Anne Aly, to represent member views ahead of the Jobs and Skills Summit.**

● Collaboration continues with peaks ELAA and CCC to develop a post-federal election engagement strategy with key politicians.



- **CELA launches its micro credentials program.**
- CELA CEO meets with the Reserve Bank of Australia to discuss a range of matters impacting the sector.
- **CELA CEO testifies at the Work and Care Select Senate Inquiry.**
- CELA, ELAA, and CCC CEOs attend meetings in Canberra with: Minister for Early Childhood Education Dr Anne Aly; Chair of Senate Select Committee for Work and Care Senator Barbara Pocock; Chair of Senate References Committee for Education and Employment Senator Matt O’Sullivan; Member of Senate Committees for Education and Employment Mehreen Faruqi; and Senator Marielle Smith, Chair of Community Affairs Legislation Committee.
- **CELA visits Bourke and District Children Services.**

- CELA launches a new self-paced course, Child Protection NSW Refresher.
- Floods again decimate parts of central west and western NSW significantly impacting many families. CELA members play a key role in providing recovery information for families.
- **CELA is engaged by NSW Department of Education to provide Sector Support for the implementation of Start Strong 2023.**
- CELA CEO represents member views at the second Education and Care Workforce Crisis Summit, attended by a select number of 20 peak bodies, employers and unions from around Australia and Minister Anne Aly.

## SEPTEMBER

## OCTOBER

## NOVEMBER

## DECEMBER

CELA attends the Early Childhood Australia (ECA) National Conference and welcomes hundreds of members who visit the stand.

**CELA introduces members to Minister Aly to discuss how they shape the delivery of their early education service to meet the specific needs of their community.**

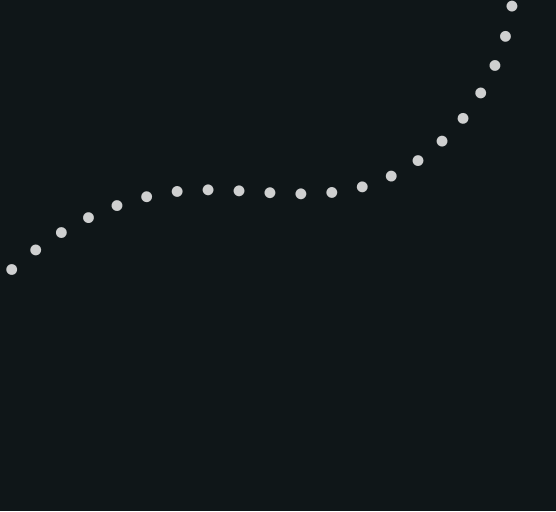
The 2023 Federal Budget delivers an increase in Child Care Subsidy to 90% and increased access to subsidised education and care for First Nations Children.

**CELA CEO represents member views at the Education and Care Workforce Crisis Summit, attended by a select number of 20 peak bodies, employers and unions from around Australia.**

Macquarie University releases “Harnessing the health communication potential of the early childhood sector”, of which CELA is a partner.

CELA Annual General Meeting held.

**CELA launches its Approved Provider and Governance Program.**



## MESSAGE FROM THE CEO

It is with great pleasure that I present the 2022 CELA Annual Report. Success can be measured in many ways. Without a doubt, 2022 delivered extraordinary advocacy success – the result of sustained commitment to bringing the key issues faced by our sector to the attention of State and Federal Government. This year will be pivotal for improving outcomes for children, families and the sector over the next decade in NSW and nationally.

In October, the new Federal Government handed down its budget for 2023, including the promised increase in the Child Care Subsidy (CCS) to 90% and increased access to subsidised education and care for First Nations children. The increase in CCS means that 96% of families will be better off and may allow a greater number of children to have access to quality early education in the crucial first five years of life.

State Governments also made landmark investments in early childhood education and care this year. In June, the NSW Government announced its Early Years Commitment, pledging an investment of \$15.9b over ten years for our sector. It includes the Affordable Preschool program, designed to provide fee relief for families with children in preschool, and an investment of \$64.1m for a two-year pilot to support more three-year-olds attending preschool in long day care services. This is in addition to \$840m pledged over four years to deliver on the Preschool Reform Agreement's goals to increase preschool attendance.

As part of the Early Years Commitment announcement, Victoria and NSW set the ambitious goal to achieve free universal kindergarten/preschool in the year before school by 2030. With the announcement that the South Australian Government will convene a Royal Commission to design an early years system for children, it is a remarkable year for high level commitment from State and Commonwealth Governments.

These reforms come at a time when the workforce is depleted. Our 'Pulse Check' surveys during the year ranked workforce challenges and professional fatigue as key issues and show staff vacancy rates are at an all-time high. The Omicron outbreak at the start of 2022 further compounded the impacts of workforce shortages. CELA engaged with members to measure the impact and successfully

advocated for a range of government support in the interest of business continuity for services. We recognise the pivotal role early education plays in shaping a child's development, and we continue to advocate for immediate prioritisation of actions to increase the retention, recruitment and return of qualified staff to the sector. I was pleased to represent the interests of members at the historic Workforce Summit in October, which was convened by ECA and Australian Education Union (AEU).

CELA's 6 Point Plan for Education and Care, developed with like-minded peaks CCC and ELAA, laid the foundation for a series of meetings leading up to and after the federal election. A joint written submission to the Work and Care Select Senate Committee led to my invitation to testify and our submission to the Cheaper Childcare Bill.

CELA continued to support educators' professional growth through targeted learning and development, using a blend of delivery modes to maximise access for all members. Our facilitators provided over 1,000 hours of training to over 8,600 educators across 45 topics, delivered by a team of sector specialists with wide-ranging expertise. We also launched a new self-paced e-learning platform to host a range of online learning opportunities such as micro-credentials, Child Protection and Approved Provider courses. Combined, this year, we saw a record-breaking 9,100 early educators and teachers participate in CELA's professional learning opportunities. We are indeed proud to play such a significant role in delivering professional development that leads to quality early education for children.

At the core of CELA is a deep commitment to our members. I am especially appreciative of the efforts of our team, who, every day, offer help, guidance and expert knowledge to over 1,800 members and more than 27,000 educators. I acknowledge 2022 has been incredibly challenging as the ongoing pandemic and natural disasters in many parts of NSW, Queensland and Victoria affected services. We will continue to share your experiences, ideas and concerns as we communicate with Governments and decision-makers to ensure the sustainability and growth of the ECEC sector.

**Michele Carnegie**  
Chief Executive Officer  
Community Early Learning Australia



Members gain access to a wealth of knowledge and inspiration through our 1800 support line, publications and resources, and receive discounts on training, events and consultancy.

Through our advocacy, we provide a vital line of communication to Government, ensuring that member voices are heard.

## WHO WE ARE

CELA is a peak body for Australia's early childhood education and care sector. Our focus is to amplify the importance of early learning for every child in Australia. We work to represent our members and unite the sector as a force for quality education and care.



We emphasise the value of early learning and care by influencing policymakers, and inspiring educators and teachers.



We support evidence-based research, grassroots consultation, and common-sense action.



We actively unite community managed and small provider ECEC services for community benefit and purpose before profit.

CELA has supported early education and care professionals for

# 44+ YEARS



## OUR MISSION

To deliver effective and expert support for our members, to enable them to deliver quality early education and care for all Australia's children.

To influence policy makers and government by amplifying the voices of community based and small providers, and to promote the value and importance of community based early education.



## OUR VISION

For all of Australia's children to have access to quality early education, regardless of economic circumstance or where they live.





IN 2022 WE SUPPORTED

**OVER 1,800 EARLY  
EDUCATION SERVICES**

THAT EMPLOY MORE THAN

**27,000 EDUCATORS**



# OUR ADVOCACY FOCUSES ON 5 KEY AREAS



ACHIEVING QUALITY  
EARLY EDUCATION



BUILDING A STABLE  
WORKFORCE THAT IS  
NURTURED AND VALUED



ENSURING VIABILITY  
FOR COMMUNITY AND  
SMALL PROVIDERS



IMPROVING ACCESS FOR  
VULNERABLE CHILDREN



CLOSING THE EDUCATIONAL  
GAP FOR RURAL CHILDREN

# OUR TEAM

The CELA Team comprises a range of skilled professionals and specialists whose expertise spans all areas of quality early childhood education, including practice, policy and research, strategic planning, service approval, finance, marketing and business.

## FINANCE

**Nina Trofimova**  
CFO

**Lisa Newmarch**  
Finance Manager

## RESEARCH & POLICY

**Felicity Dunn**  
Policy and Research Manager

## MARKETING & COMMUNICATIONS

**Tracey Long**  
Marketing & Content Executive

**Maren Waltermann**  
Digital Marketing & Data Strategist

**Giselle Radulovic**  
Content Editor

**Lisa Cloumassis**  
Design Executive

## SECTOR SPECIALISTS / MEMBER RELATIONS

**Jennifer Moglia**  
Executive Officer:  
Professional Learning

**Anna Walsh**  
Executive Officer:  
Stakeholder Management

**Louise Black**  
Learning & Development Specialist

**Kerrie Maguire**  
Learning & Development Specialist

**Rachel Ho**  
Professional Learning Coordinator

**Jannelle Gallagher**  
Early Education Specialist

**Vanessa Knox-McKay**  
Early Education Specialist

*Position Vacant*  
Regional Early Education Specialist

**Aline Majado**  
RTO Manager

**Martine Almodovar**  
Operations & Membership  
Coordinator

**Paola Bianchi**  
Administration Assistant

**Kirsty Simmonds**  
Project Management



## BOARD

**Wendy Lindgren**   **Gabrielle Connell**

**Gary Withyman**   **Fiona Burman**

**Ariane Simon**   **Michelle Muller**

**Maria Pender**   **Eve Hawkes**

## CEO

**Michele Carnegie**

## EXTERNAL FACILITATORS

**Deb Williams**

**Ella de la Motte**

**Jenny Hind**

**Karthika Viknarasah**

**Michele Urquhart**

**Michelle Cuthbertson**

**Penny Birdsall**

**Rod Soper**

**Tracey Sharp**

**Blake Stewart**

## PEOPLE & CULTURE

**Kylie Thomas**  
People & Culture Manager

**Jo Wyatt**  
Payroll Manager



## CELA BOARD

CELA thanks our Board for their ongoing confidence, trust and support during a year which brought challenges, change and optimism. The CELA Board is comprised of eight members plus CEO Michele Carnegie, each with extensive credentials in our sector and related fields. Their combined experience spans service management, government, early education and care teacher training in TAFEs and Universities, advocacy and business consulting.

### WENDY LINDGREN CHAIRPERSON

Wendy is a graduate of both the University of Newcastle and Macquarie University. She has extensive teaching experience, having taught across all sectors, first within the school system and later in the TAFE sector. Wendy was the Head of Child Studies in NSW TAFE for a number of years. She has also been widely involved in Australia's diverse community sector over many years.

### MARIA PENDER BOARD MEMBER (RETIRED IN LATE 2022)

Maria was the Director of Clovelly Child Care Centre, a parent-managed, community managed, not-for-profit service, for more than 25 years. With a degree in Early Childhood and a Masters in Adult Education, Maria has taught in the Indigenous Early Childhood Bachelor of Teaching Program at Macquarie University with Warawara, and the Institute of Early Childhood. Maria has a strong affiliation with Aboriginal and Torres Strait Islander issues - as well as anti-bias, multicultural and disability issues.

### FIONA BURMAN BOARD MEMBER

After teaching maths and science in NSW High Schools and basic adult education in TAFE, Fiona went on to study Law. She was employed as a Judges Associate in the District Court before spending some time in a general practice in country NSW. There she encountered many people whose limited education adversely affected their life choices and she noted the difficulties facing parents seeking the best for their children. Those difficulties included lack of publicly funded early childhood learning services and long day care. Fiona moved from the country to large city based corporations, where her belief in the importance of early childhood education for all children, both for the well-being of children and their parents, was confirmed.

### GARY WITHYMAN BOARD MEMBER

Gary has broad experience in the government and private sectors. With a Master of Business in Employment Relations, Graduate Diploma in Employment Relations and Certificate IV in Training and Assessment, he worked in the state public sector for 24 years before moving into the private sector for eight years. Gary established and successfully operated his own consulting business in strategic human resources and recruiting for senior roles for 18 years, from which he only recently retired. He is a Fellow of the Australian Human Resources Institute and was state president for 5 years during the formative years of the new Institute.



## ARIANE SIMON

BOARD MEMBER

Ariane is the Director of St Stephen's Preschool, Normanhurst, where she has worked as both a teaching and non-teaching Director. Ariane first became a Director at the age of 20 and has since worked both as a Director and as a teacher at Charles Sturt University and TAFE campuses all over the state. She is a strong advocate for the ECEC sector, leveraging her position on the Independent Education Union, Early Childhood Council to ensure early childhood teachers are supported in their work through better conditions and pay parity.

## GABRIELLE CONNELL

BOARD MEMBER

Gabrielle Connell has been an Early Childhood teacher and Director for over 35 years. Currently, she is the Early Childhood State Representative on the Independent Education Union Executive as well as a member of the Early Childhood Services Council, and has been elected as the Early Childhood Services representative on the Quality Teaching Council for NESAs. She is contracted by NESAs as a Teacher Accreditation Supervisor supporting and mentoring new teachers through the accreditation process.

## EVE HAWKES

BOARD MEMBER

Eve graduated in 1980 from the Nursery School Teachers College, before first becoming a Director at the age of 20. Today, she is experienced in a wide range of service delivery models, including Early Intervention Itinerant Support, long day care, community-based preschools and campus-based care. She has been the Director at Engadine Preschool Kindergarten since 1994 and is a founding member of the Sutherland Shire Preschool Alliance, where she has held various leadership positions within the governance of the organisation. Eve also has an Advanced Diploma in Community Sector Management and a Certificate IV in Training and Assessment.

Eve joins CELA's Board in 2022, with the goal of supporting our sector to build strong relationships in communities and with children and families, whilst delivering quality early childhood educational programs. Eve is a strong advocate for early childhood education and meets regularly with the local member of Engadine/Heathcote, as well as with state ministers, to advocate for the issues faced by our sector.

## MICHELLE MULLER

BOARD MEMBER

Michelle is a graduate of Charles Sturt University, holding a Bachelor of Education in Early Childhood. Michelle's career began as a preschool teacher, and she later became a director and teacher at Ross Circuit Preschool in Albury from 2008 to 2018. Michelle is currently a team leader at Greater Hume Children's Services, responsible for the management of four long day care services. She has experience working in regional community environments and is the Chairperson of the Building Bridges Regional Early Childhood Bi-annual Conference.

Michelle joins the CELA Board in 2022 and brings a wealth of experience in understanding the National Quality Framework, including the implementation of the Early Years Learning Framework, the National Quality Standards and the National Law and Regulations.

# HOW WE HELP

CELA members will never have to face a challenge on their own. Our highly experienced sector specialists can be easily contacted by phone or email for general information, or specific advice and resources.

Members have access to a wide range of sector information and sound expertise through CELA's 1800

support line, publications and resources, and receive discounts on training, events and consulting services.

CELA provides wider sector support through advocacy work on behalf of members, a knowledge portal for Approved Providers, and consulting services for new and established providers.

## ADVOCACY

CELA advocates on behalf of members, representing the interests of community and small providers.

We speak with governments to highlight issues and potential solutions and help legislators understand how policies affect service providers and, ultimately, the families we support.



## MEMBERSHIP

Members can access expert advice, resources and support to improve practice and service delivery. Our helpline is staffed by sector specialists, instantly connecting you with up-to-date information and guidance for your operation.



## CONSULTING

CELA's skilled early education and care consultancy team help services from start-up to compliance through ongoing quality initiatives and governance to help deliver strong early education outcomes and operational success.



## APPROVED PROVIDER

We support new and existing providers through membership, resources, publications, professional learning and mentoring.



## EVENTS

CELA hosts a range of online and in-person conferences, professional learning and networking events throughout the year. Each event is designed to support professional growth and provide an ability to connect with peers and a range of sector experts.



## TRAINING

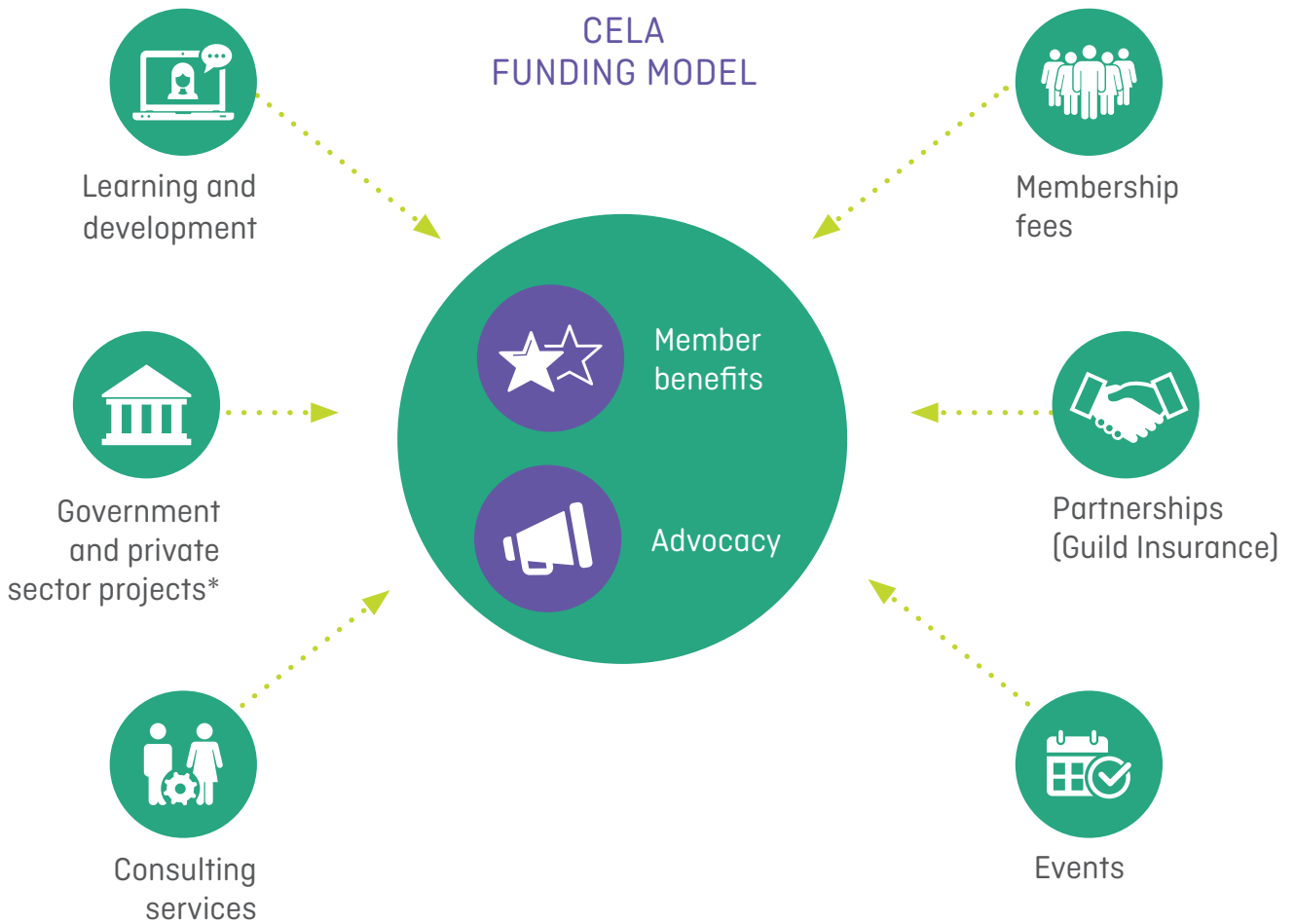
CELA has built a strong vision and philosophy for professional learning over its 44-year history as a peak body for the early education sector. Training is offered through regularly scheduled courses and in-service programs, including NESAC Accredited Professional Development. CELA's Registered Training Organisation delivers accredited, nationally recognised qualifications in child protection.



# HOW WE ARE FUNDED

CELA is a not-for-profit professional association. Its income comprises membership fees, income generated through the delivery of training programs, consultancy services, and when engaged by Government and the private sector to undertake special projects.

All revenue from business activities is invested for the benefit of members, including maintaining a low membership fee, discounted training and events, resources and publications. In 2022, although CELA's advocacy and successes increased exponentially, membership renewal fees remained the same.



\*CELA is engaged by Government to run a range of professional development and sector support programs throughout the year. All projects are awarded on merit based on a competitive tender process.



## IMPACT THROUGH CONSULTANCY AND TRAINING

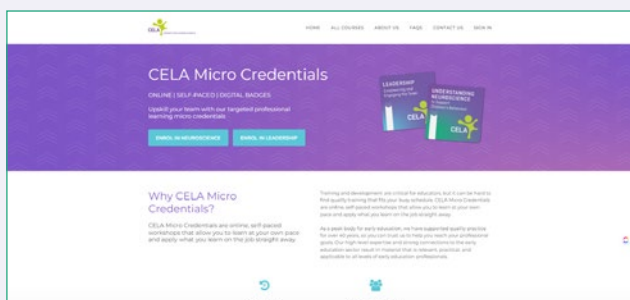


CELA consultancy services continued to grow. Engagements were diverse and drew on CELA's broad range of expertise. Our experience delivering exceptional consultancy for Government included working with NSW, ACT, SA Departments of Education and NSW Health Infrastructure, and federally with the Department of Industry, Science and Resources.



## 149 CUSTOMISED TRAINING OPPORTUNITIES

We provided 149 customised training opportunities to individual services and large organisations, with a blend of online and on-site approaches. CELA's professional learning was accessible nationwide, with training delivered to NSW, Queensland, Northern Territory, Western Australia and Victoria.



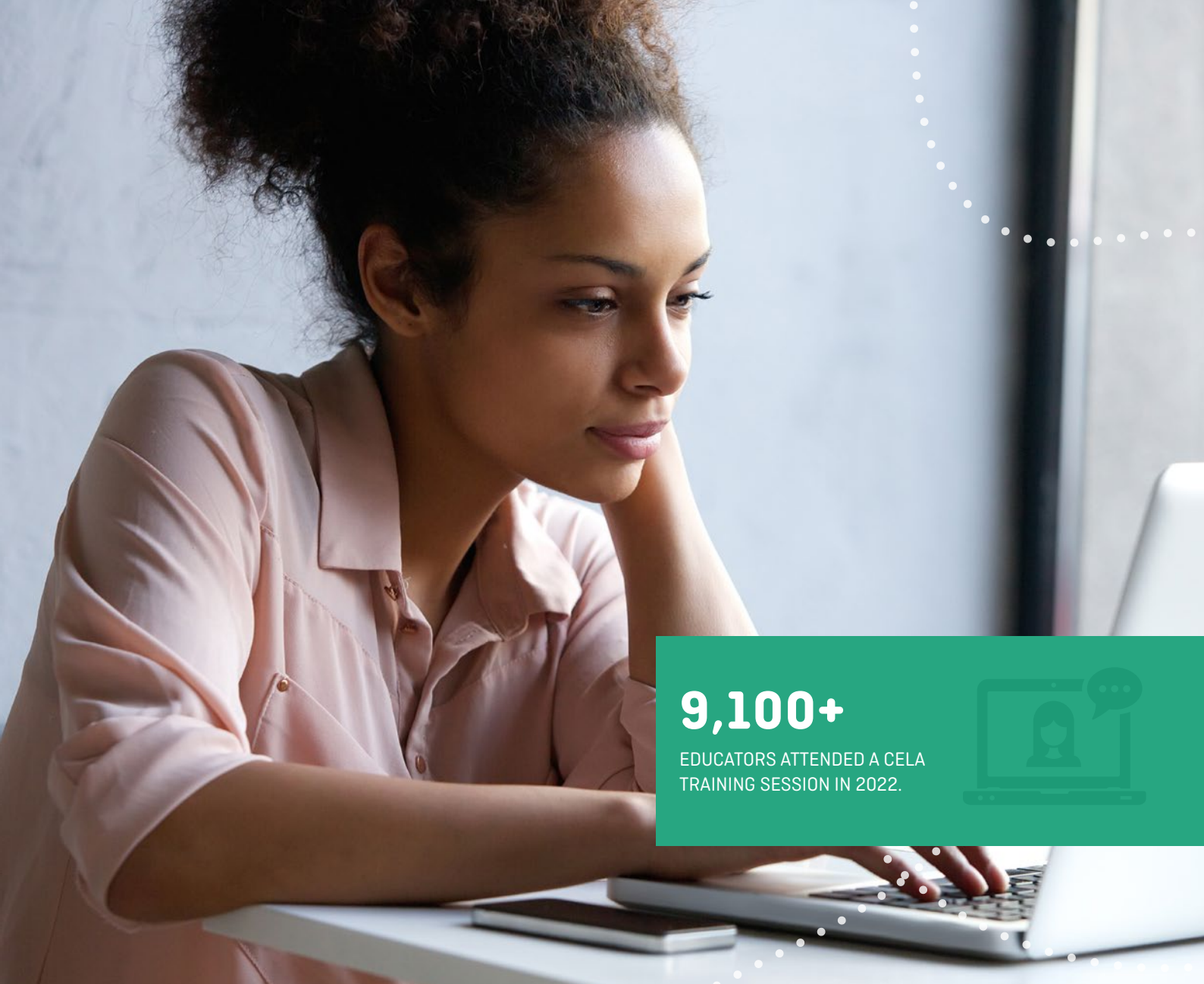
CELA launched a new self-paced e-learning platform to host a range of online learning opportunities, providing new and experienced educators with the means to upskill quickly in areas identified as high need.

## NEW IN 2022

Broadening our subject matter expertise for the benefit of members we:

- ▶ Introduced micro credentials to upskill quickly and conveniently, following the recommendations in 'Shaping Our Future', the national children's education and workforce strategy.
- ▶ Launched a refresher course, Child Protection NSW Refresher. The self-paced course is for educators who have completed the CHCPRT001 training and hold a Statement of Attainment.
- ▶ Launched the Approved Provider & Governance Program, which will assist Approved Providers and NSW Care Education and Care Services in understanding their governance and compliance responsibilities. This is one of the most comprehensive programs of its kind, sharing knowledge built over CELA's 44 year history.





**9,100+**

EDUCATORS ATTENDED A CELA  
TRAINING SESSION IN 2022.



“

Over the years, I have been looked after by the team at CELA, and I look forward to all the ongoing amazing professional development training. The CELA membership is truly worth the value, and the knowledge I have gained is priceless.”

Kathy Memovic, Director, Young Achievers ELC Learning Centre.



## MEMBERSHIP

CELA supported over 1800 members employing more than 27,000 educators across Australia.

Our team of industry experts provided phone and email support five days a week throughout the working year.

We also simplified our membership pricing structure to make it easier for existing service members to add new memberships.

SUPPORTED

# 1,800+ MEMBERS

WHO EMPLOY MORE THAN 27,000 EDUCATORS ACROSS AUSTRALIA.

## 1,000+

HOURS OF TRAINING

## 8,600+

EDUCATORS TRAINED

## 45

TOPICS COVERED

## TRAINING

We provided over 900 hours of training to over 6,600 educators across 43 topics.

*"The facilitator was engaging and knowledgeable. The course content was appropriate to our level of understanding. We felt that our knowledge has grown, and we have strategies to embed into our program and practice."*



## RTO

Nearly 500 educators completed our highly regarded training, Identify and Respond to Children and Young People at Risk [CHCPRT001]. The course was offered in three delivery modes to cater for different learning styles and ensure accessibility:

- ▶ Self-paced online
- ▶ Calendar webinar
- ▶ In-service (In person and online)

NEARLY

# 500 EDUCATORS

COMPLETED OUR HIGHLY REGARDED TRAINING, IDENTIFY AND RESPOND TO CHILDREN AND YOUNG PEOPLE AT RISK [CHCPRT001].

## 150

CONSULTANCIES

## 60%

HIGHER THAN 2021 FIGURES

## CONSULTANCY

We completed 150 consultancies in NSW, Victoria, Queensland and the ACT in 2022, exceeding 2021 figures by over 60%. These included long day care, family day care, community pre-schools, regulatory authorities, councils, large not-for-profit organisations, government agencies and small stand-alone providers.





## COLLABORATION BENEFITING OUR MEMBERS

CELA collaborated with ABC Kids and the Children's Book Council of Australia to deliver "Children's Literature and Multimodal Literacy in the Early Years" session. Seventy people attended the live session, and many others accessed the recording CELA continues to host.



“

ABC Kids is committed to collegiate partnerships with trusted leaders in professional development provision for the national early education and care sector. This is why CELA is always a first choice when sharing innovative and accessible ABC resources and curriculum ideas for teachers and educators.”

Laura Stone, ABC Kids Early Education.

# EVENTS

We engaged guest facilitators and experts to take part in

## 13 DIFFERENT SPECIAL EVENTS

giving our sector the opportunity to learn more about play, playground design, resilience, music, mental health, sustainability, curriculum, storytelling, transition to school and behaviour.

“

So informative, thought-provoking, and inspiring. Lots to share with my team and with families. Looking forward to much robust conversation and critical reflection with my team in all areas, but especially risky play and sustainability”.  
Event attendee

## EARLY EDUCATION LEADERS

PEER NETWORK

### EARLY EDUCATION LEADERS PEER NETWORK

Since the pilot in 2021, CELA and three Champions Narelle Myers, Jannelle Gallagher and Kathy Phipps have provided pro bono governance, program management and leadership for the Early Education Leaders Peer Network. The Network offers an effective way for those in Early Education leadership roles to share information, hear other people's views and support and strengthen leadership practice. The network is a beacon of positivity, inspiration and connection during a period of flux and unparalleled challenges. The network also provides a place for leaders and emerging leaders to celebrate achievements and successes and enact positive change amongst the challenges that we have face.

### A RETURN TO FACE-TO-FACE TRAINING

We held two in person events; Mental Health First Aid at our Sydney office and the CELA Leadership Retreat in Byron Bay.

Participants welcomed the chance to network and learn in two very different beautiful and inspiring locations.





## ADVOCACY TO SUPPORT MEMBERS

In 2022 the impact of sustained advocacy by the sector contributed to extraordinary success. It was a pivotal year for improving outcomes over the next decade for children, families, and the sector, nationally and in NSW.

### HIGHLIGHTS

The NSW Early Years Commitment

**\$15.9B**

over ten years for the sector, tripling the current NSW Government expenditure.

Election of a new Federal Government leading to an additional annual investment of

**\$4.7B**

to improve childcare affordability.

South Australia launches a

**ROYAL COMMISSION**

into the design of its early childhood education and care system.

### ADVOCACY PILLARS

CELA has five advocacy pillars which guide our work:



Achieving quality early education



Building a stable workforce that is nurtured and valued



Ensuring viability for community and small providers



Improving access for vulnerable children



Closing the gap for rural children

To learn more about the full extent of our advocacy, read CELA's 2022 Advocacy Report:

[www.cela.org.au/how-we-help/advocacy](http://www.cela.org.au/how-we-help/advocacy)

## REPRESENTING MEMBERS AND THE SECTOR

### Michele Carnegie, CELA CEO, undertakes a range of approaches on behalf of members, including:

- ▶ Meeting with State and Federal Ministers to explain issues and recommend solutions
- ▶ Liaising regularly with senior agency staff who brief and appraise State Ministers
- ▶ Reporting on important issues for the sector through our Amplify and Broadside publications
- ▶ Participating on different advisory panels to represent the views of community and small providers
- ▶ Providing detailed submissions to important reviews such as the NQF, Workforce Strategy and Early Years Learning Framework (EYLF).

### To deliver effective advocacy, we constantly seek feedback and information from members by:

- ▶ Having conversations on a regular basis
- ▶ Undertaking member surveys on specific issues
- ▶ Gathering insights from the learning and development program, attended by several thousand educators annually
- ▶ Drawing on our collective CELA leadership expertise.

### CELA's influence in the seismic policy shifts of 2022 is visible through active representation led by the CEO:

- ▶ Australian Government Department of Education Early Childhood Education and Care Reference Group
- ▶ NSW Department of Education Early Childhood Advisory Group
- ▶ NSW Department of Education Early Childhood Advisory Group Data Sub Group
- ▶ ECEC Workforce Crisis Summit meetings
- ▶ NSW Education Standards Authority's Early Childhood Reference Group
- ▶ NSW Department of Education Early Childhood Advisory Group Preschool Reform Agreement Sub Group
- ▶ ACECQA National Workforce Strategy Stakeholder Reference Group.

### Building strategic Government relationships:

- ▶ Co-hosted a pre-election forum, with speakers then Shadow Minister for Early Childhood Education Amanda Rishworth MP and Greens Senator Mehreen Faruqi.
- ▶ CELA CEO one of 12 leaders invited to Early Childhood Roundtable, convened by Minister for Early Childhood Education, Dr Anne Aly.
- ▶ Post-election meetings with Senators: Fatima Payman, Matt O'Sullivan, Mehreen Faruqi, Barbara Pocock, Marielle Smith, Jess Walsh and Senator Andrew Bragg.
- ▶ Multiple meetings with Commonwealth Minister for Early Childhood Education Dr Anne Aly.
- ▶ Multiple meetings with NSW Minister for Education and Early Learning Sarah Mitchell.

### Collaboration:

- ▶ CELA CEO appointed to the Apiary Fellowship to learn and apply the theory, skills and mindsets of systemic leadership to create change for children in Australia. The program is driven by The Front Project and funded by Paul Ramsay Foundation.

### Senate Submissions:

- ▶ Joint submission to Work and Care Select Senate Enquiry; testified on the topic of workforce shortages.
- ▶ Submission to the Education and Employment Senate Committee, Family Assistance Legislation Amendment (Cheaper Child Care) Bill 2022.
- ▶ Submission to the Education and Employment Senate Committee, Fair Work Legislation Amendment (Secure Jobs, Better Pay) Bill 2022.

### Written Submissions:

- ▶ Pre-Election 6 Point Plan for Education and Care (co-authored with CCC and ELAA)
- ▶ NSW Women's Economic Opportunities Review
- ▶ NESA Teacher Accreditation Reform Consultation
- ▶ Employment White Paper that will build on the outcomes of the Jobs & Skills Summit.

ADVOCACY  
ON THE AGENDA

2,000+ HOURS

of advocacy on behalf of CELA members

# RECOGNISED AS SECTOR EXPERTS

## GOVERNANCE AND COMPLIANCE TRAINING

A program designed to inform Approved Providers and leaders in NSW Education and Care Services about their governance and compliance responsibilities. CELA delivered online training and a comprehensive information portal.

**865** attendees

**40+** new resources created

**94%** of attendees rated the portal highly

## PRESCHOOL REFORM AGREEMENT

For this intensive Department of Education program, CELA undertook initial mapping and review of the current capture, tracking and reporting of child attendance data by long day care services in NSW. CELA also consulted with representatives of the early childhood education sector. The findings were delivered in a final report to the Department. The project was conducted over a 3-month period, and success was attributed to the efficiency of the CELA team in drawing on existing in-depth knowledge and strong sector relationships.

## MINIQ GALLERY ASSESSMENT

CELA was engaged by Qwestacon, a division of the Department of Industry, Science and Resources, to provide an independent assessment of MiniQ Gallery in the context of the National Quality Framework and understanding how children are enriched by space. CELA presented a written report and recommendations to influence future redevelopment work in MiniQ. CELA collaborated with the Qwestacon team to map how the recommendations may be applied across the MiniQ.

## UNPACKING SELF-ASSESSMENT AND QUALITY IMPROVEMENT

NSW Department of Education initiative to support effective continuous improvement and enable service teams to be prepared for Assessment and Rating. The program consists of live training sessions and supporting tools, tips and resources and is free for NSW sector employees.

## ACT GOVERNMENT PRESCHOOL PATHWAYS PROGRAM

CELA developed a series of training and education modules to support services and help families achieve successful transitions for children entering preschool. The program will launch in 2023 and is a core pillar of the ACT Government's Early Childhood Strategy. CELA created a range of resources relating to:

- ▶ Transition support for children and best practice transition for services
- ▶ Importance of play-based learning
- ▶ 8 minute video for parents
- ▶ Facilitation skills for effective facilitation.

## PROVIDING FLOOD SUPPORT

In response to the damaging floods that affected many communities in NSW, CELA partnered with two other sector peak bodies (Network and CCSA) to provide flood support services on behalf of the NSW Government. This first-time critical collaboration assisted services with advice, resources, mental health and well-being support, and information about government financial support.

## IMPLEMENTATION SUPPORT FOR START STRONG

From November 2022 to February 2023, CELA will deliver implementation support for Start Strong. This NSW Department of Education program assists Approved Providers of Long Day Care, Community Preschool and Mobile Preschool services in implementing the revised Start Strong guidelines.

# PUBLICATIONS

## AMPLIFY!

CELA's blog Amplify has cemented its reputation as the go-to source for discussion about early education and care sector topics. Our e-newsletter is distributed to over 20,000 ECEC sector professionals each week and includes sector news, advocacy, interviews and opinions by sector experts and educator reflections. Amplify! Articles collectively received over 150,000 unique page views in 2022.

Amplify continued to grow its readership and reputation throughout 2022. We will have delivered 60 original articles to our readers, including a news-breaking interview with Minister for Education and Early Learning Sarah Mitchell on the NSW Government's landmark sector initiatives.

Many of our articles were widely shared throughout the sector and on social media and referenced in government sector notifications as a source of knowledge and truth.

**"This article is brilliant and raises some very important ethical points for us in early childhood education. I have always been an advocate for children to progress at their own pace and to be included with their peers. Toileting is just like any other skill and developmental milestone. No child should be excluded or made to feel shame if they have not yet mastered this skill, and no early childhood educator (of any qualification) should be above helping a child learn this skill. Thank you for putting this issue in the spotlight."**

Sharon W. responding to Amplify! Focus on ethics: Should nappy-changing facilities be included in preschools?

Our team is dedicated to delivering timely news and information designed to help our sector to navigate the changes and challenges they face while continuing to inspire quality practice. We focus on turning complex information into articles that are easy to navigate.

### Our six most widely read articles published in 2022:

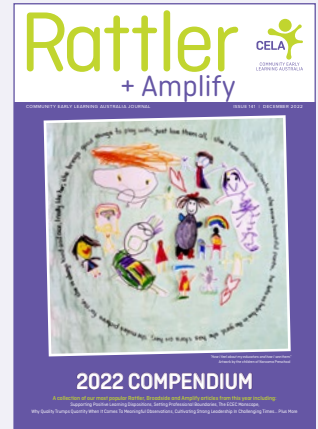
- ▶ **How early educators can be brave and make change during National Reconciliation Week** By Deborah Hoger  
[www.cela.org.au/publications/amplify!-blog/may-2022/how-early-educators-can-be-brave-make-change](http://www.cela.org.au/publications/amplify!-blog/may-2022/how-early-educators-can-be-brave-make-change)
- ▶ **Celebrating Children's Day 2022: My Dreaming, My Future** By Deborah Hoger  
[www.cela.org.au/publications/amplify!-blog/august-2022/childrens-day-2022-my-dreaming-my-future](http://www.cela.org.au/publications/amplify!-blog/august-2022/childrens-day-2022-my-dreaming-my-future)
- ▶ **Opinion: Why it's vital to reflect on rest time** By Meg Anastasi  
[www.cela.org.au/publications/amplify!-blog/august-2022/opinion-why-it-s-vital-to-reflect-on-rest-time](http://www.cela.org.au/publications/amplify!-blog/august-2022/opinion-why-it-s-vital-to-reflect-on-rest-time)
- ▶ **What the Omicron outbreak means for our sector, and what needs to be done to reduce the impact** By CELA  
[www.cela.org.au/publications/amplify!-blog/jan-2022/what-omicron-means-for-our-sector](http://www.cela.org.au/publications/amplify!-blog/jan-2022/what-omicron-means-for-our-sector)
- ▶ **Tips for modelling respectful conversations in front of children** By CELA with Educational Leader and ECT Alison Donkin  
[www.cela.org.au/publications/amplify!-blog/july-2022/tips-for-modelling-respectful-conversations](http://www.cela.org.au/publications/amplify!-blog/july-2022/tips-for-modelling-respectful-conversations)
- ▶ **The power of secure attachment relationships** By Michelle Cuthbertson  
[www.cela.org.au/publications/amplify!-blog/feb-2022/the-power-of-secure-attachment-relationships](http://www.cela.org.au/publications/amplify!-blog/feb-2022/the-power-of-secure-attachment-relationships)



## RATTLER

For 35 years, Rattler has been one of the most respected early education journals in Australia. During 2022 we released three digital editions and one printed compendium to members and subscribers.

Each edition provides an in-depth look into the operations and achievements of one of our members, a summary of sector-related research, and many inspiring articles covering program, practice and regulations, with a focus on quality.

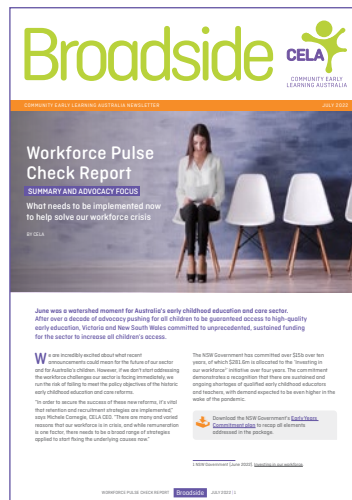


## BROADSIDE

Broadside is our feature newsletter, covering political issues and news affecting the early education and care sector. Each edition provides an in-depth analysis of key issues of the day, giving members the information they need to stay at the forefront of the sector. In 2022 our CEO Michele Carnegie, along with our research and policy advisors, wrote the following Broadside summaries for the sector:



Jobs and Skills Summit



Workforce Pulse Check Report



Omicron Pulse Check Report



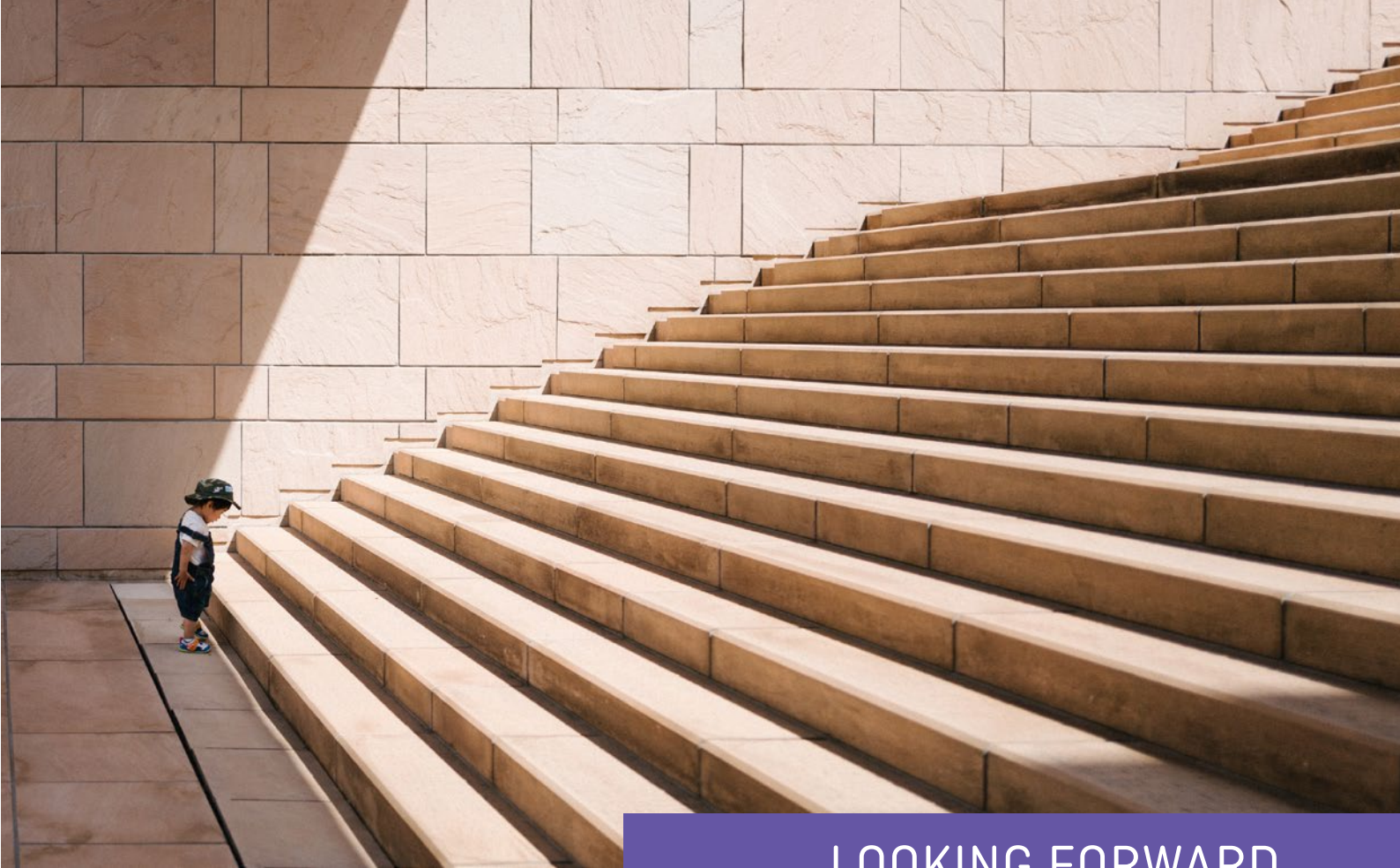
## PARTNERSHIP



CELA is proud to have partners with a common focus on caring for our members and the wider community. We thank Guild Insurance for their continued support in making a difference to the future of Australia's early education sector.

This year Guild Insurance continued to provide invaluable support for their customers, including continuing a free employment law hotline to help early education and care services understand their employee obligations during the COVID-19 pandemic.





## LOOKING FORWARD

The major policy shifts and record-breaking funding commitments made in 2022 are the foundation for the activity and improvements our sector will see over the next decade. In 2023, Federal and State Governments will begin rolling out their policy and program commitments. CELA will continue to play a trusted advisory role during this implementation phase, keeping members and the wider sector informed.

As always, we will ensure that members' views and concerns are our priority, particularly the critical issue of workforce shortages. The need to stem the flow of educators leaving the sector and to attract and retain qualified staff has never been more urgent. The next year offers the best opportunity we have had for many years to secure support for initiatives to boost the workforce, improve pay and working conditions.

We will continue to highlight that investment and resourcing must also be linked to improving leadership capability to rebuild the sector, and create a sustainable future pathway to quality education and services.

CELA's training and development program is key to supporting best practice in the sector and achieving quality early education for children. Our ongoing goal is to deliver our comprehensive professional learning program, including new courses in recognised areas of demand in a way that is accessible, affordable and innovative.



COMMUNITY EARLY  
LEARNING AUSTRALIA

Phone	(02) 8922 6444
Email	<a href="mailto:info@cela.org.au">info@cela.org.au</a>
Web	<a href="http://www.cela.org.au">www.cela.org.au</a>
Facebook	<a href="http://www.facebook.com/communityearlylearningaustralia">www.facebook.com/communityearlylearningaustralia</a>
Twitter	@celaust