



2023 ANNUAL REPORT

CONTENTS

INTRODUCTION	3
MESSAGE FROM THE CEO	4
WHO WE ARE	6
HOW WE HELP	7
HOW WE ARE FUNDED	8
ADVOCACY TO SUPPORT MEMBERS	10
ADVOCACY HIGHLIGHTS	12
IMPACT THROUGH CONSULTANCY	23
PROGRESSIVE AND FLEXIBLE TRAINING PROGRAM	24
EVENTS	28
COLLABORATION BENEFITING OUR MEMBERS	29
RECOGNISED AS SECTOR EXPERTS	30
PUBLICATIONS	32
OUR TEAM	34
CELA BOARD	36
TREASURERS REPORT	38
2023 AUDITED STATEMENTS	39
PARTNERSHIP	42
TOWARDS 2024	43

ACKNOWLEDGEMENT OF COUNTRY

CELA acknowledges all Traditional Custodians across Australia and recognises First Nations Peoples' connection to their lands, skies and waterways. We pay respect to Elders past, present and emerging. Together we work towards a better future for all children, families and communities.



INTRODUCTION

Community Early Learning Australia (CELA) is a voice for Australia's early education and care sector. As a peak body, we advocate for quality education and care for all Australia's children. CELA provides expert support and guidance for our members, which are predominantly community managed and small provider early education and care (ECEC) services. We represent the interests of members and the sector by speaking with governments about issues and potential solutions and conveying the views of members. Our advocacy helps government understand how policies affect early childhood service provision and, ultimately, the families and children using these services.

This report highlights CELA's activities for the 2023 calendar year.

We are proud to represent a nationwide collective of educators and professionals committed to quality education and care. In 2023, CELA supported over 1800 members employing more than 27,000 educators through:

- ▶ Active advocacy
- ▶ Phone support
- ▶ Flexible, affordable learning and development program
- ▶ Sector-leading operational resources
- ▶ Regular updates through Member news, Rattler magazine and Broadside bulletins

Through CELA's communication, we amplify our reach across the sector. We provide thought leadership in well researched articles for our Amplify! Blog and critical information via social media channels, reaching a combined audience of over 39,000 people.

This year has seen governments across the country firmly place early education and care in the spotlight. There is a renewed focus both on the importance of, and the obstacles that prevent equal access to quality early education and care. We are at a moment of generational reform across the education sector. CELA is proud to be at the centre of advocacy efforts on behalf of our members to deliver a professional, sustainable and high-quality early education system.

CELA acknowledges the dedication of our members to their profession. Every day, in our work, we witness the professionalism of teachers and educators in their practice and care for children, families and the communities in which they work.



MESSAGE FROM THE CEO

I am pleased to present the 2023 CELA Annual Report in a year of great significance for early education and care. Both federal and state governments pressed forward on ambitious reform agendas. Key federal reviews including The Productivity Commission Inquiry into Early Childhood Education and Care, The Australian Competition and Consumer Commission Childcare Inquiry and the National Early Years Strategy, will shape the direction of policy in our sector for decades to come. State governments are also pressing ahead with reform aimed at increasing access to preschool for 3 and 4 year olds.

This is an incredibly exciting time and represents a real opportunity to build an early childhood sector that is fit for the future. CELA is at the forefront of these consultations, continuing our advocacy agenda for a strong, sustainable and quality early education sector, with children's wellbeing and development at the centre.

The Productivity Commission inquiry into Early Childhood Education and Care provides a vital opportunity to examine long-standing barriers to families accessing affordable, high-quality services. The Productivity Commission is investigating new options for how to build an affordable, accessible, high quality, universal early education system. This reflects an important shift in the understanding of the role of early education and care in Australia, from a measure to support workforce participation of families, to a recognised and valued part of the education continuum.

This inquiry represents the chance for truly generational reform of the early childhood sector and CELA has been actively engaged in the inquiry. Our submission sets out our vision of a sector that is "fit for the future", including a guaranteed 3 days/30 hours of universal ECEC for every child, underpinned by a professionally paid and respected workforce. We strongly advocated for the continued growth of the community managed not for profit sector and for recognition of the value of outside school hour services.

During the year, I met directly with Commissioners Deborah Brennan, Lisa Gropp, Martin Stokie and Lou Will, highlighting current workforce, funding and sustainability

issues. As part of our collaboration with Community Child Care Association (CCC), we also provided direct briefings on the multi-employer bargaining process to assist the Commission. Our influence in this major policy piece continues with the interim report and recommendations, and we will maintain the pursuit for a bold reimagining of the potential of our sector.

Alongside the Productivity Commission's inquiry, the Commonwealth Government also commissioned the Australian Competition and Consumer Commission (ACCC) to conduct the Childcare inquiry. It is examining the costs of operating services in different communities and contexts and how fees charged to families have changed following adjustments to childcare policy settings. Interim reports released in July and September reaffirm what we already know; that the current system does not offer parents affordable or equitable access, staffing constraints continue to affect service delivery, and the ability to attract and retain staff is a key determinant of quality education and care. The final report, released in December this year, will assist the Productivity Commission in its final recommendations. Along with contributing submissions to this process, CELA worked closely with other not for profit employers and peaks to coordinate our responses to ensure recommendations put children first and recognise the value of the community and not for profit sector.

A NSW Independent Pricing and Regulatory Tribunal (IPART) review is also examining the sector to understand and make recommendations around affordability, accessibility, and consumer choice. CELA submitted a detailed submission which included a plan for reshaping NSW's early education and care system, underlining our belief that learning starts at birth. CELA has worked with this inquiry, including shaping the NSW government's understanding of the opportunities presented through multi-employer bargaining for the preschool sector.

As in previous years, I met with the Reserve Bank of Australia to share current data and perspectives from our members on demand for early childhood education and care, workforce issues and factors that affect the cost of services.



CELA hosted MEB Roundtable at Parliament House Canberra

We had a small but important win for the workforce in August, with the Australian Bureau of Statistics proposing to move away from position titles like 'Child Carer' and 'Child Care Centre Manager' to more contemporary job titles which provide more appropriate recognition of the importance and complexity of the roles.

Job titles are important, but they do not pay the bills. In August, CELA appeared at the Fair Work Commission hearing in support of the first-ever application for a Supported Bargaining Authorisation, enabled through changes to legislation enacted through the Secure Jobs, Better Pay Act. This application allowed early childhood employers and unions to bargain together for a new multi-employer agreement. In September, this application was approved, and negotiations commenced to establish the first ever national multi-employer agreement in the long day care sector.

Along with participating as an employer representative in the formal negotiation process, CELA is involved in direct lobbying with federal education Ministers, MPs and Senators to ensure the maximum funded outcome is achieved to fix the professional pay gap between ECEC and other government funded sectors such as aged care, disability care and school teaching. Our lobbying included a roundtable chaired by Senator Jess Wash, including CELA member services, senators, MPs and Minister Anne Aly in September, as well as an intensive two days of meetings with ministers in November. CELA has advocated for wage reform for many years and is proud to represent its members during this important process.

Fixing the long-standing workforce shortages in our sector will take time, and a multi-faceted approach. I represent member views at the ACECQA National Workforce Reference Group and through individual meetings with ministers, advisers, and senior Department of Education staff. This year, I attended several Workforce Summits along with other peak bodies, unions and large providers, attended by the Minister for Employment and Workplace Relations, Tony Burke and Minister for Early Childhood Education, Dr Anne Aly.

Following the NSW state election in March, CELA welcomed The Honourable Prue Car as the Deputy Premier and Minister for Education and Early Learning. We are pleased to have a

Minister responsible for our sector who is a senior member of NSW Cabinet. We look forward to working with Minister Car on the implementation of the Early Years Commitment.

This year was significant for our presence on the ground in regional communities across the country. My team and I travelled widely, working in areas where undersupply and market failure are impacting children, families and communities. Our grassroots consultation is important to understanding the day-to-day challenges faced by CELA members and the sector. It informs our advocacy to improve and appropriately fund an early education system which must be recognised as essential social infrastructure.

In 2023, more than 10,600 educators and professionals accessed CELA's learning and development program to upskill, refresh their knowledge and attain new credentials. Our facilitators delivered over 1,500 hours of training across 58 topics, and we continue to be the largest provider of NESA accredited courses. In recognition of continuing workforce pressures, we maintained our investment in innovative training delivery methods which offer accessible and flexible learning – from online, self-paced to live webinars, micro credentials and face to face training. We are proud of the quality of our training and our significant role in delivering professional development to our sector.

We were engaged by a number of government programs initiated by the NSW Department of Education and the ACT Government. We were very pleased to work with the ACT Education Directorate on four significant projects, focused on improving the early education journey for families and children, and upskilling educators in a range of contemporary practices.

CELA's consultancy services continue to grow and deliver projects for a diverse client base. Engagements included working with councils in rural and remote areas in Queensland, Western Australia, South Australia and Tasmania, developing or expanding early childhood education and care in their communities. CELA applauds the foresight of councils that are investing in improving the educational outcomes of children and enabling workforce participation, which in turn secures the economic future of their communities.

Behind CELA's achievements is a team which consistently achieves far beyond what is expected. I am deeply appreciative of the entire team at CELA who, every day, show their commitment to our members through the support, guidance and expert knowledge they provide. Striving for the success of quality community-managed and small providers is at the heart of what we do. Every day we are motivated by the stories and ideas you share with us. We look forward to 2024 with optimism and a commitment to continue supporting your quality practice.

Michele Carnegie
Chief Executive Officer
Community Early Learning Australia



WHO WE ARE

CELA is a voice for Australia's early education and care sector. As a peak body, our vision is for all of Australia's children to have access to quality early education, regardless of economic circumstance or where they live.

CELA supports over 1,800 members employing more than 27,000 educators and teachers nationally. Our members include community-managed not-for-profit, government, and privately owned small providers, delivering preschool, long day care, outside school hours care, and family day care services.



CELA has supported early education
and care professionals for

46 YEARS

Members gain access to a wealth of knowledge and inspiration through CELA's 1800 support line, publications and resources, and receive discounts on training, events and consultancy services. Through our advocacy, we provide a vital line of communication to Government, ensuring member voices are heard.



WHAT WE DO

CELA represents the interests of members and the sector by speaking with governments about issues and potential solutions, providing analysis and statistical evidence, and conveying the views of members. Our advocacy helps government understand how policies affect early childhood service provision and, ultimately, the families and children using these services.

We build capacity and expertise through our learning and development program for teachers and educators with a focus on supporting quality practice.

Through CELA's consulting services, we provide high level sector expertise to support the wide range of governance and operational needs of providers and services.



OUR VISION

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



OUR MISSION

- ▶ Deliver effective and expert support for our members, to enable them to deliver quality early education and care for all Australia's children.
- ▶ Influence policy makers and government by amplifying the voices of community managed and small providers of early education.
- ▶ Promote the value and importance of community based early education.



HOW WE HELP

CELA members never have to face a challenge on their own. Our experienced sector specialists are a phone call away for general information, or for more specific advice and direction to resources. Members have access to a comprehensive 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 benefits through advocacy work on behalf of members, a knowledge portal for Approved Providers, learning and development program, and consulting services for new and established providers.

ADVOCACY

CELA influences government and policy makers to act on the issues that affect our members and the wider sector. Our advocacy is grounded in our mission to amplify the value of early learning and ensure all children and families have access to quality, affordable ECEC, no matter their economic circumstances or where they live.



EVENTS

CELA hosts conferences, professional learning and networking events throughout the year. Events are designed to support professional growth and provide opportunities to connect with peers and sector experts.



TRAINING

CELA builds the professional capability of educators and teachers with all levels of qualifications, through training programs led by sector experts. We offer a wide range of topics, delivered online or in service, NESA and RTO accredited courses, self-paced e-learning and micro credentials, and an Approved Provider and Governance Program for NSW providers and employees.



MEMBERSHIP

Members can access expert guidance and operational resources to improve quality practice and service delivery. The CELA helpline is staffed by sector specialists, connecting members with the latest information.



CONSULTING

Our 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.

HOW WE ARE FUNDED

CELA is a not-for-profit association. Its income comprises membership fees, our partnership with Guild Insurance, income generated through the delivery of training programs, consultancy services and when engaged by government and the private sector to undertake projects awarded through a competitive quotation and tender process.

All revenue from business activities is invested for the benefit of members, including maintaining a low membership fee, advocacy, discounted training and events, resources and publications. There were no increases to membership renewal fees in 2023.

CELA FUNDING MODEL



**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 quote or tender process.*



“

You do so much so well. For me it's about having support when I need it. The Essential Guide has saved the day so many times, it's great being able to pull it out and have a starting point. Also, being able to call and chat has also been helpful. And I love those really simple guides. I use them with staff a lot and I've recently started using them with students. We always wish we'd organised more cover so we could stay longer at your events!”

Sue, Greenmeadows Preschool



ADVOCACY TO SUPPORT MEMBERS

2023 was a significant year for early childhood advocacy as both federal and state governments pressed forward on ambitious reform agendas. Key federal reviews including The Productivity Commission Inquiry into Early Childhood Education and Care, The Australian Competition and Consumer Commission Childcare Inquiry and the National Early Years Strategy, will shape the direction of policy in our sector for decades to come.

State governments are also pressing ahead with reform aimed at increasing access to preschool for 3 and 4 year olds.

- ▶ South Australian Royal Commission into Early Childhood Education and Care, which made 43 recommendations around three-year-old preschool and market stewardship in the state .
- ▶ Queensland announced it will offer eligible-aged children 15 hours of free kindergarten per week from January 2024.
- ▶ Tasmanian Government budget inclusion of over \$6m to establish a trial of universal access to early learning for three-year-olds in the year before kindergarten.



The May Commonwealth budget included professional development investments in the sector of \$72.4m from 2023 to 2027. This investment is reflective of CELA's advocacy, with paid practicums and professional development subsidies prioritising services and staff in regional, rural and remote locations, and First Nations services and educators.

- ▶ The ACT Government announced two years of funded preschool

Developments in NSW include:

- ▶ NSW Independent Pricing and Regulatory Tribunal (IPART) Inquiry into early childhood education and care affordability, accessibility and consumer choice. CELA lodged a formal written submission and participated in face-to-face meetings.
- ▶ NSW Independent Pricing and Regulatory Tribunal (IPART) Independent Market Monitoring Review provides data to assist the board of the Childcare and Economic Opportunity Fund. CELA provided responses to the methodology paper released in September.

This is an incredibly exciting time and represents a real opportunity to build an early childhood sector that is fit for the future. CELA is at the forefront of these consultations, continuing our advocacy agenda for a strong, sustainable and quality early childhood sector, with children's wellbeing and development at the centre.



CELA contributed to the Productivity Commission Inquiry into Early Childhood Education and Care via written submission and face-to-face meetings with the Commissioners



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



**CELA Director of Policy and Strategy
Laura Stevens speaks at the MEB
round table in September**

In June, CELA lodged an application (with CCC, ACA and G8) to the Fair Work Commission for the first ever national multi-employer agreement under the new Secure Jobs, Better Pay Act. The application was approved in September, allowing CELA members who signed on to commence negotiations of a multiple employer agreement in the long day care sector, the first such national agreement for the ECEC sector.

ADVOCACY HIGHLIGHTS

CELA submits a pre-Budget submission to the Commonwealth Government, calling for government funded wage increases for the sector and support to build workforce capacity and professional identity.

CELA CEO hosts a forum between members and the NSW Minister for Education and Early Learning, Sarah Mitchell ahead of the NSW State Election.

CELA CEO is one of three early education representatives invited to participate in the National Strategy for the Care and Support Economy Roundtable convened by Prime Minister & Cabinet.

CELA CEO makes a verbal submission to commissioners for the Productivity Commission Inquiry into Early Childhood Education and Care.

Labor wins Government in NSW and the Honourable Prue Car is sworn in as Deputy Premier and the Minister for Education and Early Learning.

JANUARY

FEBRUARY

MARCH

APRIL

CELA CEO joins peaks, unions and large providers of ECEC at the third Early Education Workforce Summit at Parliament House, convened by the United Workers Union, attended by Minister for Workplace Relations, Tony Burke.

CELA lodges its response to the ANZSO Consultation supporting more contemporary occupation names for early education and care classifications.

CELA visits Cloncurry, Queensland to review the undersupply of ECEC services.



Submissions are lodged for government inquiries and consultations:

- » Productivity Inquiry into ECEC
- » NSW IPART Consultation into ECEC Affordability, Accessibility and Consumer Choice
- » National Early Years Strategy
- » Select Senate Committee on the Cost of Living

The Department of Prime Minister and Cabinet releases a draft national strategy for the care and support economy.

CELA CEO meets with Deputy Premier and Minister for Education and Youth Prue Car.

CELA completes and files joint witness statements and submissions with CCC to support the application for the Supported Bargaining Authorisation.

The ACCC releases its interim report in its child care inquiry. The initial findings include that child care fees have been increasing at a faster rate than inflation, up 20% over the past 4 years for centre-based care, while out of pocket costs for families have increased by 7%.

MAY

JUNE

JULY

AUGUST

CELA, together with CCC, ACA and G8, lodges an application with the Fair Work Commission for the first ever national multi-employer agreement under the new Secure Jobs, Better Pay Act.

CELA CEO and team visit Huon Valley, Tasmania to review the undersupply of ECEC services.

Australian Bureau of Statistics proposes to replace names of occupations like "Child Care Worker" and "Child Care Centre Manager" with more contemporary titles such as "Early Childhood Educator" and "Children's Education and Care Service Director."

CELA presents evidence at the first hearing held for the ECEC Supported Bargaining Authorisation before the full bench of the Fair Work Commission.

The South Australian Royal Commission into early childhood education and care releases its final report, setting a 20-year goal to reduce the rate of SA children entering school developmentally vulnerable.

CELA CEO meets with Reserve Bank of Australia.

CELA CEO visits SA Eyre Peninsula, South Australia to address the impact of undersupply of service.

The Fair Work Commission approves the application by CELA, other peak bodies and unions for multi-employer bargaining in the long day care sector. This authorisation means negotiations can commence to establish the first ever national multi-employer agreement in the ECEC sector.

CELA CEO contributes to the Community Childcare Fund Restricted Grant Review [CCFR].

CELA CEO co-hosts multi-employer bargaining round table in Canberra, chaired by Senator Jess Walsh and attended by Minister Anne Aly.

CELA attends the NSW budget lock up ahead of the budget being handed down.

CELA CEO meets with Reserve Bank of Australia.

CELA CEO attends ACCC Roundtable.

CELA CEO contributes to CCCFR Review.

CELA CEO represents members at third, fourth and fifth conference for the multi-employer bargaining process.

CELA CEO co-hosts joint Canberra lobby day and press conference, in collaboration with CCC, ACA and United Workers Union.

CELA CEO is a panellist on the Front Project Work and Play Report 2023.

CELA CEO attends ACECQA National Workforce Summit.

CELA submits a response to NSW IPART review of affordability, accessibility and consumer choice in ECEC

Productivity Commission Inquiry interim report released.

CELA CEO attends Apiary impact community convening.

SEPTEMBER

OCTOBER

NOVEMBER

DECEMBER

CELA hosts NFP providers and peaks planning workshop with GoodStart Early Learning.

CELA and CCC submit a response to the ACCC 2023 Childcare Inquiry - September interim report.

CELA CEO attends IPART Public Hearing.

CELA submit a response to the IPART Independent Market Monitoring Review.

CELA attends ECA conference and cohosts a seminar with CCC on the multi-employer bargaining process.

CELA CEO represents members at first and second conference for the multi-employer bargaining process.

CEO visits Coober Pedy to investigate market failure of ECEC services.

CELA AGM held.

CELA, CCC, ACA and UWU host ECEC Workforce Sector MEB information session for sector leaders.

CELA CEO represents members at sixth and seventh multi-employer bargaining conference.



In addition, CELA CEO represented issues impacting community and small providers at:

119 FEDERAL AND STATE ADVISORY GROUP MEETINGS AND KEY INQUIRY CONSULTATIONS.



MULTI EMPLOYER BARGAINING 2023 IN PICTURES



JUN 23: MEB PRESS CONFERENCE

CELA's CEO Michele Carnegie spoke at a press conference with Tony Burke MP and David Smith MP about the opportunity that MEB provides to improve wages and solve staff shortages without increasing costs to parents.



JUL 23: NATIONAL PRESS CLUB

CELA CEO Michele Carnegie, Minister for Early Childhood Education the Hon Dr Anne Aly and CCC Executive Director Julie Price at the Federal Minister for Education's speech.



AUG 23: FAIR WORK COMMISSION

CELA's CEO Michele Carnegie in Melbourne at the Fair Work Commission hearing to kick start the process towards a properly remunerated workforce that can deliver even better outcomes for teachers, educators, children and their families.



SEP 23: FEDERAL PARLIAMENT ROUNDTABLE

CELA services and educators discussed the importance of solving workforce shortages through multi-employer bargaining with Minister Aly, Senators and MPs.





OCT 23: ECA NATIONAL CONFERENCE

CELA Director of Policy and Strategy Laura Stevens spoke about how the first ever national multi-employer bargaining process could be the key to delivering funded professional wages for early childhood educators and teachers and what it means for services.



OCT 23: FAIR WORK COMMISSION

Multi-employer bargaining negotiations commenced at the Fair Work Commission.



NOV 23: FAIR WORK COMMISSION

CELA CEO Michele Carnegie and CCC Executive Director Julie Price at the first multi-employer negotiation session attended by the Federal Government.



NOV 23: PARLIAMENT HOUSE ADVOCACY

CELA, CCC, UWU and sat down with Ministers, MPs and Senators from across the country to talk about the urgent need to raise wages in the early education and care sector. CELA CEO Michele Carnegie spoke to media about the urgent need to solve early education workforce shortages through multi-employer bargaining.





REPRESENTATION

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 federal and state advisory panels to represent the views of community and small providers
- ▶ Providing detailed submissions to important reviews such as the Productivity Commission Inquiry into Early Childhood Education and Care, the Early Years Strategy, and NSW IPART Inquiry into Early Childhood Education and Care Affordability, Accessibility and Consumer Choice.

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

- ▶ Having frequent conversations with members
- ▶ Undertaking member surveys on specific issues
- ▶ Engaging with an advisory group comprised of members who represent the diversity of service types
- ▶ Gathering insights from the learning and development program, attended by several thousand educators annually
- ▶ Consulting to communities across Australia
- ▶ Drawing on our collective CELA leadership expertise.

It was a year of focus on policy and reform and CELA was at the forefront of advocating for the sector. CELA's active representation was led by the CEO:

- ▶ Australian Government Early Childhood Education and Care Reference Group
- ▶ NSW Government Early Childhood Education Advisory Group (ECAG)
- ▶ NSW Government Education Standards Authority's (NESA) Early Childhood Reference Group
- ▶ Australian Children's Education and Care Quality Authority (ACECQA) National Workforce Strategy Stakeholder Reference Group (SRG)
- ▶ NSW Government Early Childhood Education Advisory Group (ECAG) Data Sub Committee
- ▶ NSW Government Early Childhood Education Advisory Group (ECAG) Preschool Reform Agreement subgroup
- ▶ Jobs and Skills Australia, Early Childhood Education and Care Capacity Study Steering Committee.

Building strategic Government relationships:

- ▶ CELA CEO participated in the National Strategy for the Care and Support Economy Roundtable in Canberra, convened by Prime Minister & Cabinet.
- ▶ CELA hosted NSW Minister for Education and Early Learning, Sarah Mitchell ahead of the NSW State Election. The Minister met with a representative group of CELA members to better understand how early education policy was being implemented.



- ▶ CELA CEO Michele Carnegie joined peaks bodies, unions and large providers of early education and care at the third Early Education Workforce Summit at Parliament House, convened by the United Workers Union.
- ▶ Roundtable with Commonwealth Cabinet Members and applicants for Fair Work Commission to share experiences around workforce shortages and need for improved wages and conditions in the sector.
- ▶ CELA CEO met with Minister for Employment and Workplace Relations, Tony Burke MP in a media event to launch the first national application for multi-employer bargaining in the early childhood education and care sector. The press conference was hosted by Woden Early Childhood Centre, a CELA member since 2005.
- ▶ Meetings with Commonwealth Minister for Early Childhood Education and Youth Dr Anne Aly.
- ▶ Meetings with then NSW Minister for Education and Early Learning Sarah Mitchell and newly elected NSW Deputy Premier and Minister for Education and Youth Prue Car.
- ▶ CELA CEO met with the Reserve Bank of Australia.

Collaboration:

- ▶ CELA collaborated with CCC in providing responses to the Terms of Reference for ACCC's Childcare inquiry and Productivity Commission inquiry into Early Childhood Education and Care.
- ▶ CELA, CCC, ACA and G8 Education lodged an application with the Fair Work Commission for the first ever national multi-employer agreement under the new Secure Jobs, Better Pay Act. As well as the application, collaboration with applicants has continued to maintain political momentum, such as the Roundtable with Cabinet members and media engagement.
- ▶ CELA CEO participated in consultations for Early Childhood Outcomes - Funding Assurance Framework for NSW Department of Education, and with PWC on the Draft National Vision for ECEC from a rural and remote perspective.
- ▶ CELA CEO co-hosted joint Canberra lobby day and press conference, in collaboration with CCC, ACA and United Workers Union.



WRITTEN SUBMISSIONS

In 2023 CELA has contributed to advocacy and policy development through seven formal written submissions to both federal and state government inquiries.

These include:

- ▶ ANZSO Consultation on occupation titles
- ▶ Productivity Commission Inquiry into Early Childhood Education and Care
- ▶ Australian Competition and Consumer Commission Childcare Inquiry
- ▶ National Early Years Strategy
- ▶ Select Senate Committee on the Cost of Living
- ▶ IPART - Early Childhood Education and Care Affordability, Accessibility and Consumer Choice Inquiry
- ▶ IPART - Early Childhood Education and Care – Independent Market Monitoring Review

Senate Submissions:

- ▶ Select Senate Inquiry into the Cost of Living







“

The [Council] has been working with CELA to address the childcare needs of the community. CELA's role as a peak body for Australia's early childhood education sector adds a valuable layer of expertise to our efforts aimed at understanding both current and future demands for childcare. CELA has played an instrumental role in this vital process, conducting feasibility studies, consultations and providing strategic planning that aligns with their commitment to enhancing outcomes for early childhood at a diverse range of locations, including remote regions. It's evident that CELA's comprehensive approach is making a positive impact not only [here] but across various communities, steering them toward better education and care for families and children.”

Economic Development Manager

IMPACT THROUGH CONSULTANCY

It was another busy year for the CELA consultancy team, who travelled around Australia to provide trusted advice to a diverse range of clients; Approved Providers, local and state governments, directors and educators working in the sector. Engagements with services were varied and drew on the expertise of CELA's team. We delivered tailored mentoring and coaching programs, compliance and quality audits and supported clients to establish their service and become an Approved Provider.

The hands-on experience of the team and CELA's place at the centre of advocacy is highly valued by our clients. Every month CELA represents members at numerous meetings and consultations around Australia seeking outcomes that lead to high quality education and care. We are helping to shape the ECEC landscape and, in doing so, have a deep understanding of the real issues that impact our sector across a diverse range of communities.

CELA travelled to remote and regional areas to apply these insights and our expertise. Our consultancy projects often inform our advocacy. One on one consultation with professionals working in the sector is so important to understanding the subtle distinctions and complexities specific to a town or region. Having insight to the particular challenges and needs of a community enables impactful advocacy and informs actions that lead to better outcomes for early education services, children and families.

This year was marked by projects for local government across Australia. Locations ranged from the mining belt of Western Australia to regional communities in Tasmania, outback South Australia and Queensland, and city-based councils. Projects required feasibility studies and community consultations to develop or expand ECEC services. CELA worked with a range of stakeholders in each community, undertaking consultations, research and analysis to recommend the best strategy to improve outcomes at a local level. We produced strategic plans and practical action plans steering communities on a path to quality education and care.



CELA working with the Huon Valley Council to strengthen their delivery of ECEC services so as they are ready for future needs of children and families across Cygnet, Huonville, Geeveston and Dover.



CELA working with Mini Gems at Coober Pedy on financially sustainable early education in remote Australia.



CELA working with Kimba District Council on solving early education and care undersupply.



PROGRESSIVE AND FLEXIBLE TRAINING PROGRAM



1,560
HOURS OF TRAINING DELIVERED

ACROSS 58 TOPICS

CELA training courses bring together sector expertise with evidence-based research to help educators and professionals learn in more engaging and meaningful ways. We speak with educators and sector professionals every day, so understand the many constraints that impede participation in training and development. CELA has designed a range of flexible training options to suit the demanding schedules faced by educators due to workloads and workforce shortages. From micro-credentials to self-paced programs, 100% online to webinars and onsite learning, we are focused on expanding (and normalising) accessible and engaging flexible learning.



266
**CUSTOMISED
TRAINING OPPORTUNITIES**

CELA provided customised training opportunities to individual services and large organisations, using a blend of online and on-site approaches. CELA's professional learning was delivered across Australia to approved providers and organisations operating in all areas of early education and care.



25 NESA ACCREDITED COURSES

CELA is the largest provider of NESA accredited courses for the sector, with 25 courses on topics including program and practice to governance matters, numeracy and literacy in the early years, and health and safety training. Courses offer practical guidance on topical issues such as connecting with, and understanding, the recently released Early Years Learning Framework V2.0, and Acknowledging and Celebrating First Nations Australia.



APPROVED PROVIDER AND GOVERNANCE LEARNING PROGRAM

We continue to offer flexible online learning for our Approved Provider and Governance learning program for services operating in NSW. This comprehensive program contains years of CELA governance training expertise condensed into a streamlined program. The four workshops, 25 tutorials and a knowledge library of resources are hosted via a dedicated online portal.



NEW IN 2023

CELA expanded its rich, progressive, and stimulating learning opportunities.

- ▶ Launched Identify and Report Children and Young People at Risk (CHCPRT025) face to face and as a webinar series, which covers legal and reporting requirements for the early childhood sector.
- ▶ Developed a series of webinars titled 'Bringing the EYLF V2.0 to life' which cover updates to the Early Years Learning Framework V2.0 released in January 2023
- ▶ Launched a new series, 'More than just numbers', which explores a series of mathematical domains for early years learning.



10,600+ EDUCATORS

attended a CELA training session in 2023



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.

In a new initiative, members receive a selection of curated resources and articles every fortnight.

SUPPORTED

1,800+ MEMBERS

WHO EMPLOY MORE THAN 27,000 EDUCATORS ACROSS AUSTRALIA.

1,560
HOURS OF TRAINING
10,600+
EDUCATORS TRAINED
58
TOPICS COVERED

TRAINING

We provided 1,560 hours of training to over 10,600 educators across 58 topics.

"The information in the session was very informative and the presentations were very helpful to demonstrate examples of planning and practice."

Risk Management session participant



RTO

Over 400 people completed our highly regarded training, Identify and Respond to Children and Young People at Risk [CHCPRT001]. The course was accessible in three flexible delivery modes: self-paced, calendar webinar and in-service (in person and online). This included customised RTO training opportunities to individual services and organisations.

Over 220 people enrolled in our newly launched Identify and Report Children and Young People at Risk [CHCPRT025] either via a self-paced course, a webinar session or by booking a customised session. We provided customised RTO training opportunities to individual services and large organisations, with a blend of online and onsite approaches for CHCPRT025.

220+ ENROLLED

IN OUR NEWLY LAUNCHED IDENTIFY AND REPORT CHILDREN AND YOUNG PEOPLE AT RISK [CHCPRT025] EITHER IN PERSON, VIA WEBINAR OR A SELF-PACED COURSE.

90
CONSULTANCIES

CONSULTANCY

We completed 90 consultancies across Australia. These included long day care, family day care, community pre-schools, councils, large not-for-profit organisations, government agencies and small stand-alone providers.





“

Our CELA membership really is like a gift that keeps on giving with the benefits being limitless and the support being invaluable. As the Director of a small rural Preschool, our membership is the one constant I have relied upon for over 20 years. CELA understands the pressure early education teachers and educators are under as we navigate complex and nuanced challenges. My membership with CELA ensures the team at our service stays informed about issues that impact us, in a way that makes sense.’

Narelle Myers, Director - Bermagui Community Preschool



EVENTS

CELA engaged guest facilitators and experts to take part in various special events, providing our sector the opportunity to learn more about courageous culture in play, music for babies and toddlers, transition to school, and multimodal literacies in the early years.

We held “Elevate”, our annual online conference, with a theme focussing on Social Justice. The program featured speakers from all over Australia. Conference delegates were inspired by presentations such as First Nations and Relational Frameworks, Rainbow Families, Diversity Kids, Understanding Child Mental Health, Gender Expansiveness and Play Therapy.

We held two in person events in Sydney; Mental Health First Aid at our Sydney office and THRIVE: Leadership Masterclass with Alison Earl at the Sydney Locomotive Space in Eveleigh. Participants welcomed the chance to network and learn in two very different beautiful and inspiring locations.





COLLABORATION BENEFITING OUR MEMBERS

CELA hosted Thrive: A leadership masterclass event in Sydney with acclaimed leadership expert, Alison Earl. The face-to-face event was supported by sponsor Guild Insurance and at full capacity within days of being announced. Entire service teams attended, taking advantage of the scheduling during school holidays. The workshops and presentations were also presented as a live webinar version of the training.



It's given me practical tools that I can implement immediately to initiate positive change."

Eden – Thrive attendee



Guild Insurance is proud to work together with CELA to achieve something bigger – protecting the future of the early childhood education and care sector. Sponsoring events like the Thrive Masterclass, which arms you with the tools to succeed, is just one of the ways we demonstrate our commitment to protecting you with more than just a policy.

Celeste Konen
Guild Insurance Sales and Relationships Manager

RECOGNISED AS SECTOR EXPERTS



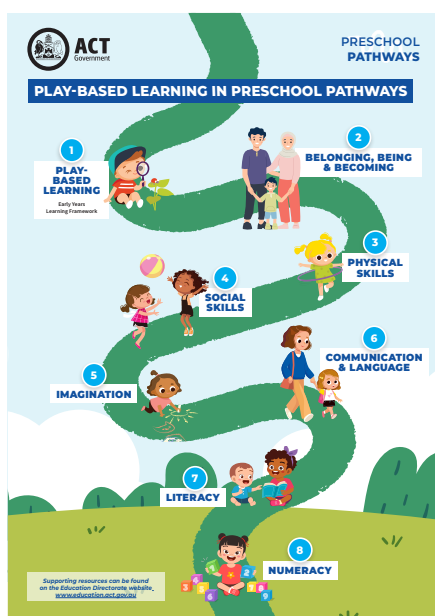
Understanding Start Strong Guidelines

A program designed to inform approved providers of long day care, community preschool and mobile preschool services implement the revised NSW Start Strong guidelines to ensure they comply with the new requirements, can access funding and understand the revised spending rules. CELA delivered online training to more than 2,400 participants across 6 webinars and the 20 Q&A sessions attracted 1,800 attendees. Participants could access 3 online libraries of resources created by CELA.



Unpacking Self-Assessment and Quality Improvement

A NSW Department of Education initiative to support effective continuous improvement and enable service teams to be prepared for Assessment and Rating. Over 1,000 participants attended the sessions, nearly double the anticipated audience. CELA designed a series of 10 webinars that built the capacity of educators across service types to opt-in to using the self-assessment process. The program ran for 12 months to June 2023, consisting of live training sessions and supporting tools, tips and resources, and was free for NSW sector employees.



ACT Government Preschool Pathways Program

Initiated in 2022, this program launched in March 2023 and is a core pillar of the ACT Government's Early Childhood Strategy. CELA developed a series of training and education modules to support services and help families achieve successful transitions for children entering preschool. This included an engaging and authentic 8-minute education video filmed on site at a service. CELA created professional learning materials including:

- ▶ Transition support for children and best practice transition for services
- ▶ Importance of play-based learning
- ▶ Facilitation skills for effective facilitation
- ▶ Training educators to deliver the program content.



Aboriginal and Torres Strait Islander Culturally Inclusive and Responsive Early Childhood Practice

CELA is designing and delivering a training package for improving and supporting Aboriginal and Torres Strait Islander culturally inclusive and responsive practices. The program is for educators and professionals working in non-government ECEC services in the ACT. An aboriginal advisory group is providing advice to ensure all perspectives of Aboriginal and Torres Strait Islander people is considered. CELA has developed this comprehensive, best practice program from inception. It consists of self-guided learning modules and practical applications that adhere to the guiding principles of the *Koori Pre-Curriculum* and the *Koori Cultural Safety Framework*. The project is still in progress and will be delivered in 2024.



Effective Transitions for Children

CELA was engaged by the ACT Government to support their implementation of a Territory wide approach to effective transitions between services for children, including schools. CELA designed and developed an interactive transitions map which outlines the ECEC settings in which children in the ACT transition to and from. The comprehensive map assists families to identify services by type and location. It includes many service types such as playgroups, preschools, out of school care, family day care, early intervention services, family support services, long day care, primary schools and playschools. CELA's implementation strategy included home learning supports, a guide and resources supporting educators to engage with, and implement the approach. Two videos were created; the first is in animated form and explains the continuity and transitioning framework; the second was filmed on location at a service and supports educators to build relationships across service types to enable effective transitions.

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 198,000 unique page views.

During 2023, we received many comments from readers indicating how valuable the newsletter is to informing and inspiring quality practice in the sector.

Our team is dedicated to delivering timely news and information designed to help our sector 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.



This is a wonderful article on how not to ignore the issue or pretend it is not occurring in the early childhood sector... In my opinion, it is the people who work in the EC sector who need more professional development sessions about racism and understanding others. It is the first time I am able to voice my side of the story so that we do not miss the rich culture and understanding that is brought into early childhood educators who come from a variety of backgrounds. Thanks for reading."

Reader comment on Amplify!
article titled: Should we be talking
with children about skin colour



OUR SIX MOST WIDELY READ 2023 ARTICLES WERE:



[Safe sleep and rest regulations:
Are you ready for the changes?](#)



[Four benefits of singing
with young children](#)



[NAIDOC WEEK 2023:
For our Elders](#)



[Does being inclusive mean
cancelling Mother's Day
celebrations?](#)



[An ethical approach to exploring
Aboriginal art in ECEC](#)



[Should we be talking with
children about skin colour?](#)

RATTLER

For 36 years, Rattler has been one of the most respected early education journals in Australia. During 2023 we released two 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.



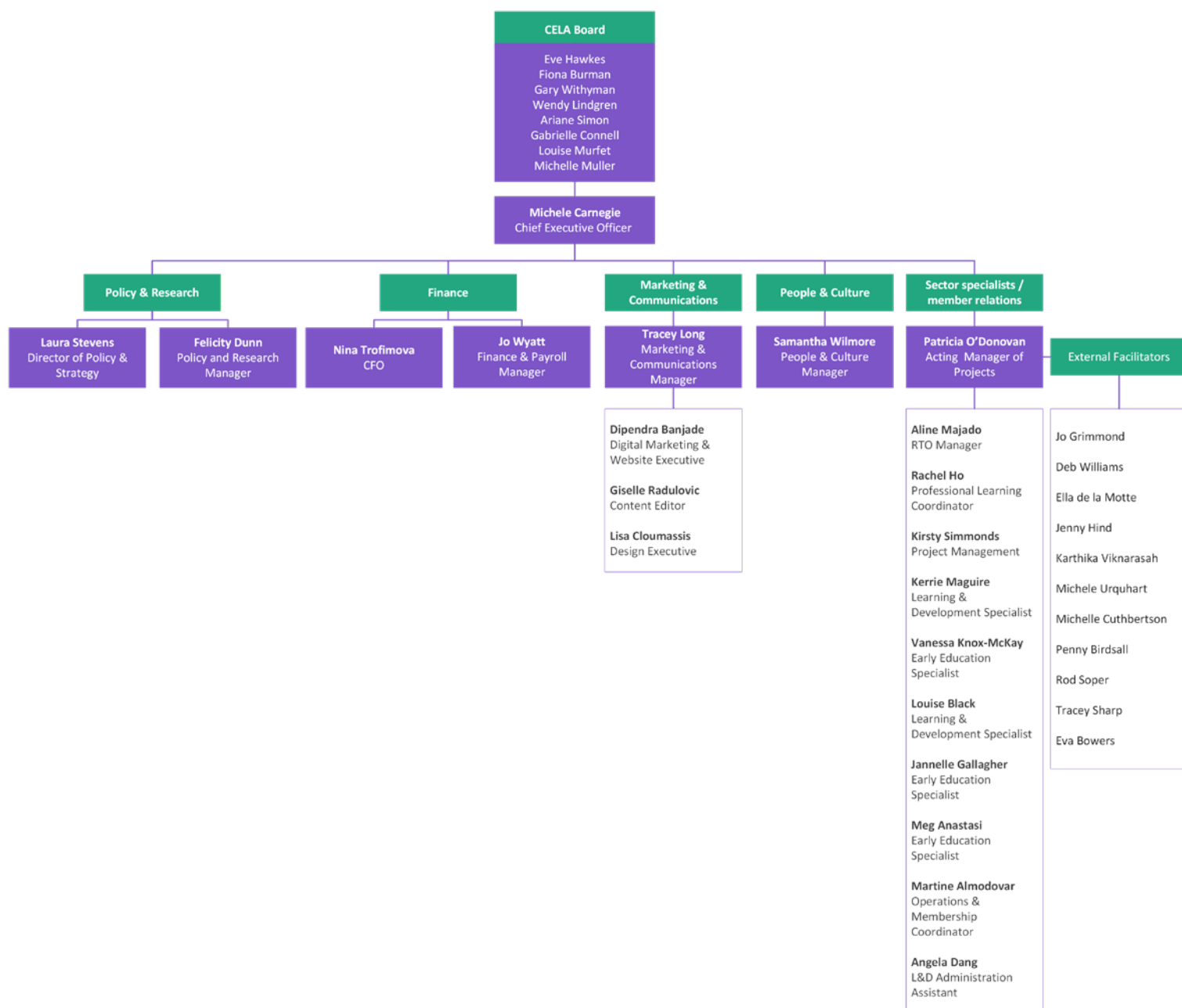
BROADSIDE

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 2023 our CEO Michele Carnegie, along with our research and policy advisors, wrote a Broadside newsletter detailing why it's time for a new approach to setting wages and conditions.



OUR TEAM

We are a team of passionate individuals who believe working together is the key to our success. Our team is comprised of sector professionals whose expertise spans all areas of quality early childhood education, including practice, policy and research, strategic planning, service approval, finance, marketing and business.








CELA BOARD

CELA thanks the Board for their ongoing confidence, trust and support during the year. The CELA Board is comprised of eight members, each with extensive credentials in our sector and related fields. Their combined experience spans service management, local government, early education and care teacher training in TAFE, and advocacy.



In 2023, Wendy Lindgren, Gary Withyman and Gabrielle Connell retired from the Board. CELA thanks them for their contribution and expertise in guiding CELA's work. Their collective service to CELA is more than 70 years. Wendy has served on the Board for nearly four decades and Gary has been a director since 1998. We are deeply appreciative of their contribution over such a long period.

EVE HAWKES CHAIRPERSON

Eve 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. Eve holds an Advanced Diploma in Community Sector Management and a Certificate IV in Training and Assessment. 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.

GARY WITHYMAN TREASURER

Gary established and successfully operated his own consulting business for 18 years, specialising in strategic human resources and recruiting for senior roles, from which he only recently retired. He started his career in the state public sector before transitioning to the private sector for eight years.

Gary is a Fellow of the Australian Human Resources Institute and was state president for five years during the formative years of the new Institute. He holds a Master of Business in Employment Relations, Graduate Diploma in Employment Relations and Certificate IV in Training and Assessment.

WENDY LINDGREN

BOARD MEMBER

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 been extensively involved in Australia's diverse community sector for many years.

GABRIELLE CONNELL

BOARD MEMBER

Gabrielle has been an early childhood teacher and director for over 35 years. She is the early childhood state representative on the Independent Education Union Executive and is a member of the Early Childhood Services Council. Gabrielle is the elected early childhood services representative on the Quality Teaching Council for NESA. She is contracted by NESA as a teacher accreditation supervisor, supporting and mentoring new teachers through the accreditation process.

MICHELLE MULLER

BOARD MEMBER

Michelle's career began as a preschool teacher, before becoming a director and teacher at Ross Circuit Preschool in Albury from 2008 to 2018. Michelle worked as a Team Leader across four long day care services and is currently a preschool teacher at West Albury Preschool. She is a sessional lecturer at Charles Sturt University and has worked at NSW TAFE. Michelle holds a Bachelor of Education in Early Childhood from Charles Sturt University and an Advanced Diploma in Community Sector Management. She has experience working in regional community environments and held the position Chairperson of the Building Bridges Regional Early Childhood Bi-annual conference. Michelle has strong leadership skills, using an empowering and supportive approach. Her commitment to professional development and ongoing learning allows her to embrace and consider contemporary models. Michelle is an advocate for the rights of every child especially vulnerable children and those with additional needs.

ARIANE SIMON

BOARD MEMBER

Ariane is the Director of St Stephen's Preschool, Normanhurst, where she has held roles as a teaching and non-teaching Director. Ariane first became a director at the age of 20. She has worked both as a director and as a teacher at Charles Sturt University as well as at numerous TAFE campuses in NSW. 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 by advocating for better conditions and pay parity.

FIONA BURMAN

COMPANY SECRETARY (RESIGNED SEP 2023)

Fiona taught maths and science in NSW High Schools and basic adult education at TAFE. She then studied Law and was a Judges Associate in the District Court before working 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. Fiona's career continued in large city-based corporations, where her belief in the importance of early childhood education for all children was confirmed.

LOUISE MURFET

BOARD MEMBER

Louise's career as an early childhood educator and director spans more than four decades. Her first role was as the assistant director and room leader in a long day care centre. In 1992, Louise became Director of Jacaranda Preschool in Caringbah NSW, a role she held until her retirement in 2023. Louise is a founding member of the Sutherland Shire Preschool Alliance and sits on the board of Children's Services Community Management. She has also served as the President of the Community Administered Preschool Association and as Convenor of the Sutherland Directors Group. Louise holds a Diploma of Teaching, Bachelor of Education, Advanced Diploma in Community Sector Management, and a Certificate IV in Training and Assessment. In 2022, Louise received the NSW Government Community Service Award in recognition of her passion in advocating for children, families and the early childhood education and care sector.



· TREASURERS REPORT

Financial year 2022-2023 showed an improved financial position for CELA. The year ended with a reported \$276,000 increase from the previous year's results, which has led to an overall profit for the year of \$72,267.

Although expenses increased by \$438,380, revenue also increased by \$714,000. A high-level breakdown shows that the increase in revenue has come from the following areas: \$32,217 from government contracts, \$31,028 from membership fees, \$25,005 from publications, and \$694,370 from training and consultancy fees.

An amount of \$538,370 has been set aside for provisions, which includes \$140,992 for staffing costs.

Even with these provisions set aside, the retained earnings at the end of the 2023 financial year was \$835,171. The CEO and staff of CELA should be commended for their efforts during the year for enabling such an outcome.

CELA continues to provide support and guidance to the ECEC sector and is a valuable resource for community managed and small providers of early education and care services. I commend this report to the membership and recommend that it be accepted.

After 25 years of providing advice through both good and challenging times, this year I am retiring from the CELA Board.

It has been an interesting process watching Community Child Care Co-operative morph into CELA and the organisation it is today. It provides services and advice far broader than just working within the community sector and has gained respect and support at many levels of the sector and government.

I wish all the incoming and remaining Directors well and ask that they continue to recognise what this organisation has become and work towards upholding the vision of CELA.

Gary Withyman
17 November 2023



2023 AUDITED STATEMENTS

Important notice: Information used in the summary financial statements is extracted from the full financial report of Community Early Learning Australia (CELA) for the year ended 30 June 2023. The full report provides more details on the financial performance and position of CELA, including a description of the accounting policies adopted by CELA, explanatory notes and the independent auditor's report. The full report is available separately on request from CELA.

Statement of profit or loss and other comprehensive income for the year ended 30 June 2023

	Note	2023 \$	2022 \$
Revenue	3	2,574,501	1,860,107
Expenses			
Accounting & auditing		(105,490)	(105,609)
Advertising & marketing		(2,601)	(13,677)
Computers & office equipment		(71,887)	(73,079)
Contractor & consulting		(590,522)	(426,769)
Depreciation & amortisation	4	(37,895)	(37,423)
Employment benefits		(1,276,755)	(1,131,283)
Insurance		(10,751)	(10,747)
Interest expense		(213)	(633)
Print/postage		(22,379)	(22,047)
Rent		(92,685)	(71,356)
Repairs & maintenance		-	(1,363)
Travel & accommodation		(49,153)	(7,191)
Utility expenses		(7,169)	(1,791)
Web development cost		(68,250)	(55,528)
Other expenses		(166,484)	(105,358)
Surplus/(deficit) for the year	16	72,267	(203,747)
Other comprehensive income for the year		-	-
Total comprehensive income/(loss) for the year		<u>72,267</u>	<u>(203,747)</u>

Statement of financial position as at 30 June 2023

	Note	2023 \$	2022 \$
Assets			
Current assets			
Cash and cash equivalents	5	1,243,403	1,129,377
Receivables	6	258,449	126,068
Other	7	41,884	37,107
Total current assets		<u>1,543,736</u>	<u>1,292,552</u>
Non-current assets			
Property, plant and equipment	8	3,920	5,548
Intangible assets	9	26,199	50,474
Financial assets	10	-	-
Right-of-use assets	11	5,996	17,988
Total non-current assets		<u>36,115</u>	<u>74,010</u>
Total assets		<u>1,579,851</u>	<u>1,366,562</u>
Liabilities			
Current liabilities			
Payables	12	200,008	137,159
Lease liabilities	13	6,302	12,411
Provisions	14	137,770	100,687
Contract Liabilities	15	397,378	347,099
Total current liabilities		<u>741,458</u>	<u>597,356</u>
Non-current liabilities			
Lease liabilities	13	-	6,302
Provisions	14	3,222	-
Total non-current liabilities		<u>3,222</u>	<u>6,302</u>
Total liabilities		<u>744,680</u>	<u>603,658</u>
Net assets		<u>835,171</u>	<u>762,904</u>
Equity			
Retained Earnings	16	835,171	762,904
Total equity		<u>835,171</u>	<u>762,904</u>

Statement of changes in equity for the year ended 30 June 2023

	Retained earnings \$	Total equity \$
Balance at 1 July 2021	966,651	966,651
Deficit for the year	(203,747)	(203,747)
Other comprehensive income for the year	-	-
Total comprehensive loss for the year	(203,747)	(203,747)
Balance at 30 June 2022	762,904	762,904
	Retained earnings \$	Total equity \$
Balance at 1 July 2022	762,904	762,904
Surplus for the year	72,267	72,267
Other comprehensive income for the year	-	-
Total comprehensive income for the year	72,267	72,267
Balance at 30 June 2023	835,171	835,171

Statement of cash flows for the year ended 30 June 2023

	Note	2023 \$	2022 \$
Cash flows from operating activities			
Government contract receipts		260,904	206,240
Receipts from customers (inclusive of GST)		2,452,072	1,846,110
Payments to suppliers (inclusive of GST)		(2,588,672)	(2,206,839)
		124,304	(154,489)
Interest received		2,339	186
Interest and other finance costs paid		(213)	(633)
Net cash from/(used in) operating activities	23	126,430	(154,936)
Cash flows from investing activities			
Proceeds from sale of investments		-	53,460
Net cash from investing activities		-	53,460
Cash flows from financing activities			
Repayment of lease liabilities		(12,404)	(11,985)
Net cash used in financing activities		(12,404)	(11,985)
Net increase/(decrease) in cash and cash equivalents		114,026	(113,461)
Cash and cash equivalents at the beginning of the financial year		1,129,377	1,242,838
Cash and cash equivalents at the end of the financial year	5	1,243,403	1,129,377

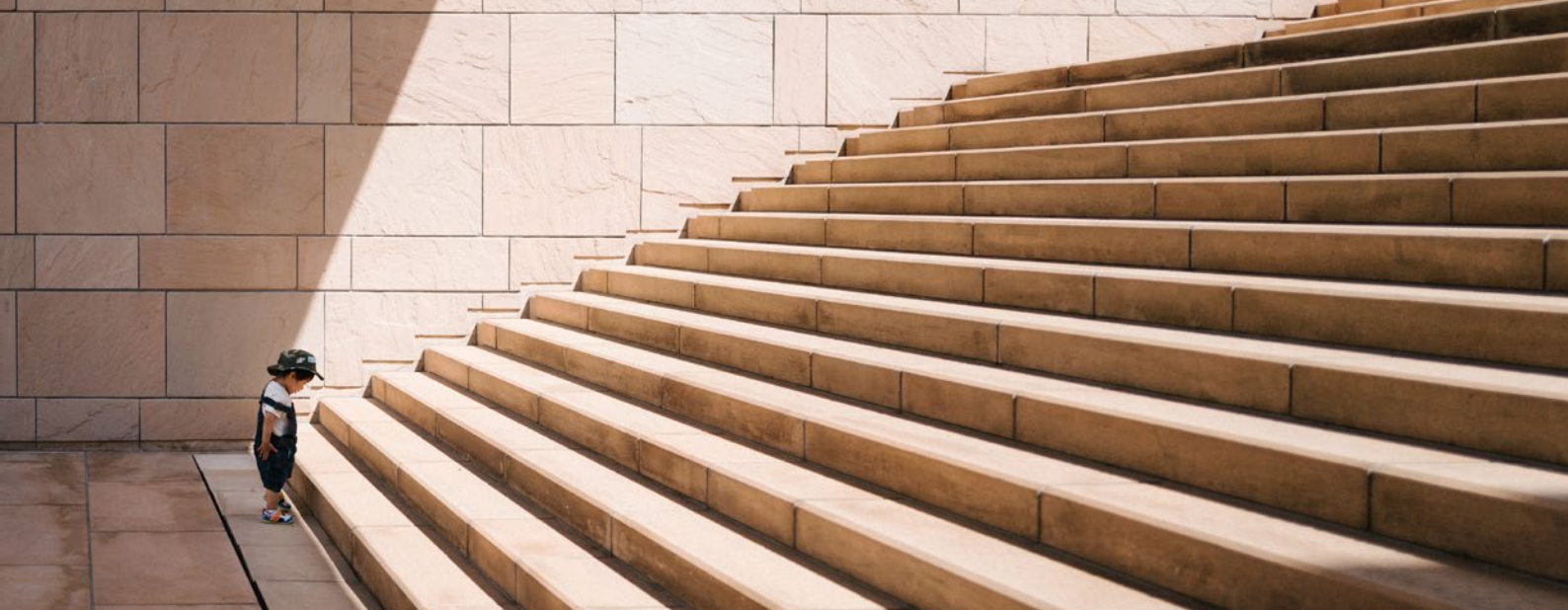


PARTNERSHIP



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. With their help, we can provide invaluable sector support for our members.

This year, Guild Insurance continued to support their customers by placing them with an expert who understands the issues and cares about finding the right solution. We applaud their many years of care and commitment working with the early education and care sector.



TOWARDS 2024

A year of inquiries has raised awareness and understanding of the formative importance of the early years of a child's life. The focus is firmly on ensuring a sector that is appropriately funded and resourced, and recognised as essential social infrastructure for supporting children's learning and development

In 2024, we will see actions stemming from the recommendations of these inquiries, tangible outcomes leading to a more equitable and affordable system, and improved pay and conditions for those working in the sector. Resolving the wages crisis is the key to unlocking the potential of the sector for children and families. CELA has been at the forefront of the process to secure approval for the ECEC sector to negotiate better wages and conditions through multi-employer bargaining. As negotiations for a multi-employer agreement commence in the long day care sector, we will support member services through the negotiation process.

Our consultancy team will continue to travel to regions affected by undersupply and market failure, using their expertise and insights to seek outcomes for better education and care. Being able to conduct one on one consultation builds a deep understanding of the issues faced by a diverse range of communities, and informs CELA's advocacy work with governments and policy makers.

CELA's professional development program is key to supporting best practice in the sector and achieving quality early education for children. We are firmly focussed on maintaining investment in innovative training delivery methods which offer accessible and flexible learning.

We remain steadfast in our dedication to our advocacy pillars, ensuring that our actions and efforts always resonate with the best interests of our members and the children and families of Australia.



COMMUNITY EARLY
LEARNING AUSTRALIA

Phone	(02) 8922 6444
Email	info@cela.org.au
Web	www.cela.org.au
Facebook	www.facebook.com/communityearlylearningaustralia
Twitter	@celaust