

# Case Studies:

## Benefits of Early Learning Traineeships





Australian Childcare Alliance

Angaston Early Learning Centre  
Angaston SA 5353  
Tel: (08) 85643387

## TAKING ON TRAINEES

**By Director Suzy Linke and Assistant Director Leonie Stevens**

In November 2020 following the unprecedented year of many challenges from COVID-19, as part of the government initiative of wage subsidised traineeships our early learning service was able to employ two local unqualified people full-time as early childhood educators.

As a small rural service located in the small town of Angaston, South Australia, we have previously struggled to source educators in the local area. Many of our educators have been recruited from further afield, which has meant that their work commute has taken over an hour each way, with many kilometres to travel. On a practical day-to-day bases, this travel time and distance has not been a sustainable option for the staff, with individuals losing interest and eventually finding employment closer to their geographical location.

As our location is far away from mainstream larger geographical regions, we do not have any Registered Training Organizations within close proximity. It is in this context that we have historically struggled to attract a pool of educators for both permanent, part-time or relief rosters.

Our town location has also historically offered limited career and job opportunities for young people out of school, as well as mothers who are trying to re-enter the work force, due to the lack of training opportunities.

With the wage subsidised traineeships, we have been able to offer local people the opportunity to upskill their qualifications whilst gaining on the job knowledge and mentoring in a career that they have chosen. The traineeships have also opened the opportunity to build a long-term sustainable work force within the early childhood education sector in our small rural region.



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Our early learning centre, our educators, our children, our families, and our wider community are extremely grateful to have been offered this opportunity for the wage subsidy traineeships, which will support the ongoing high quality and affordable early childhood education and care for the children and families of our community.

If the government were to be able to offer these wage subsidised traineeships ongoing into the future, this would greatly support our centre and our community, by helping to build a sustainable local work force for our service, which provides an essential service to our local community.

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## BEING A TRAINEE

By Chloe Roehr

What does getting a traineeship in early childhood care mean to me? When I was first asked this question, I did not know how to respond.

Having the opportunity to peruse a traineeship in early childhood care has enabled me to have a completely different mindset on my life. Already after a short 4 months I have been able to learn more than I ever thought I could, not only my knowledge about children but about myself.

To begin with I was nervous, as I have never looked after young children before and had minimal prior knowledge about anything in terms of caring for children.

However through the experience of being on the floor at the same time as studying, all my doubts in the back of my mind about whether I would be able to undertake the challenge of being a support educator have disappeared.

Having the opportunity to complete a traineeship means more than an education to me - it means I have begun my life journey to strive for the best education for young children. It means constant learning and education for myself - I am constantly studying and researching ways I can improve on the floor and outside of work.

This traineeship has completely changed my outlook on life and made me extremely grateful for the opportunity. After not enjoying my time as a waitress/retail assistant I set out to strive for my passion as an educator. At first it seemed as though it would be a struggle but after researching and finding that even though TAFE no longer offered the course I found the advertisement for the Angaston ELC and CCC, applied for it as soon as I saw it and within 3 weeks my life had completely changed.



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This traineeship has changed me as a person extensively. I have become more thankful for opportunities in life, I have mastered the art of patience and I have been able to grow my personality. My personality has been turned around. Before getting the traineeship, I found I was not as confident and bubbly as I am now.

The children, staff, and other students I have had the opportunity to work with have made me realise how important working as a team is. I have also been able to understand the importance of relationships with the children - this is something I have always heard educators speak about and can now feel that for myself.

In conclusion I am extremely grateful for this traineeship and the support I receive, not only in the centre but also at school on Fridays, when the trainees come together with the trainer to learn and engage in the theory side of study. Through going to classes once a week I can learn about theory and understand assignments in depth and achieve them to the best of my ability with help from the trainer and other trainees.

Again, I am extremely grateful for the wage subsidy opportunity and plan to stay in the sector for many years to come.

Thank you!

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## BEING A TRAINEE

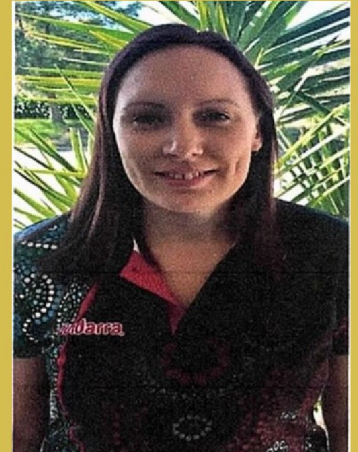
By **Natasha Kretschmer**

I am writing this letter (as a Trainee) to explain why I appreciate that I was given this opportunity and why I feel like there should be more funding to allow for more traineeships. I am currently doing a Fulltime Traineeship to work towards my certificate III of Early Childhood Education.

Before I was accepted for this traineeship, I was working 2 jobs to try and make up fulltime hours to support my family. I had enrolled into a training facility ready for the new year to study. Financially I don't know how I was going to make it all work out while studying and finding placement. It's not until now that I visit the training centre with other students that I seen I may have had no choice but to GIVE UP if I was doing it all on my own. There are students struggling to finalize fees, trying to study for the certificate, keep their job (in an unrelated industry), care for their family and go around begging for placement in childcare centres so they can do their on the work training.

To have this fulltime traineeship; I have secure hours each week... I know I can confidently have my daughter in childcare. I have secure income each fortnight... I can pay for the childcare fees and still help support my family. I have on the job experience while studying... it helps understanding of the course and my self-esteem, that I CAN finish this. If there isn't fulltime employment after this traineeship is complete, I know that because I have been thrown in the deep end for this industry via a traineeship, I have the confidence to walk into another centre and say "I have a good understanding of what you'll want in an Educator, I believe I am the staff member you'll want to add to your centre".

A traineeship allows me to follow my career goal while having financial security to care for my family and I feel there is many more individuals who would benefit from traineeships in their chosen career choice.



**Kapunda Child Care and Early Learning Centre**  
**Kapunda SA 5373**  
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## **TAKING ON TRAINEES**

**By Jessica Cockram, Director**

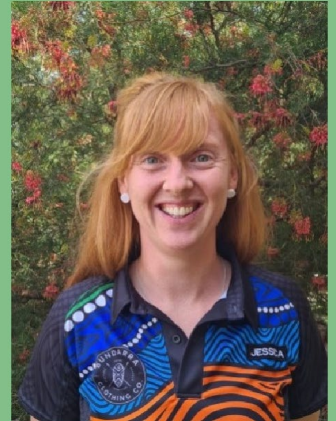
In November 2020 we were given the opportunity to employ two new trainees. We were fortunate enough to employ the trainees as additional educators which was only possible with the wage subsidy that the government provided. This allowed us to support people entering the work force within our community and offering them full time employment.

As a regional centre we are faced with the challenge of employing educators who have the relevant qualifications, from within our local communities. This is often not possible, and we therefore have to employ people who need to travel over an hour a day each way to get to work. This situation eventually becomes unsustainable for the worker and they leave to find work closer to home. The end result for our centre is a high turnover of educators.

The traineeship has ensured that we are upskilling people within our community and creating a more stable and sustainable centre for our children and families, to whom our service is vital as we are the only centre in the area.

If the government were able to support centres like mine to employ more trainees with a wage subsidy we could continue to upskill our community and be able to support more families in accessing high quality and affordable care whilst remaining a viable business.

Thank you.



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## BEING A TRAINEE

By Jane Davenport



In April 2020 I was a victim of the COVID lockdown.

Facing no job, no income and living in a regional area, and being in my early 50's, my prospects of obtaining full time employment were very slim and obtaining any type of permanent employment was going to be a challenge.

The opportunity to undertake a subsidised Cert III Early Education traineeship has given me the following:

- The opportunity to further my growing passion for early childhood education and childhood development.
- A new career direction that is fundamentally essential to working families
- Ongoing and developmental further education opportunities
- New challenges, being able to embrace an opportunity and turn that into a rewarding fulfilling and responsible career.
- The opportunity to connect with my Community and Families in the area. To be of service and support to the Community.
- This Certificate has enabled me to or find currency and stability in employment.
- Value - that I can be and am, an asset to any employer.
- Employment stability and full-time work for the duration of the traineeship, and beyond.

Thank you.





Australian Childcare Alliance

Highway Early Learning Centre  
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## TAKING ON TRAINEES

By Jess Towe

My name is Jess Towe and I am the Director of Highway Early Learning Centre in South Australia. We are a 60 place centre in a low income area with a diverse cultural dynamic.

What prompted me to offer traineeships for the EC industry in addition to current staffing?

The Government's offer of taking on a trainee with a wage subsidy allowed me to make the decision to take on 2 trainees that were in addition to our regulated number of trainees. One trainee was employed casually for 6 hours a week at a school canteen and the sole bread winner for her family. She now has a full-time traineeship.

The other trainee was unemployed and is employed for 30 hours a week. Both are released on a Friday (with pay) to attend face to face classes and are progressing well with their studies. They expect to complete their qualification by the end of this year.

By employing trainees in addition to our current staffing meant that we were able to offer people who were not employed, employment, a qualification at the end of the traineeship and a lead into to a long-term career.

Having the opportunity to do this in addition to our current staffing meant we were able to offer higher standard of mentorship, the trainees learn from experienced professionals who are here to support and teach them along with ensuring that they are gaining relevant experience and responsibilities. In doing this we hope to gain dedicated and enthusiastic team members through a hands-on approach.



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A traineeship gives the trainee a step into a career where there is a shortage of educators and enables our organisation to mentor them into our centre culture and programs. It develops the trainee's knowledge and helps them to be competent employees for the early childhood industry.

We would consider taking more trainees if we were able to access the wage subsidy as we are confident they would be long term additions to our staffing team.

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## BEING A TRAINEE

By **Melissa Bowman**



I am the main income earner for my family as my partner has a health condition that makes him unable to work.

I was working casually for six hours a week some weeks I did get more hours in a school canteen, I but I needed and wanted to find something that was stable and hopefully fulltime. So, when a position for a traineeship became available at a child care centre as I have always liked working with children, I took the leap of faith and applied for it.

What does a traineeship mean to me?

- Having a fulltime and stable job.
- Having a stable income to support my family.
- Learning while on the job as I have always learnt better hands on.
- Working towards gaining my Cert III in Early childhood education and care in a supportive environment.
- Showing my children that if you want to achieve something you should never give up.

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## BEING A TRAINEE

By Zahra Hussain



I am doing my traineeship in children's services.

This is the first official job and training I have conducted since I came to Australia in 2010. I have never worked before apart from working on and off from home for beauty services for my own business.

This traineeship gives my career a kick start for a better future, to be able to get my certificate III and work in the industry.

This traineeship is going to support my family and I financially as well because I can work, learn, and get paid.

While working at Highway Early Learning centre I would love to pursue my educational goal further and continue after my traineeship to complete my diploma in children's services and continue my job, gaining more experience and knowledge.