

Workforce Sustainability

A stable, skilled, and supported workforce is fundamental to delivering safe, high-quality early learning. Educators are at the heart of the ECEC system, and workforce stability directly impacts child safety, continuity of care, and developmental outcomes.

The sector continues to face significant workforce challenges, including educator shortages, high turnover, and concerns about the quality, accessibility, and consistency of training pathways. Without targeted intervention, these pressures will continue to impact service delivery and limit sector growth.

A coordinated, long-term workforce strategy is essential to attract, develop, and retain qualified educators across Victoria.

To strengthen workforce sustainability, ACA Victoria is calling for:

- Strengthened education and training pathways, including improvements to Certificate III, Diploma, and degree-level qualifications to ensure graduates are job-ready
- Increased traineeship funding and support for workplace-based training models, enabling services to build and retain their own workforce
- Targeted workforce strategies for both metropolitan growth areas and regional communities experiencing acute shortages
- Improved alignment between training providers and industry needs, ensuring consistency and quality of delivery across the sector
- Recognition that workforce policy is intrinsically linked to child safety, quality outcomes, and continuity of care

Why this matters:

A sustainable workforce ensures stability for children, supports consistent relationships with educators, and underpins the delivery of safe, high-quality early learning across all communities.