

## INNOVATION NETWORK

17<sup>TH</sup> October 2019

### Synopsis

#### Attendance (28)

Name	Region	Sector	Business Role
Kellie Watson	Sth	EYSAC	Early Years & School Age Care Workforce project EYSAC Project Manager
Annette Barwick	State-wide	Professional Development & Support/ECA	General Manager Lady Gowrie Tasmania, Gowrie Training & Consultancy / Chair of ECA EYSAC Working Group
Trevor Brown	State-wide	Training/ECA	Gowrie Training & Consultancy
Christine Woolley	State-wide	EYSAC	Project Officer
Theresa Blizzard	Sth	LDC	LGT Manager
Selina Hill	Sth	LDC	Childcare Connections GCC
Kate Whitbread	Sth	LDC/ECA	Childcare Connections GCC
Sebastian Tuttle	State-wide	LDC, OSHC	Interim Centre Based Program Leader NCN
Ange Kinnersly	State-wide	OSHC	<u>OSHC Manager</u>
Ashley Garth	Sth	LDC	Adventure Patch <u>Educator</u>
Alice Beavan	Sth	LDC	Adventure Patch <u>Educator</u>
Lawrice Jack	Sth	ISA	Inclusion Agency <u>Inclusion Professional</u>
Megan Gibson	QLD	University	QUT
Di Nailon	Nth	UTas, B4, NCN	Leader
Jane Mulder	State-wide	RTO	Foresite Training
Kerrie Hansen	State-wide	RTO	GTC RTO Manager
Sherylyn Brakey	State-wide	RTO/ECA/DoE	TasTAFE Business Team Leader

Tanya Greenwood	St Helens	CFC	Hub4Health Coordinator Building Blocks Manager (Mobile Early Childhood and Parenting Support Program)
Andrew Hyatt	Sth East	Regional Project	SERDA Workforce Engagement and Development Officer
Ingrid McGinnis	State-wide	DoE	ECU Grants Officer
Shane Williams	Federal	Aus Govt Department of Education & Training	Early Childhood and Childcare Tasmanian State Office Director
David	Federal	Aus Govt Department of Education & Training	Early Childhood and Childcare Tasmanian State Office
Tameika Mundy	North West Coast	DoE	My Ed My Education Primary Manager
Annette Fuller	State-wide	DoE	B4 Coalition B4 Coalition Senior Project Officer
Mark Nutting	State-wide	DoE	Vocational Learning and Career Education Unit   Department of Education Manager My Education – Secondary
Tracey Taylor	State-wide (Nth)	Department of State Growth	Skills Tasmania Industry Liason Officer
Hayley Perkins	State-wide	DoE	Working Together for 3 Year Olds Early Learning Consultant
Melissa Pursell	Sth	Employment Agency	MAS Experience Business Consultant
Martyn Mann	Nth West	Employment Agency	Mission Australia Program Manager

#### Apologies on the day (1)

Geoffrey Croswell	Sth	DoE	My Education Primary Manager
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Apologies prior (22)

Nicole Hunt	Sth	LDC, OSHC, FDC	LGT COO
Fi Morley	State-wide	FDC	Adventure Patch <u>Director</u>
Steph Rubock	Nth West	LDC	Footprints <u>Owner/Director</u>
Lyn Rayner	Sth	LDC	Adventure Patch <u>Educational Leader</u>
Bronwyn Tamplin	State-wide	LDC	GoodStart & B4 Leader
Deb Manion	Sth	LDC	Hobart West Goodstart Director
Melinda Bester	Sth	LDC	Hobart West Goodstart Assistant Director
Michelle Barker	East Coast	LDC	Little Penguins NCN, Bicheno
Monica Dicker	East Coast	LDC	Little Penguins NCN, Bicheno
Emma Gould	Sth	LDC	Campbell St Lady Gowrie Tasmania Educator, Emerging Leader
Kellie Guard	Sth	LDC, OSHC	South Hobart Lady Gowrie Tasmania Manager
Mick Clark	NW	LDC OSHC	Devonport Childcare
Andrea Guiver	Nth	LDC , OSHC	Catholiccare
Tessa Bryan	Sth	LDC	Various <u>Educator</u>
Jo Canavan	Sth	RTO	GT&C Education & Care Consultant
Donna Bucher	State-wide	Catholic Schools	Leader
C Gamble	State-wide	Independent Schools	Leader
Jeannine Otto	State-wide	DoE	Education and Performance Review Tasmanian Coordinator – Australian Early Development Census (AEDC)
Eboni Bridle	Nth	Agency	Beacon Foundation Industry Liason
Jo Walsh	State-wide	LDC, OSHC	Discovery Early Learning Centres CEO
Kim Jones	State-wide	LDC, OSHC	Discovery Early Learning Centres Innovation and Growth Manager
Gail Eaton-Briggs	Sth	Consultant	Community Consultancy & Leader

## **Outline of the day**

*Welcome*

*Acknowledgement*

*Icebreaker and Sharing of information about stakeholders:*

To support building connections, relationships and understanding of who is in the room and knowledge of stakeholders and opportunities. This connection was built on throughout the day, taking time between sessions and giving opportunity to showcase and highlight work that is occurring across the broader workforce sector. Examples of this were MAS National highlighting Traineeship information and a Women's Networking opportunity. Dr Megan Gibson sharing information about National Workforce developments.

*Session (refer to Appendix A Power Point Slides)*

## **Overview and update**

Review and highlight of the current EYSAC Project structure noting the creation of the EYSAC Workforce Plan and the continued alignment of subsequent work. Each component was briefly outlined, and an update provided.

Including

- EYSAC Online Hub; Employment Register, Events Clearing House and Employer Services Directory.
- Skills Tas Workforce Project – Building Sustainable Foundations: Sector and School Communities.
- GATIRS Proposal – Building EYSAC Sector Capability for Trainees.
- Research Proposal – Collecting and analysing both the quantitative and qualitative data to synthesise an authentic landscape of the Tasmanian EYSAC Workforce. Concentrating initially on enrolment and retention for qualifications. Highlighting investment in other states in response to National data.
- Tasmanian Community Fund– Introduced the opportunity to apply for Round 40 Increasing Workforce Engagement. This aligns with the aims and goals of the EYSAC Workforce Plan. This set the scene for a Working Group to be formed later in the day.

**Check in on alignment with plan and feedback including Good News Stories**

Briefly introduced the concepts of advocacy for intelligent policy and the requirement to be persistent and resilient in this space, as deep systemic change requires time and consistent application across multiple levels and a broad range of stakeholders. This places the Innovation Network in prime position to drive the changes they informed in the EYSAC Workforce Plan.

This was also an opportunity to check in on alignment with the plan so far, receive feedback and ask for input on qualitative data from the field.

Responses included:

- EYSAC Working Group Chair shared the recent news that we had been invited to attend the Strategic Community and Industry Partners (SCIPS) Annual Forum.
- Individual members of the EYSAC Sector reported increased understanding of the Traineeship process through contact at the Innovation Network.
- Individual reports of educators who are being engaged in conversation to explore Traineeships, being offered traineeships by their manager and even an instance of educators involved in the Building Sustainable Pathways gaining increased knowledge of Traineeships and approaching their employer to offer this as an opportunity to a new worker in their East Coast service.
- Anecdotal reports of increased Traineeship enrolments with RTO's.
- Employment Providers reported a better understanding of the EYSAC Sector and the challenges they face.
- RTO's were positive about the opportunity to be able to communicate with each other and looking forward to creating shared understandings with the EYSAC sector (potentially funded through the GATIRS project).
- SERDA representative reported building relationships with the EYSAC Sector to explore the possibility of providing quality education and care for children and families as well as developing a relationship with an RTO to provide training for local people in their own community. Effectively this creates a workforce pipeline for this community to enable the broader workforce and contribute to the local economy.
- The Project Manger could also contribute that a change that has evolved is that people are now contacting the EYSAC Project, seeking us out for input, consultation and partnership. Examples; Invitation to SCIPS Annual forum, ACECQA requesting a copy of the EYSAC Workforce Plan, ECA National Council requesting a presentation at the ECA National Conference meetings, MYEd Years 9-12 and Beacon.

At the conclusion of this part of the day a conversation ensued on the value of qualitative assessment and the richness and depth it can demonstrate; of very real outcomes. A theme for the day started to emerge at this point also; the importance of changing our narrative as a sector. 'Telling the good stories' is an effective change management strategy and one that this Innovation Network identified as an action they could and would be undertaking.

## Building Sustainable Foundations: Sector and School Communities - Skills Tas Workforce Project

Dr Megan Gibson presented an overview of the Action Research, Workforce Planning and Development that is being conducted as the first stage of this project. She explained how the participants (leaders alongside emerging leaders) were working with critical reflection and theories to explore workforce planning and development in their own contexts.

We also heard directly from educators involved in the project and Christine Wooley provided an update on behalf of the services that were unable to attend. The audience reaction, particularly to the educators that spoke, was immensely positive. The educators made evident their enthusiasm for their role, the sector and demonstration of capacity to hypothesise, research, reflect and evolve practices. This sharing session continued to influence the conversations throughout the day, as did the educators themselves, demonstrating the importance of ensuring, people who are being affected by the workforce strategies influence the conversations and actions.



## Education and Care Unit Scholarship Program

Ingrid McGinnis from the Education and Care Unit shared information and fielded questions on the current 2020 Education and Care Scholarship Program.

## Working Groups

After lunch participants were given the opportunity to split into groups to work on explicit components of the EYSAC Workforce Project

### 1. *Tas Community Fund Proposal*

This group made exceedingly good headway and have committed to continue to meet as a Working Group. They proposed a mentoring project and have put together key points and considerations to progress. The next step is a meeting with Lola Cowle from the Tas Community Fund for further direction.



### 2. *GATIRS 'On the Job' Tool*

This group has also undertaken to form the foundation of a Working Group and they are awaiting the impending outcome of the GATIRS project to inform the next step and meeting time.



### 3. *Building Sustainable Foundations Pipeline Resources;*

a) *Career Pathway Map*

b) *Post Card & Brochure*

c) *Essential Guide*

This group was large and compiled of a very broad range of voices, which ensured a well-informed conversation that provided several foci requiring further work. The next step in this area will be for the Project Officer to undertake some further focussed conversation with key stakeholders to inform the resource development.



#### **Conclusion and Reflection**

On drawing the group back together at the end of the day, there was positive reflection on information shared and gained and the stakeholders were enthused by the opportunities uncovered and plans to move forward.

A theme that had emerged throughout the day was reinforced in this closing session; celebrating 'Good News Stories' and utilising these as both qualitative data and an opportunity to replace or inform our narrative moving forward to support the change process.

People also expressed value in the space allocated for sharing throughout the day (and throughout the project so far), the opportunity to better understand who and what other participants are bringing to the Innovation Network and how they can apply that knowledge to achieve better outcomes. A 'speed dating' concept was suggested for future meetings.

Both the Tas Community Fund group and the GATIRS group undertook to meet again as per previously outlined.

Access to appropriate long-term funding was a dilemma explored in a number of the small groups and this topic was revisited in the reflection on the day.





Mentally Healthy Workplaces also featured in conversations at this meeting. This was advocated for and has been included in the Workforce Plan but has been silent in conversations for a while. It heightens the awareness of exploring funding options and opportunities in this area.

The richness of the conversations throughout the Innovation Network meetings is impossible to capture at the same time as facilitating the meeting and this is a consideration for future meetings. But also, a reason people should attend, to receive full benefit of collaborative opportunities for the future of Tasmania's EYSAC Workforce, young children and a thriving Tasmanian economy

A final comment from a participant who reminded us that

**“Courageous may come at a cost, but what is the cost of not changing?”**

Appendix A: Power Point Presentation