



EXCITING OPPORTUNITIES FOR ABORIGINAL PARTICIPATION IN THE EARLY CHILDHOOD WORKFORCE

South Australia is creating new pathways for Aboriginal peoples to start or advance their careers in early childhood, as part of the quality 3-year-old preschool roll-out starting in 2026.

ABORIGINAL EARLY CHILDHOOD WORKFORCE STRATEGY

The South Australian Government is investing in a Community-led Aboriginal Workforce Strategy to increase Aboriginal participation in the early childhood workforce. Launching in mid-2025, the initiative is part of the state's broader Early Childhood Workforce Strategy, supporting the roll-out of 3-year-old preschool from 2026.

An Immediate Action Plan (plan) has been co-designed with Aboriginal leaders, sector experts and Community members to build a stronger, more inclusive early childhood workforce in South Australia. The plan supports more Aboriginal peoples to pursue or enhance careers in early childhood education through tailored taster courses that celebrate local learning and connections to Country, and by accessing specific scholarships.

The plan also supports national priorities, including the National Agreement on Closing the Gap, by creating pathways for Aboriginal peoples into early childhood education and care and strengthening Aboriginal Community Controlled Organisations (ACCOs).

WHAT'S ON OFFER

1 Aboriginal specific taster courses

Four taster courses for Aboriginal peoples are available across metropolitan and regional areas. Delivered by Tauondi Aboriginal College with support from Aboriginal sector experts, these courses introduce Aboriginal learners to the early childhood sector in a culturally relevant and supportive way, prior to studying a Certificate III.

2 Scholarships for Certificate III in Early Childhood Education and Care

Scholarships are available for certificate III courses through registered training organisations, in partnership with Tauondi Aboriginal College and TAFE SA, providing Aboriginal learners with essential qualifications and access to career opportunities in early childhood education.

3 Aboriginal Cultural safety training

A preferred supplier pool for Aboriginal Cultural safety training will be established through Aboriginal Community Controlled Organisations (ACCOs) and Aboriginal business suppliers, including through capacity building grants, helping the early childhood workforce meet the needs of Aboriginal Communities and families.

4 Aboriginal specific career pathways

Early childhood education career pathway guidance will be offered to Aboriginal peoples to support career progression, identify leadership opportunities, and enhance professional growth within the sector.

5 Culturally responsive recruitment practices guides and FAQs

Guidance will be provided for early childhood services on how to implement Aboriginal Culturally responsive recruitment practices, including information on common barriers experienced by Aboriginal peoples. This will help services recruit and retain Aboriginal teachers and educators, creating a more inclusive, Culturally safe environment or children, families and Communities.

WHY GET INVOLVED

With the roll-out of 3-year-old preschool commencing in 2026, the demand for Aboriginal teachers and educators has never been higher. Growing Aboriginal workforce representation in services helps Aboriginal families and children feel safe and supported in preschool.

What are you waiting for? Scan the QR code to start or advance your career in early childhood, or build Aboriginal Cultural safety at your early childhood service.

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South Australia