

CAREERS IN EARLY & MIDDLE CHILDHOOD

In the first 7 years of life children experience the greatest period of growth and development and high-quality educators assist children to reach their potential and set them up for lifelong learning and wellbeing.

This booklet contains information to support and establish a rewarding career in early and middle childhood.



I chose to pursue a career in early childhood because I wanted to be able to provide young children with the knowledge, care and love they need in order to be able to be the best person that they can be.



**Brooklyn Camps
Certificate III in Early Childhood
Education and Care
Educator with CECS Mobile**

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In the first 7 years of life children experience the greatest period of growth and development and high-quality educators assist children to reach their potential and set them up for lifelong learning and wellbeing.

To be a part of this by establishing a career in early and middle childhood brings many rewards. To be trained with this age group and engage in their learning and wellbeing is a privilege which brings so many opportunities to shape our community and the lives of young children.

Contained in this booklet is information about early and middle childhood services and the ways to establish a rewarding career.

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“Becoming an educator with Cowra Family Day Care has allowed me to continue to gain higher qualifications while working from home in a career I love, as well as being there for my family.”

Kelly Hansen
Diploma in Early Childhood Education & Care
Cowra Family Day Care

Early and Middle Childhood Qualifications

Certificate III in Early Childhood Education and Care

A certificate III is the minimum qualification required to begin working within an early childhood service. This qualification provides entry level information and experience in child development, children learning through play and documenting children's learning. A Certificate III can be obtained through TAFE or a registered training organisation.

Diploma in Early Childhood Education and Care

Studying at Diploma level extends on skills learned in the Certificate III. Focusing further on children's development and the planning cycle within Early Childhood curriculums. A Diploma can be obtained through TAFE or a registered training organisation.

Certificate IV & Diploma in Out of School Hours Care

These courses are designed particularly for educators working with school age children in OOSH services. Focusing on child development, learning through recreation, planning and documentation this course gives educators further knowledge and experience in their work with school age children. These qualifications can be obtained through TAFE or a registered training organisation.

Bachelor of Teaching (Early Childhood)

Bachelor of Education (Early Childhood)

Bachelor courses are studied at university and are a 4-year qualification. Some courses acknowledge credits obtained for students that possess a Diploma in Early Childhood and can offer online flexible learning. A Bachelor degree enables educators to work as an Early Childhood Teacher. These courses focus on child development, planning and documenting children's learning, research and practice, leadership, and advocacy with the early years.

Traineeships & Cadetship in Early and Middle Childhood Education and Care

Some services offer traineeships for educators studying at Certificate III and Diploma level and cadetships for university students. Traineeships and cadetships allow educators to study and work in a supportive environment. Educators work within a service while they study and receive on the job mentoring as well as support from their registered training organisation.

Depending on funding available through the government at the time, traineeships usually include the cost of study and educators are paid for the hours worked within the service. Study time is also provided by the employer within work hours.

Cadetships are an agreement between the workplace and the student. There is usually negotiation between the employer and employee about what the cadetship includes. This may be aspects such as study time, course fees, resources, and textbooks. Students studying as part of a cadetship receive on the job mentoring and support with their studies.

To find out more about traineeships and cadetships in early and middle childhood, contact your local service/s to enquire about what they have available.

“Changing the first 5 years of a child’s life is so rewarding to be a part of.”

Chloe Lanham
Diploma in Early Childhood
Education and Care Trainee
Carinya Early Childhood Centre



Professional Development Within the Early and Middle Childhood Sector

The early and middle childhood sectors are renowned for maintaining currency in skills and knowledge. Ongoing professional development is required under the frameworks which guide the sector.

Within the sector, research shows educator's engagement in professional development support better learning outcomes for children.

Professional development for educators and staff within the sector can include engaging in professional reading, online learning, formal qualifications, webinars, face to face sessions, industry visits and conferences. It is an expectation of employers and employees to engage in regular professional learning and reflective practice.

University qualified Early Childhood Teachers must also register with NES (National Education Standards Australia) which logs professional development complete by these professionals to maintain currency in teaching qualifications.



“Working in middle childhood education and care, every day is different, the children always have a way to make me smile and often teach me new things. I enjoy building and maintaining meaningful relationships with each child.”

Caryn Van Rhee
Certificate III in Early Childhood
Education & Care
Educator CECS OOSH

Early and Middle Childhood Services

Long Day Care (LDC)

These are centre based or mobile services which provide an early childhood education and care curriculum to children 6 weeks to school age. These services provide education and care over longer hours to support family's needs. Long Day Care services are registered with the Department of Education and families can apply for childcare subsidies to support payment of fees.

Preschool

Preschools provide an early childhood education and care program to children aged 3 years to school age. These services are registered with the Department of Education and are funded by the state government.

Mobile Early Childhood

Mobile early childhood services provide early childhood education and care to children in remote areas. Educators travel to remote areas and set up for children to spend time within their program. Hours for these services vary depending on location and the needs of the area they service.

Family Day Care (FDC)

FDC services are registered with the Department of Education and the unit support educators that provide education and care for children within their own home. FDC provide education and care for children aged 6 weeks to year 6 (school aged children can access FDC before and after school and during vacation care).

Out of School Hours Care (OOSH)

OOSH services provide before and after school and vacation care for children from kindergarten to year 6. OOSH programs are designed for children's recreation time with a focus on learning, wellbeing and social time.

Occasional Care (O/C)

Occasional care is an early childhood service which caters for the diverse needs of families. This care is usually booked as required and caters for the changing needs to hours of care for each family.

Positions Within Early and Middle Childhood Services

Early Childhood Educator

An ECE is employed to work directly with children within an early childhood service and support the planning, implementation and reflection of the educational program. ECE's usually possess or are working toward a Certificate III or Diploma qualification.

Team Leader

A Team Leader within an early childhood setting works directly with children and families to design, implement and evaluate the learning curriculum for a group of children, usually within a room or a mobile venue. Team Leaders are responsible for the team of educators, the implementation of the curriculum and communication with families and other professionals.

Educational Leader

Each service has an educator appointed as the Educational Leader. The Educational Leader is responsible for guiding and supporting the curriculum within the early or middle childhood service. They work face to face with children as well as provide mentoring and support to educators in the implementation of the curriculum.

Assistant Director

The Assistant Director of an early/middle childhood service is a part of the leadership team and supports the Director in the day to day running of the service.

Director/Nominated Supervisor

The Director of an Early/Middle Childhood Service is a leader responsible for the day to day management of the service. The Director may work directly with children, however, are usually employed as a non face to face staff member.

Administration Staff

Administration staff are employed to complete administration duties such as financial management, fee processes and enrolment processes.

Award Wages

Educators working within the early and middle childhood sectors are generally remunerated under one of 2 awards.

- Children's Services Award 2010
- Educational Services (Teachers) Award

These awards set out the minimum rates of pay, leave entitlements and time allocated for duties such as program and planning. Pay rates and conditions of employment are sectioned in relation to role, qualifications, and years of experience.

At many children's services, including Cowra Early Childhood Services, employers choose to pay above award rates of pay to their educators and staff.

"Throughout my career with CECS as an early and middle childhood educator I have held many roles, starting as a casual educator and additional needs support educator at Carinya, permanent educator and Team Leader on the Mobile service, Director and Educational Leader of the OOSH service.

During this time, I have attained my Certificate III and Diploma in early childhood education and care, Certificate III in education support and I am currently studying Diploma in out of School Hours Care."



Career Opportunities with Cowra Early Childhood Services

The CECS vision is *to live in a world where all children are nurtured, respected, and encouraged to reach their full potential*. To achieve this, we employ qualified and committed educators and staff who are passionate about making a difference in the lives of children and their families.

Why would I become an Educator at Cowra Early Childhood Services?

- Family friendly workplace
- Supportive team environment
- Above award wages
- Flexible working hours
- Professional development and mentoring opportunities
- Opportunities to study Certificate III, Diploma in Children's Services and/or Bachelor of Teaching/Education
- CECS's great reputation for working with children and families
- Personally, being able to support 'children realising their potential' – making a difference to children's lives every day!

What is CECS looking for when appointing educators and staff?

- Reliability and a commitment to the role appointed, the organisation, the Cowra community and the early childhood sector
- A holistic approach to children's education and care, acknowledging the child's whole world as an influence on their wellbeing and learning
- A person with passion and a drive to see tasks and projects through
- An outstanding disposition that drives a positive attitude to all tasks
- Well presented with a pride in dedication to professionalism and high ethical standards
- An innovative person that seeks to adopt change and improve outcomes for children, families, the early childhood sector and the local and wider communities



Susan Callaghan
Bachelor of Teaching (0-5yrs)
Director
Carinya Early Childhood Centre

"The early childhood sector is such a rewarding place to build your career. It is a sector that remains modern and up-to-date using reflective practice and current frameworks.

A career that involves building a foundation for children's future learning and development creates such a passion and sense of satisfaction. I would recommend a career in early childhood education and care; it is such a happy and rewarding place to spend your days."



"I studied a Bachelor of Education after finishing school and have worked with children in Sydney, England, and Cowra."

Jessica James
Bachelor of Education
Assistant Director
Carinya Early Childhood Centre



"The lasting impact you can have on a young child's life is inspiring and motivating."

Peter Buik
Certificate III in Early Childhood
Team Leader
Carinya Early Childhood Centre

