

Theory of Change

Queensland's early years workforce operates within a complex system with varied pathways and dispersed workforce information. The workforce experiences high levels of regulatory compliance and parental expectation. While the sector delivers essential public value, it receives fragmented and insufficient workforce development.



Vision

A skilled, diverse and attuned early years workforce that delivers for children in Queensland.

If we

Facilitate evidence informed regional and statewide workforce planning

Connect the workforce to high quality professional learning where they live and work

Amplify proven practice and facilitate innovative workforce responses

Build, coordinate and share data, knowledge and intelligence

We will achieve these short-term outcomes

The Institute is deeply engaged through a regional and statewide advisory system

Tailored, accessible and high standard workforce activities are available

Increased sector collaboration through strengthened regional relationships

Educators, leaders and experts share their expertise and knowledge

Workforce development responses are aligned to need

Regional workforce planning is informed by relevant data and insights

Institute frameworks and systems support effective operations

Innovative attraction and retention responses are identified

Followed by these medium-term outcomes

Workers at all levels and locations are engaged in learning and development

Tailored qualifications, pre-entry and entry pathways and programs are available

Collective workforce experiences drive systems level change

Data and evidence are utilised for workforce planning and decisions

The workforce can articulate and apply learning and evidence in their practice

Career developments frameworks and tools strengthen progression and leadership

Strategic partnerships extend workforce innovation, influence and impact

Workforce policy and systems change is informed by data, insights and evidence

Which will result in these long-term outcomes

Consistent professional and pedagogical practice

A high-quality diverse workforce across the state

A collaborative, connected and united sector

Evidence informed workforce policy, planning decisions at all levels

And eventually lead to

A high-quality early year's workforce consistently delivers the best possible learning, development and wellbeing outcomes for children in Queensland.

Our enablers

Independence

Collaborative partnerships and accountable governance

Ground up, system wide advisory mechanisms

Effective frameworks, structures and staff



Queensland Early Years
Workforce Institute
Where workforce matters