



# Select Committee on the Early Childhood Education and Care Sector in Victoria

**Hearing Date:** 24 February 2026

**Question[s] taken on notice**

**Directed to:** Goodstart Early Learning

**Received date:** 10 March 2026

## 1. The CHAIR, p. 27

**Question Asked:**

Your casual workforce: what is the percentage of your workforce that is not permanent?

**Ros BAXTER:** We have a very small percentage. I do not have the number –

**The CHAIR:** Can I ask: would it be possible to take that on notice if you do not have it readily available?

**Response:**

In Victoria and across our national network of services, <1% of hours worked were filled by engaging casual or temporary staff from labour hire agencies.

## 2. Michael GALEA, p. 28

**Question Asked:**

Dr Baxter or Ms Jebb, do you have the breakdown of your centres in Victoria by which ones are meeting, exceeding or not meeting the NQS standards?

**Response:**

Please see Table 2, which provides a breakdown of the quality ratings of Goodstart’s Victorian centres.

Table 2: Quality ratings of Goodstart centres in Victoria

	<b>Exceeding NQS</b>	<b>Meeting NQS</b>	<b>Working Towards NQS</b>	<b>Significant Improvement Required</b>
<b>Goodstart Victorian centres*</b>	20% (33)	79% (132)	1% (2)	0

\*As at 26/02/2026

## 3. Georgie CROZIER, p. 31

**Question Asked:**

Dr Baxter. I appreciate you have been in various forums. You mentioned the inquiry into child abuse, the royal commission, which also advocated for this. I am just keen to understand what you have done specifically for Victoria, or did you only advocate at that national level, or did you speak with government ministers

or department representatives around your concerns that you have been expressing nationally? And if so, when did you do that?

**Ros BAXTER:** I am very happy to take that on notice.

**Response:**

Goodstart has long advocated for a National Working with Children Check, including as early as the 2017 Queensland Review of the Blue Card system (the Qld Review). The final report of the Qld Review<sup>1</sup> cites Goodstart, as follows:

“...Goodstart Early Learning also support introducing a national WWCC to accommodate people moving between the states and territories. <sup>51</sup>” (pg 192)

“Goodstart Early Learning advised that: Australia should adopt a national Working with Children Check and as an interim step Queensland should adopt the national standards identified by the Royal Commission Working with Children Check Report, except for allowing an individual to work before they have a WWCC. <sup>85</sup>” (pg 197)

We continued our advocacy for a National WWCC through the 2023 Child Safety Review and associated consultations, including through the peak body for large providers, the Early Learning and Care Association of Australia (ELACCA).

We also advocated for a National WWCC in our advice and submission to the Victorian Rapid Review of Child Safety in July 2025.

In 2025, we – along with four other large, not-for-profit providers – wrote to the Prime Minister and Commonwealth Attorney-General reiterating the need for a National WWCC and National Reportable Conduct Scheme, noting it was first called for in the Royal Commission into Institutional Responses to Child Sexual Abuse.

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**4. Georgie CROZIER, p. 31**

**Question Asked:**

Thank you for taking that on notice. If you could, did you during those three years – as you said, you were aware of what the Ombudsman raised around their recommendation. Whether that was also raised in those discussions with government – I would be keen to understand that. Thank you.

**Ros BAXTER:** We can check that.

**Response:**

Please see also our response to Question 3.

Specific to Victoria, we advocated for changes to the Working with Children Checks through the following:

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<sup>1</sup> Report available here: <https://www.parliament.qld.gov.au/Work-of-the-Assembly/Tabled-Papers/docs/5517t1597/5517t1597.pdf>

- In April 2025, we wrote to the Department of Government Services to make recommendations in relation to strengthening the Victorian Working With Children Check, based on our observations as a national early learning provider operating in every state and territory.
  - In May 2025, we contributed to the Victorian Review of the Working with Children Check, led by the Victorian Attorney-General and Department of Government Services. The key changes Goodstart recommended in its submission have since been implemented through legislative amendments.
  - In July 2025, we shared these recommendations regarding the WWCC system through the Victorian Rapid Child Safety Review.
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#### 5. **Melina BATH, p. 33**

**Question Asked:**

I want to talk about educator training. I think your submission talks about bachelor completion rates, and the most recent data is 40 per cent of completion rates in 2022, diploma completion rates of 39 per cent in 2023 and certificate III completion rates of 32 per cent. These are in rounded figures. You do not have a Victorian basis. You can take that on notice. It does not seem to be readily available for me to access. Do you have any of that data?

**Kelly JEBB:** I do not have it to hand. I will endeavour to find it. I am not sure if it is available at the jurisdiction level, but we will look.

**Response:**

The Productivity Commission's Report on Government Services (ROGS) provides qualification commencement and completion data. Please see relevant tables below from the *Report on Government Services 2026, Early Childhood Education and Care*.

Victorian data is highlighted.

Table 3A.39

## Commencements and completions in early childhood Initial Teacher Education (ITE) training degrees (a), (b), (c), (d), (e)

	Unit	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Aust (f)
Early childhood teacher training degree										
2023										
Commencements (g)	no.	1,290	1,544	201	572	281	48	51	154	4,909
Completions (h)	no.	592	798	124	290	218	<5	np	45	2,440
2022										
Commencements (g)	no.	1,160	1,369	258	557	306	30	67	89	4,473
Completions (h)	no.	577	727	151	273	166	–	23	43	2,252
2021										
Commencements (g)	no.	1,249	1,359	266	898	276	–	67	102	4,683
Completions (h)	no.	526	451	154	308	249	–	30	34	1,992
2020										
Commencements (g)	no.	1,158	1,195	262	693	340	–	51	133	4,288
Completions (h)	no.	526	533	185	308	187	–	25	31	2,051
2019										
Commencements (g)	no.	1,278	480	243	600	349	–	52	121	3,541
Completions (h)	no.	529	622	159	321	143	–	10	40	2,144
2018										
Commencements (g)	no.	1,019	719	239	720	273	–	66	90	3,556
Completions (h)	no.	495	624	162	459	221	–	29	35	2,283
2017										
Commencements (g)	no.	762	1,358	289	754	323	–	–	82	4,017
Completions (h)	no.	557	532	183	511	193	–	–	47	2,304
2016										
Commencements (g)	no.	790	1,544	293	498	275	–	–	93	4,018
Completions (h)	no.	647	495	183	411	180	–	<5	42	2,244
2015										
Commencements (g)	no.	1,151	1,436	440	546	314	–	–	86	4,559
Completions (h)	no.	729	514	273	444	159	–	11	61	2,509

np Not published. – Nil or rounded to zero.

(a) Includes courses related to Field of Education Code 070101 (Teacher Education: Early Childhood), as defined in the Australian Bureau of Statistic's Australian Standard Classification of Education (ASCED).

- (b) Data include both domestic and overseas students. A domestic student is a student who is an Australian citizen, New Zealand citizen, permanent humanitarian visa holder or other permanent visa holder. Overseas student refers to any student who is not a domestic student.
- (c) State is based on the administration state of higher education providers.
- (d) The data presented here is for Initial Teacher Education (ITE) courses. This refers to higher education courses coded with a special course indicator of 'A course providing initial teacher training'. ITE courses are a subset of the broader categorisation of all Education courses, which also includes non-ITE courses that do not lead to the option of obtaining registration as a teacher.
- (e) Data includes dual qualifications (such as early childhood education and primary education), and undergraduate and postgraduate qualifications.
- (f) Australian totals include multi-state providers.
- (g) Commencements refers to the number of first-year students in an ITE course.
- (h) Completions refers to award course completions. These are conferred after the successful completion of all the academic requirements of a course which includes any required attendance, assignments, examinations, assessments, and practical experience.

**Table 3A.40 Enrolments and completions in early childhood VET courses (a), (b), (c), (d)**

	<i>Unit</i>	<i>NSW</i>	<i>Vic</i>	<i>Qld</i>	<i>WA</i>	<i>SA</i>	<i>Tas</i>	<i>ACT</i>	<i>NT</i>	<i>Aust</i>
2023										
Commencements										
Certificate III in ECEC	no.	20,360	12,340	10,475	5,115	2,960	670	1,150	515	59,575
Diploma of ECEC	no.	4,970	2,560	2,960	1,740	615	190	470	115	15,385
Total commencements	no.	25,330	14,900	13,435	6,855	3,575	860	1,615	630	74,965
Continuing (e)										
Certificate III in ECEC	no.	9,730	5,935	5,400	1,690	1,805	325	425	280	27,705
Diploma of ECEC	no.	3,145	1,875	1,495	685	515	125	190	95	9,055
Total continuing	no.	12,875	7,810	6,895	2,375	2,320	450	620	375	36,760
Total enrolments (e)	no.	38,210	22,705	20,330	9,230	5,895	1,310	2,235	1,005	111,725
Completions										
Certificate III in ECEC	no.	7,235	3,335	2,640	1,525	815	145	590	145	18,950
Diploma of ECEC (e)	no.	1,645	1,195	1,215	490	175	35	295	45	6,025
Total completions (f)	no.	8,880	4,530	3,860	2,015	990	180	885	190	24,975
2022										
Commencements										
Certificate III in ECEC	no.	17,345	10,240	8,895	3,375	2,315	580	830	430	47,780
Diploma of ECEC	no.	5,070	2,265	2,630	1,270	615	175	410	160	13,905
Total commencements	no.	22,415	12,505	11,525	4,645	2,930	755	1,245	590	61,685
Continuing (e)										

Certificate III in ECEC	no.	9,245	5,190	5,495	1,875	1,855	305	500	310	26,080
Diploma of ECEC	no.	5,930	8,290	4,955	1,775	1,330	300	425	195	25,335
Total continuing	no.	15,175	13,480	10,450	3,655	3,185	610	930	505	51,410
Total enrolments (e)	no.	37,585	25,985	21,975	8,295	6,115	1,365	2,170	1,095	113,095
Completions										
Certificate III in ECEC	no.	4,990	4,015	3,900	1,425	1,035	225	480	165	17,825
Diploma of ECEC (e)	no.	4,310	5,770	3,760	1,205	830	180	365	115	18,405
Total completions (f)	no.	9,300	9,785	7,655	2,630	1,865	405	850	280	36,225
2021										
Commencements										
Certificate III in ECEC	no.	14,455	6,560	7,695	2,785	2,015	385	645	300	37,280
Diploma of ECEC	no.	5,535	6,285	4,510	1,595	780	205	440	170	21,940
Total commencements	no.	19,995	12,845	12,205	4,380	2,795	585	1,085	470	59,220
Continuing (e)										
Certificate III in ECEC	no.	9,815	5,270	5,080	1,910	1,920	375	500	350	27,165
Diploma of ECEC	no.	5,485	9,145	6,025	1,555	1,625	270	470	235	27,970
Total continuing	no.	15,305	14,410	11,105	3,465	3,545	645	970	590	55,135
Total enrolments (e)	no.	35,295	27,260	23,305	7,845	6,340	1,235	2,055	1,060	114,355
Completions										
Certificate III in ECEC	no.	4,480	3,035	2,900	1,445	970	245	310	140	15,450
Diploma of ECEC (e)	no.	2,635	3,965	2,655	705	535	95	255	100	13,540
Total completions (f)	no.	7,120	7,000	5,555	2,150	1,505	340	565	240	28,990
2020										
Commencements										
Certificate III in ECEC	no.	12,895	5,655	5,545	2,650	1,750	395	545	285	32,675
Diploma of ECEC	no.	4,890	6,760	4,385	1,260	885	160	365	150	21,590
Total commencements	no.	17,790	12,415	9,930	3,910	2,640	560	910	435	54,265
Continuing (e)										
Certificate III in ECEC	no.	8,205	3,315	4,595	1,685	1,620	315	530	375	22,355
Diploma of ECEC	no.	4,825	5,550	6,440	1,260	1,605	220	505	255	23,355
Total continuing	no.	13,030	8,865	11,035	2,945	3,225	535	1,035	630	45,710
Total enrolments (e)	no.	30,820	21,280	20,965	6,855	5,865	1,090	1,945	1,065	99,975
Completions										
Certificate III in ECEC	no.	4,260	1,370	2,370	1,095	615	175	260	145	12,125
Diploma of ECEC (e)	no.	2,455	2,290	2,370	535	400	55	235	100	9,845
Total completions (f)	no.	6,715	3,660	4,740	1,625	1,010	230	495	240	21,970
2019										
Commencements										

Certificate III in ECEC	no.	16,845	5,660	6,120	2,500	1,890	415	660	310	38,055
Diploma of ECEC	no.	7,230	7,090	5,155	1,220	1,055	165	420	175	26,005
Total commencements	no.	24,075	12,750	11,275	3,715	2,945	580	1,080	485	64,060
Continuing (e)										
Certificate III in ECEC	no.	4,135	3,045	3,900	1,555	1,510	335	470	435	16,950
Diploma of ECEC	no.	3,485	6,810	6,730	1,105	1,595	270	450	255	22,745
Total continuing	no.	7,620	9,855	10,630	2,660	3,105	605	920	690	39,695
Total enrolments (e)	no.	31,695	22,605	21,910	6,380	6,050	1,185	2,000	1,175	103,755
Completions										
Certificate III in ECEC	no.	5,190	2,700	2,450	1,240	855	190	310	145	15,555
Diploma of ECEC (e)	no.	3,255	3,715	2,550	545	495	60	205	75	12,505
Total completions (f)	no.	8,445	6,415	5,000	1,785	1,350	250	515	220	28,060
2018										
Commencements										
Certificate III in ECEC	no.	13,140	5,360	5,530	2,190	1,860	420	720	370	32,645
Diploma of ECEC	no.	5,180	3,880	5,815	1,050	915	155	405	200	19,850
Total commencements	no.	18,320	9,240	11,345	3,240	2,775	575	1,125	570	52,495
Continuing (e)										
Certificate III in ECEC	no.	6,935	4,100	4,330	1,450	1,180	350	480	370	20,190
Diploma of ECEC	no.	7,700	10,585	7,720	1,610	1,975	355	515	285	32,390
Total continuing	no.	14,640	14,685	12,050	3,065	3,160	710	995	655	52,585
Total enrolments (e)	no.	32,960	23,925	23,390	6,300	5,935	1,285	2,120	1,225	105,075
Completions										
Certificate III in ECEC	no.	5,320	3,415	2,775	1,070	650	185	310	105	15,410
Diploma of ECEC (e)	no.	3,390	4,480	2,485	625	515	75	210	75	13,080
Total completions (f)	no.	8,705	7,895	5,260	1,695	1,165	260	520	185	28,490
2017										
Commencements										
Certificate III in ECEC	no.	11,915	7,150	6,775	2,565	1,535	445	720	370	33,595
Diploma of ECEC	no.	6,040	9,770	7,435	1,170	1,355	135	390	190	28,490
Total commencements	no.	17,950	16,925	14,210	3,735	2,890	580	1,110	560	62,085
Continuing (e)										
Certificate III in ECEC	no.	7,015	4,225	4,595	1,470	935	370	485	360	20,200
Diploma of ECEC	no.	10,025	13,140	8,420	2,310	2,110	470	600	340	38,795
Total continuing	no.	17,040	17,365	13,015	3,780	3,050	840	1,090	705	58,995
Total enrolments (e)	no.	34,990	34,285	27,225	7,515	5,940	1,420	2,195	1,265	121,080
Completions										
Certificate III in ECEC	no.	5,220	3,835	2,805	1,165	660	225	265	135	15,605

Diploma of ECEC (e)	no.	3,695	5,300	2,475	770	635	60	180	85	14,060
Total completions (f)	no.	8,915	9,135	5,280	1,940	1,295	285	445	220	29,665
2016										
Commencements										
Certificate III in ECEC	no.	12,850	7,310	6,905	2,860	1,775	415	710	370	35,095
Diploma of ECEC	no.	8,485	11,495	8,210	2,040	1,455	180	450	220	34,295
Total commencements	no.	21,335	18,805	15,115	4,900	3,230	595	1,160	590	69,390
Continuing (e)										
Certificate III in ECEC	no.	5,610	4,625	4,685	1,050	735	390	600	420	18,845
Diploma of ECEC	no.	11,020	13,745	8,135	2,125	3,295	505	625	355	40,725
Total continuing	no.	16,630	18,370	12,825	3,175	4,030	895	1,225	775	59,570
Total enrolments (e)	no.	37,965	37,175	27,935	8,075	7,260	1,490	2,385	1,365	128,960
Completions										
Certificate III in ECEC	no.	5,050	3,700	3,190	1,210	655	195	360	115	15,700
Diploma of ECEC (e)	no.	5,025	5,775	2,040	790	1,125	50	180	55	15,645
Total completions (f)	no.	10,075	9,475	5,230	2,000	1,775	245	540	175	31,345
2015										
Commencements										
Certificate III in ECEC	no.	15,855	13,985	11,265	3,085	1,970	970	1,505	700	51,710
Diploma of ECEC	no.	17,125	24,305	13,900	4,030	5,480	660	1,015	505	69,060
Total commencements	no.	32,980	38,295	25,165	7,115	7,455	1,630	2,525	1,205	120,775
Continuing (e)										
Certificate III in ECEC	no.	–	–	–	–	–	–	–	–	–
Diploma of ECEC	no.	–	–	–	–	–	–	–	–	–
Total continuing	no.	–	–	–	–	–	–	–	–	–
Total enrolments (e)	no.	32,980	38,295	25,165	7,115	7,455	1,630	2,525	1,205	120,775
Completions										
Certificate III in ECEC	no.	4,700	4,395	2,815	710	590	255	390	80	15,135
Diploma of ECEC (e)	no.	2,615	3,935	1,025	640	585	35	165	15	9,475
Total completions (f)	no.	7,315	8,330	3,840	1,350	1,175	290	555	95	24,610

– Nil or rounded to zero.

- (a) Based on CHC30113, CHC30121, CHC50113, CHC50121 and CHC50908 Early Childhood Education and Care qualifications.
- (b) Further information about the data can be found at <https://www.ncver.edu.au/research-and-statistics/collections/students-and-courses-collection/total-vet-students-and-courses>.
- (c) Totals include offshore and not known.
- (d) Based on the student's residence.

- (e) A program enrolment where the associated student, Program identifier and Training organisation identifier combination have not been reported previously for that collection.
- (f) Total enrolments include total commencements and total continuing.