Inquiry into the Early Childhood Education and Care (ECEC) sector in Victoria

The below table provides the Victorian Government's response to the recommendations from the Inquiry into the ECEC sector in Victoria. The Victorian Government supports all recommendations in full or in principle.

Recommendation	Position	Comments
RECOMMENDATION 1: That the Victorian Government advocates to the Education Ministers Meeting to establish a national commission for early childhood education and care. The role of the commission should be to improve child safety and service quality through functions that include: • overseeing, monitoring and enforcing nationally consistent quality and safety standards • coordinating information sharing between jurisdictions • coordinating and developing early childhood education and care roadmaps to guide growth in the sector.	**Support**	The Victorian Government continues to advocate for the establishment of a national Early Education and Care (EEC) Commission in line with the recommendation of the Rapid Child Safety Review. In July 2026, Education Ministers agreed to explore establishing an EEC Commission. Work is underway to identify its possible functions, which will be informed by an expert panel. Education Ministers are considering possible functions for an EEC Commission that could have a role in ensuring services are located where families need them. The role of Australian Children's Education & Care Quality Authority (ACECQA) will be considered as part of the work to define the scope of a potential EEC Commission.
RECOMMENDATION 2: That the Victorian Government works with the Commonwealth Government to develop a framework for the distribution and composition of the early childhood education and care sector in Victoria, which includes: • identifying areas of oversaturation or childcare deserts, including targeted supply for regional and rural areas where fewer childcare places are available • considering the ratio of private to government operated providers • providing flexibility and options for parents and families in choosing services to send their children to.	**Support in principle**	Education Ministers are considering possible functions for an EEC Commission that could have a role in analysing and advising on the distribution and composition of the ECEC sector. While the Victorian Government is primarily responsible for delivering and funding kindergarten in Victoria, the Commonwealth Government is predominantly responsible for shaping the national ECEC system through funding, subsidies and regulation. The Victorian Government currently undertakes supply and demand analysis for 3- and 4-Year-Old Kindergarten. The Victorian Government has partnered with the Commonwealth Government to build services in areas with limited childcare supply, including regional and rural areas. These projects are jointly funded through the Building Early Education Fund. The Victorian Government is also establishing 50 Early Learning Victoria centres in areas with the greatest need, including childcare deserts.
RECOMMENDATION 3: That the Victorian Government advocates to the Education Ministers Meeting to review and formally clarify the responsibilities of oversight and regulatory agencies at all levels. This review should intend to clarify the roles of agencies at each level of government, streamline compliance and reduce complexity of the system for stakeholders.	**Support**	The Victorian Government continues to advocate for the establishment of a national EEC Commission in line with the recommendation of the Rapid Child Safety Review. In July 2026, Education Ministers agreed to explore establishing an EEC Commission. Work is underway to identify its possible functions, which will be informed by an expert panel. The role of ACECQA will be considered as part of the work to define the scope of a potential EEC Commission.

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RECOMMENDATION 4: That the Victorian Early Childhood Regulatory Authority (VECRA) increases its focus on service quality improvement in addition to its increased compliance focus.	**Support in principle**	VECRA's Regulatory Position Statement articulates its commitment to regulating ECEC services to both protect children from harm and to ensure services deliver quality education and care that supports children to learn, grow and thrive. VECRA's commitment to increase unannounced compliance visits and conduct more frequent Assessment and Ratings will support ongoing quality improvement in ECEC services. The Victorian Government's Kindergarten Quality Improvement Program (KQIP) provides intensive, targeted professional development to Victorian services with identified quality improvement needs. Services rated as 'Working Towards' are prioritised for support under this program. VECRA will consider further opportunities to implement this recommendation through its strategic plan.
RECOMMENDATION 5: That the Victorian Early Childhood Regulatory Authority operates in a transparent, consistent and accountable way by ensuring its objectives and responsibilities are clear and free of undue political interference and adequately resourced.	**Support**	VECRA is an independent statutory authority. The Minister for Children has general direction and control over VECRA in line with the standard approach to independent regulators. VECRA published its Regulatory Position Statement in June 2026, which outlines its purpose, role and key responsibilities. This includes its commitment to accountability, transparency and the paramountcy principle.
RECOMMENDATION 6: That the Victorian Early Childhood Regulatory Authority publishes in its annual report details on funding and outcomes such as number of visits, assessments, enforcement actions, workforce capability and other activities performed in a year.	**Support**	VECRA regularly publishes and updates information on its website. In response to the Rapid Child Safety Review recommendations, VECRA has made it easier for families and carers to access information, including enforcement data. VECRA will consider this recommendation in its annual report.
RECOMMENDATION 7: That the Social Services Regulator publishes in its annual report details on funding and outcomes related to the Child Safe Standards, Reportable Conduct Scheme and Working with Children Check frameworks. This should include: • the number of assessments performed • average time between assessments • compliance and enforcement activities • funding received from the Victorian Government and other income sources.	**Support in principle**	The Social Services Regulator (SSR) is required to include information about its activities in its annual report, including assessments undertaken in relation to the Child Safe Standards, Reportable Conduct Scheme and Working with Children Check (WWCC) schemes. SSR will consider additional reporting inclusions as appropriate in the development of its 2026-2027 annual report.
RECOMMENDATION 8: That the Victorian Government publishes a detailed response outlining why recommendations from the Victorian Ombudsman's 2022 report *Investigation*	**Support in principle**	The Victorian Government introduced a series of child safety reforms which were passed by the Victorian Parliament in late 2025. These reforms go beyond what was recommended by the Ombudsman in 2022.

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into a former youth worker's unauthorised access to private information were not implemented until after the Rapid Child Safety Review in 2025.		Victoria is also progressing work on a national WWCC approach through the Standing Council of Attorneys-General. Detailed public responses to questions about the Government's implementation of recommendations of the Victorian Ombudsman's 2022 report *Investigation into a former youth worker's unauthorised access to private information* have been provided by the Minister for Children as part of: • Evidence given during her appearance before the Select Committee on 25 May 2026 (transcript available at: Select Committee on the Early Childhood Education and Care Sector in Victoria 2026_05_25 1379.pdf) • Legislative Council Committee-stage consideration of the *Social Services Regulation Amendment (Child Safety, Complaints and Worker Regulation) Bill 2025* on 3 December 2025 (transcript available at: Parliament of Victoria - Social Services Regulation Amendment (Child Safety, Complaints and Worker Regulation) Bill 2025 - 03 December) Given these previous statements and noting that the 2025 child safety reforms have implemented and gone further than what was recommended by the Ombudsman, a further statement on historical matters is not considered necessary.
RECOMMENDATION 9: That the Social Services Regulator, in collaboration with the Victorian Early Childhood Regulatory Authority, conduct an education campaign for the early childhood education and care sector on the obligations of the Child Safe Standards.	**Support in principle**	VECRA is the integrated sector regulator of the Child Safe Standards for early childhood services in Victoria and communicates regularly to the sector about capability and compliance. VECRA will consider this in consultation with SSR, as part of their commitment to co-regulation of the Child Safe Standards.
RECOMMENDATION 10: That the Social Services Regulator issues guidance and a training plan to lift the collective understanding of the Child Safe Standards and the relationship the Standards have with the other child safety schemes.	**Support in principle**	The SSR website outlines its regulatory approach to the Child Safe Standards, Reportable Conduct, WWCC, Social Services Standards, Worker and Carer Exclusion Scheme and National Disability Insurance Scheme Check. The SSR provides education and guidance materials including publishing tailored materials on its website and hosting educational webinars. The SSR will consider additional enhancements to its guidance and training plan where appropriate and needed. New mandatory child safety training, which is required from 19 October 2026 as part of all WWCC applications and renewals, also aims to equip all individuals who work with children with a foundational understanding of child safeguarding schemes and the critical role of workers in identifying risk and keeping children safe. VECRA is the integrated sector regulator of the Child Safe Standards for early childhood services in Victoria and

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		communicates regularly to the sector about capability and compliance.
RECOMMENDATION 11: That the Victorian Government advocates for the Commonwealth Government to resume funding contributions for state and territory early childhood education and care regulatory authorities.	**Support**	The Victorian Government continues to advocate for the reinstatement of Commonwealth Government funding contributions for regulators. This includes through the Education Ministers Meeting and Victoria's submission to the 2025 Senate Committee Inquiry into ECEC quality and safety.
RECOMMENDATION 12: That the Victorian Government advocates to the Education Ministers Meeting to develop an implementation plan on how to consistently embed the paramount consideration in practice across the early childhood education and care sector.	**Support**	The Victorian Parliament passed amendments in November 2025 to the ECEC National Law to make the safety, rights and best interests of children the paramount consideration for everyone working in the ECEC sector. State, Territory and Commonwealth governments continue to work with the ECEC sector to implement this and other child safety reforms effectively. ACECQA has produced guidance on the requirement for education and care services to prioritise children's safety, rights and best interests in all decisions and actions. The resource outlines what this may look like in practice and includes reflective questions for services to consider, aligned with the National Quality Standards.
RECOMMENDATION 13: That the Victorian Government strengthens the Social Services Regulator's information sharing capabilities for Working with Children Checks to include relevant information for individuals working with vulnerable people from other similar sectors, including education, aged care and disability.	**Support in principle**	The SSR's information sharing powers were significantly expanded as part of the child safety legislative changes made in 2025. This included bringing the WWCC, Reportable Conduct Scheme and Child Safe Standards under the remit of the SSR. Additionally, the SSR has been prescribed as an information sharing entity under the Child Information Sharing Scheme (CISS) and Family Violence Information Sharing Scheme (FVISS), which also enhances its information sharing capabilities across multiple sectors. Work on the development and implementation of information and communication technology infrastructure to strengthen information sharing capability for the SSR is continuing. Victoria is also participating in national work to align worker screening approaches across the care and support economy and will be underpinned by enhanced cross-sector information sharing.
RECOMMENDATION 14: That the Victorian Early Childhood Regulatory Authority consistently publishes improved data of the conditions, waivers, and compliance actions currently in place for all Victorian early childhood education and care services.	**Support**	As part of the 2025 child safety legislative reforms, VECRA was given greater powers to publish information about enforcement actions, including conditions and other compliance actions. Since its establishment, VECRA has increased the amount of information it publishes on its website about compliance and enforcement activity. Information about service waivers and conditions is publicly available on the Starting Blocks website.

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RECOMMENDATION 15: That the Victorian Government advocates to the Education Ministers Meeting to implement the 'four-eyes' principle as best practice under the National Quality Framework.	**Support in principle**	Following the 2025 child safety legislative changes, Education Ministers have agreed to develop further reforms to strengthen safety and quality for children in ECEC, including through strengthening laws relating to adequate supervision. These reforms cover key areas such as across the service ratios and further empowering regulators to hold providers accountable for adequate supervision, transparency and fencing safety.
RECOMMENDATION 16: That the Victorian Government advocates to the Commonwealth Government to establish a needs-based Early Childhood and Care Inclusion Fund, in line with the recommendations of the Productivity Commission's report *A path to universal early childhood education and care* (2024).	**Support in principle**	The Commonwealth Government's Inclusion Support Program funds and supports inclusive practice in ECEC services to include children with additional needs. The Commonwealth Government's Early Education Service Delivery Price project will seek to understand the costs of delivering safe and quality ECEC services across Australia. Victoria will continue to advocate for improvements to the Commonwealth Government's needs-based and inclusion funding.
RECOMMENDATION 17: That the Victorian Government advocates to the Education Ministers Meeting to introduce accredited training pathways and a framework for managing medical conditions such as, but not limited to, children with type 1 diabetes, and anaphylaxis and allergy management.	**Support in principle**	The ECEC National Regulations require written parental authorisation before medication is administered. They also require services to have a medical conditions policy, including for children with diabetes and other specific needs. A range of supports are available to kindergarten services to help safely administer insulin, including: • the Victorian Government's Kindergarten Inclusion Support (KIS) program, which provides specialist training and consultancy to support changes to the setting or program • the Commonwealth Government's Diabetes in Schools program, which is available to early childhood educators • the Commonwealth Government's Inclusion Support Program.
RECOMMENDATION 18: That the Victorian Government advocates to the Education Ministers Meeting to develop and implement: • guidelines for anaphylaxis prevention and management for children with allergies • guidelines for the appropriate safety and care of children with type 1 diabetes.	**Support in principle**	The ECEC National Regulations require written parental authorisation before medication is administered. They also require services to have a medical conditions policy, including for children with diabetes and other specific needs. In addition, the National Allergy Council has minimum content requirements for anaphylaxis training and recommend that anaphylaxis management training should be completed at least every 2 years. Additionally, refresher training should be completed every 6 months, and food allergen management training should be completed at least every 2 years.
RECOMMENDATION 19: That the Victorian Government works together with Gellung Warl and Aboriginal Community Controlled Organisations to co-design an Aboriginal cultural safety framework for early childhood education and care, similar to the NSW Aboriginal Cultural	**Support in principle**	The 'Victorian Aboriginal Education Association Inc. (VAEAI) Koorie early years: best practice and protocols – a practitioner's guide' provides guidance on how best to incorporate Aboriginal perspectives into early childhood services and increase inclusion of Koorie families, through respectful use of protocols and local Koorie structures and community.

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Safety Framework for Early Childhood Education.		VAEAI also delivers the Early Years Education Program, which supports kindergarten services across Victoria to embed Koorie perspectives and enhance cultural inclusion. The Department of Education will engage with Gellung Warl and Aboriginal Community Controlled Organisations (ACCOs) on additional opportunities to develop supporting resources.
RECOMMENDATION 20: That the Victorian Government and Victorian Early Childhood Regulatory Authority work with Gellung Warl and Aboriginal Community Controlled Organisations in the co-design of policies, auditing, and tools to support service providers to meet the National Quality Standard and Child Safe Standard 1 to create culturally safe environments. This includes: • developing resources that model Aboriginal service providers with an Excellent or Exceeding the National Quality Standard rating, such as Bubup Wilam • requiring mandatory cultural safety training for all staff and service providers • partnering with Aboriginal Community Controlled Organisations to lead cultural audits for cultural safety compliance • developing a workforce capability strategy for the Victorian Early Childhood Regulatory Authority in partnership with Aboriginal Community Controlled Organisations.	**Support in principle**	VAEAI delivers the Early Years Education Program, which supports kindergarten services across Victoria to embed Koorie perspectives and enhance cultural inclusion. The Department of Education will engage with Gellung Warl and ACCOs on additional opportunities to develop supporting resources. VECRA will actively participate in engagement and consultation.
RECOMMENDATION 21: That the Victorian Government expands investment in Aboriginal Community Controlled Organisation–led early childhood education and care services.	**Support**	The Victorian Government has made recent investments to better support ACCO-delivered ECEC services. This includes an increased and streamlined kindergarten funding model introduced in 2026 and operational support for ACCOs entering funded kindergarten delivery. The Department of Education will also continue to work with ACCOs on opportunities to support infrastructure investment through Building Blocks grants.
RECOMMENDATION 22: That the Victorian Government advocates to the Commonwealth Government for flexible, ongoing funding models that invest in Aboriginal Community Controlled Organisation–led early childhood education and care services.	**Support**	The Victorian Government will continue to advocate for improved funding arrangements for ACCO-delivered ECEC services. This includes through intergovernmental forums and future Preschool Reform Agreement negotiations.
RECOMMENDATION 23: That the Department of Education, the Victorian Early Childhood Regulatory Authority,	**Support in principle**	The 'VAEAI Koorie early years: best practice and protocols – a practitioner's guide' provides guidance on how best to incorporate Aboriginal perspectives into early childhood

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Gellung Warl and Aboriginal Community Controlled Organisations co-design a 'partnership framework' for early childhood education and care services in Victoria. This should include clear agency responsibilities, coordinated implementation arrangements and measurable performance indicators aligned to Closing the Gap Outcomes 3 and 4, to improve access to culturally appropriate early childhood education and developmental outcomes for Aboriginal children.		services and increase inclusion of Koorie families, through respectful use of protocols and local Koorie structures and community. The Department of Education will engage with Gellung Warl and ACCOs on additional opportunities to develop supporting resources. VECRA will actively participate in engagement and consultation.
RECOMMENDATION 24: That the Victorian Government publicly reports annually on progress against Closing the Gap targets relevant to early childhood development, including responsibility for delivery, progress against agreed measures and actions being taken where targets are not on track.	**Support**	Victoria tracks progress against Closing the Gap targets through its Victorian Closing the Gap Implementation Plan and annual reporting through the Victorian Government Aboriginal Affairs Report. The Productivity Commission's Closing the Gap Dashboard monitors progress against socio-economic targets and related data.
RECOMMENDATION 25: That the Victorian Government prioritises the expansion of Aboriginal Community Controlled Organisation–led early childhood education and care services as the preferred model of service delivery for Aboriginal children, supported by long-term workforce, infrastructure and capacity-building investment.	**Support in principle**	The Victorian Government has made investments to better support ACCO-delivered ECEC services. This includes an increased and streamlined kindergarten funding model introduced in 2026 and operational support for ACCOs entering funded kindergarten delivery. The Department of Education will also continue to work with ACCOs on opportunities to support infrastructure investment through Building Blocks grants. These activities will support the expansion of ACCO-delivered ECEC services and provide more First Nations families with this option.
RECOMMENDATION 26: That the Victorian Government works with the Commonwealth Government to ensure that early childhood educators are fairly remunerated at a level that appropriately reflects the complexity and demands of their work.	**Support**	The Victorian Government will continue to work with the Commonwealth Government, which has lead responsibility for childcare policy and funding and the Modern Award system. The Commonwealth Government will continue to fund a 15 per cent above-award wage increase through the worker retention payment until 30 June 2028. The new kindergarten enterprise agreements, which cover employees at 1,300 services, bring kindergarten teacher pay in line with government school teachers for the first time, and provide an average 39.1 per cent wage increase for educators.
RECOMMENDATION 27: That the Victorian Government develops a targeted workforce strategy for regional and rural early childhood services, including	**Support**	The Best Start, Best Life (BSBL) Workforce Strategy sets out the Victorian Government's collaborative approach to attracting and retaining our kindergarten workforce. The Victorian Government has made significant investments to

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scholarships, training pathways, retention incentives, and relocation support.		grow and support the kindergarten workforce across Victoria, including: • scholarships to support Victorians to study to become early childhood teachers or Diploma-qualified educators • partnerships with tertiary education providers to support early childhood training pathways, including partnerships with eight TAFEs in regional Victoria • targeted financial incentives and relocation support to attract qualified workers to the hardest-to-staff locations. The Department of Education's Innovation Grants program encourages service providers to develop local solutions to attract and retain staff. Through this program, providers of early childhood services in Victoria can apply for grants to implement innovative projects designed to improve the retention of early childhood teachers and educators in the first 5 years of their careers.
RECOMMENDATION 28: That the Victorian Government advocates to the Education Ministers Meeting to improve access to professional development opportunities for early childhood education and care workers, including to: • ensure professional development opportunities are equally accessible to educators, regardless of employment status or service type • consider increasing the value of the professional development subsidy • provide wrap-around support for educators and centres to implement training • explore options to support professional development days for early childhood educators, similar to the school sector.	**Support**	In line with recommendations of the Rapid Child Safety Review, the Victorian Government has advocated to the Commonwealth Government that time release to complete key training is funded. The Victorian Government supports professional development through: • Kindergarten Teaching Excellence Approach and EC Hub • School Readiness Funding (SRF), with a wide range of professional development available on the SRF Menu • Bringing early childhood teachers together to collaborate and share best practice across 71 Early Years Networks convened each year. The new kindergarten enterprise agreements provide an additional child-free organisational day for kindergarten teaching teams. This is in addition to the three organisational days and two professional development days provided under the previous agreements. The Victorian Government continues to advocate to the Commonwealth Government for professional development support for ECEC workers.
RECOMMENDATION 29: That the Victorian Government advocates to the Education Ministers Meeting for Commonwealth intervention for quality audits to assess the suitability of fast-tracked courses.	**Support**	The Victorian Government continues to advocate to the Commonwealth Government for improvement to the quality of ECEC training, as recommended by the Rapid Child Safety Review. The Victorian Government submission to the Commonwealth Parliamentary Inquiry into the Quality and Safety of Australia's ECEC system included recommendations to strengthen the Australian Skills Quality Authority's powers to

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		address poor quality Registered Training Organisations, including those who are ECEC providers.
RECOMMENDATION 30: That the Victorian Government advocates to the Education Ministers Meeting to consider ways in which large for-profit providers can be required to provide parents and prospective parents with information on their ownership and financial performance, including profit and loss.	**Support**	The Starting Blocks website, which provides parents and families with information about ECEC services, now includes additional information about service ownership and provider arrangements to support greater transparency for families. This includes provider revenue and profit/loss information. Amendments to the ECEC National Law made in November 2025 gave Regulatory Authorities the power to treat providers as related when taking compliance action involving complex corporate structures.
RECOMMENDATION 31: The Victorian Early Childhood Regulatory Authority prioritises follow-up inspections to services with Working Towards National Quality Framework ratings.	**Support in principle**	VECRA undertakes a range of activities to assess and promote compliance with the ECEC National Law and Regulations when a service is rated as 'Working Towards'. These activities are based on risk and may include additional compliance visits, partial reassessments or other regulatory and compliance actions. The Victorian Government's KQIP provides intensive, targeted professional development to Victorian services with identified quality improvement needs. Kindergarten services rated as 'Working Towards' are prioritised for support under this program.
RECOMMENDATION 32: That the Victorian Government advocates to the Education Ministers Meeting to review the National Quality Standards as they relate to non-long day care services, such as family day care and outside school hours care.	**Support in-principle**	In July 2026, ACECQA released an updated Guide to the National Quality Framework. The guide includes updated guidance for Outside School Hours Care providers on implementing the National Quality Standard in their setting.
RECOMMENDATION 33: That the Victorian Government advocates to the Education Ministers Meeting for a nationally coordinated approach to address supply and market failures in the early childhood education and care sector, focusing on accessibility and affordability and geographic locations.	**Support**	In line with recommendations of the Rapid Child Safety Review, Victoria has advocated to the Commonwealth and Education Ministers for a rethink of the ECEC system that focused on national coordination. In July 2026, Education Ministers agreed to explore establishing an ECEC Commission. Work is underway to identify its possible functions, including a role in ensuring services are located where families need them. The Victorian Government builds kindergartens on school sites and provides infrastructure grants to the not-for-profit sector to address areas with low kindergarten supply. Kindergarten Infrastructure and Services Plans, agreed by each of Victoria's 79 local governments, inform these investment decisions. For long day care, the Victorian Government is establishing 50 Early Learning Victoria centres in areas with the greatest need, including childcare deserts.

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		The Victorian and Commonwealth Governments are also providing additional infrastructure funding through the Building Early Education Fund.
RECOMMENDATION 34: That the Victorian Early Childhood Regulatory Authority develops approval criteria for new childcare and long day care services throughout the State. This should include criteria that considers: • the impacts of service disruption and workforce supply for new services opening in areas that are already saturated with existing services • a provider's past performance for their existing services when considering whether to grant approval for a new premises.	**Support in principle**	Regulatory authorities have considerable discretion when deciding whether to grant a service approval. Under the ECEC National Law, they may consider a provider's history of compliance with the ECEC National Law and National Regulations, including the National Quality Standards. As defined in the ECEC National Law and National Regulations, they may also consider any other relevant matter.
RECOMMENDATION 35: That the Victorian Government advocates to the Education Ministers Meeting to introduce regulatory requirements that prohibit early childhood education and care providers from establishing new services where: • their existing services are not consistently rated Meeting National Quality Standard • providers have a history of poor compliance.	**Support in principle**	Regulatory authorities have considerable discretion when deciding whether to grant a service approval. Under the ECEC National Law, they may consider a provider's history of compliance with the ECEC National Law and National Regulations, including the National Quality Standards. As defined in the ECEC National Law and National Regulations, they may also consider any other relevant matter.
RECOMMENDATION 36: That the Victorian Government provides targeted funding and support for small, rural, and regional services so that they can maintain safe minimum staffing and supervision levels.	**Support in principle**	Rural kindergarten services receive a range of extra funding supports from the Victorian Government, including higher per-child funding rates, a minimum funding level and Early Years Management loadings. Most rural classified services will also receive increased funding under the new kindergarten enterprise agreements. The Victorian Government will continue to advocate to the Commonwealth Government for Child Care Subsidy funding that better supports the viability of rural services.
RECOMMENDATION 37: That the Victorian Government develops targeted workforce strategies for early childhood education and care services in regional and rural areas. This should include training pathways, relocation and retention support.	**Support**	The BSBL Workforce Strategy sets out the Victorian Government's collaborative approach to attracting and retaining our kindergarten workforce. The Victorian Government has made significant investments to grow and support the kindergarten workforce across Victoria, including: • scholarships to support Victorians to study to become early childhood teachers or Diploma-qualified educators • partnerships with tertiary education providers to support early childhood training pathways, including partnerships with eight TAFEs in regional Victoria

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		• targeted financial incentives and relocation support to attract qualified workers to the hardest-to-staff locations. The Department of Education's Innovation Grants program encourages service providers to develop local solutions to attract and retain staff. Through this program, providers of early childhood services in Victoria can apply for grants to implement innovative projects designed to improve the retention of early childhood teachers and educators in the first 5 years of their careers.