

Australian Childcare Alliance
Queensland

2020 - 2021
ANNUAL REPORT

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ACA Qld ANNUAL REPORT

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ACA QLD

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PRESIDENT'S REPORT

MAJELLA FITZSIMMONS

ACA Qld

When I sat down to write my report this time last year, our lives were largely preoccupied with COVID-19. Who could have known that 12 months down the track, it's still an issue that dominates our conversations and impacts our planning to such an extent?

This year ACA has continued to lead advocacy to government about appropriate policy responses, and to lead support to the sector through timely advice. We are already seeing – and feeling– the impacts of the long, long battle with the pandemic. Our staff at all levels are suffering from stress, anxiety, and near burnout from the many months of uncertainty and liaising with stressed parents and children. We are acutely aware of this and are seeking to strengthen support wherever we can.

It has never been more important to show early learning professionals how much they are appreciated, so it was extremely gratifying to celebrate the biggest ever Early Childhood Educators' Day this year. It's so heart-warming to ACA Qld – as the initiators of this now national event – to see the extent many services go to in order to show how highly they value their team members, especially this year as it reached its 10th year of celebrating Early Childhood Educators.



Another highlight was our conference in June at The Star Gold Coast. After being unable to offer the conference in 2020 the 2021 Conference sold out in record time with an extensive waitlist. Being one of the only face-to-face ECE conferences the feedback from so many was that the conference was a platform for not only learning but catching up with old friends. The excitement was contagious and the gala dinner was outstanding with costumes rising to a new level. A good weekend was had by all and as the conference committee is deep in planning speakers and events for the weekend, we expect next year to be bigger and better than this year.



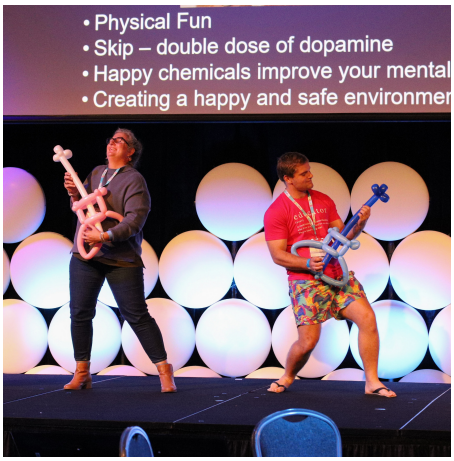


In the days leading up to conference, we also hosted a two-day meeting and planning session for ACA National, with our colleagues from around the country. This was a great opportunity to discuss our priorities and plans for the coming year especially with an expected federal election in the next 6 months.

During the year I have been involved in multiple consultations representing ACA members, including being involved in changes to ACCS. This has been a result of constant conversations over the last 18 months with federal government to ensure the best outcomes for children and services.

The year has been one of consolidation and growth for ACA Qld and CAECE. I would like to extend my heartfelt thanks to the office staff and CAECE team.

As always, I would also like to thank the committee members for their outstanding efforts this year and give special thanks to both Doug and Rosa who have decided to end their time on the committee. We will miss them and the contribution both have made to ACA Qld over the last month.















MAJELLA FITZSIMMONS
PRESIDENT



CEO REPORT

KATE TULLY
ACA Qld

It's a pleasure to present my first report to you, our valued members, as CEO of ACA Qld. It's certainly been an action-packed time since Brent vacated the role at the end of 2020!

I've been pleased to see the high regard in which the association is held both by our hundreds of member services around the state and by our external stakeholders in government and elsewhere. We are certainly well 'entrenched' as the go-to body for the early childhood education and care sector in Queensland.

Informed by our continuous communication with our members, ACA Qld's input is keenly sought in many, many important forums. An example of consultations we have participated in during this year are:

- Multiple consultations with the Queensland Department of Education including on:
    - The end of the transitional arrangements for Early Childhood Teachers (ECTs)
    - Workforce planning support
    - QKFS reporting requirements
    - Regulatory changes
    - Teach Queensland campaign
    - KindyLinQ
    - Kindy Uplift
- Consultation with the Queensland Department of Employment, Small Business and Training, including about prioritising ECEC in skilled migration and about the extension of the teach-out period for the new training qualifications;
- Membership of key advisory bodies including the Regulatory Advisory Committee, Blue Card Review Committee and Gateway to Industry Schools Reference Group;
- Strategic input to bodies such as ACECQA, Jobs Qld Future Skills and the Human Services Skills Organisation; and
- Consultations with universities about future ECT programs,

Together with our President Majella Fitzsimmons and other members of the Management Committee, I have met with Minister Grace, Minister Farmer, Shadow Ministers and multiple MPs at state and federal level. Always we take these opportunities to reinforce a few carefully chosen key messages. This year, these are predominantly related to the workforce crisis.

We've also had more discussions with the Department on the subject of workforce than on any other topic. We continually seek to place this issue in front of key decision-makers. We were pleased to receive some funding to pilot two initiatives designed predominantly to address the issue of releasing staff for prac placements when they are studying their ECT degree. These initiatives – Prac Swap and Flying Squad – have now been launched and we are in the early stages of making some matches to assist both the studying ECT and the service.



We have also worked very hard to broker with the Department an arrangement that we hope will mitigate the expiry of the transitional arrangements for ECTs on 31 December 2021. This is an example of how ACA Qld represents your interests when and where it counts the most.

Nationally, ACA has also had an extremely busy and productive year. Much of our national body's attention has been directed to the COVID-19 response – particularly in NSW and Victoria - including stand-down provisions, vaccinations, financial support and border closures.

There have also been some very significant successes on other major advocacy points that benefit the sector across the country, including removal of the CCS cap and bringing forward the increased CCS for multiple-child families. National President Paul Mondo also found time to be heavily involved in the development of the recently-released ACECQA 10-Year National Workforce Strategy.



Naturally, a highlight of the year for me was my first ever ACA Qld National Conference. I'd heard so much hype I wondered whether it would really live up to it … and it did! What a tremendous vibe, and such an exceptional opportunity for those working at all levels in the sector. It was a great opportunity to meet with our members and supporters.

I've enjoyed similar opportunities, albeit on a smaller scale, at our face-to-face Sector Briefings. We've also hosted a virtual Sector Briefing when our scheduled August round was COVID-affected; this was very well-attended and a great way to connect with members who may not easily get to a face-to-face event.

One of my very enjoyable responsibilities is to oversee your college, the College for Australian Early Childhood Educators (CAECE), which is wholly owned and operated by ACA Qld. Under the capable guidance of Training Operations Manager Mandy Walker, the college has truly gone from strength to strength this year.

We introduced some excellent new training materials that have been universally loved both by our students and by our trainers. We've expanded our team - not just our trainers but our admin team to support our ever-growing student cohort. We introduced classroom-based training at our Underwood campus and have worked with local providers such as YFS to enrol a cohort of young parents and others seeking to enter the sector. We have delivered many more first aid programs than we had anticipated, with this 'integrated' service being extremely well received by services. We've made some enhancements to our operations and our employment arrangements that are already paying dividends.



We were delighted when all the hard work was acknowledged by CAECE being named a Finalist in the Logan Business Distinction Awards.

In the last 12 months, CAECE has worked closely with Swinburne University in providing valuable feedback in the review of their Early Childhood programs. Some of these activities have been providing feedback on practical placement requirements, entry-level knowledge for educators entering with a Diploma and a few other exciting projects in the pipeline.

CAECE actively promotes Swinburne and to our graduating students and offers support and mentoring to them in their first year of their degree.



CAECE has been an active participant in the Gateway to Industry Schools project, attending six launches across Queensland. By participating in these projects, we have been successful in enhancing the profile and reputation of CAECE and are now recognised by DESBT, Queensland Department of Education and many high schools across Queensland as an industry leader in vocational education. Mandy is an active participant in the Gateway to Industry Regional Reference group for South East Queensland and works with the program on identifying future projects that can support the early childhood workforce.

And importantly, we were successful in our application to register CAECE as a charity. Among other things, this means that CAECE is exempt from paying income tax, so members can be confident that any surplus generated by CAECE operations is reinvested in making your college even better and more sustainable for the future.

The year has also seen quite a body of governance and financial 'housekeeping' for ACA Qld.

The Management Committee developed an exciting Strategic Plan (see following page) to provide clear direction to our work for the next two years. We have also developed and approved a number of important internal policies, reviewed the Rules (with some proposed changes to be put to the 2021 AGM), and significantly enhanced our financial management.

I'd like to extend my sincere thanks to the many Members and Supporter Members who have welcomed me to the role this year. I have really enjoyed meeting and talking with you, and I look forward to continually strengthening our relationship and my understanding of how ACA Qld can best serve your needs.



I'd also like to sincerely thank our terrific staff. Both ACA Qld and CAECE have very committed, hardworking (and fun!) teams who are a pleasure to work with. This year we farewelled two long-serving staff members, Letitia and Karla. We wish them all the very best in their next chapters, and sincerely thank them for their significant contributions.

And finally, my thanks to the members of the Management Committee for your guidance and support during the year.

KATE TULLY
CHIEF EXECUTIVE OFFICER

Australian Childcare Alliance Queensland

STRATEGIC PLAN 2021 - 2023

VISION	Every child in Queensland has the best start in life		
PURPOSE	To ensure early learning providers are supported to achieve positive outcomes for children and their communities		
STRATEGIC PILLARS	ADVOCACY	WORKFORCE	CAPACITY
STRATEGIC PRIORITIES	Creating an effective operating environment for positive early learning outcomes	Building a sufficient and skilled early learning workforce	Fostering sustainable and effective early learning providers
OUTCOMES	1.1 Proactively advocate to government and its agencies on children and families and on issues that impact the sector 1.2 Be the recognised source of objective commentary on early childhood issues for media 1.3 Enhance the profile of the sector within the community	2.1 Increase the number of people entering the sector 2.2 Provide accessible high-quality training and professional development opportunities 2.3 Connect early learning providers to new skilled talent 2.4 Encourage long term workforce retention and well-being	3.1 Building a strong member community 3.2 Ensure members are kept up to date with sector news 3.3 Provide access to tools that streamline operations 3.4 Provide access to opportunities to reduce costs or increase funding 3.5 Provide access to HR, IR and other business advice and support
	ORGANISATIONAL ENABLERS		
	4.1 Good Governance	4.3 Technology enabled	4.5 High quality interaction and communication to nurture relationships
	4.2 Sustainable Organisation	4.4 Meaningful engagement pathways into active participation	4.6 Positive, productive, and connected organizational culture

ACA QLD STRATEGIC PLAN 2021 - 2023



TREASURER'S REPORT

DOUG BURNS

ACA Qld

Our new auditors, Pilot Partners, have completed their audit of the ACA Qld and CAECE financial statements for the 2021 financial year. They have provided separate statements for each entity and for the first time, a consolidated report of the combined operation. These reports are available to members upon request to the Secretary.

Our decision last year to move to new accounting professionals has resulted in a much higher level of financial reporting with all financial reports now prepared as General Purpose Financial Statements, in accordance with Australian Accounting Standards. This process involved the re-stating of balance sheets for the last two years. With total equity now exceeding $4 million, it is vital that our financial reports can withstand scrutiny from any source.

Two years ago, the ACA Qld board cautiously made the decision to invest funds in a managed portfolio with Macquarie Elston. The 2021 financial year rewarded this decision, with this investment accounting for 34% of our pre-tax surplus.

The pre-tax net profit of the consolidated entity was $747,091, which represents a historic result. This is made up of ACA Qld profit of $575,626 and CAECE profit of $171,465. In seeing these results, members should be confident that the operations of ACA Qld and CAECE are both efficient and sustainable in the long term. It is heartening to see CAECE providing services to over 450 students in a growing number of locations across Queensland and continuing to do so profitably.

Apart from matters of dollars and cents, ACA Qld now represents 862 centres and 74 supporter members showing that we overwhelmingly represent the early learning sector in this state. We are a respected voice at state government level and have influenced policy decisions on numerous occasions. Combined with ACA National's voice at federal government level, our sector in Queensland and across Australia is well supported.

The much-anticipated ACA Qld Conference returned to the Gold Coast this year with 898 attendees. The scale of this networking and professional growth opportunity is unique to Queensland and the event contributed 36% of our pre-tax profit.

Guild Insurance has provided funds of $416,975 over the last 12 months in the form of referral fees. The long relationship between ACA Qld and Guild is highly valued and has provided financial certainty in uncertain times.

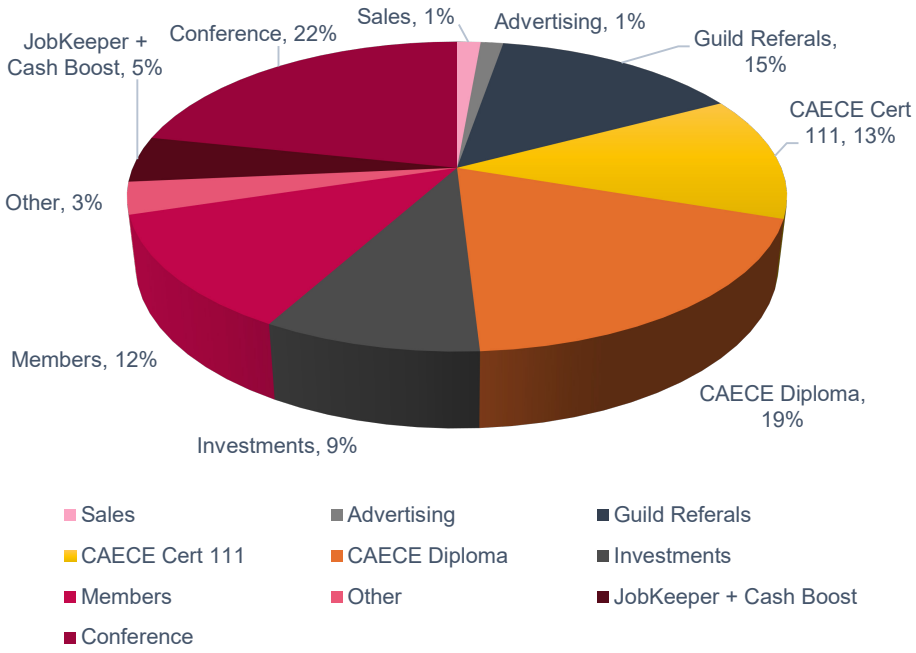
As the out-going treasurer, I commend to members the vital role which ACA Qld plays in early learning centres across Queensland. The organisation is financially able to continue its role advocating for the sector and providing a diverse range of services.

DOUG BURNS FCPA

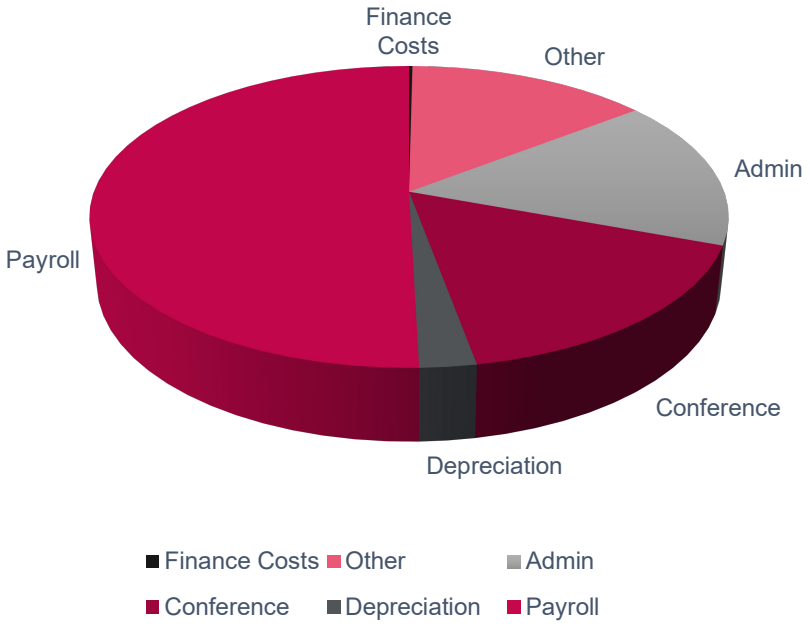
TREASURER

ACA QLD AND CAECE
FINANCIAL REPORT 2021

ACA Qld & CAECE
Income 2021 FY



ACA Qld Expenses 2021 FY



2020 – 2021
COMMITTEE MEMBERS



MAJELLA FITZSIMMONS
PRESIDENT



JAE FRASER
VICE-PRESIDENT



DEBRA NORTH
SECRETARY



DOUG BURNS
TREASURER



BRENT STOKES
COMMITTEE MEMBER



KATY MASON
COMMITTEE MEMBER



KERRIE LADA
COMMITTEE MEMBER



LINDA DAVIES
COMMITTEE MEMBER



LOUISE THOMAS
COMMITTEE MEMBER



NICOLE FOWLER
COMMITTEE MEMBER



PAM MACLEAN
COMMITTEE MEMBER



ROSA MCDONALD
COMMITTEE MEMBER

2020 - 2021
OFFICE TEAM MEMBERS



KATE TULLY
CHIEF EXECUTIVE OFFICER



JEN SMYTH
OFFICE MANAGER AND CONFERENCE COORDINATOR



BRIANNA SALMOND
MARKETING AND COMMUNICATIONS OFFICER



LETITIA BERNDT &
KARLA MOONEY



AMANDA WALKER
CAECE TRAINING AND OPERATIONS MANAGER



ISLAY MACMICHAEL
ADMINISTRATION AND COMPLIANCE OFFICER



LEKIA DOHERTY
TRAINEE ADMINISTRATION ASSISTANT



KELLIE SAVILLE
TRAINER AND ASSESSOR



LAUREN TURRELL
TRAINER AND ASSESSOR



MEAGHAN WESTWOOD
TRAINER AND ASSESSOR



SONJA HARTLEY
TRAINER AND ASSESSOR



LAINIE RANDELL
TRAINER AND ASSESSOR



MELISSA HROPIC
TRAINER AND ASSESSOR



REBECCA CAUGHLIN
TRAINER AND ASSESSOR



SUSAN BRYANT
TRAINER AND ASSESSOR



TANYA RICHARDSON
TRAINER AND ASSESSOR



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