



Bachelor of Early Childhood Education

Employment Based Pathway FAQs for Host Centres

Please find answers to the most frequently asked questions about the Bachelor of Early Childhood (BECE) Employment Based Pathway.

How long is the Employment Based Pathway and does my educator need to be employed with me for the full duration?

The Accelerated, Employment Based Pathway is an 18-month course. We expect the student/employee will have employment at your service for the whole duration of the program.

What is the course structure?

Students will complete 4 units per trimester over 4 trimesters (approx. 18 months)

Year 1				
T1 2024	ECL101 Understanding early reading development	ECE220 Science 1: Science and Environmental Awareness for Young Children	ECE212 Curriculum 3 Planning and Assessment for Teaching and Learning (20 day placement with 3 – 4 years)	ECE241 Creative Arts 2: music, dance and drama
T2 2024	ECE230 Literacy and Language Development in Early Childhood	ECE340 Creative Learning Through the Arts	ECP228 Professional Practice 3 (25 day placement with 3 – 5 years)	ECE211 Mathematical learning in the early years
T3 2024	ECE404 Inclusive practice in educational settings	IND202 Australian Indigenous Education: Recognition, Relationships and Reconciliation	ECE380 Inquiry into science curriculum (15 days placement 4 – 5 year-old)	ECE420 Supporting Children Making Transitions
Year 2				
T1 2025	ECE352 Mathematics with infants and toddlers (20 day placement birth – 2 placement)	ECE330 Multi-literacies in the early years	ECE370 Guiding children to become engaged, resilient learners	ECE360 Protective education and child well-being



What can I use the \$10,000 incentive for?

The incentive should be used to provide support for the service while an employee/student is studying. The incentive will most likely be used for backfill / CRT of an employee / student requires leave for placement.

Employees / students have also been advised to reduce their workloads to a maximum of 3-days a week while they study. The employer incentives aim to provide some support to services for the hiring of replacement employees if required.

When will I receive the \$10,000 payment?

You will receive the incentive in four (4) payments. The first payment of \$2500 plus GST will be received in May-June 2024.

Subsequent instalment payments of \$2500 plus GST will be received in the final few weeks of each trimester.

When will I receive some official paperwork about the \$10,000 incentive?

The \$10,000 incentive has been pre-approved for all Centre's who have confirmed their support for their 2024 Employment Based Pathway Scholarship students. All Centres will receive an email from Deakin University requesting completion of an online form, so that payment details can be provided. A signed supplier form is also required, this will be provided in the email, which will be sent in March 2024.

As indicated above, the use of the incentive money is to support the centre supporting the scholarship students and services will have different needs for the use of those funds. A record of how the incentive money is used is required to be kept, via a spend log (example below), by host centres and Deakin may request this at any time.

Host Employer Spend Log				
Workplace:	Sesame Street Childcare Centre		Total incentive:\$10,000	
Student:	Big Bird			
Incentive period:	Trimester 1, 2024 (Mar - Jun)			
Date	Activity	Cost or calculation	Total Cost	Running Total
15/03/2024	Mentor release to attend Deakin Mentor session (1 hour)	1 hour floor cover	\$45.00	\$45.00
20/03/2024	Mentor and student planning session (30 mins)	30 mins x 2	\$45.00	\$90.00



Do I use the funding from the government to pay my employee's wage if they are required to do a placement elsewhere?

You do not need to pay your employee's wage during the time a placement is undertaken elsewhere. However, we expect that you approve their leave request and can use the employer incentive to pay for the cost of a replacement educator during their leave.

How many course sessions or workshops will students be required to attend during work hours?

It will be very rare for students to need to attend meetings or workshops during work hours. We avoid scheduling events for cloud students during the day. There may be occasions that a meeting or seminar starts at 5 or 5:30pm. In these cases, the employee / student may need to change their shift so they can start and finish earlier or be allowed to finish early that day.

How much study time needs to be provided to a student per week? We need an approx. time allocation to work out the cost of backfill.

Please see above answer.

During placement we do expect that a student has planning time with their mentor teacher. Further to this, we encourage mentor teachers to put 30 minutes aside a week to have a reflective discussion with the student about the placement progress. Both activities may require backfill for the employee / student, and the mentor teacher.

You can use our placement schedule to work out the number of hours backfill that will be required per week during a placement undertaken in your service.

2024 Dates Guide (dates to be confirmed, please use as a guide only)	Number of days	Placement focus
Apr 15th – May 17th, 2024	20 days	3 to 4 years
Jul 29th – Sep 6th, 2024	25 days	3 to 5 years
Feb 3rd – Feb 21st, 2025	15 days	4 to 5 years
Apr 14th – May 9th, 2025	20 days	Birth to 2 years



What are the expectations of the employer during placement?

Students complete 80 days of placement, and these will occur mostly in the workplace. You play a big role in providing an environment that will support a quality learning experience. This includes:

- Flexibility in staffing arrangements during placements to accommodate the placement needs. This might mean moving staff around during the weeks of placement or approving leave for the student to complete the placement externally.
- Approving student's leave to complete a placement externally if the requirements of a placement cannot be met, at the dates specified by the University.
- Provide the student with placement supervision and mentoring from a VIT registered ECT.
- A minimum of 30 minutes per week off the floor meeting time for mentor teachers (the ECT) and the student to have reflective discussions on placement progress.
- Provide time off the floor meetings for 2 x 1 hour triadic meetings between mentors, the student and the Deakin teaching coach each placement.
- Making the student's placement a priority over other placements occurring in the service.

Can students be included in the ratio while on placement? Can they be paid?

Students can still be included in the adult – child ratios of the service and be paid a normal salary during a placement.

If the placement is more than 3 days a week and the student usually works 3-days per week, do I need to pay them for additional days worked outside their contract?

This is a workplace arrangement. However, we expect students would be paid a normal salary as per their contract. Additional days worked for placement, are for placement completion (a study requirement) and do not need to be additionally paid, in this case they should not be included in ratio. However, if the employee is being included in the adult – child ratio for those additional placement days, they should be paid.

We have other students' complete placement at our service. Can these other placements continue during the program?

Yes, you can continue to support other students in placement. However, the priority needs to go to your employee who is undertaking the employment-based pathway.



When the student/employee are off the floor to attend meetings do they have to make that time up for the employer or does the employer use the Host Incentive Payment to cover that time?

The Host Incentive Payment should be used to support these occasions.

Who are the teaching coaches and what engagement do we have with them?

The teaching coaches are employed by Deakin to support the students and the centres involved in the Employment Based Pathway. During placement the teaching coaches will meet with the students and their mentor for 2 placement meetings. The teaching coaches are a vital link between Deakin and the Host Services in the employment-based pathway. Centre managers / Directors and mentors should feel free to make contact with their PST's teaching coach.



[\(AITSL, 2017, p. 14\)](#)

As a mentor they will scaffold students' and mentor teachers' professional growth and relationship.

As a teacher they will foster students' knowledge of academic and digital literacy skills to support their study.

As a counsellor they will support students and their employers to resolve difficult situations that arise during their study.

If a student requests to work less days to manage their study load, are they still paid normally?

Employees / students should be paid for days worked only. Their \$30,000 scholarship provides them with financial support if they need to reduce their paid workloads.

The \$10,000 employer incentive provides employers with support to pay for the employment of additional staff members in these circumstances.

As stated above, we have provided guidance to students that they must reduce their workload down to 3 days a week whilst they are studying, as they are expected to study full time. A full-time study load is equivalent to that of a full-time job.



Does the service manager get paid for placement and mentoring time?

No further payments on top of the \$10,000 employer incentive will be paid to service managers. The Centre is paid \$28.50 per day for the work of supervising the placement. This is paid to the Centre upon return of the completed placement reports. It is at the Centre's discretion whether the daily payment is passed along to the mentor teacher.

The Early Childhood Teacher at my service is only provisionally registered. Can they be a mentor teacher?

Yes, we recognise that it may not be possible to only have fully registered educators be mentors. In such cases the mentor teacher should have completed their degree at least 12 months ago and have been working as an ECT since that time, then we approve them being a mentor.



What support is available to mentors?

Mentors will participate in a workshop (15th March 2024) to assist with their development and provide tips and resources to assist them in mentoring a BECE student in the workplace. Deakin will also have teaching coaches available to further support the mentors.

<https://www.deakin.edu.au/study/find-a-course/education-and-teaching/accelerated-early-childhood-education-program>

What are the expectations of the mentors and will they get paid?

Mentors will be paid for the days that they support an Employment Based Pathway student while they are on placement. The rate is \$28.50 per day paid to the mentor.

The mentor teacher is the direct supervisor of the student for the duration of the placement. They should be a critical professional friend, provide feedback, offer advice, foster reflective discussion and support students to implement placement tasks. It will be the mentor teacher who will assess the progress of the placement and complete the final placement report.

During the placement weeks the employee/student should be working the same shifts as the mentor teacher so they can shadow them. If the mentor teacher has planning time, the employee/student should continue to shadow them, so that they can contribute to the documentation, assessment and programming. If the mentor attends a meeting, and the student is able to go with them, they should. Time should be set aside on a weekly basis for mentors to privately provide the student with reflective feedback.

Mentors will be provided with guidelines and expectations for the placement. These are framed on the ACECQA standards and AITSL Professional Standards for Teachers. The mentor and student should use the [ACECQA Guidelines](#) and the domains of the [Australian Professional Standards for Teachers](#) in relation to the Standards in the categories of Professional Knowledge, Professional Practice and Professional Engagement. Please see the [Professional Experience website](#) if you require further information.

When will we be sent information about the placement, such as the expectations, guidelines, and report?

All of the placement paperwork is available for the student to download from the BECE student hub.