



# About Community Early Learning Australia

Peak body for early education and care

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THE VOICE FOR AUSTRALIA'S COMMUNITY AND SMALL PROVIDERS SINCE 1978



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**“Our CELA membership really is like a gift that keeps on giving with the benefits being limitless and the support being invaluable. As the director of a small rural preschool, our membership is the one constant I have relied upon for over 20 years. It ensures the team at our service stays informed about issues that impact us, in a way that makes sense.”**

Narelle Myers, Bermagui Preschool Member since 2004

# About Community Early Learning Australia

## **Community Early Learning Australia (CELA) is the voice for Australia's early education and care sector.**

CELA has successfully supported and advocated for early childhood education and care (ECEC) services for nearly 50 years. We are committed to early education and building the future, one child at a time, and our progress speaks volumes.

A member-driven organisation, we are dedicated to supporting over 1,800 members that employ more than 27,000 educators and teachers nationally. Our members include community-managed not-for-profit, government, and privately-owned small providers, delivering preschool, long day care, mobile, outside school hours care, and family day care services.

**Our vision is for all of Australia's children to have access to quality early education, regardless of economic circumstance or where they live.**

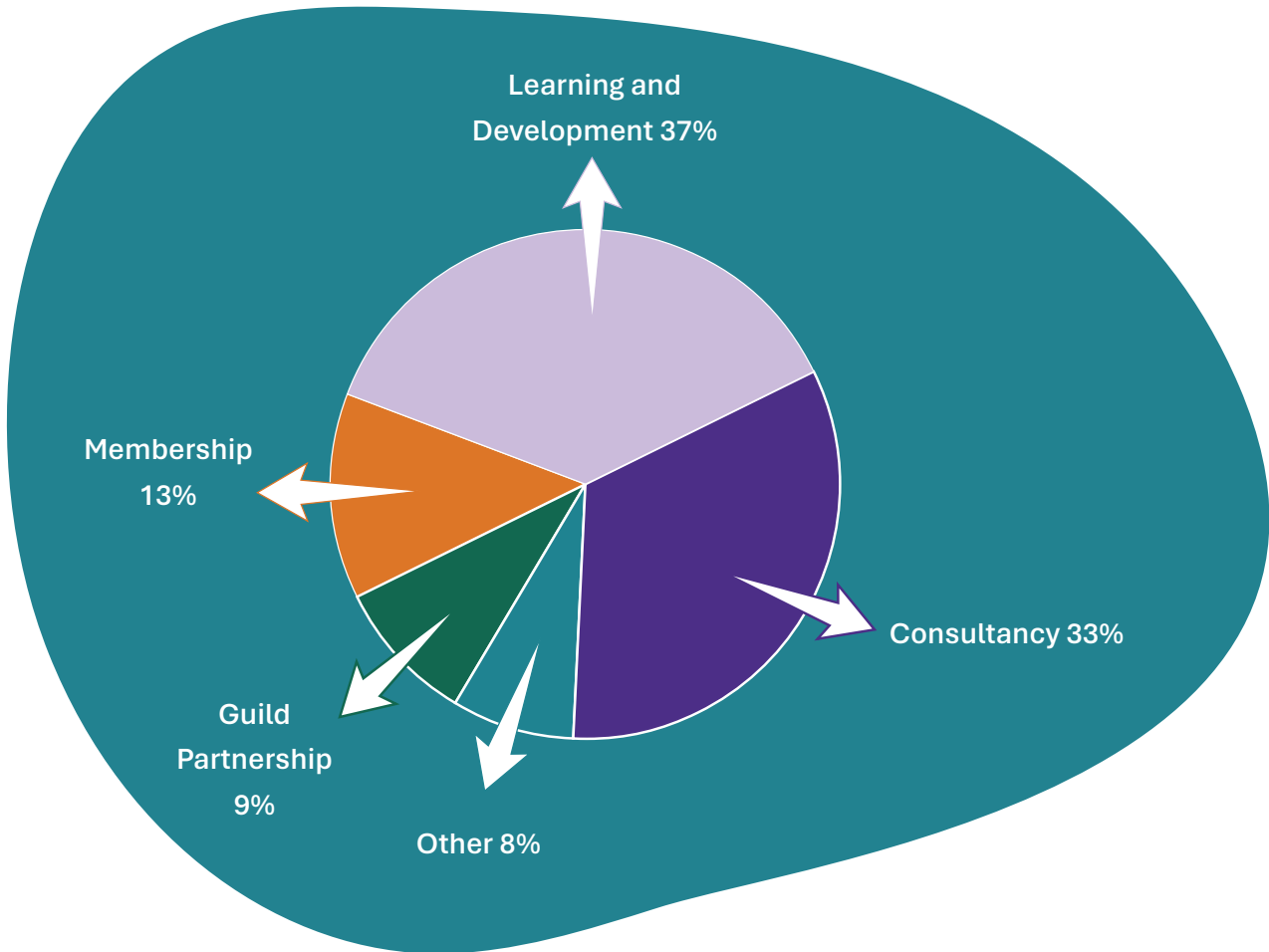
## **Our mission**

- 1. Quality education and care:** We deliver effective and expert support for our members, enabling them to deliver quality early education and care for all of Australia's children.
- 2. Small providers, BIG voices:** We influence policy makers and government by amplifying the voices of community-based and small providers.
- 3. Community is core:** We promote the value and importance of community-based early education.

## How we are funded

Funding our mission for members and the broader sector is made possible by re-investing profits from our consultancy and professional development programs. This approach allows us to maintain low membership fees while delivering high-impact advocacy.

### Where our money came from:



### FIND OUT MORE

To find out more about how we manage our not-for-profit organisation, view our most recent annual report.

[www.cela.org.au/annual-reports](http://www.cela.org.au/annual-reports)



## How we can help you as your national peak body

CELA is a one-stop-shop for ECEC educators and providers. Our membership provides you with the support, resources and expertise you need to deliver exceptional early education and care.

- ▶ **Your voice:** Advocacy for small and community providers and the broader sector
- ▶ **Personalised phone support:** Member exclusive 1800 support line
- ▶ **Publications:** Weekly member news bulletin, weekly Amplify! newsletter and triannual Rattler magazine
- ▶ **National Quality Framework support:** NQF-related policy guidance templates
- ▶ **Learning and development:**
  - » Extensive and affordable professional development calendar
  - » Over 50 topics with the largest range of NESA accredited courses
  - » Certified child protection training (RTO ID 90842)
  - » Approved provider and governance training
  - » Committee training
  - » Annual events focused on leadership and inclusion
- ▶ **Information:** Extensive selection of resources including toolkits, ebooks and guides
- ▶ **Support and guidance:**
  - » Consultancy for providers and government bodies
  - » Strategic planning support
  - » Sector support to help services implement new initiatives
  - » Improved outcomes for communities through the development or expansion of early education and care

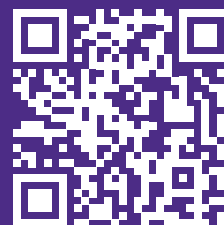


**JOIN US TODAY**

[www.cela.org.au/membership](http://www.cela.org.au/membership)

1800 157 818

[membership@cela.org.au](mailto:membership@cela.org.au)



# Consultancy

## Need help navigating the operational requirements of your ECEC service?

CELA's consultants will guide you through every step with confidence.



**NQF compliance and quality support**



**Policy review and development**



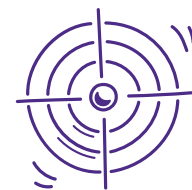
**CCS approval support for services and providers**



**Mentoring**



**Governance support**



**Review of QIP and self-assessment goal development**

“I highly recommend CELA to anyone seeking to ensure their services comply with current standards, particularly those who are short on time and need reliable, efficient guidance.”

Cobar Shire Council



**Find out more**

[www.cela.org.au/consulting](http://www.cela.org.au/consulting)



# Professional development

## Want the best quality training for your team?

CELA provides the sector's most comprehensive and quality-focused training, grounded in the latest research.



Choose from over 50 topics, delivered by our sector experts at a time and location that suits you.

We have the largest range of NESA Accredited courses on offer.

Join over 10,200 ECEC professionals who boosted their quality practice by training with us last year.



**Find out more**

[www.cela.org.au/training/about](http://www.cela.org.au/training/about)





# Child protection training

## Gain your certification with the course that sets the standard for the sector

CHCPRT025 Identify and Report Children and Young People at Risk (RTO ID 90842)



CELA's nationally recognised child protection course covers everything early and middle childhood education professionals need to know in order to feel confident and capable when it comes to child protection, no matter their level of experience in the sector.

CELA has been delivering child protection training as a Registered Training Organisation for over 10 years. Our new CHCPRT025 Identify and Report Children and Young People at Risk webinar series has been expertly developed by a team of child protection specialists, including early childhood education and care professionals, as well as child protection and welfare experts.

### CHOOSE FROM 3 DELIVERY MODES:



**Scheduled Webinars**  
(NESA Accredited PD)



**Self Paced Online**



**Inservice Training**  
(NESA Accredited PD)

“To anyone considering booking this course with CELA, I can’t recommend it enough. The quality and depth of the training are exceptional. CELA has truly set a new standard in child protection training.”

Chloe Flannery, Quality and Operations  
Manager at Futuro Early Learning



**Find out more**

[www.cela.org.au/child-protection](http://www.cela.org.au/child-protection)



# eBooks, tools and bundles

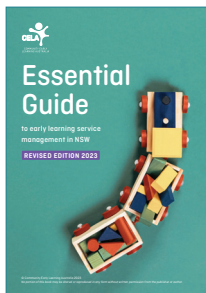
Build your digital knowledge base with our range of eBooks and bundles



Toolkits



eBooks



Essential Guide to Early Learning Management in NSW



Educational Leaders Bundle



Guide to effective committees



+ over 100 tools, forms, policy templates and guides in our member hub



Find out more

[www.cela.org.au/shop](http://www.cela.org.au/shop)



# Membership

Don't forget to join us to benefit from personalised support, discounts and more!

When you're a CELA member, your whole team is supported

**GREAT VALUE FOR UNDER \$1 PER DAY, HERE'S WHAT'S INCLUDED:**



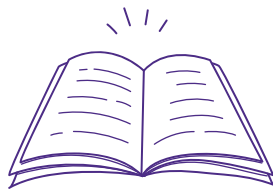
1800 support line



Member news



Discounts



Rattler magazine



Jobs board



Online operational  
resource library

Our small and community provider members tell us we give them the support, information and connections they would otherwise get from a head office.

“We value our CELA membership because they provide easy access to support from people who really understand our issues and questions. The membership is great value for money and very worthwhile for both new and seasoned Directors.”

Sue Motley, Armidale Community  
Preschool, Member since 2008



**Find out more**

[www.cela.org.au/membership](http://www.cela.org.au/membership)



# Advocacy

**Our focus:  
Better quality outcomes for you,  
your service, and the children you educate**



**In 2023 CELA represented members at 43 major advocacy events.**



**We invested in over 3,000 hours of advocacy on behalf of community and small providers.**



**We wrote 7 formal submissions to both federal and state government.**



**In 2024 we are leading the way to better wages and conditions for the ECEC sector through multi-employer bargaining.**



**Members are invited to contribute their views via surveys, panels, emails and conversations throughout the year.**

As a peak body for early childhood education, Community Early Learning Australia is an influential and vital advocacy force for the sector and for Australia's children.



**Find out more**

[www.cela.org.au/advocacy](http://www.cela.org.au/advocacy)





**“You do so much so well. For me it’s about having support when I need it. The Essential Guide has saved the day so many times, it’s great being able to pull it out and have a starting point. Also, being able to call and chat has also been helpful. And I love those really simple guides. I use them with staff a lot and I’ve recently started using them with students. We always wish we’d organised more cover so we could stay longer at your events!”**

Sue, Greenmeadows Preschool

# Our focus and impact

## Advocating for members and the broader sector

**Liaising with decision-makers:** We ensure policymakers understand how decisions affect ECEC services and the families and children they serve. We regularly meet with government representatives and speak to them about issues and potential solutions, providing evidence-based analysis, and conveying the views of members.

**Elevating member voices:** We champion the views and concerns of our members and the broader sector through our Amplify! weekly newsletter, social media and Rattler journal.

### Impact

- ▶ In 2023 CELA CEO Michele Carnegie represented issues impacting community and small providers at 119 federal and state advisory group meetings and key inquiry consultations.
- ▶ We undertook over 3,000 hours of advocacy on behalf of CELA members around our five key advocacy focus areas.

## ADVOCACY PILLARS

CELA has five advocacy pillars that guide our work:



Achieving quality early education



Building a stable workforce that is nurtured and valued



Ensuring viability for community and small providers



Improving access for vulnerable children



Closing the gap for rural children



CELA contributes to advocacy and policy development at federal and state government levels. Guided by five key pillars, our approach is effective in making real, on-the-ground change.

## Building capacity and expertise

**Targeted training:** CELA supports professional growth through accessible and affordable targeted learning and development opportunities. This equips educators with the skills they need to meet their community's unique needs. As a NESA endorsed provider at the proficient teacher level, CELA upholds high standards of educational excellence.

**Investing in quality ECEC:** Our targeted training approach fosters a well-supported and skilled workforce. This leads to enhanced quality in early education and care, resulting in positive long-term outcomes for Australian children.

### Impact

- ▶ Our learning and development calendar includes over 50 topics intended to lift the quality practice of early educators and teachers. In 2023 alone, we had 10,600 participants.
- ▶ Over 400 educators completed our highly regarded training Identify and Respond to Children and Young People at Risk (CHCPRT001) in 2023.
- ▶ We are the largest provider of NESA-accredited training for the sector, with 27 NESA accredited courses available.

## Supporting governance and operational needs

**Guidance and clarity:** Through CELA's consulting services and phone support, we offer high-level sector expertise to support the governance and operational needs of providers and services. This includes providing clarity and guidance around the NQF and the National Law and Regulations.

**Confidence and compliance:** Our support ensures early education professionals feel confident in meeting their legal and regulatory obligations, allowing them to provide a quality service for children.

### Impact

- ▶ We provide phone support for over 27,000 early education and care professionals and committee members who are eligible to access our 1800 number through their service's membership.
- ▶ In 2023 we completed 90 consultancies across Australia. These included long day care, family day care, community preschools, councils, large not-for-profit organisations, government agencies and small stand-alone providers in NSW, QLD, ACT, WA, TAS and VIC.
- ▶ Our online operational resource library includes over 100 regularly updated tools, templates and guides designed to support service delivery. These resources facilitate the creation of effective policies, ensuring that operations are seamless and fully compliant with the National Law and Regulations as mandated under the NQF.

## Our team

**At CELA we understand the challenges that early childhood educators face because we've been there ourselves.**

CELA's secret weapon is our incredible, passionate team. We're a dynamic mix of permanent full-time and part-time staff, offering high-level sector expertise to meet the daily needs of member calls, emails, content, and resource building.

Many of our experts still work in sector roles, ensuring that we are always at the forefront of practical, relatable knowledge to best support your needs.

Led by CEO Michele Carnegie, the team drives initiatives to raise ECEC quality standards and implement vital policies.

Our early education specialists bring decades of hands-on experience to the table. They are focused on supporting educators to deliver quality early education tailored to the diverse needs of children and communities. Education and training are core to CELA's mission, with a team of expert facilitators providing invaluable knowledge and support to educators, fostering their professional growth and enhancing their ability to make a positive impact on the lives of children.

Together, this powerhouse team of professionals embodies CELA's commitment to practical, relatable knowledge.

Their goal?

**To support the continuous improvement of early education practices for better outcomes for children.**



**CELA is a fantastic group of professionals who keep us informed and up-to-date in areas such as policies, governance and general running of preschools and centres. They provide invaluable resources and information in their publications and there is always someone to talk to when you ring them, no matter how big or small your problem is."**

CELA member





**“I am immensely proud of our talented and experienced CELA team. They are highly skilled and deeply knowledgeable about our sector, with many having worked in early childhood education during longstanding careers. They work tirelessly to ensure our members are heard and supported.”**

Michele Carnegie, CEO, CELA



**“Over the years, I have been looked after by the team at CELA, and I look forward to all the ongoing amazing professional development training. The CELA membership is truly worth the value, and the knowledge I have gained is priceless.”**

Kathy M, Long Day Care Director

## OVERVIEW OF CELA TRAINING TOPICS

5 Ways To Better Conversations With Children [NESA ACCREDITED PD](#)

Acknowledging and Celebrating First Nations of Australia: A Starting Point- Webinar 2 Part Series [NESA ACCREDITED PD](#)

Addressing Behavioural Concerns with Families

Am I Ready? Supporting transitions to school

An Introduction to Reframing and Responding to Children's Behaviour

An Introduction to the Circle of Security for Early Educators

Approved Provider and Governance Portal - Self-Paced Online

Body Safety: Exploring Protection, Respect and Consent with Young Children [NESA ACCREDITED PD](#)

Bringing the EYLF V2.0 to Life: An Overview of the How [NESA ACCREDITED PD](#)

Bringing the EYLF V2.0 to Life: Assessment and Evaluation for Learning, Development and Wellbeing in Practice [NESA ACCREDITED PD](#)

Bringing the EYLF V2.0 to Life: Collaborative Leadership and Teamwork in Practice [NESA ACCREDITED PD](#)

Bringing the EYLF V2.0 to Life: Critical Reflection and Ongoing Professional Learning in Practice [NESA ACCREDITED PD](#)

Bringing the EYLF V2.0 to Life: Cultural Responsiveness in Practice [NESA ACCREDITED PD](#)

Bringing the EYLF V2.0 to Life: Equity, Inclusion and High Expectations in Practice [NESA ACCREDITED PD](#)

Bringing the EYLF V2.0 to Life: Play Based Learning and Intentionality in Practice [NESA ACCREDITED PD](#)

Bringing the EYLF V2.0 to Life: Sustainability in Practice [NESA ACCREDITED PD](#)

Building Genuine Partnerships with Families and Communities

CHCPRT025 - Identify & Report Children and Young People at Risk (RTO ID: 90842) - 3 Part Webinar [NESA ACCREDITED PD](#)

CHCPRT025 Identify and Report Children and Young People at Risk (RTO ID 90842) - Self-Paced Online

Child Protection NSW Refresher - Self-Paced Online

Children's Rights Children's Voices: Working With a Rights-Based Approach [NESA ACCREDITED PD](#)

Compliance in Everyday Practice

Connecting to the Joy of Children's Learning through Purposeful Observation [NESA ACCREDITED PD](#)

Dealing Effectively With Complaints

Developing scaffolding strategies to support intentional teaching

Educator Wellbeing: Filling an Empty Bucket

Effective Supervision in Family Day Care

Effective use of Technology with children [NESA ACCREDITED PD](#)

Emotion Coaching And Self-regulation

Engaging with the Principles of Active Supervision [NESA ACCREDITED PD](#)

Establishing Inclusive Practice: Conversations and Inclusion Plans

How the Exceeding Themes Influence your Practice

Inquiry Based Learning [NESA ACCREDITED PD](#)

Leadership: Empowering and Engaging the Team — Micro Credential - Self-Paced Online

Leading your Team through Change

Literacy in the Early Years [NESA ACCREDITED PD](#)

Loose Parts Play [NESA ACCREDITED PD](#)

Making Meaningful Music With Our Early Learners

Management Committee Training Portal - Self-Paced Online

Neuroscience and Behaviour [NESA ACCREDITED PD](#)

Numeracy in the Early Years [NESA ACCREDITED PD](#)

OOSH Active Supervision

Play Theory And Behaviour

Practical Approaches to Programming for Educational Leaders

Practical Approaches to Programming for Educators

Prepare Your Team For Assessment And Rating

Recognising Vulnerability to Support Children's Wellbeing and Development [NESA ACCREDITED PD](#)

So Now You Are On The Committee

Spotlight on the EYLF V2.0: Exploring the Changes [NESA ACCREDITED PD](#)

Supporting Children who Present With Anxiety or Stress

Supporting Confident and Capable Babies and Toddlers [NESA ACCREDITED PD](#)

The Director's Toolkit: Administrative Responsibilities

The Director's Toolkit: Compliance & Quality

The Director's Toolkit: Family And Community Partnerships

The Director's Toolkit: Leadership & Advocacy

The Director's Toolkit: The Team, Staff Relationships

The Director's Toolkit: Working with Management, Planning & Policy

The How, What and Why of Effective School Transition: Setting Children up for Success

The Law and Regs for Nominated Supervisors

Time Management in ECEC

Understanding Neuroscience to Support Children's Behaviour — Micro Credential - Self-Paced Online [NESA ACCREDITED PD](#)

Understanding Play Theory [NESA ACCREDITED PD](#)

Understanding Self-Assessment and Quality Improvement Planning

FOR FURTHER DETAILS OR TO BOOK:



[WWW.CELA.ORG.AU/TRAINING](http://WWW.CELA.ORG.AU/TRAINING)



# Four ways to learn with CELA



## CALENDAR TRAINING

Join one of our popular live webinars - many sessions are scheduled on multiple times and dates in order to maximise availability.

[www.cela.org.au/training](http://www.cela.org.au/training)



## INSERVICE

Can't make the time or date of a calendar session or need something delivered specifically for your team? CELA can bring the training to you, no matter where you are.

[www.cela.org.au/training/in-service](http://www.cela.org.au/training/in-service)



## INDIVIDUAL MENTORING

We offer a unique mentoring program, completely tailored to your needs and specifications.

[www.cela.org.au/training/mentoring](http://www.cela.org.au/training/mentoring)



## SELF PACED

Explore our range of self-paced, online courses covering topics such as child protection, leadership, management committees, approved providers and behaviour support.

[www.cela.org.au/training/self-paced](http://www.cela.org.au/training/self-paced)

“

Training is so important and I believe CELA do a fabulous job. Especially with regards to providing access for remote services!”

Judy  
Preschool Director

“

I would recommend this course to other organisations because you will be reassured that educators have received high-quality, comprehensive training.

Andrea  
Educational Leader, Children's Services

## JOIN TODAY

[www.cela.org.au/registration](http://www.cela.org.au/registration)

1800 157 818

[membership@cela.org.au](mailto:membership@cela.org.au)



## FIND OUT MORE

To speak to one of our expert sector consultants please contact us on 1800 157 818 or [info@cela.org.au](mailto:info@cela.org.au)

LEARN MORE ABOUT CELA: [www.cela.org.au/about-us](http://www.cela.org.au/about-us)