

EARLY CAREER ACADEMY FOR TEACHERS



Developing the next
generation of teachers
in NSW public education





Acknowledgement of Country

We acknowledge that Aboriginal and Torres Strait Islander peoples are the First Peoples and Traditional Custodians of Australia, and the oldest continuing culture in human history.

We pay respect to Elders past and present and commit to respecting the lands we walk on, and the communities we walk with.

We celebrate the deep and enduring connection of Aboriginal and Torres Strait Islander peoples to Country and acknowledge their continuing custodianship of the land, seas and sky.

We acknowledge the ongoing stewardship of Aboriginal and Torres Strait Islander peoples, and the important contribution they make to our communities and economies.

We reflect on the continuing impact of government policies and practices, and recognise our responsibility to work together with and for Aboriginal and Torres Strait Islander peoples, families and communities, towards improved economic, social and cultural outcomes.

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Message from the NSW Government

The Early Career Academy for Teachers will serve as a centre of excellence, supporting the attraction and development of new and future teachers for the NSW public education system.

Education transforms lives and at the heart of the NSW public education system is the unwavering commitment to provide students from across the state with equal access to a high-quality education. So much of what we seek to achieve in public education depends on teachers. That is why the NSW Government is deeply committed to ensuring that all NSW public schools have the teachers they need to support students to reach their highest potential. While much progress has been made in recent times, including the biggest uplift in teacher salaries in a generation, we need to continue backing the teaching workforce to ensure it meets the needs of the system now and into the future. This includes addressing staffing pressures in specific geographic locations and specialty subject areas, while also preparing for projected population growth across NSW.

The NSW Government has established the \$20 million Innovative Teacher Training Fund to create new and innovative ways to support beginning teachers and its aim is to attract the best and brightest to a career in teaching, and provide them with the necessary support, mentoring and development opportunities that will keep them in the profession. The Fund will be utilised to establish an Early Career Academy for Teachers ('the Academy') which will serve as a centre of excellence supporting the attraction, development and retention of new and future teachers.

As the largest employer of teaching graduates in Australia, the NSW Department of Education is in a unique position to shape the teaching profession. This includes promoting the pathway into, and through, Initial Teacher Education (ITE) programs, as well as supporting beginning teachers as they transition and grow into their teaching roles. We need to ensure these teachers are set up for success during their first years in a classroom.

Partnerships will be fundamental to the establishment of the Academy and the NSW Government is committed to working closely with ITE providers, the NSW Council of Deans of Education, the NSW Education Standards Authority (NESAs) and our federal counterparts to support the development of classroom ready graduate teachers. Partnerships with ITE providers both strengthen the evidence base underpinning the department's approach to early career support and ensure the department is positioned as the employer of choice.

The combined initiatives of the Academy will enable us to bring teaching into the career considerations of more people, from different backgrounds, at different stages in their lives, while also ensuring we strengthen the support provided to pre-service teachers throughout their degree and into the classroom. The Academy's coordinated, wrap-around approach to supporting our early career teachers will ensure we attract and develop the best teachers for tomorrow, setting them up for a successful career in public education.

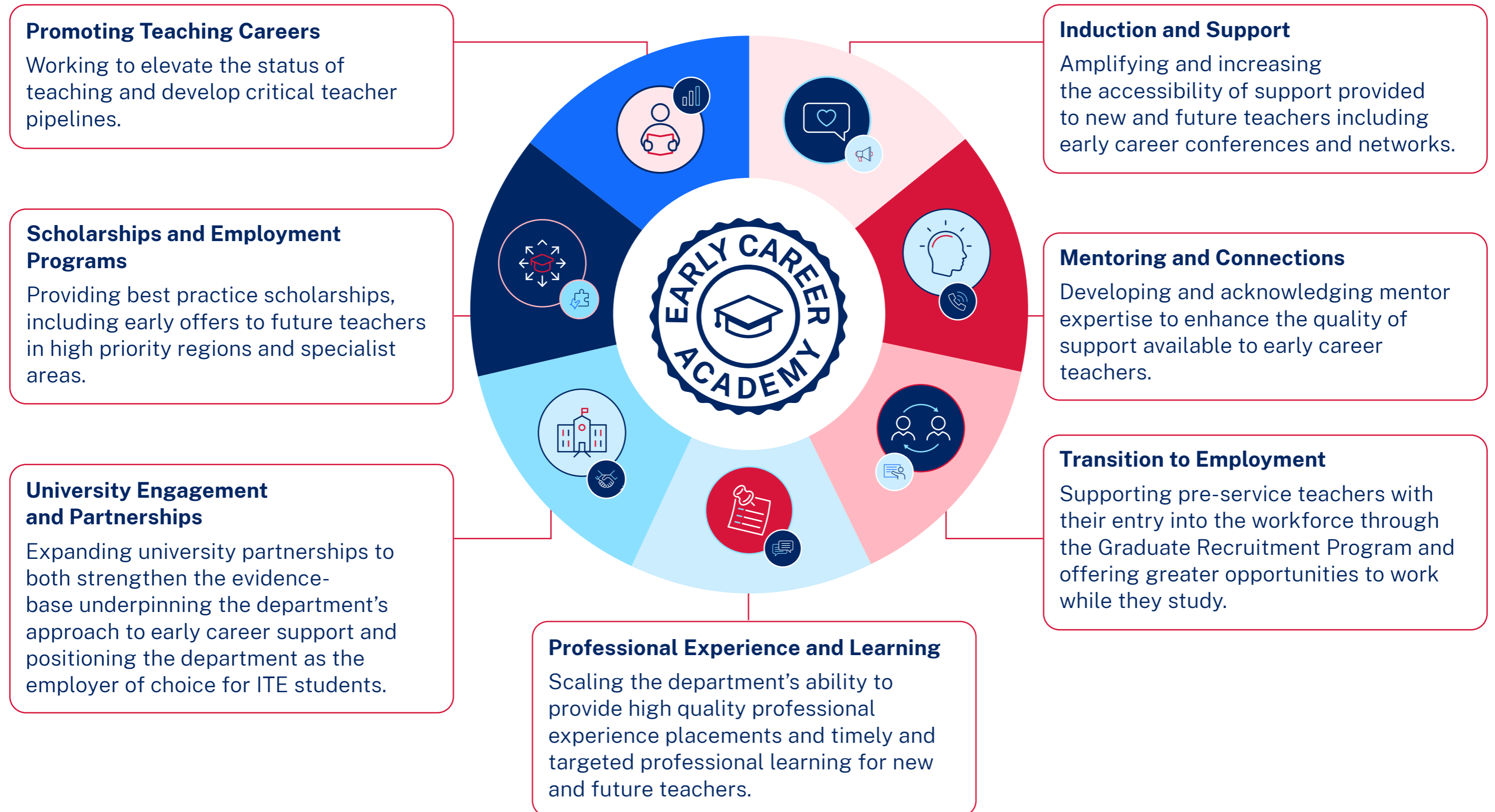




The Early Career Academy for Teachers will strengthen the department's position as the employer of choice and serve as a centre of excellence, **supporting the attraction, development and retention** of new and future teachers.

Our Vision – Building the Teachers of Tomorrow

Career related choices are influenced by a number of factors and ‘moments that matter’. The Academy will leverage the department’s position as the largest education system in Australia to reinforce the pathways and benefits of a teaching career and make critical connections across all elements of a teacher’s career journey.



About the Academy

As the largest employer of teaching graduates in NSW, the NSW Department of Education is committed to developing the next generation of teachers. Through the establishment of the Early Career Academy for Teachers, the department will work in collaboration with Initial Teacher Education (ITE) providers and key stakeholders across the education landscape, to support individuals as they commence their degree, select a career in NSW public schools and succeed in the classroom as beginning and early career teachers.

The Academy directly responds to the NSW Government's commitments to develop new and innovative teacher training methods, provide enhanced support to pre-service teachers and address challenges around teacher supply.

Representing a significant step forward in the government's commitment to nurturing the next generation of teachers, the Academy will ensure that teachers are well-supported as they embark on their teaching journeys, ultimately improving outcomes for students and communities across NSW.

With a focus on critical moments in a teacher's journey, the Early Career Academy is organised around 3 interconnected pillars:



START

CHOOSING A
TEACHING CAREER
AND ENROLLING IN
AN ITE DEGREE



SELECT

COMMENCING A CAREER IN
PUBLIC EDUCATION IN ONE
OF THE MANY LOCATIONS
AND CONTEXTS ON OFFER



SUCCEED

HAVING THE KNOWLEDGE,
SKILLS, SUPPORT AND
TOOLS TO THRIVE IN THE
CLASSROOM FROM DAY 1





START

Teachers play a crucial role in shaping young minds and inspiring future generations. It requires dedication, patience, and a passion for education. Enrolling in a teaching degree program is the first instrumental step towards gaining the necessary skills and knowledge to excel in the classroom.

Showcasing the teaching profession

Raising community awareness and perceptions about the significant contribution of teachers, their impact and what it means to be a teacher

What we are doing

The teaching profession is made up of a collective of talented, passionate individuals committed to making a difference and helping their students reach their highest potential. The Early Career Academy will drive the delivery of targeted and evidence-based information, media and ambassador strategies designed to share and leverage these teacher stories and highlight the excellent contribution and career paths of teachers across NSW public schools.

What this will achieve

The Academy's dedicated focus on showcasing the diverse contributions of NSW public school teachers will raise community awareness and perceptions about the significant contribution of teachers, their impact and what it means to be a teacher and assist with both positioning teaching as a desirable career pathway and the department as an employer of choice.

Strategic alliances with ITE providers and other critical partners

Developing strategic partnerships with ITE providers, industry bodies and other key organisations to amplify the impact of departmental campaigns and initiatives to attract and direct aspiring teachers into the areas of highest demand

What we are doing

Working closely with key organisations and groups who have a role in shaping career choices, including universities and careers advisers, to communicate the department's workforce needs and promote the career options and support that is available.

What this will achieve

This assists with 'shaping the market' so that universities are better positioned to meet the department's workforce needs by offering and promoting relevant courses. It also assists with ensuring that high school students, university students and career changers are aware of the diverse opportunities a career as a NSW public school teacher can offer and assists them with making subject choices that optimise their career options post graduation. More direct strategic engagement with ITE students and the university sector will ultimately support the sector with training the right teachers for the right locations in the right key learning areas (KLAs)/specialisations.

Promoting and incentivising a teaching career path

Delivering a sustainable pipeline of teachers into the profession by increasing awareness and consideration of teaching as a desirable career pathway and highlighting the diverse incentives available through the NSW Department of Education

What we are doing

Delivering targeted campaigns and initiatives that find innovative ways to communicate and share information on teaching careers and the incentives available. This includes digital channels, face to face events, 'Future Teachers Clubs' in high schools and amplifying scholarship offerings which target KLAs/specialisations and locations of workforce need.

What this will achieve

This will attract high performing graduates to a career in public education, building a pipeline of future teachers. Students can choose a scholarship that best suits their personal circumstances and are well supported while studying to ensure they perform at their best and are classroom ready upon graduation. Students are supported with their transition to teaching through bespoke, personalised support.



SELECT

Choosing a career in public education offers a rewarding opportunity to shape young minds. Teachers inspire curiosity, foster critical thinking, and create inclusive learning environments. It's a career that combines intellectual stimulation and the satisfaction of witnessing student success.

Accessible career advice and support regarding teaching in a NSW public school

Having a NSW Department of Education representative based on campus to provide direct, accessible and personalised career support and engagement

What we are doing

Strengthening our presence within key ITE partners, including the co-location on campus of University Partnership Leads employed by the department, ensuring students and university staff have holistic oversight of the department's programs, initiatives and workforce planning focus areas. This will include supporting future teachers with professional experience placements, approval to teach applications and employment opportunities.

What this will achieve

Deepening relationships with students on campus ensures pre-service teachers have consistent and ongoing touchpoints with the department for any career enquiries they may have that require tailored support. This enables an ease of transition into the workforce post graduation.

Connection to public education and the diversity of opportunities on offer

Providing pre-service teachers with a sense of belonging to the public education system and support throughout their teaching degree while also showcasing key employment opportunities

What we are doing

Enhancing our engagement with ITE students by increasing promotional activities, building communities and optimising student engagement with Teach NSW platforms. Hosting social and professional networking events, presentations, podcasts, study tours and workshops with notable guest speakers and education professionals from across the NSW public sector.

What this will achieve

The creation of a community for pre-service teachers and increased awareness of the range of employment opportunities, acting as a support service and connection point to both the department and other pre-service teachers while also positioning the department as an employer of choice.

Expanded professional experience support

Building consistent, high quality professional experience practice in NSW public schools

What we are doing

Implementing an expanded professional experience 'Hub Schools' program based on program evaluation, research and stakeholder consultation. With a key focus on rural professional experience and KLAs/specialisations of high need, this includes trialling the implementation of professional experience placement software and stipends to support rural placements.

What this will achieve

Enhanced visibility of professional experience placements occurring across NSW public schools to be better positioned to support quality professional experience at a system level and longer term workforce planning. This will support high performing Hubs in schools and across networks enabling consistent, quality professional experience/s for ITE students in public education classrooms, ultimately ensuring the department is positioned as an employer of choice.



SUCCEED

Having the right knowledge, skills, and support is crucial for effective teaching. Teachers need access to quality resources and professional development to create engaging learning environments that foster student success.

Digital information hub and resources

Providing a centralised purpose-designed platform for future and early career teachers to simplify access to essential tools, support and information

What we are doing

Creating a 'one stop shop' for future, pre-service and early career teachers – the Academy Digital Hub will provide targeted and time saving resources and information, access to learning, peer community engagement and centralised points of contact for advice and support.

What this will achieve

The Digital Hub will provide a direct communication channel, purpose designed for future, pre-service and early career teachers that saves them time, offering clear and factual information and access to professional learning, resources, personalised advice and support. The Digital Hub will also facilitate peer-to-peer community engagement and support for teachers at critical touchpoints in their career.

Tailored professional learning

Designing professional learning and resources specifically for pre-service and early career teachers to support preparation for their professional experience placement/s, transition into the classroom and beyond

What we are doing

Developing a flexible framework that identifies the learning needs of early career teachers and refining/expanding the department's suite of professional learning to ensure that it is relevant, high quality, timely and available to early career teachers in a variety of delivery modes. Facilitating early career teacher learning communities to foster peer to peer knowledge sharing and support.

What this will achieve

Early career teachers will have access to targeted, continuous professional learning to support their transition from pre-service teacher to the classroom.

Early career induction and support

Amplifying the support provided to pre-service and early career teachers during their first years of teaching (from Graduate to Proficient accreditation)

What we are doing

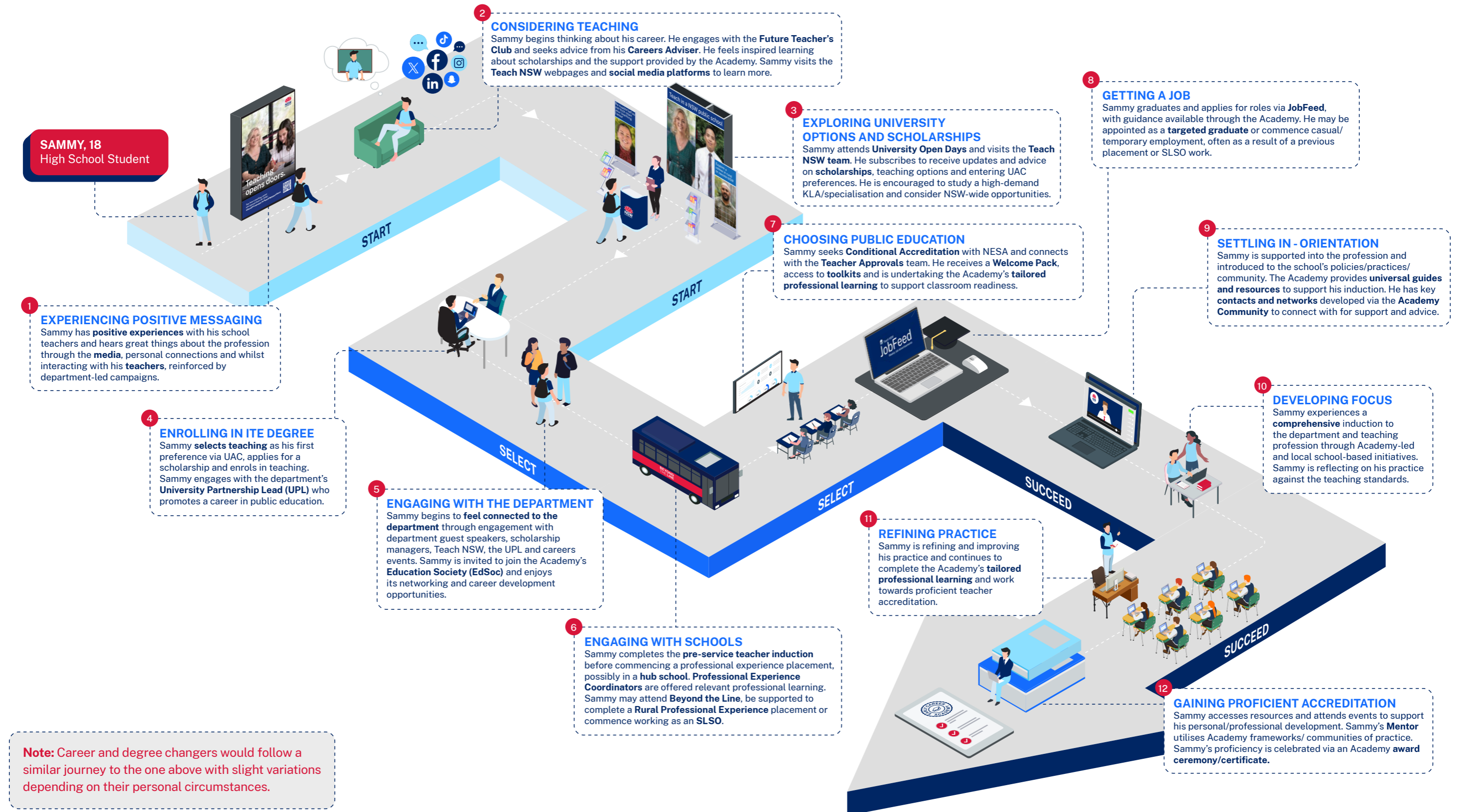
Enhancing our induction framework to ensure it best enables high quality new teacher induction. This incorporates dedicated resources for schools and networks, including providing early career teachers with access to a range of professional networks and initiatives across NSW and providing mentors with access to professional learning, guides and resources to implement effective professional learning and system mentoring programs.

What this will achieve

Induction is a critical foundation to shape the teaching performance of early career teachers. Early career teachers in NSW public schools will have access to time saving resources designed specifically for them. They will receive quality induction and support that is structured, comprehensive and school-based, enabling them to feel welcomed, engaged and thrive in their new role.

Early Career Academy Journey

The Early Career Academy will influence career related decisions for future teachers during the ‘moments that matter’.



Implementation Plan

C Continue **E** Expand **N** New Initiative

START

#	Initiative	Status	Timeline*		
			2025	2026	2027
1.1	Attraction to Teaching evergreen brand campaign to showcase the teaching profession and build awareness of the Early Career Academy, including media, podcast and ambassador activity	N		●	→
1.2	Future Teachers Club building on strong foundational footprint and scaling to additional high schools across NSW	E	●	→	→
1.3	Careers Events participation in key external events and department-led initiatives to provide information and advice regarding pursuit of a teaching career	C	●	→	→
1.4	Career Partnerships connecting with industry groups, career services and tertiary bodies to disseminate information and promote a teaching career	E		●	→
1.5	Expanded Access for Career Changers to undertake a Masters in Teaching and work while studying	N	●	→	→
1.6	Scholarship Program Reboot incorporating early offers to future teachers in high priority key learning areas/specialisations and locations	N		●	→
1.7	Award Programs including principal-nominated scholarships/awards to HSC students and beginning teacher awards	N	●	→	→

SELECT

#	Initiative	Status	Timeline*		
			2025	2026	2027
2.1	University Partnership Leads co-located on campus to engage with students, promote careers in public education and support professional experience placements, approval to teach applications and early employment opportunities	N	●	→	→
2.2	Beyond the Line Study Tours showcasing employment opportunities in regional, rural and remote NSW to university students	C	●	→	→
2.3	Network Showcases connecting university students to high-demand networks across greater Sydney including facilitated observations, information sessions and visits	N	●	→	→
2.4	Professional Experience Placement Software trialled for the Rural Professional Experience Program, with possible expansion to a department-wide approach to managing placements	N	●	→	→
2.5	Scholar Engagement and Retention including dedicated mentoring and structured engagement for department scholars	E	●	→	→
2.6	Professional Experience Hub Program to support the provision of consistent high quality professional experiences for all pre-service teachers, supervising teachers and ITE providers	E	●	→	→
2.7	Pre-service Teacher Registration Process introduced for all professional experience placements in NSW public schools to enable workforce planning and an improved user experience for pre-service teachers	N	●	→	→
2.8	Bespoke Initiatives with ITE providers including establishment of Teach NSW Education Society targeting key cohorts in specialist areas.	N		●	→
2.9	SLSO Employment Model offering structured opportunities for ITE students to work casually as school learning support officers while studying to support classroom readiness	N		●	→

SUCCEED

#	Initiative	Status	Timeline*		
			2025	2026	2027
3.1	Digital Information Hub launched to facilitate personalised communication, support and access to curated resources, ensuring a smooth pathway into employment with the department	N			●
3.2	Beginning Teacher Induction Framework refined to ensure schools/networks have access to universal guides and resources to implement effective induction programs.	E		●	→
3.3	Department-led Learning Pathways and Tailored Professional Learning to support classroom readiness from the first professional experience placement and beyond	N		●	→
3.4	Conferences and Staff Development opportunities initiated state-wide for beginning teachers	N		●	→
3.5	System-led Support made available for teachers working towards Proficient Teacher Accreditation	N		●	→
3.6	Professional Learning for Mentors in collaboration with the School Leadership Institute to ensure mentors are best placed to support early career teachers	N			●
3.7	Directory of Beginning Teacher Networks developed to facilitate support for all beginning teachers	N		●	
3.8	Mentor Community of Practice to encourage best practice in schools when supervising and/or supporting early career teachers	E	●	→	→

“
 More than a professional learning framework, the Academy brings together successful existing programs and introduces new initiatives designed to set teachers up for success from Day 1 ... while also serving as a multifaceted workforce planning and supply strategy that will enable the attraction and retention of a steady supply of classroom-ready teachers, into the areas of greatest need.
 Murat Dizdar
 Secretary, NSW Department of Education
 ”

* Initiatives planned for 2026 and 2027 will commence following co-design, consultation and engagement with the profession, union and key stakeholders.



Evaluation

The NSW Department of Education will regularly evaluate the Early Career Academy for Teachers to explore the effectiveness and impact of its initiatives.

This evaluation will include feedback obtained directly from Early Career Academy participants, ITE providers, key internal and external stakeholders and partners, Principals and school leaders and mentors. It will also draw insights from workforce planning data, ITE study commencements/completions, approval to teach volumes and graduate employment commencement reports.

These evaluations will inform future planning, process improvements and evidence-based decision-making as the initiatives progress.

Success Measures 2027 and beyond

- Early Career Academy **registrations**
- Increased **University Admissions Centre (UAC) preferences** for initial teacher education degrees
- **Increased/stabilised enrolment numbers** in ITE degrees across high-demand key-learning areas/specialisations in NSW
- Improved reported **classroom readiness** of Beginning Teachers
- **Improved retention** of Early Career Teachers in NSW public schools



We acknowledge the homelands of all Aboriginal and Torres Strait Islander people and pay our respect to Country.

Say hello

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