

**INQUIRY INTO EARLY CHILDHOOD EDUCATION AND  
CARE SECTOR IN NEW SOUTH WALES**

**Name:** Name suppressed

**Date Received:** 25 March 2025

---

Partially  
Confidential

I wish to voice my concerns raised in 4 corners episode. I am an ECT and have worked in Early Childhood for approximately 30 years in varying capacities.

Prior to COVID I was noticing a significant drop in quality RTOs training Educators. Educators not being taught or given skills. During covid I witnessed and experienced the complete lack of respect our government and society gave to the Early Childhood sector. Without us the country wouldn't have continued to run. Post Covid just like the healthcare system we hit crisis point. Educators burnt out, leaving the sector in droves. Lack of respect, lack of funding, lack of respectable pay, lack of support. This further impacted us pushing many centres ( not just for profit) into crisis point.

Four corners focussed just on for profit but I can assure you that what occurs in terms of Educators is across all services not just the private sector,

To meet the staffing crisis and demands for Early Childhood services all centres are struggling to find high quality well trained staff and retain them. For 5 years I worked for a local government not for profit service and we were always understaffed with all managers working on the floor to keep the service open.

Some services see poor quality interactions begin to happen because of burnout. No one wants to say anything because what if that staff member leaves putting the service further into crisis. With services being so under staffed and under resourced services often cannot give educators planning time they need to plan and implement high quality programs. They are just trying to get through each day.

RTOs and Centres accept trainees because they are a cheap hire but what are these trainees learning when placed into stressed services?

One service I worked at which was for profit I saw a woman miscarrying her first child at work. She was given a child's nappy and told to continue working as there was no one to replace her.

Not every educator sets out to intentionally yell at children or worse. The majority of Educators are passionate but it's the systems and conditions that are failing us. Placing us in high cortisol environments daily.

Our children deserve more than this.

The first five years of a persons life is the most important and can shape a person for life. This is where our government needs to be investing its money. We need to improve dramatically. Please help us.