

# 2022-23 TARGETED EDUCATOR INCENTIVES PROGRAM GUIDELINES

The Victorian Government's nation-leading [Three-Year-Old Kindergarten](#) reform will create more than 6,000 new early childhood education jobs across Victoria.

The newly launched the 2022-23 Targeted Educator Incentives program offers financial incentives for qualified early childhood educators taking up educator roles in funded kindergarten programs in 2023.

This document provides information about the program.

## TARGETED EDUCATOR INCENTIVES PROGRAM

There are two types of incentives available **from July 2022 to June 2023**:

- **Educator Individual incentives of \$9,000** for eligible educators working outside funded kindergarten in the Victorian early childhood education sector, to take up a role in a funded kindergarten program at any service.
- **Educator Location incentives of \$9,000** for eligible educators to take up a role in a funded kindergarten program at selected services.

Eligible applicants who meet the criteria for both types of incentives will be able to receive both payments.

Additionally, anyone receiving an incentive and moving more than 200 kilometres from their current place of residence to take up the role will be eligible for a relocation supplement.

## Eligibility

An overview of the types of incentives and supports available, and eligibility criteria, is provided below and at [Appendix 1](#).

### General eligibility requirements

#### To apply for either incentive, applicants must:

- apply for the incentive within 60 days of accepting a role
- provide confirmation from their employer:
  - that they are filling a vacancy at a service that is delivering a funded Three-Year-Old Kindergarten program
  - that the vacancy they are filling is for a funded kindergarten program
  - about which age group they will support (i.e. Three-Year-Old, Four-Year-Old or mixed age)
- not have previously received an Early Childhood Teacher Incentive, Targeted Educator Incentive or Teacher Financial Incentive
- be contracted for a minimum of 12 months in the educator role at the service

- be eligible, or provide evidence of a visa application in progress to be eligible, to work in Australia for the full duration of their employment contract.

Applicants must provide evidence of a visa application outcome within seven days of receiving the outcome to retain their incentive and avoid having to make repayments.

### ***Educator Individual Incentive – specific eligibility requirements***

To access	Applicants must be	And meet at least one of these conditions				
Educator Individual Incentive - \$9,000	accepting a role at a service delivering a funded Three-Year-Old Kindergarten program in 2023	must not have been employed as an educator or teacher in a Victorian early childhood service delivering funded kindergarten programs for the past 12 months	OR	<ul style="list-style-type: none"> <li>• must be an educator who graduated between 2019 and 2021</li> </ul> <b>and</b> <ul style="list-style-type: none"> <li>• must not have been employed in the Victorian early childhood sector as an educator or teacher for at least the past 2 months</li> </ul>	OR	must not currently be residing or employed in Victoria.

### ***Educator Location Incentive - specific eligibility requirements***

To access	Applicants must be	And meet at least one of these conditions				
Educator Location Incentive - \$9,000	accepting a role at a service pre-approved for an Educator Location Incentive	must not currently be employed as an educator or teacher in a Victorian early childhood service delivering funded kindergarten programs	OR	must be an educator who graduated in or after 2022	OR	<b>only if the applicant is accepting a role at a regional or rural service and does not meet the other two conditions:</b>  the role must be more than 60km from their current place of residence

### **Relocation Supplement - specific eligibility requirements**

Applicants who provide evidence to show they are relocating with a dependant(s) will be eligible for a larger relocation supplement.

For the purpose of this program, a dependant is considered to be a child under the age of 18 or an adult who the applicant has the legal power to make decisions on behalf of.

To access a relocation supplement of	Applicants must be eligible for an incentive and moving
\$2,000	between 200-500km from their current place of residence
\$4,000	more than 500km from their current place of residence
\$6,000	from New Zealand
\$3,000	between 200-500km from their current place of residence <b>with a dependant(s)</b>
\$6,000	more than 500km from their current place of residence <b>with a dependant(s)</b>
\$8,000	from New Zealand <b>with a dependant(s)</b>

### **Payment schedule/timings**

Incentives are paid in milestone payments. Incentive recipients will be required to submit evidence to show they are still employed in the same role at the same service to receive a payment.

Information about required evidence (including evidence to receive a relocation supplement) will be provided during the application process.

Failure to provide this evidence may result in the obligation to repay some or all milestone payments. Details of these milestone payments can be found at [Appendix 2](#).

### **Prioritisation and clarifications**

Incentives are limited, and applications will be prioritised based on the circumstances of the service and applicant.

In the event of oversubscription for incentives, priority will be given to

- educators taking on roles with higher working hours and for longer periods of employment
- permanent roles over fixed-term roles
- educators joining services that do not employ existing incentive recipients.

The Department of Education (the Department) reserves the right to consider exceptional circumstances on a case-by-case basis, including applications that may not meet all eligibility requirements.

## Further information and application process

Educator roles at Victorian early childhood services are listed on the [Early Childhood Jobs](#) website. If eligible, you could get an Educator Individual Incentive for an educator role at any service delivering funded Three-Year-Old Kindergarten.

You can also filter jobs on the [Early Childhood Jobs](#) website to find roles with Educator Location Incentives.

This incentives program is administered on behalf of the Department by Busy At Work. Applications for incentives can be made [online](#).

Busy At Work will assess applications within 10 business days of submission. Further evidence or information may be requested to support an application, which may extend the assessment timeframe.

For information about the Targeted Educator Incentives Program please visit [www.education.vic.gov.au/ecscholarships](http://www.education.vic.gov.au/ecscholarships), email [EC.Financial.Support@education.vic.gov.au](mailto:EC.Financial.Support@education.vic.gov.au) or call 1300 161 396.

Failure to provide this evidence may result in the obligation to repay some or all milestone payments. Details of these milestone payments can be found at [Appendix 2](#).

## FURTHER CONSIDERATIONS FOR THE TARGETED EDUCATOR INCENTIVES PROGRAM

### Tax implications

The receipt of funding may have taxation implications and implications in respect of other Government benefit schemes (such as Centrelink).

Applicants are advised to seek their own independent taxation advice and liaise with relevant organisations to find out about these implications before applying for a Targeted Educator Incentive.

### Compassionate grounds

Where exceptional circumstances prevent the recipient from completing their employment, the Department may waive some or all of their repayment obligations.

Compassionate or compelling circumstances will be assessed by the Department on a case-by-case basis and evidentiary documentation may be required to waive the repayment obligation.

### Update of Guidelines

These guidelines, including program eligibility criteria, will be reviewed and may change in future years. Updated guidelines will be published on the [Department's website](#).

## APPENDIX 1: ELIGIBILITY CHECKER

Eligibility requirements		Options and instructions
Section A - Requirements that must be met to apply for any incentive under this program		
1	Did you start your new educator role within the last 60 days?	<input type="checkbox"/> Yes ( <i>proceed to next question</i> ) <input type="checkbox"/> No ( <i>see note at end of Appendix 1</i> )
2	Is the contract for your new educator role for a minimum of 12 months?	<input type="checkbox"/> Yes ( <i>proceed to next question</i> ) <input type="checkbox"/> No ( <i>see note at end of Appendix 1</i> )
3	Can your new employer confirm that your new service is delivering a funded Three-Year-Old Kindergarten program in 2023?	<input type="checkbox"/> Yes ( <i>proceed to next question</i> ) <input type="checkbox"/> No ( <i>see note at end of Appendix 1</i> )
4	Can your new employer confirm that you are filling a vacancy in a funded kindergarten program?	<input type="checkbox"/> Yes ( <i>proceed to next question</i> ) <input type="checkbox"/> No ( <i>see note at end of Appendix 1</i> )
5	Can your new employer confirm which age group/s you will be supporting (i.e. Three-Year-Old, Four-Year-Old and/or mixed-age groups)?	<input type="checkbox"/> Yes ( <i>proceed to next question</i> ) <input type="checkbox"/> No ( <i>see note at end of Appendix 1</i> )

6	<p>If you are not an Australian citizen/permanent resident, are you eligible to work in Australia for the duration of your employment contract?</p> <p><i>This includes if you have evidence of a visa application in progress to be eligible to work for the duration of your teaching contract (e.g. you provide copies of emails, payment receipts and documents to show you are transitioning from a student visa to a work visa). You must provide evidence of a visa application outcome within seven days of receiving the outcome.</i></p>	<input type="checkbox"/> Yes (proceed to next question) <input type="checkbox"/> No (see note at end of Appendix 1)
7	<p>Have you previously been awarded an incentive under the Early Childhood Teacher Incentives Program, Targeted Educator Incentive Program, or school's Teacher Financial Incentive program?</p>	<input type="checkbox"/> Yes (see note at end of Appendix 1) <input type="checkbox"/> No (proceed to Sections B and C)
Section B - Requirements that must be met to apply for an Educator Location Incentive		
8	<p>Is your new service pre-approved to offer an Educator Incentive?</p> <p><i>Your employer will be able to tell you this. You can also share your employer's service name and ID with Busy At Work to check.</i></p>	<input type="checkbox"/> Yes (proceed to next question) <input type="checkbox"/> No (proceed to Section C)
9	<p>Are you currently employed as an educator or teacher in a Victorian Early Childhood service delivering funded kindergarten programs?</p>	<input type="checkbox"/> Yes (proceed to next question) <input type="checkbox"/> No (you may be eligible for an Educator Location Incentive)
10	<p>Are you an educator who graduated in or after 2022?</p>	<input type="checkbox"/> Yes (you may be eligible for an Educator Location Incentive) <input type="checkbox"/> No (proceed to next question)
11	<p>If your new service is in a rural or regional Local Government Area (LGA), is it more than 60km away from where you currently live?</p> <p><i>Use the <a href="#">Victoria's Regions and Regional Cities</a> site to check whether your service is in a rural or regional LGA.</i></p>	<input type="checkbox"/> Yes (you may be eligible for an Educator Location Incentive) <input type="checkbox"/> No (proceed Section C)

Section C - Requirements that must be met to apply for an Educator Individual Incentive (complete even if you are eligible for a Location Incentive)

14	Are you currently living or employed outside of Victoria?	<input type="checkbox"/> Yes ( <i>you may be eligible for an Educator Individual Incentive</i> ) <input type="checkbox"/> No ( <i>proceed to next question</i> )
15	Have you been employed as an educator or teacher in a Victorian Early Childhood service delivering funded kindergarten programs for the past 12 months?	<input type="checkbox"/> Yes ( <i>proceed to next question</i> ) <input type="checkbox"/> No ( <i>you may be eligible for an Educator Individual Incentive</i> )
16	Are you an educator who graduated between 2019 and 2021 <b>and</b> has not been employed in the sector as an educator or teacher for at least the past 2 months?	<input type="checkbox"/> Yes ( <i>you may be eligible for an Educator Individual Incentive</i> ) <input type="checkbox"/> No ( <i>see note at end of Appendix 1</i> )

**NOTE:** If you were prompted to see the end of Appendix 1, you may not be eligible for an incentive.

Please note that this Eligibility Checker is **a guide only**. BUSY At Work confirms your eligibility after you [apply](#).

Contact BUSY At Work ([EC.Financial.Support@education.vic.gov.au](mailto:EC.Financial.Support@education.vic.gov.au) or 1300 161 396) for further information, including to confirm your eligibility.

## APPENDIX 2: INCENTIVE MILESTONE PAYMENTS

The table below details funding amounts that will be paid after the incentive recipient submits evidence that they are still employed in the same role at the same service for each milestone. This evidence is received and verified by Busy At Work.

Incentive recipients are required to provide evidence of employment, such as payslips and a letter from the employer, on a regular basis between milestones.

### Targeted Educator Incentives

Category	Total value	Employment milestone (contract signing)	Six-month milestone	Retention milestone (end of first, second, third years)
Educator Individual Incentive	\$9,000	\$4,000	\$2,000	\$1,000
Educator Location Incentive	\$9,000	\$4,000	\$2,000	\$1,000
Relocation Supplement				
Relocating 200-500km alone	\$2,000	\$2,000	N/A	N/A
Relocating >500km alone	\$4,000	\$4,000	N/A	N/A
Relocating from New Zealand alone	\$6,000	\$6,000	N/A	N/A
Relocating 200-500km with dependents	\$3,000	\$3,000	N/A	N/A
Relocating >500km with dependants	\$6,000	\$6,000	N/A	N/A
Relocating from New Zealand with dependants	\$8,000	\$8,000	N/A	N/A