

AUTUMN 2022 NEWSLETTER

Welcome to this year's first edition of the Gowrie Training & Consultancy (GT&C) Newsletter! A little late this year, as like everyone in our sector GT&C continues to adapt to changes in how we live, study and work with the continued impact of COVID-19 in the community.

On a more positive note, we welcomed two new people to the team, Jane Richardson (RTO Administration Officer) and although Kim has been a member of the team, she has taken on the new role of RTO Manager. Kerrie Hansen began extended leave from the RTO and after some well-earned time off, Kerrie will work as a contract consultant undertaking specific project work. Kerrie's expertise will be a definite advantage to GT&C and the sector.

Late last year a small graduation ceremony was held in recognition of learners completing a Certificate III or Diploma of Early Childhood Education and Care through the RTO.

Being able to watch learners progress and complete their qualification and be proud of their achievements is inspiring. We wish them well in their future career pathways.

Early this year, the RTO team were involved in a re-registration *Performance Assessment* through Australian Skills Quality Assurance (ASQA), the regulatory body. The experience was positive with celebration of what the RTO does well and during our self-assessment, an insight into what we can continually improve on, just like services in their Assessment and Rating process. I am very proud to announce and congratulate the team on achieving a 7-year registration period for the RTO.

As part of maintaining the health and wellbeing of our clients and learners, GT&C continues to comply with the Department of Health's COVID-19 requirements. On February 18th, use of the Check-in TAS app was no longer required, and on the 11th of March it was announced that



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masks will no longer be required, however, masks remain mandated for people accessing an education and care setting; therefore, when classes resume at the Lady Gowrie Tasmania Integrated Centre, masks remain a requirement. While we transition to living with COVID-19, it remains important for everyone to continue to maintain COVID-19 safe behaviours.

We have also included resources to promote cultural safety and cultural competence in early childhood education sourced during Harmony Week 2022, 'Everyone Belongs'. Diversity, Equity, and Inclusion are essential components of a quality education and care program. Education and care workplaces are changing in profound ways. From the ways we communicate, workplace culture and how we do our jobs on a daily basis. With the critical workforce challenges the sector is experiencing, a sense of belonging for education and care professionals is as important as it is for children. Gowrie Training & Consultancy can support services in their DEI journey, contact us today for a confidential conversation.

Into our third year of the pandemic, it is evident that our sector is under immense pressure, from extreme workforce shortages, to our resilience being continually tested. It is through these times of adversity that as a sector we need to look at new ways of working and ensuring we take care of ourselves and each other. How can GT&C help? Let's have a conversation, contact us today.

EARLY CHILDHOOD AUSTRALIA NATIONAL CONFERENCE 2022

PASSION TO POWER our future profession



Early Childhood Australia
A voice for young children

5 – 8 OCTOBER 2022 CANBERRA

Don't miss out on your chance to attend the 2022 Early Childhood Australia National Conference.

**EARLY BIRD REGISTRATION
AVAILABLE NOW AT**

**[HTTPS://WWW.ECACONFERENCE.COM.
AU/2022/REGISTER/](https://www.ecaconference.com.au/2022/register/)**

Do you follow Early Childhood Australia?

Early Childhood Australia (ECA) is the peak early childhood advocacy organisation, acting in the interests of young children, their families and those in the early childhood field.

For more information on the ECA and additional resources, please follow the link below.

<https://www.earlychildhoodaustralia.org.au/>

TAKING CARE OF YOURSELF AND STAYING WELL

Work can make us feel good about ourselves and give us a sense of purpose; it's an important way to help us to protect and improve our mental health and wellbeing. However, sometimes work and life stress can negatively affect our mental health and our ability to do our jobs.

Mental health is not fixed or static. It is sometimes talked about as a continuum or a range, where good mental health is at one end of the spectrum – characterised by feeling and functioning well. At the other end, mental health conditions, particularly when they are not managed well, are represented by symptoms that negatively affect people's thoughts, feelings and behaviour. We can move back and forth along this continuum at different times during our lives.

To cope with the stresses of work and overcome life's daily challenges, it is important we stay as mentally well as possible. This can help us better overcome challenges, build healthy relationships and work more productively.

Taking care of your mental health

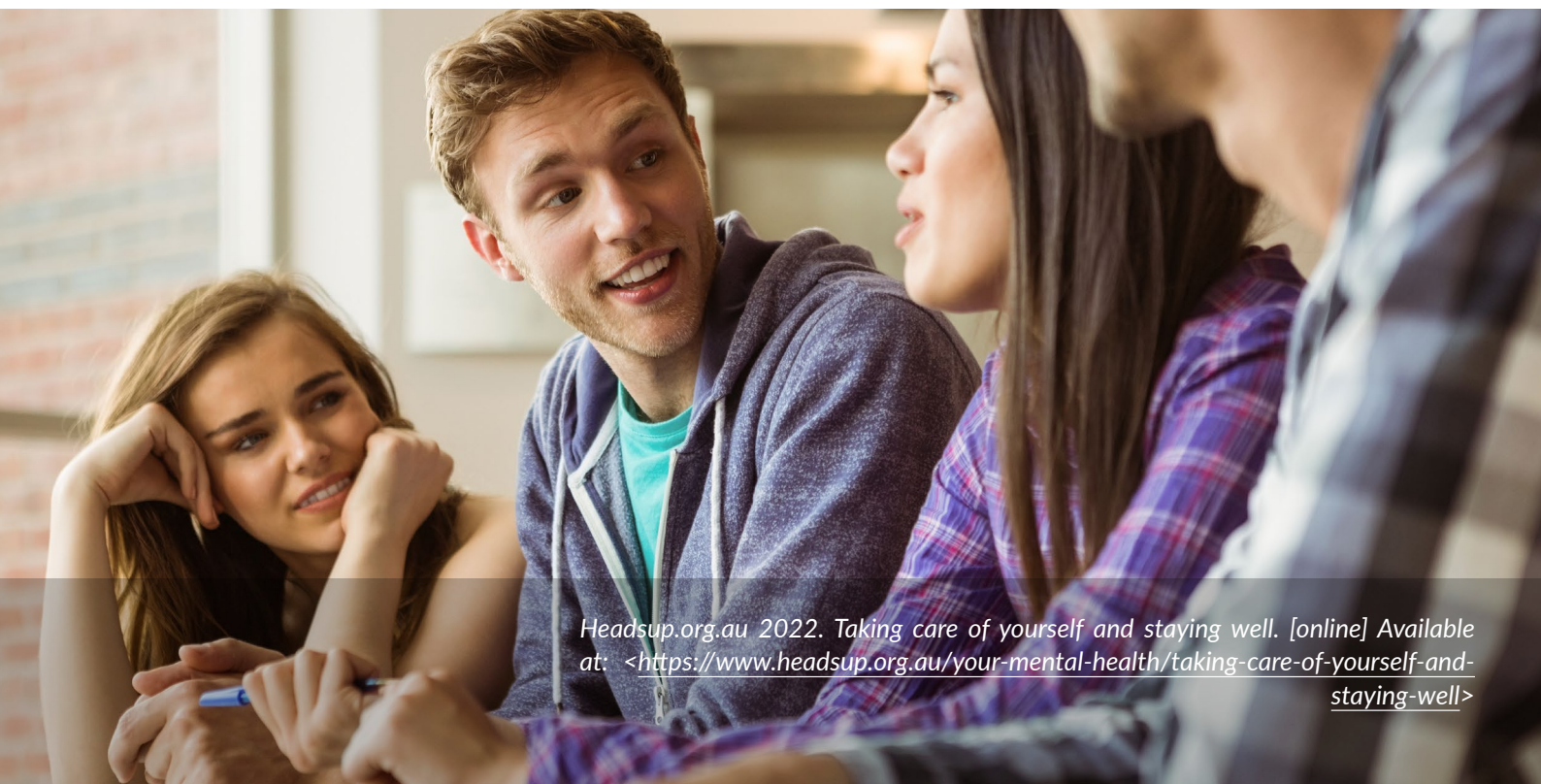
It's important to recognise that mental health can be affected in multiple ways. While there is stress relating to our work environments that need to be managed, we must also remember to monitor the stresses in our personal life as well. Learning to identify when you're stressed – so that you can avoid or manage stressful situations – is an important way to stay well.

Everyone is different, with different roles – at home and at work – and there is no single best approach to staying mentally well, but there are several things you can do every day to improve your wellbeing.

One thing you can do is to develop your own workplace wellbeing plan using the [Beyond Blue Wellbeing Plan Template](#). The purpose of a wellbeing plan is to identify possible stressors within your life or at work, and helpful ways to approach these. It may be something that you do for yourself and refer to as you need it. It may be something that you create and share with your manager, or a close friend at work. How you create and implement your plan is up to you.

The template is filled out as an example of what you can do, but you should add and remove items to make it your own.

If you notice any persistent changes in your thoughts, feelings or behaviour that are starting to interfere with your work performance or quality of life, see your GP or health professional for assessment and advice. Intense or prolonged stress can lead to depression and anxiety. The earlier you seek support, the sooner you can recover.



HIGHLIGHTING TREVOR BROWN - INNOVATION AND GROWTH MANAGER

Trevor joined the Gowrie Training & Consultancy team in January 2017 after a career in Queensland spanning over 25 years. He spent a number of years working as an early years teacher, primarily in pre-school, which eventually became known as Prep in Queensland, and in kindergarten, where he was a Director for some time.

From leading a team of early years educators, Trevor eventually moved into a number of professional roles that saw him advising teachers as far west as Quilpie, developing an early year's professional learning program and managing the delivery of a state-wide transition to school project.

Eventually, the lure of Tasmania proved too strong, and Trevor and his partner moved here in 2016. Since that time, he has balanced his work sourcing and setting up opportunities for Gowrie Training & Consultancy, with advocacy work as a member of ECA Tasmania Branch's executive committee (and recent appointment as an ECA National Board Director) with the ongoing challenge of renovating an old house. Trevor likes to think of himself as a Tasmanian these days, although he happily accepts there will always be some who'll always consider him a 'mainlander'.



WELCOMING

Kim Jones as RTO Manager

I am Kim Jones, the newly appointed RTO Manager for Gowrie Training & Consultancy. I have a very long history in the sector, spanning over more than 38 years! This is my second time at Gowrie, having been employed a few years ago as the Pedagogical Leader. I am a great believer in ongoing learning and rather oddly, enjoy researching and finding answers to many different things. In my spare time, I enjoy time with our many animals, including our 15-year-old Cavoodle, Milly. In my down time you will probably find me either reading, walking the beach at Eaglehawk Neck or being around a campfire with family and friends with a glass of wine in my hand. I look forward to experiencing whatever lays ahead in the next few years and continuing to connect with learners and workplaces.

Jane Richardson as RTO Administration

My most recent employment was at Queen Victoria Care as the RTO Manager. I held this role for just over 3 years. Prior to working at QVCare I worked at Drysdale for 15 years. I commenced my working career as a computer operator for the Victorian Government. This experience provided me with many working opportunities whilst living overseas however it was not my desired vocation. I commenced working in bars in the UK and on my return to Australia fulfilled my interest in the hospitality sector running hotels. I moved to Tasmania in 1988 and managed several hotels as well as working in restaurants. Following on from my hospitality stint and 20 years in the industry I moved into the VET sector. I am excited now to be part of the Gowrie family and am looking forward to my new venture in Gowrie Training and Consultancy (RTO).

UNTIL NEXT TIME...

This month saw Kerrie Hansen, GT&C Program Leader, commence extended leave as she takes a well-deserved break. Kerrie has been a highly valued member of the Business Development & Research team. Kerrie's leadership and inspiration saw GT&C including the RTO move from a vision to a reality. Her hard work and commitment to the sector never wavered. We are not saying goodbye to Kerrie, just saying, until next time, when Kerrie joins us as a consultant undertaking specific project work within the sector. We wish Kerrie all the best for 2022.

LITTLE SCIENTISTS EARLY STEM AWARD

Little Scientists Early STEM Award is now open for submissions!!

The Little Scientists Early STEM Award recognises and celebrates early childhood services and outstanding STEM educators who have successfully implemented inquiry-based learning and child-led STEM exploration. The award is open to all Australian early childhood services wishing to showcase an inquiry-based STEM project and individual educators demonstrating their dedication to STEM learning in their daily practice.



The award's theme, Quirky Curious Futures, encourages participating services to let their imagination soar. The Little Scientists Early STEM Award is open for entries from 1 March until 31 May 2022.

This is a great opportunity for your early childhood setting to be recognised and acknowledged for their commitment to STEM practices. To learn more about the award please follow the link: <https://littlescientists.org.au/certification/little-scientists-award/>

EARLY LEARNING MATTERS THIS ELECTION

GT&C advocates for a strong universal platform of early childhood education and care to support all children and childhood professionals now and into the future.

This federal election Early Childhood Australia are calling on leaders across politics to support high quality early learning **access, affordability, inclusion** and **stability** for every child. Early Learning Matters this election. You can help amplify our advocacy by sharing this message throughout your networks and call on candidates to put early childhood education and care first.

It is paramount that in order to achieve high-quality early learning goals of access, affordability, inclusion and stability a professional, proficient and activated workforce must be a priority; therefore in all our messaging, continue to advocate for robust workforce initiatives that raise the status and value of our profession, address the recruitment and retention challenges and work towards reducing the many workforce challenges faced across the nation today.

Early Learning Matters and so do YOU.

<https://www.earlylearningmatters.org.au/>



EARLY LEARNING MATTERS THIS ELECTION

Access • Affordability • Inclusion • Stability

'When we recognise another through genuine and deep gratitude – without wanting anything in return – we are touching a part of the connection that cannot be touched in any other way'.

DR KERRY HOWELLS

EDUCATOR RESEROUCES: BOOKS FOR CHILDREN AND EDUCATORS

Sharing books together opens up new worlds for children and can be a powerful tool for starting conversations about inclusiveness, respect and belonging. **Below are just a few books that you can introduce into your service as well as read for your own professional development!**

Welcome to Wiradjuri Country, by Larry Brandy CBCA'S NOTABLE EVE POWNALL AWARD 2022

The Wiradjuri are the people of the three bila (rivers) and their nguram-bang (Country) is the second largest in Australia. Come with Uncle Larry Brandy on an enlightening journey through his Country's rivers, woodlands, grasslands and rocky outcrops, as well as the murri-yang (sky world).

Along the way, young readers will encounter animals such as bila-durang (platypus), and maliyan (wedge-tailed eagle), plants like the maybal (grass tree) and yirany (yam daisy), and discover stories like that of Tiddalik the giant frog. They will learn how Wiradjuri people lived on their Country, using the flower spikes of the grass tree as spears, soaking its flowers in water to make a sweet drink and weaving its leaves into baskets.

This is a unique book combining language, culture, Indigenous history and storytelling, written by a Wiradjuri author. It features colour photographs of animals, plants and habitats, as well as illustrations by Indigenous artists Kristie Peters and Scott 'Sauce' Towney.

Untangling You, by Dr Kerry Howells

If there is ever only one book you need to read in 2022, 'Untangling You: How can I be grateful when I feel so resentful' is the book!

Gowrie Training and Consultancy team connected with Dr Kerry Howells a number of years ago, but it only seems like yesterday. Kerry's commitment to over 25 years of teaching, practicing and researching the meaning and relevance of gratitude has been society's windfall. Exploring Gratitude in Practice has been instrumental in our team's growth and understanding of self and others in creating respectful relationships both within the workplace but also within our broader lives.

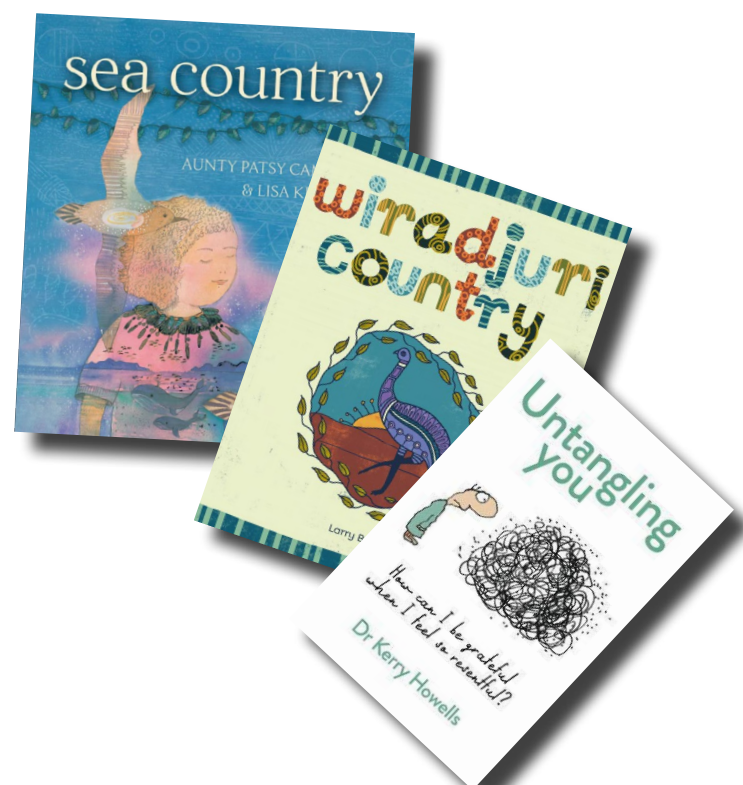
This is Kerry's second book and one which you won't be able to put down. Let us know your thoughts or if you need help in accessing the book, contact us at training@gowrie-tas.com.au

Sea Country, by Auntie Patsy Cameron & Lisa Kennedy NOTABLES, 2022 CBCA BOOK OF THE YEAR AWARDS, EARLY CHILDHOOD

In this delightful children's picture book, Auntie Patsy Cameron generously shares the stories and traditions from her family's seasonal island life in Tasmania. With evocative text and stunning illustrations, Sea Country lets the reader know when to pick ripe wild cherries, when the moon (mutton) birds fly home and how the nautilus shells smell like the deepest oceans.

Auntie Patsy Cameron, who is a descendant of the Pairebeenne Trawlwoolway clan in Tasmania, weaves a cultural homage to life on Flinder's Island, with stories of collecting shells, fishing in wooden dinghies with long oars, and watching clouds snake their way down Mt Munro. Alongside this tender story, Lisa Kennedy reveals the love and connection to sea and Country through her intricate collages and delicate illustrations that sing country alive.

<https://www.magabala.com/products/sea-country>



Gourrie

TRAINING & CONSULTANCY

Storytelling Stones

Storytelling stones are a wonderful way for children to become involved in storytelling, language development, sensory play and everyday play. They are also the perfect size and texture for little hands.

Create Storytelling Stones at your service to use sandpits, sensory bins, with playdough and general play and wherever else your imagination takes you.



'Building Belonging' Toolkit

It is important for early childhood settings to foster a sense of belonging for all children as they grow and develop. 'Building Belonging' is a comprehensive toolkit of early education resources which includes an ebook, song with actions, educator guide and posters. It is focussed on encouraging respect for cultural diversity and tackling racial prejudice in early childhood settings.

Managers and educators can download the 'Building Belonging' toolkit from the Australian Human Rights Commission by following the link below:

<https://humanrights.gov.au/our-work/education/...>

Reflection

You are encouraged to reflect on building belonging from a workforce perspective - Reflect on this topic with your team to understand the different and similar perspectives. A good way to start understanding and evaluating workplace culture:

- What is belonging in the workplace?
- Why is it important to build a sense of belonging within the workplace?
- How can you foster an environment where people feel like they belong?

EARLY CHILDHOOD QUALIFICATIONS (RTO 45602)

With the [Government incentives for traineeships \(BAC\)](#) extended until the 30th June 2022, it is now time to review your workforce plan through either recruiting new educators or upskilling existing educators through a traineeship program.

Lady Gowrie Tasmania, trading as Gowrie Training & Consultancy, is a Registered Training Organisation (RTO 45602) delivering nationally recognised qualifications in Certificate III in Early Childhood Education and Care and Diploma of Early Childhood Education and Care.

Gowrie Training & Consultancy delivers Certificate III and Diploma classes in Burnie, Launceston and Hobart, with a mixed mode of delivery including class-based training. Our approach is learner-centric, with collaboration and support with the learner and workplace a priority. If you're interested in building a career in education and care for you or your team, visit our website or contact our consultancy team for more information on what Gowrie Training & Consultancy can offer.

EARLY CHILDHOOD QUALIFICATIONS GRADUATIONS

Gowrie Training & Consultancy facilitated its Graduation Ceremony for the 2020-2021 Certificate III and Diploma Early Childhood Education & Care graduates on December 2nd, 2021. We stand with you today as you begin what we hope will be a long and rewarding career, providing quality education and care to children of all ages.

Our sincerest congratulations go out to all of our graduates, especially those who were able to attend the graduation ceremony.



KEEPING OUR LEARNERS SAFE

Gowrie Training & Consultancy (GT&C) continues to remain vigilant with COVID-19 and behaviours required to keep all learners and facilitators safe. GT&C and Lady Gowrie Tasmania keep up to date with relevant information through the Department of Health to minimise the risk of COVID-19 in our community.

In order to keep yourself and other learners safe and healthy, we ask for your cooperation in the following behaviours:

MASK WEARING

Facemasks are required to be worn in education and care sites (exemptions apply).

LEAVING ISOLATION & CLOSE CONTACT

There have been changes made to the directives around leaving isolation after contracting COVID-19 and close contacts.

<https://www.coronavirus.tas.gov.au/keeping-yourself-safe/covid-safe-behaviours>

KEEP YOUR DISTANCE

Stay at least 1.5 metres away from others where practical. The more space there is between you and other people, the harder it is for the virus, and germs generally, to move from one person to another.

For more information please visit:

<https://www.coronavirus.tas.gov.au>

OUR LEARNERS

I've been working in the Education and Care sector for eight years and received a Certificate IV in School-Aged Education and Care before undertaking a Certificate III in Early Childhood Education and Care. I have a passion for working in Outside School Hours Care (OSHC) and building strong relationships with the families and children within the service.

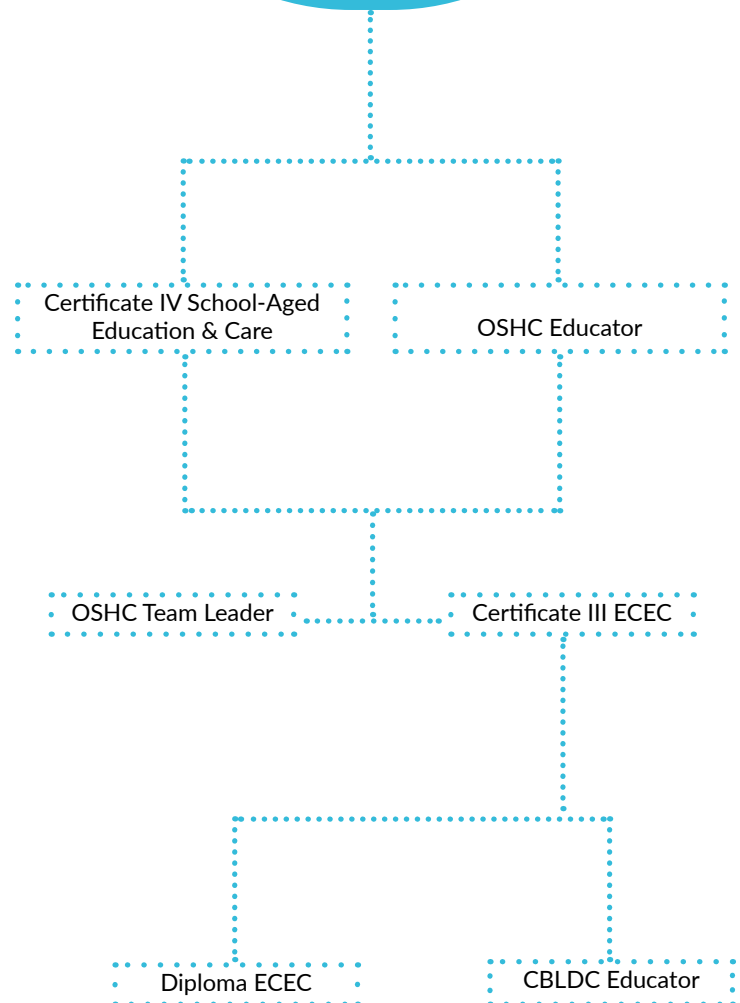
In 2020, I was asked by my manager if I was interested in pursuing a Diploma in Early Childhood Education and Care. Learning more about how to better support children and families was an exciting experience for me, which gave me the opportunity to challenge myself. Even though I have previous qualifications in OSHC, working in a Long Day Care setting was a completely different experience for me, so I discussed my options with friends, colleagues and manager to gain a better understanding of what the course would entail.

I took the chance; I said yes and started my Diploma. Within the first few lessons, I had to work hard to study along with being Team Leader for After School Care and Before School Care programs. Learning how to balance study and work allowed me to practice time management and planning my course load - one class a month and then a month to complete the assignments turned out to be a strategy that worked for me. For educators, Gowrie Training & Consultancy (GT&C) has taken into consideration their work and outside lives to ensure they can complete their Diploma.

Classes had been a learning experience all on their own, with different educators from various backgrounds discussing their experiences and how their services connect with families. Being able to bring experiences from other educators and services back to my own programs and into what I was learning in class has given me fresh ideas. With the help of my manager, colleagues and even the children and families supporting me through my study, this experience has opened my eyes to just how wonderful it has been to do my studies through GT&C and has allowed me to continue to grow with the support of everyone around me.

Natalie Cowie

OSHC Team Leader | GT&C Learner



CUSTOMISED LEARNING

At Gowrie Training & Consultancy (GT&C) our team of Education & Care Consultants draw inspiration from you as educators and service leaders to develop customised professional learning experiences that foster positive and sustainable change. We will work with you in tailoring innovative and sustainable professional learning programs that meet your context and genuine needs.

Professional learning experiences may include:

- Pedagogy and Practice,
- Action Research,
- Mentoring Programs,
- Financial Literacy,
- Leadership,
- Service Management and Compliance,
- People and Culture,
- Workforce Planning, and
- Business Analysis.

All with flexible delivery options available throughout Tasmania. If you are ready to take the next step in increasing the sustainability and viability of your service, contact us today for a free consultation on (03) 6230 6824 or email us on training@gowrie-tas.com.au.

ONLINE LEARNING

WORKING IN OUTSIDE SCHOOL HOURS CARE

This is a 5-part online course developed by GT&C to support the growth and knowledge of OSHC educators in areas including, but not limited to role and responsibilities, developmental characteristics of school-aged children, and program and practice. This course is designed for new educators or educators wishing to refresh their knowledge.

WOODWORKING WITH CHILDREN

Woodworking with Children is a short 'how to' course developed to support educators through introducing risky play into their programs. By the end of this course educators will be able to support children in learning a range of practical skills while also encouraging creativity.

WELLBEING AND SELF-SUSTAINABILITY PRACTICES WITH CHILDREN

This short course will provide educators with the necessary skills to be able to support children in recognising their emotions, developing self-awareness and building self-esteem.



EARLY YEARS AND SCHOOL AGED CARE (EYSAC)

Share this resource amongst your colleagues who may be considering a career in the education and care sector. Although we are in challenging times, it is important for us to stop and reflect on why we do what we do and the influence we have on many young lives. Slow down, watch, listen and engage. Has your smile returned? Are you feeling re-energised, inspired and curious? These are important questions for us to reflect on as we continue our career pathways.

BE THE DIFFERENCE!

<https://eysac.com.au/document/be-the-difference-early-years-and-school-age-care-eysac-full-video/>



CREATING EFFECTIVE STUDY HABITS

Finding study strategies that work for you. By actively developing good study skills and learning strategies, you will keep your motivation high and achieve your goals more easily and more efficiently.

Look for the ideal study spaces

When you are studying at home, work or the course provider's space, be sure that you find the ideal place to study. This should be a place where there is no distraction. You should also refrain from using your phone and other gadgets while in that location. Your goal is to maximise your concentration. If you can't find your ideal study space, consider having a backup place in case it's not available.

Review your notes and readings

Before each class starts it is best to review your readings and notes so you can ask your facilitator if something is unclear to you. You should also review your notes and materials soon after your class finishes. The first 24 hours of covering fresh information is critical – this is the time where information is held in your short-term memory and further review is needed to assist in memorising the information for the longer term.

Do the most difficult task first

When studying, your mind works at its best if you are full of energy. Make it a point to do the most difficult task first when you still have ample energy. You need to determine which subject or task is most difficult for you and start with that subject first.

Use your free time wisely

Don't make room for other activities which are not important until your work is done. Keep in mind that it is easier to enjoy fun moments if you don't need to worry about overdue course or study matters.

Conduct weekly reviews

Weekly reviews can help you remember and refresh the things that you have learned so you won't forget them. It is important to determine the best time to do your weekly review and learn to turn it into a useful habit.

Choose the best study time strategy that works for you. Remember that no two people are exactly alike. A certain study strategy might work for your friend, but not for you and vice versa. You need to find the best study time for yourself and stick to it.



PROJECTS - B4 EARLY YEARS COALITION COMMUNITY STORY TELLERS

In late 2020 Gowrie Training & Consultancy was pleased to be one of the successful grant recipients for the B4 Early Years Coalition Community Story Tellers project.

Despite the COVID pandemic delaying the project, it eventually got underway with the participation of three Lady Gowrie Tasmania team members in a series of training sessions with Penny Terry from Healthy Tasmania. During these sessions, Penny worked with the participants to show how, through using our natural story telling abilities, we can convincingly advocate for Tasmanian children in relation to B4's six key messages.

For children in the early years to get a great start, they need:

1. Loving and secure relationships,
2. Healthy food and environments,
3. Opportunities for play and discovery,
4. Positive and inclusive communities,
5. A sense of belonging,
6. Access to services and support.

'Once our training was complete, we were ready to work with our B4 community champions in Cygnet and Geeveston. With their assistance, 2 groups of community story tellers were recruited, and planning got underway for a program of 2 workshops in each location and a series of informal 'catch-ups'

to embed learning and discuss each community's priorities for children. Not surprisingly, everyone thought all 6 priorities for children were equally important. However, it was through the use of storytelling, that they were able to frame their concerns and priorities for children in a way that was real and relatable'. Trevor Brown, Innovation and Growth Manager

The project has now concluded, and a report submitted. It is rewarding to know that Gowrie Training & Consultancy has been able to positively contribute to this very worthy state-wide initiative.

The B4 Early Years Toolkit can be found online and is also available in hard copy format by contacting B4 Support team b4@education.tas.gov.au or (03) 6165 5666.

B4 encourages local communities and services to add local information into the B4 Early Years Toolkit of the services, supports, places, and events that are happening in your local region for children and families, pregnancy to 4 years.

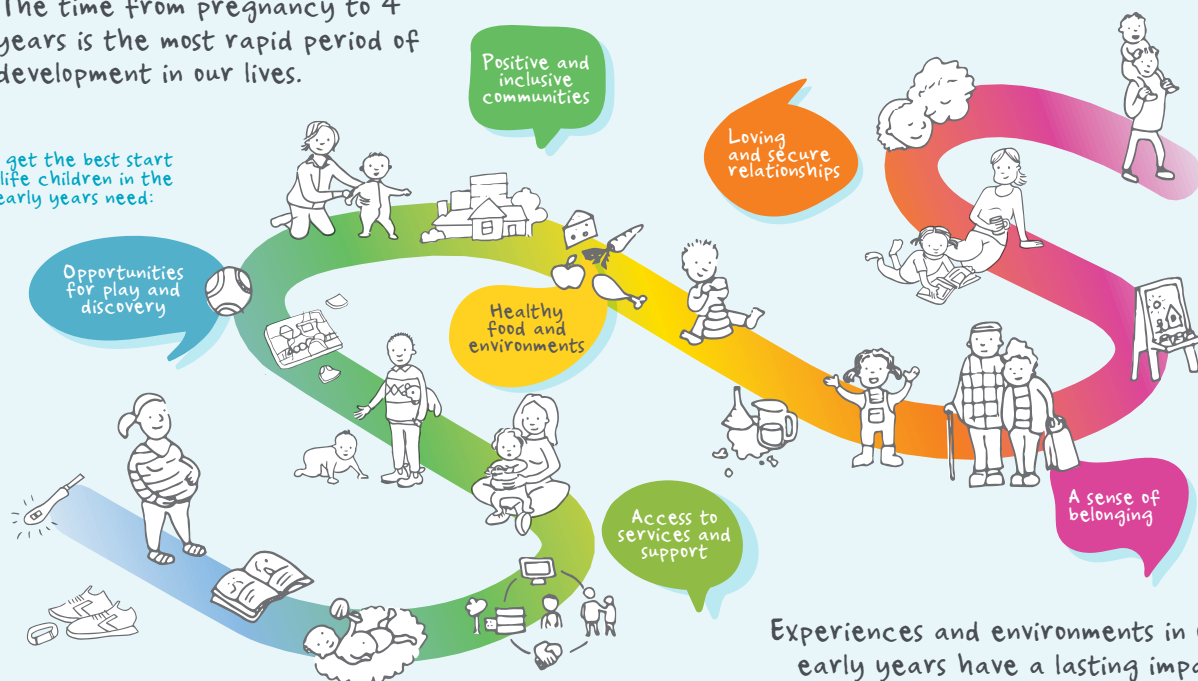
You might like to add a sticker from your service on the front!

THE EARLY YEARS STORY



The time from pregnancy to 4 years is the most rapid period of development in our lives.

To get the best start to life children in the early years need:



Experiences and environments in our early years have a lasting impact

Gowrie

TRAINING & CONSULTANCY

OPENING HOURS

For general enquiries 8am to 5:30pm

Trainers & Assessors 9am to 4pm

Please Note: During School Holidays, general enquiries remain open however, unless a class/meeting has been scheduled, trainers and assessors will have limited availability. All enquiries during school holidays to be forwarded to RTO@gowrie-tas.com.au or phone (03) 6230 6824.

School Holiday Periods outlined below:

Term 2 Holidays (Winter)	9 Jul 2022 (Sat)	24 Jul 2022 (Sun)
Term 3 Holidays (Spring)	1 Oct 2022 (Sat)	16 Oct 2022 (Sun)
Term 4 Holidays (Summer)	22 Dec 2022 (Thu)	7 Feb 2023 (Tue)

GOWRIE TRAINING & CONSULTANCY - WEBSITE AND SOCIAL MEDIA

We encourage all educators and services to follow the Gowrie Training & Consultancy Facebook and Instagram page to stay up to date on announcements, newsletters and projects.

Please visit our website www.gowrieconsultancy.com.au for more information on services provided by GT&C, details on upcoming events and direct links to the latest Newsletters.



Gowrie

TRAINING & CONSULTANCY

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