

EXISTING EARLY CHILDHOOD MANPOWER INITIATIVES

18. **What are some existing initiatives that ECDA had developed over the past few years to support and recognize early childhood professionals at each stage of their careers?**

For trainee teachers:

- **Support and professional growth opportunities through the ECDA Training Awards** for full-time Early Childhood Care and Education students at the Polytechnics and ITE.
- **Enhanced internships for both full-time EC Polytechnic Diploma and ITE Higher Nitec Students** by introducing more structured learning outcomes, mentoring and a longer duration to strengthen applied learning.
- **An Early Childhood Capability Grant** has also been introduced to support enhanced internship host centres

For in-service professionals:

- ECDA launched the **SkillsFuture Study Award for Early Childhood Sector** in January 2016 to support experienced EC educators to deepen their skills and prepare to take on larger job roles in the sector.
- **Introduced the Continuing Education and Training (CET) Modular Diploma** in Early Childhood Care and Education (from Oct 2015) for in-service upgraders, which recognises prior learning and competencies acquired on-the-job for course entry and reduction of total course hours.
- **Appointed early childhood professionals who display exemplary leadership and expertise as ECDA Fellows**

- **Implemented the Continuing Professional Development (CPD) Masterplan**, including courses and support measures to help teachers upgrade their competencies.

For mid-career entrants:

- **The Professional Conversion Programme (PCP) for Pre-school Teachers** is an accelerated training programme (12-13 months) under the Place-and-Train mode for career-switchers with tertiary qualifications.
- **Place-and-Train Programme for Educators** (educators who work with infants and/or young children aged between 2 months to 3 years). The programme is delivered over 5 to 10 months. Trainees benefit from the programme's structured work-and-study model by spending a part of their working hours attending classroom training.