

Indigenous Child Care

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Overview

- What the data tells us
- Connected Beginnings
- Indigenous engagement workshops
- BBF Transition work



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What does the data tell us?

- Increasing numbers of Aboriginal and Torres Strait Islander children are using approved child care
 - 30,210 (September quarter 2015)
 - an increase of 8.3 per cent in 12 months
- Around 16,000 Indigenous children attended Budget Based Funded (BBF) services
- There is still more to do



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Indigenous early learning engagement workshops

- Around 30 workshops occur over next eight months
- Aim is to increase the participation of Aboriginal and Torres Strait Islander children in early learning through:
 - employment of more Indigenous educators
 - cultural awareness training for all educators
 - building cultural capability in services
 - encouraging services to engage with their local Aboriginal and Torres Strait Islander community.
- <https://www.facebook.com/startthemearly/?fref=ts>



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Connected Beginnings

- Integrated services organise services into systems to better support vulnerable children and families
- \$10 million per year to integrate early childhood services with schools in a number of Indigenous communities experiencing disadvantage
- Aims to better prepare Indigenous children for school and close the gap in education outcomes.



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Transition of Services Funded through the Budget Based Funded Program



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Inclusion of BBF services in new child care system

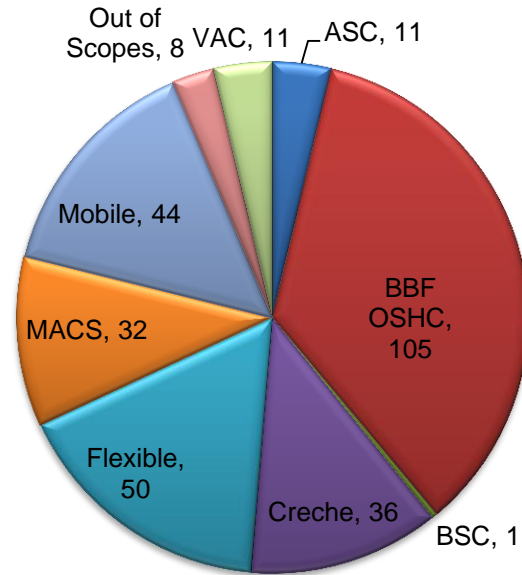
- From July 2018 the 298 services currently funded through the Budget Based Funded (BBF) program will be part of the new child care system
- Moving from historically based annual grant funding to child based funding
- Supporting all services is a priority
- Change in funding does not mean moving away from Aboriginal community controlled services



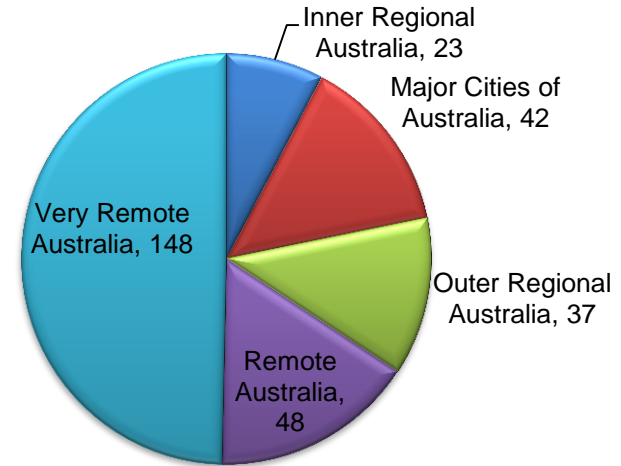
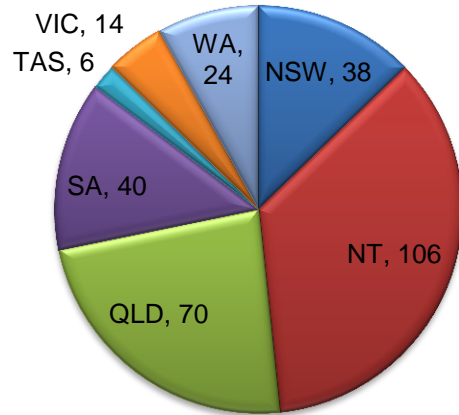
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BBF Services by Service Type



BBF Services by location and remoteness



How are we supporting BBFs?

- BBF transition consultants
 - PricewaterhouseCoopers
 - PricewaterhouseCoopers Indigenous Consulting
- Individual transition plans for each service/funding recipient
 - Centre based services by end October
 - Mobile services by end December
- Phase 2 support to commence next year



Our commitment to BBF services

- Transition support will be ongoing
- Support will recognise the unique nature of BBF services
- Looking at flexibility in design of the Community Child Care Fund
- Will work with non-child care services to find alternate funding sources



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*Support
for Funding Recipients under
the Budget Based Funded
Programme to
Transition to
New Funding Arrangements*



Overview

1. About PwC's Indigenous Consulting (PIC) and PwC
2. About our approach
 - What we were asked to do
 - How we approached the task
 - About our hub and spoke approach
 - About our consultation approach
 - What does viability look like
3. What we are hearing during our site visits
4. Reflections and next steps

About PIC and PWC

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About PwC's Indigenous Consulting

PIC's framework for Indigenous engagement

Storylines

People, Families, Communities, Governments, Corporates – all have storylines. These storylines provide meaningful insight into why certain beliefs are held, and why certain relationships exist (or do not exist). Through our networks and personal connections, PIC is often able to begin engagements with an initial view of the underlying dynamic of a community – providing a solid foundation for engagement.

Understanding

We appreciate that Indigenous Organisations are often complex, and there can be deeply embedded beliefs and structures built over time. Our philosophy is one grounded in an understanding that individuals, organisations and communities contain enormous wisdom, and that we must search for and find this to inform our thinking before we can properly analyse issues in any detail.

Experience

Our teams are experienced in stakeholder engagement that requires effectively supporting groups to reach an appropriate level of consensus around their priorities and direction through focusing on perspectives that are central achieving effective and relevant outcomes, aligned to the organisation's purpose.

"We understand the wisdom that exists within Indigenous communities and organisations"

PIC Co-owners

Respect

Perhaps the most valued commodity in Aboriginal communities, mutual respect is required in order for Indigenous Organisations to share true, controversial and sometimes hurtful information. This information is required to enable the formulation of effective outcomes.

Engagement and ownership

Organisational ownership is essential for any lasting change to take place. Well-considered and well-reasoned strategy will not deliver sustainable outcomes unless buy-in is developed by the organisation's constituents – this is core not only to the delivery of quality services, but to building the capacity of the organisation.

PwC's Indigenous Consulting (PIC):

- is a national Indigenous consulting business that is majority owned, led and staffed by Indigenous Australians with 35 staff located in seven jurisdictions
- extensive networks with Indigenous organisations reaching into regional and remote Australia.
- is based on a fundamental belief that real and lasting change happens when it is created by Indigenous people not for Indigenous people and that Indigenous people have the opportunity to fulfil their aspirations
- has deep early childhood expertise including staff with significant experience in the early childhood and community sector



About PwC

- PwC has a strong commitment to education
- PwC's corporate responsibility focus has been primarily focussed on education/early childhood and Indigenous initiatives
- Development of two thought leadership reports which demonstrate the economic value of investing in accessible and high quality education and care
- Substantial pro bono projects in both the early childhood and Indigenous sectors
- The team combines government and early childhood development knowledge including directly relevant experience working both within, and for, the Department, as well as with early childhood education and care stakeholders

About our approach

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What we were asked to do

Work with current Budget Based Funded programme funding recipients to:

- undertake a baseline assessment
- prepare a transition plan
- provide transition support.

Stage 1: Development of baseline assessment and transition plan

Baseline Assessment

Consistent and realistic assessments of each funding recipients' capacity to transition to new funding arrangements
informed by each funding recipient's context and the role the service plays in their community

Transition Plan

A plan, agreed with funding recipients, setting out support and actions needed to transition to the new arrangements

Stage 2: Provision of transition support



How we have approached the task

Since June PwC and PIC have:

- met with over 140 funding recipients across Australia
- developed baseline assessment of their readiness to move to new funding arrangements
- developed with them an action plan to support their transition to new arrangements

Efficient

data collection and site visits designed to minimise impact on funding recipients

Clusters

sub-teams focused on particular jurisdictions and geographical areas

Integrated

an end to end approach: the visit team collects data, prepares the baseline assessment and the transition plan

Coordinated

a central Hub focusing on project management and quality assurance

About our hub and spoke approach



An analytical and quality assurance hub to:

- drive consistency and assure quality
- bring expert technical 'know how' and business modelling and facilitate knowledge sharing
- ensure consistent use of templates, tools, policy and funding information.

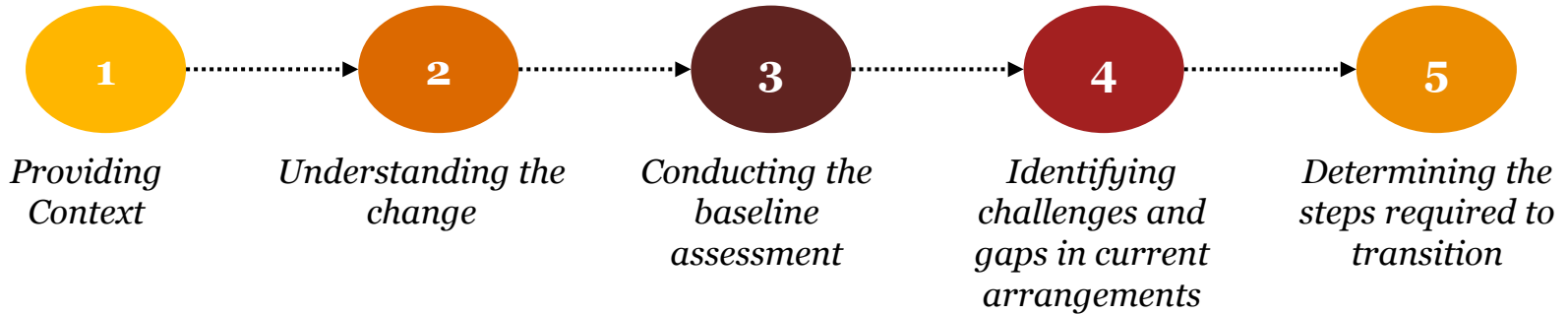
Transition delivery teams to:

- visit funding recipients in *nine* geographical catchments
- understand local context and unique circumstances of funding recipients
- liaise with state and territory based Department of Education and Training Funding Agreement Managers.

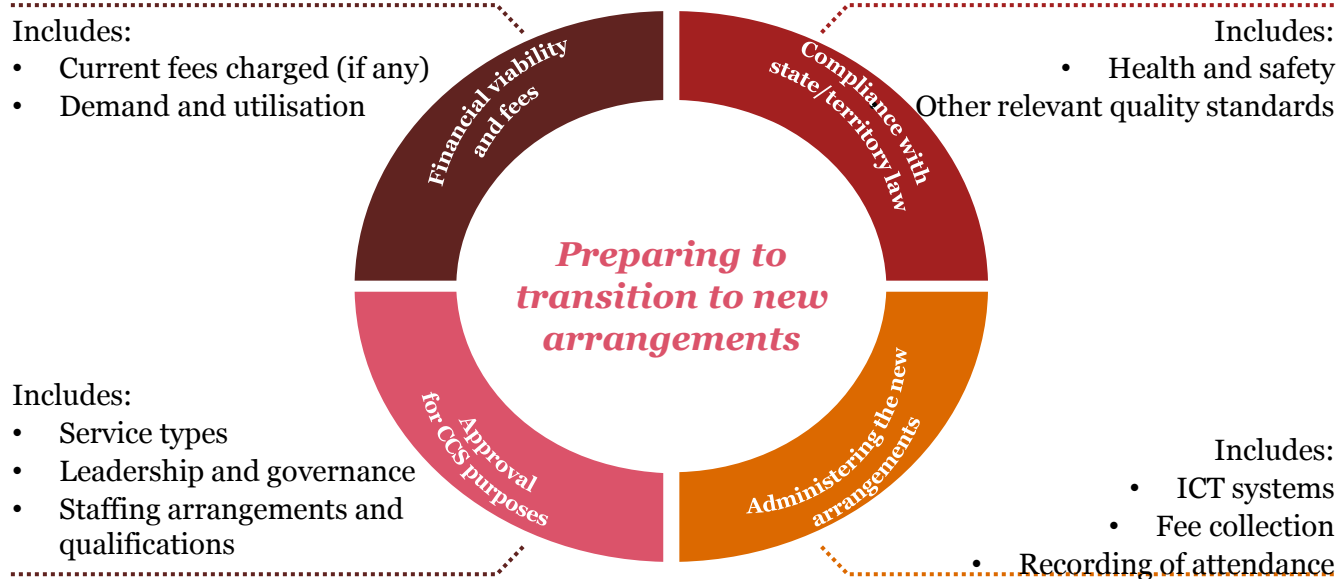


Our approach to consultations with the funding recipients

We undertook comprehensive semi-structured consultations with each funding recipient framed around these stages:



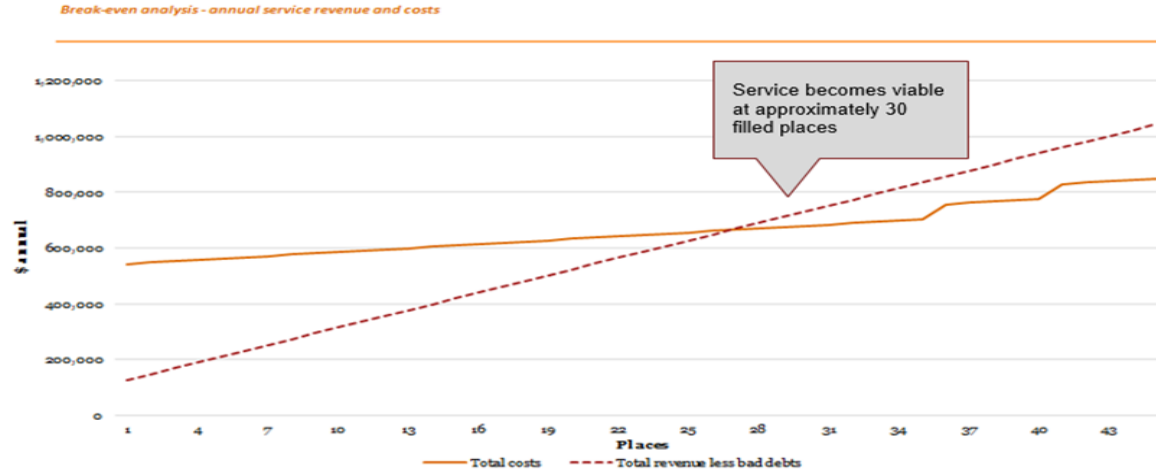
In conducting the baseline assessment our discussions with funding recipients were structured around four key areas



Assessing financial viability

We developed a financial modelling tool to generate insights **in real time** for use with funding recipients.

This was particularly useful as it enables funding recipients to see estimates of future revenue and costs including impacts for families under different operational settings (fees, hours, enrolments, ratios).

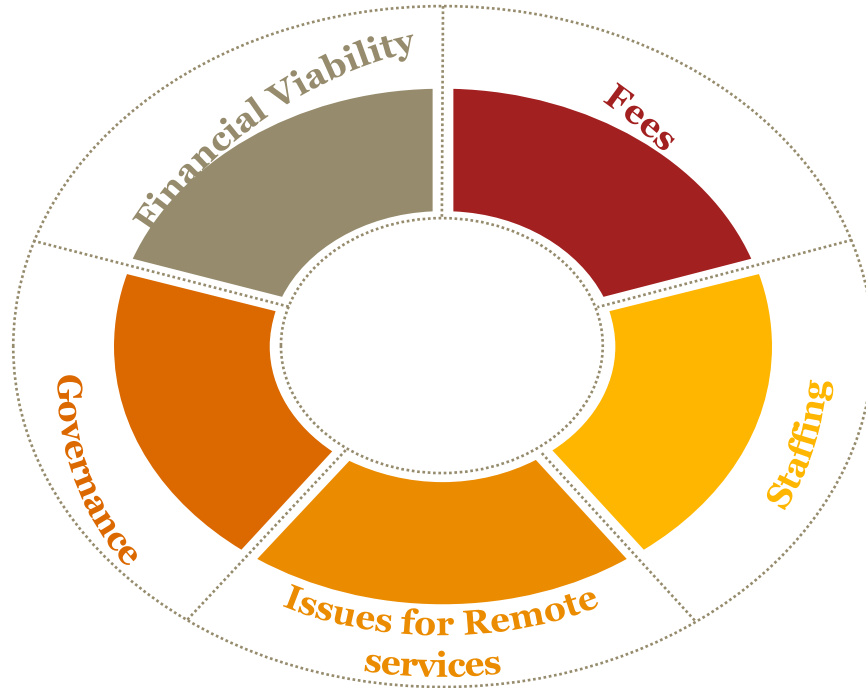


Source: Based on assumptions developed with XX during the site visit conducted on XX.

What we have heard during our site visits

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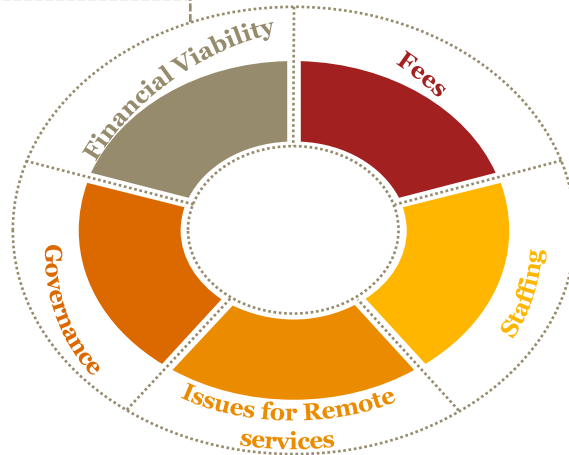
Types of challenges identified were diverse and reflected the unique circumstances of each funding recipient



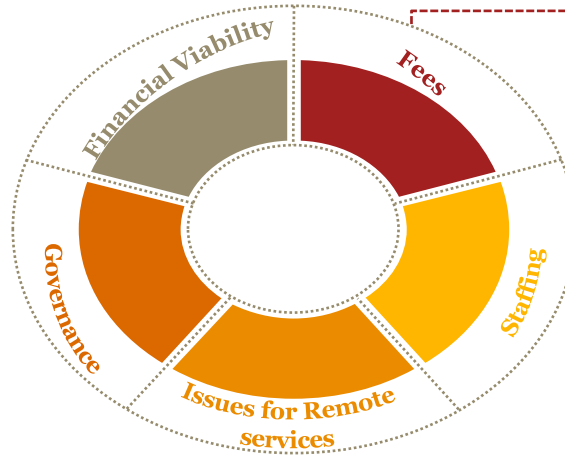
Financial viability

We explored concerns around:

- service viability under new arrangements
- whether identified changes would be feasible in the funding recipients' community
- Would there be any unintended consequences from these changes?



Fees

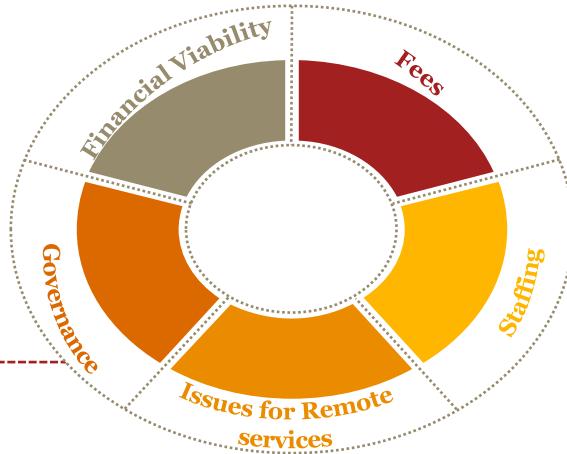


- We explored concerns around:
- Current fee policies in place including processes to follow up families and ensure that fees charged are paid
 - If no fee policy in place concerns in relation to establishing a fee policy
 - Concerns about service users' capacity to pay an out of pocket contribution
 - Concerns about families eligibility for the Child Care Subsidy

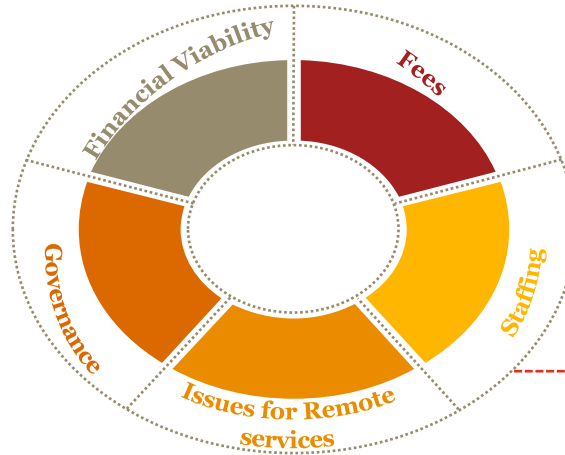
Governance

We explored concerns around:

- Whether the organisation's governance board or group is supportive of the move to the new arrangements
- What would need to change in order to ensure a successful transition? Eg new policies and procedures

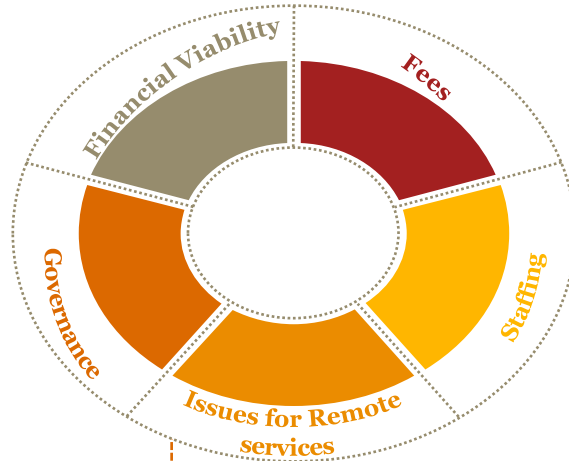


Staffing



- We explored concerns around:
- Current staffing profile including qualifications and roles
 - Professional development or training needs
 - Financial and administration management
 - Current staff to child ratios
 - What would need to change to make your service/programme viable under new arrangements

Issues for remote



We explored concerns around

- The programme may provide services to children older and younger than primary school age (OSHC)
- The suitability of the long day care model for some communities
- Cultural and kinship issues in relation to eligibility for Child Care Subsidy status

- Lack of qualified staff
- Suitability of premises
- High costs of service provision (ie staff accommodation costs)
- The programme being delivered from a mix of funding from multiple sources but operating as one service

Reflections and next steps

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Reflections and Next steps

Reflections

We met with a wide variety of funding recipients demonstrating lots of innovation in meeting the unique needs of their communities

The transition support needs of services vary considerably by location, service type and operating models

Strong commitment to ensuring children have access to early childhood education and care experiences

It has been a privilege to spend time in communities, hear your stories and to understand more about the challenges you face

Next steps

Providing transition support once commissioned.