
A Public consultation

On 22 April 2010, the Productivity Commission was asked by the Australian Government to undertake a study of the education and training workforce. The study's focus is on the issues affecting the workforces involved in providing:

- vocational education and training (VET)
- early childhood development (ECD)
- schooling.

This is the second phase of the study, which is examining the ECD workforce.

Outlined in this appendix are details relating to consultations through:

- submissions received (table A.1)
- visits (table A.2)
- roundtables (table A.3).

Upon commencement of this stage of the study, the Commission placed notices in the press and on its website inviting public participation in the study. Information about the study was also circulated to people and organisations likely to have an interest in it.

The Commission released an issues paper on 18 November 2010 to assist study participants with preparing their submissions. The draft report was released on 30 June 2011. The Commission received a total of 368 submissions, 87 submissions prior to the release of the draft report, and a further 281 submissions following the release of the draft report (table A.1). One submission was received in identical form from 152 separate parties.

The Commission has also conducted meetings with a range of organisations and individuals, as detailed in table A.2.

Prior to the release of the draft report a roundtable was held in Sydney on 28 February 2011 (table A.3). Following the release of the draft report roundtables were held in Melbourne on 31 August 2011 and Brisbane on 14 September 2011 (table A.3). Further, a roundtable focusing on the economic modelling of the early childhood education and care reforms was held in Melbourne on 28 October 2011.

Table A.1 Submissions received

<i>Individual or organisation</i>	<i>Submission number</i>
ACT Government	DR338
Adams, Catina	DR252
Albury City Council	14
Amend, Diana	DR276
Anderson, Jan	DR253
Andrews, Renee	DR208
Angelovska, Jacky	DR97
Armstrong, Marcia	DR264
Aspinall, Diana	33
Association of Neighbourhood Houses and Learning Centres	DR186
Atkinson, Mekael	DR243
Audet, Karen	DR226, DR283
Australian Association of Maternal, Child and Family Health Nurses	DR151
Australian Catholic University	24
Australian Childcare Alliance	71
Australian Childcare Centres Association	DR354
Australian College of Children and Young People's Nurses	45, DR169
Australian Community Children's Services	64, DR153
Australian Education Union	69, DR167
Australian Federation of SPELD Associations (AUSPELD)	19
Australian Nursing Federation (ANF)	80, DR165
Australian Nursing Federation (Victorian Branch)	DR258
Australian Services Union	DR213
Baker, Leonie; Twining, Marney; and Richmond, Rebecca	DR349
Bales, Nola	DR290
Barnes, Julene	DR140
Barnes, Sally	DR355
Batchelor Institute	see Fasoli and Farmer
Beers, Kim	DR231
Benevolent Society	49, DR161
Berkery, Anne	DR339
Blue Gum Community School	DR115
Bosio, Anne	DR170
Bouma, Robyn Ann	DR244
Bradbury, Karen	DR102
Breach, Rayleen and Convery, Heather	DR196
Bristow, Susan	DR117
Brotherhood of St Laurence	32, DR182, DR361
Browning, Angela	DR222
Burgess, Maree	DR236

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Table A.1 (continued)

<i>Individual or organisation</i>	<i>Submission number</i>
Busch, Isolde	DR128
C&K Association	52
Calvert, Josephine	DR249
Campbell, Margaret	DR197
Carr, Jennifer	DR246
Carrazzo, Yvette	DR348
Carroll, Pamela	DR319
Castles, Hannah	DR254
Catholic Education Office of Western Australia	65
Cavanagh, Bernadette	DR324
Centre for Community Child Health	81
Chadwick, Dawn	DR191
Charles, Heather	DR230
Child Australia	78, DR168
Child Care National Association	60, DR210
Child Health: Researching Universal Services (CHoRUS) Study	DR159
Childcare Association of WA	73
Children, Young People and Families Health Services, Hunter New England Local Health District	DR122
City of Casey	35, DR172
City of Greater Geelong	20
City of Monash	10
City of Salisbury	DR178
Clewett, Kylie	DR260
Cochrane, Catriona	DR294
Community Child Care	63, DR212
Community Child Care Co-operative	53, DR183
Community Connections Solutions Australia	75, DR228
Conn, Ashleigh	DR269
Connect Child and Family Services	6
Connolly, Kerry	DR123
Constantinides, (Dr) Sophia	DR358
Coolah Preschool Kindergarten	DR93
Cormican, Maureen	DR278
Corser, Robyn	DR218
Coulter, Rebecca	DR306
Council for the Care of Children	22
Country Women's Association of NSW	DR155

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Table A.1 (continued)

<i>Individual or organisation</i>	<i>Submission number</i>
Court, Bernice; Doyle, Anna; Marcollo, Janet; Turvey, Janet; Crawley, Deidre; French, Judith; Nave, Julienne; Bauer, Henriette; Bell, Elizabeth; Humphrey, Marilyn; Watts, Val; Prust, Maria; and Parr, Barbara	DR312
Cox, Jane	DR350
Cronin, Katie	DR266
Cronulla Pre-School	48, DR95
Crouch-Hall, Jillian	DR221
Curran, Gordon M.	DR90, DR94
Dajczer, Bronwyn	DR132
Darwin City Council	47
Davies, Meredyth	DR241
Davine, Monica	DR255
Delaney, Leonie	DR109
Department for Communities (WA)	59
Department of Education, Employment and Workplace Relations (DEEWR)	86, DR301
Disability Services Commission	76, DR364
Djalaringi Child Care Centre	DR91
Dobell, Louise	DR327
Docker, Joanne	DR223
Drew, Marian	DR320
Dykes, Ann	DR144
Dynon, Anne	DR134
Early Childhood Australia (NSW Branch)	DR190
Early Childhood Intervention Australia	DR157
Early Childhood Intervention Australia (NSW Chapter)	25
Early Childhood Teacher Education Council NSW (ECTEC)	DR162
Edith Cowan University	27
Elliott, Professor Alison (University of Sydney)	70
Ellis, Carole	DR342
English, Anne-Marie	DR291
Ethnic Communities Council of Queensland	58
Family Day Care Australia (FDCA)	61, DR211
Famularo, Lani	DR103
Farrant, Lindy	DR99
Fasoli, (Dr) Lyn and Farmer, Rebekah (Batchelor Institute of Indigenous Tertiary Education)	46
Ferguson, Elizabeth	DR131
Fernandez, Wendy Lye	DR300

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Table A.1 (continued)

<i>Individual or organisation</i>	<i>Submission number</i>
Ferrie, Anne	DR341
Finlayson, Karen; MacGregor, Fiona; Sheppard, Katrina; and Kanis, Rebecca	DR194
Fisher, Ann-Maree	DR209
Fitzpatrick, Angela	DR224
Fry, Elaine	DR285
Funnell, Lynette	DR259
Furness, Andrea	DR107
Gardiner, Mary	DR314
Garnet, Cynthia	DR235
Gebhart-Jones, Renate	DR271
Geddes, Leanne	DR219
Geyle, Kathryn	DR351
Gibbs, Rosie	DR215
Gilmour, Jacqui	DR316
Goddard, Carol	DR250
GoodStart Childcare	34
Government of South Australia	66, DR337
Gowrie SA	40, DR105
Gowrie Victoria	41
Gr8 START	54
Gregory, Wendy	DR368
Grant, Patricia M.; Lea, Michelle; Lees, Helen M.; Rinaldi, Margaret; Edwards, Marie; Tobin, Jenny; Garrett, Margaret; Tessier, Maureen; Barrett, Patricia; Homes, Marian; McKenzie, Sandy; and McGowan, Kate	DR200
Gratton, Kathy	DR288
Greenhills Child Care Centre	DR92
Griffith University, Logan Beaudesert Health Coalition (Queensland Health), and Communities for Children	30
Grimsdell, Lily	DR282
Grove, Cathy	DR322
Growth and Development Clinic, Mater Health Services	DR367
Gutierrez, Irma	DR370
Harden, Deni	DR272
Harris, Angela	DR345
Harrison, Bernadette	DR343
Harrison, Susan	DR331
Health and Community Services Workforce Council	56
Henderson, Binky	DR297
Hewett, Catherine	DR138

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Table A.1 (continued)

<i>Individual or organisation</i>	<i>Submission number</i>
Hickman, Moira	DR225
Hills, Wilma	DR113
Hobsons Bay City Council	DR137
Hore, Christine	DR127
Horgan, Lisa	DR275
Houston, Annette	DR286
Houston, Susie	DR313
Houting, Neeltje	DR296
Hume City Council	DR325
Humphries, Caroline	DR108
Ince, Gloria	7
Independent Education Union of Australia	50, DR163
Institute of Early Childhood, Macquarie University	DR158
International Women's Federation of Commerce and Industry	DR189
Irving, Jennifer	DR347
Ive, Carolyn	DR310
Jackson, Dianne	DR239
Jessup, Liz	DR192
Jewell, Pat	85
Johnston, Jennifer	DR277
Joyce, Belinda	DR303
Kearns, Karen (International Child Care College)	8
Kessler, Cheryl	DR334
Killingsworth, Christine	DR292
Kindergarten Parents Victoria (KPV)	72
King, Nicole	DR129
KU Children's Services	26, DR188
La Trobe University	DR171
Lady Gowrie Tasmania	82
Langdon, Catherine	DR318
Lauder, Wendy	DR333
Lay, Maria	DR147
Lee, Mee Choo	DR311
Lewis, Mary	DR315
Lindsay, Gai	DR216
Liquor, Hospitality and Miscellaneous Workers Union (LHMU)	55
Loadsman, Jan	DR261
Long, Julie	DR295

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Table A.1 (continued)

<i>Individual or organisation</i>	<i>Submission number</i>
Loschiavo, Rosemary	DR256
Lowden, Roslyn	DR106
Maciver, Jill	DR234
Mackay, Fionna	DR289
Mann, Liz	DR309
Mason, Michelle	DR143
Maternal and Child Health Nurses, Eastern Victoria	DR201
Maternal and Child Health Nurses, Maribyrnong City Council	DR206
Maternal and Child Health Nurses, Melton Shire Council	DR203
Maternal and Child Health Nurses, Wyndham City Council	DR202
Mathes, Janet	DR126
McDonough, Jane	DR233
McEwan, Jan	DR146
McGregor, Anna	DR240
McIntyre, Carol	DR323
McKinnon, Mary	DR125
McLaren, Lee-Anne	DR284
McSweeney, Sandra	DR273
Meehan, Vanessa	DR299
Mission Australia	12
Mobile Children's Services Association of NSW	38, DR179
Mogg, Sandra	DR118
Moira Shire Council	DR142
Monagle, Roslyn	DR298
Moreland City Council	DR154
Moult, Fiona	DR227
Municipal Association of Victoria	68, DR156
Music Council of Australia	51, DR214
Name withheld	DR262
Name withheld	DR281
National Centre for Social and Economic Modelling (NATSEM), University of Canberra	39
National Centre for Vocational Education Research (NCVER)	5
National Childcare Accreditation Council (NCAC)	11
National Out of School Hours Services Association (NOSHSA)	DR356
Network of Community Activities	DR359
Newell, Jennifer	DR267
NIFTeY Australia	37

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Table A.1 (continued)

<i>Individual or organisation</i>	<i>Submission number</i>
NIFTeY NSW	36
Northcott Disability Services	18
Northern Territory Outside School Hours Care Association	DR362
NSW Child and Family Health Nursing Clinical Nurse Consultant Network	DR164
NSW Child and Family Health State-wide Services Network	DR148
NSW Children's Services Forum	23
NSW early childhood teachers (multiple submitters)	DR199
NSW Family Day Care Association	DR185
NSW Government	79, DR326
NT Department of Health	DR365
O'Brien, Jacqui	DR145
O'Doherty, Ann	DR237
O'Shannessy, Maria	DR293
Occasional Child Care Association NSW/ National	DR366
Occasional Child Care Australia	DR116
OSHCsa	DR363
Owen, Catherine	DR340
Palk, Elizabeth Fraser	DR187
Park, Helen	DR353
Pekin, Mary	DR232
Penrith City Council	74
Playgroup Queensland	9
Port Phillip City Council	DR205
Postill, Sarah	DR346
Povah, Rhonda	DR265
Power, Ann	DR136
Pyke, Sherryn (Customised Training Pty Ltd)	DR150
Pywell, Carol	DR308
Queen Elizabeth Centre (QEC)	DR174
Queensland Catholic Education Commission	13, DR177
Queensland Children's Activities Network	84, DR357
Queensland Commission for Children and Young People and Child Guardian	DR184
Queensland Government	DR88, DR360
Regional and Remote Aboriginal Children and Services Support Unit (RRACSSU Central)	42
Robinson, Kerri	DR130
Rogers, Heather	DR198
Rogers, Helene	DR89

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Table A.1 (continued)

<i>Individual or organisation</i>	<i>Submission number</i>
Rowe, Andrea	DR352
Rutherford, Valerie	DR344
Ryan, Kathryn	DR302
Sayer, Jo	DR274
SCH Network Child and Family Health Team	DR204
Schmitt, Anne	DR335
Schneider, Robert	DR104
Scott, Carol	DR305
SDN Children's Services	31
Secretariat of National Aboriginal and Islander Child Care (SNAICC)	29, DR279
Sewell, Elissa	DR336
Shahwan-Akl, (Assoc Prof) Lina	DR121
Shand, Christine	DR307
Sheean, Glenyce	DR251
Sheeran, Leanne	DR195
Shewan, Jennifer	DR245
Sims, (Prof) Margaret; McCrea, (Dr) Nadine; Green, (Dr) Nicole; Edwards, (Dr) Helen; and Noone (Dr) Genevieve (University of New England)	DR100
Sims, Margaret	2
Singleton, Elizabeth	DR238
Slykerman, Allison	DR263
Smith, Anne	DR317
Smith, Kim	DR207
Smyth, Renee	DR270
Sorensen, Susan	1, DR96
Southern Cross University and Early Childhood Australia (NSW), North Coast Branch	16, DR176
Speech Pathology Australia	DR181
Spitzkowsky, Marcia	21
Stephens, Helen	DR287
Stiller, Eva	DR332
Strahan, Libby	DR257
Stuart, Deidre	DR329
Swales, Anita	DR229
Tasmanian College of Child and Family Health Nurses	DR149
Tasmanian Government	77
Tasmanian Ministerial Child Care Advisory Council (MCCAC)	83, DR173
Tate, Fionnuala	DR220

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Table A.1 (continued)

<i>Individual or organisation</i>	<i>Submission number</i>
Teng, Linda	DR248
Thomson, Denise	DR111
Thomson, Kristin	DR328
Toirkens, Kathy	DR280
Townsville Multicultural Support Group	28
United Voice	DR166, DR268
UnitingCare Children, Young People and Families	62
University of Newcastle Early Childhood Programs	DR160
van der Oord, Trish	DR120
van Langenberg, Margaret	DR217
Victorian Association of Maternal and Child Health Nurses	15, DR152
Victorian Children's Services Association	43
Victorian Family Day Care Educators Association	DR180
Victorian Government	87
Vision Australia	57
Wallis, Angela	DR242
Wallsend Community Preschool	DR101
Walmsley, Judi	DR119
Walsh, Prue (Play Entertainment Consulting Pty Ltd)	3
Warburton, Tracie	DR124
Watson, Helen	DR139
Wayland, Margaret	DR193
Webster, Lisa	4
Westall, Carolyn	DR133
Western Australian Department of Education	44
Wheeldon, Robyn	DR135
Whitehead, Sue	DR321
Wickham, Shona	DR110
Wilson, Elinor Nan	DR112
Wilson, Sally	DR98
Women's Electoral Lobby	17
Wood, Diana	DR369
Wyndham City	DR175
Yeo, Kristy (Parkes Early Childhood Centre)	67
Youl, Nicole	DR141
Young, Susan	DR330
Zimmermann, Sonia	DR114

Table A.2 Visits

Individual or organisation

ACT

Department of Community and Family Services
Department of Education and Training (ACT)
Department of Education, Employment and Workplace Relations (DEEWR)
Independent Education Union of Australia
The Treasury

New South Wales

Community Child Care Co-operative
Dalaigur Preschool and Children's Services
Durri Aboriginal Medical Service
Family Day Care Australia
Hastings Early Intervention Program
Kempsey Children's Services
Kempsey Family Day Care and In-home Care
Network of Community Activities
Port Macquarie Health Campus – Early Childhood Service
St Joseph's Family Services
UnitingCare Children, Young People and Families

Northern Territory

Batchelor Institute of Indigenous Tertiary Education
Child Australia NT
Darwin City Council
Menzies School of Health Research
NT Department of Education and Training
NT Department of Health and Families

Queensland

C&K Association
Department of Education, Employment and Workplace Relations (Queensland office)
Department of Education and Training
Health and Community Services Workforce Council

South Australia

Children, Youth and Women's Health Service
Department of Education and Children's Services
Gowrie Training Centre
Office of the Training and Skills Commission (Department of Further Education, Employment, Science and Technology)

Tasmania

Department of Education — Child and Family Centres
Department of Education — Child Care Unit
Department of Health and Human Services

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Table A.2 (continued)

Individual or organisation

Victoria

Australian Council of Trade Unions (ACTU)
Australian Education Union
Australian Nursing Federation (ANF)
Australian Research Alliance for Children and Youth (ARACY)
Australian Services Union (ASU)
Australian Skills Quality Authority (ASQA)
Centre for Community Child Health
Department of Education and Early Childhood Development (DEECD)
Early Childhood Australia
Kindergarten Parents Victoria (KPV)
Liquor, Hospitality and Miscellaneous Workers Union (LHMU)
Municipal Association of Victoria (MAV)
Secretariat of National Aboriginal and Islander Child Care (SNAICC)
United Voice
Victorian Registration and Qualifications Authority (VRQA)

Western Australia

Association of Independent Schools of Western Australia (AISWA)
Catholic Education Office of Western Australia
Centre for Indigenous Australian Education and Research, Edith Cowan University
Child and Adolescent Community Health, Department of Health
Childcare Association of WA
Department for Communities
Department of Education
Institute for Child Health Research (ICHR)

Table A.3 Roundtables

<i>Name of invited participant</i>	<i>Organisation</i>
Sydney — 28 February 2011	
Catherine Harrison	Australian Catholic University
Margie Maher	Charles Darwin University
Jennifer Sumsion	Charles Sturt University
Kay Ganley	Charlton Brown
Jaye Kinley	GoodStart Training College
Sarah Martin	GoodStart Training College
Kaye Colmer	Gowrie SA
Gilda Howard	Gowrie Victoria
Rhonda Hadley	Holmesglen
Marianne Fenech	Institute of Early Childhood, Macquarie University
Colleen Hayward	Kurungkurl Katitjin, Edith Cowan University
Joce Nuttall	Monash University
Deborah Brennan	Social Policy Research Centre, University of New South Wales
Karen Noble	University of Southern Queensland
Alison Elliot	University of Sydney
Melbourne — 31 August 2011	
John Cheshire	Brotherhood of St Laurence
Barbara Romeril	Community Child Care Association Victoria
Karen Weston	Department of Education and Early Childhood Development
Joanna Stanion	Department of Education, Employment and Workplace Relations
Sally Cooper	Family Day Care Victoria
Sandra Prouse	FKA Children's Services
Sue Hart	Gowrie Victoria
Helen Vassallo	Jindi Woraback Children's Centre, St Albans
Michelle Walker	Jindi Woraback Children's Centre, St Albans
Emma King	Kindergarten Parents Victoria
Leanne Giardina	National Out of School Hours Association
Robyn Munro-Miller	National Out of School Hours Association
John Forster	Noah's Ark
Carla Yeates	Occasional Child Care Association
Emma Sydenham	Secretariat of National Aboriginal and Islander Child Care
Melissa Coad	United Voice
Tamika Hicks	United Voice
Trish Brown	UnitingCare Children, Young People and Families

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Table A.3 (continued)

<i>Name of invited participant</i>	<i>Organisation</i>
Brisbane — 14 September 2011	
Judy Atkinson	Australian Childcare Alliance
Peter Blee	Australian Skills Quality Authority
Gillian Potter	Bond University
Melissa Comerford	C&K Pre-schooling Professionals
Barrie Elvish	C&K Pre-schooling Professionals
Chris Buck	Child Care National Association
Jacky Purcell	Child Care National Association
Lisbeth Kelly	Department of Education, Employment and Workplace Relations
Tonya Rooney	Department of Education, Employment and Workplace Relations
Pam Cahir	Early Childhood Australia
Eleanor Donovan	GoodStart Childcare
Sarah Martin	GoodStart Childcare
Greg Scherf	GoodStart Childcare
Jennifer Cartmel	Griffith University
Christine Cooper	Independent Education Union of Australia
Miriam Dunn	Independent Education Union of Australia
Chris Legg	KU Children's Services
Kylie Brannelly	National Out of School Hours Services Association
Lisa Love	Queensland Office for Early Childhood Education and Care
Melbourne — 28 October 2011	
Lachlan Smirl	Deloitte Access Economics
Andy Weiss	Deloitte Access Economics
Miriam Daley	Department for Education and Child Development (South Australia)
Russell Ayres	Department of Education, Employment and Workplace Relations
Ngaire Hosking	Department of Education, Employment and Workplace Relations
Murray Kimber	Department of Education, Employment and Workplace Relations
Damien McGrath	Department of Education, Employment and Workplace Relations
Matthew Ryan	Department of Education, Employment and Workplace Relations
Celia Murphy	Department of Family & Community Services
Guyonne Kalb	Melbourne Institute of Applied Economic and Social Research
Zahra Matthews	The Treasury
Brendan McKenna	The Treasury
Anu Rammohan	University of Western Australia