



Statement from Early Learning Association Australia regarding VECTEA, fairness, sustainability, and quality

Thursday 6 November 2025

Early Learning Association Australia's (ELAA) approach to the Victorian Early Childhood Teachers and Educators Agreement (VECTEA) is grounded in fairness, sustainability, and quality outcomes for the sector. Our principles reflect the need to attract and retain a strong workforce, ensure equity across settings, and support high-quality education and care (ECEC) for children.

Recruitment and retention: wages and conditions should be set at a level that attracts new professionals to the sector and supports the retention of experienced professionals in Victorian kindergartens.

Fair recognition for ECEC professionals: it has been recognised that teachers and educators working in ECEC have been historically underpaid and undervalued. Wages and conditions should be set at a level to rectify this long overdue issue to ensure the expertise, responsibility and qualifications of the profession is fair and commensurate for the important role they play in the lives of children and families.

Stability and administrative efficiency: the agreement should maintain wages above the award throughout its term, minimising the need for mid-term adjustments and reducing the administrative burden for services.

Sustainability and predictability: the agreement should include consistent annual adjustments that keep pace with national Fair Work wage increases, providing stability and confidence for both employees and employers.

We will continue to represent our members to ensure those working in early learning are respected, supported and fairly recognised for the critical role they play in children's development and education.

For more information on ELAA and to arrange an interview with a spokesperson, contact:

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