

STRONG GROWTH & MEANINGFUL WORK

CAREERS IN EDUCATION & CARE

The *More Than You Think* Liverpool report by Learning Creates, found that care sectors like early childhood education, aged care, and disability support are fast-growing industries with lots of opportunities for meaningful and rewarding work. These sectors offer stable jobs, opportunities to keep learning and progressing, and dynamic pathways that **don't necessarily rely on ATARs or university degrees**. This is a summary of that report.

ENTRY-LEVEL JOBS WHERE YOU CAN EARN & LEARN

JOBS

You don't need experience or qualifications to begin.

Early Childhood Education:

- Childcare Worker / Preschool Aide
- Early Learning Assistant
- Teacher's Aide / Integration Aide

Aged Care & Disability Support:

- Disability Support Worker
- Aged Care Worker / Carer
- Personal Care Assistant

QUALIFICATIONS

Common VET qualifications in education and care include:

- Certificate III in Early Childhood Education & Care
- Certificate III in Outside of School Hours Care
- Certificate III in Individual Support
- Certificate IV in Ageing Support
- Certificate IV in Disability Support

These certificates can sometimes count toward further study later like higher VET diplomas or even degrees.



RELEVANT SKILLS CAN COME FROM ANYWHERE

TRANSFERRABLE SKILLS

Retail, hospitality and other healthcare roles can become a pathway into education and care.

“THESE ARE NOT DETOURS – THEY ARE ON-RAMPS.”

More Than You Think Liverpool report 2025 - Learning Creates

The skills young people build in one industry often transfer directly to another.

WHERE SKILLS GROW & DEVELOP

CARING FOR SIBLINGS OR ELDERS

Develops empathy, responsibility, and trust.

SPORTS & RECREATION

Strengthens leadership, organisation, and motivation.

HOSPITALITY JOBS

Develops multitasking, initiative, people skills, and working under pressure.

CREATIVE & DIGITAL PROJECTS

Grows innovation, self-direction, and problem-solving skills.

RETAIL JOBS

Builds customer service, conflict resolution, teamwork, and communication skills.

WHAT A PATHWAY CAN LOOK LIKE

WHERE CAN ECEC LEAD?

EARLY CHILDHOOD EDUCATION CASE STUDY

Kylie's journey – *progressing into senior roles through steady learning and career development*

10 YEAR PERIOD

HIGH SCHOOL

Kylie knows she wants to work with young children, so she gains experience working as a nanny in her neighbourhood and in a part-time retail job at the local supermarket.

TRAINEESHIP

After leaving school Kylie enrolls in a traineeship where she begins working as a childcare worker in an Early Learning Centre, whilst obtaining a Certificate III in Early Childhood Education & Care.

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After a few years Kylie enrolls in a Bachelor of Early Childhood Education. She continues working part-time at the centre while studying.

PROFESSIONAL ROLE

Kylie works full-time as an early childhood teacher.

Kylie's early expertise and additional qualifications opened opportunities, demonstrating the strong progression available within the sector.

Like 38% of her peers, Kylie stayed in early childhood education long-term because she had real pathways to senior roles, further study, and leadership.



SNAPSHOT

EARLY CHILDHOOD EDUCATION & CARE

WHAT POTENTIAL JOBS ARE THERE?

- Primary school teacher
- Preschool director
- Special needs teacher
- Childcare centre manager
- Early childhood teachers

WHAT QUALIFICATIONS DO YOU NEED?

Entry-level early childhood education roles may require a Certificate III or IV in:

- Early Childhood Education & Care
- Education Support

These qualifications can be a pathway into university study for those *without* an ATAR.

WHAT ENTRY-LEVEL ROLES ARE THERE?

- Preschool aide
- Childcare worker
- Teachers' aide
- Integration aide
- Nanny



WHAT TECHNICAL SKILLS COULD YOU LEARN?



Supervise babies and children



Discuss child development with families



Provide emotional support to individuals, or families



Set up classroom materials or equipment

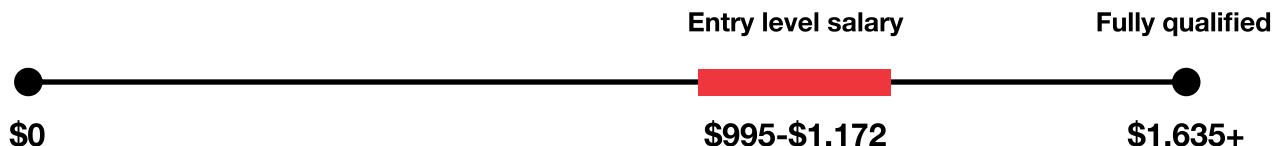


Support students with disabilities or learning difficulties



Plan & lead learning activities

WEEKLY EARNING POTENTIAL



SNAPSHOT

AGED & DISABILITY CARE

WHAT TYPES OF JOBS ARE THERE?

- Nursing clinical director
- Disability services program manager
- Nurse manager
- Registered nurse (aged care)
- Registered nurse (disability)

WHAT QUALIFICATIONS DO YOU NEED?

Entry-level aged and disability care roles may require the following qualifications:

- Certificate III in Individual Support
- Diploma of Nursing or Oral Health
- Certificate IV in Ageing Support

These qualifications can be a pathway into university study for those *without* an ATAR.

WHAT ENTRY-LEVEL ROLES ARE THERE?

- Enrolled nurse
- Residential care officer
- Nursing support
- Dental hygienist
- Aged or disability carer



WHAT TECHNICAL SKILLS COULD YOU LEARN?



Examine patients to assess general physical condition



Position patients for examination & treatment



Provide emotional support to individuals or families



Teach or promote the development of living skills, behaviours or strategies



Explain test results, or other medical information



Clean patient rooms or treatment rooms

WEEKLY EARNING POTENTIAL

