

Career Start - Lessons from Implementation



#CareerStart

Government Schools Principals Conference
Tuesday, 3rd June 2025

Acknowledgement of Country

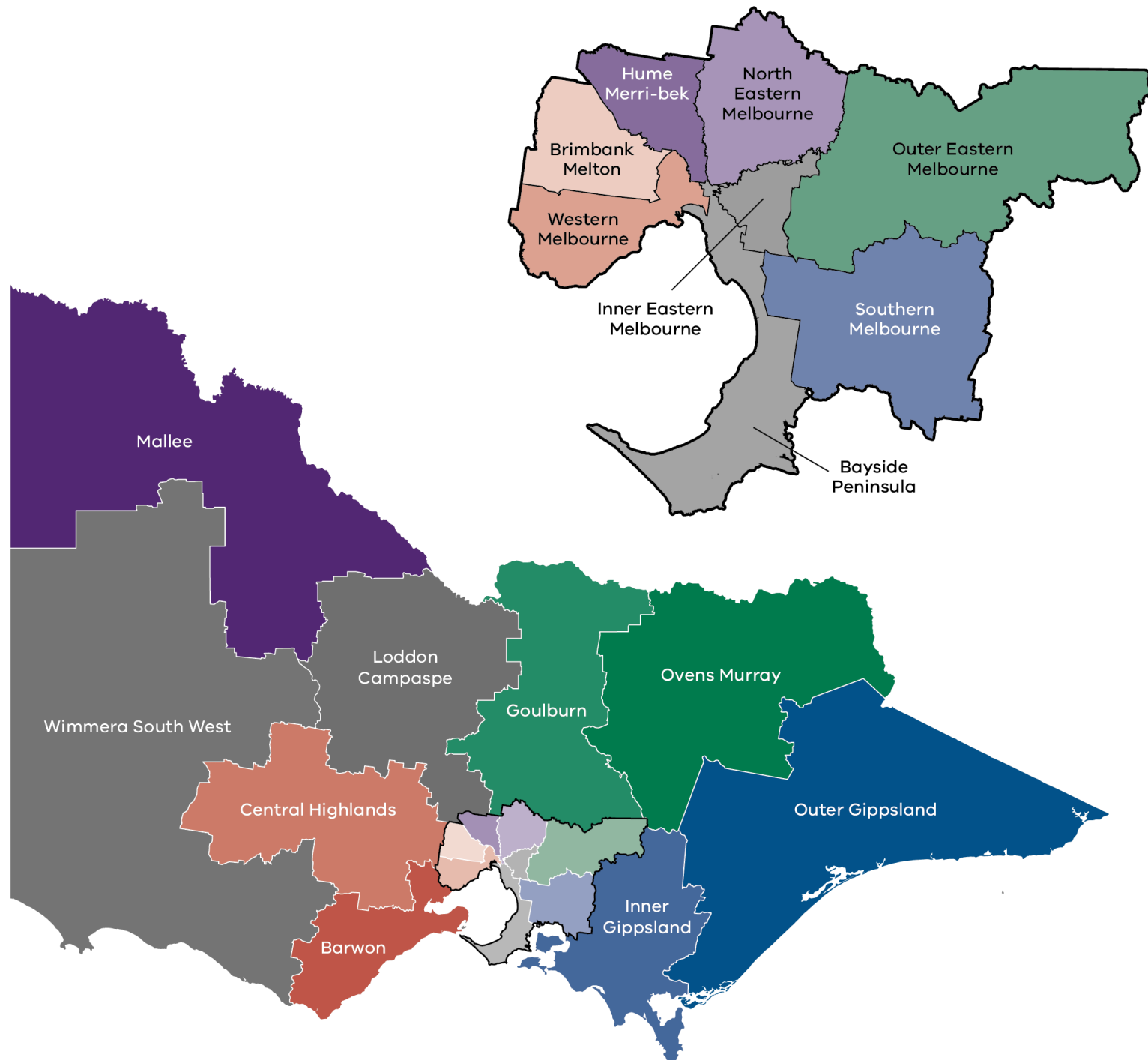
We acknowledge the Traditional Owners throughout Victoria and pay respect to the ongoing living cultures of First Peoples. We recognise their deep connections to the places where we do our work for continuous school improvement. We continue to learn from the vibrant and innovative knowledge systems of First Peoples, and the depth of their teaching, learning and education practice. We observe their resilience through times of change and find ways to promote this through our work. We understand that each of us has a role in supporting each other to respectfully walk and work together.





Too many graduates leave teaching within 5 years

13 areas in 2025-2026



Our vision for the Education State

Our vision for the Education State is to deliver excellence in every classroom in every corner of the state. Working in partnership with our schools and communities, we will prioritise:



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learning

Career Start journey map



Workshop 1

Thriving in your first year

Identify your emerging teacher identity, build professional networks and relationships, proactively support your wellbeing and gain strategies to set up classroom expectation.



Workshop 2

Knowing your learners

Establish inclusive classrooms by gaining strategies to be proactive with students and meet them at their point of need. Find out how to access support and who to turn to.



Workshop 3

Elevating your practice

Continue to elevate your teaching practice through shared problem solving. Grow your teaching toolkit, understanding which strategies to use and when.



Workshop 4

Reflecting back, looking forward

Reflect and celebrate your first year of teaching while planning for year 2 and beyond. Continue to build supportive professional networks and navigate career pathways.



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“Career Start had an excellent range of supports that helped me develop a strong sense of my teaching practice, as well as setting me up to problem solve any issues I might face. It has positively contributed to my sense of preparedness to teach.”

- Graduate Teacher, 2023

Our vision for the Education State

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**Short- to medium-
term graduate
teacher retention
significantly
increased**



expanding,
supporting and
recognising our
school workforce



Career Start Model

Allocated in-school
mentor & Learning
Alliance Leader

Networking
& wellbeing



Additional
time release

Professional
learning

Career Start Model

**Allocated in-school
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**Networking
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**Professional
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Mentoring with Career Start

- Mentor assigned at start of enrolment
- Time release for both graduate and mentor
- Professional learning for both throughout year
- Learning Alliance Leaders coach mentors





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“The best model of success in any business is consistency and when you’ve got 1,500 schools trying to do their own version of induction into schools for graduates, there’s 1,500 different ways... there’s a consistent practice in this version [Career Start]”

- Principal, 2024

Career Start Model

Allocated in-school
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Alliance Leader

Networking
& wellbeing



Additional
time release

Professional
learning

Time release

School type	Average weekly time-release	Total time-release for a 10-week term
Primary, specialist, language and pri/sec schools	1 hour and 57 minutes	19 hours and 30 minutes
Secondary schools	1 hour and 34.5 minutes	15 hours and 45 minutes



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Networking
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Additional
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Professional
learning

Professional learning with Career Start

- Learning Alliance Meetings
- Career Start Workshops
- 1-on-1 sessions with mentors
- Effective Mentoring Program





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**“The First Nations components were excellent
and the link with UDL was great.”**

- Graduate Teacher, 2025

Career Start Model

**Allocated in-school
mentor & Learning
Alliance Leader**

**Additional
time release**

**Networking
& wellbeing**

**Professional
learning**



Networking and wellbeing

- Area-based Learning Alliances
- Termly Alliance meetings
- First Nations cultural sensitivity practices embedded throughout workshops
- Wellbeing & resilience tools





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“It was great to know that you are not alone. Sometimes when you are just at your school and you might be the only graduate or have one other. It can be hard to remember that it is not just you.”

- Graduate Teacher, 2025

The role of the Learning Alliance Leader (LAL)

The **Learning Alliance Leader** is an experienced educator with expertise in coaching.

The role:

- To facilitate the termly workshops and Learning Alliance meetings
- School visits with mentors:
 - Development of mentor's coaching capacity
 - Provide resources to assist mentor in their role
 - Support mentor with challenges and celebrate successes
 - Connect schools that may be able to support each other

Collaboration with other grads and hearing about their experiences and challenges.
- Graduate

I've had so much support from being able to attend these workshops and it has been invaluable to helping me build confidence.
- Graduate

The gift of time built into the daily timetable to meet with my graduate.
- Mentor

I feel seen and valued.
- Mentor

Career Start Reflections

A structured format to mentoring which has allowed for a productive partnership.
- Mentor

This program is the best support program I have seen for new teachers. It also builds capacity in middle leaders.
- Mentor

I feel more confident and eager to keep becoming the best educator I can.
- Graduate

Case study: Roxburgh Rise Primary School



Case study: Thornbury High School



Since its inception in 2021, Career Start has supported over:



750 schools



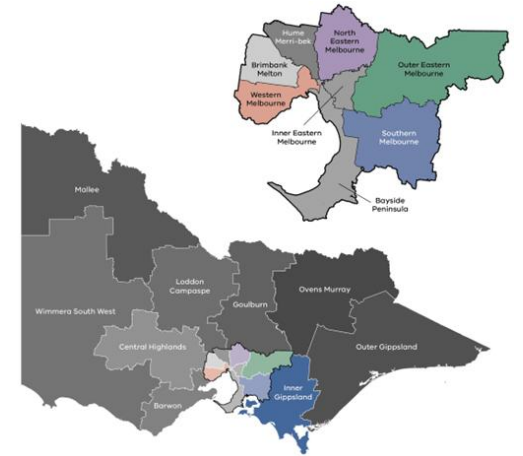
2700 mentors



3900 graduate teachers



13 Victorian areas





**CAREER
START**

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Department
of Education