



18/05/2021

To Whom it May Concern

Re: Tanya Cole Chief Executive Hessel Group VET Contribution

There is a profound shortage in South Australia and indeed right across the country of well trained and qualified educators to staff existing and newly built Long Day Care Centres. Long Day Care Centres are a vital operating resource for families and in particular mothers of young children to be able to work. In addition, Long Day Care Centres provide high quality care focused on the development of children and ensuring their early learning programs provide a vital foundation to success at school.

In this environment, as President of the Australian Childcare Alliance SA, which has over 100 member centres and provides care and early education for 15,000 families, it has been my great pleasure to work closely with Tanya Cole, Chief Executive of the Hessel Group to encourage the promotion of their specialised Group Training innovation into the childcare sector. There has been a need to encourage centres to take on trainees to address the industry shortage but there has been a reluctance, particularly from single centre providers to take the risks associated with hiring a trainee. Tanya has introduced a Group training model that specialises in the Early Education and Care sector as her organisation has had long experience both as a VET provider and in the running of its own centres and this insight is vital in providing and overseeing the best recruits for the long-term benefit of children and the centre providers. Her group training organisation takes on the full responsibility of recruitment, pay entitlements, screening, and employment, return to work and overseeing RTO training. The host centre is responsible for on-the-job-training while the employee remains a Hessel GTO responsibility. This model is a great comfort for smaller centres particularly and will encourage more trainees into our industry.

In addition, The Hessel Group RTO Enhance has an excellent reputation among Early learning and Care Providers for the quality of training and placement supervision that adds greatly to the quality of students presented to our industry. From time to time, Enhance have also put forward some innovative approaches to the recruitment and placement of trainees with centres.

Tanya Cole has a long record of outstanding innovative leadership in our industry and is widely respected. It is my great pleasure to recommend her leadership and management qualities to you.

Yours Faithfully

Kerry Mahony President Australian Childcare Alliance SA

Mobile: 0419 819 754 Email: kjmahony@bigpond.com

ACA South Australia

A C/- 131A Morphett Road, Morphettville SA 5043
E sa@childcarealliance.org.au