

The Apiary

the
FrontProject



Join a group of
change-makers
and transform early
learning in Australia



The Apiary Fellowship is accepting applications for the 2025 intake. Join us to shape a shared vision for the future of early learning, co-designed with children, families, and communities.



What is the Apiary Fellowship?

The Apiary Fellowship is a leadership opportunity that brings together early childhood development professionals from across the sector who are committed to creating thriving futures for all children across Australia.

Through a one-year commitment, fellows participate in group convenings and workshops where they share knowledge and learn a new way of thinking and doing.

Together, fellows learn to innovate and overcome challenges to transform early learning in Australia, benefiting children, families, and communities now and into the future.

Systems change work is deeply personal, and participants are encouraged to bring their whole selves to the program to grow both personally and professionally.

“Being part of this group this year and attending the events has given me the confidence and motivation to continue advocating for children, families, and educators.”

- The Apiary Fellowship Participant.



Who is the Apiary Fellowship for?

The Apiary Fellowship is for early childhood development professionals from metro, regional and rural areas across Australia who:

- Are passionate about creating positive change in early learning
- Want to develop their leadership skills, regardless if they already hold a leadership role or aspire to one
- Want to be part of a network of people using their voice, agency and influence to create meaningful change in the early childhood development system
- Align with the Front Project's ongoing cultural learning journey and supports Aboriginal and Torres Strait Islander self-determination
- Are motivated to learn, share and collaborate with their peers
- Want to learn methods and find innovative solutions to overcome complex challenges
- Want to immerse themselves in engaging cultural learnings, truth-telling and self reflection that encourage allyship
- Want to gain insights and harness diverse perspectives within the early learning system



Preparation work

Fellows are given preparation work to complete before attending group convenings. This self-guided learning consists of videos, readings and individual reflections, with an estimated time commitment of three hours for induction and up to two hours per convening.



Convenings

Over the one-year program, there are three in-person convenings, which are three day events in locations around the country. At each convening, fellows will learn new skills in systems leadership, cultural responsiveness, and mobilising for collective change.

These events are designed by our team to inspire participants to challenge their assumptions and engage in meaningful, yet complex conversations—creating opportunities for breakthrough discoveries that can transform the early childhood development system.

Commencement convening

March 2025, Nipaluna/Hobart, Tasmania.

Retreat convening

July 2025, Gubbi Gubbi Country/ Sunshine Coast, Queensland.

Graduation convening

September 2025, Boorloo/Perth, Western Australia

Please note that the location and dates of the convenings may be subject to change.

Workshops

Online workshops are hosted with fellows between the group convenings to further develop skills learnt in the program. Fellows form leadership circles between the second and third convening and meet online weekly or fortnightly to produce an inquiry into the early childhood development system. The time commitment is between three and five hours per month outside of the convenings.



Program cost, funding and scholarships

The Apiary Fellowship involves a one-off program fee of \$2,500 to support the design, event catering, and facilitation of the program.

The [Paul Ramsay Foundation](#) generously provides financial support for many of the Apiary Fellowships activities.

Travel and accommodation for the convenings are at the participant's own expense.

To assist with financial barriers, we offer customised equity scholarships, prioritising Aboriginal and Torres Strait Islander applicants, those from remote areas, and others on a needs basis. Scholarships may cover one or a mix of airfares, airport transfers, accommodation and travel expenses. Scholarship applicants may still have some out-of-pocket expenses.

Discounted fees may be applied on request for self-funded applicants and low-income or non-profit entities.

The Impact Community

After completing the fellowship, participants graduate to join existing fellows in the Impact Community. This space is shaped, led and driven by all fellows and allows the skills developed in the Apiary Fellowship to be applied to drive change in the early learning system.

The Collective

Aboriginal and Torres Strait Islander participants can join our collective of Aboriginal and Torres Strait Islander leaders after completing the fellowship. This culturally safe and welcoming space is for mob who align with the Front Project and the Apiary Fellowship's vision for change and reconciliation and want to connect to drive relevant cultural change throughout the early learning system.

How to apply to the Apiary Fellowship

To apply for the Apiary Fellowship in 2025, please fill in the [application form](#).

Applications for the 2025 intake close 10 January 2025. We will begin interviewing as applications are received.

The first convening for successful applicants will commence in March 2025.

We encourage you to invite others in your network who are passionate about transforming the early learning sector to express their interest.



If you have any questions, then please feel free to reach out to the Apiary team:

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