



The Apiary the FrontProject

Your invitation to join a generation of catalytic leaders building long term change in early learning

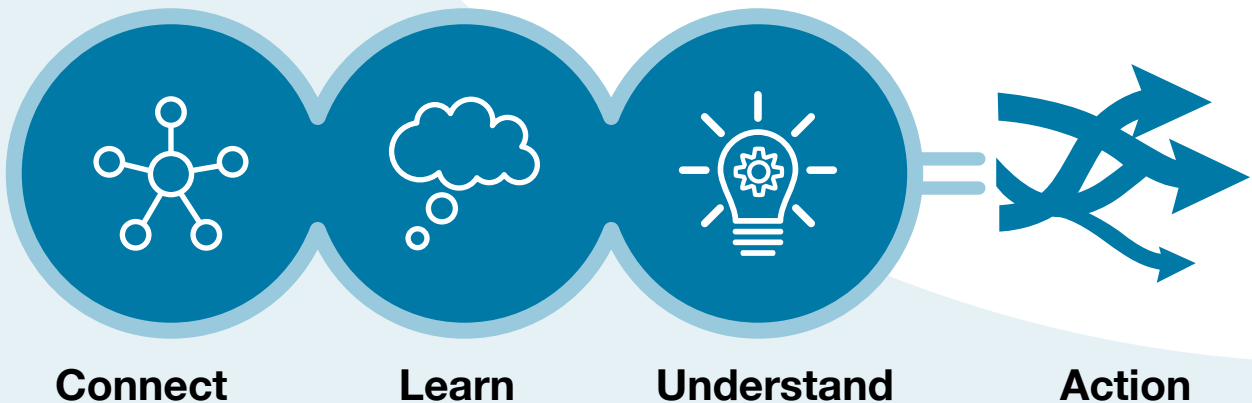
The Apiary is about impactful change at a systems level. This means thinking about the big picture – identifying what we can do to improve the lives of children today and in generations to come.

The Apiary brings together people who are committed to action to create thriving futures for children in Australia. It builds leadership, collaboration and the capability to bring about lasting change in early learning. Facilitated by The Front Project and Collaboration for Impact, with support from the Paul Ramsay Foundation, The Apiary creates the space to share, explore and catalyse through learning, relationships, collaboration and experience.

Take your place at the forefront of systems change in early learning.

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We are seeking applicants to join the Apiary as a 2023 Fellow.



Join a select group of thinkers and innovators to contribute to a new era of early childhood education by challenging, inspiring and accelerating positive change. Join us as we **CONNECT** with each other, **LEARN** from shared and different experiences and **UNDERSTAND** how system insights can translate to **COLLECTIVE ACTION** within broad early learning system.

The fellows are a group of people who are as passionate and ambitious about improving opportunities for young children as you are. We coalesce around our common purpose of improving outcomes for all children and collaborate as a Fellowship to generate the momentum needed to unlock the conditions for critical shifts to the early learning system.

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The Apiary is an experience to stretch beyond what you know, embrace this with your fellows and create ways to shift 'the always has been' to new thinking.

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Apiary Member

We support the accelerated transformation of an early learning system designed to greatly benefit young children in a world that is going through radical change by thinking about the big picture – identifying what we can do to improve the lives of children today and are building generations to come as an inclusive **early learning environment that celebrates Australia's rich diversity of culture and ability.**

Together, we ignite large-scale, collaborative change, that keeps the needs of children at the centre.

How the Apiary Fellowship Works

The Apiary is a thinking, sharing, debating and doing space for growing systemic leadership in early learning. We are building a future vision of early learning co-designed with children and families as our guide for change. We are structured to deliver a whole of system understanding and grow our capability in working differently for impact.

This 1-year program is made possible through the generosity of the Paul Ramsay Foundation and part contribution of \$2500 payable by each Fellow. Sponsoring organisations will be asked to also contribute in-kind to support time release for participation, including covering travel and accommodation to convenings. We recognise this fee is not possible for everyone and scholarships are also available to enable equitable participation.

1. Convenings - Apiary Fellows are invited to attend convenings for 2-3 days, up to 4 times per year. At the convenings, participants learn about systems thinking and adaptive leadership. They Apiary Fellows are here to question.

Apiary Fellows are here to question what we know, confront the unknown, celebrate our wins and unlock the difficult conversations that can lead to new discoveries. When we come together, our objectives are to:



Catalyse collaboration by building trust and creating connections



Build capacity and learning with individual and collective learning about systems thinking, holding dialogue, cross-cultural collaboration, and adaptive leadership



Learn from bright spots with guest speakers who have created change in other contexts



Create a shared understanding by taking time to discuss and identify 'the system' and create some common language



Develop a shared vision by working with participants to identify an (evolving) change agenda

2. Action Learning Groups - Outside of convenings, Fellows apply their knowledge by designing, testing and collaboratively undertaking system-level interventions within small group teams around four main areas:

- Elevating the importance of ECEC
- Raising children's voices in design and decision-making
- Improving the quality of early learning
- Building a vision for children's early learning futures.

These areas of focus will shift and grow as the Fellowship works together on emerging priorities and in response to the changing external landscape.

3. Collaborative projects - Apiary Fellows have the opportunity to engage in collaborative projects that build on the rich theoretical framework to actively create change for children. Some examples of projects include:

- Elevating children's experiences by using their own words and art to craft articles for respected industry publications and news outlets.
- Conducting an evidence scan of Australian initiatives about children's education futures, particularly identifying local expertise in strategic foresight and large-scale engagement of young children and families in consultations to help us map possible futures for early learning.
- A series of 'Meet the Expert' events that build Fellows' capability and connections in social change.

Together we create thriving futures for children in Australia

We are a national fellowship of individuals who are willing to re-imagine the future of our youngest learners and do what it takes to transform the early education and care system.

Fellows are invited into the Apiary for their diverse perspectives and experiences. They could be part of the sector by working at an early learning centre, child development support services, for a peak body, academia, Government, business or children's services more broadly, like health or education. They could contribute to the sector through research, workforce development or policy design. They could also experience the sector as a parent or carer of young children, an employer of parents and carers or through work that intersects with the sector, such as community services or health care.

Apiary fellows come together to engage in a blend of experiential and peer-to-peer learning

Fellows participate in an intensive and transformative development experience, providing the skills and tools to improve long term outcomes for children and families. They forge long-lasting connections with leaders from across the sector as they work and journey together.

Fellows benefit from bespoke learning sessions that include core foundational components on systems and design thinking and adaptive leadership.

The Fellowship provides participants with additional benefits to the organisations they work in:

- Enhance their organisation's operations with robust, applicable knowledge about different ways of working, including design thinking, scenario framing, strategic engagement and reflective practice.
- Bring the latest insights and evidence for improving early learning directly into your workplace.
- Be in-the-know about opportunities to take action to improve early learning.
- Engage broader networks and collaborate with other leaders to champion quality early education and development enhancement services.
- Build a network of trusted experts to contribute ideas for activities that achieve outcomes.

Watch the Apiary Promise to Children video [here](#).

The Apiary
the
FrontProject

Expressions of Interest for The Apiary are now open.

Go [here](#) to express your interest in joining the Apiary.

For more information please contact The Front Project via email: theapiary@thefrontproject.org.au

Applicants will be notified for next round interviews.