

This is your opportunity to join a collective of system change makers to transform early learning in Australia

Join us in our mission to transform the early learning system in Australia, so every child, irrespective of their background, can thrive



What is the Apiary Fellowship?

The Apiary Fellowship is an initiative that brings together people who are committed to creating thriving futures for all children across Australia.

With the support of the Front Project and Paul Ramsay Foundation, and working with colleagues from Collaboration for Impact, the Apiary Fellowship supports program participants to connect, share and learn about systems thinking and stewardship, foster inter- and cross-system collaboration, and champion improved individual capabilities to work differently to bring about sustainable positive change to the early learning system across the country (broadly defined).

As a one-of-a-kind national early learning initiative, the Apiary Fellowship offers a unique platform for professionals to collectively imagine a bold vision to revolutionise early learning in Australia. Together, fellows collaboratively innovate changes which seek to directly involve and benefit children, families, and communities now and for years to come.

What is involved?

The Apiary Fellowship is a space to learn, connect and collaborate as you collectively strive to transform early learning in Australia. Within a one-year commitment, you and your cohort of fellows will embark on a transformative journey together. During this time, you will participate in three Convenings and multiple workshops in which you will share, learn and network equipped with the skills and tools you need to feel ready and empowered to take bold, radical leaps forward in transforming early learning.

Following the one-year commitment, you will graduate to join existing fellows in the Impact Community, increasing your collaborative power to independently drive change that is needed in the system. This space is shaped, led and driven by all fellows as it is your vehicle for bringing the collective innovations of the Apiary to life.

How does the Apiary work?

The Apiary program weaves learning and action, this is apparent through different infrastructural elements:

Convenings

In the year-long action learning cycle, there are three Convenings. These are three-day forums which take place in different locations across the Country. The carefully designed Convenings developed and facilitated by the Front Project, Collaboration for Impact, Orange Compass and Lisa Walker which will encourage you to question what you know, confront the unknown, and safely participate in difficult conversations that can lead to new discoveries. At each Convening, you will learn new skills in systems thinking, cultural responsiveness, and systems change. These will support you to drive action in both the short and long term.

What to expect from Convening programs:

The commencement Convening – in your first Convening, you will focus on connecting and learning. You will establish relationships with the rest of your cohort to develop and deepen collaborative connections with one another and create a shared understanding of the early learning system. The Convening will culminate with you starting to build your skills in system thinking through exercises such as systems mapping, holding difference through dialogue, and more.

The second Convening – in your second gathering, you will focus on applying your learnings by putting them into action. Throughout the three days together, you and your peers will connect to Country through a hands on cultural learning experience, and you will form Action Learning Groups. These are small groups comprised of four to eight fellows who coalesce around area(s) of the system that you identify as primed for change or transformation. In these groups, you will practice systems thinking using tools such as root causal analysis, mapping leverage points and developing challenge statements.

Between the second and third Convening, you and the other fellows in your Action Learning Group will take part in workshops which will support you to ideate and prototype your system change intervention/solution which you will then test in the field.

The third Convening- in your third Convening, you will focus on collective sensemaking of the results of your systems change prototype tests. You will complete your Action Learning Group journey by showcasing your system interventions to your peers, identifying lessons learned, and determining if you want to progress your iterative prototype solution further. Following this, you will celebrate your achievements by graduating into the Impact Community as you join existing fellows in generating collective impact together.

The Impact Community and Innovation Pathways

Following the one-year action-learning journey, you will graduate to join the alumni of fellows from previous cohorts in the Impact Community. This collaborative space is shaped, led and driven by you. It is your vehicle for driving shared action to achieve impact in the early learning system.

In the Impact Community, Action Learning Groups decide whether to continue to action, and if so the respective prototypes are subject to desirability, feasibility, and viability criteria. If successful, the Action Learning Groups evolve into Solution Development Groups (SDGs) and fellows decide how best to progress their prototypes. There are several pathways to impact and innovation available, and for more information please see below:

[Find out more about the Impact Community.](#)

How do we work?

In the Apiary Fellowship, we have the following objectives:

- **We catalyse** collaboration by creating trust and creating connection
- **We build capacity and learning** with individual and collective learning about systems thinking, holding dialogue, and systems stewardship
- **We learn from bright spots** with guest speakers who have created or been part of systems change in other contexts
- **We create a shared understanding** by taking time to discuss and identify the early learning system (broadly defined) and create a common, accessible language.
- **We develop a shared vision for change** by working with participants to identify an evolving change agenda and catalyse collective action.

How do I express my interest?

To express your interest in joining the Apiary in 2024, please fill in the Expression of Interest (EOI) form below. The deadline for submission is 31st December 2023.

Following this, we will be in touch in the new year after the registration officially closes. If you are shortlisted, we will arrange an informal interview with you. If you are successful (places are limited), we anticipate the commencement three-day Convening will take place in March or April 2024.

We encourage you to invite others in your networks who bring diverse or different perspectives of the system and are ready to take up system leadership for transformation in early learning, to register their interest.

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

Email: theapiary@thefrontproject.org.au

Phone: 0438 240 153

We can't wait to hear from you!

[Express your interest in
the Apiary Fellowship](#)

Driving changes in early learning:

The Apiary has been driving changes in early learning since 2019. Discover the exciting initiatives of the Apiary:

[Transforming Early
Learning Initiative](#)

[Children's experiences
during COVID-19](#)

Return on Investment

WHAT CAN YOU GAIN FROM BEING PART OF THE APIARY FELLOWSHIP?

