

CALD Kindergarten Participation Project Welcome Pack 2025



Acknowledgment of Traditional Owners

The Municipal Association of Victoria acknowledges the Traditional Owners of Country throughout Victoria, and recognise their continuing connection to lands, waters, and culture. We pay our respect to Elders past and present who carry the memories, traditions, cultures, and aspirations of First Peoples, and who forge the path ahead for emerging leaders.

© Copyright Municipal Association of Victoria, 2025.

The Municipal Association of Victoria (MAV) is the owner of the copyright in the publication of the CALD Kindergarten Participation Welcome Pack 2025.

No part of this publication may be reproduced, stored or transmitted in any form or by any means without the prior permission in writing from the Municipal Association of Victoria.

All requests to reproduce, store or transmit material contained in the publication should be addressed via email to inquiries@mav.asn.au.

The MAV acknowledges the support of the Victorian Government.

Municipal Association of Victoria
1 Nicholson St, East Melbourne
Phone: 03 9667 5555
Email: inquiries@mav.asn.au
www.mav.asn.au

Welcome on board

Welcome to the team! We are thrilled to have you join us as part of the CALD Outreach Initiative. Your role as a CALD Outreach Worker is an essential one, supporting families from culturally and linguistically diverse (CALD) backgrounds to access kindergarten and other early childhood education services.

As a CALD Outreach Worker you have the opportunity to work closely with families, your council and a variety of community stakeholders to make a meaningful impact in the lives of those who seek support to get their child to participate in early years education.

Your efforts will help ensure that children from CALD backgrounds have the support they need to thrive and reach their full potential.

MAV is here to support you every step of the way. We value collaboration, participation and the perspective that each CALD Outreach Worker brings to the table.

Please do not hesitate to reach out to the MAV if you have any questions or need assistance as you get settled in.

About this resource

This resource is designed to help you understand the supports available through the Municipal Association of Victoria (MAV) as part of the CALD Kindergarten Participation Project throughout 2025.

While this resource has a strong focus on councils participating in the CALD Outreach Initiative it can also be used by all councils across Victoria seeking to undertake work to support CALD families in their municipality.

CALD Outreach Workers funded as part of the CALD Outreach Initiative should read this resource alongside the Department of Education's [CALD Outreach Initiative Guidelines](#).

To receive updates from the MAV regarding this project please contact Ghulam Hussain at ghussain@mav.asn.au.

About the Municipal Association of Victoria

The Municipal Association of Victoria (MAV) is a membership association and peak body for Victoria's local government sector, officially recognised by the Municipal Association Act 1907 as the voice of local government.

The MAV offers councils a one-stop shop of services and support to help them serve their communities. We advocate for local government interests, initiate projects and services across a broad range of areas, and support the development, adoption and implementation of evidence-based research and policy.

To find out more about the MAV you can check out the [MAV Strategic Plan 2024-2027 'Shaping our Future'](#) on our website.

The Victorian Government has partnered with the MAV to deliver the Kindergarten Participation Project to provide implementation support to councils participating in the CALD Outreach Initiative as well as proactive support all Victorian councils to strengthen kindergarten participation for CALD children.



About the role of MAV's CALD Outreach Policy Adviser

The role of CALD Outreach Policy Adviser at Municipal Association of Victoria (MAV) supports local councils in increasing the participation and engagement of CALD families in kindergarten and other early years services. This role focuses on fostering collaboration, capacity building to promote equitable access to kindergarten for CALD families. We deliver targeted supports councils funded through the CALD Outreach Initiative and general supports for all Victorian councils working to increase access to early childhood education and care.

Ghulam (G) Hussain is MAV's CALD Outreach Policy Adviser. Ghulam brings valuable firsthand experience to the role having previously worked as a CALD Outreach Worker in a regional LGA. His background provides an in-depth understanding of challenges and opportunities associated with engaging with CALD families.

Ghulam can be contacted via ghussain@mav.asn.au.

About the CALD Outreach Initiative

Funded by the Victorian Government's Department of Education, the CALD Outreach Initiative supports the inclusion of children from CALD backgrounds in kindergarten and Pre-Prep through CALD Outreach Worker positions at funded local councils and a partnership with the Municipal Association of Victoria (MAV).

From January 2025 to June 2027, the Victorian Government is funding 26 councils to deliver the CALD Outreach Initiative. See the following link for the list of participating councils [CALD Outreach Initiative | vic.gov.au](https://www.vic.gov.au/cald-outreach-initiative).

The objectives of the Initiative are to support the participation of Victorian children and families from CALD backgrounds in kindergarten and Pre-Prep and to:

- support successful registration and enrolment of CALD children in kindergarten and Pre-Prep
- maximise CALD children's attendance in kindergarten and Pre-Prep
- engage CALD children and their families in other early childhood supports in their local area, such as community playgroups and Maternal and Child Health (MCH)
- support CALD children to transition from kindergarten to school.

Be sure to familiarise yourself with the CALD Outreach Initiative Guidelines 2025-2027 to support your implementation of the Initiative.

- [CALD Outreach Initiative Guidelines 2025-2027 \(PDF - 1.4MB\)](#)

Getting started

Use this quick checklist to help you set up a strong foundation for your work as a CALD Outreach Worker. Then read this welcome pack for more information.



Familiarise yourself with the CALD Outreach Guidelines (the Guidelines)



Connect with MAV supports - join the Community of Practice and MS Teams Site



Register with [All Graduates](#) to get access to free on-site, telephone, and video interpreting services. Available to CALD Outreach and state funded kinder services



Connect with relevant service delivery teams at your council - MCH, playgroups, immunisation, Best Start, CRES*



Familiarise yourself with [local kinder services](#)



Connect with local services, organisations, such as community houses, settlement services, multicultural community organisations



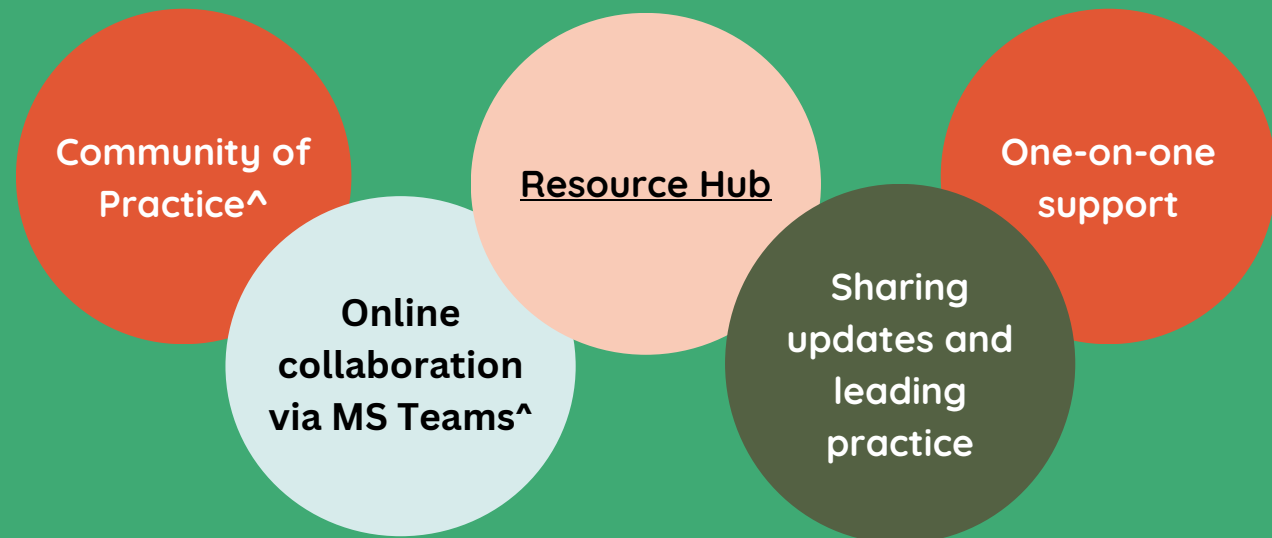
Connect with fellow CALD Outreach Workers in your region



Meet with your local [Early Childhood Improvement Branch](#)

* Not all councils operate a CRES (Central Registration and Enrolment Scheme), click here to view a [list of CRES councils](#).

Overview of MAV supports



^ Targeted support for councils funded through the CALD Outreach Initiative

About the Community of Practice

The Community of Practice (CoP) is a collaborative platform designed to support councils delivering the CALD Outreach Initiative working with culturally and linguistically diverse families. It provides opportunities for the exchange of ideas, fostering open dialogue to share innovative insights. The CoP provides peer support, creating a network of professionals who provide advice, encouragement, and opportunities for collaboration

Membership of the CoP is open for all councils participating in the CALD Outreach Initiative. The CoP network meeting is an hour and half long monthly meeting for all members. Sessions are online via Microsoft Teams unless otherwise advised.

Content

The CoP offers presentations and insights from the experts in the field. CALD Outreach Workers are encouraged to share best practices and strategies to perform effectively. The CoP also offers updates, policies and programs relevant to CALD families designed by the Department

Expectations

It is expected that councils participating in the initiative attend the monthly CoPs and share their experiences, challenges, and solutions in a supportive environment.

Topics

The CoP features presentations by experts from various fields who share their insights on topics such as National Disability Insurance Scheme (NDIS), visa eligibility, Maternal and Child Health (MCH), immunisation, Child Information Sharing Scheme (CISS), Child Care Subsidy (CCS) and many more.

About the MS Teams Site

What we use it for

The CALD Outreach Initiative MS Teams site is a central platform for collaboration, communication, information and resource sharing. It streamlines access to important information, announcements, templates and discussions, ensuring that all members stay connected and informed.

How to access

To access the Teams site, please send your request to MAV with your email address. Once your request is received you will be added to be a member. Once added you can join and explore the resources and conversations.

Turning on notifications

To ensure you do not miss any updates

- Navigate to CALD Outreach Workers team site
- Click on three dots next to the team's name
- Select manage notification
- Customise your notification preferences to receive alerts

Helpful tip: when posting on the Teams site please use '@ CALD Outreach Initiative' in your message to ensure all participants receive a notification

Members of the Teams site

The Teams site comprises members of the CALD Outreach Initiative including Councils' CALD Outreach Workers and MAV Staff. You can find the list of CALD Outreach workers [here](#).



MAV CALD Outreach Connect Page

CALD Outreach Connect page is an online resource hub created to support CALD Outreach Workers. It serves as a central library for sharing valuable resources such as articles, insights, presentations, recorded webinars, policies, resources and other updates related to the initiative.

How to access

Once you have become member of CALD Outreach MS Teams site, the CALD Outreach Connect page can be accessed via this link [CALD Outreach Worker | Sharepoint](#).

Staying updated

We recommend bookmarking the page and checking regularly for new contents and updates. The connect page is also a space for Outreach Workers to contribute their own experiences, case studies, promotional materials or success stories. Sharing your insights highlights the impactful work being done across the initiative.

Case studies and updates

MAV publishes a quarterly CALD Kindergarten Participation Project Update to highlight the work of CALD Outreach Workers and key updates related to increasing access to early childhood education. Each update includes a case study of leading practice. If you'd like to receive future updates via email please contact Ghulam at ghussain@mav.asn.au.



Resources to help your work

Here you'll find key resources to support your work as a CALD Outreach Worker. You can find more resources on the [CALD Outreach Connect Page](#) | Sharepoint.

Kindergarten specific resources

Supporting CALD families to engage in kindergarten | [vic.gov.au](#)

Resources for services and providers to communicate with CALD families about kindergarten and its benefits. Includes translated information

Early Childhood Language Services | [vic.gov.au](#)

All CALD Outreach Workers are eligible to access free on-site, telephone and video interpreters via All Graduates to strengthen engagement with parents and carers who speak a language other than English or use Auslan.

Information about kindergarten in your language | [vic.gov.au](#)

Information about kindergarten in Victoria translated to 30 languages.

Communicating about kindergarten to your community | [vic.gov.au](#)

Includes communication packs, factsheets, social media tiles, videos and other resources to help your service communicate with families about kindergarten.

Early Start Kindergarten | [vic.gov.au](#)

Information regarding 15 hours of kindergarten a week for eligible children for 2 years before starting school.

School Readiness Funding Menu | [vic.gov.au](#)

A comprehensive menu of evidence-informed programs and support available through the School Readiness Funding initiative.

Best Start | [vic.gov.au](#)

Best Start partnerships use local data and community knowledge to identify those who are experiencing vulnerability at their sites. The program focuses on all Aboriginal children as well as children experiencing vulnerability.

Kinder Quick Guide for Parents | [vic.gov.au](#)

A simple and quick guide to kindergarten programs, including eligibility, benefits and how to enrol.

Kindergarten Central Registration and Enrolment | [vic.gov.au](#)

Guidance and support for local councils to expand and enhance their kindergarten registration and enrolment service.

Best Start Best Life | [vic.gov.au](#)

The Victorian Government is investing \$14 billion to give Victorian children the best start in life.

Helpful resources continued

Resources from partner organisations

Early Years Program | Foundation House

Outlines the Early Years programs by Foundation House. It provides information on consultations, collaborative projects and professional learning opportunities .

FKA Children's Services | FKA - Children's Services

fkaCS offers practical evidence-informed resources, consultancy services and professional learning tailored for educators and early childhood professionals.

Family Learning Support Program | Brotherhood of St. Laurence

A Family Learning Support Program provides bilingual outreach support to children and families from vulnerable CALD backgrounds living in public housing in the City of Yarra and City of Melbourne to connect with early childhood services.

Resources for engaging with multicultural communities

Mapping languages spoken in Victoria | vic.gov.au

Data maps identifying the top languages spoken in Victoria and the level of English proficiency across genders and age brackets.

National interpreter symbol | vic.gov.au

The symbol provides a simple way of showing where people can ask for language assistance when using government services.

Better practice guide for multicultural communications | vic.gov.au

A better practice guide for multicultural communications provides ways to improve communications with diverse communities.

Multicultural Service Officers | Services Australia

This website provides information about Multicultural Service Officers (MSOs). MSOs help CALD families navigate government services, access essential resources, and provide tailored assistance to meet unique needs

Resources from the Municipal Association of Victoria

Child Information Sharing Scheme | mav.asn.au

A guideline to improve the information is shared by certain professionals who work with children and families

Early Years-Children 0-8 years | mav.asn.au

A dedicated space that offers information on supporting children between 0 to 8 years old and their families

Central Registration/Enrolment for kindergarten | mav.asn.au

List of councils operating a Central Registration and Enrolment Scheme (CRES)



Enquiries

Municipal Association of Victoria (MAV)
Level 5, 1 Nicholson Street
East Melbourne
Melbourne VIC 3001

Phone: (03) 9667 5555

Email: inquiries@mav.asn.au

Websites: www.mav.asn.au | www.viccouncils.asn.au LinkedIn:
www.linkedin.com/company/municipal-association-of-victoria
Facebook: www.facebook.com/municipalvic