



# LITTLE ZAK'S TRAINEESHIP PACK



Little Zak's Academy has been innovating the childcare industry for over 20 years. We're a rapidly growing family-owned and operated business. Our aim is simple – to provide excellence in early childhood care and education in a safe, welcoming, adopting and nurturing environment.

We strive to build meaningful relationships with families based on cooperation and mutual respect for the reciprocal roles that we play in the lives of their child/ren. Equally, we have a strong focus on the development and wellbeing of our employees as we believe if you look after your staff, they will also do a great job at looking after the children.

In this future employment pack, you'll learn more about the benefits and career path that Little Zak's can offer you. In addition, Little Zak's has entered into a period of rapid growth, which means ample opportunity for career progression as well as generous employee benefits.

**Thank you for your interest in Little Zak's Academy. We look forward to speaking with you soon!**







# CONTENT

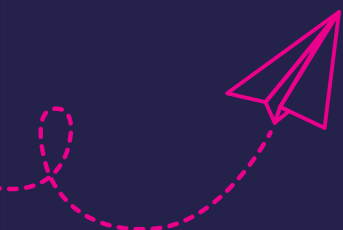
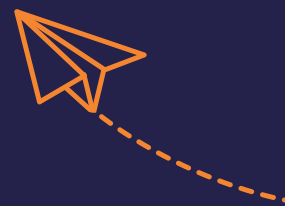
Employee Benefits 

Fast Track Your Career Progression 

Traineeship 

Testimonials 

Locations 







# EMPLOYEE BENEFITS



## WHAT WE CAN OFFER YOU!



Staff Discount



Above Award  
Remuneration



Team Building  
(Social Activities)



Surprise Perks



Expansion Opportunities



Retention Bonus  
(Years of service)



Employee of the Month

# CAREER PROGRESSION BY ROLE

## 7 Area Manager

Support a group of centres to oversee their educational programs and practices are in line with the Department of Education.

## 6 Centre Director

Oversees the daily running of the service. Support educators, families and the children's learning and development.

## 5 2IC (Second in Charge)

Support the Centre Director, including administrative tasks.

## 4 Educational Leader

Support the learning and development of the educators at your centre. Mentor and guide your peers.

## 3 Room Leader

Support children's learning and development through meaningful programs.

## 2 Room Assistant

Work as a valuable member of the team, supporting the Room Lead to implement programs and record children's learning.

## 1 Traineeship

Earn while you learn. 18 months full time employment and study on the job to obtain your qualification.

**YOU  
ARE  
HERE**

\*At Participating Centres



# WHAT TO EXPECT IN YOUR TRAINEESHIP



## STEP 1

Explore the environment of a childcare service for 2-4 weeks in a paid trial

## STEP 2

Commence Traineeship, we will organise sign up with Registered Training Organization

## STEP 3

### Complete Traineeship

- Exposure to all of the rooms /age groups
- Work as an active team member
- Assist the implementation of activities and programs alongside the educators
- Learn as you go and understand the how and why behind our educational programs
- 3 hours a week at centre to sit down and complete the theory component with access to the Centre Director and educators for support

## STEP 5

Upon completion you may be offered an ongoing position as a qualified educator, and you will receive a pay increase as per the Children's Services Award

## STEP 4

An Assessor will come out to visit the service and work with you throughout your traineeship to observe your competency

## STEP 6

Top performers may be invited into the Little Zak's Future Leaders Program where we will fast track your career progression

\*At Participating Centres

# TESTIMONIALS



“

I have built my whole career with Little Zak's Academy. Starting with my traineeship, to an assistant educator, to a Room Leader, and now a Centre Director. Little Zaks Academy have always supported and encouraged my career progression, creating opportunities for growth and longevity with the company through ongoing professional development, mentoring, leadership retreats coupled with a positive workplace environment.

”



**CHRISTINE PAUL**

Centre Director, Narellan Vale

“

I have been with Little Zak's for just over a year and a half now. In that time I feel like I have made lifelong friendships within my team and have progressed up the career ladder quicker than I ever thought I would! I started out as a room leader in the 1-2's and am now currently Assistant Director and Educational Leader at Bondi. With the support, encouragement and sponsorship opportunity I was offered here from my Director and Managing Partner, I am learning more and more every day and excited to see what the future holds for me within the company!

”



**NICOLE BARRISCALE**

Assistant Director, Bondi Junction





# NEWLY OPENED CENTRES



## Burwood Heights



## Kurri Kurri





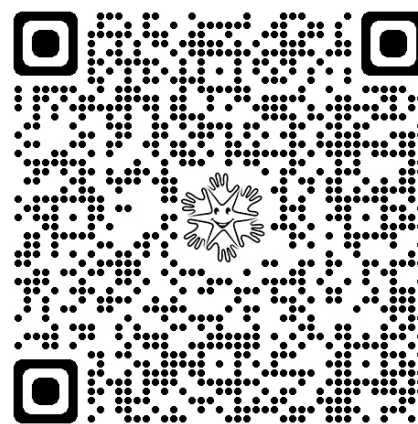


Wongawilli



# FIND YOUR NEAREST CENTRE

We're growing as fast as the little ones. Scan the QR code for our up to date and interactive map.



 @littlezaksacademy

 littlezaksacademy

 littlezaks.com.au

 1300 33 9257



CHILDCARE WITH A DIFFERENCE.