



Annex D

Professional Development Programme (PDP)

1. What is the Professional Development Programme (PDP)?

The Professional Development Programme (PDP) is a three-year structured programme launched in 2016 to retain and develop educators and leaders with competencies to take on larger job roles and complement the Skills Framework for Early Childhood (SFw EC).

The PDP comprises two tracks: PDP (Educators) for Infant, Early Years and Preschool Educators, and PDP (Leaders) for Lead Educators and Centre Leaders. The programme is open to eligible educators and leaders employed by non-Anchor Operator (non-AOP) preschools. PDP(Educators) participants are generally required to have at least three years of EC teaching experience, while PDP(Leaders) participants are required to have at least five years of EC teaching experience or three years of EC leadership experience.

Over the three-year programme, participants undertake structured professional development, including compulsory courses, Continuing Professional Development (CPD) activities and a project, and are required to complete 180 hours of professional development by the end of the programme. Participants are also required to remain employed with their nominating organisation throughout the programme.

Participants who fulfil the required milestones are eligible for cash awards of up to \$12,000 for PDP (Educators) and \$15,000 for PDP (Leaders).