

5 ways to utilise employee's skills & knowledge

In line with element 4.2.1 it is important to find ways for educators to share their skills and knowledge as this builds everyone's abilities and supports a sense of belonging.



Find out what educators are passionate about

Once your educators are settled into their roles spending time to find out what they are passionate about and interested in can help to find ways to utilise this within the service. This could be early childhood specific like documentation, or more broad like sustainability or cooking.



Create educator leaders in areas

Finding ways to use educators' special skills in a mentoring capacity can build distributed leadership through the service. It also allows everyone to build leadership skills in areas they are already skilled in, using their strengths well within the service.



Have educators run training sessions

Utilising opportunities at staff meetings for staff to share their skills and knowledge at staff meetings to build other team members' capacity. This could be in whatever method they choose (e.g. hands on, information, games) to help make the most of everyone being together.



Communicate educator skills to new staff

When you have new staff starting a great way to support inductions and awareness of the team members is to share their special skills. This can allow new staff to know who to go to for different information so that everyone can help them settle in.



Have educators work with families and children

Educators who have special skills can share their interests with children through the program, even moving into other rooms. They can also share their skills with families through displays, documentation, newsletters, and so forth. This allows everyone to share ideas and build learning opportunities.