



DOBCEL Early Career Incentive Program



Blend of both

LSO to Teacher

- Intake bi-annually
- 15 scholarships per intake
- DOBCEL pays 2/3

Year	Cost
2025	\$46,500
2026	\$46,500
2027	\$93,000
2028	\$93,000

Year	Cost	Students impacted
2025	\$66,500	19
2026	\$86,500	23
2027	\$133,000	43
2028	\$133,000	43

Scholarships for uni students

- 4 scholarships per year
- 5k at the end of their 3rd year if had a placement at our school.
- 5k once accepted grad position in one of our schools

	Year 1 (uni)	Year 2
Year 1	4x \$5,000 = \$20k	4x \$5,000 = \$20k
Year 2		4x \$5,000 = \$20k
Total	\$20k	\$40k

DOBCEL Early Career Incentive Program 2026 onwards

Purpose and overview

- To encourage students to experience a Catholic School placement during their university studies.
- Attract and support final-year teaching students and new graduates to take up roles in DOBCEL Catholic schools, particularly in small and remote locations.
- The program offers financial incentives to successful applicants who are considering accepting teaching contracts at DOBCEL. On acceptance of a teaching role within a DOBCEL school, the graduate is eligible to apply for one of the Early Career Incentive Program.

We aim to strengthen Catholic education by nurturing emerging talent.

Incentives and Eligibility

General x4

\$5,000 bonus, paid as \$2500 FFPOOA commencement and \$2500 at end of Term 2.

Remote or small x2

\$10,000 bonus, paid as \$5000 FFPOOA commencement and \$5000 at end of Term 2.

Additional relocation and retention support:

\$5,000 relocation payment

\$9,629* POL 3 annual allowance for 3 years

(*POL increments as per current EA)

Eligibility & Commitments

Commitment to remain in the role for **12 months**

Commitment to complete **REAP accreditation** within **2 years** of becoming a qualified teacher

Resignation or termination will result in cessation of funding

