

**Company:** Nexus Early Learning Heidelberg Pty Ltd, Heidelberg West, Victoria

**Company Description:** At Nexus Early Learning, our mission is to foster the holistic development of every child by providing an enriching Montessori environment that nurtures independence, curiosity, and a love for learning. We are committed to guiding each child's unique journey, empowering them to become confident, capable, and compassionate individuals who contribute positively to the world around them.

**Nomination Category:** Company / Organization Categories

**Nomination Sub Category:** Startup of the Year - Consumer Services Industries

**Nomination Title:** Nexus Early Learning: Empowering Families, Growing Futures

1. Which will you submit for your nomination in this category, a video of up to five (5) minutes in length about the achievements of the nominated organization since 1 January 2023, OR written answers to the questions for this category? (Choose one):

Written answers to the questions

2. If you are submitting a video of up to five (5) minutes in length, provide the URL of the nominated video here, OR attach it to your entry via the "Add Attachments, Videos, or Links to This Entry" link above, through which you may also upload a copy of your video.

3. If you are providing written answers for your submission, you must provide an answer to this first question: Briefly describe the nominated organization: its history and past performance (up to 200 words):

**Total 173 words used.**

Founded in 2024 in Melbourne, Australia, Nexus Early Learning is a privately owned early childhood education provider that blends Montessori principles with play-based learning in a bilingual (English and Chinese) setting. Driven by a vision to prepare children not just for school, but for life, Nexus was established in response to families' desire for a nurturing, inclusive, and future-ready early education model.

In just a short time, Nexus has become a standout name in the local childcare industry, with high retention rates of both families and educators—unusual in a highly competitive and turnover-prone sector. Enrolments surged primarily through word of mouth, reflecting deep parental trust and satisfaction. Our educators undergo continuous professional development, guided by Montessori experts, and our curriculum supports holistic growth—cognitive, emotional, physical, and social.

Nexus's reputation for innovation and excellence has led to the development of a second location, opening in response to overwhelming community demand. Our tailored programs, strong community ties, and consistent delivery of quality care have positioned Nexus as a rising leader in Australia's early learning landscape.

4. If you are providing written answers for your submission, you must provide an answer to this second question: Outline the organization's achievements since the beginning of 2023 that you wish to bring to the judges' attention (up to 250 words):

**Total 209 words used.**

Nexus Early Learning has achieved several key milestones that demonstrate strong growth, innovation, and social impact:

**Responding to Community Needs:** Due to increasing demand from families seeking consistency in high-quality early education, Nexus secured and is preparing to open its second centre in an eastern suburb of Melbourne—doubling our reach in under two years.

**Maintained High Educator Retention Rates:** In an industry known for burnout and turnover, Nexus has retained its core team through strong mentorship, Montessori-based training, and a supportive workplace culture.

**Outstanding Parent Satisfaction and Enrolment Growth:** The majority of new families come through referrals, highlighting the strong trust and positive reputation Nexus has built within the community. While we complement this with targeted advertising, our growth is largely driven by genuine word-of-mouth recommendations.

**Bilingual Program: Opening Doors to the World:** Weekly Chinese and music sessions, monthly incursions with experts, and regular excursions support cognitive, emotional, and social development while creating joyful, immersive learning experiences.

**Celebrated Cultural and Educational Diversity:** Special days such as Lunar New Year, World Environment Day, and Diwali provide inclusive, globally aware learning moments that celebrate multiculturalism.

**Strengthened Community Connections:** Nexus formed partnerships with local businesses and libraries to enhance children's learning beyond the classroom and promote civic engagement from an early age.

5. If you are providing written answers for your submission, you must provide an answer to this third question: Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the organization's past performance (up to 250 words):

**Total 227 words used.**

Nexus Early Learning's achievements are unique because they directly challenge some of the most persistent problems in the early education sector—high staff turnover, inconsistent quality, and a lack of cultural responsiveness. In just less than a year, Nexus has not only achieved rapid organic growth but has done so while maintaining exceptional staff and family retention, a feat rare in Australia's fragmented and overstretched childcare system.

Compared to many larger providers, Nexus differentiates itself by offering a blended Montessori/play-based model—a rare hybrid that encourages both structured independence and joyful exploration. Our bilingual program sets children up for global readiness, an advantage that many competitors lack, especially in suburban areas.

While other services struggle with staffing, Nexus's high educator retention is a testament to our investment in professional development and Montessori mentorship. This has led to a consistent, deeply nurturing environment that builds trust with families over time.

Unlike many commercial centres focused on growth at scale, Nexus's expansion to a second location is driven purely by community demand, not aggressive marketing. We listen to families—and it shows. Referrals are our largest enrolment driver, indicating a service that truly resonates with its audience.

These achievements are not just milestones—they signal a sustainable, people-first business model in an industry ripe for transformation. Nexus is redefining early education as something richer, more personalised, and more impactful than the status quo.

6. You have the option to answer this final question: Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words):

**Total 210 words used.**

**Innovative Curriculum Model:** Nexus's educational framework blends Montessori, play-based, and bilingual learning, enriched by excursions, incursions, and cultural events. These real-world experiences showcase the program's depth and vibrancy through regular updates on [Instagram](#) and [Facebook](#).

**Community-Driven Growth:** Our expansion into a second site responds directly to strong community demand, supported by a growing waitlist and positive family testimonials. Endorsements on our [website](#), [Google Reviews](#), and [parent voices](#) highlight deep trust and satisfaction.

**Commitment to Quality:** Recognised by [Montessori Australia](#) and listed on [CareforKids](#), Nexus demonstrates ongoing excellence in early education. We invest in our team through mentoring, professional development, [in-centre workshops](#), and [reflective learning sessions](#), fostering collaboration and retaining high-performing educators. These efforts ensure we consistently deliver high-quality care and learning outcomes for children.

**Inclusive Community Engagement:** We actively engage with families through themed celebration days, partnerships (e.g. with [Wakazoku Group](#)), and open events that promote cultural inclusion and meaningful local connection. Sessions like our [Parent Information Day](#) to support families in better understanding their children's learning, behaviour, and developmental needs. These initiatives help bridge the gap between early education providers and families, fostering trust, awareness, and collaborative learning outcomes.

**Recognition:** Proud recipient of the [2025 Asia-Pacific Stevie® - Silver Stevie Awards](#) – Most Innovative Startup of the Year.

## Attachments/Videos/Links:

[Nexus Early Learning: Empowering Families, Growing Futures](#)



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