

Child Care Centre Manager

ANZSCO 1341-11

South Australia

September 2018

Current labour market rating: Shortage

Previous labour market rating (September 2017): No Shortage

Comments

Of the employers surveyed, half were unable to fill the vacancies for a child care centre manager. Although there was a high percentage of qualified applicants, employers were specifically looking for applicants who have experience in the role and specific experience in complex and special needs.

Survey results¹

- The survey of employers who had recently advertised for child care centre managers found that 50 per cent of the vacancies were filled within six weeks. There was a considerable decline compared to 2017 of which 80 per cent of the vacancies were filled.
- On average, employers attracted 17.8 applicants per vacancy compared with 11.5 applicants per vacancy recorded in the 2017 survey.
- The average number of qualified applicants per vacancy was 8.7 however the average number of suitable applicants per vacancy was 1.0, which is considerably lower compared to 2.4 suitable applicants per vacancy in 2017 and 2.5 in 2016.
- Employers required successful applicants to hold additional certificates such as Department for Communities and Social Inclusion (DCSI) clearance, a First Aid certificate (including emergency, asthma and anaphylaxis) and Responding to Abuse and Neglect certificate.

Unsuitable applicants

- Employers deemed approximately 80 per cent of qualified applicants unsuitable. Qualified applicants were deemed unsuitable due to lack of specific experience (e.g. experience in special and complex needs) in the occupation.
- Employers surveyed stated they were looking for qualified applicants who have had at least five to ten years' experience as a centre manager. The survey results show approximately 30 per cent of employers did not receive suitable applicants.
- Approximately 50 per cent of applicants were not qualified. Employers were looking for applicants who hold Bachelor in Early Childhood or Diploma in Children's Services or equivalent (ACECQA recognised or higher).

Demand and supply trends

- According to the Department of Education and Training the number of South Australian children in approved child care (across all service types) increased minimally from 86,230 to 86,260 (0.03 per cent) to the September quarter 2017. This result remained steady considering there was a 2.5 per cent decrease in the year to the September quarter 2016. The trend to the previous five years from 2010-15 had seen a steady increase in enrolments.²

¹ The methodology for this research is outlined at [Skill Shortage Research Methodology | Department of Jobs and Small Business](#).

² Department of Education and Training, Early Childhood and Child Care in Summary September quarter 2017.

- The Department’s data indicated the number of childcare services operating within the state remained steady for the year to September 2017.³
- According to research commissioned by the Department of Education, in 2013 there were 4160 paid contact staff in the SA Early Childhood Education and Care (ECEC) sector with certificate III ,IV and diploma in comparison to 2016 where there was a slight increase with 4400 paid contact staff with certificate III, IV and diploma qualifications.⁴
- The Department of Jobs and Small Business Internet Vacancy Index data for South Australia showed the number of internet vacancies for childcare workers had decreased slightly in June 2018 with an average of 57 in comparison to June 2017, which was an average of 63.⁵
- In 2012, the Australian Government established the National Quality Framework to raise quality in Australian education and care services. New requirements have been phased in and will continue to do so until 2020. These include an increased emphasis on diploma-level early childhood education, care qualifications and higher educator to child ratios.⁶
- NCVER training data ending 2017 shows commencement numbers have continue to decline (1987) at the diploma level. The number of students enrolled in diploma-level training courses in children’s services was (3250) in 2016 and (3559) in 2015.⁷
- The number of students undertaking certificate III level training courses in children’s services remained steady in 2017 with (1798) commencements. NCVER training data reflects that commencements were at an all-time high (2572) in 2014 and have fluctuated since.⁸
- Completions have declined in both certificate III and diploma programs, completions for certificate III in 2017 were 568 and completions in the diploma program were 590. Certificate III completions were at a high in 2014 at 1862 and diploma level completions followed suit in 2016 with 1124 completions. Diploma completions almost halved in 2017.⁹

³ Department of Education and Training, Child Care and Early Learning in Summary September quarter 2016

⁴ The Social Research Centre, National Early Childhood Education and Care Workforce Census, 2013 and 2016

⁵ Department of Jobs and Small Business, Internet Vacancy Index, August 2018, 12 month moving average.

⁶ <http://www.acecqa.gov.au/national-quality-framework>

⁷ NCVER VOCSTATS training statistics do not include data from private registered training organisations.

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