



# ANZSCO 1341-11 Child Care Centre Manager

## Tasmania August 2017

**Current labour market rating**

Cannot rate

Previous labour market rating (September 2016)

No Shortage

### Comments

*This occupation cannot be rated due to the low number of advertised vacancies during the survey period.*

### Survey results<sup>1</sup>

- The Survey of Employers who have Recently Advertised for child care centre managers found 100 per cent of vacancies were filled within the survey period. This is consistent with 2016 results in which all surveyed vacancies were filled.
- Employers received an average of 1.0 qualified applicant per vacancy with 1.0 applicant per vacancy considered suitable. This is a decrease from the number in 2016, in which employers reported an average of 3.3 qualified applicants and 1.7 suitable applicant per vacancy.
- Employers required the successful applicant to have a childcare qualification that is recognised by the Australian Children's Education and Care Quality Authority. Most employers were willing to accept either a Diploma of Early Childhood or a Bachelor of Early Childhood Teaching.
- The majority of employers reported limited movement in the child care sector at the centre manager level.
- Many employers discussed using succession planning and development of internal applicants to fill future Centre Manager positions.
  - Several employers commented they would have suitable internal applicants to fill any upcoming vacancies, and indicated they would have minimal difficulty in recruiting for Centre Managers.
- The Department of Jobs and Small Business supplemented this research by cold canvassing organisations as there were limited vacancies found in the lead-up to this report, and, as such, the findings should be used cautiously.

### Unsuitable applicants

- The main reason applicants were considered unsuitable was due to lack of child care centre management experience.

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<sup>1</sup> The methodology underpinning this research is outlined at Skill Shortage Research Methodology | Department of Jobs and Small Business - Document library, Australian Government and can also be accessed by the QR code.



- Employers also reported the lack of relevant qualification, and lack of knowledge in areas such as leadership and small business management as reasons applicants were considered unsuitable.

### **Demand and supply trends**

- Demand for the occupation has grown in recent years due to increasing underlying demand for early childhood education and care, increased government funding of these services, and the introduction of the National Quality Framework for early childhood education and care.
  - The number of children in child care (across all service types) in Tasmania increased by 0.3 per cent over the five years to September 2016.
  - The number of child care services operating within the state increased by 8.9 per cent over the same period. The increase in the number of child care services in the state has been predominantly in outside school hours care.<sup>2</sup>
- The most common relevant formal qualifications for this occupation are a diploma or higher qualification in early childhood education or a closely related field.
- Some employers reported that experience working in the child care sector is necessary to progress to a managerial role, with a few employers also reporting experience in small business management also desirable.
  - Due the diversity of relevant formal qualifications available, and the importance of relevant experience as an entry-path to this occupation, it is not possible to provide estimates of supply trends.

### **Other indicators and issues**

- In early 2017 the Tasmanian State Government considered lowering the voluntary school age to 3.5 years. During the period the policy was being tabled, child care centres reported an increase in the number of applicants seeking permanent employment.<sup>3</sup>
- In August 2017 the Tasmanian State Government announced that after consultation it would not be lowering the voluntary school age but will fund the initiative, *Working Together for 3 Year Olds*, commencing in 2020. This initiative will allow eligible three-year-old children to access Government subsidized pre-school programs for 10 hours a week. The program will be delivered by accredited services in the Early Childhood Education and Care (ECEC) sector, or in government schools where no ECEC facility is available, and may result in an increase of children of that age range accessing child care.<sup>4</sup>

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<sup>2</sup> Office of Early Childhood Education and Child Care, Child Care Update, September quarter 2011 and Early Childhood and Child Care in Summary, September quarter 2016, URL: <http://www.education.gov.au>

<sup>3</sup> Media article, *Childcare sector joins campaign to stop the lowering of the school starting age*, The Mercury, 20/07/2017

<sup>4</sup> Media Release, *School starting age - new approach to early learning*, Tasmanian Government, 14/08/2017, URL: [http://www.premier.tas.gov.au/releases/school\\_starting\\_age\\_-\\_new\\_approach\\_to\\_early\\_learning](http://www.premier.tas.gov.au/releases/school_starting_age_-_new_approach_to_early_learning)