



Early Childhood Teacher

ANZSCO 2411-11

South Australia
April 2019

Current labour market rating: Shortage

There is a shortage of early childhood teachers in South Australia. This labour market has tightened substantially in the last year.

Key research findings

- Surveyed employers were from kindergartens, child care and early learning centres.
- The proportion of vacancies filled was significantly lower in 2019 (56 per cent) when compared with last year (78 per cent).
- The average number of suitable applicants per vacancy reduced by more than half in 2019 (0.7 per vacancy), when compared with 2018 (1.8 per vacancy).
- The average number of qualified applicants per vacancy decreased in 2019 (2.3) compared to 2018 (6.3).
- Recruitment of Government Early Childhood Teachers is managed centrally by the South Australian Department for Education and positions are not normally advertised externally.
- Employers considered around 50 per cent of the applicants unsuitable. Applicants were generally considered unsuitable if they lacked:
 - a Bachelor of Early Childhood Education
 - teacher registration
 - experience in the occupation
 - appropriate communication and interpersonal skills
- Some employers sought applicants with knowledge of specific education principles (e.g. Montessori) or willingness to learn them.
- Some non-government employers felt they were less attractive to applicants, as Government preschools and kindergartens have higher remuneration, shorter working hours and additional leave (school holidays).

2019 Survey Results¹



56%
of vacancies
filled



8.6
Applicants per
vacancy



2.3
Qualified
applicants
per vacancy



0.7
Suitable
applicants per
vacancy

- Employers viewed student placements as an opportunity to identify suitable future employees.

Demand and supply

- Under changes to the National Quality Framework, the educator to child ratio changed in 2016 for South Australia (SA) which has increased the demand for early childhood educators.²
- In 2018 the number of service providers (750) with a preschool or kindergarten program in SA had increased by 3.3 per cent from 2017 (726).³
- The majority of providers in SA were government (52.8 per cent) or non-government in a long day child care setting (43.9).⁴
- Four year olds in SA are projected to be relatively stable with a growth rate of 3.3 per cent from 2018 to 2028.⁵
- South Australian undergraduate completions in early childhood education have decreased by around 38 per cent since 2014. This includes a 10 per cent decrease in from 2016 to 2017.⁶

¹ The methodology underpinning this research is outlined at [Skill Shortage Research Methodology | Department of Employment, Skills, Small and Family Small Business](#).

² Australian Children's Education and Care Quality Authority

³ ABS, 4240.0 - Preschool Education, Australia. Table 1 Summary of Enrolments and Table A2 Number of Service Providers

⁴ ABS, 4240.0 - Preschool Education, Australia. Table 1 Summary of Enrolments and Table A2 Number of Service Providers

⁵ ABS 3222.0 Population Projections, Australia, Table B4. Population projections, By age and sex, South Australia - Series B

⁶ Department of Education - Higher Education Student Data Collection 2017, customised tables