

Child Care Centre Manager

ANZSCO 13411-11

Northern Territory
September 2018

Current labour market rating: Regional shortage

Employers had difficulties attracting qualified applicants willing to live and work in remote regions.

Key research findings

- The Department of Jobs and Small Business surveyed employers who had recently advertised for Child Care Centre Managers across a range of sectors and further supplemented the survey by cold-cannvassing employers within the child care industry.
- Overall 77 per cent of vacancies were filled with:
 - 57 per cent of regional vacancies filled with employers attracting less than one suitable applicant per vacancy
 - 100 per cent of metropolitan vacancies filled, attracting on average 3.5 suitable applicants per vacancy.
- 33 per cent of regional employers did not fill their vacancies despite attracting suitable applicants noting this was due to factors such as a lack of suitable living arrangements, location and applicants seeking significant financial incentives to relocate, excessive to what employers could offer.
- The length of time and number of times employers engaged in recruitment processes varied widely with regional employers advertising multiple times and averaging 3 months to successfully recruit for their vacancies compared to 4 weeks for metropolitan employers.
- 66 per cent of regional vacancies did not attract any applicants.

Demand and supply

- 62 per cent of child care centre managers are employed in the health care and social assistance sector and 23 per cent in the education and training sector.
- The number of NT children in approved child care (across all service types) remained at similar levels over the year to June quarter 2018, at 9,900 compared to 9,920 in June quarter 2017.
- Over the year to June 2018, the number of approved child care services in the NT varied slightly with two new Long Day Care services (82 services) and Outside School Hours Care decreasing by six to 123 services.

- Although demand for child care centre managers has fluctuated over the last ten years, it has remained relatively stable averaging around 39 advertised vacancies each year over this period.
- The last four years has seen a steady increase in students commencing training in the diploma in children's services, although the number of students in the diploma course dropped significantly in the last 12 months from 410 to 217 students.
- Completion rates for diploma qualifications has continued to increase over the past three years at 85 in 2017 from 57 in 2016. Bachelor of Teaching: Early Childhood is trending down from a peak in 2014, with a 34 per cent decline in course completions from 2016 to 2014, from 65 to 45 in that time.
- While child care managers are required to have, at a minimum, a diploma in children's services, and some may have a bachelor degree in early education, the data for both qualifications are not direct indicators of supply for this occupation, for a variety of reasons including:
 - The diploma level is the current industry standard as is also undertaken by students preparing for jobs as child care workers.
 - Students completing the Bachelor qualification may pursue careers in teaching rather than child care.

2018 Survey Results¹



77%
of vacancies filled



3.5
Applicants per vacancy



1.3
Qualified applicants per vacancy



2.0
Suitable applicants per vacancy

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

Additional Data Sources: ABS, Census of Housing and Population 2016; Department of Education and Training, Early Childhood and Child Care in Summary, June quarters 2017 and 2018; Department of Jobs and Small Business, Internet Vacancy Index, September 2018, 12 month moving average; NCVER, Total VET Activity (TVA), program enrolments and completions 2017.