



# Child Care Centre Manager ANZSCO 1341-11

Australian Capital Territory  
September 2018

## Current labour market rating: No Shortage

Consistent with recent years, employers are able to fill their vacancies with ease. There is no shortage of child care centre managers in the ACT.

### Key research findings

- All surveyed vacancies were filled.
- The average number of applicants per vacancy was similar to the numbers in 2014 to 2017, however, the number of suitable applicants fell this year (Figure 1).
- This decline can largely be explained by the decline in the proportion of applicants who were qualified (from 90 per cent in 2017 to 67 per cent in 2018).
- Employers stated that most suitable applicants were already working as child care centre managers or assistant managers, and were seeking better working conditions.
- Some employers noted that general working conditions for child care workers lead to burn out and high staff turnover, which impacts on the potential future supply of child care centre managers.

### Employer Requirements

- All vacancies surveyed were for ongoing, full-time positions.
- Employers sought applicants with at least one to two years of child care centre managerial experience, holding either a Diploma of Early Childhood Education and Care or a Bachelor of Education (Early Childhood).

### Unsuitable Applicants

- Around 80 per cent of applicants were considered unsuitable, most commonly because they lacked the required qualifications or managerial experience.

### Demand trends

- The child care sector in the ACT has continued to grow, suggesting that the demand for child care centre managers has increased.
  - In the year to December 2017, there was a 6 per cent increase in the number of children attending long day and occasional day care in the ACT, to around 16,930.

## 2018 Survey Results<sup>1</sup>



100%  
of vacancies filled



7.4  
Applicants per vacancy

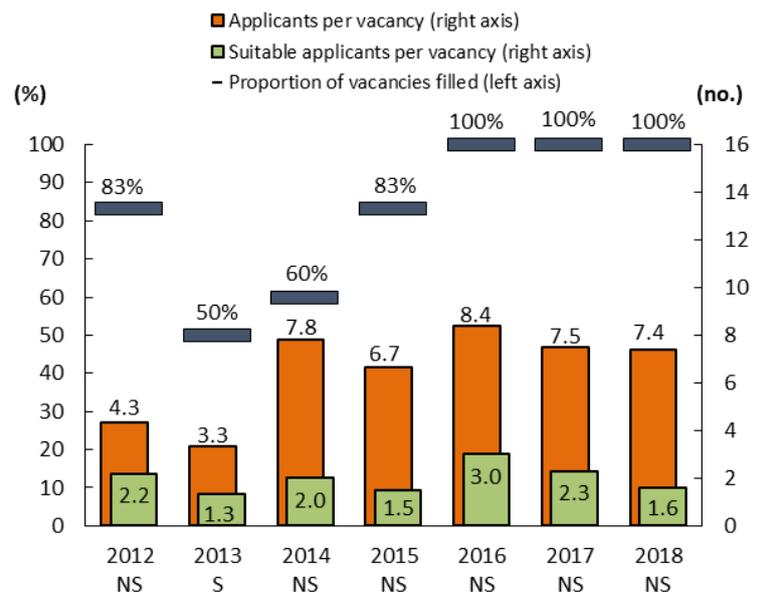


67%  
of applicants were qualified



1.6  
Suitable applicants per vacancy

Figure 1: Survey results, Child Care Centre Manager, 2012 to 2018



Key to ratings: S = Shortage; NS = No shortage.

- Over the same period, the number of approved long day care and occasional care services in the ACT expanded by 5 per cent, to around 160.

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

Additional Data Sources: Department of Education and Training, Early Childhood and Child Care in Summary, various issues.