

Child Care Centre Manager ANZSCO 1341-11

Victoria
August 2018

Current labour market rating: No shortage

This is the third successive year with a rating of no shortage.

Key research findings

- Employers filled 87 per cent of vacancies from averages of 11.9 applicants, 6.5 qualified applicants and 2.4 suitable applicants per vacancy.
- Metropolitan vacancies had a 92 per cent fill rate compared to a 67 per cent fill rate in regional areas.
- Metropolitan vacancies received 13.9 applicants and 2.6 suitable applicants per vacancy, on average, while regional vacancies received 3.7 applicants and 1.7 suitable applicants per vacancy, on average.
- All vacancies required applicants to be qualified and be familiar with mandatory child care standards.
- Required qualifications were typically an education degree or diploma in early childhood education.
 - Employers did not tend to prefer one qualification over another.
- Vacancies were sourced from a range of service provider types.
 - Independent community organisations and smaller corporate providers generally required applicants to have broader management experience, especially regarding compliance with the childcare quality framework, than some of the large national service providers.
 - Lack of management experience, rather than sector experience, was the main reason for the unsuitability of qualified applicants.

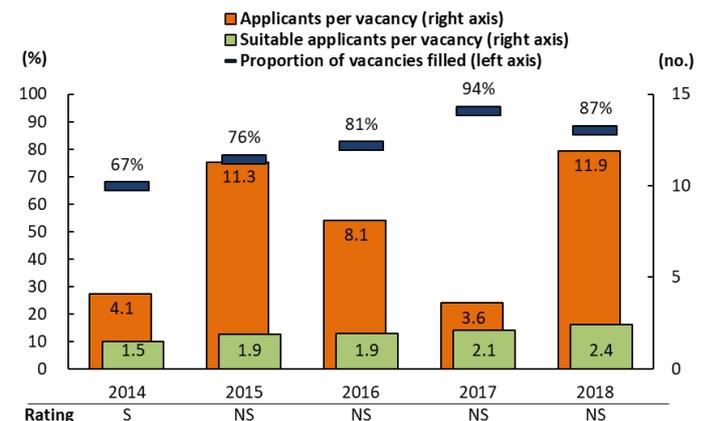
Demand and supply

- Most indicators suggest that while demand for child care managers in Victoria is likely to continue to increase, it should be met by supply into the foreseeable future.
- Demand for long day care child services is partly driven by growth of the 0-5 year old population.
 - This population grew by 1.5 per cent in the year to June 2017 and by an annual average of 2.3 per cent in the five years since June 2012.
- The number of children aged up to 5 years attending a long day care service increased by 25 per cent in the three years to June 2017, demonstrating a high level of demand for long day care services.

2018 Survey Results¹



Figure 1: Survey results, Child Care Centre Manager, 2014 to 2018



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

- The number of long day care services in Victoria is a supply response to this increased demand.
 - The number services increased by 6.7 per cent in the year to December 2017 and by an average annual rate of 3.9 per cent since December 2013.
- The number of advertised vacancies for child care centre managers increased by 18 per cent in the year to August 2018 and by 15 per cent over the five years since 2013.
- The main pathway into this occupation via a diploma level qualification.
 - In 2017 the number of students completing a diploma course relevant to child care was 5086, below 5722 completions in 2016, but above the annual average of 4824 since 2014.

¹ The methodology underpinning this research is outlined at [Skill Shortage Research Methodology | Department of Jobs and Small Business](#). Additional Data Sources: Australian Bureau of Statistics (ABS), Australian Demographic Statistics, March 2018, Table 52; ABS Childhood Education and Care, Australia, June 2014 and June 2017; Department of Education, Early Childhood and Child Care in Summary Reports, December quarters 2013 to 2017; Department of Jobs and Small Business, Internet Vacancy Index, August 2013 to August 2018