



Childcare Centre Manager ANZSCO 1341-11

Western Australia September 2018

Current labour market rating: Shortage

Employers across metropolitan and regional areas struggled to source suitably qualified and experienced childcare centre managers.

Key research findings

- Employers across the metropolitan area and throughout regional areas were contacted as part of this survey, and included those seeking managers for childcare centres and managers for Out of School Hours Centres (OSHC).
 - These vacancies typically required applicants to manage a team of educators, ensure compliance with regulations, manage budgets and engage productively and positively with key stakeholders.
- Regional employers filled a greater proportion of their vacancies than employers in the metropolitan area (43 per cent compared to 31 per cent) and also attracted a higher average number of suitable applicants (1.1 compared to 0.7).
- Across the state, employers seeking managers for childcare centres filled 43 per cent of their vacancies. Employers required applicants with a minimum of a Diploma in Early Childhood Education and Care (or equivalent), and extensive experience in the childcare sector.
 - Employers attributed the high proportion of unfilled vacancies to the location of some roles and the remuneration offered. A small proportion of vacancies remained unfilled due to applicants accepting other offers of employment.
 - The lack of an appropriate qualification, an insufficient level of experience, and poor performance at interview were the three main reasons employers deemed as applicants unsuitable.
- Employers seeking centre managers at OSHC services filled 31 per cent of their roles across the state. Employers were open to applicants from a range of professional backgrounds and qualifications. However, relevant experience in management, especially experience in the management of children's services or childcare centres was considered ideal.

2018 Survey Results¹



35%
of vacancies
filled



5.7
Applicants per
vacancy



3.6
Qualified
applicants
per vacancy

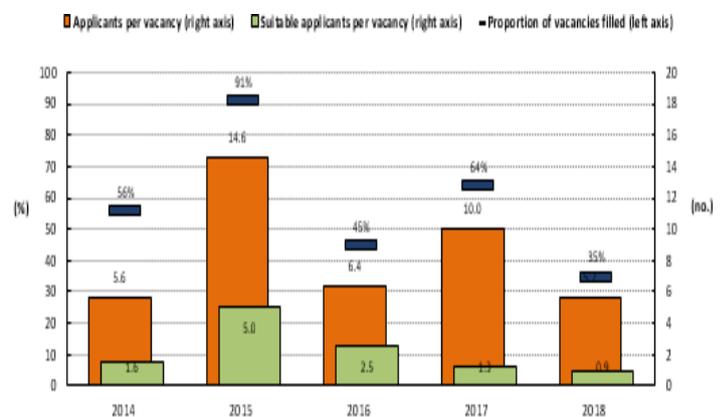


0.9
Suitable
applicants per
vacancy

- Employers seeking OSHC managers attributed the high proportion of unfilled vacancies to the greater appeal of the pay and conditions offered in childcare centres.
- Overall, employers advised that a lack of relevant experience (namely demonstrated leadership experience in a similar role) was the main reason applicants were found to be unsuitable. The other commonly cited reasons included a lack of a relevant qualification and poor performance at interview.

Demand and supply

- The number of children in approved childcare in Western Australia rose by 1.7 per cent, while the number of approved childcare services rose by 4.4 per cent.
- The number children in OSHC services rose by 6.9 per cent over the same period.
- Vacancies for childcare centre managers rose by 26 per cent over the year to August 2018.



¹ 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, June 2017 and June 2018; Department of Jobs and Small Business, Internet Vacancy Index, August 2018, 4 digit, 12 month moving average; Historical SERA data 2014-2018.