

# ANZSCO 1341-11 Child Care Centre Manager

## Queensland September 2017

**Current labour market rating**

**No Shortage**

Previous labour market rating September 2016

No shortage

### Comments

*The survey found no shortage of child care centre managers in Queensland. All surveyed employers were able to fill advertised vacancies with qualified and experienced candidates.*

### Survey results<sup>1</sup>

- The surveyed employers in this year's Survey of Employers who had Recently Advertised sought applicants with a Diploma of Children's Services, Advanced Diploma of Children's Services or Bachelor of Education (Early Childhood) qualification.
- Employers that advertised for child care centre managers were successful in filling 100 per cent of their vacancies within six weeks of advertising, an increase from the 73 per cent fill rate recorded in the 2016 survey.
- In this year's survey, metropolitan employers received an average of 17.2 applicants per vacancy compared to 8.6 for their regional counterparts.
- The average number of suitable applicants per vacancy for metropolitan vacancies was 3.4, which was higher than the 1.4 for regional employers.
- Overall, the average number of qualified applicants was 13.2 for metropolitan employers and 5.0 for the regional employers surveyed. Last year the average number of applicants was 10.4 and 7.8 respectively.<sup>2</sup>
- Around 29 per cent of applicants were unqualified, which is an increase from the nine per cent reported in last year's survey.
- Several employers reported that although inexperienced at the managerial level they were prepared to promote applicants from within their organisation that were a good cultural fit.
- Surveyed employers were able to fill their vacancies with little difficulty, with most applicants either having specific industry experience as experienced Directors or seeking to obtain employment at a higher level within their organisation.

<sup>1</sup> The methodology underpinning this research is outlined at Skill Shortage Research Methodology | Department of Jobs and Small Business - Document library, Australian Government and can also be accessed by the QR code.

<sup>2</sup> There is a break in the time series of the average number of qualified applicants per vacancy at July 2017 due to a change in methodology.





### Unsuitable applicants

- Employers reported that the reasons applicants were found unsuitable were that they lacked the basic qualification required, lacked experience, or had poor references or work history.
- The surveyed employers considered 26 per cent of qualified metropolitan applicants and 72 per cent of qualified regional applicants were unsuitable.

### Demand and supply trends

- Queensland's growing population and rising levels of female labour force participation has increased the demand of child care services needed to support parents. Recent data from the Australian Bureau of Statistics (ABS) records Queensland's population growth rate as 1.6 per cent in the 12 months to 31 March 2017.<sup>3</sup>
- The Department of Jobs and Small Business's Internet Vacancy Index indicated that the number of Queensland vacancies advertised online for child care centre managers in the year to August 2017 had increased by almost 10 per cent in comparison with the same period in the previous year.<sup>4</sup>
- The Department of Education and Training's data at September quarter 2016, shows the following:
  - In Queensland there are 289,820 children accessing child care services, the majority of which are in long day care (167,770) or Outside School Hours Care (96,890)
  - The number of approved child care services in Queensland was 3656. Of those, 2000 are for Outside School Hours Care services and 1489 are for long day care services.<sup>5</sup>
- Entry into this occupation is most commonly through the completion of a diploma level qualification. Other avenues, although less frequent, are a four-year bachelor degree majoring in early childhood education or the completion of a post-graduate qualification in early childhood education.
  - Data from the National Centre for Vocational Education Research (NCVER) indicates that enrolments in diploma level programs provided by Queensland training organisations are steadily increasing. Over the last two years, diploma enrolments recorded a 29 per cent increase from 12,701 in 2014 to 16,436 in 2016.<sup>6</sup>
- Employers required applicants to have knowledge of the National Quality Framework including the National Quality Standard and '*Education and Care Services National Law*' and regulations.
- Child Care Centre Managers must also have a Suitability Card (Blue Card) for working with children.
  - Employers also required applicants to have First Aid Certification.
- Data from the Department of Home Affairs indicates that temporary skilled migration is not a major source of supply for child care centre managers. The number of subclass 457 visas being granted for vacancies in Queensland has remained under six since 2014.<sup>7</sup>

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<sup>3</sup> ABS, 3101.0 - Australian Demographic Statistics, Mar 2017, March Key Figures

<sup>4</sup> Department of Jobs and Small Business, Internet Vacancy Index, August 2017, 12 month moving average

<sup>5</sup> Department of Education, Early Childhood and Child Care in Summary September 2016

<sup>6</sup> National Centre for Vocational Education Research (NCVER), Total VET students and courses, program enrolments, 2016

<sup>7</sup> Department of Home Affairs, Subclass 457 Visa Grants Quarterly Pivot Table 30 September 2017