



# Early Childhood (Pre-Primary School) Teacher ANZSCO 2411-11

New South Wales  
April 2019

## Current labour market rating: Regional Shortage

Employers in regional New South Wales filled fewer vacancies for Early Childhood Teachers than their metropolitan counterparts.

### Key research findings

- Overall, employers filled 63 per cent of their vacancies. Regional NSW filled 33 per cent compared with 77 per cent of vacancies filled in metropolitan areas. There was an average of 13.1 applicants, 5.1 qualified applicants and 2.2 suitable applicants per vacancy.
- Employers surveyed for early childhood (pre-primary) teacher vacancies covered long day care, preschool and infants' school.
- Employers sought applicants with a Bachelor qualification in Early Childhood Education or other approved Australian Children's Education & Care Quality Authority (ACECQA) qualifications. Registration with New South Wales Education Standards Authority (NESA) and current working with children check were also essential.
- Several employers required knowledge of various frameworks and regulations including Early Years Learning Framework (EYLF), National Quality Framework (NQF) and National Quality Standards (NQS).
- Regional employers struggled to attract suitable applicants for intermediate and senior roles. Some employers advertised vacancies for longer or used alternate methods such as social media to attract applicants. Many employers commented that early childhood teachers preferred to work in schools due to working hours, holiday entitlements and remuneration.
- Unsuitable applicants lacked basic qualifications, sufficient and relevant experience in the occupation, soft skills, and technical skills or had poor applications.

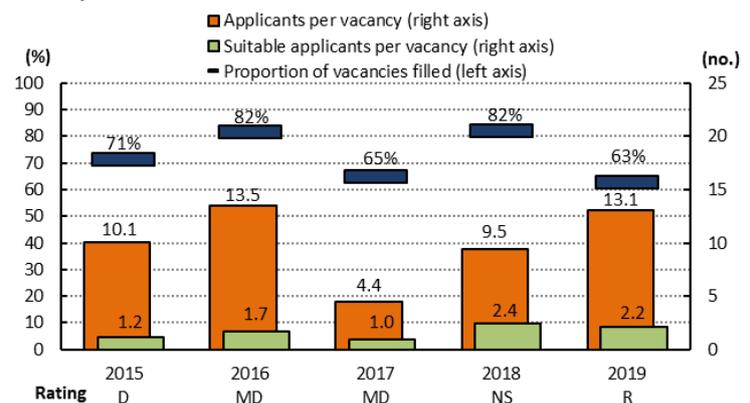
### Demand and supply

- The number of students completing initial teaching qualifications (including early childhood, primary and secondary) in NSW was 4,651 in 2017. This was lower than the average for the previous five years of 5,254.

## 2019 Survey Results<sup>1</sup>



Figure 1: Survey results, Early Childhood (Pre-Primary School) Teacher, 2015 to 2019



Key to ratings: D = Recruitment difficulty; MD = Metropolitan recruitment difficulty; NS = No shortage; R = Regional shortage

- Student commencements in 2017 were 7,357, which is also lower than the average for the previous five years of just over 8,460.
- The number of temporary resident skilled visas granted averaged 42 per year in the five years ended 2017-18 and remains a relatively minor supply source for this occupation.
- The number of children using long day care services in NSW in June 2018 was 233,760, an increase of 15 per cent over the previous five years. The number of 0-4 year olds in NSW is projected to grow by 7.0 per cent from 2016 to 2021.

<sup>1</sup> The methodology underpinning this research is outlined at [Skill Shortage Research Methodology](#)

Additional Data Sources: Department of Education, Higher Education Student Statistics Data Cube, 2017, domestic students; Department of Home Affairs, Temporary Resident (Skilled) Visas Granted; Australian Government Department of Education, Early Childhood and Child Care in Summary, various issues; NSW Planning and Environment, 2016 population and household projections.