



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

Western Australia
April 2018

Current labour market rating: No shortage

Previous labour market rating (April 2017): No shortage

Comments

Due to availability at the time of this survey, the majority of employers with vacancies for early childhood teachers were those operating in the childcare sector. Surveyed employers in this sector noted that schools continue to be the preferred workplace for early childhood teachers. Nonetheless, a majority of surveyed employers in the childcare sector filled their vacancies with suitably qualified and experienced applicants.

Survey results¹

- This year surveyed employers filled 80 per cent of vacancies, a slight improvement from 2017 when surveyed employers filled 77 per cent of their vacancies.
 - Surveyed employers across the metropolitan area filled 81 per cent of their vacancies, while those in regional areas filled 75 per cent.
- Surveyed employers attracted an average of 18.0 applicants per vacancy, considerably higher than the average of 8.6 applicants per vacancy in 2017.
 - Metropolitan employers attracted an average of 20.3 applicants per vacancy while regional employers attracted 8.8 applicants.
 - In 2017, averages were lower with metropolitan and regional employers attracting an average of 12.1 and 4.5 applicants per vacancy respectively.
- While there was a higher average number of applicants per vacancy this year, the average number of suitable applicants fell from 5.0 applicants per vacancy in 2017, to 1.9 applicants per vacancy this year.
 - This decline can be attributed to the fall in the average number of suitable applicants for metropolitan vacancies.
 - Metropolitan employers reported an average of 1.8 suitable applicants, down from the average of 7.9 suitable applicants in 2017.
 - Employers with regional vacancies attracted an average of 2.3 suitable applicants, an improvement on the average of 1.7 suitable applicants recorded in 2017.
- This survey contacted employers with vacancies in schools and childcare centres. However, at the time of this survey, more vacancies at childcare centres were available to contact than school based vacancies. As a result, vacancies at childcare centres represent the majority of contacts for this occupation. This data, supplemented with cold calls to schools across the state, revealed the following:

¹ 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.



- Employers indicated that early childhood teachers generally prefer school based positions over those in child care centres. Employers stated this was due to the more attractive pay and conditions typically available in schools. Employers also noted that it was often a challenge to retaining early childhood teachers at childcare centres.
- Twenty per cent of vacancies remained unfilled, all of which occurred at childcare centres.
- All surveyed employers required applicants to hold a bachelor of Early Childhood Teaching or a postgraduate qualification in this field.
 - In the metropolitan area, 91 per cent of applicants were degree qualified, while 57 per cent of applicants in regional areas held a relevant qualification.
 - Ninety-two per cent of qualified applicants were deemed unsuitable in the metropolitan area, while in regional areas 55 per cent of qualified applicants were considered unsuitable.

Employer requirements

- Employers sought applicants with a relevant qualification, registration with the Teachers Registration Board of Western Australia (TRBWA) and previous experience teaching early years students.
- Applicants were required to have an extensive understanding of the National Quality Framework (NQF), the Early Years Learning Framework and a demonstrated ability to plan, implement and assess learning.
- In addition to professional knowledge and skills, applicants also required a working with children check, first aid certificates, and a police clearance.

Unsuitable applicants

- Employers deemed 90 per cent of qualified applicants unsuitable for their vacancies.
 - Surveyed employers considered applicants unsuitable where they did not address the prescribed selection criteria and demonstrate the skills, knowledge and experience required for the role, or who performed poorly during an interview.
 - Employers also cited a lack of experience in the occupation as to why applicants were unsuitable for their vacancies.
- Other reasons applicants were not considered for surveyed vacancies was a lack of an appropriate qualification, inadequate communication skills and failing to attend an interview.

Demand and supply trends

- Demand for early childhood teachers has increased in recent years due to higher underlying demand for early childhood education and care, and new regulatory requirements under the NQF.
- The most recent available data show 659 approved long day care, family day care and in home care, and occasional care services operating in WA, providing care to 72,220 children² (an increase of three per cent on the previous year).³
- Vacancies for this occupation fell by five per cent over the year to April 2018, but remain well above the historical average for this occupation.⁴
 - Between 2013 and 2016, the average number of vacancies lodged for this occupation rose from 12.0 per month to 63.0 per month. This increase can be attributed to the 1 January 2013 changes to the NQF around early childhood teachers in care settings.

² Department of Education and Training, Early Childhood and Child Care in Summary September quarter 2017

³ Department of Education and Training, Early Childhood and Child Care in Summary September quarter 2016.

⁴ Department of Jobs and Small Business, Internet Vacancy Index, April 2018, 12 month moving average

- Entry to this profession is via a four-year bachelor of Education (Early Childhood Education) or completion of a postgraduate qualification in early childhood education.
- Australian schools and other educational venues to be registered with the TRBWA. ⁵
- The most recent data available show commencements in early childhood teaching courses began to rise in 2009 and almost doubled to nearly 1250 in 2012, an outcome driven by changes to early childhood policy and university funding. ⁶
 - Data for 2016 show a 35 per cent decline in the number of commencements from this peak; however, commencements remain well above the historical average.
 - From 2009-2013 course completions averaged around 340 per year. Since 2014, average completions have risen by 71 per cent.

Other indicators and issues

- On 2 July 2018, the Child Care Subsidy and Additional Child Care Subsidy replaced the previous childcare fee assistance payments (Child Care Benefit and Child Care Rebate). Child Care Subsidy will generally be paid directly to an approved child care provider to reduce fees.

⁵ [Teacher Registration Board of Western Australia](#)

⁶ Department of Education and Training, Higher Education Student Statistics Data collection, 2016, customised tables