



Child Care Worker ANZSCO 4211-11

Australian Capital Territory September 2018

Current labour market ratings

- Certificate III qualified: **No Shortage**
- Diploma qualified: **Shortage**

Employers recruit certificate III qualified child care workers with ease. Employers seeking diploma qualifications, however, have difficulty filling vacancies, with half of the surveyed vacancies remaining unfilled.

Key research findings

- Overall, the labour market for child care workers eased in 2018, with 67 per cent of vacancies filled, compared with 56 per cent last year (Figure 1).
- The labour market for certificate III workers eased, with 86 per cent of vacancies filled (compared with around 60 per cent in 2017).
- Despite a rise in the number of suitable applicants for diploma qualified positions, around half of the advertised vacancies remained unfilled (similar to 2017).
 - Some employers indicated that suitable applicants declined offers of employment because their current employer increased their remuneration in order to retain them.
- Around three quarters of the qualified applicants were considered unsuitable. The main reasons included poor quality applications, inexperience, lack of understanding of the occupation (which employers attributed to poor quality training), or unsatisfactory communication skills.

Demand and supply

- The demand for child care workers in the ACT appears to have eased slightly, although the size of the child care sector continues to grow.
 - In August 2018, internet advertised vacancies in the ACT for child care workers were approximately 15 per cent below their peak in the first half of 2017.
 - In the year to December 2017 there was a 6 per cent increase in the number of children attending long day and occasional day care in the ACT, to 16,930.
- Training supply has also decreased in recent years.
 - While completions at the diploma level have remained steady over the past three years, completions at the certificate III level have decreased by around one-third. Commencements at both qualification levels have also declined over this period.

2018 Survey Results¹

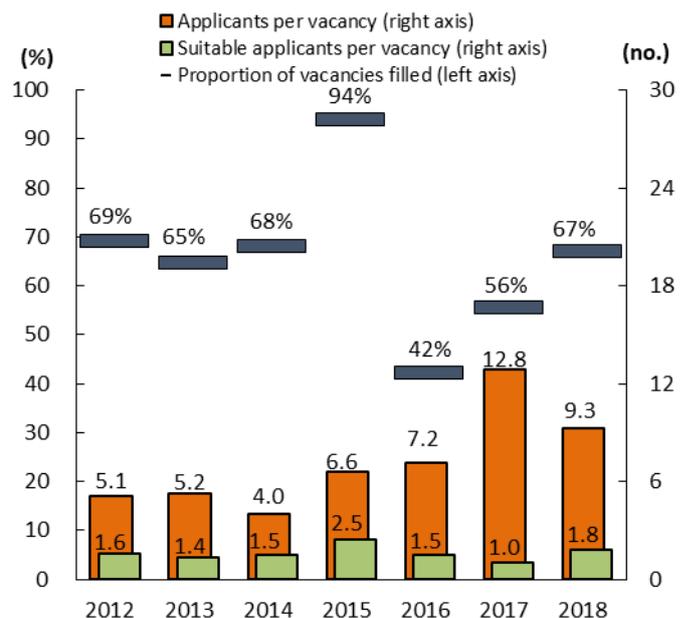
Certificate III qualified child care workers



Diploma qualified child care workers



Figure 1: Survey results, Child Care Worker, 2012 to 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, various issues; Department of Jobs and Small Business, Internet Vacancy Index, August 2018; NCVET, Total VET Activity (TVA) program completions and enrolments, 2014-2017;.