



Child Care Worker ANZSCO 4211-11

Queensland September 2018

Current labour market rating

No Shortage (Certificate III qualified)

No Shortage (Diploma qualified)

Previous labour market rating (September 2017)

No Shortage (Certificate III qualified)

No Shortage (Diploma qualified)

Comments

While no shortages of child care workers are evident, employers appear to have more difficulty recruiting for Diploma level qualified positions compared with Certificate III qualified child care worker positions.

Survey results¹

- Applicant numbers remained high in 2018, however, few applicants were regarded as suitable.
 - Overall, employers filled 87 per cent of their vacancies, a decline from 90 per cent in 2017.
 - There was an average of 12.1 applicants per vacancy, of whom 6.0 were qualified and 1.3 were considered suitable.
- Employers recruiting Certificate III qualified child care workers filled a higher proportion of vacancies and generally recruited with greater ease than those seeking Diploma qualified workers.

Child Care Worker – Certificate III qualified

- Employers advertising for Certificate III qualified child care workers were able to attract a sufficient number of suitable applicants and recruited with ease.
- Employers filled 100 per cent of their vacancies, up from 92 per cent in 2017.
- There was an average of 11.6 applicants per vacancy, of whom, 1.3 were considered as suitable. On average, there were 5.5 qualified applicants per vacancy.

Child Care Worker – Diploma qualified

- In 2018, employers had more difficulty recruiting for Diploma qualified workers compared with a year ago.
- Employers filled 63 per cent of vacancies (down from 88 per cent in 2017) and, on average, attracted 13.1 applicants per vacancy, of whom 1.3 were considered as suitable (marginally down from the 1.4 recorded in 2017).

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.

Unsuitable applicants

- Around 86 per cent of Diploma qualified and 72 per cent of Certificate III qualified applicants were not considered as being suitable.
- The most common reason for unsuitability was a lack of practical experience in the occupation. Other reasons include an inability to contact applicants when offering an interview, and soft skills not fitting with the team culture.

Demand and supply trends

- The Queensland child care sector continues to grow, supporting demand for child care workers.²
 - As at the June quarter 2018, there were 1565 approved long day care and occasional care child care services, up by 7 per cent from the June quarter 2015.
 - Similarly, the number of children regularly attending long day care and occasional day care increased by around 5 per cent over the same period, to 165,590 in the June quarter 2018.
- The number of students enrolled in Certificate III and Diploma level courses relevant to the child care worker occupation in Queensland has declined by 7 per cent between 2014 and 2017.³

² Department of Education and Training, *Early Childhood and Child Care in Summary*, various years

³ NCVET, Total VET Activity (TVA), program completions 2017