

Child Care Worker

ANZSCO 4211-11

Tasmania
September 2018

Current labour market rating: No Shortage

Tasmanian employers recruit child care workers with ease, with all surveyed employers attracting suitable candidates and filling their vacancies without marked difficulty.

Key research findings¹

- Employers seeking applicants with Certificate III and Diploma qualifications were surveyed.
 - Employers seeking Certificate III qualified child care workers received, on average, 9.4 applicants per vacancy of whom 2.4 applicants were qualified.
 - Employers seeking Diploma qualified child care workers received, on average, 3.9 applicants per vacancy of whom 1.9 applicants were qualified.
- The main reason employers considered applicants unsuitable was due to not holding the required Certificate III or Diploma qualification.
 - In addition, some qualified applicants were considered unsuitable as they could not demonstrate the level of experience required, lacked the necessary communication skills or were not considered the right fit for the business.
- A number of employers reported finding suitable candidates through direct approaches (for example resumes dropped into their reception) and their networks rather than formal advertising. Employers indicated that when they advertise they receive a large number of applicants with no child care related training or experience.

Demand and supply

- Demand for child care services and commonwealth government funding increased between 2012 and 2017 in Tasmania; which resulted in an 11.3 per cent increase in the number of early childhood education and care services being offered.
 - The number of children in child care (across all service types) in Tasmania increased by 8.3 per cent over the same period.

2018 Survey Results²

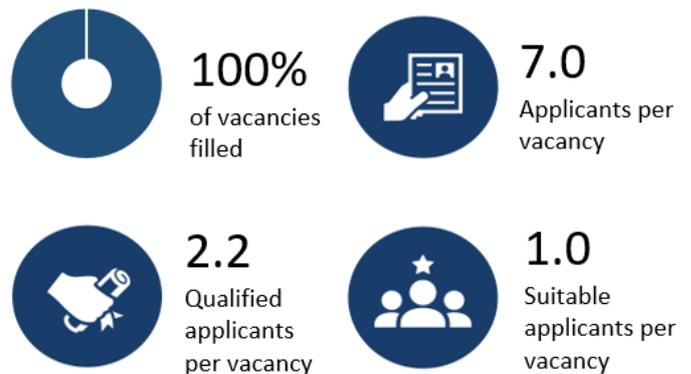
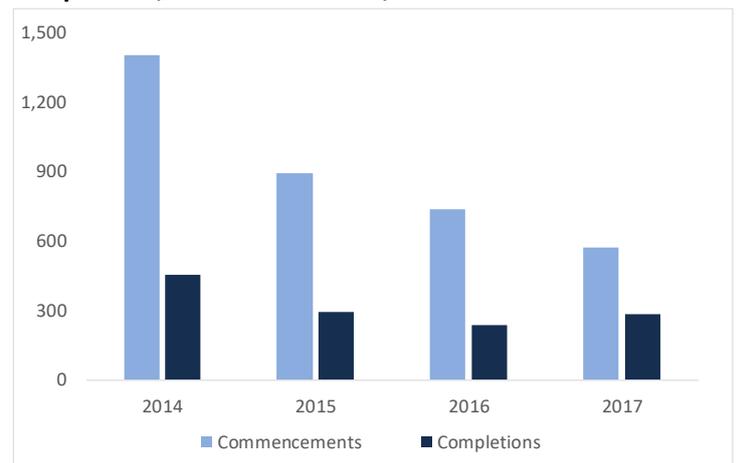


Figure 1: Certificate III and Diploma commencements and completions, Child Care Worker, 2014 to 2017



- Child care workers require a minimum qualification of a Certificate III in Early Childhood Education and Care to work in children's education and care services. The number of Certificate III and Diploma commencements in 2017 decreased in recent years, completions though remained stable in the same period.
- Outside school hours care and long day care services increased by 31.5 and 10.3 per cent, respectively, over the same period.
- According to the 2016 Census data, 1,700 Tasmanians identified as child care workers.
 - Most child care workers hold a qualification, with 79.1 per cent holding a certificate III or higher.

¹ The Department of Jobs and Small Business supplemented this research by cold canvassing organisations as there were limited vacancies found in the lead-up to this report, and, as such, the findings should be used cautiously.

² The methodology underpinning this research is outlined at [Skill Shortage Research Methodology | Department of Jobs and Small Business](#).

Additional Data Sources: National Centre for Vocational Education Research; Department of Education, Early Childhood and Child Care in Summary 2012-2017.