



Child Care Worker

ANZSCO 4211-11

Victoria
September 2018

Current labour market rating:	Shortage (certificate III qualified) No Shortage (diploma qualified)
Previous labour market rating (August 2017):	No Shortage

Comments

This is the first identified shortage for certificate III qualified child care workers in five years. Despite the majority of employers attracting multiple qualified applicants, a low number of suitable applicants has resulted in half of all vacancies remaining unfilled.

This is the second consecutive year in which no shortage was found for diploma qualified child care workers.

Survey results¹

- Employers filled half of all certificate III vacancies from averages of 14.7 applicants, 6.8 qualified applicants and 1.1 suitable applicant per vacancy.
 - These results are lower than the previous year when 95 per cent of vacancies were filled from averages of 13.5 applicants, 9.6 qualified applicants and 1.6 suitable applicant per vacancy.
- For diploma-level qualification vacancies 63 per cent of vacancies were filled from averages of 10.0 applicants, 6.0 qualified applicants and 1.1 suitable applicants per vacancy.
 - In 2017, employers filled 71 per cent of vacancies from averages of 5.9 applicants, 2.6 qualified applicants and 0.7 suitable applicants per vacancy.
- Half of all certificate III and diploma level vacancies in regional areas remained unfilled due to insufficient suitable applicant numbers.

Unsuitable applicants

- Fifty one per cent of all applicants held the relevant qualification, and of these, employers considered 74 per cent unsuitable.
 - Applicants without proven industry experience or working knowledge of regulatory requirements, including child learning and development frameworks, were typically considered unsuitable.
 - Applicants who lacked the level of written ability or interpersonal skills required for the particular vacancy were also considered unsuitable.
 - Applicants who did not perform well upon application or during interview, as well as those not prepared to work flexibly across rosters, were considered unsuitable as well.

Demand and Supply

- Most indicators suggest that demand for child care workers is likely to continue to increase, while supply indicators appear mixed.

¹ The methodology for this research is outlined at [Skill Shortage Research Methodology | Department of Jobs and Small Business](#).

- In Victoria, population growth, as well as increases in labour force participation and the growing number of child care operators are partly responsible for the demand in child care workers.
 - In Victoria, the estimated population growth of children aged up to five years increased by 1.4 per cent in the year to 2017 and has an average annual growth rate of 2.3 per cent over the five years since June 2012.²
 - In the period June 2014 to June 2017, the number of children aged up to five years of age and enrolled in long day care services has increased by 25 per cent.³
 - The number of approved long day care services in Victoria has increased by 6.7 per cent in the year to December 2017 and by an average annual rate of 3.9 per cent since December 2013.⁴
 - In Victoria the number of advertised vacancies for child care workers has increased by 14.6 per cent from the previous year, resulting in a five year peak in August 2018.⁵
- The main pathway into this occupation is via a certificate III or diploma qualification.
 - The most recent vocational education and training data shows the number of completions (3604) for certificate III qualification have fallen in 2017 compared to the annual average of completions (5515) for these courses since 2014.
 - The number of diploma level completions is higher (5086) when compared to the annual average of completions (4824) during the same four years.⁶

² Australian Bureau of Statistics (ABS), Cat. No. 3101.0, Australian Demographics Statistics, March 2018, Table 2, Population Change, Components, States and Territories

³ ABS, Childhood Education and Care, Australia, June 2017

⁴ Department of Education, Early Childhood and Child Care in Summary Reports, December quarters 2013 to 2017

⁵ Department of Jobs and Small Business, Internet Vacancy Index, August 2018, 12 month moving average

⁶ National Centre for Vocational Education Research (NCVER), Govt-funded Students and Courses, 2017