

Childcare Centre Worker ANZSCO 4211-11

Western Australia September 2018

Child Care Worker (Certificate III): No shortage

Child Care Worker (Diploma): Regional shortage

Employers across the state were able to fill vacancies for Certificate III qualified applicants with ease, as did employers in the metropolitan area seeking diploma-qualified applicants. However, employers with regional vacancies for diploma-qualified applicants struggled to fill roles, despite many offering above award wages.

Key research findings

- Overall, employers filled a majority of their vacancies for childcare centre workers. However, the success with which employers filled their roles varied depending on the qualification required and the location of vacancies.
- Employers across the metropolitan and regional areas of the state who sought applicants with a Certificate III filled 95 per cent of their vacancies.
- Employers in metropolitan area who sought diploma-qualified staff attracted an average of 0.9 suitable applicants per vacancy and filled 82 per cent of their roles. Those in regional areas attracted an average of 0.7 applicants and filled 62 per cent of vacancies.
 - Thirty-six per cent of applicants to vacancies requiring a diploma were appropriately qualified. Of these, around 50 per cent were deemed unsuitable.
- Irrespective of the qualification required, employers sought applicants with prior experience in a childcare setting, a robust knowledge of relevant learning frameworks, regulations and their application in the workplace, a genuine enthusiasm for working in the sector and well-developed communication skills.
 - Employers advised that many of their vacancies for diploma-qualified applicants remained unfilled due to an insufficient number of applicants with this knowledgebase, experience and qualities.
- Employers also required a police clearance, first aid and anaphylaxis certificate, a supervisor certificate (for senior roles) and a Working with Children check.
- Many employers noted that while applicants to vacancies requiring a Certificate III were generally qualified, they often lacked adequate experience in a childcare setting. This was the main reason applicants to these roles were considered unsuitable.

2018 Survey Results¹



87%
of vacancies filled



10.7
Applicants per vacancy



8.3
Qualified applicants per vacancy

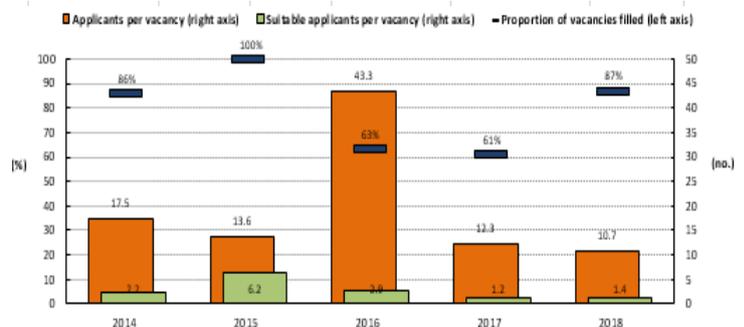


1.4
Suitable applicants per vacancy

- The main reason applicants were deemed unsuitable for vacancies requiring a diploma was a lack of this qualification.
 - Most of these applicants held a Certificate III and some were in the process of upgrading to a Diploma.
- Other reasons employers deemed applicants unsuitable for roles included poorly written applications, underperformance at interview, failure to attend work trials and inadequate communication skills.

Demand and supply

- The number of children in approved childcare in Western Australia rose by 1.7 per cent, while the number of approved childcare services rose by 4.4 per cent.
- Vacancies for childcare workers in Western Australia have flattened over the last 12 months.
- Entry into this occupation is via the completion of a Certificate III or Diploma of Early Childhood Education and Care (or equivalent).
 - Completions in Certificate III courses fell by 4.3 per cent to March 2018, while completions of Diploma courses fell 5.1 per cent.



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, June 2017 and June 2018, Department of Jobs and Small Business, Internet Vacancy Index, August 2018, 4 digit, 12 month moving average; NCVER, Apprentices and Trainees, March 2018, estimates; Historical SERA data – Childcare Worker, 2014-2018.