

Child Care Coordinator	New South Wales (NSW)
ASCO Code: 1295-11	March 2008
Labour market rating	Shortage
Comment: <i>There are shortages of child care coordinators in Sydney and regional NSW.</i>	

Occupational demand

Demand for child care coordinators has increased in recent years due to higher underlying demand for child care services and increased Commonwealth funding of these services. The number of places in Commonwealth-funded child care services has been increasing consistently since 2001 and grew by nine per cent in 2007. Census data indicate that employment in this occupation grew by five per cent a year from 2001 to 2006. The consensus of industry contacts was that demand had grown further over the past year due to the opening of new centres.

Occupational supply

A number of formal courses are relevant to this occupation, including degrees in early childhood education and diplomas in childcare services. The Department of Education, Employment and Workplace Relations (DEEWR) estimates that the number of persons completing TAFE diplomas in child care increased by 16 per cent in the two years to 2007. The recent increase in accredited childcare courses by private providers has also added to supply. DEEWR estimates the annual training rate (course completions as a percentage of the employed workforce) for child care coordinators and qualified child care workers at 15.4 per cent, although this is a minimum figure as it does not include early childhood teaching graduates and graduates of accredited private courses. Nevertheless, the supply rate is well above the rate of employment growth which suggests that wastage from the occupation is the main cause of current shortages. Wastage is partly structural in nature as the occupation is female dominated and therefore an above-average proportion of the workforce leave due to family responsibilities. Net overseas immigration to NSW is a minor supply source, averaging only eight persons per annum over the past five years.

Employer and industry comments/current labour market

A DEEWR survey of employers who had recently advertised for child care coordinators found that 68 per cent of vacancies were filled within the survey period, which compares with an 80 per cent filled rate in 2005. The recruitment experience of employers varied significantly. A narrow majority were able to fill positions with relative ease, in some cases having a choice of several suitable applicants. A substantial minority, however, were either unable to fill their vacancies or had considerable difficulty in doing so. Unfilled vacancies were mostly for coordinator, centre manager and authorised supervisor positions in long day care centres and outside school hours services. Among the most difficult to fill vacancies were those offered on a job share basis and those involving split shifts. However, a number of full-time staff positions offering market rates of remuneration also remained unfilled or were only filled after repeated advertising over several months. The most common reasons why vacancies remained unfilled were that applicants did not have formal qualifications, or did not have experience in the employer's sector, or accepted other job offers at a higher remuneration or a more convenient location. The recruitment experience of employers in regional NSW was similar to that for Sydney. Unfilled and hard-to-fill vacancies were reported in a number of regions including Northern NSW, the Hunter and the Illawarra, with a small number of vacancies remaining unfilled after a year of intermittent advertising.

Labour market outlook

Demand for this occupation should remain firm over the next year due to increasing demand for child care services and Commonwealth commitments to increase funding for these services. DEEWR projections do not indicate a significant increase in supply from training completions in the short term. Wastage is partly structural in nature and is therefore expected to remain significant over the short term. As a result, shortages are likely to continue over the next 12 months.