

Childcare Co-ordinators		Northern Territory
ASCO Code: 1295-11	January 2008	
Labour market rating	Shortage	
Comment:		

Occupational demand

ABS Census data indicate there were 118 childcare co-ordinators employed in the NT in 2006 and that there was growth of 4.4 per cent per annum over the five years from 2001. The DEEWR Skilled Vacancies Index recorded a jump in advertised vacancies for childcare co-ordinators, with the 2007 level double that of 2006.

Occupational supply

Childcare co-ordinators tend to start in the occupation via promotion from a childcare worker role. The Diploma in Children's Services is commonly undertaken part-time whilst working in a childcare centre. Charles Darwin University offers a Diploma in Children's Services at their Alice Springs and Casuarina campuses. The number in training has been stable for the past six years and a relatively high completion rate of almost 60 per cent is achieved.

Employer and industry comments/current labour market

Employers contacted for childcare co-ordinator vacancies experienced difficulty filling advertised vacancies, with a fill rate of slightly less than 20 per cent being achieved. Advertised vacancies commonly did not attract any applicants. Vacancies have been due to both turnover and new centres opening and some childcare centres have been trying to recruit for extended periods. Director roles have been covered by childcare workers acting in the co-ordinator role or by current co-ordinators postponing retirement or a career change. Although turnover of childcare co-ordinators is typically not as high as for childcare workers, when vacancies arise they are considered to be harder to fill.

Although employers suggested childcare co-ordinators are typically sourced by promoting childcare workers, they consistently claimed that few childcare workers had any aspiration to become a co-ordinator. This was due to the major focus of co-ordinator roles being in business and staff management, rather than caring for children. The increased responsibility and time commitment required (and reported associated increased stress levels) were also factors making the co-ordinator role less attractive to many childcare workers. Additionally, employer comments suggest the remuneration is generally considered to be poor in comparison with the responsibilities associated with co-ordinator roles. Employers commented that this deters some people from entering the industry and means there is little incentive for childcare workers to step into co-ordinator positions.

Labour market outlook

Demand for childcare co-ordinators is expected to remain higher than supply next year leaving the occupation in shortage.