

Child Care Coordinator	Australia
ASCO Code: 1295-11	June 2007
Labour market rating:	Shortage
Comment	

Employer and industry comments/current labour market

The Australian Standard Classification of Occupations (ASCO) defines the tasks of child care coordinator as directing the activities of child care centres and services. Vacancies surveyed for this report were mainly advertised as child care directors or child care centre directors. Some vacancies required direct child caring responsibilities and a small number were for child care centre directors (non contact) which were purely administrative positions requiring budgeting, staff management, administration of facilities and liaison with parents and government authorities.

Employers varied in their required skills, qualifications and experience, with some seeking applicants who held a two year Diploma and a number of years of child care experience and others requiring applicants to hold a Bachelor of Early Childhood Education and have significant experience in program development. Interpersonal skills and the ability to work with computing programs were also priority skills for many employers recruiting child care coordinators.

Slightly less than two thirds of surveyed vacancies for child care coordinators were filled within six weeks of advertising. There were some differences in employers' recruitment experiences across the States and Territories, with employers in South Australia, Western Australia and the two Territories filling in excess of 80 per cent of their vacancies while employers in other locations experienced greater difficulty recruiting suitably skilled coordinators. The lowest vacancy fill rate was recorded in Victoria where about one third of surveyed vacancies were filled.

A number of the vacancies which remained unfilled were in outer metropolitan areas or regional locations, or required particular skill sets or qualifications such as knowledge of Reggio Emilia education principles or completion of a Bachelor of Early Childhood Education.

On average there were slightly more than three applicants per surveyed vacancy and 1.4 suitable applicants per vacancy nationally. There was little difference in the number of applicants per vacancy or suitable applicants per vacancy across the States and Territories, although employers in Victoria averaged less than one suitable applicant per vacancy which is reflected in the relatively low vacancy fill rate in that State.

The survey did not have adequate numbers of vacancies to reliably distinguish between the recruitment experiences of employers in Out of School Hours child care (OOSH) and those in long day care centres. However, a number of employers who were recruiting for OOSH coordinators particularly commented on the difficulty they face when recruiting for senior level positions.

Although the majority of employers seeking to recruit child care coordinators successfully filled their vacancies within six weeks of advertising, a number of vacancies remained unfilled and many employers commented that they received little interest in their vacancies from people with the qualifications and experience they were seeking.

Labour Market Outlook

The labour market for child care coordinator is expected to remain in shortage for the next six months.

National Office

Department of Education, Employment and Workplace Relations (DEEWR)

June 2007