

ACCS Survey 2010 data

Introduction

Australian Community Children's Services (ACCS) surveyed not for profit children's services across Australia in December 2010 and January 2011 to gather up to date information in recruitment and retention of staff. A 25 question survey was sent to ACCS Members and despite the Summer break 62 services responded; this in itself is an indication of the urgency of the problems of recruiting and retaining skilled and qualified staff.

SERVICE TYPE

- 37 services recruit staff for Long Day Care
- 21 services recruit staff for Outside School Hours Care
- 12 recruit for Preschool/Kindergarten
- 6 responses for Family Day Care and Occasional Care
- There was 1 response each for an Inclusion Support Agency, an integrated service, stand alone vacation care, and one service that covers Long Day Care, Outside School Hours Care, Family Day Care and In Home Care

SERVICE LOCATION

- 65.5% of services were located in a metropolitan area
- 17.2% in a rural area
- 15.5% in a regional area
- and 1 service located across metro, regional and rural areas

WHERE IN AUSTRALIA?

- Vic - 90.3% of responses (56 services)
- NSW - 3.2% of responses (2 services)
- SA - 3.2% of responses (2 services)
- Tas and the NT - 1.6% of responses rate (1 service each) and
- QLD, ACT and WA - no responses

Table 1 – ‘We need to find out the difficulties your service faces in finding staff. For each professional role listed below, please select whether you ever recruit people in each category and please select the level of difficulty experienced in recruiting from these categories’

	Never recruit	Recruit	Never Difficult	Sometimes difficult	Always difficult
Unqualified Early Childhood Assistant	33.9%	10.7%	26.8%	25%	3.6%
Certificate III Child Care Assistant	5%	10%	18.3%	48.3%	18.3%
Diploma Qualified Educator	6.5%	6.5%	6.5%	21%	59.7%
Degree Qualified Teacher	14.5%	3.6%	0%	18.2%	63.6%
Director	44%	2%	4%	16%	34%

Table 1a - Level of difficulty experienced recruiting people in services which do employ staff under each category

	Never Difficult	Sometimes Difficult	Always Difficult	Not Stated
Unqualified Early Childhood Assistant	41%	38%	5%	16%
Certificate III Child Care Assistant	19%	51%	19%	11%
Diploma Qualified Educator	7%	22%	64%	7%
Degree Qualified Teacher	0%	21%	74%	4%
Director	7%	29%	61%	4%

Table 2 – ‘In your experience, to what extent do the following factors make it difficult for you to fill positions?’

	Not a significant factor	Sometimes significant	Often significant	Always significant	Often or always significant
Low wages	16.7%	25%	31.7%	26.7%	60%
Wage differentials between different qualifications and or/different service types	28.3%	28.3%	18.3%	25%	45%
Working hours or conditions	15%	30%	26.7%	28.3%	55%
Burden on staff meeting regulations	36.7%	21.7%	25%	16.7%	43%
Applicants are not suitable skilled or qualified	8.2%	11.5%	34.4%	45.9%	80%

Table 3 – ‘Does your service experience difficulty in keeping staff for more than 12 months?’

	NA/ Do not employ	No difficulty in retaining	Sometimes difficult to retain	Always difficult to retain
Unqualified Early Childhood Assistant	36.2%	39.7%	19%	5.2%
Certificate III Child Care Assistant	4.8%	64.5%	24.2%	6.5%
Diploma Qualified Educator	1.7%	52.5%	32.2%	13.6%
Degree Qualified Teacher	21.1%	33.3%	24.6%	21.1%
Director	19%	58.6%	12.1%	10.3%

Table 3a – Level of difficulty keeping staff for more than 12 months in services which do employ staff under each category

	No difficulty in retaining	Sometimes difficult to retain	Always difficult to retain
Unqualified Early Childhood Assistant	62.15%	29.73%	8.12%
Certificate III Child Care Assistant	67.80%	25.42%	6.78%
Diploma Qualified Educator	53.45%	32.76%	13.79%
Degree Qualified Teacher	42.22%	31.11%	26.67%
Director	72.34%	14.89%	12.77%

Table 4 – ‘What strategies do you use to retain staff in your service?’

	Never	Sometimes	Often	Always
Additional Planning Time	15.3%	20.3%	25.4%	39%
Additional Leave	54.5%	20%	9.1%	16.4%
Funded Professional Development	3.3%	14.8%	23%	59%
Above Award Pay	33.9%	6.8%	16.9%	42.4%

Table 5 – ‘How appropriate are the qualifications required for entry into various Early Childhood Education and Care (ECEC) Services?’

	Not appropriate	Somewhat appropriate	Highly appropriate
Certificate II for Assistants	8.3%	50%	41.7%
Diploma for Educators	3.4%	42.4%	54.2%
Degree for Teachers	10.7%	32.1%	57.1%

Table 6– ‘In your experience, to what extent do newly qualified ECEC workers have the necessary skills and attributes to be effective in the workplace?’

	Do not employ	Always have necessary skills	Sometimes have necessary skills	Never have necessary skills
Newly Qualified Certificate III Assistant	1.6%	8.2%	83.6%	6.6%
Newly Qualified Diploma Qualified Educator	3.2%	14.5%	80.6%	1.6%
Newly Qualified Degree Qualified Teacher	15.3%	11.9%	71.2%	1.7%

Table 7– ‘Do you consider community recognition of professional status to be an issue for the ECEC workforce?’

Yes	No
93.3%	6.7%

Table 8 – ‘In your experience, are ECEC training courses of sufficient quality to meet your needs in delivering ECEC services?’

Yes	Sometimes	No
19.7%	62.3%	18%

Table 9 – ‘Are you aware of any government initiatives to increase the supply of ECEC workers?’

Yes	No
74.2%	25.8%

Table 10 – ACCS Survey Question 20 – ‘If so, have these initiatives been effective?’

Yes	No	Unsure
26.3%	19.3%	54.4%

Table 11 – ‘In your experience do the ECEC workers in your service have the skills to provide effective services to all children, including those with disabilities and other special needs and from Culturally and Linguistically Diverse (CALD) or low socioeconomic status (low SES) backgrounds?’

Yes	Sometimes	No
54.1%	39.3%	6.6%