

Submission

by the National Centre for Vocational Education Research (NCVER)

to

Productivity Commission

Early Childhood Development Workforce Issues Paper

RESPONSE TO TERMS OF REFERENCE

The National Centre for Vocational Education Research (NCVER) collects, manages, analyses, evaluates and communicates research and statistics about vocational education and training, and the links between education and the labour market more generally. Our vision is to contribute to improvements in Australia's education and training system by ensuring that policy and practice can be based on sound evidence.

Statistics

NCVER collects information through a range of administrative collections and surveys, which is useful for describing the qualifications and outcomes from training of the early childhood development workforce. Data are provided from three of these collections in this submission:

- The National VET Provider Collection (also referred to as Students and Courses) – covering publically funded vocational education and training
- Apprentice and Trainees – covering contracts of training nationally
- Student Outcomes Survey – an annual survey of graduates and module completers who have participated in publically funded vocational education and training.

NCVER's statistical collections have been used to provide a description at Attachment A of training activity of students who undertake courses that lead to employment in the early childhood development industry as defined by the ANZSCO definition of 'child carer' (ANZSCO 4211).

- Tables 1 and 2 draw on data from the national VET Provider Collection, and describe the student characteristics (age, sex), their qualifications and subject results. Data are provided for 2007- 2009.
- Table 3 provides a description of the characteristics of in-training apprentices and trainees in the early childhood development industry, with tables 4 and 5 providing the same information for commencing and completing apprentices and trainees respectively. Data are provided for 2006-2010.
- Tables 6 and 7 are from the Student Outcomes Survey, and match intended and destination occupations for graduates who undertook training for employment related reasons. These tables highlight that childcare workers achieve high rates of employment in the early childhood industry after completing their training. Data are combined from this annual survey from 2007 to 2010 to provide sufficient sample for analysis at this occupational level.

Research

NCVER also commissions research. In 2010 we published a report by Tanya Bretherton, University of Sydney, called *Developing the child care workforce: Understanding 'fight' or 'flight' amongst workers*. See <http://www.ncver.edu.au/publications/2261.html>

Bretherton notes the difficulties of describing the early childhood development workforce and highlights the tensions between university trained educational and vocationally trained care workers for this sector

Her report is based on case studies of four early childhood education and care providers. It investigates how innovative employers are overcoming challenges in the sector to improve

workforce development. Key findings relevant to the Productivity Commission's discussion paper are:

- The early childhood education and care sector in Australia has long been characterised by low-skill/low-pay jobs. The current policy environment, however, may offer scope for the sector to move towards a path of skill growth.
- Employers in this study are attempting to combat staff turnover—seen as a universal challenge for the sector—through careful recruitment and skill development. Two different recruitment strategies have been used:
 - the recruitment of higher skilled staff
 - the recruitment of less skilled staff, based on profiling characteristics rather than qualifications, followed by training.
- Employers argue that workers in the sector must develop a skill set which offers an understanding of both care and education. These skills are currently gained through two different career paths, with carers trained through the vocational education and training (VET) sector and teachers trained through higher education, and it is doubtful whether these two career streams could be merged.
- Any move to higher skill levels in the child care industry must impact on the economic structure of the industry. Higher skills inevitably mean increased wages, which must be met through fees or government subsidy.

Attachment A

Data on vocational education and training for the early childhood development workforce

Provided below are some demonstration tables from NCVER collections which may assist you in describing the training (and their outcomes) of the early childhood workforce.

Australian vocational education and training statistics: Students and courses

Table 1: VET students enrolled by selected characteristics in occupation (ANZSCO) group 4211 - Child Carers, 2007-09

State/territory	2007	2008	2009
New South Wales	7,214	7,651	8,318
Victoria	4,409	4,593	4,689
Queensland	6,289	6,912	7,176
South Australia	782	873	964
Western Australia	1,980	1,966	1,685
Tasmania	552	530	454
Northern Territory	496	513	531
Australian Capital Territory	466	415	347
Age			
19 years and under	7,479	8,248	8,089
20 to 24 years	4,105	4,112	4,243
25 to 44 years	7,802	8,166	8,641
45 years and over	2,701	2,792	3,052
Not known	101	135	139
Sex			
Male	705	794	810
Female	21,465	22,607	23,093
Not known	18	52	261
AQF qualification level			
Graduate diploma or professional specialist (graduate diploma level)	0	0	0
Graduate certificate or professional specialist (graduate certificate level)	0	0	0
Bachelor degree (pass and honours)	0	0	0
Advanced diploma	0	0	0
Associate degree	0	0	114
Diploma	0	8	0
Certificate IV	620	663	481
Certificate III	20,680	22,063	22,580
Certificate II	12	0	0
Certificate I	0	0	0
Non-AQF qualifications	876	719	989
Subject only - no qualification	0	0	0
Total	22,188	23,453	24,164

Source: VET Provider Collection 2009

Notes on tables: ANZSCO: Australian and New Zealand Standard Classification of Occupations (ANZSCO 2006) was not collected pre 2007 in the National VET Provider Collection.

Table 2: VET subject enrolments by subject result in occupation (ANZSCO) group 4211 - Child Carers, 2007-09

Subject result	2007	2008	2009
Assessed - pass	132,687	136,920	146,969
Recognition of prior learning - granted	8,479	12,334	11,621
Recognition of current competency - granted	117	105	330
Recognition of prior learning/current competency - not granted	371	431	311
Assessed - fail	13,624	12,849	13,804
Withdrawn	23,241	23,368	23,766
Continuing studies	22,418	26,064	27,465
Not assessed - completed	2,352	2,344	2,371
Not assessed - not completed	740	1,323	959
Total	204,029	215,738	227,596

Source: VET Provider Collection 2009

Notes on tables: ANZSCO: Australian and New Zealand Standard Classification of Occupations (ANZSCO 2006) was not collected pre 2007 in the National VET Provider Collection.

Australian vocational education and training statistics: Apprentice and Trainees

Table 3: Apprentices and trainees in-training as at 30 June by selected characteristics in occupation (ANZSCO) group 4211 - Child Carers, 2006-10

State/territory	2006	2007	2008	2009	2010
New South Wales	1,352	1,532	1,776	1,905	2,446
Victoria	1,296	1,260	1,256	1,109	1,314
Queensland	1,198	1,102	1,307	1,191	1,040
South Australia	135	97	125	149	142
Western Australia	373	416	456	451	452
Tasmania	100	91	104	100	95
Northern Territory	49	58	94	89	127
Australian Capital Territory	244	213	235	278	374
Age					
19 years and under	2,036	2,144	2,394	2,316	2,318
20 to 24 years	1,182	1,114	1,219	1,221	1,428
25 to 44 years	1,194	1,142	1,333	1,311	1,511
45 years and over	335	369	407	423	733
Sex					
Male	160	163	146	160	257
Female	4,587	4,606	5,207	5,112	5,735
Not known	0	0	0	0	0
AQF qualification level					
Diploma/Advanced diploma	0	0	0	0	0
Certificate IV	295	302	321	262	323
Certificate III	4,449	4,465	5,030	5,009	5,668
Certificate I or II	3	2	2	1	0
School-based status					
School-based	311	450	531	473	459
Not school-based	4,436	4,319	4,822	4,798	5,532
Not known	0	0	0	0	0
Total	4,747	4,769	5,353	5,272	5,990

Source: National Apprentice and Trainee Collection, September 2010 estimates, unpublished.

Notes on tables:

1. If presenting this data, please confidentialise figures 1-4 inclusive.
2. Please use data on school-based status with caution, as there are quality issues surrounding this data.

Table 4: Apprentices and trainees commencements 12 months ending 30 June by selected characteristics in occupation (ANZSCO) group 4211 - Child Carers, 2006-10

State/territory	2006	2007	2008	2009	2010
New South Wales	1,422	1,628	1,862	1,885	2,587
Victoria	1,098	948	992	905	1,172
Queensland	1,085	1,047	1,250	985	941
South Australia	150	87	117	122	120
Western Australia	379	457	522	519	478
Tasmania	88	75	78	88	94
Northern Territory	53	68	93	93	108
Australian Capital Territory	190	167	192	220	305
Age					
19 years and under	2,243	2,409	2,644	2,444	2,616
20 to 24 years	867	841	958	925	1,120
25 to 44 years	1,073	950	1,173	1,117	1,413
45 years and over	282	277	331	331	656
Sex					
Male	138	147	149	149	278
Female	4,327	4,330	4,957	4,668	5,528
Not known	0	0	0	0	0
AQF qualification level					
Diploma/Advanced diploma	0	0	0	0	0
Certificate IV	191	192	213	146	258
Certificate III	4,274	4,285	4,893	4,671	5,547
Certificate I or II	0	0	0	0	0
School-based status					
School-based	283	381	456	320	376
Not school-based	4,182	4,096	4,650	4,497	5,429
Not known	0	0	0	0	0
Total	4,465	4,477	5,106	4,817	5,805

Source: National Apprentice and Trainee Collection, September 2010 estimates, unpublished.

Notes on tables:

1. If presenting this data, please confidentialise figures 1-4 inclusive.
2. Please use data on school-based status with caution, as there are quality issues surrounding this data.

Table 5: Apprentices and trainees completions 12 months ending 30 June by selected characteristics in occupation (ANZSCO) group 4211 - Child Carers, 2006-10

State/territory	2006	2007	2008	2009	2010
New South Wales	1,042	1,043	1,151	1,291	1,503
Victoria	627	564	675	651	611
Queensland	639	706	582	660	636
South Australia	55	88	59	67	80
Western Australia	251	254	257	307	324
Tasmania	44	57	47	60	66
Northern Territory	33	31	27	43	34
Australian Capital Territory	89	105	82	82	132
Age					
19 years and under	1,015	1,064	1,169	1,268	1,312
20 to 24 years	863	893	794	914	950
25 to 44 years	673	685	675	734	815
45 years and over	229	206	242	245	308
Sex					
Male	70	83	83	66	90
Female	2,710	2,765	2,797	3,095	3,296
Not known	0	0	0	0	0
AQF qualification level					
Diploma/Advanced diploma	0	0	0	0	0
Certificate IV	169	103	118	104	109
Certificate III	2,609	2,745	2,762	3,057	3,276
Certificate I or II	2	0	0	0	0
School-based status					
School-based	31	78	204	205	231
Not school-based	2,749	2,770	2,676	2,956	3,155
Not known	0	0	0	0	0
Total	2,780	2,848	2,880	3,161	3,386

Source: National Apprentice and Trainee Collection, September 2010 estimates, unpublished.

Notes on tables:

1. If presenting this data, please confidentialise figures 1-4 inclusive.
2. Please use data on school-based status with caution, as there are quality issues surrounding this data.

Student Outcomes Survey

INTRODUCTION

Tables 6 and 7 present information about the outcomes of students who completed their vocational education and training (VET) during 2006, 2007, 2008 or 2009. The findings relate to students who were awarded a qualification (graduates).

The figures in these tables are derived from the Student Outcomes Survey.

SCOPE

The Student Outcomes Survey is an annual survey that covers students who have an Australian address as their usual address and are awarded a qualification (graduates), or who successfully complete part of a course and then leave the VET system (module completers). The scope of the survey is as in figure 1. Students who undertake recreational, leisure or personal enrichment (short) courses are excluded. This scope has been in place since 2005. Prior to 2005, information was only collected from students undertaking Commonwealth/State funded programs through TAFE.

Scope of the 2007-2009 Student Outcomes Survey

Funding Type	Provider Type		
	TAFE and Other Government providers	Private Providers	Community Education Providers ^a
Commonwealth and state funded	✓	✓	✓
Fee-for-service	✓		✓

a This information is only collected in NSW and VIC.

Table 6: Employment outcomes for all graduates who undertook training for employment-related reasons, by intended occupation of training activity (ANZSCO 2006), 2007-2010

Intended occupation of training activity ²	Total employed after training	Not employed after training	Total
	%	%	%
4 Community and Personal Service Workers	82.7	17.3	100.
42 Carers and Aides	83.6	16.4	100.
4211 Child Carers	82.7	17.3	100.
4220 Education Aides (unit)	88.1	11.9*	100.
4221 Education Aides	83.1	16.9	100.
4230 Personal Carers and Assistants (unit)	59.7	40.3	100.
4231 Aged and Disabled Carers	86.5	13.5	100.
4232 Dental Assistants	93.4	6.6*	100.
4233 Nursing Support and Personal Care Workers	84.4	15.6	100.
4234 Special Care Workers	71.2	28.8*	100.
Total^{3,4}	84.7	15.3	100.

ATTRIBUTING THE SOURCE OF DATA

Any person or organisation with an interest in vocational education and training may request information from NCVER and use this information publicly, provided that the source is properly acknowledged.

The source should be acknowledged as the 'Student Outcomes Survey'

Table 7: Matches between intended and destination occupations for graduates who undertook training for employment-related reasons, were employed after training and gave a valid destination occupation, by intended occupation of training activity (ANZSCO 2006), 2007-2010

Intended occupation of training activity ²	In same occupation group (as training course)		
	Match at major group (1 digit ANZSCO)	Match at sub-major group (2 digit ANZSCO)	Match at unit group (4 digit ANZSCO)
	%	%	%
4 Community and Personal Service Workers	57.6	46.6	28.9
42 Carers and Aides	79.1	72.3	48.3
4211 Child Carers	82.8	81.1	76.3
4220 Education Aides (unit)	92.8	89.2	0.0
4221 Education Aides	82.5	79.5	73.7
4230 Personal Carers and Assistants (unit)	44.7	36.3	0.0
4231 Aged and Disabled Carers	83.4	73.3	31.8
4232 Dental Assistants	92.8	92.1	91.5
4233 Nursing Support and Personal Care Workers	65.0	56.1	33.5
4234 Special Care Workers	48.2	13.5*	**
Total^{3,4}	52.7	40.5	26.3

ATTRIBUTING THE SOURCE OF DATA

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As noted previously, the sector is quite difficult to describe. If the tables above are required for a broader scope than the ANZSCO definition, then more information can be obtained by using a new online resource developed by NCVER called '*VET students by industry*¹'. This tool can be accessed at <http://www.ncver.edu.au/resources/vsi.html>, and brings together data from the three sources noted above into one location. Using this resource, data can be categorised by Training Package, Industry Skills Council, Occupation or Field of Education.

¹ <http://www.ncver.edu.au/resources/vsi.html>