

# DECD Early Childhood Workers (ECW) - Summary

## Issue 5 – June 2016

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The following is a profile of departmental Early Childhood Workers (ECWs) who were actively employed or on paid leave (unless otherwise stated) as at the last pay day in June 2016.

*Source: Data presented in this report is based on the June 2016 Workforce Information Collection prepared for the Department of Premier and Cabinet (DPC). A series of adjustments are undertaken in relation to the data to comply with DPC standards. Therefore totals may vary from other internal DECD publications sourced directly from the HRM system.*

#### Note:

*Permanent/Temporary profiles include employees on unpaid leave therefore data presented for the Permanent/Temporary profiles may vary from other internal DECD publications.*

*“Full time” are employees who worked greater or equal to 0.98 full time equivalent (FTE).*

*The term “Aboriginal” has been used within this document and refers to all employees who identified as being of Australian Aboriginal and/or Torres Strait Islander descent.*

***Any use of, or interpretation of data other than what is represented in this report is not the responsibility of HRWD.***

### Overview

Key characteristics of the workforce include:

- 1101 employees were employed by the department or 602.5 full time equivalents (FTEs).
- The average age of the workforce was 44 years, and 51.2% of the workforce were aged forty-five years and over.
- 122 or 11.1% worked full time and 979 or 88.9% were part time employees.
- 98.5% of employees were female, while 1.5% were male.
- 42 employees indicated that they were of Aboriginal descent. This represents 3.8% of the ECW workforce and exceeds the state government strategic plan target (2%). The number of ECW employees identifying that they are of Aboriginal descent has increased significantly since 2012.
- 11 employees were on unpaid leave (in addition to the 1101 employees stated above).
- 45 employees separated during 2015/2016 (including contract expired).<sup>1</sup>

<sup>1</sup> Some of these employees have a separation reason of “contract expired” and may be re-employed at a later stage.

## Comparison between 2012 and 2016 Employees

As indicated in the table below the majority of employee demographics for ECWs show a gradual upward trend since 2012.

**Table 1: ECW Workforce Demographics over last 5 years**

Trend Over the Last 5 Years	Average	2012	2013	2014	2015	2016	% change since 2012
	1,053 <b>Persons</b>	1,041	1,050	1,014	1,060	1,101	5.8%
	551 <b>FTE</b>	530.4	538.8	529.0	552.5	602.5	13.6%
	1,038 <b>Females (Persons)</b>	1,029	1,033	998	1,047	1,084	5.3%
	15 <b>Males (Persons)</b>	12	17	16	13	17	41.7%
	97 <b>Full-time (Persons)</b>	90	89	92	93	122	35.6%
	956 <b>Part-time (Persons)</b>	951	961	922	967	979	2.9%
	36 <b>Aboriginal Employees</b>	28	35	33	40	42	50.0%
	44 <b>Average Age</b>	44	44	44	44	44	0.0%

Includes employees who were actively employed or on paid leave only.

Note: The dot on the lines in the tables above indicates the highest figure(s) reported over the last 5 years.

## Classification Level Profile (persons)

The highest proportions of employees (77.6%) were employed as ECW Level 1, followed by ECW Level 2 (22.0%). Since 2012, there has been a gradual upwards trend for ECW Level 1.

**Table 2: ECW Workforce by Classification over the last 5 years**

Trend Over the Last 5 Years	Average	2012	2013	2014	2015	2016	% change since 2012
	816.4 <b>ECW Level 1</b>	820	816	784	808	854	4.1%
	231.0 <b>ECW Level 2</b>	213	225	225	250	242	13.6%
	1.8 <b>ECW Level 3</b>	1	2	2	2	2	100.0%
	4.0 <b>ECW Trainees</b>	7	7	3	0	3	-57.1%

Analysis of classification by gender shows:

- The majority of female employees (838 or 77.3%) are employed as Early Childhood Workers Level 1
- The majority of male employees (16 or 94.1%) are also employed as Early Childhood Workers Level 1.
- There were only females employed as Early Childhood Workers Level 3 and trainees.

**Table 3: ECW Workforce by Classification by Gender, June 2016**

Classification	Female	% of total female	Male	% of total male
Early Childhood Worker Level 1	838	77.3%	16	94.1%
Early Childhood Worker Level 2	241	22.2%	1	5.9%
Early Childhood Worker Level 3	2	0.2%	0	0.0%
Early Childhood Worker Trainees	3	0.3%	0	0.0%
<b>TOTAL</b>	<b>1,084</b>	<b>100.0%</b>	<b>17</b>	<b>100.0%</b>

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## Full-time/ Part-time Profile

Note: Where an employee works across more than one location the FTE for each site has been rolled up into a total FTE for the employee.

88.9% of Early Childhood Workers employees are employed in a part-time capacity (employees who work less than 0.98 FTE). The proportion of early childhood workers working part-time has increased by 2.9% since 2012 while full-time early childhood workers has increased by 35.6% over the same period.

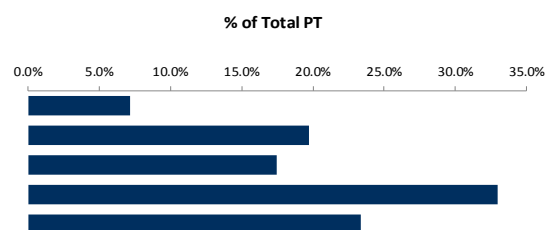
Of those ECW employees that are part-time (979) further analysis shows:

- The majority (33.0%) are working between 0.50 and < 0.70 FTE, followed by those working between 0.70 and <0.98 FTE (23.4%). Over half (56.4%) of all part time ECWs are working half time (0.5 FTE) or more.
- Significantly fewer employees (7.2%) are working less than 0.10 FTE.

**Table 4: Part Time ECW Workforce by FTE grouping and Gender, June 2016**

FTE Grouping	Female	Male	Total	% of Total PT
< 0.10	70	0	70	7.2%
0.10 to < 0.30	181	5	186	19.7%
0.30 to < 0.50	168	3	171	17.5%
0.50 to < 0.70	321	2	323	33.0%
0.70 to < 0.98	223	6	229	23.4%
<b>TOTAL</b>	<b>963</b>	<b>16</b>	<b>979</b>	<b>100.0%</b>

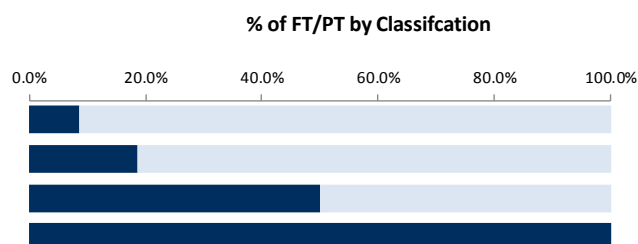
Note: Excludes employees on leave without pay



- The largest proportion of part-time ECW's (employees working less than 0.98 FTE) by classification level were Early Childhood Workers Level 1 (91.5%).

**Table 5: ECW Workforce by time worked and Classification, June 2016**

Classification	Full-Time	% FT	Part-Time	% PT
ECW Level 1	73	8.5%	781	91.5%
ECW Level 2	45	18.6%	197	81.4%
ECW Level 3	1	50.0%	1	50.0%
ECW Trainees	3	100.0%	0	0.0%
<b>TOTAL</b>	<b>122</b>	<b>11.1%</b>	<b>979</b>	<b>88.9%</b>



## Age and Gender Profile

The average age of employees as at June has remained constant at 44 years over the reporting period. At June 2016 the average age of females was 44 years and males were 36 years.

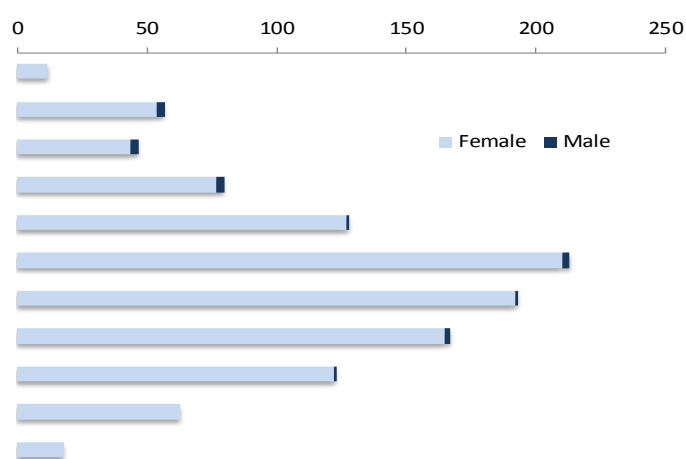
The highest proportions of employees (19.3%) were aged between 40-44 years, followed by 17.5% who are aged 45-49 years.

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At June 2016 females were prominent in all age brackets with the highest percentage aged between 40-44 years (19.4%). In comparison the highest percentage of males (17.6% for each) were aged between 20-24 years, 25-29 years, 30-34 years and 40-44 years.

**Table 6: ECW Workforce Age Bracket by Gender, June 2016**

Age Bracket	Female	Male	Total	% of Total
15-19	12	0	12	1.1%
20-24	54	3	57	5.2%
25-29	44	3	47	4.3%
30-34	77	3	80	7.3%
35-39	127	1	128	11.6%
40-44	210	3	213	19.3%
45-49	192	1	193	17.5%
50-54	165	2	167	15.2%
55-59	122	1	123	11.2%
60-64	63	0	63	5.7%
65+	18	0	18	1.6%
<b>TOTAL</b>	<b>1084</b>	<b>17</b>	<b>1101</b>	<b>100.0%</b>



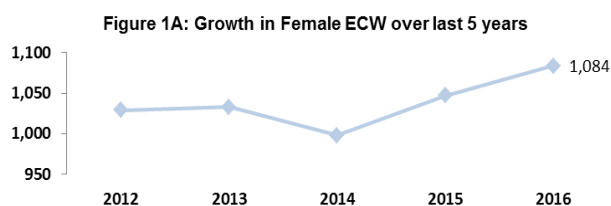
The ECW workforce has the highest representation of females of any of the ancillary cohort as detailed below:

- Females represented 98.5% of ECW employees which is significantly higher than the whole DECD workforce (77.0%) or the SSO workforce (87%).

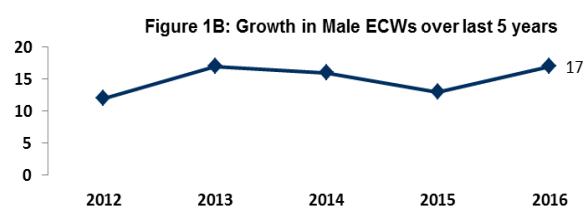
Changes in gender composition since 2012 shows:

- A 5.3% increase in females compared to an increase of 41.7% for males (from 12 to 17 employees). For males, although low in number, this is significantly higher than the whole DECD workforce, where there has been no increase since 2012.

**Figure 1A: Growth in Female ECWs, 2012 - 2016**



**Figure 1B: Growth in Male ECWs, 2012 - 2016**



Note different scales are used for female and male comparisons.

### Salary Profile

The highest proportion of employees (91%) recorded a salary between \$0 and \$57,599.

The total male ECW workforce recorded a salary between \$0 and \$57,599 compared to 90.8% of females. No ECWs recorded a salary higher than \$73,299.



Table 7: ECW Workforce by Salary Bracket and Gender, June 2016<sup>2</sup>

Salary Bracket	Female	Male	Total	% of Total
\$0-\$57,599	985	17	1002	91.0%
\$57,600-\$73,299	99	0	99	9.0%
\$73,300-\$93,799	0	0	0	0.0%
\$93,800-\$118,399	0	0	0	0.0%
\$118,400 plus	0	0	0	0.0%
<b>TOTAL</b>	<b>1084</b>	<b>17</b>	<b>1101</b>	<b>100.0%</b>

Salary Bracket Numbers (including Gender)

Legend: ■ Female ■ Male

### Temporary and Permanent Profile <sup>3</sup>

A total of 19.9% of the ECW workforce was permanent in June 2016. Between 2012 and 2016 the percentage of permanent ECWs decreased by 5.4%.

Table 8: ECW Workforce by Temporary/Permanent over the last 5 years

Trend Over the Last 5 Years	Average		2012	2013	2014	2015	2016	% change since 2012
	282.8	Permanent (Persons)	295	280	273	287	279	-5.4%
	1068.2	Temporary (Persons)	989	1,067	1,076	1,083	1,126	13.9%

Employees at ECW Level 2 had the highest proportion of permanency (42.8%). By comparison approximately 85.9% of the temporary workforce was employed at the ECW Level 1.

Table 9: ECW Workforce by Temporary/Permanent by Classification, June 2016

Classification	Number of Permanent	Number of Temporary	Total	% of permanent employees
ECW Level 1	163	967	1,130	14.4%
ECW Level 2	115	154	269	42.8%
ECW Level 3	1	1	2	50.0%
ECW Trainees	0	4	4	0.0%
<b>TOTAL</b>	<b>279</b>	<b>1126</b>	<b>1405</b>	<b>19.9%</b>

<sup>2</sup> Note: Excludes employees on leave without pay

<sup>3</sup> Includes employees on leave (including unpaid leave) but excludes claim paid employees.

## Highest Qualification Held Profile <sup>4</sup>

There has been a reduction in the number of employees in the ECW workforce who do not have a qualification recorded in the departmental HR and payroll system, from 13.3% in 2015 to 8.9% in 2016.

A total of 1,003 or 91.1% of employees are recorded as having a qualification.

The qualification with the highest percentage is Certificate III with 40.9%, followed by Diploma (35.6%). This trend was similar in 2015.

For those employees with a qualification (1,003), the majority hold a Certificate III as their highest.

**Table 10: ECW Workforce by Highest Qualification Type Held, June 2016**

Qualification Type (Highest Held)	Female	Male	Total	% of total
Certificate I	2	0	2	0.2%
Certificate II	2	0	2	0.2%
Certificate III	443	7	450	40.9%
Certificate IV	27	3	30	2.6%
Diploma (or former Associate Diploma)	390	2	392	35.6%
Advanced Diploma / Associate Degree	17	0	17	1.5%
Bachelor Degree	75	2	77	7.0%
Bachelor Degree with Honours / Graduate Certificate / Graduate Diploma (including Vocational)	22	0	22	2.0%
Masters Degree	10	1	11	1.0%
Doctoral Degree	0	0	0	0.0%
No Qualification recorded or Inadequately Described / Not Known	96	2	98	8.9%
<b>TOTAL</b>	<b>1,084</b>	<b>17</b>	<b>1,101</b>	<b>100.0%</b>

## ECW Major Functions Profile <sup>5</sup>

Key ECW workforce major functions patterns include:

- The majority of ECWs (45%) have a major function of either Preschool or Preschool Support, followed by Occasional Care or Occasional Care support (17.2%). This is consistent with patterns shown in 2015.
- The average number of ECW major functions recorded per ECW employee remained at 3.
- The ECW workforce displays a very high level of diversity represented with over four out of five employees (85.6%) being able to perform/or currently performing more than 1 major function
- Less than one in seven employees (13.2%) have only one major function recorded.
- Over half of ECWs (58.6%) have between 2 and 4 major functions recorded, with another 26.2% having 5 to 9 major functions recorded.
- Only 1.3% of ECW employees have no ECW major functions recorded. This is similar to 2015.

<sup>4</sup> ECW employees are counted only once in this analysis regardless of how many qualifications they hold. The highest qualification held is determined by the Australian Qualifications Framework Level that is associated with the qualification name and type.

<sup>5</sup> Major functions included in this profile are only those applicable to ECWs and not any other ancillary job type such as School Services Officer (SSO) or Government Services Employee (GSE). There may be ECWs that have major functions recorded for other job types but they are not included in this profile. ECW employees may be counted more than once under each major function they have recorded against their record in the departmental HR and payroll system.

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Figure 3: ECW Workforce by Major Functions, June 2016

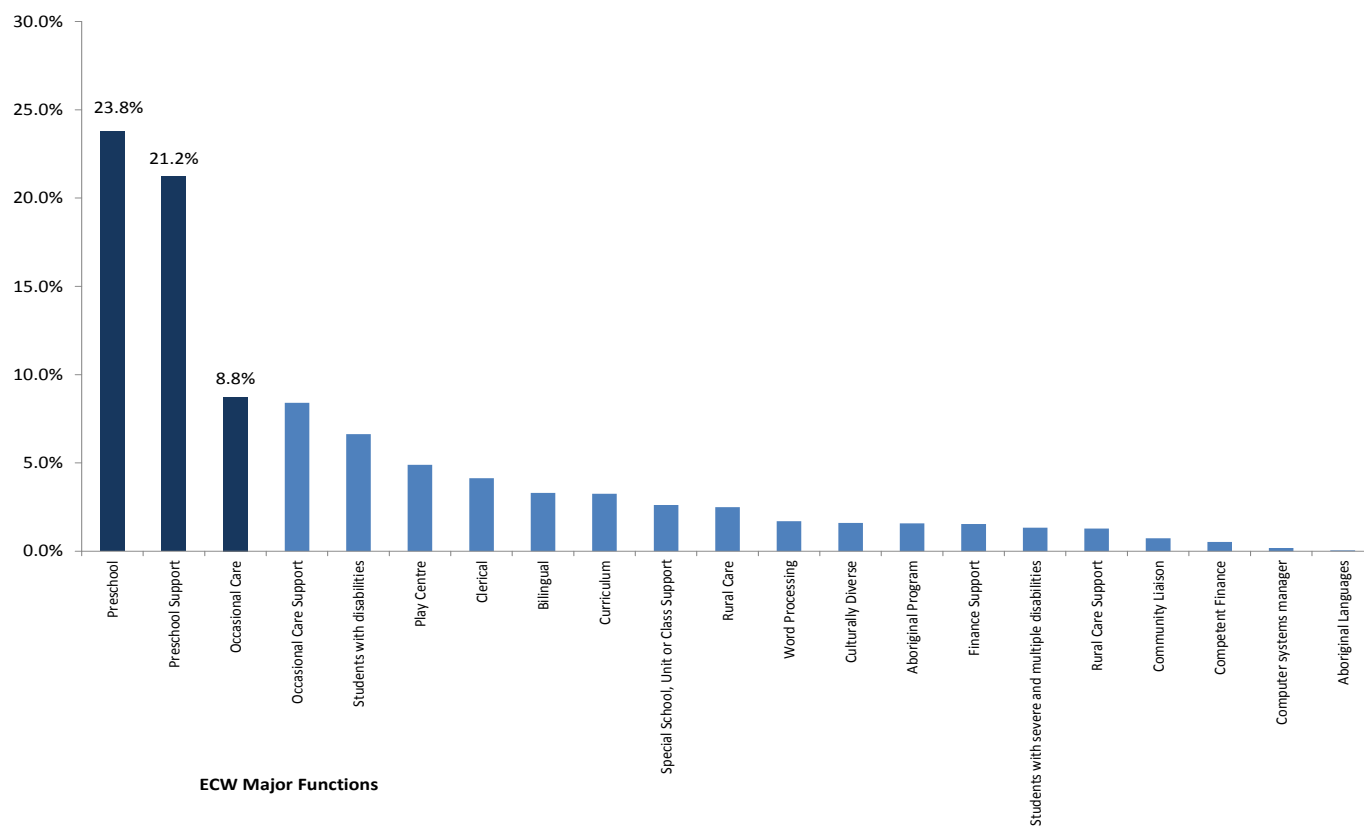


Table 11: ECW Workforce by Major Functions Recorded, June 2016

Number of ECW Major Functions Recorded	Person Count	% of total
None *	14	1.3%
1	145	13.2%
2-4	645	58.6%
5-9	288	26.2%
10+	9	0.8%
<b>TOTAL</b>	<b>1,101</b>	<b>100.0%</b>

\* these ECWs may have other major functions recorded but no ECWs major functions. Otherwise they may be on leave and therefore not have any major functions.

## For Further Information

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A copy of the report can be found at

<https://www.decd.sa.gov.au/department/research-and-data/workforce-reports/workforce-profiles>