

DECD Early Childhood Workers (ECW) – Summary

Issue 6 – June 2017

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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 2017.

Source: Data presented in this report is based on the June 2017 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 P&C.

Overview

Key characteristics of the workforce include:

- 1148 employees were employed by the department or 625.8 full time equivalents (FTEs).
- The average age of the workforce was 44 years, and almost half (49.9%) of the workforce were aged forty-five years and over.
- 121 or 10.5% worked full time and 1027 or 89.5% were part time employees.
- 98.3% of employees were female, while 1.7% were male.
- 42 employees indicated that they were of Aboriginal descent. This represents 3.7% of the ECW workforce and exceeds the state government strategic plan target (2%).
- 16 employees were on unpaid leave (in addition to the 1148 employees stated above).
- 31 employees separated during 2016/2017 (including contract expired).¹

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



Comparison between 2013 and 2017 Employees

As indicated in the table below the majority of employee demographics for ECWs show a gradual upward trend since 2013.

Table 1: ECW Workforce Demographics over last 5 years

Trend Over the Last 5 Years	Average		2013	2014	2015	2016	2017	% change since 2013
	1,075	Persons	1,050	1,014	1,060	1,101	1,148	9.3%
	570	FTE	538.8	529.0	552.5	602.5	625.8	16.1%
	1,058	Females (Persons)	1,033	998	1,047	1,084	1,129	9.3%
	16	Males (Persons)	17	16	13	17	19	11.8%
	103	Full-time (Persons)	89	92	93	122	121	36.0%
	971	Part-time (Persons)	961	922	967	979	1,027	6.9%
	38	Aboriginal Employees	35	33	40	42	42	20.0%
	44	Average Age	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 (76.6%) were employed as ECW Level 1, followed by ECW Level 2 (22.9%). Since 2013, there has been an upwards trend for both ECW Level 1 and ECW Level 2.

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

Trend Over the Last 5 Years	Average		2013	2014	2015	2016	2017	% change since 2013
	828.2	ECW Level 1	816	784	808	854	879	7.7%
	241.0	ECW Level 2	225	225	250	242	263	16.9%
	2.0	ECW Level 3	2	2	2	2	2	0.0%
	3.4	ECW Trainees	7	3	0	3	4	-42.9%

Analysis of classification by gender shows:

- The majority of female employees (862 or 76.4%) are employed as Early Childhood Workers Level 1
- The majority of male employees (17 or 89.5%) are also employed as Early Childhood Workers Level 1.
- Only females were employed as Early Childhood Workers Level 3 and trainees.

Table 3: ECW Workforce by Classification by Gender, June 2017

Classification	Female	% of total female	Male	% of total male
Early Childhood Worker Level 1	862	76.4%	17	89.5%
Early Childhood Worker Level 2	261	23.1%	2	10.5%
Early Childhood Worker Level 3	2	0.2%	0	0.0%
Early Childhood Worker Trainees	4	0.4%	0	0.0%
TOTAL	1,129	100.0%	19	100.0%

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.

89.5% 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 6.9% since 2013 while full-time early childhood workers has increased by 36% over the same period.

Of those ECW employees that are part-time (1027) further analysis shows:

- The majority (28.7%) are working between 0.50 and < 0.70 FTE, followed by those working between 0.70 and <0.98 FTE (25.3%). Over half (54%) of all part time ECWs are working half time (0.5 FTE) or more.
- Significantly fewer employees (7.4%) are working less than 0.10 FTE.

Table 4: Part Time ECW Workforce by FTE grouping and Gender, June 2017

FTE Grouping	Female	Male	Total	% of Total PT
< 0.10	73	3	76	7.4%
0.10 to < 0.30	183	3	186	18.1%
0.30 to < 0.50	207	3	210	20.5%
0.50 to < 0.70	291	4	295	28.7%
0.70 to < 0.98	255	5	260	25.3%
TOTAL	1009	18	1027	100.0%

- The largest proportion of part-time ECW's (employees working less than 0.98 FTE) by classification level were Early Childhood Workers Level 1 (78.3%).
- Although significantly lower in number, the largest proportion of full-time ECW's was also for Early Childhood Workers Level 1 (62%).

Table 5: ECW Workforce by time worked and Classification, June 2017

Classification	Full-Time	% FT	Part-Time	% PT
ECW Level 1	75	62.0%	804	78.3%
ECW Level 2	41	33.9%	222	21.6%
ECW Level 3	1	0.8%	1	0.1%
ECW Trainees	4	3.3%	0	0.0%
TOTAL	121	100.0%	1027	100.0%

Age and Gender Profile

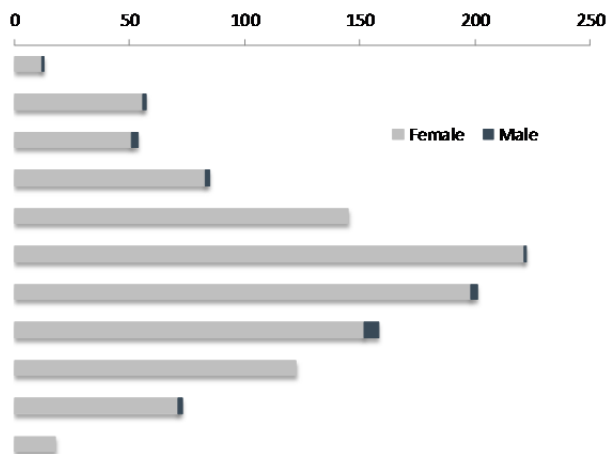
The average age of employees as at June has remained constant at 44 years over the reporting period. At June 2017 the average age of females was 44 years and males were 42 years.

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

At June 2017 females were prominent in all age brackets with the highest percentage aged between 40-44 years (19.6%). By comparison the highest percentage of males (31.6%) was aged between 50-54 years.

Table 6: ECW Workforce Age Bracket by Gender, June 2017

Age Bracket	Female	Male	Total	% of Total
15-19	12	1	13	1.1%
20-24	56	1	57	5.0%
25-29	51	3	54	4.7%
30-34	83	2	85	7.4%
35-39	145	0	145	12.6%
40-44	221	1	222	19.3%
45-49	198	3	201	17.5%
50-54	152	6	158	13.8%
55-59	122	0	122	10.6%
60-64	71	2	73	6.4%
65+	18	0	18	1.6%
TOTAL	1129	19	1148	100.0%



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

- Females represented 98.3% of ECW employees which is significantly higher than the whole DECD workforce (77.0%) or the SSO workforce (86.7%).

Changes in gender composition since 2013 shows:

- A 9.3% increase in females compared to an increase of 11.8% for males (from 17 to 19 employees). For males, although low in number, this is significantly higher than the whole DECD workforce, where there has been a decrease of 3.7% since 2013.

Figure 1A: Growth in Female ECWs, 2013 - 2017

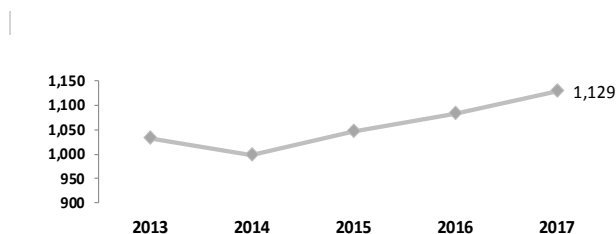
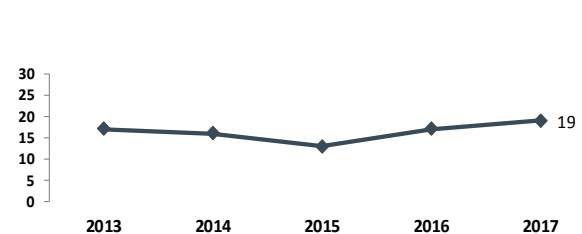


Figure 1B: Growth in Male ECWs, 2013 - 2017



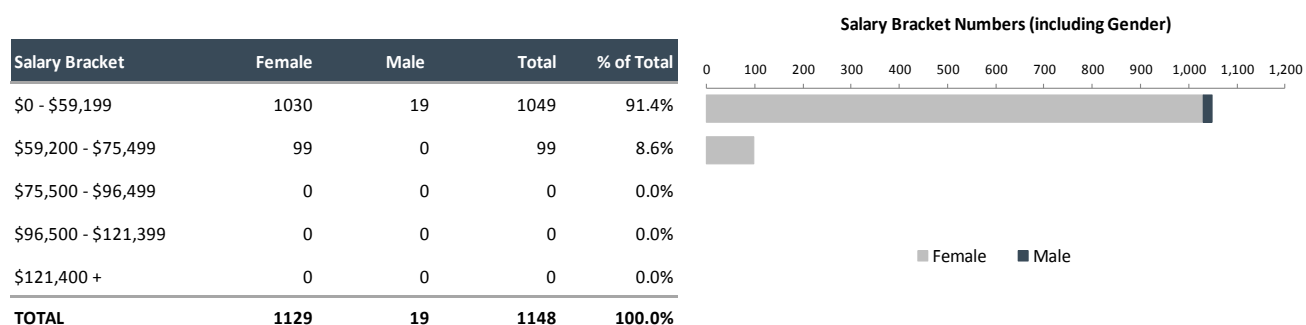
Note different scales are used for female and male comparisons.

Salary Profile (Full Time Equivalent)

The highest proportion of employees (91.4%) recorded a salary between \$0 and \$59,199.

The total male ECW workforce recorded a salary between \$0 and \$59,199 compared to 91.2% of females. No ECWs recorded a salary higher than \$75,500.

Table 7: ECW Workforce by Salary Bracket and Gender, June 2016



Temporary and Permanent Profile

A total of 18.9% of the ECW workforce was permanent in June 2017. Between 2013 and 2017 the percentage of permanent ECWs decreased by 0.7%.

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

Trend Over the Last 5 Years	Average	2013	2014	2015	2016	2017	% change since 2013
	279.4	280	273	287	279	278	-0.7%
	1109.4	1,067	1,076	1,083	1,126	1,195	12.0%

Employees at ECW Level 2 had the highest proportion of permanency (39.9%). By comparison approximately 86.3% of the temporary workforce was employed at the ECW Level 1.

Table 9: ECW Workforce by Temporary/Permanent by Classification, June 2017

Classification	Number of Permanent	Number of Temporary	Total	% of permanent employees
ECW Level 1	161	1,014	1,175	13.7%
ECW Level 2	116	175	291	39.9%
ECW Level 3	1	1	2	50.0%
ECW Trainees	0	5	5	0.0%
TOTAL	278	1195	1473	18.9%

Highest Qualification Held Profile ²

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 8.9% in 2016 to 7.1% in 2017.

A total of 1,066 or 92.9% of employees are recorded as having a qualification.

The qualification with the highest percentage is a Diploma with 40.5%, followed by Certificate III (36.8%).

Over half of the ECW workforce (52.9%) hold a qualification of Diploma or higher.

Table 10: ECW Workforce by Highest Qualification Type Held, June 2017

Qualification Type (Highest Held)	Female	Male	Total	% of total
Certificate I	0	0	0	0.0%
Certificate II	4	0	4	0.4%
Certificate III	416	6	422	36.8%
Certificate IV	32	0	32	2.8%
Diploma (or former Associate Diploma)	460	5	465	40.5%
Advanced Diploma / Associate Degree	20	0	20	1.7%
Bachelor Degree	75	4	79	6.9%
Bachelor Degree with Honours / Graduate Certificate / Graduate Diploma (including Vocational)	27	1	28	2.4%
Masters Degree	15	1	16	1.4%
Doctoral Degree	0	0	0	0.0%
No Qualification recorded or Inadequately Described / Not Known	80	2	82	7.1%
TOTAL	1,129	19	1,148	100.0%

ECW Major Functions Profile ³

Key ECW workforce major functions patterns include:

- The majority of ECWs (43.8%) have a major function of either Preschool or Preschool Support, followed by Occasional Care or Occasional Care support (16.8%). This is consistent with patterns shown in 2016.
- The average number of ECW major functions recorded per ECW employee was four.
- The ECW workforce displays a very high level of diversity represented with over four out of five employees (84.2%) being able to perform/or currently performing more than 1 major function
- Less than one in seven employees (15.3%) have only one major function recorded.
- Over half of ECWs (53.1%) have between 2 and 4 major functions recorded, with almost a third (30.2%) having 5 to 9 major functions recorded.
- Only 0.5% of ECW employees (6 individuals) have no ECW major functions recorded. This has reduced by almost half compared to 2016.

² ECW employees are counted once regardless of how many qualifications they hold. The highest qualification held is determined by the Australian Qualifications Framework.

³ Major functions included are only those applicable to ECWs and not any other ancillary job type. 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 if they have more than one major function recorded.

Figure 3: ECW Workforce by Major Functions, June 2017

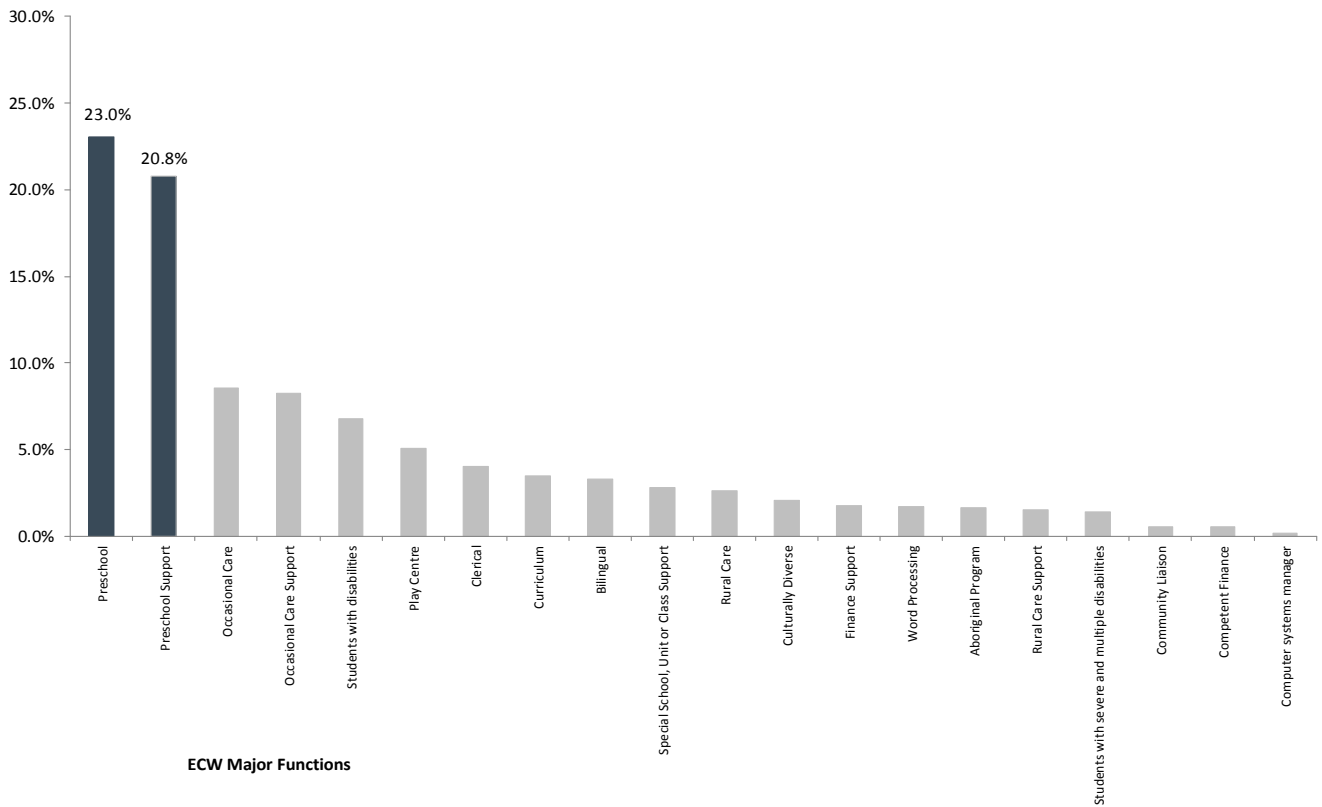


Table 11: ECW Workforce by Major Functions Recorded, June 2017

Number of ECW Major Functions Recorded	Person Count	% of total
None *	6	0.5%
1	176	15.3%
2-4	609	53.1%
5-9	347	30.2%
10+	10	0.9%
TOTAL	1,148	100.0%

* 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.

Portfolio Profile

The following tables provide a comparative analysis of key workforce demographics across DECD Portfolios.

Table 12 ECW Workforce by Portfolio demographics

Portfolio	FTE	Persons	Full-Time	Part-Time	Female	Male	ATSI	Average age	<30 years	30-49 years	50+ years
Berri	13.1	24	0	24	24	0	0	42	5	12	7
Felixstow 1	33.4	62	<5	58	61	<5	<5	49	<5	29	31
Felixstow 2	38.6	61	6	55	58	<5	0	46	<5	38	21
Flinders Park 1	10.5	17	<5	14	17	0	0	44	<5	11	5
Flinders Park 2	42.4	66	18	48	65	<5	<5	44	10	34	22
Gawler	34.4	63	<5	62	62	<5	0	45	6	33	24
Kadina	18.7	31	<5	28	31	0	<5	42	7	16	8
Mount Barker 1	26.2	45	8	37	45	0	0	45	0	33	12
Mount Barker 2	26.1	48	7	41	47	<5	0	49	<5	22	24
Mount Gambier	20.1	35	<5	32	35	0	<5	41	<5	23	8
Murray Bridge	24.3	48	<5	44	48	0	<5	42	8	27	13
Noarlunga 1	28.2	62	<5	60	61	<5	7	44	7	36	19
Noarlunga 2	37.0	62	7	55	62	0	<5	46	<5	39	21
Para Hills 1	33.6	56	8	48	54	<5	<5	43	6	36	14
Para Hills 2	44.6	72	5	67	72	0	<5	45	<5	44	24
Para Hills 3	32.5	51	9	42	51	0	0	46	0	34	17
Para Hills 4	23.4	34	7	27	34	0	<5	46	<5	18	13
Port Lincoln	37.0	74	<5	70	73	<5	6	42	17	33	24
Port Pirie	27.7	50	<5	48	49	<5	0	40	8	31	11
Whyalla	30.1	52	<5	48	49	<5	7	40	12	29	11
Other ⁴	43.9	135	16	119	131	<5	5	44	18	75	42
TOTAL	625.8	1148	121	1027	1129	19	42	N/A	124	653	371
% or average of Early Childhood Worker workforce	29.8	55	10.5%	89.5%	98.3%	1.7%	3.7%	44 years	10.8%	56.9%	32.3%

Note: Includes employees active or on paid leave only

⁴ Other includes Administrative and Educational locations that are non-school or preschool sites.

Table 13 ECW Workforce by Portfolio and employment characteristics

Portfolio	Permanent	Temporary	Separations	Unpaid leave
Berri	5	32	0	0
Felixstow 1	20	46	<5	<5
Felixstow 2	23	40	<5	0
Flinders Park 1	<5	16	0	0
Flinders Park 2	26	45	0	<5
Gawler	13	56	<5	<5
Kadina	8	25	<5	0
Mount Barker 1	13	35	<5	0
Mount Barker 2	13	39	0	0
Mount Gambier	5	42	0	<5
Murray Bridge	10	48	<5	0
Noarlunga 1	13	58	<5	0
Noarlunga 2	14	54	<5	<5
Para Hills 1	10	53	<5	<5
Para Hills 2	13	67	<5	0
Para Hills 3	18	40	0	<5
Para Hills 4	10	29	<5	<5
Port Lincoln	15	74	<5	<5
Port Pirie	12	47	0	<5
Whyalla	13	46	<5	0
Other ⁴	22	303	<5	0
TOTAL	278	1195	31	16
% of Early Childhood Worker workforce	18.9%	81.1%	N/A	N/A

⁴ Other includes Administrative and Educational locations that are non-school or preschool sites.

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>

