

Department for Education early childhood workers (ECW) – summary

Issue 7 – June 2018

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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 2018.

Source: Data presented in this report is based on the June 2018 Workforce Information Collection prepared for the Department of the 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 Department for Education publications sourced directly from the HRM system.

Notes:

Where the term “contingent” is used within this document it is to be noted that this refers to employees who are employed on a non-permanent basis.

“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:

- 1149 Early childhood worker’s (ECW’s) were employed by the department or 635.3 full time equivalents (FTEs).
- The average age of the workforce was 45 years, and over half (52.2%) of the workforce were aged forty-five years and over.
- 119 or 10.4% worked full time and 1030 or 89.6% were part time employees.
- 98.2% of employees were female, while 1.8% were male.
- 41 employees indicated that they were of Aboriginal descent. This represents 3.6% of the ECW workforce, which exceeds the overall department representation of 2.5%.
- 23 employees were on unpaid leave (in addition to the 1149 employees stated above).
- 30 employees separated during 2017/2018 (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 2014 and 2018 employees

As indicated in the table below the majority of employee characteristics for ECWs show a gradual upward trend since 2014.

Table 1: ECW workforce characteristics over last 5 years

Trend over the last 5 years	Average		2014	2015	2016	2017	2018	% change since 2014
	1,094	Persons	1,014	1,060	1,101	1,148	1,149	13.3%
	589	FTE	529.0	552.5	602.5	625.8	635.3	20.1%
	1,077	Females (persons)	998	1,047	1,084	1,129	1,128	13.0%
	17	Males (persons)	16	13	17	19	21	31.3%
	109	Full time (persons)	92	93	122	121	119	29.3%
	985	Part time (persons)	922	967	979	1,027	1,030	11.7%
	40	Aboriginal employees	33	40	42	42	41	24.2%
	44	Average age	44	44	44	44	45	2.3%

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.

The highest proportions of employees (75.0%) were employed as ECW Level 1. Since 2014, the ECW level 1 classification has consistently increased until 2018 where there was a decline of 1.9% from the previous year.

Table 2: ECW workforce by classification over the last 5 years

Trend over the last 5 years	Average		2014	2015	2016	2017	2018	% change since 2014
	837.4	ECW level 1	784	808	854	879	862	9.9%
	252.0	ECW level 2	225	250	242	263	280	24.4%
	2.0	ECW level 3	2	2	2	2	2	0.0%
	3.0	ECW trainees	3	0	3	4	5	66.7%

The workforce on unpaid leave as at 30 June 2018 has been included in the below analysis to give a more inclusive representation of the permanent/contingent cohorts. Therefore data presented for the permanent/contingent workforce may vary from other internal Department for Education publications.

Table 3: Permanent/contingent workforce over the last 5 years

Trend over the last 5 years	Average		2014	2015	2016	2017	2018	% change since 2014
	279.6	Permanent (persons)	273	287	279	278	281	2.9%
	1127.6	Contingent (persons)	1,076	1,083	1,126	1,195	1,158	7.6%

The percentage shown above represents the change in totals between 2014 and 2018, NOT the proportion of permanent compared to contingent workforce

Classification and gender profile

Analysis of classification by gender shows:

- The majority of female employees are employed as early childhood workers level 1 (841 or 74.6%).
- All of male employees are also employed as early childhood workers level 1 (21 or 100%).
- Only females were employed as early childhood workers level 2 - 3 and trainees.

Table 4: ECW workforce by classification by gender, June 2018

Classification	Female	% of total female	Male	% of total male
Early childhood worker level 1	841	74.6%	21	100.0%
Early childhood worker level 2	280	24.8%	0	0.0%
Early childhood worker level 3	2	0.2%	0	0.0%
Early childhood worker trainees	5	0.4%	0	0.0%
Total	1,128	100.0%	21	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.

89.6% 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 11.7% since 2014 while full-time early childhood workers has increased by 29.3% over the same period.

Of those ECW employees that are part time (1030) further analysis shows:

- The majority (30.2%) are working between 0.50 and < 0.70 FTE, followed by those working between 0.70 and <0.98 FTE (26.1%). Over half (56.3%) of all part time ECWs are working half time (0.5 FTE) or more.
- Significantly fewer employees (5.4%) are working less than 0.10 FTE; a reduction of 2% from June 2017.

Table 5: Part time ECW workforce by FTE grouping and gender, June 2018

FTE grouping	Female	Male	Total	% of total PT
< 0.10	54	2	56	5.4%
0.10 to < 0.30	189	7	196	19.0%
0.30 to < 0.50	196	2	198	19.2%
0.50 to < 0.70	308	3	311	30.2%
0.70 to < 0.98	263	6	269	26.1%
Total	1010	20	1030	100%

- The largest proportion of part time ECW's (employees working less than 0.98 FTE) by classification level were early childhood workers level 1 (76.6%).
- Although significantly lower in number, the largest proportion of full-time ECW's was also for early childhood workers level 1 (61.3%).

Table 6: ECW workforce by time worked and classification, June 2018

Classification	Full time	% FT	Part time	% PT
ECW level 1	73	61.3%	789	76.6%
ECW level 2	41	34.5%	239	23.2%
ECW level 3	2	1.7%	0	0.0%
ECW trainees	3	2.5%	2	0.2%
Total	119	100.0%	1,030	100.0%

Age and gender profile

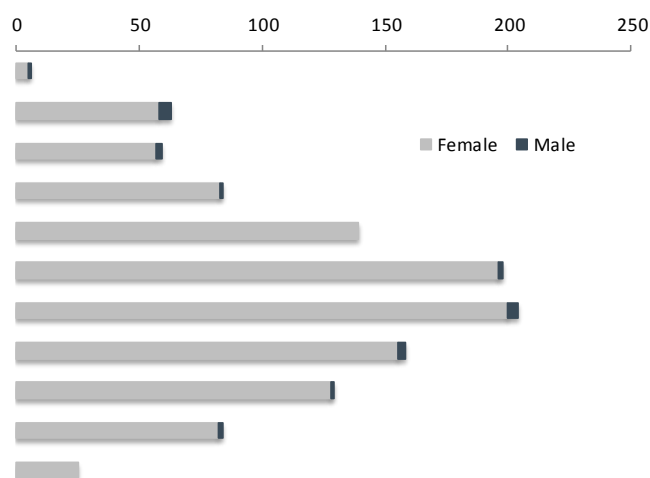
The average age of employees as at June 2018 increased from 44 years to 45 years. At June 2018 the average age of females was 45 years and males were 39 years.

The highest proportions of employees (17.8%) were aged between 45-49 years, followed by 17.2% who are aged 40-44 years.

At June 2018 females were prominent in all age brackets with the highest percentage aged between 45-49 years (17.7%). By comparison the highest percentage of males (23.8%) was aged between 20-24 years.

Table 7: ECW workforce age bracket by gender, June 2018

Age bracket	Female	Male	Total	% of total
15-19	5	1	6	0.5%
20-24	58	5	63	5.5%
25-29	57	2	59	5.1%
30-34	83	1	84	7.3%
35-39	139		139	12.1%
40-44	196	2	198	17.2%
45-49	200	4	204	17.8%
50-54	155	3	158	13.8%
55-59	128	1	129	11.2%
60-64	82	2	84	7.3%
65+	25		25	2.2%
Total	1128	21	1149	100%



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

- Females represented 98.2% of ECW employees which is significantly higher than the whole department workforce (77.0%) or the SSO workforce (86.3%).

Changes in gender composition since 2014 shows:

- A 13.0% increase in females compared to an increase of 31.3% for males (from 16 to 21 employees). For males, although low in number, this is notably higher than the whole department workforce, where there has been a decrease of 2.3% since 2014.

Figure 1A: growth in female ECWs, 2014 - 2018

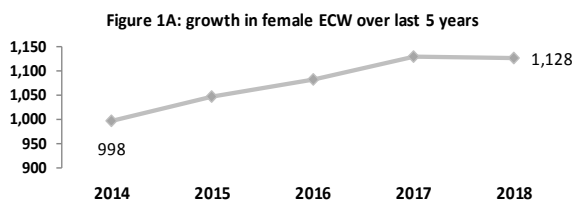
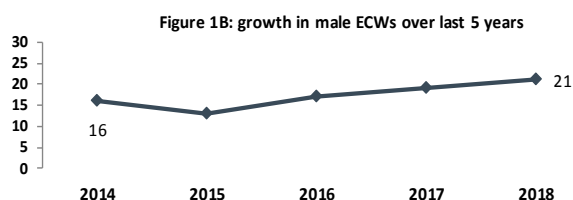


Figure 1B: growth in male ECWs, 2014 - 2018



Note different scales are used for female and male comparisons.

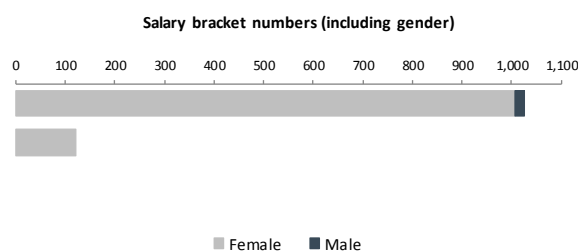
Salary profile (full time equivalent)

The highest proportion of employees (89.4%) recorded salaries between \$0 and \$60,810.

100% of the male ECW workforce recorded salaries between \$0 and \$60,810 compared to 89.2% of females. No ECWs recorded a salary higher than \$77,385.

Table 8: ECW workforce by salary bracket and gender, June 2018

Salary bracket	Female	Male	Total	% of total
\$0 - \$60,810	1006	21	1027	89.4%
\$60,811 - \$77,385	122	0	122	10.6%
\$77,386 - \$99,028	0	0	0	0.0%
\$99,029 - \$125,000	0	0	0	0.0%
\$125,001+	0	0	0	0.0%
Total	1128	21	1149	100.0%



Permanent/contingent workforce

The workforce on unpaid leave as at 30 June 2018 has been included in this analysis to give a more inclusive representation of the permanent/contingent cohorts. Therefore data presented for the permanent/contingent workforce may vary from other internal Department for Education publications.

Employees at ECW Level 2 had the highest proportion of permanency (37.5%). By comparison approximately 82.5% of the contingent workforce was employed at the ECW Level 1.

Table 9: ECW permanent/contingent workforce by classification, June 2018

Classification	Number of permanent	Number of contingent	Total	% of permanent employees
ECW level 1	162	955	1,117	14.5%
ECW level 2	118	197	315	37.5%
ECW level 3	1	1	2	50.0%
ECW trainees	0	5	5	0.0%
Total	281	1158	1439	19.5%



Permanency relates to the status of the employee, not the appointment the employee is holding. At any point in time a proportion of the permanent workforce will be on leave (paid and unpaid) or have been seconded to a non school site. In these instances a vacancy may result. However, the permanent employee still retains the right to permanent employment with the department resulting in the vacancy only being able to be filled on a temporary basis. The overall impact of the permanent workforce taking leave or on secondment is an increase in the temporary workforce to cover many of the vacancies that result.

The impact is illustrated below.

Table 10: ECW permanency rate, June 2018

	June 2018
Permanent	281
Temporary	1158
- minus claim paid ECWs	288
- minus backfill for ECWs who were permanent and on leave	17
- minus backfill for ECWs who were permanent, seconded to a non-school/preschool site and actively employed	1
Revised temporary	852
Total	1133
% Permanent	24.8

N.B. The formula may vary depending on the classification profiled. The totals in table 9 and 10 do not match due to different reporting criteria used for each.

Highest qualification held profile ²

There has been a consistent reduction in the number of employees in the ECW workforce who do not have a qualification recorded in the departmental HRM system, from 8.9% in 2016 and 7.1% in 2017 to 5.5% in 2018.

A total of 1,086 or 94.5% of employees are recorded as having a qualification.

The qualification with the highest percentage is a Diploma with 41.7%, followed by Certificate III (36.3%).

Over half of the ECW workforce (55.4%) hold a qualification of Diploma or higher.

Table 11: ECW workforce by highest qualification type held, June 2018

Qualification type (highest held)	Female	Male	Total	% of total
Certificate I	2		2	0.2%
Certificate II	2		2	0.2%
Certificate III	409	8	417	36.3%
Certificate IV	29		29	2.5%
Diploma (or former Associate diploma)	476	3	479	41.7%
Advanced diploma / Associate degree	18		18	1.6%
Bachelor degree	83	5	88	7.7%
Bachelor degree with honours / Graduate certificate / Graduate diploma (including vocational)	32	2	34	3.0%
Masters degree	16	1	17	1.5%
Doctoral degree	0	0	0	0.0%
No qualification recorded or inadequately described / not known	61	2	63	5.5%
Total	1,128	21	1,149	100%

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

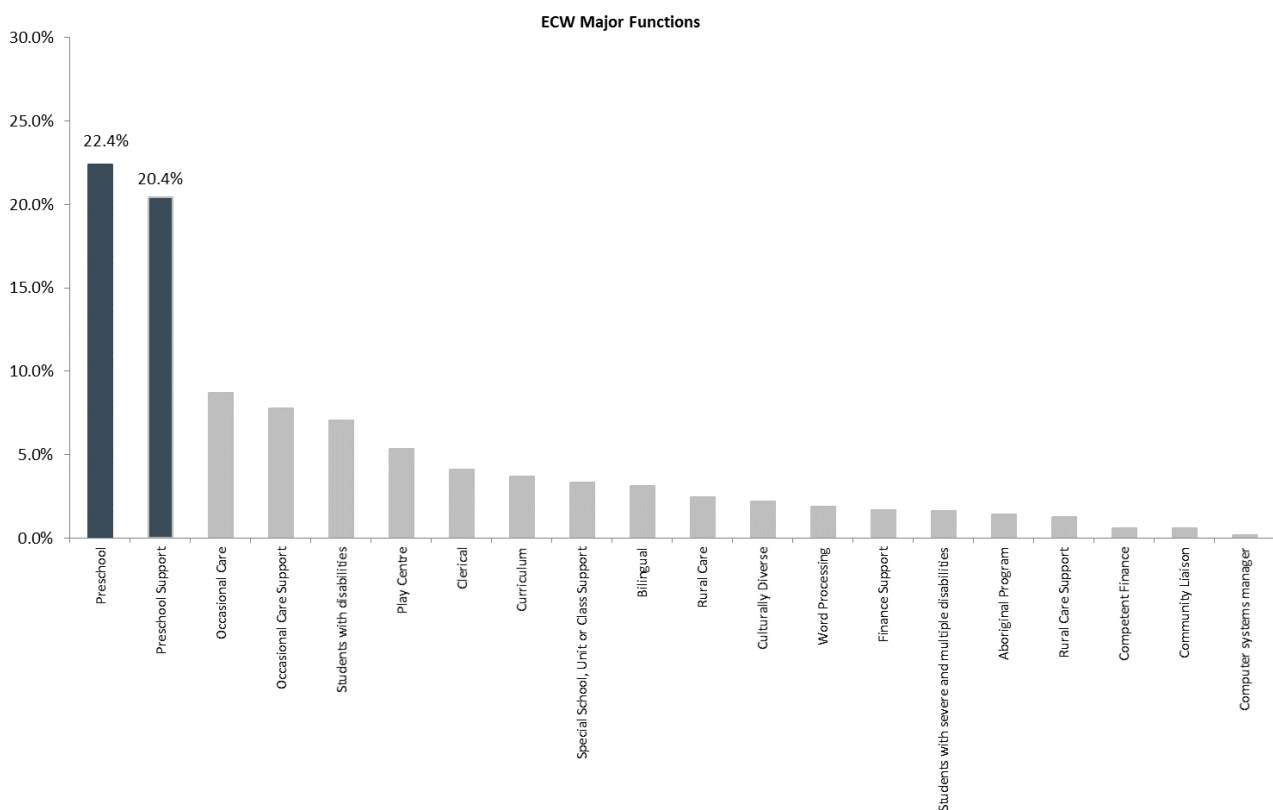


ECW major functions profile ³

Key ECW workforce major functions patterns include:

- The majority of ECWs (42.9%) have a major function of either preschool or preschool support, followed by occasional care or occasional care support (16.5%). This is consistent with patterns shown in 2016 and 2017.
- The average number of ECW major functions recorded per ECW employee was 4.
- The ECW workforce displays a very high level of diversity represented with 84.6% of employees being able to perform/or currently performing more than 1 major function.
- One in seven employees (14.7%) have only one major function recorded.
- Over half of ECWs (51.6%) have between 2 and 4 major functions recorded, with almost a third (31.7%) having 5 to 9 major functions recorded.
- Only 0.7% of ECW employees (8 individuals) have no ECW major functions recorded. This has slightly increased compared to 2017.

Figure 3: ECW workforce by major functions, June 2018



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.



Table 12: ECW workforce by major functions recorded, June 2018

Number of ECW major functions recorded	Person count	% of total
None *	8	0.7%
1	169	14.7%
2-4	593	51.6%
5-9	364	31.7%
10+	15	1.3%
Total	1,149	100%

*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 characteristics across Department for Education portfolios.

Table 13: ECW workforce characteristics by portfolio

Portfolio	FTE	Persons	Full time	Part time	Female	Male	ATSI	Average age	<30 years	30-49 years	50+ years
Berri	10.1	19	0	19	19	0	0	40	<5	11	<5
Felixstow 1	34.7	59	5	54	56	<5	<5	48	<5	24	32
Felixstow 2	39.9	64	<5	60	63	<5	<5	46	<5	42	20
Felixstow 3	16.6	28	<5	27	28	0	0	48	0	15	13
Flinders Park 2	29.5	44	14	30	44	0	<5	44	8	25	11
Flinders Park 3	28.2	46	6	40	44	<5	0	49	<5	19	24
Flinders Park 4	23.1	44	<5	42	42	<5	<5	45	<5	30	12
Gawler 1	26.9	49	<5	48	48	<5	<5	46	<5	28	18
Gawler 2	11.9	20	<5	17	20	0	0	41	5	10	5
Kadina	15.4	23	<5	22	23	0	0	42	5	11	7
Mount Barker 1	12.9	22	<5	20	22	0	0	47	0	16	6
Mount Barker 2	15.7	33	<5	31	32	<5	0	49	<5	14	18
Mount Gambier 1	15.8	30	<5	27	29	<5	0	42	<5	21	7
Mount Gambier 2	13.1	25	0	25	25	0	0	39	<5	16	5
Murray Bridge 1	3.7	9	0	9	9	0	0	46	0	5	<5
Murray Bridge 2	17.6	31	<5	28	31	0	<5	44	8	11	12
Noarlunga 1	17.9	36	<5	34	36	0	0	47	<5	23	12
Noarlunga 2	26.1	49	5	44	49	0	<5	48	<5	30	18
Noarlunga 3	20.2	44	<5	42	44	0	6	42	8	25	11
Noarlunga 4	23.4	34	8	26	34	0	0	46	0	23	11
Para Hills 1	26.3	41	9	32	40	<5	<5	43	<5	26	11
Para Hills 2	30.5	47	7	40	46	<5	<5	47	<5	28	17
Para Hills 3	23.7	35	7	28	35	0	0	47	0	21	14
Para Hills 4	12.9	20	6	14	20	0	0	50	0	8	12
Pirie	16.7	28	<5	25	28	0	<5	42	5	15	8
Port Augusta 1	17.6	33	<5	32	33	0	8	38	11	16	6
Port Augusta 2	18.4	33	<5	32	31	<5	<5	40	7	18	8
Port Lincoln 1	23.2	46	<5	44	46	0	<5	42	10	22	14
Port Lincoln 2	17.1	29	<5	26	28	<5	6	43	7	14	8
Other ⁴	46.3	128	16	112	123	5	<5	44	22	58	48
Total	635.3	1149	119	1030	1128	21	41	N/A	128	625	396
% or average of ECW workforce	21.2	38.3	10.4%	89.6%	98.2%	1.8%	3.6%	45 years	11.1%	54.4%	34.5%

Note: Includes employees active or on paid leave only

⁴ Other includes administrative and educational locations that are non-school or preschool sites.



Table 14: ECW workforce by portfolio and employment characteristics

Portfolio	Permanent	Contingent	Separations	Unpaid leave
Berri	< 5	18	0	0
Felixstow 1	23	40	0	0
Felixstow 2	13	53	< 5	< 5
Felixstow 3	9	23	0	< 5
Flinders Park 2	14	33	< 5	< 5
Flinders Park 3	20	28	0	0
Flinders Park 4	7	39	< 5	0
Gawler 1	12	39	0	0
Gawler 2	< 5	23	< 5	< 5
Kadina	8	17	0	< 5
Mount Barker 1	6	16	< 5	0
Mount Barker 2	8	28	0	0
Mount Gambier 1	6	30	< 5	< 5
Mount Gambier 2	< 5	27	< 5	< 5
Murray Bridge 1	< 5	11	0	0
Murray Bridge 2	8	26	0	0
Noarlunga 1	10	29	< 5	0
Noarlunga 2	12	41	0	< 5
Noarlunga 3	6	40	< 5	< 5
Noarlunga 4	13	23	< 5	< 5
Para Hills 1	7	37	< 5	< 5
Para Hills 2	12	38	< 5	0
Para Hills 3	11	27	< 5	0
Para Hills 4	< 5	19	< 5	< 5
Pirie	< 5	27	< 5	0
Port Augusta 1	5	37	< 5	< 5
Port Augusta 2	13	26	0	< 5
Port Lincoln 1	12	38	< 5	< 5
Port Lincoln 2	< 5	32	< 5	< 5
Other ⁴	25	293	< 5	< 5
Total	281	1158	30	23
% of ECW workforce	20%	80%	3%	2%

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.education.sa.gov.au/department/research-and-data/workforce-reports/workforce-profiles>