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**Table 1.1.1: Size of ECEC workforce in the National ECEC Workforce Census (a)**

	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total	Total %
NSW	7,613	23,238	4,649	499	4,730	4,016	44,744	32.1%
Vic	7,294	14,513	3,276	477	4,104	2,453	32,116	23.1%
Qld	1,920	16,888	3,255	426	3,570	3,670	29,729	21.4%
SA	2,648	4,540	796	77	1,633	1,935	11,630	8.4%
WA	4,080	5,001	629	201	847	980	11,737	8.4%
Tas	1,071	1,446	499	117	428	368	3,929	2.8%
NT	371	709	169	0	239	252	1,740	1.2%
ACT	479	1,640	302	22	722	396	3,562	2.6%
Total	25,475	67,975	13,575	1,819	16,273	14,069	139,187	100.0%
<b>Total %</b>	<b>18.3%</b>	<b>48.8%</b>	<b>9.8%</b>	<b>1.3%</b>	<b>11.7%</b>	<b>10.1%</b>	<b>100.0%</b>	

(a) Totals may not equal the sum of components due to rounding of weighted data.

**Table 1.2.1: Age, Gender and Indigenous status by service type - Australia (a) (b)**

	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Age group</b>	<b>Percentage</b>						
15-19	1.3	6.4	0.2	4.5	11.4	10.6	5.9
20-24	4.5	19.7	1.9	16.4	29.5	31.5	17.6
25-29	6.7	17.1	6.3	13.3	11.3	14.6	13.2
30-34	8.3	12.0	12.1	9.9	7.0	7.7	10.3
35-39	13.7	11.2	16.2	9.8	6.9	6.9	11.2
40-44	16.9	9.7	16.1	8.6	7.6	7.1	11.0
45-49	17.9	8.7	15.3	11.3	8.2	7.4	10.8
50-54	15.6	7.4	13.7	10.2	8.5	6.7	9.6
55 and over	15.2	7.7	18.2	16.1	9.7	7.6	10.4
	<b>Number</b>						
<b>Total specified</b>	<b>23,378</b>	<b>67,545</b>	<b>13,562</b>	<b>1820</b>	<b>16,130</b>	<b>13,862</b>	<b>136,297</b>
Total not specified	2,097	430	14	0	143	207	2890
<b>Gender</b>	<b>Percentage</b>						
Male	3.6	2.6	1.1	2.0	15.4	17.3	5.6
Female	96.4	97.4	98.9	98.0	84.6	82.7	94.4
	<b>Number</b>						
<b>Total specified</b>	<b>25,168</b>	<b>67,918</b>	<b>13,572</b>	<b>1820</b>	<b>16,268</b>	<b>14,050</b>	<b>138,795</b>
Total not specified	307	56	4	0	5	19	392
<b>Indigenous status</b>	<b>Percentage</b>						
Yes	3.2	1.8	0.8	2.2	2.1	2.4	2.1
No	96.8	98.2	99.2	97.8	97.9	97.6	97.9
	<b>Number</b>						
<b>Total specified</b>	<b>22,731</b>	<b>54,426</b>	<b>11,633</b>	<b>1362</b>	<b>12,966</b>	<b>11,058</b>	<b>114,176</b>
Total not specified	2,744	13,549	1,943	458	3,307	3,011	25,011
<b>TOTAL STAFF</b>	<b>25,475</b>	<b>67,975</b>	<b>13,576</b>	<b>1820</b>	<b>16,273</b>	<b>14,069</b>	<b>139,187</b>

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Services were asked to report the Indigenous status, i.e. the Aboriginal or Torres Strait Islander origin, of each worker.



**Table 1.2.2: Age, Gender and Indigenous status by service type - New South Wales (a) (b)**

	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Age group</b>	<b>Percentage</b>						
15-19	2.1	5.8	0.1	5.8	9.6	7.7	5.2
20-24	5.6	20.3	1.6	15.2	29.8	31.2	17.9
25-29	6.5	16.2	6.2	12.8	11.7	15.4	13.0
30-34	8.0	11.3	11.4	10.4	7.8	9.2	10.2
35-39	14.3	11.2	16.8	7.5	7.7	7.5	11.5
40-44	17.0	9.8	16.5	9.6	7.3	7.0	11.2
45-49	18.7	9.2	16.2	13.9	7.6	7.2	11.2
50-54	14.5	8.0	13.5	8.2	8.6	7.2	9.6
55 and over	13.2	8.1	17.8	16.6	9.8	7.5	10.2
	<b>Number</b>						
<b>Total specified</b>	<b>7,076</b>	<b>23,131</b>	<b>4,642</b>	<b>499</b>	<b>4,674</b>	<b>3,987</b>	<b>44,009</b>
Total not specified	537	108	7	0	55	28	735
<b>Gender</b>	<b>Percentage</b>						
Male	np	np	np	np	np	np	5.4
Female	np	np	np	np	np	np	94.6
	<b>Number</b>						
<b>Total specified</b>	<b>7,546</b>	<b>23,221</b>	<b>4,648</b>	<b>499</b>	<b>4,726</b>	<b>4,014</b>	<b>44,654</b>
Total not specified	67	17	1	0	4	1	91
<b>Indigenous status</b>	<b>Percentage</b>						
Yes	4.3	1.9	0.8	2.3	2.1	2.8	2.3
No	95.7	98.1	99.2	97.7	97.9	97.2	97.7
	<b>Number</b>						
<b>Total specified</b>	<b>6,734</b>	<b>19,409</b>	<b>4,051</b>	<b>407</b>	<b>3,894</b>	<b>3,269</b>	<b>37,765</b>
Total not specified	879	3,829	598	92	835	746	6,979
<b>TOTAL STAFF</b>	<b>7,613</b>	<b>23,238</b>	<b>4,649</b>	<b>499</b>	<b>4,729</b>	<b>4,016</b>	<b>44,744</b>

np: Not available for publication for confidentiality reasons.

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Services were asked to report the Indigenous status, i.e. the Aboriginal or Torres Strait Islander origin, of each worker.

**Table 1.2.3: Age, Gender and Indigenous status by service type - Victoria (a) (b)**

	PS	LDC	FDC	IHC& OCC	OSHC	VAC	Total
<b>Age group</b>	<b>Percentage</b>						
15-19	0.8	3.6	0.3	2.6	9.4	9.4	3.8
20-24	4.8	18.4	1.9	13.1	31.5	39.0	17.0
25-29	7.7	17.7	4.9	19.9	9.4	15.8	13.0
30-34	9.4	12.8	10.4	11.8	6.5	6.8	10.5
35-39	13.5	11.4	14.8	11.1	6.1	5.7	11.1
40-44	16.7	10.8	17.7	10.0	7.5	6.0	12.0
45-49	17.1	9.0	16.3	8.0	9.0	5.7	11.2
50-54	15.1	8.3	14.6	10.5	10.4	5.3	10.5
55 and over	14.9	8.1	19.1	13.1	10.2	6.4	10.9
	<b>Number</b>						
<b>Total specified</b>	<b>6,648</b>	<b>14,441</b>	<b>3,275</b>	<b>477</b>	<b>4,098</b>	<b>2,422</b>	<b>31,361</b>
Total not specified	645	72	1	0	6	31	755
<b>Gender</b>	<b>Percentage</b>						
Male	np	np	np	np	np	np	5.2
Female	np	np	np	np	np	np	94.8
	<b>Number</b>						
<b>Total specified</b>	<b>7,184</b>	<b>14,505</b>	<b>3,276</b>	<b>477</b>	<b>4,102</b>	<b>2,453</b>	<b>31,997</b>
Total not specified	110	8	0	0	1	0	119
<b>Indigenous status</b>	<b>Percentage</b>						
Yes	0.8	0.6	0.5	0.0	0.7	0.7	174.0
No	99.2	99.4	99.5	100.0	99.3	99.3	99.3
	<b>Number</b>						
<b>Total specified</b>	<b>6,534</b>	<b>11,733</b>	<b>2,889</b>	<b>298</b>	<b>3,252</b>	<b>1,876</b>	<b>26,582</b>
Total not specified	760	2,779	387	179	852	577	5,534
<b>TOTAL STAFF</b>	<b>7,294</b>	<b>14,513</b>	<b>3,276</b>	<b>477</b>	<b>4,104</b>	<b>2,453</b>	<b>32,116</b>

np: Not available for publication for confidentiality reasons.

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Services were asked to report the Indigenous status, i.e. the Aboriginal or Torres Strait Islander origin, of each worker.

**Table 1.2.4: Age, Gender and Indigenous status by service type - Queensland (a) (b)**

	PS	LDC	FDC	IHC& OCC	OSHC	VAC	Total
<b>Age group</b>	<b>Percentage</b>						
15-19	2.0	7.8	0.3	6.4	14.6	13.6	8.1
20-24	2.1	19.3	2.1	21.1	27.3	29.0	18.5
25-29	5.6	18.4	8.0	10.0	12.3	14.2	15.1
30-34	9.1	12.8	15.3	6.7	6.3	6.9	11.2
35-39	17.8	11.9	16.8	10.3	6.1	5.6	11.3
40-44	17.8	8.7	14.6	6.0	7.6	7.3	9.6
45-49	17.3	8.1	13.1	9.4	9.2	8.6	9.4
50-54	14.0	6.4	13.1	11.5	7.0	6.6	7.8
55 and over	14.3	6.6	16.6	18.7	9.6	8.2	8.9
	<b>Number</b>						
<b>Total specified</b>	<b>1,795</b>	<b>16,734</b>	<b>3,251</b>	<b>426</b>	<b>3,546</b>	<b>3,611</b>	<b>29,364</b>
Total not specified	125	153	4	0	24	59	365
<b>Gender</b>	<b>Percentage</b>						
Male	np	np	np	np	np	np	5.0
Female	np	np	np	np	np	np	95.0
	<b>Number</b>						
<b>Total specified</b>	<b>1,904</b>	<b>16,871</b>	<b>3,252</b>	<b>426</b>	<b>3,570</b>	<b>3,654</b>	<b>29,676</b>
Total not specified	16	17	3	0	0	17	52
<b>Indigenous status</b>	<b>Percentage</b>						
Yes	5.2	2.9	1.0	2.6	3.6	4.1	3.1
No	94.8	97.1	99.0	97.4	96.4	95.9	96.9
	<b>Number</b>						
<b>Total specified</b>	<b>1,643</b>	<b>12,665</b>	<b>2,457</b>	<b>350</b>	<b>2,724</b>	<b>2,682</b>	<b>22,522</b>
Total not specified	277	4,222	798	76	846	988	7,207
<b>TOTAL STAFF</b>	<b>1,920</b>	<b>16,888</b>	<b>3,255</b>	<b>426</b>	<b>3,570</b>	<b>3,670</b>	<b>29,729</b>

np: Not available for publication for confidentiality reasons.

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Services were asked to report the Indigenous status, i.e. the Aboriginal or Torres Strait Islander origin, of each worker.

**Table 1.2.5: Age, Gender and Indigenous status by service type - South Australia (a) (b)**

	PS	LDC	FDC	IHC& OCC	OSHC	VAC	Total
<b>Age group</b>	<b>Percentage</b>						
15-19	1.0	4.3	0.0	3.9	8.3	9.0	4.6
20-24	3.2	17.3	1.8	29.9	28.8	30.0	17.0
25-29	5.4	15.6	3.8	11.7	11.0	12.5	11.4
30-34	7.5	12.6	8.0	14.3	6.2	6.9	9.3
35-39	12.9	12.1	12.3	10.4	8.1	8.3	11.1
40-44	17.1	11.9	14.2	3.9	8.4	7.9	11.9
45-49	18.8	9.6	17.7	10.4	9.3	8.2	11.9
50-54	16.8	8.3	16.1	2.6	9.8	8.9	10.9
55 and over	17.2	8.4	26.1	13.0	10.1	8.5	11.8
	<b>Number</b>						
<b>Total specified</b>	<b>2,428</b>	<b>4,535</b>	<b>796</b>	<b>77</b>	<b>1,625</b>	<b>1,856</b>	<b>11,318</b>
Total not specified	220	6	0	0	8	78	312
<b>Gender</b>	<b>Percentage</b>						
Male	np	np	np	np	np	np	6.9
Female	np	np	np	np	np	np	93.1
	<b>Number</b>						
<b>Total specified</b>	<b>2,592</b>	<b>4,537</b>	<b>796</b>	<b>77</b>	<b>1,633</b>	<b>1,933</b>	<b>11,569</b>
Total not specified	56	3	0	0	0	1	60
<b>Indigenous status</b>	<b>Percentage</b>						
Yes	np	0.9	np	4.5	0.8	1.1	1.4
No	np	99.1	np	95.5	99.2	98.9	98.6
	<b>Number</b>						
<b>Total specified</b>	<b>2,441</b>	<b>3,659</b>	<b>795</b>	<b>44</b>	<b>1,385</b>	<b>1,617</b>	<b>9,941</b>
Total not specified	207	881	1	33	248	318	1,688
<b>TOTAL STAFF</b>	<b>2,648</b>	<b>4,540</b>	<b>796</b>	<b>77</b>	<b>1,633</b>	<b>1,935</b>	<b>11,630</b>

np: Not available for publication for confidentiality reasons.

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Services were asked to report the Indigenous status, i.e. the Aboriginal or Torres Strait Islander origin, of each worker.

**Table 1.2.6: Age, Gender and Indigenous status by service type - Western Australia (a) (b)**

	PS	LDC	FDC	IHC& OCC	OSHC	VAC	Total
<b>Age group</b>	<b>Percentage</b>						
15-19	0.7	13.9	0.0	2.1	14.8	13.8	8.7
20-24	4.1	23.0	0.9	13.4	24.7	26.1	15.8
25-29	6.5	17.4	7.0	10.5	14.1	16.0	12.8
30-34	6.6	10.7	13.1	10.8	6.7	8.3	9.0
35-39	11.4	8.1	20.7	11.3	7.9	8.5	10.0
40-44	17.1	7.5	15.4	9.6	9.4	7.5	11.2
45-49	18.3	7.4	15.5	13.5	7.9	7.4	11.5
50-54	16.7	5.3	11.3	12.9	6.8	5.6	9.6
55 and over	18.5	6.8	16.2	15.9	7.8	6.8	11.4
	<b>Number</b>						
<b>Total specified</b>	<b>3,692</b>	<b>4,956</b>	<b>629</b>	<b>201</b>	<b>830</b>	<b>969</b>	<b>11,276</b>
Total not specified	388	45	0	0	17	11	461
<b>Gender</b>	<b>Percentage</b>						
Male	np	np	np	np	np	np	5.2
Female	np	np	np	np	np	np	94.8
	<b>Number</b>						
<b>Total specified</b>	<b>4,041</b>	<b>4,990</b>	<b>629</b>	<b>201</b>	<b>847</b>	<b>980</b>	<b>11,687</b>
Total not specified	39	11	0	0	0	0	50
<b>Indigenous status</b>	<b>Percentage</b>						
Yes	3.1	1.7	1.3	2.0	3.0	1.1	2.2
No	96.9	98.3	98.7	98.0	97.0	98.9	97.8
	<b>Number</b>						
<b>Total specified</b>	<b>3,745</b>	<b>4,167</b>	<b>606</b>	<b>181</b>	<b>673</b>	<b>832</b>	<b>10,204</b>
Total not specified	334	833	23	20	174	147	1,533
<b>TOTAL STAFF</b>	<b>4,080</b>	<b>5,000</b>	<b>629</b>	<b>201</b>	<b>847</b>	<b>980</b>	<b>11,737</b>

np: Not available for publication for confidentiality reasons.

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Services were asked to report the Indigenous status, i.e. the Aboriginal or Torres Strait Islander origin, of each worker.

**Table 1.2.7: Age, Gender and Indigenous status by service type - Tasmania (a) (b)**

	PS	LDC	FDC	IHC& OCC	OSHC	VAC	Total
<b>Age group</b>	<b>Percentage</b>						
15-19	0.3	4.4	0.2	5.1	3.3	4.3	2.7
20-24	2.5	19.9	3.5	12.3	22.5	24.4	13.8
25-29	5.0	15.0	7.7	8.3	15.1	17.1	11.5
30-34	7.3	10.4	13.7	5.9	10.8	8.9	9.8
35-39	12.4	12.6	15.7	10.2	9.2	9.9	12.2
40-44	15.1	12.0	18.4	9.3	10.7	9.5	13.1
45-49	17.5	8.7	13.2	15.3	7.6	9.5	11.7
50-54	22.6	7.0	12.2	12.5	8.1	7.9	12.0
55 and over	17.2	10.1	15.4	21.0	12.7	8.6	13.1
	<b>Number</b>						
<b>Total specified</b>	<b>954</b>	<b>1,403</b>	<b>499</b>	<b>117</b>	<b>428</b>	<b>368</b>	<b>3,770</b>
Total not specified	117	43	0	0	0	0	160
<b>Gender</b>	<b>Percentage</b>						
Male	np	np	np	np	np	np	6.1
Female	np	np	np	np	np	np	93.9
	<b>Number</b>						
<b>Total specified</b>	<b>1,056</b>	<b>1,446</b>	<b>499</b>	<b>117</b>	<b>428</b>	<b>368</b>	<b>3,915</b>
Total not specified	14	0	0	0	0	0	14
<b>Indigenous status</b>	<b>Percentage</b>						
Yes	1.1	2.5	1.5	9.6	3.4	4.1	2.3
No	98.9	97.5	98.5	90.4	96.6	95.9	97.7
	<b>Number</b>						
<b>Total specified</b>	<b>886</b>	<b>928</b>	<b>425</b>	<b>60</b>	<b>256</b>	<b>265</b>	<b>2,820</b>
Total not specified	185	518	74	57	172	103	1,110
<b>TOTAL STAFF</b>	<b>1,071</b>	<b>1,446</b>	<b>499</b>	<b>117</b>	<b>428</b>	<b>368</b>	<b>3,929</b>

np: Not available for publication for confidentiality reasons.

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Services were asked to report the Indigenous status, i.e. the Aboriginal or Torres Strait Islander origin, of each worker.

**Table 1.2.8: Age, Gender and Indigenous status by service type - Northern Territory (a) (b)**

	PS	LDC	FDC	IHC& OCC	OSHC	VAC	Total
<b>Age group</b>	<b>Percentage</b>						
15-19	1.6	11.8	1.8	-	22.1	15.0	10.8
20-24	4.9	17.6	6.0	-	20.3	23.7	15.4
25-29	12.8	15.6	10.7	-	10.9	16.3	14.0
30-34	10.4	12.0	15.5	-	8.5	6.2	10.7
35-39	16.5	8.7	16.7	-	10.5	12.1	11.7
40-44	13.8	8.5	14.3	-	10.0	10.3	10.6
45-49	11.1	9.7	10.7	-	5.2	5.5	8.8
50-54	19.5	6.3	11.3	-	5.7	4.1	8.9
55 and over	9.4	9.7	13.1	-	6.7	6.8	9.1
	<b>Number</b>						
<b>Total specified</b>	<b>313</b>	<b>705</b>	<b>168</b>	<b>-</b>	<b>239</b>	<b>252</b>	<b>1,677</b>
Total not specified	57	4	1	-	0	0	63
<b>Gender</b>	<b>Percentage</b>						
Male	np	np	np	-	np	np	7.9
Female	np	np	np	-	np	np	92.1
	<b>Number</b>						
<b>Total specified</b>	<b>367</b>	<b>709</b>	<b>169</b>	<b>-</b>	<b>239</b>	<b>252</b>	<b>1,735</b>
Total not specified	4	0	0	-	0	0	4
<b>Indigenous status</b>	<b>Percentage</b>						
Yes	29.1	11.0	np	-	np	5.1	13.7
No	70.9	89.0	np	-	np	94.9	86.3
	<b>Number</b>						
<b>Total specified</b>	<b>346</b>	<b>480</b>	<b>168</b>	<b>-</b>	<b>161</b>	<b>204</b>	<b>1,360</b>
Total not specified	25	229	1	-	78	48	380
<b>TOTAL STAFF</b>	<b>371</b>	<b>709</b>	<b>169</b>	<b>-</b>	<b>239</b>	<b>252</b>	<b>1,740</b>

np: Not available for publication for confidentiality reasons.

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Services were asked to report the Indigenous status, i.e. the Aboriginal or Torres Strait Islander origin, of each worker.

(c) No in home care or occasional care services in the Northern Territory responded to the Services Survey.

**Table 1.2.9: Age, Gender and Indigenous status by service type - Australian Capital Territory (a) (b)**

	PS	LDC	FDC	IHC& OCC	OSHC	VAC	Total
<b>Age group</b>	<b>Percentage</b>						
15-19	0.6	8.6	0.0	0.0	23.2	23.3	11.2
20-24	5.0	22.2	1.6	22.7	41.7	41.5	24.1
25-29	6.6	15.1	4.0	4.5	9.9	7.4	11.0
30-34	10.7	10.7	11.5	13.6	7.0	6.8	9.6
35-39	13.8	9.8	16.7	4.5	3.0	4.5	9.0
40-44	16.0	8.3	13.5	9.1	3.5	2.3	8.2
45-49	17.6	8.1	14.3	27.3	2.2	3.4	8.3
50-54	15.7	8.2	15.5	13.6	2.9	4.0	8.3
55 and over	14.0	9.1	23.0	4.5	6.5	6.8	10.2
	<b>Number</b>						
<b>Total specified</b>	<b>471</b>	<b>1,640</b>	<b>302</b>	<b>22</b>	<b>690</b>	<b>396</b>	<b>3,522</b>
Total not specified	8	0	0	0	32	0	40
<b>Gender</b>	<b>Percentage</b>						
Male	np	np	np	np	np	np	11.5
Female	np	np	np	np	np	np	88.5
	<b>Number</b>						
<b>Total specified</b>	<b>478</b>	<b>1,640</b>	<b>302</b>	<b>22</b>	<b>722</b>	<b>396</b>	<b>3,561</b>
Total not specified	1	0	0	0	0	0	1
<b>Indigenous status</b>	<b>Percentage</b>						
Yes	np	1.2	0.0	0.0	np	0.0	0.7
No	np	98.8	100.0	100.0	np	100.0	99.3
	<b>Number</b>						
<b>Total specified</b>	<b>401</b>	<b>1,383</b>	<b>242</b>	<b>21</b>	<b>621</b>	<b>313</b>	<b>2,982</b>
Total not specified	78	257	60	1	101	83	580
<b>TOTAL STAFF</b>	<b>479</b>	<b>1,640</b>	<b>302</b>	<b>22</b>	<b>722</b>	<b>396</b>	<b>3,562</b>

np: Not available for publication for confidentiality reasons.

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Services were asked to report the Indigenous status, i.e. the Aboriginal or Torres Strait Islander origin, of each worker.



**Table 1.3.1: Hours worked by service type - Australia (a) (b)**

	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
Short part-time (1-19 hours)	45.2	17.8	7.1	31.2	67.8	40.2	29.6
Long part-time (20-34 hours)	30.2	30.6	22.8	32.8	22.9	35.1	29.3
Full-time (35-40 hours)	20.8	49.2	22.3	20.3	8.2	19.4	33.6
Long hours (41+ hours)	3.8	2.4	47.9	15.8	1.1	5.2	7.5
Median hours	21	35	40	28	12	23	30
<b>Specified</b>	<b>21,557</b>	<b>67,872</b>	<b>13,502</b>	<b>1,820</b>	<b>16,214</b>	<b>14,026</b>	<b>134,991</b>
Not specified	3918	103	73	0	59	43	4196
<b>Total</b>	<b>25,475</b>	<b>67,975</b>	<b>13,575</b>	<b>1,820</b>	<b>16,273</b>	<b>14,069</b>	<b>139,187</b>

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Includes workers whose hours of work during the reference week were reported by a service.

**Table 1.3.2: Hours worked by service type - New South Wales (a) (b)**

	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
Short part-time (1-19 hours)	38.4	18.6	6.8	33.3	65.4	39.4	27.4
Long part-time (20-34 hours)	33.9	28.8	25.4	31.4	23.9	31.3	28.9
Full-time (35-40 hours)	24.4	49.3	26.3	26.8	9.3	22.3	36.1
Long hours (41+ hours)	3.3	3.3	41.5	8.5	1.4	7.0	7.6
Median hours	23	36	38	26	14	24	31
<b>Specified</b>	<b>6,297</b>	<b>23,196</b>	<b>4,649</b>	<b>499</b>	<b>4,699</b>	<b>4,006</b>	<b>43,347</b>
Not specified	1316	42	0	0	30	9	1397
<b>Total</b>	<b>7,613</b>	<b>23,238</b>	<b>4,649</b>	<b>499</b>	<b>4,729</b>	<b>4,016</b>	<b>44,744</b>

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Includes workers whose hours of work during the reference week were reported by a service.

**Table 1.3.3: Hours worked by service type - Victoria (a) (b)**

	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
Short part-time (1-19 hours)	44.9	18.0	7.2	34.2	73.6	37.5	31.5
Long part-time (20-34 hours)	29.2	30.9	20.7	33.4	21.3	38.3	28.9
Full-time (35-40 hours)	23.0	49.1	20.9	17.0	4.1	18.2	32.0
Long hours (41+ hours)	2.9	2.0	51.1	15.3	1.0	6.0	7.7
Median hours	22	35	41	26	11	24	30
<b>Specified</b>	<b>6,388</b>	<b>14,467</b>	<b>3,214</b>	<b>477</b>	<b>4,098</b>	<b>2,450</b>	<b>31,093</b>
Not specified	906	46	62	0	6	3	1023
<b>Total</b>	<b>7,294</b>	<b>14,513</b>	<b>3,276</b>	<b>477</b>	<b>4,104</b>	<b>2,453</b>	<b>32,116</b>

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Includes workers whose hours of work during the reference week were reported by a service.

**Table 1.3.4: Hours worked by service type - Queensland (a) (b)**

	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
Short part-time (1-19 hours)	38.9	14.8	7.3	22.4	64.4	38.7	24.3
Long part-time (20-34 hours)	30.2	31.3	23.0	28.8	23.8	38.9	30.3
Full-time (35-40 hours)	24.3	52.2	22.0	17.4	10.9	18.6	37.7
Long hours (41+ hours)	6.6	1.7	47.7	31.4	0.9	3.8	7.6
Median hours	23	36	40	33	14	24	32
<b>Specified</b>	<b>1,497</b>	<b>16,882</b>	<b>3,243</b>	<b>426</b>	<b>3,558</b>	<b>3,670</b>	<b>29,276</b>
Not specified	423	6	12	0	12	0	453
<b>Total</b>	<b>1,920</b>	<b>16,888</b>	<b>3,255</b>	<b>426</b>	<b>3,570</b>	<b>3,670</b>	<b>29,729</b>

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Includes workers whose hours of work during the reference week were reported by a service.

**Table 1.3.5: Hours worked by service type - South Australia (a) (b)**

	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
Short part-time (1-19 hours)	53.6	25.6	7.4	36.4	73.5	50.1	41.2
Long part-time (20-34 hours)	25.0	40.1	19.3	40.3	19.6	35.0	31.7
Full-time (35-40 hours)	16.5	32.4	13.1	16.9	6.5	11.1	20.3
Long hours (41+ hours)	5.0	1.9	60.2	6.5	0.4	3.8	6.8
Median hours	19	30	47	25	10	19	24
<b>Specified</b>	<b>2,308</b>	<b>4,535</b>	<b>796</b>	<b>77</b>	<b>1,624</b>	<b>1,909</b>	<b>11,249</b>
Not specified	340	6	0	0	9	26	381
<b>Total</b>	<b>2,648</b>	<b>4,540</b>	<b>796</b>	<b>77</b>	<b>1,633</b>	<b>1,935</b>	<b>11,630</b>

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Includes workers whose hours of work during the reference week were reported by a service.

**Table 1.3.6: Hours worked by service type - Western Australia (a) (b)**

	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
Short part-time (1-19 hours)	53.2	16.1	7.8	34.7	55.6	33.0	31.9
Long part-time (20-34 hours)	31.1	27.0	23.3	35.6	29.1	33.8	29.0
Full-time (35-40 hours)	12.3	54.6	20.1	20.5	12.6	26.9	33.3
Long hours (41+ hours)	3.5	2.3	48.9	9.2	2.8	6.4	5.8
Median hours	18	37	40	22	17	27	30
<b>Specified</b>	<b>3,422</b>	<b>4,997</b>	<b>629</b>	<b>201</b>	<b>846</b>	<b>977</b>	<b>11,072</b>
Not specified	658	3	0	0	1	3	666
<b>Total</b>	<b>4,080</b>	<b>5,000</b>	<b>629</b>	<b>201</b>	<b>847</b>	<b>980</b>	<b>11,737</b>

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Includes workers whose hours of work during the reference week were reported by a service.

**Table 1.3.7: Hours worked by service type - Tasmania (a) (b)**

	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
Short part-time (1-19 hours)	61.4	28.9	10.0	33.0	67.3	39.2	39.5
Long part-time (20-34 hours)	25.8	37.8	26.3	40.0	22.3	28.0	30.8
Full-time (35-40 hours)	10.9	31.8	21.9	14.8	10.4	30.2	22.5
Long hours (41+ hours)	1.9	1.5	41.8	12.3	0.0	2.6	7.2
Median hours	17	29	39	26	15	24	24
<b>Specified</b>	<b>866</b>	<b>1,446</b>	<b>499</b>	<b>117</b>	<b>428</b>	<b>368</b>	<b>3,725</b>
Not specified	204	0	0	0	0	0	204
<b>Total</b>	<b>1,071</b>	<b>1,446</b>	<b>499</b>	<b>117</b>	<b>428</b>	<b>368</b>	<b>3,929</b>

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Includes workers whose hours of work during the reference week were reported by a service.

**Table 1.3.8: Hours worked by service type - Northern Territory (a) (b)**

	PS	LDC	FDC	IHC & OCC (c)	OSHC	VAC	Total
Short part-time (1-19 hours)	37.0	10.4	1.8	-	45.4	22.7	21.5
Long part-time (20-34 hours)	21.9	21.7	11.2	-	40.0	41.3	26.2
Full-time (35-40 hours)	28.8	64.2	20.1	-	13.6	31.9	41.0
Long hours (41+ hours)	12.4	3.7	66.9	-	1.0	4.1	11.3
Median hours	28	38	50	-	20	30	36
				-			
<b>Specified</b>	<b>335</b>	<b>709</b>	<b>169</b>	<b>-</b>	<b>239</b>	<b>250</b>	<b>1,702</b>
Not specified	36	0	0	-	0	2	38
<b>Total</b>	<b>371</b>	<b>709</b>	<b>169</b>	<b>-</b>	<b>239</b>	<b>252</b>	<b>1,740</b>

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Includes workers whose hours of work during the reference week were reported by a service.

(c) No in home care or occasional care services in the Northern Territory responded to the Services Survey.



**Table 1.3.9: Hours worked by service type - Australian Capital Territory (a) (b)**

	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
Short part-time (1-19 hours)	36.3	14.3	4.4	27.3	76.6	61.9	34.4
Long part-time (20-34 hours)	27.8	26.8	10.3	36.4	15.9	25.0	23.1
Full-time (35-40 hours)	29.5	56.7	7.5	36.4	6.9	9.7	33.4
Long hours (41+ hours)	6.4	2.3	77.8	0.0	0.6	3.4	9.0
Median hours	26	37	65	32	10	15	30
<b>Specified</b>	<b>444</b>	<b>1,640</b>	<b>302</b>	<b>22</b>	<b>722</b>	<b>396</b>	<b>3,527</b>
Not specified	35	0	0	0	0	0	35
<b>Total</b>	<b>479</b>	<b>1,640</b>	<b>302</b>	<b>22</b>	<b>722</b>	<b>396</b>	<b>3,562</b>

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Includes workers whose hours of work during the reference week were reported by a service.

**Table 1.4.1: Highest level of ECEC-related qualifications of paid contact staff, by service type - Australia (a) (b)**

Highest level of qualification completed	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Percentage</b>							
Bachelor degree and above	36.7	9.4	4.5	7.2	9.3	14.2	14.0
Bachelor degree pass 4 years (or equivalent) and above	27.3	6.0	2.8	4.0	6.4	11.0	9.8
Bachelor degree pass 3 years (or equivalent)	9.4	3.4	1.7	3.2	2.9	3.1	4.2
Advanced Diploma / Diploma	17.4	31.9	16.0	23.8	18.0	17.0	24.6
Certificate III / IV	17.3	35.2	36.0	28.4	19.9	19.5	28.8
Below Certificate III	2.8	1.8	3.4	4.2	2.9	2.4	2.3
Total staff with an ECEC-related qualification <sup>(c)</sup>	74.2	78.3	59.9	63.6	50.0	53.1	69.8
Total staff without an ECEC-related qualification	25.8	21.7	40.1	36.4	50.0	46.9	30.2
<b>Number</b>							
Bachelor degree and above	7,271	5,457	541	104	1,236	1,654	16,263
Bachelor degree pass 4 years (or equivalent) and above	5,407	3,458	340	59	852	1,288	11,404
Bachelor degree pass 3 years (or equivalent)	1,864	1,998	201	46	383	367	4,859
Advanced Diploma / Diploma	3,437	18,504	1,916	345	2,385	1,984	28,571
Certificate III / IV	3,420	20,453	4,319	412	2,636	2,276	33,517
Below Certificate III	558	1,033	402	61	381	281	2,717
Total staff with an ECEC-related qualification <sup>(c)</sup>	14,686	45,447	7,178	922	6,638	6,196	81,068
Total staff without an ECEC-related qualification	5,106	12,583	4,810	528	6,628	5,473	35,127
<b>Total specified</b>	<b>19,792</b>	<b>58,029</b>	<b>11,989</b>	<b>1,450</b>	<b>13,266</b>	<b>11,669</b>	<b>116,194</b>
Total not specified	1,514	803	744	148	1,020	1,056	5,292
<b>TOTAL STAFF</b>	<b>21,306</b>	<b>58,832</b>	<b>12,733</b>	<b>1,606</b>	<b>14,286</b>	<b>12,725</b>	<b>121,487</b>

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Table includes paid contact staff only. Paid contact staff refers to those workers who are paid and doing primary or other contact work.

(c) Relevant ECEC qualifications include early childhood teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies, behavioural science and other early childhood education and care related qualifications.

**Table 1.4.2: Highest level of ECEC-related qualifications of paid contact staff, by service type - New South Wales (a) (b)**

Highest level of qualification completed	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Percentage</b>							
Bachelor degree and above	29.2	15.2	5.8	10.5	8.6	14.8	15.7
Bachelor degree pass 4 years (or equivalent) and above	15.5	8.6	3.6	5.4	5.8	10.9	9.0
Bachelor degree pass 3 years (or equivalent)	13.7	6.7	2.3	5.1	2.8	3.9	6.6
Advanced Diploma / Diploma	23.4	28.2	14.9	22.7	18.6	16.7	23.9
Certificate III / IV	16.3	28.9	31.1	25.0	17.7	20.0	25.1
Below Certificate III	2.2	2.5	4.1	4.2	3.3	2.9	2.8
Total staff with an ECEC-related qualification <sup>(c)</sup>	71.1	74.8	55.9	62.5	48.2	54.4	67.5
Total staff without an ECEC-related qualification	28.9	25.2	44.1	37.5	51.8	45.6	32.5
<b>Number</b>							
Bachelor degree and above	1,726	2,984	240	44	320	493	5,806
Bachelor degree pass 4 years (or equivalent) and above	916	1,679	147	22	215	363	3,342
Bachelor degree pass 3 years (or equivalent)	810	1,305	93	21	105	130	2,464
Advanced Diploma / Diploma	1,382	5,525	613	95	688	558	8,861
Certificate III / IV	960	5,658	1,283	104	653	667	9,324
Below Certificate III	131	488	171	18	122	98	1,027
Total staff with an ECEC-related qualification <sup>(c)</sup>	4,199	14,654	2,307	260	1,782	1,816	25,019
Total staff without an ECEC-related qualification	1,704	4,944	1,818	156	1,917	1,520	12,059
<b>Total specified</b>	<b>5,904</b>	<b>19,598</b>	<b>4,125</b>	<b>416</b>	<b>3,699</b>	<b>3,336</b>	<b>37,077</b>
Total not specified	293	313	254	19	330	322	1,531
<b>TOTAL STAFF</b>	<b>6,197</b>	<b>19,910</b>	<b>4,379</b>	<b>435</b>	<b>4,029</b>	<b>3,657</b>	<b>38,608</b>

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Table includes paid contact staff only. Paid contact staff refers to those workers who are paid and doing primary or other contact work.

(c) Relevant ECEC qualifications include early childhood teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies, behavioural science and other early childhood education and care related qualifications.

**Table 1.4.3: Highest level of ECEC-related qualifications of paid contact staff, by service type - Victoria(a) (b)**

Highest level of qualification completed	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Percentage</b>							
Bachelor degree and above	35.9	7.3	2.3	10.2	8.3	15.1	13.9
Bachelor degree pass 4 years (or equivalent) and above	26.1	5.0	1.0	7.0	5.7	11.7	9.9
Bachelor degree pass 3 years (or equivalent)	9.8	2.3	1.2	3.2	2.6	3.3	4.0
Advanced Diploma / Diploma	18.2	36.2	14.1	29.9	18.3	17.7	26.3
Certificate III / IV	18.7	38.4	44.7	33.5	20.6	16.4	30.8
Below Certificate III	2.2	1.4	3.2	6.3	3.5	3.7	2.2
Total staff with an ECEC-related qualification <sup>(c)</sup>	75.0	83.3	64.3	80.0	50.7	52.9	73.3
Total staff without an ECEC-related qualification	25.0	16.7	35.7	20.0	49.3	47.1	26.7
<b>Number</b>							
Bachelor degree and above	2,163	907	63	37	268	288	3,726
Bachelor degree pass 4 years (or equivalent) and above	1,572	622	29	25	183	225	2,656
Bachelor degree pass 3 years (or equivalent)	590	286	34	11	84	64	1,070
Advanced Diploma / Diploma	1,099	4,500	391	107	593	338	7,028
Certificate III / IV	1,130	4,781	1,238	120	666	315	8,251
Below Certificate III	133	168	88	23	113	71	596
Total staff with an ECEC-related qualification <sup>(c)</sup>	4,525	10,356	1,780	287	1,640	1,012	19,600
Total staff without an ECEC-related qualification	1,505	2,079	989	72	1,597	903	7,145
<b>Total specified</b>	<b>6,030</b>	<b>12,435</b>	<b>2,769</b>	<b>359</b>	<b>3,237</b>	<b>1,915</b>	<b>26,745</b>
Total not specified	308	151	315	66	358	267	1,464
<b>TOTAL STAFF</b>	<b>6,338</b>	<b>12,585</b>	<b>3,084</b>	<b>425</b>	<b>3,595</b>	<b>2,182</b>	<b>28,209</b>

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Table includes paid contact staff only. Paid contact staff refers to those workers who are paid and doing primary or other contact work.

(c) Relevant ECEC qualifications include early childhood teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies, behavioural science and other early childhood education and care related qualifications.

**Table 1.4.4: Highest level of ECEC-related qualifications of paid contact staff, by service type - Queensland (a) (b)**

Highest level of qualification completed	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Percentage</b>							
Bachelor degree and above	40.3	5.9	5.4	4.8	9.8	11.5	8.9
Bachelor degree pass 4 years (or equivalent) and above	33.2	4.3	4.2	3.0	6.8	8.5	6.7
Bachelor degree pass 3 years (or equivalent)	7.1	1.6	1.2	1.8	3.1	3.0	2.2
Advanced Diploma / Diploma	18.4	31.7	16.8	17.6	15.7	16.2	25.3
Certificate III / IV	31.3	46.5	32.9	31.2	26.3	26.0	39.0
Below Certificate III	1.9	0.8	1.7	0.0	2.3	1.3	1.2
Total staff with an ECEC-related qualification <sup>(c)</sup>	91.9	84.9	56.7	53.6	54.1	55.0	74.3
Total staff without an ECEC-related qualification	8.1	15.1	43.3	46.4	45.9	45.0	25.7
<b>Number</b>							
Bachelor degree and above	579	866	156	16	303	360	2,280
Bachelor degree pass 4 years (or equivalent) and above	478	629	121	10	209	267	1,713
Bachelor degree pass 3 years (or equivalent)	102	237	35	6	94	94	567
Advanced Diploma / Diploma	265	4,682	484	58	484	509	6,482
Certificate III / IV	451	6,874	949	102	812	816	10,004
Below Certificate III	27	120	49	0	71	40	307
Total staff with an ECEC-related qualification <sup>(c)</sup>	1,322	12,543	1,638	175	1,670	1,725	19,073
Total staff without an ECEC-related qualification	117	2,233	1,251	152	1,417	1,414	6,584
<b>Total specified</b>	<b>1,439</b>	<b>14,776</b>	<b>2,889</b>	<b>327</b>	<b>3,087</b>	<b>3,139</b>	<b>25,657</b>
Total not specified	67	135	152	65	113	156	689
<b>TOTAL STAFF</b>	<b>1,506</b>	<b>14,911</b>	<b>3,041</b>	<b>391</b>	<b>3,201</b>	<b>3,296</b>	<b>26,346</b>

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Table includes paid contact staff only. Paid contact staff refers to those workers who are paid and doing primary or other contact work.

(c) Relevant ECEC qualifications include early childhood teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies, behavioural science and other early childhood education and care related qualifications.

**Table 1.4.5: Highest level of ECEC-related qualifications of paid contact staff, by service type - South Australia (a) (b)**

Highest level of qualification completed	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Percentage</b>							
Bachelor degree and above	33.5	7.3	np	np	14.3	19.7	15.7
Bachelor degree pass 4 years (or equivalent) and above	26.8	5.8	np	np	11.1	17.6	12.7
Bachelor degree pass 3 years (or equivalent)	6.6	1.5	np	np	3.1	2.1	3.0
Advanced Diploma / Diploma	17.7	35.7	11.8	11.1	24.1	20.6	25.7
Certificate III / IV	8.5	24.1	44.7	20.4	6.3	6.4	16.8
Below Certificate III	2.8	2.3	9.7	0.0	2.8	2.2	3.0
Total staff with an ECEC-related qualification <sup>(c)</sup>	62.4	69.3	68.8	35.2	47.5	49.0	61.2
Total staff without an ECEC-related qualification	37.6	30.7	31.2	64.8	52.5	51.0	38.8
<b>Number</b>							
Bachelor degree and above	716	280	np	np	200	315	1,532
Bachelor degree pass 4 years (or equivalent) and above	575	223	np	np	156	281	1,240
Bachelor degree pass 3 years (or equivalent)	141	57	np	np	44	34	292
Advanced Diploma / Diploma	379	1,374	87	6	337	329	2,512
Certificate III / IV	182	928	331	11	88	102	1,642
Below Certificate III	59	89	72	0	40	36	295
Total staff with an ECEC-related qualification <sup>(c)</sup>	1,336	2,671	509	19	664	782	5,982
Total staff without an ECEC-related qualification	804	1,180	231	35	734	813	3,798
<b>Total specified</b>	<b>2,141</b>	<b>3,851</b>	<b>740</b>	<b>54</b>	<b>1,398</b>	<b>1,596</b>	<b>9,780</b>
Total not specified	173	54	4	1	60	176	468
<b>TOTAL STAFF</b>	<b>2,314</b>	<b>3,905</b>	<b>744</b>	<b>55</b>	<b>1,459</b>	<b>1,772</b>	<b>10,249</b>

np: Not available for publication for confidentiality reasons.

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Table includes paid contact staff only. Paid contact staff refers to those workers who are paid and doing primary or other contact work.

(c) Relevant ECEC qualifications include early childhood teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies, behavioural science and other early childhood education and care related qualifications.

**Table 1.4.6: Highest level of ECEC-related qualifications of paid contact staff, by service type - Western Australia (a) (b)**

Highest level of qualification completed	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Percentage</b>							
Bachelor degree and above	49.1	5.1	5.8	3.1	8.2	11.8	19.5
Bachelor degree pass 4 years (or equivalent) and above	42.9	3.6	np	np	6.4	8.8	16.3
Bachelor degree pass 3 years (or equivalent)	6.2	1.5	np	np	1.8	3.0	3.2
Advanced Diploma / Diploma	7.4	35.0	35.4	29.5	15.2	13.7	23.0
Certificate III / IV	19.6	30.5	31.4	22.7	32.9	28.9	27.1
Below Certificate III	5.5	2.3	1.6	5.9	2.4	2.4	3.3
Total staff with an ECEC-related qualification <sup>(c)</sup>	81.4	72.8	74.2	61.2	58.7	56.8	72.8
Total staff without an ECEC-related qualification	18.6	27.2	25.8	38.8	41.3	43.2	27.2
<b>Number</b>							
Bachelor degree and above	1,403	210	33	5	59	98	1,808
Bachelor degree pass 4 years (or equivalent) and above	1,226	147	np	np	46	73	1,511
Bachelor degree pass 3 years (or equivalent)	177	63	np	np	13	25	297
Advanced Diploma / Diploma	211	1,445	202	52	109	113	2,132
Certificate III / IV	560	1,260	179	40	236	239	2,514
Below Certificate III	156	93	9	11	17	20	306
Total staff with an ECEC-related qualification <sup>(c)</sup>	2,329	3,008	424	108	421	470	6,761
Total staff without an ECEC-related qualification	531	1,124	147	69	297	358	2,524
<b>Total specified</b>	<b>2,860</b>	<b>4,132</b>	<b>571</b>	<b>177</b>	<b>718</b>	<b>828</b>	<b>9,285</b>
Total not specified	470	83	8	2	50	83	696
<b>TOTAL STAFF</b>	<b>3,330</b>	<b>4,215</b>	<b>579</b>	<b>179</b>	<b>767</b>	<b>911</b>	<b>9,981</b>

np: Not available for publication for confidentiality reasons.

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Table includes paid contact staff only. Paid contact staff refers to those workers who are paid and doing primary or other contact work.

(c) Relevant ECEC qualifications include early childhood teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies, behavioural science and other early childhood education and care related qualifications.

**Table 1.4.7: Highest level of ECEC-related qualifications of paid contact staff, by service type - Tasmania (a) (b)**

Highest level of qualification completed	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Percentage</b>							
Bachelor degree and above	54.5	7.2	3.2	np	np	9.2	17.3
Bachelor degree pass 4 years (or equivalent) and above	51.9	5.2	2.0	np	np	6.9	15.1
Bachelor degree pass 3 years (or equivalent)	2.7	2.0	1.2	np	np	2.3	2.1
Advanced Diploma / Diploma	4.4	38.4	19.6	18.8	25.8	25.4	24.9
Certificate III / IV	11.4	27.6	40.4	29.8	27.4	28.8	26.0
Below Certificate III	3.5	3.3	1.7	np	np	3.1	3.3
Total staff with an ECEC-related qualification <sup>(c)</sup>	73.9	76.5	64.9	60.5	63.5	66.5	71.5
Total staff without an ECEC-related qualification	26.1	23.5	35.1	39.5	36.5	33.5	28.5
<b>Number</b>							
Bachelor degree and above	389	92	14	np	np	29	549
Bachelor degree pass 4 years (or equivalent) and above	370	66	9	np	np	22	481
Bachelor degree pass 3 years (or equivalent)	19	26	6	np	np	7	67
Advanced Diploma / Diploma	32	487	89	19	85	80	791
Certificate III / IV	81	350	183	30	90	91	825
Below Certificate III	25	42	8	np	np	10	106
Total staff with an ECEC-related qualification <sup>(c)</sup>	527	971	294	60	209	209	2,270
Total staff without an ECEC-related qualification	186	297	159	39	120	105	907
<b>Total specified</b>	<b>713</b>	<b>1,268</b>	<b>453</b>	<b>99</b>	<b>328</b>	<b>315</b>	<b>3,177</b>
Total not specified	137	17	1	2	41	15	213
<b>TOTAL STAFF</b>	<b>850</b>	<b>1,286</b>	<b>455</b>	<b>101</b>	<b>369</b>	<b>329</b>	<b>3,390</b>

np: Not available for publication for confidentiality reasons.

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Table includes paid contact staff only. Paid contact staff refers to those workers who are paid and doing primary or other contact work.

(c) Relevant ECEC qualifications include early childhood teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies, behavioural science and other early childhood education and care related qualifications.



**Table 1.4.8: Highest level of ECEC-related qualifications of paid contact staff, by service type - Northern Territory (a) (b)**

Highest level of qualification completed	PS	LDC	FDC	IHC & OCC (d)	OSHC	VAC	Total
<b>Percentage</b>							
Bachelor degree and above	35.6	4.5	np	-	np	9.7	12.0
Bachelor degree pass 4 years (or equivalent) and above	30.9	3.6	np	-	np	np	9.9
Bachelor degree pass 3 years (or equivalent)	4.7	0.9	np	-	np	np	2.1
Advanced Diploma / Diploma	9.1	21.5	13.2	-	9.5	8.0	14.6
Certificate III / IV	7.0	32.0	37.1	-	28.5	19.6	25.1
Below Certificate III	3.9	1.8	np	-	np	2.6	2.2
Total staff with an ECEC-related qualification <sup>(c)</sup>	55.5	59.8	54.3	-	46.8	40.0	54.0
Total staff without an ECEC-related qualification	44.5	40.2	45.7	-	53.2	60.0	46.0
<b>Number</b>							
Bachelor degree and above	104	26	np	-	np	19	166
Bachelor degree pass 4 years (or equivalent) and above	90	21	np	-	np	np	137
Bachelor degree pass 3 years (or equivalent)	14	5	np	-	np	np	29
Advanced Diploma / Diploma	26	125	20	-	16	15	202
Certificate III / IV	20	186	56	-	48	38	347
Below Certificate III	11	10	np	-	np	5	31
Total staff with an ECEC-related qualification <sup>(c)</sup>	162	347	82	-	78	77	746
Total staff without an ECEC-related qualification	130	233	69	-	89	115	636
<b>Total specified</b>	<b>292</b>	<b>580</b>	<b>151</b>	<b>-</b>	<b>166</b>	<b>192</b>	<b>1,382</b>
Total not specified	43	11	5	-	20	12	91
<b>TOTAL STAFF</b>	<b>335</b>	<b>591</b>	<b>156</b>	<b>-</b>	<b>187</b>	<b>204</b>	<b>1,473</b>

np: Not available for publication for confidentiality reasons.

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Table includes paid contact staff only. Paid contact staff refers to those workers who are paid and doing primary or other contact work.

(c) Relevant ECEC qualifications include early childhood teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies, behavioural science and other early childhood education and care related qualifications.

(d) No in home care or occasional care services in the Northern Territory responded to the Services Survey.

**Table 1.4.9: Highest level of ECEC-related qualifications of paid contact staff, by service type - Australian Capital Territory (a) (b)**

Highest level of qualification completed	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Percentage</b>							
Bachelor degree and above	46.2	6.6	np	0.0	8.4	np	12.9
Bachelor degree pass 4 years (or equivalent) and above	43.4	5.2	np	0.0	3.8	np	10.5
Bachelor degree pass 3 years (or equivalent)	2.8	1.4	np	0.0	4.5	np	2.4
Advanced Diploma / Diploma	10.4	26.4	10.3	44.4	11.7	11.6	18.2
Certificate III / IV	8.8	30.0	34.3	27.8	6.8	2.6	19.7
Below Certificate III	3.5	1.6	np	0.0	0.7	np	1.6
Total staff with an ECEC-related qualification <sup>(c)</sup>	68.9	64.5	50.0	72.2	27.6	29.7	52.3
Total staff without an ECEC-related qualification	31.1	35.5	50.0	27.8	72.4	70.3	47.7
<b>Number</b>							
Bachelor degree and above	191	91	np	0	53	np	397
Bachelor degree pass 4 years (or equivalent) and above	179	72	np	0	24	np	324
Bachelor degree pass 3 years (or equivalent)	12	20	np	0	29	np	74
Advanced Diploma / Diploma	43	366	30	8	74	41	561
Certificate III / IV	36	416	100	5	43	9	609
Below Certificate III	14	23	np	0	4	np	49
Total staff with an ECEC-related qualification <sup>(c)</sup>	284	896	145	13	174	104	1,617
Total staff without an ECEC-related qualification	129	492	145	5	458	245	1,474
<b>Total specified</b>	<b>413</b>	<b>1,389</b>	<b>290</b>	<b>18</b>	<b>632</b>	<b>349</b>	<b>3,091</b>
Total not specified	23	39	5	1	47	25	141
<b>TOTAL STAFF</b>	<b>436</b>	<b>1,428</b>	<b>295</b>	<b>19</b>	<b>679</b>	<b>374</b>	<b>3,231</b>

np: Not available for publication for confidentiality reasons.

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Table includes paid contact staff only. Paid contact staff refers to those workers who are paid and doing primary or other contact work.

(c) Relevant ECEC qualifications include early childhood teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies, behavioural science and other early childhood education and care related qualifications.

**Table 1.5.1: Highest level of ECEC-related qualifications of paid contact staff in a teaching field, by service type - Australia (a) (b)**

Highest level of teaching qualification completed	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Percentage</b>							
Bachelor degree and above	36.0	8.7	3.2	5.2	7.7	12.2	13.0
Bachelor degree pass 4 years (or equivalent) and above	26.8	5.6	1.9	3.0	5.5	10.0	9.2
Bachelor degree pass 3 years (or equivalent)	9.2	3.2	1.3	2.2	2.2	2.3	3.8
Other <sup>(c)</sup>	6.7	2.0	1.5	0.9	2.1	2.0	2.7
Total qualifications in a teaching field	42.7	10.7	4.7	6.1	9.8	14.3	15.7
Total qualifications in other ECEC-related field <sup>(d)</sup>	31.5	67.6	55.1	57.5	40.3	38.8	54.1
Total with no ECEC related qualification	25.8	21.7	40.1	36.4	50.0	46.9	30.2
<b>Number</b>							
Bachelor degree and above	7,127	5,061	382	76	1,018	1,428	15,091
Bachelor degree pass 4 years (or equivalent) and above	5,307	3,225	223	44	728	1,162	10,689
Bachelor degree pass 3 years (or equivalent)	1,820	1,836	159	32	290	266	4,402
Other <sup>(c)</sup>	1,323	1,133	186	13	277	239	3,170
Total qualifications in a teaching field	8,450	6,194	567	88	1,295	1,667	18,261
Total qualifications in other ECEC-related field <sup>(d)</sup>	6,236	39,252	6,611	834	5,343	4,529	62,806
Total with no ECEC related qualification	5,106	12,583	4,810	528	6,628	5,473	35,127
<b>Total specified</b>	<b>19,792</b>	<b>58,029</b>	<b>11,989</b>	<b>1,450</b>	<b>13,266</b>	<b>11,669</b>	<b>116,194</b>
Total not specified	1,514	803	744	156	1,020	1,056	5,292
<b>TOTAL STAFF</b>	<b>21,306</b>	<b>58,832</b>	<b>12,733</b>	<b>1,606</b>	<b>14,286</b>	<b>12,725</b>	<b>121,487</b>

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Teaching fields include early childhood teaching, primary teaching and other teaching.

(c) 'Other' includes Advanced Diploma / Diploma, Certificate III / IV and below Certificate III qualifications in a teaching field.

(d) Other ECEC-related qualifications include early childhood teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies, behavioural science and other early childhood education and care related qualifications.

**Table 1.5.2: Highest level of ECEC-related qualifications of paid contact staff in a teaching field, by service type - New South Wales (a) (b)**

Highest level of teaching qualification completed	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Percentage</b>							
Bachelor degree and above	28.6	14.6	4.0	8.4	7.3	12.9	14.7
Bachelor degree pass 4 years (or equivalent) and above	15.1	8.2	2.1	4.8	4.9	9.8	8.4
Bachelor degree pass 3 years (or equivalent)	13.5	6.4	1.9	3.5	2.4	3.1	6.3
Other <sup>(c)</sup>	4.2	2.8	1.6	0.8	2.2	2.6	2.8
Total qualifications in a teaching field	32.8	17.4	5.6	9.1	9.5	15.6	17.5
Total qualifications in other ECEC-related field <sup>(d)</sup>	38.4	57.4	50.4	53.3	38.7	38.9	50.0
Total with no ECEC related qualification	28.9	25.2	44.1	37.5	51.8	45.6	32.5
<b>Number</b>							
Bachelor degree and above	1,687	2,861	166	35	270	431	5,450
Bachelor degree pass 4 years (or equivalent) and above	893	1,609	86	20	180	327	3,114
Bachelor degree pass 3 years (or equivalent)	794	1,252	80	15	90	105	2,336
Other <sup>(c)</sup>	247	547	64	3	81	88	1,030
Total qualifications in a teaching field	1,934	3,408	230	38	351	519	6,480
Total qualifications in other ECEC-related field <sup>(d)</sup>	2,266	11,246	2,077	222	1,431	1,297	18,539
Total with no ECEC related qualification	1,704	4,944	1,818	156	1,917	1,520	12,059
<b>Total specified</b>	<b>5,904</b>	<b>19,598</b>	<b>4,125</b>	<b>416</b>	<b>3,699</b>	<b>3,336</b>	<b>37,077</b>
Total not specified	293	313	254	19	330	322	1,531
<b>TOTAL STAFF</b>	<b>6,197</b>	<b>19,910</b>	<b>4,379</b>	<b>435</b>	<b>4,029</b>	<b>3,657</b>	<b>38,608</b>

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Teaching fields include early childhood teaching, primary teaching and other teaching.

(c) 'Other' includes Advanced Diploma / Diploma, Certificate III / IV and below Certificate III qualifications in a teaching field.

(d) Other ECEC-related qualifications include early childhood teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies, behavioural science and other early childhood education and care related qualifications.

**Table 1.5.3: Highest level of ECEC-related qualifications of paid contact staff in a teaching field, by service type - Victoria(a) (b)**

Highest level of teaching qualification completed	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Percentage</b>							
Bachelor degree and above	35.0	6.6	1.7	5.5	6.7	12.7	13.0
Bachelor degree pass 4 years (or equivalent) and above	25.5	4.6	0.8	4.1	4.7	10.5	9.4
Bachelor degree pass 3 years (or equivalent)	9.6	2.0	0.9	1.4	2.0	2.3	3.6
Other <sup>(c)</sup>	8.3	1.9	2.3	0.7	2.5	1.6	3.4
Total qualifications in a teaching field	43.4	8.5	4.0	6.2	9.3	14.4	16.4
Total qualifications in other ECEC-related field <sup>(d)</sup>	31.7	74.7	60.3	73.8	41.4	38.5	56.9
Total with no ECEC related qualification	25.0	16.7	35.7	20.0	49.3	47.1	26.7
<b>Number</b>							
Bachelor degree and above	2,113	826	47	20	218	244	3,468
Bachelor degree pass 4 years (or equivalent) and above	1,535	577	23	15	153	200	2,503
Bachelor degree pass 3 years (or equivalent)	578	249	24	5	65	43	965
Other <sup>(c)</sup>	503	236	64	2	81	31	916
Total qualifications in a teaching field	2,616	1,062	111	22	300	275	4,384
Total qualifications in other ECEC-related field <sup>(d)</sup>	1,909	9,294	1,669	266	1,340	737	15,216
Total with no ECEC related qualification	1,505	2,079	989	72	1,597	903	7,145
<b>Total specified</b>	<b>6,030</b>	<b>12,435</b>	<b>2,769</b>	<b>360</b>	<b>3,237</b>	<b>1,915</b>	<b>26,745</b>
Total not specified	308	151	315	66	358	267	1,464
<b>TOTAL STAFF</b>	<b>6,338</b>	<b>12,585</b>	<b>3,084</b>	<b>426</b>	<b>3,595</b>	<b>2,182</b>	<b>28,209</b>

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Teaching fields include early childhood teaching, primary teaching and other teaching.

(c) 'Other' includes Advanced Diploma / Diploma, Certificate III / IV and below Certificate III qualifications in a teaching field.

(d) Other ECEC-related qualifications include early childhood teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies, behavioural science and other early childhood education and care related qualifications.

**Table 1.5.4: Highest level of ECEC-related qualifications of paid contact staff in a teaching field, by service type - Queensland (a) (b)**

Highest level of teaching qualification completed	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Percentage</b>							
Bachelor degree and above	39.8	5.2	3.6	4.1	7.3	9.0	7.7
Bachelor degree pass 4 years (or equivalent) and above	33.0	3.9	2.9	2.3	5.6	7.2	6.0
Bachelor degree pass 3 years (or equivalent)	6.8	1.3	0.8	1.8	1.7	1.8	1.7
Other <sup>(c)</sup>	5.8	1.4	0.6	0.0	1.9	2.4	1.7
Total qualifications in a teaching field	45.6	6.6	4.3	4.1	9.2	11.3	9.4
Total qualifications in other ECEC-related field <sup>(d)</sup>	46.3	78.3	52.4	49.5	44.9	43.6	64.9
Total with no ECEC related qualification	8.1	15.1	43.3	46.4	45.9	45.0	25.7
<b>Number</b>							
Bachelor degree and above	572	776	105	13	226	282	1,974
Bachelor degree pass 4 years (or equivalent) and above	474	578	83	8	172	227	1,541
Bachelor degree pass 3 years (or equivalent)	98	198	22	6	54	55	433
Other <sup>(c)</sup>	84	203	19	0	58	74	438
Total qualifications in a teaching field	656	979	123	13	284	356	2,412
Total qualifications in other ECEC-related field <sup>(d)</sup>	666	11,564	1,514	162	1,386	1,369	16,661
Total with no ECEC related qualification	117	2,233	1,251	152	1,417	1,414	6,584
<b>Total specified</b>	<b>1,439</b>	<b>14,776</b>	<b>2,889</b>	<b>327</b>	<b>3,087</b>	<b>3,139</b>	<b>25,657</b>
Total not specified	67	135	152	65	113	156	689
<b>TOTAL STAFF</b>	<b>1,506</b>	<b>14,911</b>	<b>3,041</b>	<b>391</b>	<b>3,201</b>	<b>3,296</b>	<b>26,346</b>

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Teaching fields include early childhood teaching, primary teaching and other teaching.

(c) 'Other' includes Advanced Diploma / Diploma, Certificate III / IV and below Certificate III qualifications in a teaching field.

(d) Other ECEC-related qualifications include early childhood teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies, behavioural science and other early childhood education and care related qualifications.

**Table 1.5.5: Highest level of ECEC-related qualifications of paid contact staff in a teaching field, by service type - South Australia (a) (b)**

Highest level of teaching qualification completed	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Percentage</b>							
Bachelor degree and above	32.6	6.6	np	np	13.1	18.9	14.9
Bachelor degree pass 4 years (or equivalent) and above	26.2	5.4	np	np	10.5	17.1	12.2
Bachelor degree pass 3 years (or equivalent)	6.4	1.2	np	np	2.6	1.8	2.7
Other <sup>(c)</sup>	11.7	1.1	np	np	2.0	0.9	3.5
Total qualifications in a teaching field	44.3	7.7	3.4	3.7	15.1	19.7	18.4
Total qualifications in other ECEC-related field <sup>(d)</sup>	18.1	61.6	65.4	31.5	32.4	29.3	42.8
Total with no ECEC related qualification	37.6	30.7	31.2	64.8	52.5	51.0	38.8
<b>Number</b>							
Bachelor degree and above	698	253	np	np	183	301	1,455
Bachelor degree pass 4 years (or equivalent) and above	561	207	np	np	146	272	1,189
Bachelor degree pass 3 years (or equivalent)	137	46	np	np	37	29	265
Other <sup>(c)</sup>	251	44	np	np	28	14	345
Total qualifications in a teaching field	949	297	25	2	211	315	1,799
Total qualifications in other ECEC-related field <sup>(d)</sup>	387	2,374	484	17	453	467	4,183
Total with no ECEC related qualification	804	1,180	231	35	734	813	3,798
<b>Total specified</b>	<b>2,141</b>	<b>3,851</b>	<b>740</b>	<b>54</b>	<b>1,398</b>	<b>1,596</b>	<b>9,780</b>
Total not specified	173	54	4	1	60	176	468
<b>TOTAL STAFF</b>	<b>2,314</b>	<b>3,905</b>	<b>744</b>	<b>55</b>	<b>1,459</b>	<b>1,772</b>	<b>10,249</b>

np: Not available for publication for confidentiality reasons.

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Teaching fields include early childhood teaching, primary teaching and other teaching.

(c) 'Other' includes Advanced Diploma / Diploma, Certificate III / IV and below Certificate III qualifications in a teaching field.

(d) Other ECEC-related qualifications include early childhood teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies, behavioural science and other early childhood education and care related qualifications.

**Table 1.5.6: Highest level of ECEC-related qualifications of paid contact staff in a teaching field, by service type - Western Australia (a) (b)**

Highest level of teaching qualification completed	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Percentage</b>							
Bachelor degree and above	48.4	3.9	np	np	6.9	10.0	18.4
Bachelor degree pass 4 years (or equivalent) and above	42.5	2.8	np	np	5.3	7.9	15.6
Bachelor degree pass 3 years (or equivalent)	6.0	1.1	np	np	1.6	2.1	2.8
Other <sup>(c)</sup>	6.3	1.7	3.9	3.4	2.4	3.7	3.5
Total qualifications in a teaching field	54.7	5.5	8.1	5.8	9.3	13.7	21.9
Total qualifications in other ECEC-related field <sup>(d)</sup>	26.7	67.3	66.2	55.4	49.3	43.1	50.9
Total with no ECEC related qualification	18.6	27.2	25.8	38.8	41.3	43.2	27.2
<b>Number</b>							
Bachelor degree and above	1,385	161	np	np	50	82	1,706
Bachelor degree pass 4 years (or equivalent) and above	1,214	117	np	np	38	65	1,448
Bachelor degree pass 3 years (or equivalent)	171	44	np	np	12	17	259
Other <sup>(c)</sup>	179	68	22	6	17	31	324
Total qualifications in a teaching field	1,565	229	46	10	67	113	2,030
Total qualifications in other ECEC-related field <sup>(d)</sup>	765	2,779	378	98	354	357	4,730
Total with no ECEC related qualification	531	1,124	147	69	297	358	2,524
<b>Total specified</b>	<b>2,860</b>	<b>4,132</b>	<b>571</b>	<b>177</b>	<b>718</b>	<b>828</b>	<b>9,285</b>
Total not specified	470	83	8	2	50	83	696
<b>TOTAL STAFF</b>	<b>3,330</b>	<b>4,215</b>	<b>579</b>	<b>179</b>	<b>767</b>	<b>911</b>	<b>9,981</b>

np: Not available for publication for confidentiality reasons.

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Teaching fields include early childhood teaching, primary teaching and other teaching.

(c) 'Other' includes Advanced Diploma / Diploma, Certificate III / IV and below Certificate III qualifications in a teaching field.

(d) Other ECEC-related qualifications include early childhood teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies, behavioural science and other early childhood education and care related qualifications.



**Table 1.5.7: Highest level of ECEC-related qualifications of paid contact staff in a teaching field, by service type - Tasmania (a) (b)**

Highest level of teaching qualification completed	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Percentage</b>							
Bachelor degree and above	53.3	6.6	np	np	np	8.5	16.5
Bachelor degree pass 4 years (or equivalent) and above	51.1	4.6	np	np	np	6.2	14.7
Bachelor degree pass 3 years (or equivalent)	2.3	1.9	np	np	np	2.3	1.9
Other <sup>(c)</sup>	3.6	0.9	np	np	np	0.0	1.6
Total qualifications in a teaching field	57.0	7.4	3.7	3.4	9.1	8.5	18.2
Total qualifications in other ECEC-related field <sup>(d)</sup>	17.0	69.1	61.2	57.2	54.4	58.0	53.3
Total with no ECEC related qualification	26.1	23.5	35.1	39.5	36.5	33.5	28.5
<b>Number</b>							
Bachelor degree and above	380	83	np	np	np	27	525
Bachelor degree pass 4 years (or equivalent) and above	364	59	np	np	np	19	466
Bachelor degree pass 3 years (or equivalent)	16	24	np	np	np	7	60
Other <sup>(c)</sup>	26	11	np	np	np	0	52
Total qualifications in a teaching field	406	94	17	3	30	27	577
Total qualifications in other ECEC-related field <sup>(d)</sup>	121	876	278	57	179	183	1,693
Total with no ECEC related qualification	186	297	159	39	120	105	907
<b>Total specified</b>	<b>713</b>	<b>1,268</b>	<b>453</b>	<b>99</b>	<b>328</b>	<b>315</b>	<b>3,177</b>
Total not specified	137	17	1	2	41	15	213
<b>TOTAL STAFF</b>	<b>850</b>	<b>1,286</b>	<b>455</b>	<b>101</b>	<b>369</b>	<b>329</b>	<b>3,390</b>

np: Not available for publication for confidentiality reasons.

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Teaching fields include early childhood teaching, primary teaching and other teaching.

(c) 'Other' includes Advanced Diploma / Diploma, Certificate III / IV and below Certificate III qualifications in a teaching field.

(d) Other ECEC-related qualifications include early childhood teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies, behavioural science and other early childhood education and care related qualifications.

**Table 1.5.8: Highest level of ECEC-related qualifications of paid contact staff in a teaching field, by service type - Northern Territory (a) (b)**

Highest level of teaching qualification completed	PS	LDC	FDC	IHC & OCC (e)	OSHC	VAC	Total
<b>Percentage</b>							
Bachelor degree and above	35.1	4.1	np	-	np	8.8	11.0
Bachelor degree pass 4 years (or equivalent) and above	30.4	3.2	np	-	np	np	9.4
Bachelor degree pass 3 years (or equivalent)	4.7	0.9	np	-	np	np	1.6
Other <sup>(c)</sup>	8.9	1.1	np	-	np	0.9	2.7
Total qualifications in a teaching field	44.0	5.3	3.3	-	4.1	9.7	13.7
Total qualifications in other ECEC-related field <sup>(d)</sup>	11.5	54.6	51.0	-	42.7	30.2	40.3
Total with no ECEC related qualification	44.5	40.2	45.7	-	53.2	60.0	46.0
<b>Number</b>							
Bachelor degree and above	103	24	np	-	np	17	152
Bachelor degree pass 4 years (or equivalent) and above	89	19	np	-	np	np	130
Bachelor degree pass 3 years (or equivalent)	14	5	np	-	np	np	23
Other <sup>(c)</sup>	26	7	np	-	np	2	37
Total qualifications in a teaching field	129	31	5	-	7	19	190
Total qualifications in other ECEC-related field <sup>(d)</sup>	34	316	77	-	71	58	556
Total with no ECEC related qualification	130	233	69	-	89	115	636
<b>Total specified</b>	<b>292</b>	<b>580</b>	<b>151</b>	<b>-</b>	<b>166</b>	<b>192</b>	<b>1,382</b>
Total not specified	43	11	5	-	20	12	91
<b>TOTAL STAFF</b>	<b>335</b>	<b>591</b>	<b>156</b>	<b>-</b>	<b>187</b>	<b>204</b>	<b>1,473</b>

np: Not available for publication for confidentiality reasons.

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Teaching fields include early childhood teaching, primary teaching and other teaching.

(c) 'Other' includes Advanced Diploma / Diploma, Certificate III / IV and below Certificate III qualifications in a teaching field.

(d) Other ECEC-related qualifications include early childhood teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies, behavioural science and other early childhood education and care related qualifications.

(e) No in home care or occasional care services in the Northern Territory responded to the Services Survey.

**Table 1.5.9: Highest level of ECEC-related qualifications of paid contact staff in a teaching field, by service type - Australian Capital Territory (a) (b)**

Highest level of teaching qualification completed	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Percentage</b>							
Bachelor degree and above	45.6	5.6	2.9	0.0	7.0	12.3	11.7
Bachelor degree pass 4 years (or equivalent) and above	42.8	4.4	np	0.0	3.3	np	9.6
Bachelor degree pass 3 years (or equivalent)	2.8	1.2	np	0.0	3.7	np	2.0
Other <sup>(c)</sup>	1.9	1.2	0.8	0.0	0.3	0.0	0.9
Total qualifications in a teaching field	47.5	6.7	3.7	0.0	7.3	12.3	12.6
Total qualifications in other ECEC-related field <sup>(d)</sup>	21.4	57.8	46.3	72.2	20.2	17.4	39.7
Total with no ECEC related qualification	31.1	35.5	50.0	27.8	72.4	70.3	47.7
<b>Number</b>							
Bachelor degree and above	188	77	8	0	44	43	361
Bachelor degree pass 4 years (or equivalent) and above	177	61	np	0	21	np	298
Bachelor degree pass 3 years (or equivalent)	12	16	np	0	23	np	63
Other <sup>(c)</sup>	8	16	2	0	2	0	29
Total qualifications in a teaching field	196	93	11	0	46	43	389
Total qualifications in other ECEC-related field <sup>(d)</sup>	88	803	134	13	128	61	1,227
Total with no ECEC related qualification	129	492	145	5	458	245	1,474
<b>Total specified</b>	<b>413</b>	<b>1,389</b>	<b>290</b>	<b>18</b>	<b>632</b>	<b>349</b>	<b>3,091</b>
Total not specified	23	39	5	1	47	25	141
<b>TOTAL STAFF</b>	<b>436</b>	<b>1,428</b>	<b>295</b>	<b>19</b>	<b>679</b>	<b>374</b>	<b>3,231</b>

np: Not available for publication for confidentiality reasons.

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Teaching fields include early childhood teaching, primary teaching and other teaching.

(c) 'Other' includes Advanced Diploma / Diploma, Certificate III / IV and below Certificate III qualifications in a teaching field.

(d) Other ECEC-related qualifications include early childhood teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies, behavioural science and other early childhood education and care related qualifications.

**Table 1.6.1: Highest level of ECEC-related qualifications of non contact staff in a teaching field, by service type - Australia (a) (b)**

Highest level of teaching qualification completed	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Percentage</b>							
Bachelor degree and above	66.3	12.4	10.3	8.0	10.6	14.3	14.3
Bachelor degree pass 4 years (or equivalent) and above	55.9	7.3	6.3	4.7	8.5	12.0	9.7
Bachelor degree pass 3 years (or equivalent)	10.4	5.1	3.9	3.3	2.0	2.3	4.6
Other <sup>(c)</sup>	5.9	1.9	3.9	3.8	2.8	2.1	2.3
Total qualifications in a teaching field	72.2	14.2	14.1	11.8	13.4	16.4	16.6
Total qualifications in other ECEC-related field <sup>(d)</sup>	17.2	44.0	40.0	36.4	38.5	39.7	41.4
Total with no ECEC related qualification	10.6	41.8	45.9	51.7	48.2	44.0	42.0
<b>Number</b>							
Bachelor degree and above	333	997	83	14	174	155	1,755
Bachelor degree pass 4 years (or equivalent) and above	280	585	51	8	141	131	1,196
Bachelor degree pass 3 years (or equivalent)	52	412	32	6	33	25	559
Other <sup>(c)</sup>	30	151	31	6	46	23	287
Total qualifications in a teaching field	362	1,148	114	20	220	178	2,042
Total qualifications in other ECEC-related field <sup>(d)</sup>	86	3,544	322	62	633	431	5,079
Total with no ECEC related qualification	53	3,371	370	87	793	478	5,152
<b>Total specified</b>	<b>502</b>	<b>8,063</b>	<b>806</b>	<b>169</b>	<b>1,646</b>	<b>1,087</b>	<b>12,273</b>
Total not specified	2,409	239	14	3	132	100	2,897
<b>TOTAL STAFF</b>	<b>2,911</b>	<b>8,302</b>	<b>820</b>	<b>172</b>	<b>1,778</b>	<b>1,188</b>	<b>15,170</b>

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Teaching fields include early childhood teaching, primary teaching and other teaching.

(c) 'Other' includes Advanced Diploma / Diploma, Certificate III / IV and below Certificate III qualifications in a teaching field.

(d) Other ECEC-related qualifications include early childhood teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies, behavioural science and other early childhood education and care related qualifications.

**Table 1.7.1: Years of experience in the ECEC sector of paid contact staff, by service type - Australia (a) (b)**

Years of experience	Long day care		Family day care		Home care & Occasional		Out of school hours care		Vacation care		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Staff with relevant ECEC qualification <sup>(b)</sup></b>												
<1 year tenure	1,591	3.5	250	3.5	42	4.6	226	3.4	207	3.3	2,316	3.5
1-3 years tenure	12,708	28.0	1,332	18.7	196	21.2	1,709	25.8	1,764	28.6	17,709	26.8
4-6 years tenure	11,832	26.1	1,291	18.1	202	21.8	1,640	24.8	1,602	25.9	16,567	25.0
7-9 years tenure	5,809	12.8	1,035	14.5	95	10.3	795	12.0	737	11.9	8,470	12.8
10+ years tenure	13,396	29.5	3,219	45.2	388	42.0	2,244	33.9	1,866	30.2	21,113	31.9
Not specified <sup>(c)</sup>	112		51		0		24		21		207	
<b>Total staff with relevant ECEC qualification</b>	<b>45,447</b>		<b>7,178</b>		<b>922</b>		<b>6,638</b>		<b>6,196</b>		<b>66,381</b>	
<b>Staff with no ECEC qualification</b>												
<1 year tenure	3,382	27.0	632	13.2	118	22.4	1,320	20.0	1,093	20.1	6,545	21.9
1-3 years tenure	4,903	39.1	1,420	29.7	220	41.7	3,430	51.9	2,880	53.1	12,853	43.0
4-6 years tenure	1,654	13.2	676	14.1	73	13.8	1,053	15.9	864	15.9	4,319	14.5
7-9 years tenure	751	6.0	476	10.0	46	8.8	244	3.7	226	4.2	1,744	5.8
10+ years tenure	1,854	14.8	1,573	32.9	70	13.3	561	8.5	365	6.7	4,423	14.8
Not specified <sup>(c)</sup>	39		34		0		20		46		138	
<b>Total staff with no ECEC qualification</b>	<b>12,583</b>		<b>4,810</b>		<b>528</b>		<b>6,628</b>		<b>5,473</b>		<b>30,021</b>	
<b>All staff</b>												
<1 year tenure	4,972	8.6	883	7.4	160	11.1	1,546	11.7	1,299	11.2	8,860	9.2
1-3 years tenure	17,611	30.4	2,752	23.1	416	28.7	5,138	38.9	4,644	40.0	30,561	31.8
4-6 years tenure	13,486	23.3	1,967	16.5	274	18.9	2,693	20.4	2,466	21.3	20,886	21.7
7-9 years tenure	6,560	11.3	1,511	12.7	141	9.7	1,039	7.9	962	8.3	10,214	10.6
10+ years tenure	15,249	26.3	4,791	40.3	458	31.6	2,805	21.2	2,231	19.2	25,536	26.6
Not specified <sup>(c)</sup>	151		85		0		44		66		346	
<b>Total specified</b>	<b>58,029</b>		<b>11,989</b>		<b>1,450</b>		<b>13,266</b>		<b>11,669</b>		<b>96,403</b>	
Total not specified <sup>(d)</sup>	803		744		156		1,020		1,056		3,778	
<b>TOTAL STAFF</b>	<b>58,832</b>		<b>12,733</b>		<b>1,606</b>		<b>14,286</b>		<b>12,725</b>		<b>100,181</b>	

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Relevant ECEC qualifications include early childhood teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies, behavioural science and other early childhood education and care related qualifications.

(c) Includes those contact staff whose years of experience in the ECEC sector were not specified.

(d) Includes those contact staff where services did not specify the qualifications of staff.

Table 1.7.2: Years of experience in the ECEC sector of paid contact staff, by service type- New South Wales (a) (b)

Years of experience	Long day care		Family day care		In home care & Occasional care		Out of school hours care		Vacation care		Total	Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
<b>Staff with relevant ECEC qualification <sup>(b)</sup></b>													
<1 year tenure		543	3.7	79	3.4	12	4.7	65	3.7	56	3.1	756	3.6
1-3 years tenure		4,083	28.0	389	16.9	63	24.3	442	24.9	492	27.1	5,469	26.4
4-6 years tenure		3,471	23.8	434	18.9	70	26.9	415	23.4	490	27.0	4,879	23.5
7-9 years tenure		1,868	12.8	350	15.2	16	6.1	214	12.0	195	10.7	2,643	12.7
10+ years tenure		4,626	31.7	1,048	45.6	99	38.1	640	36.0	584	32.1	6,997	33.7
Not specified <sup>(c)</sup>		63		7		0		5		0		76	
<b>Total staff with relevant ECEC qualification</b>		<b>14,654</b>		<b>2,307</b>		<b>260</b>		<b>1,782</b>		<b>1,816</b>		<b>20,819</b>	
<b>Staff with no ECEC qualification</b>													
<1 year tenure		1,400	28.4	213	11.7	31	20.1	315	16.5	266	17.5	2,225	21.6
1-3 years tenure		1,494	30.3	468	25.8	68	43.4	949	49.8	752	49.6	3,731	36.2
4-6 years tenure		675	13.7	289	15.9	16	10.5	317	16.6	279	18.4	1,576	15.3
7-9 years tenure		360	7.3	233	12.8	13	8.4	87	4.6	81	5.3	774	7.5
10+ years tenure		995	20.2	613	33.8	28	17.6	237	12.4	140	9.2	2,013	19.5
Not specified <sup>(c)</sup>		19		2		0		12		3		36	
<b>Total staff with no ECEC qualification</b>		<b>4,944</b>		<b>1,818</b>		<b>156</b>		<b>1,917</b>		<b>1,520</b>		<b>10,355</b>	
<b>All staff</b>													
<1 year tenure		1,944	10.0	292	7.1	44	10.5	380	10.3	321	9.6	2,981	9.6
1-3 years tenure		5,577	28.6	857	20.8	131	31.4	1,390	37.8	1,244	37.3	9,200	29.6
4-6 years tenure		4,145	21.2	722	17.6	86	20.7	732	19.9	769	23.1	6,455	20.8
7-9 years tenure		2,228	11.4	583	14.2	29	6.9	301	8.2	276	8.3	3,416	11.0
10+ years tenure		5,621	28.8	1,661	40.4	126	30.4	877	23.8	723	21.7	9,009	29.0
Not specified <sup>(c)</sup>		82		10		0		18		3		112	
<b>Total specified</b>		<b>19,598</b>		<b>4,125</b>		<b>416</b>		<b>3,699</b>		<b>3,336</b>		<b>31,174</b>	
Total not specified <sup>(d)</sup>		313		254		19		330		322		1,238	
<b>TOTAL STAFF</b>		<b>19,910</b>		<b>4,379</b>		<b>435</b>		<b>4,029</b>		<b>3,657</b>		<b>32,411</b>	

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Relevant ECEC qualifications include early childhood teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies, behavioural science and other early childhood education and care related qualifications.

(c) Includes those contact staff whose years of experience in the ECEC sector were not specified.

(d) Includes those contact staff where services did not specify the qualifications of staff.

Table 1.7.3: Years of experience in the ECEC sector of paid contact staff, by service type - Victoria (a) (b)

Years of experience	Long day care		Family day care		In home care & Occasional care		Out of school hours care		Vacation care		Total	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Staff with relevant ECEC qualification (b)</b>												
<1 year tenure	418	4.0	71	4.0	10	3.4	49	3.0	42	4.1	589	3.9
1-3 years tenure	2,925	28.3	415	23.4	49	17.1	425	26.0	285	28.2	4,099	27.2
4-6 years tenure	2,720	26.3	279	15.7	67	23.3	387	23.7	257	25.4	3,709	24.6
7-9 years tenure	1,230	11.9	239	13.5	37	13.0	182	11.2	128	12.7	1,817	12.1
10+ years tenure	3,049	29.5	772	43.5	124	43.2	590	36.1	300	29.7	4,835	32.1
Not specified <sup>(c)</sup>	14		4		277		8		0		26	
<b>Total staff with relevant ECEC qualification</b>	<b>10,356</b>		<b>1,780</b>		<b>287</b>		<b>1,640</b>		<b>1,012</b>		<b>15,075</b>	
<b>Staff with no ECEC qualification</b>												
<1 year tenure	354	17.1	107	10.9	8	10.6	232	14.6	91	10.2	793	14.1
1-3 years tenure	845	40.7	262	26.4	20	28.0	820	51.4	521	58.4	2,468	43.9
4-6 years tenure	310	14.9	128	12.9	17	22.9	310	19.4	174	19.5	938	16.7
7-9 years tenure	192	9.2	101	10.2	11	15.8	64	4.0	55	6.1	423	7.5
10+ years tenure	374	18.0	391	39.6	16	22.7	168	10.6	51	5.7	1,001	17.8
Not specified <sup>(c)</sup>	5		0		0		1		10		16	
<b>Total staff with no ECEC qualification</b>	<b>2,079</b>		<b>989</b>		<b>72</b>		<b>1,597</b>		<b>903</b>		<b>5,639</b>	
<b>All staff</b>												
<1 year tenure	772	6.2	178	6.5	18	4.9	281	8.7	133	7.0	1,382	6.7
1-3 years tenure	3,770	30.4	677	24.5	69	19.3	1,245	38.6	806	42.3	6,567	31.8
4-6 years tenure	3,030	24.4	406	14.7	84	23.3	696	21.6	431	22.6	4,647	22.5
7-9 years tenure	1,422	11.5	340	12.3	49	13.5	247	7.6	183	9.6	2,240	10.8
10+ years tenure	3,422	27.6	1,164	42.1	140	39.1	758	23.5	352	18.5	5,836	28.2
Not specified (c)	19		4		0		9		10		42	
<b>Total specified</b>	<b>12,435</b>		<b>2,769</b>		<b>359</b>		<b>3,237</b>		<b>1,915</b>		<b>20,715</b>	
Total not specified <sup>(d)</sup>	151		315		66		358		267		1,157	
<b>TOTAL STAFF</b>	<b>12,585</b>		<b>3,084</b>		<b>425</b>		<b>3,595</b>		<b>2,182</b>		<b>21,872</b>	

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Relevant ECEC qualifications include early childhood teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies, behavioural science and other early childhood education and care related qualifications.

(c) Includes those contact staff whose years of experience in the ECEC sector were not specified.

(d) Includes those contact staff where services did not specify the qualifications of staff.

Table 1.7.4: Years of experience in the ECEC sector of paid contact staff, by service type - Queensland (a) (b)

Years of experience	Long day care		Family day care		In home care & Occasional care		Out of school hours care		Vacation care		Total	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Staff with relevant ECEC qualification (b)</b>												
<1 year tenure	391	3.1	29	1.8	15	8.6	66	4.0	69	4.0	569	3.2
1-3 years tenure	3,545	28.3	256	16.0	38	21.9	452	27.1	532	31.0	4,823	27.3
4-6 years tenure	3,567	28.5	327	20.5	28	15.9	436	26.2	427	24.9	4,784	27.1
7-9 years tenure	1,716	13.7	238	14.9	20	11.3	217	13.0	227	13.2	2,418	13.7
10+ years tenure	3,292	26.3	747	46.8	74	42.4	494	29.7	462	26.9	5,069	28.7
Not specified <sup>(c)</sup>	33		40		258		5		8		86	
<b>Total staff with relevant ECEC qualification</b>	<b>12,543</b>		<b>1,638</b>		<b>175</b>		<b>1,670</b>		<b>1,725</b>		<b>17,751</b>	
<b>Staff with no ECEC qualification</b>												
<1 year tenure	855	38.4	163	13.4	65	42.9	345	24.4	336	23.9	1,765	27.5
1-3 years tenure	1,134	50.9	518	42.4	55	36.4	802	56.6	799	56.7	3,307	51.5
4-6 years tenure	146	6.5	189	15.5	13	8.4	177	12.5	184	13.1	709	11.0
7-9 years tenure	31	1.4	82	6.7	8	5.5	34	2.4	29	2.1	185	2.9
10+ years tenure	60	2.7	268	22.0	10	6.9	58	4.1	61	4.3	457	7.1
Not specified <sup>(c)</sup>	7		30		0		1		5		44	
<b>Total staff with no ECEC qualification</b>	<b>2,233</b>		<b>1,251</b>		<b>152</b>		<b>1,417</b>		<b>1,414</b>		<b>6,468</b>	
<b>All staff</b>												
<1 year tenure	1,246	8.5	192	6.8	80	24.5	411	13.3	405	12.9	2,334	9.7
1-3 years tenure	4,678	31.7	774	27.5	94	28.6	1,254	40.7	1,331	42.6	8,131	33.8
4-6 years tenure	3,712	25.2	516	18.3	40	12.4	614	19.9	611	19.6	5,494	22.8
7-9 years tenure	1,748	11.9	321	11.4	28	8.6	251	8.1	256	8.2	2,603	10.8
10+ years tenure	3,351	22.7	1,016	36.0	85	25.9	552	17.9	523	16.7	5,526	22.9
Not specified (c)	40		70		0		6		13		130	
<b>Total specified</b>	<b>14,776</b>		<b>2,889</b>		<b>327</b>		<b>3,087</b>		<b>3,139</b>		<b>24,218</b>	
Total not specified <sup>(d)</sup>	135		152		65		113		156		622	
<b>TOTAL STAFF</b>	<b>14,911</b>		<b>3,041</b>		<b>391</b>		<b>3,201</b>		<b>3,296</b>		<b>24,840</b>	

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Relevant ECEC qualifications include early childhood teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies, behavioural science and other early childhood education and care related qualifications.

(c) Includes those contact staff whose years of experience in the ECEC sector were not specified.

(d) Includes those contact staff where services did not specify the qualifications of staff.



Table 1.7.5: Years of experience in the ECEC sector of paid contact staff, by service type - South Australia (a) (b)

Years of experience	Long day care		Family day care		In home care & Occasional care		Out of school hours care		Vacation care		Total	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Staff with relevant ECEC qualification (b)</b>												
<1 year tenure	81	3.0	np	np	np	np	20	3.0	15	1.9	151	3.3
1-3 years tenure	669	25.1	np	np	np	np	141	21.3	171	22.1	1,115	24.1
4-6 years tenure	685	25.6	np	np	np	np	137	20.8	213	27.6	1,135	24.5
7-9 years tenure	362	13.5	np	np	np	np	94	14.3	100	12.9	634	13.7
10+ years tenure	874	32.7	171	33.6	9	47.4	268	40.6	273	35.4	1,595	34.5
Not specified <sup>(c)</sup>	0		0		78		5		11		16	
<b>Total staff with relevant ECEC qualification</b>	<b>2,671</b>		<b>509</b>		<b>19</b>		<b>664</b>		<b>782</b>		<b>4,645</b>	
<b>Staff with no ECEC qualification</b>												
<1 year tenure	170	14.4	np	np	np	np	109	14.9	134	17.0	416	14.0
1-3 years tenure	446	37.9	np	np	np	np	392	53.7	415	52.7	1,274	43.0
4-6 years tenure	254	21.6	np	np	np	np	137	18.7	123	15.6	528	17.8
7-9 years tenure	81	6.9	np	np	np	np	38	5.2	46	5.8	189	6.4
10+ years tenure	227	19.2	198	85.7	6	17.1	54	7.5	70	8.8	555	18.7
Not specified <sup>(c)</sup>	2		0		0		5		25		32	
<b>Total staff with no ECEC qualification</b>	<b>1,180</b>		<b>231</b>		<b>35</b>		<b>734</b>		<b>813</b>		<b>2,994</b>	
<b>All staff</b>												
<1 year tenure	251	6.5	38	5.1	1	1.9	129	9.3	149	9.5	567	7.5
1-3 years tenure	1,116	29.0	131	17.7	24	44.4	532	38.3	586	37.6	2,389	31.5
4-6 years tenure	939	24.4	102	13.8	12	22.2	274	19.7	336	21.6	1,663	21.9
7-9 years tenure	443	11.5	100	13.5	2	3.7	132	9.5	146	9.3	823	10.8
10+ years tenure	1,100	28.6	369	49.9	15	27.8	322	23.2	343	22.0	2,150	28.3
Not specified (c)	2		0		0		9		36		48	
<b>Total specified</b>	<b>3,851</b>		<b>740</b>		<b>54</b>		<b>1,398</b>		<b>1,596</b>		<b>7,639</b>	
Total not specified <sup>(d)</sup>	54		4		1		60		176		295	
<b>TOTAL STAFF</b>	<b>3,905</b>		<b>744</b>		<b>55</b>		<b>1,459</b>		<b>1,772</b>		<b>7,935</b>	

np: Not available for publication for confidentiality reasons.

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Relevant ECEC qualifications include early childhood teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies, behavioural science and other early childhood education and care related qualifications.

(c) Includes those contact staff whose years of experience in the ECEC sector were not specified.

(d) Includes those contact staff where services did not specify the qualifications of staff.

Table 1.7.6: Years of experience in the ECEC sector of paid contact staff, by service type - Western Australia (a) (b)

Years of experience	Long day care		Family day care		In home care & Occasional care		Out of school hours care		Vacation care		Total	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Staff with relevant ECEC qualification (b)</b>												
<1 year tenure	101	3.4	8	1.8	3	2.3	9	2.2	14	2.9	134	3.0
1-3 years tenure	868	28.9	74	17.4	24	21.7	134	31.9	144	30.7	1,243	28.1
4-6 years tenure	817	27.2	67	15.9	13	11.6	131	31.1	118	25.1	1,145	25.9
7-9 years tenure	386	12.8	59	14.0	12	11.2	42	9.9	45	9.7	544	12.3
10+ years tenure	835	27.8	216	51.0	58	53.1	104	24.9	148	31.5	1,361	30.7
Not specified <sup>(c)</sup>	1		0		71		1		2		4	
<b>Total staff with relevant ECEC qualification</b>	<b>3,008</b>		<b>424</b>		<b>108</b>		<b>421</b>		<b>470</b>		<b>4,432</b>	
<b>Staff with no ECEC qualification</b>												
<1 year tenure	334	29.9	29	19.6	8	10.9	107	35.9	100	28.2	577	29.1
1-3 years tenure	498	44.5	57	38.6	41	59.3	144	48.4	175	49.4	914	46.0
4-6 years tenure	146	13.1	24	16.0	10	14.0	28	9.3	49	13.8	256	12.9
7-9 years tenure	49	4.4	5	3.2	7	10.1	7	2.2	8	2.2	75	3.8
10+ years tenure	92	8.2	33	22.7	4	5.7	12	4.2	23	6.4	165	8.3
Not specified <sup>(c)</sup>	4		0		0		0		3		7	
<b>Total staff with no ECEC qualification</b>	<b>1,124</b>		<b>147</b>		<b>69</b>		<b>297</b>		<b>358</b>		<b>1,994</b>	
<b>All staff</b>												
<1 year tenure	435	10.5	36	6.4	10	5.7	116	16.2	114	13.8	711	11.1
1-3 years tenure	1,366	33.1	131	22.9	64	36.3	277	38.7	319	38.8	2,157	33.6
4-6 years tenure	963	23.3	91	15.9	22	12.6	158	22.1	167	20.2	1,401	21.8
7-9 years tenure	435	10.5	64	11.2	19	10.7	48	6.7	53	6.4	619	9.7
10+ years tenure	928	22.5	249	43.7	61	34.7	117	16.3	171	20.7	1,526	23.8
Not specified (c)	5		0		0		1		5		11	
<b>Total specified</b>	<b>4,132</b>		<b>571</b>		<b>177</b>		<b>718</b>		<b>828</b>		<b>6,425</b>	
Total not specified <sup>(d)</sup>	83		8		2		50		83		225	
<b>TOTAL STAFF</b>	<b>4,215</b>		<b>579</b>		<b>179</b>		<b>767</b>		<b>911</b>		<b>6,650</b>	

np: Not available for publication for confidentiality reasons.

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Relevant ECEC qualifications include early childhood teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies, behavioural science and other early childhood education and care related qualifications.

(c) Includes those contact staff whose years of experience in the ECEC sector were not specified.

(d) Includes those contact staff where services did not specify the qualifications of staff.

Table 1.7.7: Years of experience in the ECEC sector of paid contact staff, by service type - Tasmania (a) (b)

Years of experience	Long day care	Long day care	Family day care	Family day care	In home care & Occasional care	In home care & Occasional care	Out of school hours care	Out of school hours care	Vacation care	Vacation care	Total	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Staff with relevant ECEC qualification (b)</b>												
<1 year tenure	30	3.1	5	1.9	np	np	np	np	7	3.5	52	3.0
1-3 years tenure	261	26.9	30	10.3	15	25.2	56	26.7	76	36.4	438	25.1
4-6 years tenure	243	25.0	54	18.2	17	28.5	59	28.3	57	27.2	430	24.6
7-9 years tenure	115	11.9	49	16.7	np	np	np	np	17	8.1	205	11.8
10+ years tenure	321	33.1	156	52.9	np	np	np	np	52	24.9	618	35.5
Not specified <sup>(c)</sup>	0		0		56		0		0		0	
<b>Total staff with relevant ECEC qualification</b>	<b>971</b>		<b>294</b>		<b>60</b>		<b>209</b>		<b>209</b>		<b>1,743</b>	
<b>Staff with no ECEC qualification</b>												
<1 year tenure	48	16.2	37	23.4	np	np	np	np	17	16.1	125	17.4
1-3 years tenure	137	46.2	52	32.6	16	40.9	64	53.3	58	55.2	327	45.4
4-6 years tenure	40	13.4	21	13.0	8	19.9	16	13.1	13	12.6	97	13.5
7-9 years tenure	17	5.8	16	10.2	np	np	np	np	6	5.7	53	7.3
10+ years tenure	55	18.4	33	20.7	np	np	np	np	11	10.4	118	16.4
Not specified <sup>(c)</sup>	0		0		0		0		0		0	
<b>Total staff with no ECEC qualification</b>	<b>297</b>		<b>159</b>		<b>39</b>		<b>120</b>		<b>105</b>		<b>721</b>	
<b>All staff</b>												
<1 year tenure	79	6.2	43	9.4	8	8.3	23	7.0	24	7.7	177	7.2
1-3 years tenure	398	31.4	82	18.2	31	31.4	119	36.4	134	42.7	766	31.1
4-6 years tenure	283	22.3	74	16.4	25	25.1	75	22.7	70	22.3	527	21.4
7-9 years tenure	132	10.4	65	14.4	12	11.9	26	7.8	23	7.3	258	10.5
10+ years tenure	376	29.7	189	41.6	23	23.3	86	26.1	63	20.0	736	29.9
Not specified <sup>(c)</sup>	0		0		0		0		0		0	
<b>Total specified</b>	<b>1,268</b>		<b>453</b>		<b>99</b>		<b>328</b>		<b>315</b>		<b>2,464</b>	
Total not specified <sup>(d)</sup>	17		1		2		41		15		76	
<b>TOTAL STAFF</b>	<b>1,286</b>		<b>455</b>		<b>101</b>		<b>369</b>		<b>329</b>		<b>2,540</b>	

np: Not available for publication for confidentiality reasons.

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Relevant ECEC qualifications include early childhood teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies, behavioural science and other early childhood education and care related qualifications.

(c) Includes those contact staff whose years of experience in the ECEC sector were not specified.

(d) Includes those contact staff where services did not specify the qualifications of staff.

Table 1.7.8: Years of experience in the ECEC sector of paid contact staff, by service type - Northern Territory (a) (b)

Years of experience	Long day care		Family day care		In home care & Occasional care (e)		Out of school hours care		Vacation care		Total	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Staff with relevant ECEC qualification (b)</b>												
<1 year tenure	8	2.3	np	np	-	-	np	np	5	6.4	19	3.3
1-3 years tenure	88	25.3	24	29.3	-	-	23	29.0	29	37.8	163	28.0
4-6 years tenure	104	29.9	19	23.2	-	-	20	26.1	19	24.4	162	27.7
7-9 years tenure	np	np	np	np	-	-	np	np	np	np	67	11.5
10+ years tenure	np	np	np	np	-	-	23	29.1	np	np	172	29.5
Not specified (c)	0		0		-	-	0		0		0	
<b>Total staff with relevant ECEC qualification</b>	<b>347</b>		<b>82</b>		<b>-</b>	<b>-</b>	<b>78</b>		<b>77</b>		<b>584</b>	
<b>Staff with no ECEC qualification</b>												
<1 year tenure	85	36.6	np	np	-	-	np	np	52	44.8	193	38.4
1-3 years tenure	100	43.3	32	47.1	-	-	36	41.0	50	43.2	218	43.4
4-6 years tenure	30	12.9	6	8.8	-	-	8	9.0	9	7.5	53	10.4
7-9 years tenure	np	np	np	np	-	-	np	np	np	np	8	1.6
10+ years tenure	np	np	np	np	-	-	8	9.0	np	np	31	6.2
Not specified (c)	1		1		-	-	0		0		2	
<b>Total staff with no ECEC qualification</b>	<b>233</b>		<b>69</b>		<b>-</b>	<b>-</b>	<b>89</b>		<b>115</b>		<b>506</b>	
<b>All staff</b>												
<1 year tenure	93	16.0	25	16.7	-	-	38	23.1	56	29.5	213	19.6
1-3 years tenure	188	32.5	56	37.3	-	-	59	35.4	79	41.0	382	35.1
4-6 years tenure	134	23.1	25	16.7	-	-	28	17.0	27	14.3	214	19.7
7-9 years tenure	41	7.1	14	9.3	-	-	10	6.1	10	5.4	75	6.9
10+ years tenure	123	21.3	30	20.0	-	-	31	18.4	19	9.9	203	18.7
Not specified (c)	1		1		-	-	0		0		2	
<b>Total specified</b>	<b>580</b>		<b>151</b>		<b>-</b>	<b>-</b>	<b>166</b>		<b>192</b>		<b>1,089</b>	
Total not specified (d)	11		5		-	-	20		12		48	
<b>TOTAL STAFF</b>	<b>591</b>		<b>156</b>		<b>-</b>	<b>-</b>	<b>187</b>		<b>204</b>		<b>1,138</b>	

np: Not available for publication for confidentiality reasons.

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Relevant ECEC qualifications include early childhood teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies, behavioural science and other early childhood education and care related qualifications.

(c) Includes those contact staff whose years of experience in the ECEC sector were not specified.

(d) Includes those contact staff where services did not specify the qualifications of staff.

(e) No in home care or occasional care services in the Northern Territory responded to the Services Survey.

Table 1.7.9: Years of experience in the ECEC sector of paid contact staff, by service type - Australian Capital Territory (a) (b)

Years of experience	Long day care		Family day care		In home care & Occasional care		Out of school hours care		Vacation care		Total	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Staff with relevant ECEC qualification (b)</b>												
<1 year tenure	18	2.1	20	14.0	np	np	np	np	0	0.0	45	3.4
1-3 years tenure	269	30.0	np	np	np	np	37	21.5	34	32.6	357	26.8
4-6 years tenure	226	25.2	np	np	np	np	55	31.6	23	21.7	323	24.3
7-9 years tenure	np	np	10	6.6	np	np	np	np	np	np	141	10.6
10+ years tenure	np	np	84	57.9	np	np	np	np	np	np	465	34.9
Not specified <sup>(c)</sup>	0		0		0		0		0		0	
<b>Total staff with relevant ECEC qualification</b>	<b>896</b>		<b>145</b>		<b>13</b>		<b>174</b>		<b>104</b>		<b>1,332</b>	
<b>Staff with no ECEC qualification</b>												
<1 year tenure	135	27.3	58	39.7	np	np	np	np	97	39.4	450	33.4
1-3 years tenure	248	50.3	np	np	np	np	224	48.9	110	45.0	613	45.5
4-6 years tenure	54	11.0	np	np	np	np	61	13.3	32	12.8	162	12.0
7-9 years tenure	np	np	14	9.9	np	np	np	np	np	np	37	2.8
10+ years tenure	np	np	30	20.7	np	np	np	np	np	np	84	6.2
Not specified <sup>(c)</sup>	0		0		0		0		0		0	
<b>Total staff with no ECEC qualification</b>	<b>492</b>		<b>145</b>		<b>5</b>		<b>458</b>		<b>245</b>		<b>1,345</b>	
<b>All staff</b>												
<1 year tenure	153	11.0	78	26.9	0	0.0	168	26.5	97	27.7	495	18.5
1-3 years tenure	517	37.2	44	15.3	3	16.7	261	41.4	144	41.3	970	36.2
4-6 years tenure	281	20.2	30	10.3	5	27.8	116	18.3	54	15.5	485	18.1
7-9 years tenure	111	8.0	24	8.3	3	16.7	24	3.8	16	4.5	178	6.7
10+ years tenure	327	23.5	114	39.3	7	38.9	63	9.9	38	11.0	549	20.5
Not specified (c)	0		0		0		0		0		0	
<b>Total specified</b>	<b>1,389</b>		<b>290</b>		<b>18</b>		<b>632</b>		<b>349</b>		<b>2,678</b>	
<b>Total not specified<sup>(d)</sup></b>	<b>39</b>		<b>5</b>		<b>1</b>		<b>47</b>		<b>25</b>		<b>117</b>	
<b>TOTAL STAFF</b>	<b>1,428</b>		<b>295</b>		<b>19</b>		<b>679</b>		<b>374</b>		<b>2,795</b>	

np: Not available for publication for confidentiality reasons.

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Relevant ECEC qualifications include early childhood teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies, behavioural science and other early childhood education and care related qualifications.

(c) Includes those contact staff whose years of experience in the ECEC sector were not specified.

(d) Includes those contact staff where services did not specify the qualifications of staff.

Table 1.8.1: Years of experience in the ECEC sector of paid non contact staff, by service type - Australia (a)

Years of experience	Long day care		Family day care		In home care & Occasional care		Out of school hours care		Vacation care		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Staff with relevant ECEC qualification (b)</b>												
<1 year tenure	53	1.1	1	0.2	3	4.2	20	2.3	22	3.6	100	1.5
1-3 years tenure	397	8.5	15	3.4	1	1.6	161	18.9	111	18.2	685	10.3
4-6 years tenure	657	14.0	29	6.7	1	1.4	126	14.7	119	19.6	932	14.0
7-9 years tenure	622	13.3	16	3.6	5	5.6	91	10.6	78	12.9	811	12.2
10+ years tenure	2,957	63.1	375	86.1	71	87.2	455	53.4	279	45.8	4,138	62.1
Not specified <sup>(c)</sup>	6		0		0		1		0		7	
<b>Total staff with relevant ECEC qualification</b>	<b>4,692</b>		<b>436</b>		<b>82</b>		<b>853</b>		<b>609</b>		<b>6,672</b>	
<b>Staff with no ECEC qualification</b>												
<1 year tenure	738	22.0	44	11.9	17	19.1	178	22.5	90	18.9	1,067	21.0
1-3 years tenure	973	29.0	104	28.3	24	27.1	282	35.7	177	36.9	1,560	30.7
4-6 years tenure	522	15.5	53	14.3	12	14.1	131	16.6	89	18.7	808	15.9
7-9 years tenure	308	9.2	36	9.7	6	7.1	49	6.2	32	6.7	431	8.5
10+ years tenure	814	24.3	131	35.7	28	32.6	150	19.0	90	18.7	1,214	23.9
Not specified <sup>(c)</sup>	16		3		0		1		0		19	
<b>Total staff with no ECEC qualification</b>	<b>3,371</b>		<b>370</b>		<b>87</b>		<b>793</b>		<b>478</b>		<b>5,099</b>	
<b>All staff</b>												
<1 year tenure	792	9.8	45	5.6	20	11.9	198	12.1	112	10.3	1,167	9.9
1-3 years tenure	1,370	17.0	119	14.8	25	14.8	443	27.0	287	26.4	2,244	19.1
4-6 years tenure	1,179	14.7	82	10.2	14	8.0	257	15.6	209	19.2	1,740	14.8
7-9 years tenure	930	11.6	51	6.4	11	6.4	140	8.5	111	10.2	1,242	10.6
10+ years tenure	3,771	46.9	507	63.1	100	59.0	605	36.8	369	33.9	5,352	45.6
Not specified <sup>(c)</sup>	21		3		0		2		0		26	
<b>Total specified</b>	<b>8,063</b>		<b>806</b>		<b>169</b>		<b>1,646</b>		<b>1,087</b>		<b>11,771</b>	
Total not specified <sup>(d)</sup>	239		14		3		132		100		488	
<b>TOTAL STAFF</b>	<b>8,302</b>		<b>820</b>		<b>172</b>		<b>1,778</b>		<b>1,188</b>		<b>12,259</b>	

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Relevant ECEC qualifications include early childhood teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies, behavioural science and other early childhood education and care related qualifications.

(c) Includes those contact staff whose years of experience in the ECEC sector were not specified.

(d) Includes those contact staff where services did not specify the qualifications of staff.

Table 1.9.1: Tenure as a paid contact worker in current service, by service type - Australia (a)

Years of tenure as contact worker	Long day care		Family day care		In home care & Occasional care		Out of school hours care		Vacation care		Total	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Staff with relevant ECEC qualification (b)</b>												
<1 year tenure	8,841	19.5	1016	14.7	149	16.1	1066	16.1	1136	18.4	12,207	18.5
1-3 years tenure	21,200	46.8	2,214	32.0	409	44.3	2,886	43.7	2,801	45.3	29,511	44.8
4-6 years tenure	8,685	19.2	1,179	17.0	166	18.0	1,343	20.3	1,260	20.4	12,633	19.2
7-9 years tenure	3,102	6.9	854	12.3	76	8.3	524	7.9	435	7.0	4,991	7.6
10+ years tenure	3,431	7.6	1,657	23.9	123	13.3	781	11.8	547	8.8	6,539	9.9
Not specified <sup>(c)</sup>	188		259		0		37		17		501	
<b>Total staff with relevant ECEC qualification</b>	<b>45,447</b>		<b>7,178</b>		<b>922</b>		<b>6,638</b>		<b>6,196</b>		<b>66,381</b>	
<b>Staff with no ECEC qualification</b>												
<1 year tenure	4,635	37.0	935	20.3	174	33.0	1,769	26.8	1,580	29.0	9,092	30.6
1-3 years tenure	5,211	41.6	1,508	32.8	244	46.4	3,577	54.2	2,930	53.8	13,471	45.4
4-6 years tenure	1,256	10.0	565	12.3	48	9.0	805	12.2	637	11.7	3,311	11.2
7-9 years tenure	560	4.5	397	8.6	30	5.6	182	2.8	158	2.9	1,326	4.5
10+ years tenure	861	6.9	1,189	25.9	31	5.9	264	4.0	143	2.6	2,488	8.4
Not specified <sup>(c)</sup>	60		217		1		30		25		333	
<b>Total staff with no ECEC qualification</b>	<b>12,583</b>		<b>4,810</b>		<b>528</b>		<b>6,628</b>		<b>5,473</b>		<b>30,021</b>	
<b>All staff</b>												
<1 year tenure	13,475	23.3	1,950	16.9	323	22.3	2,835	21.5	2,716	23.4	21,299	22.3
1-3 years tenure	26,412	45.7	3,722	32.3	653	45.1	6,464	49.0	5,731	49.3	42,982	45.0
4-6 years tenure	9,940	17.2	1,744	15.2	213	14.7	2,148	16.3	1,897	16.3	15,943	16.7
7-9 years tenure	3,662	6.3	1,251	10.9	106	7.3	706	5.3	593	5.1	6,317	6.6
10+ years tenure	4,292	7.4	2,846	24.7	154	10.6	1,046	7.9	690	5.9	9,027	9.4
Not specified <sup>(c)</sup>	248		476		1		67		41		833	
<b>Total specified</b>	<b>58,029</b>		<b>11,989</b>		<b>1,450</b>		<b>13,266</b>		<b>11,669</b>		<b>96,403</b>	
Total not specified <sup>(d)</sup>	803		744		156		1,020		1,056		3,778	
<b>TOTAL STAFF</b>	<b>58,832</b>		<b>12,733</b>		<b>1,606</b>		<b>14,286</b>		<b>12,725</b>		<b>100,181</b>	

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Relevant ECEC qualifications include early childhood teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies, behavioural science and other early childhood education and care related qualifications.

(c) Includes those contact staff whose years of experience in the ECEC sector were not specified.

(d) Includes those contact staff where services did not specify the qualifications of staff.

Table 1.9.2: Tenure as a paid contact worker in current service, by service type- New South Wales (a)

Years of tenure as contact worker	Long day care		Family day care		In home care & Occasional care		Out of school hours care		Vacation care		Total	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Staff with relevant ECEC qualification (b)</b>												
<1 year tenure	2,750	18.9	298	13.4	33	12.5	256	14.4	309	17.0	3,645	17.7
1-3 years tenure	6,668	45.7	720	32.4	112	43.1	788	44.3	849	46.8	9,137	44.2
4-6 years tenure	2,792	19.2	403	18.1	55	21.1	362	20.4	365	20.1	3,976	19.3
7-9 years tenure	1,058	7.3	298	13.4	22	8.6	137	7.7	120	6.6	1,636	7.9
10+ years tenure	1,309	9.0	502	22.6	38	14.6	235	13.2	173	9.5	2,257	10.9
Not specified <sup>(c)</sup>	77		87		0		4		0		168	
<b>Total staff with relevant ECEC qualification</b>	<b>14,654</b>		<b>2,307</b>		<b>260</b>		<b>1,782</b>		<b>1,816</b>		<b>20,819</b>	
<b>Staff with no ECEC qualification</b>												
<1 year tenure	1,854	37.8	312	18.3	76	49.0	452	23.7	399	26.2	3,055	30.0
1-3 years tenure	1,706	34.7	470	27.6	18	11.5	1,010	53.0	787	51.8	4,049	39.7
4-6 years tenure	597	12.2	260	15.3	14	8.9	255	13.4	212	14.0	1,339	13.1
7-9 years tenure	291	5.9	193	11.3	10	6.3	70	3.7	62	4.1	626	6.1
10+ years tenure	463	9.4	467	27.4	38	24.4	118	6.2	60	4.0	1,127	11.1
Not specified <sup>(c)</sup>	32		116		0		11		0		159	
<b>Total staff with no ECEC qualification</b>	<b>4,944</b>		<b>1,818</b>		<b>156</b>		<b>1,917</b>		<b>1,520</b>		<b>10,355</b>	
<b>All staff</b>												
<1 year tenure	4,605	23.6	610	15.6	109	26.2	708	19.2	707	21.2	6,701	21.7
1-3 years tenure	8,374	43.0	1,190	30.3	130	31.3	1,797	48.8	1,636	49.1	13,186	42.7
4-6 years tenure	3,389	17.4	663	16.9	69	16.5	618	16.8	577	17.3	5,315	17.2
7-9 years tenure	1,349	6.9	490	12.5	32	7.7	208	5.6	182	5.5	2,261	7.3
10+ years tenure	1,772	9.1	969	24.7	76	18.3	353	9.6	233	7.0	3,384	11.0
Not specified <sup>(c)</sup>	109		203		0		15		0		327	
<b>Total specified</b>	<b>19,598</b>		<b>4,125</b>		<b>416</b>		<b>3,699</b>		<b>3,336</b>		<b>31,174</b>	
Total not specified <sup>(d)</sup>	313		254		19		330		322		1,238	
<b>TOTAL STAFF</b>	<b>19,910</b>		<b>4,379</b>		<b>435</b>		<b>4,029</b>		<b>3,657</b>		<b>32,411</b>	

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Relevant ECEC qualifications include early childhood teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies, behavioural science and other early childhood education and care related qualifications.

(c) Includes those contact staff whose years of experience in the ECEC sector were not specified.

(d) Includes those contact staff where services did not specify the qualifications of staff.



Table 1.9.3: Tenure as a paid contact worker in current service, by service type - Victoria (a)

Years of tenure as contact worker	Long day care		Family day care		In home care & Occasional care		Out of school hours care		Vacation care		Total	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Staff with relevant ECEC qualification (b)</b>												
<1 year tenure	2,168	21.0	280	16.0	49	17.2	262	16.1	180	17.8	2,940	19.6
1-3 years tenure	4,571	44.3	490	28.0	136	47.4	662	40.8	451	44.6	6,311	42.1
4-6 years tenure	1,968	19.1	296	16.9	50	17.4	312	19.2	212	21.0	2,838	18.9
7-9 years tenure	784	7.6	210	12.0	13	4.5	146	9.0	76	7.5	1,230	8.2
10+ years tenure	821	8.0	472	27.0	39	13.4	242	14.9	92	9.1	1,666	11.1
Not specified <sup>(c)</sup>	44		32		0		15		0		90	
<b>Total staff with relevant ECEC qualification</b>	<b>10,356</b>		<b>1,780</b>		<b>287</b>		<b>1,640</b>		<b>1,012</b>		<b>15,075</b>	
<b>Staff with no ECEC qualification</b>												
<1 year tenure	536	25.9	208	21.3	23	31.6	352	22.2	171	19.2	1,289	23.1
1-3 years tenure	958	46.3	272	27.9	33	45.9	864	54.5	554	62.3	2,682	47.9
4-6 years tenure	241	11.7	121	12.4	9	12.0	234	14.8	115	12.9	720	12.9
7-9 years tenure	136	6.6	80	8.2	4	5.3	45	2.8	24	2.7	289	5.2
10+ years tenure	199	9.6	294	30.2	4	5.3	89	5.6	26	2.9	613	11.0
Not specified <sup>(c)</sup>	8		13		0		13		13		47	
<b>Total staff with no ECEC qualification</b>	<b>2,079</b>		<b>989</b>		<b>72</b>		<b>1,597</b>		<b>903</b>		<b>5,639</b>	
<b>All staff</b>												
<1 year tenure	2,704	21.8	488	17.9	72	20.1	614	19.1	351	18.4	4,229	20.6
1-3 years tenure	5,529	44.7	763	28.0	169	47.1	1,526	47.6	1,006	52.9	8,993	43.7
4-6 years tenure	2,209	17.8	417	15.3	59	16.3	547	17.0	327	17.2	3,559	17.3
7-9 years tenure	920	7.4	291	10.7	17	4.7	191	6.0	100	5.3	1,519	7.4
10+ years tenure	1,021	8.2	766	28.1	42	11.8	331	10.3	118	6.2	2,279	11.1
Not specified <sup>(c)</sup>	51		45		0		28		13		137	
<b>Total specified</b>	<b>12,435</b>		<b>2,769</b>		<b>359</b>		<b>3,237</b>		<b>1,915</b>		<b>20,715</b>	
Total not specified <sup>(d)</sup>	151		315		66		358		267		1,157	
<b>TOTAL STAFF</b>	<b>12,585</b>		<b>3,084</b>		<b>425</b>		<b>3,595</b>		<b>2,182</b>		<b>21,872</b>	

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Relevant ECEC qualifications include early childhood teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies, behavioural science and other early childhood education and care related qualifications.

(c) Includes those contact staff whose years of experience in the ECEC sector were not specified.

(d) Includes those contact staff where services did not specify the qualifications of staff.

Table 1.9.4: Tenure as a paid contact worker in current service, by service type - Queensland (a)

Years of tenure as contact worker	Long day care		Family day care		In home care & Occasional care		Out of school hours care		Vacation care		Total	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Staff with relevant ECEC qualification (b)</b>												
<1 year tenure	2,399	19.2	176	11.7	39	22.5	280	16.9	375	21.9	3,269	18.6
1-3 years tenure	6,220	49.7	556	37.0	70	40.1	745	45.0	761	44.4	8,352	47.6
4-6 years tenure	2,440	19.5	272	18.1	25	14.2	366	22.1	338	19.8	3,441	19.6
7-9 years tenure	745	6.0	156	10.4	18	10.5	134	8.1	118	6.9	1,172	6.7
10+ years tenure	699	5.6	342	22.8	22	12.8	132	7.9	120	7.0	1,315	7.5
Not specified <sup>(c)</sup>	40		135		0		13		13		202	
<b>Total staff with relevant ECEC qualification</b>	<b>12,543</b>		<b>1,638</b>		<b>175</b>		<b>1,670</b>		<b>1,725</b>		<b>17,751</b>	
<b>Staff with no ECEC qualification</b>												
<1 year tenure	1,104	49.7	254	21.7	78	51.6	439	31.0	465	33.0	2,340	36.8
1-3 years tenure	1,042	47.0	534	45.7	53	34.8	827	58.4	776	55.1	3,232	50.8
4-6 years tenure	44	2.0	133	11.4	8	5.0	109	7.7	121	8.6	415	6.5
7-9 years tenure	12	0.5	63	5.4	8	5.5	29	2.1	22	1.6	135	2.1
10+ years tenure	17	0.8	185	15.8	5	3.2	12	0.9	24	1.7	243	3.8
Not specified <sup>(c)</sup>	15		83		0		0		5		103	
<b>Total staff with no ECEC qualification</b>	<b>2,233</b>		<b>1,251</b>		<b>152</b>		<b>1,417</b>		<b>1,414</b>		<b>6,468</b>	
<b>All staff</b>												
<1 year tenure	3,503	23.8	429	16.1	118	36.0	720	23.4	840	26.9	5,609	23.5
1-3 years tenure	7,262	49.3	1,090	40.8	123	37.6	1,573	51.2	1,537	49.2	11,584	48.4
4-6 years tenure	2,484	16.9	405	15.2	32	9.9	475	15.4	460	14.7	3,856	16.1
7-9 years tenure	757	5.1	219	8.2	27	8.2	164	5.3	141	4.5	1,307	5.5
10+ years tenure	716	4.9	528	19.8	27	8.3	144	4.7	144	4.6	1,558	6.5
Not specified <sup>(c)</sup>	55		218		0		13		18		304	
<b>Total specified</b>	<b>14,776</b>		<b>2,889</b>		<b>327</b>		<b>3,087</b>		<b>3,139</b>		<b>24,218</b>	
Total not specified <sup>(d)</sup>	135		152		65		113		156		622	
<b>TOTAL STAFF</b>	<b>14,911</b>		<b>3,041</b>		<b>391</b>		<b>3,201</b>		<b>3,296</b>		<b>24,840</b>	

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Relevant ECEC qualifications include early childhood teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies, behavioural science and other early childhood education and care related qualifications.

(c) Includes those contact staff whose years of experience in the ECEC sector were not specified.

(d) Includes those contact staff where services did not specify the qualifications of staff.

Table 1.9.5: Tenure as a paid contact worker in current service, by service type - South Australia (a)

Years of tenure as contact worker	Long day care		Family day care		In home care & Occasional care		Out of school hours care		Vacation care		Total	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Staff with relevant ECEC qualification (b)</b>												
<1 year tenure	445	16.7	98	19.3	3	15.8	79	12.0	106	13.6	731	15.8
1-3 years tenure	1,264	47.3	135	26.5	12	63.2	265	40.2	309	39.7	1,984	42.8
4-6 years tenure	489	18.3	np	np	np	np	131	19.9	185	23.7	883	19.0
7-9 years tenure	203	7.6	np	np	np	np	62	9.4	73	9.4	416	9.0
10+ years tenure	269	10.1	124	24.4	0	0.0	123	18.6	106	13.6	622	13.4
Not specified <sup>(c)</sup>	1		0		0		5		4		9	
<b>Total staff with relevant ECEC qualification</b>	<b>2,671</b>		<b>509</b>		<b>19</b>		<b>664</b>		<b>782</b>		<b>4,645</b>	
<b>Staff with no ECEC qualification</b>												
<1 year tenure	282	23.9	23	10.0	11	31.4	145	19.8	201	24.9	662	22.2
1-3 years tenure	532	45.1	9	3.9	19	54.3	411	56.4	433	53.7	1,405	47.1
4-6 years tenure	200	16.9	np	np	np	np	126	17.3	119	14.8	452	15.2
7-9 years tenure	67	5.7	np	np	np	np	28	3.8	38	4.8	158	5.3
10+ years tenure	99	8.4	170	73.6	2	5.7	20	2.7	16	2.0	307	10.3
Not specified <sup>(c)</sup>	0		0		0		5		6		11	
<b>Total staff with no ECEC qualification</b>	<b>1,180</b>		<b>231</b>		<b>35</b>		<b>734</b>		<b>813</b>		<b>2,994</b>	
<b>All staff</b>												
<1 year tenure	728	18.9	121	16.4	14	25.9	223	16.1	307	19.3	1,393	18.3
1-3 years tenure	1,796	46.6	144	19.5	31	57.4	676	48.7	742	46.8	3,389	44.5
4-6 years tenure	688	17.9	80	10.8	5	9.3	257	18.5	304	19.2	1,335	17.5
7-9 years tenure	270	7.0	101	13.6	2	3.7	90	6.4	111	7.0	574	7.5
10+ years tenure	368	9.6	294	39.7	2	3.7	142	10.3	122	7.7	929	12.2
Not specified <sup>(c)</sup>	1		0		0		9		10		20	
<b>Total specified</b>	<b>3,851</b>		<b>740</b>		<b>54</b>		<b>1,398</b>		<b>1,596</b>		<b>7,639</b>	
Total not specified <sup>(d)</sup>	54		4		1		60		176		295	
<b>TOTAL STAFF</b>	<b>3,905</b>		<b>744</b>		<b>55</b>		<b>1,459</b>		<b>1,772</b>		<b>7,935</b>	

np: Not available for publication for confidentiality reasons.

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Relevant ECEC qualifications include early childhood teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies, behavioural science and other early childhood education and care related qualifications.

(c) Includes those contact staff whose years of experience in the ECEC sector were not specified.

(d) Includes those contact staff where services did not specify the qualifications of staff.

Table 1.9.6: Tenure as a paid contact worker in current service, by service type - Western Australia (a)

Years of tenure as contact worker	Long day care		Family day care		In home care & Occasional care		Out of school hours care		Vacation care		Total	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Staff with relevant ECEC qualification (b)</b>												
<1 year tenure	676	22.6	115	27.1	17	15.9	103	24.5	98	20.8	1,009	22.9
1-3 years tenure	1,450	48.5	151	35.6	51	46.7	206	49.2	229	48.6	2,086	47.3
4-6 years tenure	532	17.8	43	10.1	14	13.2	75	17.8	90	19.1	753	17.1
7-9 years tenure	158	5.3	53	12.5	13	11.6	np	np	np	np	268	6.1
10+ years tenure	170	5.7	62	14.7	14	12.6	np	np	np	np	292	6.6
Not specified (c)	22		0		0		1		0		23	
<b>Total staff with relevant ECEC qualification</b>	<b>3,008</b>		<b>424</b>		<b>108</b>		<b>421</b>		<b>470</b>		<b>4,432</b>	
<b>Staff with no ECEC qualification</b>												
<1 year tenure	480	42.8	48	32.3	15	21.4	128	43.2	123	34.4	793	39.8
1-3 years tenure	488	43.5	75	51.1	37	54.2	142	48.2	193	53.8	936	47.0
4-6 years tenure	86	7.6	5	3.1	12	17.9	18	6.2	31	8.8	152	7.6
7-9 years tenure	30	2.7	7	4.5	3	4.7	np	np	np	np	44	2.2
10+ years tenure	39	3.5	13	9.1	1	1.7	np	np	np	np	67	3.4
Not specified (c)	0		0		0		1		0		1	
<b>Total staff with no ECEC qualification</b>	<b>1,124</b>		<b>147</b>		<b>69</b>		<b>297</b>		<b>358</b>		<b>1,994</b>	
<b>All staff</b>												
<1 year tenure	1,157	28.1	162	28.4	32	18.0	230	32.2	221	26.7	1,802	28.2
1-3 years tenure	1,938	47.2	226	39.6	88	49.6	349	48.8	421	50.9	3,022	47.2
4-6 years tenure	618	15.0	47	8.3	27	15.0	93	13.0	121	14.6	905	14.1
7-9 years tenure	189	4.6	60	10.5	16	8.9	19	2.6	30	3.6	313	4.9
10+ years tenure	209	5.1	76	13.3	15	8.4	24	3.4	35	4.2	359	5.6
Not specified (c)	22		0		0		2		0		24	
<b>Total specified</b>	<b>4,132</b>		<b>571</b>		<b>177</b>		<b>718</b>		<b>828</b>		<b>6,425</b>	
<b>Total not specified (d)</b>	<b>83</b>		<b>8</b>		<b>2</b>		<b>50</b>		<b>83</b>		<b>225</b>	
<b>TOTAL STAFF</b>	<b>4,215</b>		<b>579</b>		<b>179</b>		<b>767</b>		<b>911</b>		<b>6,650</b>	

np: Not available for publication for confidentiality reasons.

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Relevant ECEC qualifications include early childhood teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies, behavioural science and other early childhood education and care related qualifications.

(c) Includes those contact staff whose years of experience in the ECEC sector were not specified.

(d) Includes those contact staff where services did not specify the qualifications of staff.

**Table 1.9.7: Tenure as a paid contact worker in current service, by service type - Tasmania (a)**

Years of tenure as contact worker	Long day care		Family day care		In home care & Occasional care		Out of school hours care		Vacation care		Total	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Staff with relevant ECEC qualification (b)</b>												
<1 year tenure	147	15.2	30	10.3	7	11.9	29	13.9	29	13.9	243	14.0
1-3 years tenure	447	46.2	102	34.7	np	np	111	53.2	np	np	802	46.1
4-6 years tenure	231	23.9	61	20.8	np	np	44	20.9	np	np	398	22.9
7-9 years tenure	70	7.2	34	11.5	np	np	10	4.6	np	np	128	7.4
10+ years tenure	72	7.4	66	22.6	np	np	16	7.5	np	np	169	9.7
Not specified <sup>(c)</sup>	4		0		0		0		0		4	
<b>Total staff with relevant ECEC qualification</b>	<b>971</b>		<b>294</b>		<b>60</b>		<b>209</b>		<b>209</b>		<b>1,743</b>	
<b>Staff with no ECEC qualification</b>												
<1 year tenure	64	22.1	42	26.1	9	24.1	29	24.4	27	25.3	171	24.0
1-3 years tenure	152	52.3	69	43.5	np	np	64	53.3	np	np	360	50.5
4-6 years tenure	38	13.2	15	9.7	np	np	11	9.0	np	np	79	11.1
7-9 years tenure	12	4.2	14	8.9	np	np	6	5.1	np	np	43	6.1
10+ years tenure	24	8.2	19	11.7	np	np	10	8.3	np	np	60	8.4
Not specified <sup>(c)</sup>	6		0		1		0		0		8	
<b>Total staff with no ECEC qualification</b>	<b>297</b>		<b>159</b>		<b>39</b>		<b>120</b>		<b>105</b>		<b>721</b>	
<b>All staff</b>												
<1 year tenure	212	16.8	72	15.9	16	16.6	58	17.7	56	17.7	414	16.9
1-3 years tenure	599	47.6	172	37.8	48	49.6	175	53.2	168	53.5	1,162	47.4
4-6 years tenure	270	21.4	77	16.9	18	18.4	54	16.5	58	18.4	477	19.4
7-9 years tenure	82	6.5	48	10.6	7	7.5	16	4.8	18	5.8	171	7.0
10+ years tenure	95	7.6	85	18.8	8	7.9	26	7.8	15	4.6	228	9.3
Not specified <sup>(c)</sup>	10		0		1		0		0		11	
<b>Total specified</b>	<b>1,268</b>		<b>453</b>		<b>99</b>		<b>328</b>		<b>315</b>		<b>2,464</b>	
Total not specified <sup>(d)</sup>	17		1		2		41		15		76	
<b>TOTAL STAFF</b>	<b>1,286</b>		<b>455</b>		<b>101</b>		<b>369</b>		<b>329</b>		<b>2,540</b>	

np: Not available for publication for confidentiality reasons.

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Relevant ECEC qualifications include early childhood teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies, behavioural science and other early childhood education and care related qualifications.

(c) Includes those contact staff whose years of experience in the ECEC sector were not specified.

(d) Includes those contact staff where services did not specify the qualifications of staff.

**Table 1.9.8: Tenure as a paid contact worker in current service, by service type - Northern Territory (a)**

Years of tenure as contact worker	Long day care		Family day care		In home care & Occasional care (e)		Out of school hours care		Vacation care		Total	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Staff with relevant ECEC qualification (b)</b>												
<1 year tenure	91	26.2	9	11.7	-	-	29	37.8	31	39.9	160	27.7
1-3 years tenure	145	41.9	33	42.9	-	-	24	30.5	27	35.7	230	39.7
4-6 years tenure	62	17.9	np	np	-	-	17	21.7	np	np	98	17.0
7-9 years tenure	np	np	np	np	-	-	np	np	np	np	47	8.1
10+ years tenure	np	np	np	np	-	-	np	np	np	np	44	7.6
Not specified (c)	0		5		-	-	0		0		5	
<b>Total staff with relevant ECEC qualification</b>	<b>347</b>		<b>82</b>		<b>-</b>	<b>-</b>	<b>78</b>		<b>77</b>		<b>584</b>	
<b>Staff with no ECEC qualification</b>												
<1 year tenure	122	52.4	25	39.1	-	-	41	46.1	76	65.8	264	52.7
1-3 years tenure	91	38.9	32	50.0	-	-	36	41.0	36	31.2	195	38.9
4-6 years tenure	14	5.9	np	np	-	-	6	6.5	np	np	26	5.2
7-9 years tenure	np	np	np	np	-	-	np	np	np	np	4	0.9
10+ years tenure	np	np	np	np	-	-	np	np	np	np	12	2.4
Not specified (c)	0		5		-	-	0		0		5	
<b>Total staff with no ECEC qualification</b>	<b>233</b>		<b>69</b>		<b>-</b>	<b>-</b>	<b>89</b>		<b>115</b>		<b>506</b>	
<b>All staff</b>												
<1 year tenure	213	36.7	34	24.1	-	-	70	42.2	106	55.4	424	39.3
1-3 years tenure	236	40.7	65	46.1	-	-	60	36.1	63	33.0	424	39.3
4-6 years tenure	76	13.0	16	11.3	-	-	23	13.6	10	5.3	124	11.5
7-9 years tenure	24	4.2	12	8.5	-	-	8	4.7	7	3.6	51	4.7
10+ years tenure	31	5.3	14	9.9	-	-	6	3.4	5	2.7	56	5.2
Not specified (c)	0		10		-	-	0		0		10	
<b>Total specified</b>	<b>580</b>		<b>151</b>		<b>-</b>	<b>-</b>	<b>166</b>		<b>192</b>		<b>1,089</b>	
<b>Total not specified (d)</b>	<b>11</b>		<b>5</b>		<b>-</b>	<b>-</b>	<b>20</b>		<b>12</b>		<b>48</b>	
<b>TOTAL STAFF</b>	<b>591</b>		<b>156</b>		<b>-</b>	<b>-</b>	<b>187</b>		<b>204</b>		<b>1,138</b>	

np: Not available for publication for confidentiality reasons.

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Relevant ECEC qualifications include early childhood teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies, behavioural science and other early childhood education and care related qualifications.

(c) Includes those contact staff whose years of experience in the ECEC sector were not specified.

(d) Includes those contact staff where services did not specify the qualifications of staff.

(e) No in home care or occasional care services in the Northern Territory responded to the Services Survey.

Table 1.9.9: Tenure as a paid contact worker in current service, by service type - Australian Capital Territory (a)

Years of tenure as contact worker	Long day care		Family day care		In home care & Occasional care		Out of school hours care		Vacation care		Total	Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Staff with relevant ECEC qualification (b)</b>												
<1 year tenure	163	18.2	10	6.6	0	0.0	28	15.8	9	8.7	210	15.7
1-3 years tenure	436	48.6	28	19.0	np	np	85	48.7	np	np	609	45.7
4-6 years tenure	171	19.1	18	12.4	np	np	36	20.9	np	np	245	18.4
7-9 years tenure	np	np	np	np	np	np	np	np	np	np	95	7.1
10+ years tenure	np	np	np	np	np	np	np	np	np	np	174	13.1
Not specified <sup>(c)</sup>	0		0		0		0		0		0	
<b>Total staff with relevant ECEC qualification</b>	<b>896</b>		<b>145</b>		<b>13</b>		<b>174</b>		<b>104</b>		<b>1,332</b>	
<b>Staff with no ECEC qualification</b>												
<1 year tenure	191	38.8	24	16.5	0	0.0	184	40.2	119	48.6	519	38.5
1-3 years tenure	242	49.2	46	31.4	np	np	223	48.7	np	np	613	45.5
4-6 years tenure	36	7.3	22	14.9	np	np	45	9.9	np	np	128	9.5
7-9 years tenure	np	np	np	np	np	np	np	np	np	np	26	2.0
10+ years tenure	np	np	np	np	np	np	np	np	np	np	60	4.5
Not specified <sup>(c)</sup>	0		0		0		0		0		0	
<b>Total staff with no ECEC qualification</b>	<b>492</b>		<b>145</b>		<b>5</b>		<b>458</b>		<b>245</b>		<b>1,345</b>	
<b>All staff</b>												
<1 year tenure	354	25.5	34	11.6	0	0.0	212	33.5	128	36.8	728	27.2
1-3 years tenure	678	48.8	73	25.2	5	27.8	308	48.7	158	45.2	1,221	45.6
4-6 years tenure	207	14.9	40	13.6	4	22.2	82	12.9	41	11.6	373	13.9
7-9 years tenure	70	5.0	30	10.3	5	27.8	12	1.9	5	1.3	121	4.5
10+ years tenure	80	5.7	114	39.3	4	22.2	19	3.0	18	5.2	235	8.8
Not specified <sup>(c)</sup>	0		0		0		0		0		0	
<b>Total specified</b>	<b>1,389</b>		<b>290</b>		<b>18</b>		<b>632</b>		<b>349</b>		<b>2,678</b>	
Total not specified <sup>(d)</sup>	39		5		1		47		25		117	
<b>TOTAL STAFF</b>	<b>1,428</b>		<b>295</b>		<b>19</b>		<b>679</b>		<b>374</b>		<b>2,795</b>	

np: Not available for publication for confidentiality reasons.

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Relevant ECEC qualifications include early childhood teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies, behavioural science and other early childhood education and care related qualifications.

(c) Includes those contact staff whose years of experience in the ECEC sector were not specified.

(d) Includes those contact staff where services did not specify the qualifications of staff.

Table 1.10.1: Tenure as a paid non contact worker in current service, by service type - Australia (a)

Years of tenure as contact worker	Long day care		Family day care		In home care & Occasional care		Out of school hours care		Vacation care		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Staff with relevant ECEC qualification (b)</b>												
<1 year tenure	780	18.5	44	13.6	15	20.3	119	15.1	85	15.0	1,042	17.5
1-3 years tenure	1,459	34.7	100	31.0	18	24.9	290	36.8	196	34.4	2,063	34.6
4-6 years tenure	863	20.5	50	15.6	3	4.2	139	17.7	143	25.0	1,198	20.1
7-9 years tenure	394	9.4	34	10.5	7	9.4	83	10.5	54	9.4	571	9.6
10+ years tenure	710	16.9	95	29.4	30	41.3	157	19.9	93	16.3	1,085	18.2
Not specified <sup>(c)</sup>	486		115		10		65		38		714	
<b>Total staff with relevant ECEC qualification</b>	<b>4,692</b>		<b>436</b>		<b>82</b>		<b>853</b>		<b>609</b>		<b>6,672</b>	
<b>Staff with no ECEC qualification</b>												
<1 year tenure	1,095	45.5	57	37.0	33	55.2	184	32.4	127	32.2	1,496	41.8
1-3 years tenure	695	28.9	50	32.3	8	14.0	220	38.7	161	40.9	1,134	31.7
4-6 years tenure	265	11.0	15	9.9	5	8.9	81	14.2	60	15.3	427	11.9
7-9 years tenure	115	4.8	12	7.7	3	4.7	38	6.6	18	4.6	186	5.2
10+ years tenure	235	9.8	20	13.1	10	17.2	46	8.1	27	7.0	338	9.5
Not specified <sup>(c)</sup>	966		215		28		225		84		1,519	
<b>Total staff with no ECEC qualification</b>	<b>3,371</b>		<b>370</b>		<b>87</b>		<b>793</b>		<b>478</b>		<b>5,099</b>	
<b>All staff</b>												
<1 year tenure	1,875	28.4	101	21.2	47	36.1	303	22.3	213	22.0	2,538	26.6
1-3 years tenure	2,154	32.6	149	31.4	26	20.0	510	37.6	357	37.0	3,197	33.5
4-6 years tenure	1,128	17.1	65	13.7	8	6.3	220	16.2	203	21.0	1,624	17.0
7-9 years tenure	509	7.7	46	9.6	10	7.3	121	8.9	72	7.4	756	7.9
10+ years tenure	945	14.3	115	24.1	40	30.4	203	15.0	121	12.5	1,423	14.9
Not specified <sup>(c)</sup>	1,452		330		38		291		122		2,233	
<b>Total specified</b>	<b>8,063</b>		<b>806</b>		<b>169</b>		<b>1,646</b>		<b>1,087</b>		<b>11,771</b>	
Total not specified <sup>(d)</sup>	239		14		3		132		100		488	
<b>TOTAL STAFF</b>	<b>8,302</b>		<b>820</b>		<b>172</b>		<b>1,778</b>		<b>1,188</b>		<b>12,259</b>	

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Relevant ECEC qualifications include early childhood teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies, behavioural science and other early childhood education and care related qualifications.

(c) Includes those contact staff whose years of experience in the ECEC sector were not specified.

(d) Includes those contact staff where services did not specify the qualifications of staff.



**Table 2.1.1: Medium and quartile weekly opening hours by service type - Australia (a)**

	LDC	FDC	IHC & OCC	OSHC	VAC
<b>Opening hours</b>	<b>Hours</b>				
Median	55:00:00	na	45:00:00	23:45	53:15:00
25 <sup>th</sup> percentile	52:30:00	na	40:00:00	15:50	50:00:00
75 <sup>th</sup> percentile	57:30:00	na	57:30:00	26:15:00	55:00:00
	<b>Number of services</b>				
<b>Total specified</b>	<b>5,736</b>	<b>na</b>	<b>124</b>	<b>3,090</b>	<b>2,115</b>
Not specified	45	na	15	57	41
<b>TOTAL SERVICES</b>	<b>5,781</b>	<b>na</b>	<b>138</b>	<b>3,147</b>	<b>2,156</b>

(a) Totals may not equal the sum of components due to rounding of weighted data.

**Table 2.2.1: Number of children attending child care in the reference week, by service type (a)(b)**

Service Type	NSW	Vic	Qld	SA	WA	Tas	NT	ACT	Australia
	<b>Percentage</b>								
Long day care	57.1	53.2	57.4	43.6	62.6	45.4	45.6	43.0	54.9
Family day care	10.4	9.6	9.1	7.4	6.9	17.3	9.7	5.9	9.5
In home care & Occasional care <sup>(c)</sup>	0.9	1.2	0.8	0.6	1.7	2.4	-	0.7	1.0
Outside school hours care	19.2	25.1	19.8	26.7	14.5	19.4	27.3	35.4	21.4
Vacation care	12.3	10.9	13.0	21.7	14.2	15.4	17.5	15.0	13.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	<b>Number of children</b>								
Long day care	185,441	118,579	137,182	33,204	44,110	10,563	4,410	10,049	543,539
Family day care	33,666	21,515	21,659	5,656	4,884	4,035	936	1,387	93,738
In home care & Occasional care <sup>(c)</sup>	2,993	2,759	1,808	423	1,220	559	-	152	9,915
Outside school hours care	62,361	55,885	47,251	20,364	10,221	4,527	2,641	8,263	211,514
Vacation care	40,024	24,250	31,198	16,488	9,982	3,593	1,695	3,517	130,747
Total	324,486	222,988	239,098	76,135	70,418	23,278	9,682	23,368	989,453

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Data includes double counting where children attend more than one service type

(c) No in home care or occasional care services in the Northern Territory responded to the Services Survey.

**Table 2.3.1: Number of children attending child care per week by age and service type - Australia (a)**

	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Children</b>						
Aged 0-2 years						
% services	95.6	99.6	98.4	0.4	0.7	
Children attending	231,812	41,625	4,432	350	324	278,542
Aged 3-5 years						
% services	99.1	99.2	98.4	91.6	90.4	
Children attending	299,572	34,917	4,261	34,595	18,770	392,116
Aged 6-9 years						
% services	19.6	94.7	39.3	98.4	97.2	
Children attending	10,547	12,079	742	134,290	83,082	240,740
Aged 10+ years						
% services	9.5	87.0	28.9	94.4	95.2	
Children attending	1,608	5,118	479	42,278	28,571	78,055
All ages						
Children attending	543,539	93,738	9,915	211,514	130,747	989,453
<b>Services</b>						
<b>Total specified</b>	<b>5,766</b>	<b>329</b>	<b>138</b>	<b>3,132</b>	<b>2,152</b>	<b>11,516</b>
Total not specified	15	0	0	15	4	35
<b>TOTAL SERVICES</b>	<b>5,781</b>	<b>329</b>	<b>138</b>	<b>3,147</b>	<b>2,156</b>	<b>11,551</b>

(a) Totals may not equal the sum of components due to rounding of weighted data.

**Table 2.3.2: Number of children attending child care per week by age and service type - New South Wales (a)**

	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Children</b>						
Aged 0-2 years						
% services	94.1	100.0	100.0	0.4	1.1	
Children attending	71,204	17,205	1,373	37	158	89,977
Aged 3-5 years						
% services	98.6	100.0	100.0	90.8	87.9	
Children attending	111,973	12,700	1,276	10,247	5,721	141,918
Aged 6-9 years						
% services	8.1	92.6	26.1	96.9	94.4	
Children attending	1,891	2,800	201	40,556	25,726	71,174
Aged 10+ years						
% services	3.9	84.3	19.4	95.3	95.2	
Children attending	373	961	143	11,522	8,419	21,417
All ages						
Children attending	185,441	33,666	2,993	62,361	40,024	324,486
<b>Services</b>						
<b>Total specified</b>	<b>2,346</b>	<b>98</b>	<b>51</b>	<b>862</b>	<b>674</b>	<b>4,031</b>
Total not specified	7	0	0	4	0	11
<b>TOTAL SERVICES</b>	<b>2,353</b>	<b>98</b>	<b>51</b>	<b>866</b>	<b>674</b>	<b>4,042</b>

(a) Totals may not equal the sum of components due to rounding of weighted data.

**Table 2.3.3: Number of children attending child care per week by age and service type - Victoria (a)**

	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Children</b>						
Aged 0-2 years						
% services	96.6	98.5	100.0	0.6	1.3	
Children attending	55,296	8,112	1,292	163	113	64,975
Aged 3-5 years						
% services	99.4	97.1	100.0	87.7	90.6	
Children attending	62,330	8,676	1,271	7,767	2,856	82,900
Aged 6-9 years						
% services	9.7	94.3	45.4	98.9	98.3	
Children attending	815	3,289	141	36,721	16,360	57,325
Aged 10+ years						
% services	3.6	85.1	26.4	92.6	97.0	
Children attending	139	1,438	55	11,235	4,920	17,787
All ages						
Children attending	118,579	21,515	2,759	55,885	24,250	222,988
<b>Services</b>						
<b>Total specified</b>	<b>1,098</b>	<b>88</b>	<b>33</b>	<b>947</b>	<b>366</b>	<b>2,532</b>
Total not specified	6	0	0	4	2	12
<b>TOTAL SERVICES</b>	<b>1,104</b>	<b>88</b>	<b>33</b>	<b>951</b>	<b>368</b>	<b>2,544</b>

(a) Totals may not equal the sum of components due to rounding of weighted data.

**Table 2.3.4: Number of children attending child care per week by age and service type - Queensland (a)**

	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Children</b>						
Aged 0-2 years						
% services	96.6	100.0	92.2	0.0	0.2	
Children attending	56,604	9,412	657	0	35	66,707
Aged 3-5 years						
% services	99.1	100.0	92.2	96.0	89.3	
Children attending	74,234	7,230	705	9,012	4,864	96,045
Aged 6-9 years						
% services	44.1	94.4	57.1	99.2	99.3	
Children attending	5,515	3,517	257	28,525	19,106	56,920
Aged 10+ years						
% services	24.6	85.4	49.1	97.7	97.2	
Children attending	829	1,500	189	9,714	7,193	19,426
All ages						
Children attending	137,182	21,659	1,808	47,251	31,198	239,098
<b>Services</b>						
<b>Total specified</b>	<b>1,295</b>	<b>90</b>	<b>29</b>	<b>578</b>	<b>522</b>	<b>2,514</b>
Total not specified	1	0	0	1	0	2
<b>TOTAL SERVICES</b>	<b>1,296</b>	<b>90</b>	<b>29</b>	<b>579</b>	<b>522</b>	<b>2,516</b>

(a) Totals may not equal the sum of components due to rounding of weighted data.

**Table 2.3.5: Number of children attending child care per week by age and service type - South Australia (a)**

	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Children</b>						
Aged 0-2 years						
% services	98.8	100.0	100.0	0.0	0.0	
Children attending	16,255	1,818	181	0	0	18,254
Aged 3-5 years						
% services	100.0	100.0	100.0	96.5	98.0	
Children attending	16,701	1,915	165	2,924	2,283	23,988
Aged 6-9 years						
% services	10.1	100.0	50.0	99.6	99.0	
Children attending	206	1,162	53	12,322	10,091	23,835
Aged 10+ years						
% services	6.1	100.0	50.0	95.7	98.3	
Children attending	41	761	24	5,118	4,114	10,058
All ages						
Children attending	33,204	5,656	423	20,364	16,488	76,135
<b>Services</b>						
<b>Total specified</b>	<b>289</b>	<b>12</b>	<b>4</b>	<b>310</b>	<b>244</b>	<b>859</b>
Total not specified	1	0	0	5	2	8
<b>TOTAL SERVICES</b>	<b>290</b>	<b>12</b>	<b>4</b>	<b>315</b>	<b>246</b>	<b>867</b>

(a) Totals may not equal the sum of components due to rounding of weighted data.

**Table 2.3.6: Number of children attending child care per week by age and service type - Western Australia (a)**

	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Children</b>						
Aged 0-2 years						
% services	99.0	100.0	100.0	0.0	0.0	
Children attending	20,449	2,221	608	0	0	23,277
Aged 3-5 years						
% services	100.0	100.0	100.0	89.8	94.3	
Children attending	21,520	1,889	527	1,912	1,698	27,544
Aged 6-9 years						
% services	45.6	100.0	49.2	99.3	98.3	
Children attending	1,936	586	54	6,279	6,102	14,957
Aged 10+ years						
% services	16.4	100.0	30.8	94.6	89.3	
Children attending	205	188	32	2,031	2,183	4,639
All ages						
Children attending	44,110	4,884	1,220	10,221	9,982	70,418
<b>Services</b>						
<b>Total specified</b>	<b>459</b>	<b>19</b>	<b>13</b>	<b>188</b>	<b>188</b>	<b>867</b>
Total not specified	0	0	0	1	0	1
<b>TOTAL SERVICES</b>	<b>459</b>	<b>19</b>	<b>13</b>	<b>189</b>	<b>188</b>	<b>868</b>

(a) Totals may not equal the sum of components due to rounding of weighted data.



**Table 2.3.7: Number of children attending child care per week by age and service type - Tasmania (a)**

	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Children</b>						
Aged 0-2 years						
% services	89.0	100.0	100.0	2.2	0.0	
Children attending	4,711	1,729	246	150	0	6,836
Aged 3-5 years						
% services	100.0	100.0	100.0	93.3	86.6	
Children attending	5,713	1,747	241	891	461	9,054
Aged 6-9 years						
% services	12.6	100.0	21.7	97.8	98.5	
Children attending	124	427	37	2,762	2,408	5,758
Aged 10+ years						
% services	5.7	100.0	21.7	86.3	89.6	
Children attending	15	132	36	724	724	1,630
All ages						
Children attending	10,563	4,035	559	4,527	3,593	23,278
<b>Services</b>						
<b>Total specified</b>	<b>103</b>	<b>11</b>	<b>5</b>	<b>109</b>	<b>81</b>	<b>309</b>
Total not specified	0	0	0	0	0	0
<b>TOTAL SERVICES</b>	<b>103</b>	<b>11</b>	<b>5</b>	<b>109</b>	<b>81</b>	<b>309</b>

(a) Totals may not equal the sum of components due to rounding of weighted data.

**Table 2.3.8: Number of children attending child care per week by age and service type - Northern Territory (a)**

	LDC	FDC	IHC & OCC (b)	OSHC	VAC	Total
<b>Children</b>						
Aged 0-2 years						
% services	84.8	100.0	-	0.0	3.9	
Children attending	2,211	437	-	0	18	2,665
Aged 3-5 years						
% services	100.0	100.0	-	93.4	95.8	
Children attending	2,191	308	-	567	345	3,411
Aged 6-9 years						
% services	3.6	100.0	-	95.7	95.8	
Children attending	9	112	-	1,711	1,039	2,870
Aged 10+ years						
% services	0.0	80.0	-	82.8	79.8	
Children attending	0	79	-	363	293	736
All ages						
Children attending	4,410	936	-	2,641	1,695	9,682
<b>Services</b>						
<b>Total specified</b>	<b>67</b>	<b>5</b>	<b>-</b>	<b>52</b>	<b>41</b>	<b>165</b>
Total not specified	0	0	-	0	0	0
<b>TOTAL SERVICES</b>	<b>67</b>	<b>5</b>	<b>-</b>	<b>52</b>	<b>41</b>	<b>165</b>

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) No in home care or occasional care services in the Northern Territory responded to the Services Survey.

**Table 2.3.9: Number of children attending child care per week by age and service type - Australian Capital Territory (a)**

	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Children</b>						
Aged 0-2 years						
% services	94.0	100.0	100.0	0.0	0.0	
Children attending	5,082	691	76	0	0	5,849
Aged 3-5 years						
% services	99.0	100.0	100.0	94.9	81.3	
Children attending	4,910	452	76	1,275	542	7,255
Aged 6-9 years						
% services	5.0	100.0	0.0	97.4	87.5	
Children attending	51	185	0	5,416	2,250	7,902
Aged 10+ years						
% services	0.9	100.0	0.0	94.9	87.5	
Children attending	6	59	0	1,572	725	2,362
All ages						
Children attending	10,049	1,387	152	8,263	3,517	23,368
<b>Services</b>						
<b>Total specified</b>	<b>109</b>	<b>6</b>	<b>3</b>	<b>86</b>	<b>36</b>	<b>240</b>
Total not specified	0	0	0	0	0	0
<b>TOTAL SERVICES</b>	<b>109</b>	<b>6</b>	<b>3</b>	<b>86</b>	<b>36</b>	<b>240</b>

(a) Totals may not equal the sum of components due to rounding of weighted data.

**Table 2.4.1: Indigenous children aged 0 - 12 attending child care in the reference week, by service type and State and Territory (a)**

Service Type	NSW	Vic	Qld	SA	WA	Tas	NT	ACT	Australia
	<b>Percentage</b>								
Long day care	2.1	0.5	3.0	1.5	2.3	1.2	9.0	0.9	2.0
Family day care	2.6	1.4	1.7	0.8	1.8	1.7	3.4	0.6	1.9
In home care & Occasional care <sup>(b)</sup>	7.2	0.4	3.4	0.7	1.7	1.7	-	0.0	3.3
Outside school hours care	1.4	0.6	3.1	1.4	1.6	1.4	12.7	0.9	1.7
Vacation care	2.2	0.8	3.3	1.7	2.0	2.0	8.8	0.9	2.2
Total	2.1	0.6	3.0	1.4	2.1	1.5	9.4	0.9	1.9
	<b>Number of children</b>								
Long day care	3,908	555	4,116	492	999	130	397	93	10,690
Family day care	889	298	359	45	88	70	32	8	1,789
In home care & Occasional care <sup>(b)</sup>	216	12	62	3	21	10	-	0	323
Outside school hours care	892	341	1,434	268	165	65	335	76	3,576
Vacation care	873	191	1,012	257	193	74	149	29	2,778
Total	6,778	1,396	6,984	1,065	1,466	348	913	207	19,156

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) No in home care or occasional care services in the Northern Territory responded to the Services Survey.

**Table 2.5.1: LOTE children aged 0 - 12 attending child care, by service type and State and Territory (a)**

Service Type	NSW	Vic	Qld	SA	WA	Tas	NT	ACT	Australia
	<b>Percentage</b>								
Long day care	22.3	18.7	7.5	9.6	11.4	4.1	13.5	14.0	15.6
Family day care	14.0	20.3	3.8	8.7	3.9	1.5	8.0	21.7	11.8
In home care & Occasional care <sup>(c)</sup>	21.8	11.7	4.1	24.3	17.8	6.4	-	11.8	14.4
Outside school hours care	17.5	15.2	5.7	6.5	6.8	2.6	9.2	11.4	12.0
Vacation care	17.5	14.9	5.1	5.9	7.0	3.1	8.8	9.5	11.1
Total	19.9	17.5	6.5	8.0	9.7	3.3	10.9	12.8	13.8
	<b>Number of children</b>								
Long day care	41,141	22,137	10,256	3,156	4,985	437	578	1,406	84,096
Family day care	4,721	4,374	818	493	191	61	75	301	11,035
In home care & Occasional care <sup>(c)</sup>	652	323	75	103	217	36	-	18	1,424
Outside school hours care	10,842	8,419	2,654	1,287	690	117	243	943	25,195
Vacation care	6,989	3,580	1,571	916	680	110	149	333	14,329
Total	64,345	38,833	15,374	5,954	6,764	762	1,046	3,001	136,078

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Refers to children in special needs groups as a proportion of all children attending that child care service type in the reference week. Note that this includes a small number of services who did not specify the number of special needs children.

(c) No in home care or occasional care services in the Northern Territory responded to the Services Survey.

**Table 2.6.1: Children aged 0 - 12 with disabilities or long term health conditions attending child care, by service type and State and Territory (a)**

Service Type	NSW	Vic	Qld	SA	WA	Tas	NT	ACT	Total
	<b>Percentage</b>								
Long day care	3.8	2.1	1.6	3.1	2.0	2.2	2.4	2.0	2.6
Family day care	1.8	1.4	1.7	2.5	0.7	1.8	np	np	1.6
In home care & Occasional care <sup>(c)</sup>	5.2	5.8	4.8	5.7	6.4	np	-	np	5.4
Outside school hours care	2.8	2.5	2.5	3.9	2.6	np	np	np	2.7
Vacation care	4.5	3.9	3.7	6.1	3.2	2.5	6.2	2.4	4.2
<b>Total</b>	<b>3.5</b>	<b>2.4</b>	<b>2.1</b>	<b>3.9</b>	<b>2.3</b>	<b>2.1</b>	<b>3.4</b>	<b>2.1</b>	<b>2.8</b>
	<b>Number of children</b>								
Long day care	6,983	2,456	2,221	1,025	901	234	104	200	14,125
Family day care	605	298	373	143	33	71	np	np	1,536
In home care & Occasional care <sup>(c)</sup>	156	160	88	24	78	np	-	np	539
Outside school hours care	1,756	1,399	1,204	786	264	np	np	np	5,779
Vacation care	1,783	955	1,149	1,007	319	91	106	86	5,496
<b>Total</b>	<b>11,285</b>	<b>5,269</b>	<b>5,034</b>	<b>2,985</b>	<b>1,595</b>	<b>494</b>	<b>326</b>	<b>486</b>	<b>27,474</b>

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Refers to children in special needs groups as a proportion of all children attending that child care service type in the reference week. Note that this includes a small number of services who did not specify the number of special needs children.

(c) No in home care or occasional care services in the Northern Territory responded to the Services Survey.

**Table 2.7.1: Access to Preschool program from approved LDC services by State and Territory (a)(b)**

	Children taken to a preschool program delivered by a different service	Participated in an in-house preschool program offered in an approved child care service	Of which:
			Participated in both the in-house preschool program and a program provided by a different service
NSW	318	63,820	255
Vic	1,279	16,730	284
Qld	231	16,366	38
SA	1,374	5,552	516
WA	910	5,164	390
Tas	104	477	9
NT	370	547	139
ACT	251	2,555	71
AUST	4,837	111,213	1,701

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) LDC services offering preschool programs may not meet the definition of preschool programs as defined in Section 5 of this report.

Table 3.1.1: Number and proportion of services with a Preschool Program or Other program by service type and State and Territory (a)

	NSW		Vic		Qld		SA		WA		Tas		NT		ACT		Australia		
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
<b>Preschool Services</b>																			
Preschool Program <sup>(b)</sup>																			
Degree Bachelor 4y (or equivalent) or above	543	53.7	1056	69.5	300	78.0	350	71.3	691	79.6	193	88.8	76	59.7	73	86.1	3282	69.8	
Degree Bachelor 3y (or equivalent)	241	23.8	279	18.4	37	9.7	32	6.5	66	7.6	6	2.7	11	8.5	4	4.6	676	14.4	
Other Program <sup>(c)</sup>																			
Degree Bachelor 4y (or equivalent) or above	4	0.4	11	0.7	0	-	1	0.3	5	0.5	1	0.6	0	-	0	-	22	0.5	
Degree Bachelor 3y (or equivalent)	3	0.3	4	0.3	0	-	0	-	0	-	0	-	0	-	0	-	7	0.1	
Advanced Diploma/Diploma (any field)	173	17.1	135	8.9	32	8.4	73	14.8	52	6.0	6	2.6	11	8.4	3	3.1	483	10.3	
Certificate III/IV	21	2.0	5	0.4	12	3.0	8	1.7	16	1.9	3	1.3	0	0.0	1	1.5	67	1.4	
Certificate II or Below	1	0.1	3	0.2	0	0.0	4	0.8	3	0.3	3	1.3	1	1.1	1	1.5	17	0.4	
No Program <sup>(d)</sup>	26	2.5	27	1.8	3	0.9	22	4.5	35	4.0	6	2.6	28	22.3	3	3.1	150	3.2	
Total Specified	1010	100	1520	100	384	100	491	100	868	100	218	100	128	100	84	100	4703	100	
Not specified <sup>(e)</sup>	21		16		9		15		33		8		1		3		106		
<b>Long day care Services</b>																			
Preschool Program <sup>(b)</sup>																			
Degree Bachelor 4y (or equivalent) or above	806	34.5	366	33.2	240	18.6	73	25.2	49	10.8	8	7.3	8	11.4	32	28.9	1581	27.5	
Degree Bachelor 3y (or equivalent)	356	15.2	120	10.9	41	3.2	4	1.5	9	2.0	0	-	1	1.6	10	9.0	542	9.4	
Other Program <sup>(c)</sup>																			
Degree Bachelor 4y (or equivalent) or above	21	0.9	13	1.2	2	0.2	0	-	7	1.5	0	-	0	-	3	3.0	46	0.8	
Degree Bachelor 3y (or equivalent)	5	0.2	6	0.6	0	-	0	-	5	1.0	0	-	0	-	0	-	16	0.3	
Advanced Diploma/Diploma (any field)	456	19.5	100	9.1	147	11.4	59	20.3	80	17.7	5	4.7	8	11.7	29	27.0	884	15.4	
Certificate III/IV	44	1.9	9	0.8	11	0.8	2	0.8	3	0.7	0	0.0	3	4.9	2	2.0	75	1.3	
Certificate II or Below	0	0.0	0	0.0	0	0.0	0	0.0	1	0.2	0	0.0	0	0.0	0	0.0	1	0.0	
No Program <sup>(d)</sup>	648	27.7	488	44.2	848	65.7	151	52.2	300	66.1	91	87.9	47	70.4	33	30.1	2605	45.3	
Total Specified	2337	100	1103	100	1290	100	289	100	453	100	103	100	67	100	109	100	5751	100	
Not specified <sup>(e)</sup>	16		1		6		1		6		0		0		0		30		
<b>Total preschool and long day care Services</b>																			
Preschool Program <sup>(b)</sup>																			
Degree Bachelor 4y (or equivalent) or above	1349	40.3	1422	54.2	540	32.2	423	54.2	740	56.0	201	62.6	84	43.1	104	53.9	4864	46.5	
Degree Bachelor 3y (or equivalent)	597	17.8	400	15.2	79	4.7	37	4.7	75	5.7	6	1.8	12	6.2	14	7.1	1218	11.7	
Other Program <sup>(c)</sup>																			
Degree Bachelor 4y (or equivalent) or above	25	0.7	24	0.9	2	0.1	1	0.2	11	0.9	1	0.4	0	0.0	3	1.7	68	0.7	
Degree Bachelor 3y (or equivalent)	7	0.2	10	0.4	0	0.0	0	0.0	5	0.3	0	0.0	0	0.0	0	0.0	22	0.2	
Advanced Diploma/Diploma (any field)	629	18.8	235	9.0	179	10.7	131	16.9	132	10.0	11	3.3	19	9.5	32	16.5	1367	13.1	
Certificate III/IV	65	1.9	14	0.5	22	1.3	11	1.4	20	1.5	3	0.9	3	1.7	3	1.8	142	1.4	
Certificate II or Below	1	0.0	3	0.1	0	0.0	4	0.5	4	0.3	3	0.9	1	0.7	1	0.7	18	0.2	
No Program <sup>(d)</sup>	674	20.1	515	19.6	852	50.9	173	22.1	335	25.3	96	30.0	76	38.8	35	18.3	2755	26.4	
Total Specified	3347	100	2623	100	1674	100	780	100	1322	100	321	100	195	100	193	100	10454	100	
Not specified <sup>(e)</sup>	37	0.0	17	0.0	15	0.0	16	0.0	38	0.0	8	0.0	1	0.0	3	0.0	136	0.0	

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Includes services where at least one Teacher delivered a Preschool Program.

(c) Includes services where the highest qualified staff member delivered a program and had an ECEC qualification in a non-teaching field at any level, an ECEC qualification below the Diploma level in any field, or delivered a program not based on a specific (or known) curriculum or framework.

(d) No program was delivered by the service during the reference week. Also includes programs delivered by a staff member without an ECEC related qualification.

(e) Insufficient information was provided for classification.



Table 3.2.1: Number and Proportion of workers delivering a Preschool Program or Other program, by qualification level, service type and State and Territory (a) (b)

	NSW	NSW	Vic	Vic	Qld	Qld	SA	SA	WA	WA	Tas	Tas	NT	NT	ACT	ACT	Australia	Australia
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Preschool</b>																		
<b>Teaching field(c) Workers</b>																		
Bachelor degree pass 4 years (or equivalent) and above <sup>(d)</sup>	898	29.1	1,548	49	476	55.8	570	52.1	1,154	74.7	362	86.5	96	69.7	177	78.2	5,280	50.2
Bachelor degree pass 3 years (or equivalent)	801	25.9	582	18.4	101	11.8	139	12.7	165	10.7	16	3.9	14	10	12	5.2	1,829	17.4
Advanced Diploma / Diploma	179	5.8	443	14	63	7.4	239	21.8	128	8.3	23	5.5	19	13.6	6	2.9	1,101	10.5
Other ECEC-related program, at diploma level or above <sup>(e)</sup>	1,211	39.2	587	18.6	212	24.9	147	13.4	97	6.3	17	4.1	9	6.7	31	13.8	2,312	22
Total delivering program at Diploma level or above	3,089	100	3,160	100	852	100	1,095	100	1,545	100	418	100	137	100	226	100	10,522	100
<b>Long day care</b>																		
<b>Teaching field(c) Workers</b>																		
Bachelor degree pass 4 years (or equivalent) and above <sup>(d)</sup>	1,154	23.2	461	27.8	336	26.4	111	23.8	57	13.2	11	27.4	9	23	48	21	2,186	24
Bachelor degree pass 3 year (or equivalent)	868	17.4	178	10.7	84	6.6	16	3.5	19	4.4	np	-	np	-	np	-	1,184	13
Advanced Diploma / Diploma	227	4.6	69	4.2	33	2.6	23	4.9	11	2.6	np	-	np	-	np	-	366	4
Other ECEC-related program, at diploma level or above <sup>(e)</sup>	2,731	54.8	950	57.3	817	64.3	315	67.8	343	79.8	27	66.6	27	71.2	163	71.4	5,373	59
Total delivering program at Diploma level or above	4,980	100	1,658	100	1,270	100	464	100	430	100	41	100	38	100	228	100	9,109	100
<b>Total preschool and long day care</b>																		
<b>Teaching field(c) Workers</b>																		
Bachelor degree pass 4 years (or equivalent) and above <sup>(d)</sup>	2,052	25.4	2,009	41.7	811	38.2	681	43.7	1,211	61.3	373	81.2	104	59.6	224	49.4	7,466	38.0
Bachelor degree pass 3 years (or equivalent)	1,668	20.7	760	15.8	185	8.7	155	9.9	184	9.3	np	-	np	-	np	-	3,013	15.3
Advanced Diploma / Diploma	407	5.0	512	10.6	96	4.5	262	16.8	140	7.1	np	-	np	-	np	-	1,467	7.5
Other ECEC-related program, at diploma level or above <sup>(e)</sup>	3,942	48.9	1,537	31.9	1,029	48.5	462	29.6	440	22.3	45	9.8	36	20.6	194	42.7	7,685	39.1
Total delivering preschool and long day care programs, at diploma level or above	8,069	100	4,818	100	2,122	100	1,559	100	1,975	100	459	100	175	100	454	100	19,631	100

np: Not available for publication for confidentiality reasons. These teachers have been included in total and Australia counts.

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Data only includes those workers whose qualifications were specified.

(c) Only includes teachers who were reported by services to be delivering an in-house preschool program during the reference week, and who held ECEC-related qualifications in the fields of early childhood related teaching, primary, or other teaching qualifications.

(d) Includes Bachelor degree (4 years or equivalent), Bachelor degree honours, Graduate diploma or graduate certificate and Post graduate degree.

(e) Other ECEC-related qualifications include child care, nursing (including mothercraft nursing), other human welfare studies and services, behavioural science and other ECEC-related qualifications, at the Diploma level or above. These workers are delivering programs that do not meet the criteria for a 'Preschool Program' as defined in the National ECEC Workforce Census.

Table 3.3.1: Number of workers delivering a Preschool Program or Other program, by hours worked, qualification level and service type (a) (b)

	Hours worked		Hours worked		Hours worked		Hours worked		Hours worked		Hours worked		Hours worked		Total Specific	Total Specific	Australia
	<10	<10	10 - 19	10 - 19	20 - 29	20 - 29	30 - 39	30 - 39	40 - 49	40 - 49	50 +	50 +	no.	%			
	no.	%	no.	%	no.	%	no.	%	no.	%	no.	%	no.	%	no.	%	
<b>Preschool</b>																	
<b>Teaching field(c)</b>																	
Bachelor degree pass 4 years (or equivalent) and above <sup>(d)</sup>	574	11	1,197	22.9	1,072	20.5	1,605	30.8	656	12.6	113	2.2	5,216	100	5,280		5,280
Bachelor degree pass 3 years (or equivalent)	177	9.8	455	25.2	421	23.2	558	30.9	181	10	18	1	1,810	100	1,829		1,829
Advanced Diploma / Diploma	94	8.6	309	28.3	255	23.4	313	28.7	95	8.7	24	2.2	1,090	100	1,101		1,101
Other ECEC-related field, at diploma level or above <sup>(e)</sup>	288	12.6	555	24.3	555	24.3	666	29.1	218	9.6	5	0.2	2,286	100	2,312		2,312
Total delivering program at Diploma level or above	1,132	10.9	2,516	24.2	2,302	22.1	3,142	30.2	1,150	11.1	160	1.5	10,403	100	10,522		10,522
<b>Long day care</b>																	
<b>Teaching field(c)</b>																	
Bachelor degree pass 4 years (or equivalent) and above <sup>(d)</sup>	95	4.4	200	9.1	299	13.7	1,068	48.9	479	21.9	43	2	2,184	100	2,186		2,186
Bachelor degree pass 3 years (or equivalent)	68	5.8	150	12.6	185	15.6	542	45.8	212	17.9	27	2.3	1,184	100	1,184		1,184
Advanced Diploma / Diploma	13	3.6	43	11.7	54	14.8	158	43.2	92	25.1	6	1.6	366	100	366		366
Other ECEC-related field, at diploma level or above <sup>(e)</sup>	173	3.2	438	8.2	739	13.8	2,966	55.2	1,005	18.7	52	1	5,373	100	5,373		5,373
Total delivering program at Diploma level or above	350	3.8	831	9.1	1,278	14	4,734	52	1,788	19.6	127	1.4	9,108	100	9,109		9,109
<b>Total Preschool and Long Day Care</b>																	
<b>Teaching field(c)</b>																	
Bachelor degree pass 4 years (or equivalent) and above <sup>(d)</sup>	669	9.0	1,397	18.9	1,371	18.5	2,673	36.1	1,135	15.3	156	2.1	7,400	100	7,466		7,466
Bachelor degree pass 3 years (or equivalent)	245	8.2	605	20.2	606	20.2	1,100	36.7	393	13.1	45	1.5	2,994	100	3,013		3,013
Advanced Diploma / Diploma	107	7.3	352	24.2	309	21.2	471	32.3	187	12.8	30	2.1	1,456	100	1,467		1,467
Other ECEC-related field, at diploma level or above <sup>(e)</sup>	461	6.0	993	13.0	1,294	16.9	3,632	47.4	1,223	16.0	57	0.7	7,659	100	7,685		7,685
Total delivering preschool and long day care programs, at diploma level or above	1,483	7.6	3,347	17.2	3,580	18.3	7,876	40.4	2,938	15.1	288	1.5	19,511	100	19,631		19,631

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Table only includes those workers whose qualifications were specified.

(c) Only includes teachers who were reported by services to be delivering an in-house preschool program during the reference week, and who held ECEC-related qualifications in the fields of early childhood related teaching, or other teaching qualifications.

(d) Includes Bachelor degree (4 years or equivalent), Bachelor degree honours, Graduate diploma or graduate certificate and Post graduate degree.

(e) Other ECEC-related qualifications include child care, nursing (including mothercraft nursing), other human welfare studies and services, behavioural science and other ECEC-related qualifications, at the level of Diploma or above. These workers are delivering programs that do not meet the criteria for a 'Preschool Program' as defined in the National ECEC Workforce Census.

(f) Australia total includes those workers whose working hours were not specified for the reference week.

**Table 4.1.1: Agreement with statements about job satisfaction and career in ECEC sector, by service type - Australia (a) (b)**

Statement		PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Job Satisfaction</b>								
I am satisfied with my job	% agree	91.5	85.3	88.8	89.4	90.6	90.9	88.0
	% disagree	2.3	3.4	2.7	2.7	1.7	1.9	2.8
I am satisfied with my pay and conditions	% agree	50.3	43.1	60.3	56.7	67.4	69.6	51.7
	% disagree	30.0	34.9	18.2	24.1	15.0	14.3	27.9
There is a good spirit and team morale in my workplace	% agree	84.6	76.8	75.8	76.9	88.9	87.1	80.6
	% disagree	5.3	7.1	4.5	4.3	2.9	3.5	5.6
Management are supportive	% agree	80.9	76.4	78.2	76.6	82.3	83.1	78.8
	% disagree	6.3	7.6	4.9	5.9	4.8	5.0	6.5
My job is important to me because it has high status and I receive positive recognition in the community	% agree	47.9	52.2	55.8	45.7	53.7	54.4	52.1
	% disagree	19.8	19.7	16.7	21.6	14.9	14.0	18.3
The job is stressful	% agree	51.8	58.6	55.9	50.2	37.5	36.4	52.2
	% disagree	20.6	14.0	14.3	20.8	30.7	28.8	18.8
<b>Career in ECEC Sector</b>								
If I could I'd leave the sector today	% agree	7.5	11.7	11.3	13.4	7.3	7.1	9.9
	% disagree	80.3	71.6	71.2	70.4	78.1	79.5	74.7
I entered the sector because I always wanted to work with children	% agree	84.9	85.7	81.5	81.8	76.9	77.7	83.3
	% disagree	3.9	3.6	4.9	4.7	6.0	6.2	4.3
I entered the sector because it was the only opportunity available at the time	% agree	10.1	13.9	21.0	17.8	17.5	16.5	14.6
	% disagree	79.0	73.5	62.4	67.5	65.3	66.7	71.7
I am interested in furthering my career in the sector	% agree	57.4	66.5	63.2	63.1	60.3	61.8	63.3
	% disagree	13.7	11.3	11.1	13.2	13.3	12.2	12.1
I would recommend a career in the sector to others	% agree	72.3	64.7	73.6	69.9	74.8	75.2	69.2
	% disagree	6.7	9.0	5.8	7.4	4.9	4.1	7.3

Note: Data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Table excludes the proportion of staff who indicated neutral agreement to the statements.

(b) Table excludes unpaid staff.

**Table 4.1.2: Agreement with statements about job satisfaction and career in ECEC sector, by service type - New South Wales (a) (b)**

Statement		PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Job Satisfaction</b>								
I am satisfied with my job	% agree	91.9	87.2	88.5	86.2	92.3	91.1	89.0
	% disagree	2.1	3.3	3.0	4.0	1.8	1.8	2.8
I am satisfied with my pay and conditions	% agree	46.4	50.2	58.9	50.5	72.1	72.0	54.8
	% disagree	33.6	28.6	18.4	27.2	12.5	13.4	25.3
There is a good spirit and team morale in my workplace	% agree	85.8	79.6	76.5	77.7	89.6	86.8	82.0
	% disagree	5.0	6.1	5.0	5.2	3.0	3.5	5.2
Management are supportive	% agree	81.8	78.5	78.2	76.9	83.5	83.0	79.9
	% disagree	6.6	7.0	5.3	6.2	3.9	4.6	6.2
My job is important to me because it has high status and I receive positive recognition in the community	% agree	49.5	56.9	57.4	50.1	58.6	56.1	55.7
	% disagree	19.8	16.3	16.7	21.1	11.0	12.3	16.0
The job is stressful	% agree	49.7	55.4	57.5	56.9	37.8	34.3	50.9
	% disagree	21.6	16.1	13.6	19.4	32.4	29.6	19.8
<b>Career in ECEC Sector</b>								
If I could I'd leave the sector today	% agree	7.9	9.6	12.4	14.1	6.3	6.9	9.1
	% disagree	79.4	75.9	70.5	69.2	81.3	80.9	76.9
I entered the sector because I always wanted to work with children	% agree	81.5	85.1	81.3	82.3	74.3	77.1	82.2
	% disagree	5.1	3.6	5.3	6.8	7.3	7.4	4.8
I entered the sector because it was the only opportunity available at the time	% agree	12.2	13.4	21.2	18.6	17.6	15.9	14.7
	% disagree	75.2	74.5	63.7	69.2	65.6	67.6	71.9
I am interested in furthering my career in the sector	% agree	56.8	68.6	65.2	70.3	58.8	62.2	64.7
	% disagree	14.5	10.0	10.5	11.1	14.4	11.3	11.4
I would recommend a career in the sector to others	% agree	70.4	69.0	75.6	69.8	77.9	77.3	71.6
	% disagree	6.7	7.6	6.0	9.7	4.0	3.9	6.6

Note: Data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Table excludes the proportion of staff who indicated neutral agreement to the statements.

(b) Table excludes unpaid staff.

**Table 4.1.3: Agreement with statements about job satisfaction and career in ECEC sector, by service type - Victoria (a) (b)**

Statement		PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Job Satisfaction</b>								
I am satisfied with my job	% agree	90.3	85.0	88.6	91.4	90.0	92.3	87.8
	% disagree	2.7	3.5	2.2	3.4	2.3	1.7	2.9
I am satisfied with my pay and conditions	% agree	43.1	41.3	58.6	63.9	62.9	69.8	48.6
	% disagree	35.9	36.5	17.8	22.7	19.7	14.2	30.5
There is a good spirit and team morale in my workplace	% agree	84.2	75.7	74.8	77.0	89.0	88.0	80.2
	% disagree	4.8	7.7	4.7	5.1	2.6	2.7	5.7
Management are supportive	% agree	79.0	76.0	78.2	72.2	78.9	83.5	77.8
	% disagree	6.5	7.6	4.4	7.1	6.9	4.4	6.7
My job is important to me because it has high status and I receive positive recognition in the community	% agree	46.6	52.4	56.0	39.4	51.1	56.3	51.4
	% disagree	21.0	20.3	14.9	26.6	17.2	13.1	19.1
The job is stressful	% agree	52.7	59.4	56.8	48.2	34.1	38.7	52.6
	% disagree	19.1	13.3	13.7	25.0	34.5	29.0	18.8
<b>Career in ECEC Sector</b>								
If I could I'd leave the sector today	% agree	8.2	11.2	10.8	10.7	7.1	7.0	9.6
	% disagree	79.5	72.0	71.9	73.9	79.6	79.8	75.3
I entered the sector because I always wanted to work with children	% agree	87.5	87.5	83.6	82.2	78.6	77.2	85.1
	% disagree	3.2	3.5	4.0	4.1	6.3	6.0	4.0
I entered the sector because it was the only opportunity available at the time	% agree	9.4	14.1	24.2	15.6	18.3	17.4	14.8
	% disagree	80.4	73.7	59.7	67.3	64.4	66.8	72.0
I am interested in furthering my career in the sector	% agree	59.0	67.4	64.4	59.0	60.7	62.4	63.9
	% disagree	14.2	10.8	11.4	15.5	13.9	12.3	12.2
I would recommend a career in the sector to others	% agree	67.2	65.8	74.1	66.7	74.8	77.0	68.9
	% disagree	8.9	8.6	5.5	7.2	5.4	3.2	7.5

Note: Data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Table excludes the proportion of staff who indicated neutral agreement to the statements.

(b) Table excludes unpaid staff.

**Table 4.1.4: Agreement with statements about job satisfaction and career in ECEC sector, by service type - Queensland (a) (b)**

Statement		PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Job Satisfaction</b>								
I am satisfied with my job	% agree	92.2	82.6	88.5	90.0	89.5	89.7	85.6
	% disagree	2.4	3.9	2.3	1.3	2.0	1.8	3.1
I am satisfied with my pay and conditions	% agree	54.5	36.1	63.4	55.4	66.3	67.7	48.0
	% disagree	26.7	41.8	18.6	20.9	13.7	14.9	31.4
There is a good spirit and team morale in my workplace	% agree	88.7	73.6	78.3	74.0	87.9	85.4	78.2
	% disagree	4.0	8.3	3.8	1.7	3.1	3.8	6.3
Management are supportive	% agree	85.6	73.1	79.4	71.9	83.8	80.7	76.8
	% disagree	3.3	9.3	4.6	5.2	5.5	6.7	7.6
My job is important to me because it has high status and I receive positive recognition in the community	% agree	50.8	47.9	54.6	48.3	49.3	51.1	49.4
	% disagree	16.6	22.3	17.4	16.9	17.1	16.6	20.0
The job is stressful	% agree	50.9	61.5	51.6	40.5	40.6	38.8	54.1
	% disagree	20.2	12.0	15.6	23.2	24.8	27.6	16.5
<b>Career in ECEC Sector</b>								
If I could I'd leave the sector today	% agree	8.1	14.6	9.6	17.6	9.1	8.4	12.3
	% disagree	76.9	65.7	72.9	66.5	71.1	77.0	69.3
I entered the sector because I always wanted to work with children	% agree	81.0	85.3	80.6	79.8	76.9	78.4	82.6
	% disagree	5.9	3.7	4.8	2.5	3.9	4.7	4.1
I entered the sector because it was the only opportunity available at the time	% agree	10.7	14.5	18.1	19.5	18.1	18.1	15.6
	% disagree	79.6	72.3	64.6	67.9	63.5	64.3	69.8
I am interested in furthering my career in the sector	% agree	47.1	62.0	59.9	58.4	59.2	60.3	60.3
	% disagree	17.1	14.0	12.6	16.4	12.6	12.5	13.7
I would recommend a career in the sector to others	% agree	70.7	58.7	71.4	73.3	70.1	71.7	64.0
	% disagree	5.7	11.2	5.9	6.0	5.9	4.7	8.8

Note: Data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Table excludes the proportion of staff who indicated neutral agreement to the statements.

(b) Table excludes unpaid staff.

**Table 4.1.5: Agreement with statements about job satisfaction and career in ECEC sector, by service type - South Australia (a) (b)**

Statement		PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Job Satisfaction</b>								
I am satisfied with my job	% agree	92.8	86.7	89.1	93.7	91.0	92.8	89.9
	% disagree	1.9	3.0	2.7	2.8	0.8	1.8	2.2
I am satisfied with my pay and conditions	% agree	63.3	41.2	56.7	63.9	72.6	71.6	56.9
	% disagree	19.1	36.5	20.8	18.8	10.4	11.4	23.5
There is a good spirit and team morale in my workplace	% agree	86.4	75.2	66.4	77.0	90.4	89.4	81.7
	% disagree	3.9	7.2	5.1	3.7	2.1	3.2	4.9
Management are supportive	% agree	85.4	76.5	64.8	88.8	83.7	86.5	80.6
	% disagree	4.6	6.4	7.7	3.0	3.4	3.3	5.1
My job is important to me because it has high status and I receive positive recognition in the community	% agree	52.3	48.1	53.0	37.0	55.8	58.2	52.1
	% disagree	16.5	20.1	18.8	35.0	12.9	11.0	16.8
The job is stressful	% agree	51.0	59.5	59.7	36.3	36.4	33.1	49.7
	% disagree	21.9	13.0	14.1	35.5	27.0	28.8	19.9
<b>Career in ECEC Sector</b>								
If I could I'd leave the sector today	% agree	6.4	9.5	14.2	9.4	6.5	4.2	7.7
	% disagree	83.1	74.7	66.9	87.0	81.3	82.5	78.5
I entered the sector because I always wanted to work with children	% agree	86.7	87.2	82.5	84.7	82.1	81.6	85.1
	% disagree	2.7	2.9	4.3	2.8	4.1	5.7	3.6
I entered the sector because it was the only opportunity available at the time	% agree	8.8	10.5	25.7	5.8	14.2	13.1	12.0
	% disagree	79.8	76.2	57.2	77.5	66.3	70.0	73.4
I am interested in furthering my career in the sector	% agree	63.4	67.9	65.9	56.6	63.6	65.1	65.6
	% disagree	10.4	10.0	11.0	9.1	11.4	9.8	10.3
I would recommend a career in the sector to others	% agree	78.8	67.8	69.5	72.2	79.9	79.0	74.1
	% disagree	4.7	7.2	8.4	2.8	3.6	3.2	5.5

Note: Data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Table excludes the proportion of staff who indicated neutral agreement to the statements.

(b) Table excludes unpaid staff.

**Table 4.1.6: Agreement with statements about job satisfaction and career in ECEC sector, by service type - Western Australia (a) (b)**

Statement		PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Job Satisfaction</b>								
I am satisfied with my job	% agree	90.2	85.9	93.0	89.8	86.7	91.4	88.3
	% disagree	2.8	2.8	3.0	0.9	1.8	1.8	2.6
I am satisfied with my pay and conditions	% agree	51.7	41.8	72.0	44.6	61.9	64.9	50.2
	% disagree	27.8	33.8	11.6	37.7	20.5	17.9	28.4
There is a good spirit and team morale in my workplace	% agree	79.9	80.7	77.9	73.5	86.3	87.9	81.3
	% disagree	8.2	5.2	1.6	4.5	3.6	2.7	5.7
Management are supportive	% agree	77.3	78.9	82.4	92.7	81.7	84.6	79.3
	% disagree	8.3	6.2	3.5	0.9	2.7	3.9	6.3
My job is important to me because it has high status and I receive positive recognition in the community	% agree	41.0	51.6	58.7	32.8	56.8	52.1	48.4
	% disagree	22.7	20.1	14.9	22.6	17.5	15.1	20.2
The job is stressful	% agree	56.6	59.2	60.0	73.7	39.8	37.9	55.2
	% disagree	18.1	13.8	12.2	12.2	29.7	27.8	17.6
<b>Career in ECEC Sector</b>								
If I could I'd leave the sector today	% agree	7.5	12.9	8.5	12.3	9.7	7.6	10.1
	% disagree	80.4	70.1	74.1	61.3	75.9	79.0	75.0
I entered the sector because I always wanted to work with children	% agree	85.7	84.7	79.3	81.3	80.7	77.2	83.8
	% disagree	3.1	3.3	6.1	4.4	4.6	8.0	3.9
I entered the sector because it was the only opportunity available at the time	% agree	9.0	14.2	15.3	23.8	14.5	14.8	12.6
	% disagree	81.3	73.1	63.8	60.3	75.0	71.1	75.4
I am interested in furthering my career in the sector	% agree	54.0	67.8	55.7	61.1	65.2	60.7	61.5
	% disagree	13.4	11.2	13.6	7.4	11.2	14.7	12.3
I would recommend a career in the sector to others	% agree	76.7	60.0	76.0	59.8	73.6	70.9	68.6
	% disagree	5.7	9.5	5.9	14.5	4.2	4.7	7.3

Note: Data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Table excludes the proportion of staff who indicated neutral agreement to the statements.

(b) Table excludes unpaid staff.



**Table 4.1.7: Agreement with statements about job satisfaction and career in ECEC sector, by service type - Tasmania (a) (b)**

Statement		PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Job Satisfaction</b>								
I am satisfied with my job	% agree	95.0	86.3	88.9	91.7	91.2	77.2	88.9
	% disagree	1.0	3.7	4.6	1.7	0.9	8.5	3.1
I am satisfied with my pay and conditions	% agree	75.9	43.5	60.8	66.8	58.0	60.9	58.5
	% disagree	12.1	36.7	20.3	20.8	18.2	23.8	24.3
There is a good spirit and team morale in my workplace	% agree	86.9	75.1	75.3	83.4	86.1	75.8	80.1
	% disagree	4.9	8.7	3.1	5.8	3.3	11.3	6.6
Management are supportive	% agree	85.2	77.2	85.5	85.2	80.0	73.3	80.5
	% disagree	4.0	7.3	2.1	7.3	2.0	12.2	5.8
My job is important to me because it has high status and I receive positive recognition in the community	% agree	53.2	44.9	55.4	54.2	58.1	39.1	49.6
	% disagree	15.8	24.6	14.8	13.4	15.1	22.8	19.5
The job is stressful	% agree	44.2	61.0	57.4	51.0	39.4	47.8	51.9
	% disagree	33.3	14.7	13.6	8.9	23.9	19.4	20.8
<b>Career in ECEC Sector</b>								
If I could I'd leave the sector today	% agree	2.8	11.9	15.3	9.1	5.6	17.1	9.4
	% disagree	87.9	71.9	72.2	75.8	78.0	69.1	76.9
I entered the sector because I always wanted to work with children	% agree	88.0	85.5	75.8	83.0	87.6	79.3	84.7
	% disagree	2.8	3.8	7.2	5.1	6.3	5.7	4.4
I entered the sector because it was the only opportunity available at the time	% agree	6.4	12.8	15.8	17.1	12.3	19.5	12.1
	% disagree	84.9	74.1	69.3	63.2	74.4	64.2	75.2
I am interested in furthering my career in the sector	% agree	58.3	66.0	63.1	67.0	71.8	49.8	62.8
	% disagree	10.0	11.3	8.2	11.0	6.7	20.3	10.9
I would recommend a career in the sector to others	% agree	83.6	65.3	73.1	79.4	71.8	63.8	72.4
	% disagree	3.3	9.1	4.5	2.6	4.1	9.7	6.2

Note: Data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Table excludes the proportion of staff who indicated neutral agreement to the statements.

(b) Table excludes unpaid staff.

**Table 4.1.8: Agreement with statements about job satisfaction and career in ECEC sector, by service type - Northern Territory (a) (b)**

Statement		PS	LDC	FDC	IHC & OCC (c)	OSHC	VAC	Total
<b>Job Satisfaction</b>								
I am satisfied with my job	% agree	92.8	81.5	96.0	-	96.1	87.5	88.2
	% disagree	0.5	4.6	0.4	-	0.0	2.2	2.3
I am satisfied with my pay and conditions	% agree	59.5	43.7	73.4	-	73.0	65.8	57.2
	% disagree	15.9	33.9	7.3	-	12.9	25.1	23.3
There is a good spirit and team morale in my workplace	% agree	80.1	73.9	76.4	-	85.4	94.1	80.0
	% disagree	6.2	6.9	1.0	-	3.8	1.0	4.9
Management are supportive	% agree	80.2	76.1	82.7	-	77.2	84.0	78.9
	% disagree	4.3	6.1	0.5	-	7.3	3.7	5.0
My job is important to me because it has high status and I receive positive recognition in the community	% agree	56.0	53.8	59.3	-	56.7	56.7	55.6
	% disagree	13.8	20.8	20.5	-	14.5	16.6	17.8
The job is stressful	% agree	51.7	61.6	49.0	-	44.1	36.5	52.3
	% disagree	12.7	13.9	15.9	-	31.4	33.3	18.9
<b>Career in ECEC Sector</b>								
If I could I'd leave the sector today	% agree	5.1	17.8	8.4	-	7.2	5.9	11.0
	% disagree	83.1	61.5	73.9	-	83.9	82.1	73.4
I entered the sector because I always wanted to work with children	% agree	83.9	81.7	85.3	-	70.2	75.1	80.1
	% disagree	4.6	6.4	3.5	-	0.0	4.5	4.6
I entered the sector because it was the only opportunity available at the time	% agree	16.3	17.1	18.1	-	17.2	16.6	17.0
	% disagree	71.4	67.9	56.4	-	59.3	69.2	66.6
I am interested in furthering my career in the sector	% agree	68.1	65.7	61.9	-	63.2	76.1	67.0
	% disagree	10.6	11.9	1.0	-	4.4	8.1	9.0
I would recommend a career in the sector to others	% agree	81.1	68.6	70.9	-	69.5	75.4	72.8
	% disagree	2.6	9.8	1.1	-	1.9	0.0	4.9

Note: Data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Table excludes the proportion of staff who indicated neutral agreement to the statements.

(b) Table excludes unpaid staff.

(c) No in home care or occasional care staff in the Northern Territory responded to the Staff Survey.

**Table 4.1.9: Agreement with statements about job satisfaction and career in ECEC sector, by service type - Australian Capital Territory (a) (b)**

Statement		PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Job Satisfaction</b>								
I am satisfied with my job	% agree	94.9	85.0	84.8	np	90.3	np	88.4
	% disagree	2.1	3.2	5.8	np	0.4	np	2.4
I am satisfied with my pay and conditions	% agree	55.4	39.9	48.1	np	65.6	np	51.6
	% disagree	29.6	37.0	23.3	np	15.4	np	27.3
There is a good spirit and team morale in my workplace	% agree	83.1	74.7	68.9	np	90.2	np	80.3
	% disagree	8.6	7.3	10.9	np	3.8	np	6.4
Management are supportive	% agree	73.3	77.5	76.6	np	86.8	np	80.2
	% disagree	10.6	7.5	7.3	np	2.3	np	6.4
My job is important to me because it has high status and I receive positive recognition in the community	% agree	45.5	46.2	42.4	np	46.0	np	46.7
	% disagree	23.1	27.0	26.2	np	18.4	np	23.4
The job is stressful	% agree	53.8	60.1	50.8	np	35.2	np	49.0
	% disagree	20.3	15.0	19.5	np	40.6	np	23.9
<b>Career in ECEC Sector</b>								
If I could I'd leave the sector today	% agree	5.9	13.7	11.0	np	6.3	np	9.8
	% disagree	81.9	67.3	58.1	np	76.6	np	72.0
I entered the sector because I always wanted to work with children	% agree	88.4	84.5	77.2	np	64.3	np	77.8
	% disagree	5.4	4.4	7.9	np	13.5	np	7.4
I entered the sector because it was the only opportunity available at the time	% agree	7.5	20.0	24.3	np	25.0	np	19.9
	% disagree	83.5	66.6	49.2	np	60.3	np	64.5
I am interested in furthering my career in the sector	% agree	68.3	66.6	63.7	np	51.3	np	62.0
	% disagree	9.4	11.8	7.3	np	20.7	np	13.7
I would recommend a career in the sector to others	% agree	77.6	60.9	67.6	np	70.5	np	67.2
	% disagree	5.7	12.6	5.5	np	7.4	np	9.4

Note: Data reported in this table may be affected by the small number of responding staff and should be used with caution

np: Not available for publication for confidentiality reasons.

(a) Table excludes the proportion of staff who indicated neutral agreement to the statements.

(b) Table excludes unpaid staff.

**Table 4.2.1: Main reasons why staff may finish their current job in the next 12 months - Australia (a) (b)**

	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Percentage</b>							
Seeking other employment outside of sector	16.7	25.7	24.7	26.6	39.3	38.5	27.7
Dissatisfaction with pay / conditions	19.9	32.9	26.5	14.2	21.5	20.5	27.6
Returning to study/ travel / family reasons	15.6	25.7	19.5	21.8	23.2	28.6	23.9
The job is stressful	12.2	21.3	21.3	16.8	9.3	9.4	17.1
Seasonal / temporary job / fixed contract finishing	31.3	7.3	5.2	17.7	4.5	6.5	10.2
Maternity leave	7.6	13.0	10.8	10.5	4.7	4.0	10.0
Workplace culture	7.9	11.1	8.5	7.9	4.6	6.4	9.1
Retiring	8.9	3.7	19.4	10.9	3.8	3.3	5.3
Difficulty in managing children's behaviour	2.2	3.8	3.6	3.2	2.6	2.7	3.3
Employer / business closing down / downsizing	3.6	2.9	1.1	1.3	2.6	2.3	2.7
Unable / Unwilling to complete qualification requirements	2.2	1.7	5.1	3.6	4.3	3.1	2.5
Other	26.4	25.4	18.7	15.4	30.3	30.4	26.2
<b>Number</b>							
<b>Total specified</b>	<b>1,566</b>	<b>6,291</b>	<b>625</b>	<b>158</b>	<b>1,526</b>	<b>1,306</b>	<b>11,473</b>
Total – reason not specified	86	266	60	14	85	84	596
<b>Total not expecting to stay with their service</b>	<b>1,652</b>	<b>6,557</b>	<b>685</b>	<b>173</b>	<b>1,611</b>	<b>1,390</b>	<b>12,069</b>

Note: Data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Survey respondents could indicate more than one reason for expecting to finish their job in the next 12 months.

(b) Table excludes unpaid staff.

**Table 4.2.2: Main reasons why staff may finish their current job in the next 12 months - New South Wales (a) (b)**

	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Percentage</b>							
Seeking other employment outside of sector	19.3	19.2	20.3	26.5	34.7	37.0	22.9
Dissatisfaction with pay / conditions	20.6	26.1	32.4	12.0	20.1	22.4	24.6
Returning to study/ travel / family reasons	16.8	24.0	16.1	22.5	27.1	28.5	23.3
The job is stressful	11.3	18.3	26.4	16.8	8.8	11.0	16.2
Seasonal / temporary job / fixed contract finishing	24.2	13.9	3.1	25.0	4.8	10.6	13.3
Maternity leave	8.0	12.3	14.1	8.8	8.0	2.6	10.3
Workplace culture	10.0	10.8	7.6	8.9	4.8	6.4	9.3
Retiring	9.2	3.8	20.3	10.9	3.8	3.7	5.7
Difficulty in managing children's behaviour	2.4	3.4	2.7	1.8	2.3	1.7	2.9
Employer / business closing down / downsizing	2.5	3.9	0.8	3.5	3.0	4.6	3.5
Unable / Unwilling to complete qualification requirements	2.3	1.7	4.5	2.1	1.1	0.8	1.8
Other	27.6	28.3	19.8	10.3	32.3	31.0	28.1
<b>Number</b>							
<b>Total specified</b>	<b>446</b>	<b>2,047</b>	<b>235</b>	<b>50</b>	<b>385</b>	<b>355</b>	<b>3,517</b>
Total – reason not specified	20	112	26	1	30	24	213
<b>Total not expecting to stay with their service</b>	<b>466</b>	<b>2,159</b>	<b>260</b>	<b>51</b>	<b>414</b>	<b>380</b>	<b>3,730</b>

Note: Data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Survey respondents could indicate more than one reason for expecting to finish their job in the next 12 months.

(b) Table excludes unpaid staff.

**Table 4.2.3: Main reasons why staff may finish their current job in the next 12 months - Victoria (a) (b)**

	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Percentage</b>							
Seeking other employment outside of sector	19.7	26.3	22.4	26.9	39.1	37.2	28.0
Dissatisfaction with pay / conditions	28.5	34.2	22.0	11.4	19.9	17.5	28.3
Returning to study/ travel / family reasons	17.4	26.7	14.3	20.5	23.2	32.8	24.1
The job is stressful	18.2	21.7	17.0	23.2	7.4	8.0	17.2
Seasonal / temporary job / fixed contract finishing	17.0	5.7	8.3	9.7	4.7	5.4	7.8
Maternity leave	10.3	14.8	12.8	10.1	2.4	3.3	10.7
Workplace culture	9.5	11.5	9.8	4.9	3.5	3.9	8.9
Retiring	7.8	3.7	16.2	11.1	3.9	1.5	5.1
Difficulty in managing children's behaviour	2.9	2.5	1.1	0.0	2.4	3.4	2.5
Employer / business closing down / downsizing	4.8	2.5	2.1	0.0	2.3	2.9	2.9
Unable / Unwilling to complete qualification requirements	3.5	1.8	7.3	2.8	11.6	10.5	4.8
Other	29.3	22.6	24.1	23.7	24.9	31.7	25.1
<b>Number</b>							
<b>Total specified</b>	<b>474</b>	<b>1,266</b>	<b>146</b>	<b>35</b>	<b>441</b>	<b>219</b>	<b>2,581</b>
Total – reason not specified	29	43	16	4	18	9	120
<b>Total not expecting to stay with their service</b>	<b>503</b>	<b>1,310</b>	<b>162</b>	<b>40</b>	<b>459</b>	<b>228</b>	<b>2,701</b>

Note: Data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Survey respondents could indicate more than one reason for expecting to finish their job in the next 12 months.

(b) Table excludes unpaid staff.

**Table 4.2.4: Main reasons why staff may finish their current job in the next 12 months - Queensland (a) (b)**

	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Percentage</b>							
Seeking other employment outside of sector	20.3	31.0	34.4	28.5	42.9	37.0	32.9
Dissatisfaction with pay / conditions	21.2	39.3	20.6	20.7	25.9	19.9	33.1
Returning to study/ travel / family reasons	14.3	25.3	24.1	20.3	18.4	29.5	24.4
The job is stressful	14.4	26.0	15.3	15.1	13.6	9.1	21.1
Seasonal / temporary job / fixed contract finishing	29.4	2.9	4.8	16.8	1.9	1.1	4.0
Maternity leave	6.2	12.7	9.2	11.3	4.4	4.6	10.1
Workplace culture	6.7	12.1	12.0	7.8	6.9	7.4	10.6
Retiring	12.9	3.2	23.6	12.4	3.2	3.8	4.8
Difficulty in managing children's behaviour	2.0	6.1	5.5	9.9	4.1	3.8	5.4
Employer / business closing down / downsizing	2.3	2.1	0.0	0.0	3.5	1.2	2.0
Unable / Unwilling to complete qualification requirements	2.3	1.7	5.6	6.3	0.9	2.2	2.0
Other	27.1	25.6	6.5	5.4	34.6	32.3	26.3
<b>Number</b>							
<b>Total specified</b>	<b>113</b>	<b>1,704</b>	<b>136</b>	<b>41</b>	<b>332</b>	<b>352</b>	<b>2,678</b>
Total – reason not specified	9	63	5	5	16	29	127
<b>Total not expecting to stay with their service</b>	<b>122</b>	<b>1,767</b>	<b>141</b>	<b>47</b>	<b>348</b>	<b>381</b>	<b>2,805</b>

Note: Data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Survey respondents could indicate more than one reason for expecting to finish their job in the next 12 months.

(b) Table excludes unpaid staff.

**Table 4.2.5: Main reasons why staff may finish their current job in the next 12 months - South Australia (a) (b)**

	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Percentage</b>							
Seeking other employment outside of sector	9.9	22.2	31.2	11.9	43.0	43.5	26.5
Dissatisfaction with pay / conditions	9.8	34.5	29.0	0.0	17.1	14.6	22.0
Returning to study/ travel / family reasons	9.5	24.1	19.2	14.6	11.3	20.2	17.8
The job is stressful	6.2	20.9	20.9	0.0	6.2	6.2	12.5
Seasonal / temporary job / fixed contract finishing	56.5	6.7	4.2	35.1	7.2	10.8	19.4
Maternity leave	3.0	15.7	3.3	11.9	3.2	3.5	8.1
Workplace culture	3.0	14.0	4.8	0.0	3.1	4.4	7.5
Retiring	8.1	5.4	23.3	0.0	4.0	6.1	6.8
Difficulty in managing children's behaviour	0.8	3.8	2.7	0.0	0.0	1.7	2.1
Employer / business closing down / downsizing	5.2	3.3	0.0	0.0	4.9	1.3	3.4
Unable / Unwilling to complete qualification requirements	1.5	2.4	3.5	0.0	3.7	1.9	2.3
Other	23.4	26.2	21.4	38.4	35.1	31.9	27.8
<b>Number</b>							
<b>Total specified</b>	<b>212</b>	<b>346</b>	<b>44</b>	<b>10</b>	<b>127</b>	<b>166</b>	<b>905</b>
Total – reason not specified	10	13	4	3	10	8	48
<b>Total not expecting to stay with their service</b>	<b>222</b>	<b>359</b>	<b>47</b>	<b>13</b>	<b>137</b>	<b>175</b>	<b>953</b>

Note: Data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Survey respondents could indicate more than one reason for expecting to finish their job in the next 12 months.

(b) Table excludes unpaid staff.



**Table 4.2.6: Main reasons why staff may finish their current job in the next 12 months - Western Australia (a) (b)**

	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Percentage</b>							
Seeking other employment outside of sector	10.8	30.7	23.8	12.8	29.6	39.2	26.6
Dissatisfaction with pay / conditions	14.3	35.0	6.2	17.8	27.2	28.6	28.0
Returning to study/ travel / family reasons	15.3	28.8	53.8	58.9	25.0	29.3	26.1
The job is stressful	10.2	20.2	22.5	19.0	11.6	10.6	16.0
Seasonal / temporary job / fixed contract finishing	48.5	3.6	19.1	0.0	10.4	4.4	15.1
Maternity leave	7.2	11.3	0.0	0.0	7.9	8.5	9.4
Workplace culture	8.0	9.1	8.0	4.5	1.0	5.6	7.6
Retiring	8.4	3.5	16.0	0.0	4.2	0.7	4.6
Difficulty in managing children's behaviour	1.9	2.6	13.8	0.0	6.8	1.6	3.0
Employer / business closing down / downsizing	2.8	3.5	7.6	0.0	0.0	0.8	2.8
Unable / Unwilling to complete qualification requirements	0.2	1.3	0.0	0.0	0.0	0.8	0.8
Other	21.5	22.5	35.9	9.0	32.5	26.5	23.9
<b>Number</b>							
<b>Total specified</b>	<b>226</b>	<b>521</b>	<b>21</b>	<b>8</b>	<b>95</b>	<b>104</b>	<b>976</b>
Total – reason not specified	9	17	3	0	8	8	46
<b>Total not expecting to stay with their service</b>	<b>235</b>	<b>538</b>	<b>24</b>	<b>8</b>	<b>103</b>	<b>112</b>	<b>1,022</b>

Note: Data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Survey respondents could indicate more than one reason for expecting to finish their job in the next 12 months.

(b) Table excludes unpaid staff.

**Table 4.2.7: Main reasons why staff may finish their current job in the next 12 months - Tasmania (a) (b)**

	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Percentage</b>							
Seeking other employment outside of sector	14.1	24.1	19.5	32.8	16.5	41.5	24.0
Dissatisfaction with pay / conditions	1.8	29.4	48.4	16.5	28.9	25.1	24.4
Returning to study/ travel / family reasons	16.2	31.6	29.9	16.5	32.8	25.4	27.2
The job is stressful	0.0	12.2	25.9	24.2	10.6	21.9	12.7
Seasonal / temporary job / fixed contract finishing	42.2	1.8	3.5	0.0	2.0	8.0	10.5
Maternity leave	5.2	17.0	0.0	30.0	11.2	10.5	12.1
Workplace culture	0.0	7.3	4.5	16.5	1.6	22.7	7.7
Retiring	14.9	7.0	2.6	12.0	3.1	0.0	6.6
Difficulty in managing children's behaviour	3.2	0.0	0.0	0.0	2.7	7.6	2.2
Employer / business closing down / downsizing	3.9	0.9	0.0	0.0	0.0	0.0	1.1
Unable / Unwilling to complete qualification requirements	0.0	1.7	7.4	0.0	5.6	2.8	2.5
Other	18.1	21.2	37.2	16.5	31.5	24.6	23.7
<b>Number</b>							
<b>Total specified</b>	<b>51</b>	<b>109</b>	<b>20</b>	<b>9</b>	<b>38</b>	<b>44</b>	<b>273</b>
Total – reason not specified	5	7	1	0		4	16
<b>Total not expecting to stay with their service</b>	<b>56</b>	<b>116</b>	<b>21</b>	<b>9</b>	<b>38</b>	<b>48</b>	<b>289</b>

Note: Data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Survey respondents could indicate more than one reason for expecting to finish their job in the next 12 months.

(b) Table excludes unpaid staff.

**Table 4.2.8: Main reasons why staff may finish their current job in the next 12 months - Northern Territory (a) (b)**

	PS	LDC	FDC	IHC & OCC(c)	OSHC	VAC	Total
<b>Percentage</b>							
Seeking other employment outside of sector	24.9	33.5	12.1	-	37.7	18.2	30.6
Dissatisfaction with pay / conditions	16.7	25.1	6.5	-	3.1	23.1	20.0
Returning to study/ travel / family reasons	27.2	31.1	44.5	-	29.0	42.7	32.5
The job is stressful	5.5	18.0	12.6	-	3.1	3.2	12.3
Seasonal / temporary job / fixed contract finishing	24.7	7.4	0.0	-	4.6	19.4	9.9
Maternity leave	0.0	8.5	0.0	-	0.0	3.2	5.4
Workplace culture	9.8	6.0	6.5	-	7.3	3.7	6.2
Retiring	5.5	4.6	0.0	-	10.3	0.0	4.8
Difficulty in managing children's behaviour	0.0	3.8	0.0	-	0.0	0.0	2.2
Employer / business closing down / downsizing	0.0	0.0	0.0	-	0.0	0.0	0.0
Unable / Unwilling to complete qualification requirements	5.3	3.4	0.0	-	0.0	3.7	2.9
Other	44.3	21.3	36.9	-	28.7	37.3	27.1
<b>Number</b>							
<b>Total specified</b>	<b>15</b>	<b>108</b>	<b>6</b>	<b>-</b>	<b>30</b>	<b>27</b>	<b>186</b>
Total – reason not specified	4	5		-	1		10
<b>Total not expecting to stay with their service</b>	<b>19</b>	<b>113</b>	<b>6</b>	<b>-</b>	<b>31</b>	<b>27</b>	<b>196</b>

Note: Data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Survey respondents could indicate more than one reason for expecting to finish their job in the next 12 months.

(b) Table excludes unpaid staff.

(c) No in home care or occasional care staff in the Northern Territory responded to the Staff Survey.

**Table 4.2.9: Main reasons why staff may finish their current job in the next 12 months - Australian Capital Territory (a) (b)**

	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Percentage</b>							
Seeking other employment outside of sector	11.7	33.4	22.6	np	66.5	np	41.5
Dissatisfaction with pay / conditions	14.2	38.4	31.2	np	22.0	np	30.7
Returning to study/ travel / family reasons	11.7	29.7	13.7	np	34.8	np	27.6
The job is stressful	5.6	20.0	31.3	np	8.3	np	15.2
Seasonal / temporary job / fixed contract finishing	49.1	1.8	0.0	np	2.3	np	5.8
Maternity leave	4.7	10.9	8.6	np	0.0	np	6.6
Workplace culture	2.4	8.5	0.0	np	8.1	np	7.5
Retiring	4.0	3.3	22.0	np	1.8	np	4.4
Difficulty in managing children's behaviour	0.0	1.6	16.2	np	0.0	np	1.7
Employer / business closing down / downsizing	0.0	1.4	0.0	np	0.0	np	0.8
Unable / Unwilling to complete qualification requirements	1.7	0.7	0.0	np	0.0	np	0.8
Other	25.1	22.5	0.0	np	21.4	np	19.8
<b>Number</b>							
<b>Total specified</b>	<b>28</b>	<b>190</b>	<b>19</b>	<b>5</b>	<b>78</b>	<b>38</b>	<b>357</b>
Total – reason not specified	1	5	5	0	2	2	16
<b>Total not expecting to stay with their service</b>	<b>29</b>	<b>195</b>	<b>24</b>	<b>5</b>	<b>80</b>	<b>40</b>	<b>373</b>

Note: Data reported in this table may be affected by the small number of responding staff and should be used with caution

np: Not available for publication for confidentiality reasons.

(a) Survey respondents could indicate more than one reason for expecting to finish their job in the next 12 months.

(b) Data excludes unpaid staff.

**Table 4.3.1: Proportion of staff who received RPL for qualifications in current job, by service type - Australia (a)**

	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>RPL status</b>							
<b>Percentage</b>							
Any RPL	33.4	39.0	43.2	36.8	34.1	35.4	37.4
No RPL	52.0	51.7	44.1	48.8	50.1	49.0	50.6
RPL not applicable	14.6	9.3	12.7	14.4	15.8	15.6	12.0
<b>Basis for RPL (b)</b>							
Study at university	30.9	13.2	7.1	15.2	25.4	28.3	18.2
Study at a TAFE / technical college	40.0	55.4	50.1	45.9	44.6	45.7	50.1
Other study	12.5	18.7	18.0	17.2	13.0	11.7	16.3
Assessed skills and experience	32.6	25.3	42.0	39.7	32.5	32.4	29.9
Other	7.2	6.8	9.4	9.3	7.7	8.7	7.5
Had RPL, basis not stated	1.9	2.1	2.6	2.5	2.7	3.0	2.3
<b>Number</b>							
<b>Total specified</b>	<b>10,933</b>	<b>29,754</b>	<b>5,643</b>	<b>793</b>	<b>7,124</b>	<b>6,135</b>	<b>60,382</b>
Total not specified <sup>(c)</sup>	302	791	154	19	168	126	1,559
<b>TOTAL STAFF</b>	<b>11,235</b>	<b>30,545</b>	<b>5,797</b>	<b>812</b>	<b>7,291</b>	<b>6,261</b>	<b>61,941</b>

Note: Data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Totals may not equal the sum of components due to the rounding of weighted data.

(b) Totals may not sum to 100% as staff could report more than one basis for RPL.

(c) Includes unpaid staff who were not asked to report on RPL.

**Table 4.3.2: Proportion of staff who received RPL for qualifications in current job, by service type - New South Wales (a)**

	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>RPL status</b>							
	<b>Percentage</b>						
Any RPL	35.4	37.6	42.8	39.2	30.7	32.7	36.6
No RPL	48.4	51.0	44.8	48.8	52.1	49.3	49.9
RPL not applicable	16.2	11.4	12.4	12.0	17.2	18.0	13.5
<b>Basis for RPL (b)</b>							
Study at university	24.7	17.2	5.9	14.1	19.2	22.5	17.6
Study at a TAFE / technical college	48.7	57.0	58.0	46.9	51.8	51.4	54.7
Other study	11.1	15.8	16.4	23.0	15.6	12.1	14.9
Assessed skills and experience	31.1	22.4	35.8	35.4	31.9	36.3	27.6
Other	8.3	7.6	9.6	12.7	9.4	9.5	8.4
Had RPL, basis not stated	1.7	1.8	2.5	2.8	2.2	3.2	2.0
<b>Number</b>							
<b>Total specified</b>	<b>3,254</b>	<b>10,091</b>	<b>2,024</b>	<b>245</b>	<b>2,064</b>	<b>1,743</b>	<b>19,421</b>
Total not specified <sup>(c)</sup>	107	326	77	5	61	43	620
<b>TOTAL STAFF</b>	<b>3,362</b>	<b>10,417</b>	<b>2,101</b>	<b>250</b>	<b>2,125</b>	<b>1,786</b>	<b>20,041</b>

Note: Data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Totals may not equal the sum of components due to the rounding of weighted data.

(b) Totals may not sum to 100% as staff could report more than one basis for RPL.

(c) Includes unpaid staff who were not asked to report on RPL.

**Table 4.3.3: Proportion of staff who received RPL for qualifications in current job, by service type - Victoria (a)**

	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>RPL status</b>							
	<b>Percentage</b>						
Any RPL	33.0	33.2	41.1	33.3	27.7	26.9	32.7
No RPL	53.8	57.9	48.0	48.0	55.3	55.3	55.4
RPL not applicable	13.3	8.8	10.9	18.7	17.0	17.8	11.9
<b>Basis for RPL (b)</b>							
Study at university	31.5	14.3	10.1	13.8	25.0	34.8	20.2
Study at a TAFE / technical college	34.7	47.9	42.6	40.4	31.5	34.4	41.5
Other study	16.4	21.7	22.6	13.5	16.3	12.7	19.3
Assessed skills and experience	32.2	24.9	40.0	49.4	35.8	33.8	30.4
Other	5.2	8.2	10.9	6.2	12.1	10.4	8.4
Had RPL, basis not stated	2.3	2.2	2.3	0.0	3.4	4.8	2.5
<b>Number</b>							
<b>Total specified</b>	<b>3,104</b>	<b>6,412</b>	<b>1,316</b>	<b>189</b>	<b>1,795</b>	<b>1,076</b>	<b>13,892</b>
Total not specified <sup>(c)</sup>	102	191	27	4	39	25	387
<b>TOTAL STAFF</b>	<b>3,206</b>	<b>6,603</b>	<b>1,343</b>	<b>193</b>	<b>1,834</b>	<b>1,101</b>	<b>14,279</b>

Note: Data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Totals may not equal the sum of components due to the rounding of weighted data.

(b) Totals may not sum to 100% as staff could report more than one basis for RPL.

(c) Includes unpaid staff who were not asked to report on RPL.

**Table 4.3.4: Proportion of staff who received RPL for qualifications in current job, by service type - Queensland (a)**

	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>RPL status</b>							
	<b>Percentage</b>						
Any RPL	36.4	43.7	40.9	37.6	41.1	41.8	42.3
No RPL	52.3	50.9	42.8	46.0	47.4	47.3	49.2
RPL not applicable	11.3	5.5	16.3	16.4	11.5	11.0	8.5
<b>Basis for RPL (b)</b>							
Study at university	25.1	8.7	4.3	19.5	30.6	28.6	14.3
Study at a TAFE / technical college	59.1	60.4	51.8	51.0	45.5	48.7	56.2
Other study	10.6	20.9	14.8	13.9	9.3	9.5	16.9
Assessed skills and experience	25.3	23.6	45.2	39.2	27.9	28.2	27.1
Other	3.3	4.1	6.7	11.5	5.6	6.1	4.8
Had RPL, basis not stated	2.0	2.3	1.0	0.0	3.3	3.5	2.4
<b>Number</b>							
<b>Total specified</b>	<b>821</b>	<b>7,422</b>	<b>1,351</b>	<b>170</b>	<b>1,575</b>	<b>1,605</b>	<b>12,944</b>
Total not specified <sup>(c)</sup>	25	128	23	8	35	26	246
<b>TOTAL STAFF</b>	<b>846</b>	<b>7,550</b>	<b>1,374</b>	<b>178</b>	<b>1,610</b>	<b>1,631</b>	<b>13,189</b>

Note: Data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Totals may not equal the sum of components due to the rounding of weighted data.

(b) Totals may not sum to 100% as staff could report more than one basis for RPL.

(c) Includes unpaid staff who were not asked to report on RPL.



**Table 4.3.5: Proportion of staff who received RPL for qualifications in current job, by service type - South Australia (a)**

	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>RPL status</b>							
	<b>Percentage</b>						
Any RPL	34.3	43.5	47.4	16.1	42.6	42.0	41.1
No RPL	49.7	44.3	42.7	53.1	41.2	43.3	44.9
RPL not applicable	16.0	12.2	9.9	30.8	16.2	14.6	14.0
<b>Basis for RPL (b)</b>							
Study at university	26.9	9.8	4.7	21.4	30.0	29.6	19.0
Study at a TAFE / technical college	35.2	60.5	43.6	38.8	47.0	40.6	49.0
Other study	10.4	15.8	26.1	4.9	9.7	14.0	14.4
Assessed skills and experience	44.0	29.9	46.2	21.4	34.3	33.0	35.0
Other	8.8	6.3	6.3	17.5	5.2	10.3	7.3
Had RPL, basis not stated	0.8	2.4	4.3	17.4	2.0	2.5	2.2
<b>Number</b>							
<b>Total specified</b>	<b>1,150</b>	<b>2,001</b>	<b>346</b>	<b>42</b>	<b>717</b>	<b>850</b>	<b>5,108</b>
Total not specified <sup>(c)</sup>	13	41	8	0	18	11	92
<b>TOTAL STAFF</b>	<b>1,163</b>	<b>2,042</b>	<b>355</b>	<b>42</b>	<b>735</b>	<b>862</b>	<b>5,199</b>

Note: Data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Totals may not equal the sum of components due to the rounding of weighted data.

(b) Totals may not sum to 100% as staff could report more than one basis for RPL.

(c) Includes unpaid staff who were not asked to report on RPL.

**Table 4.3.6: Proportion of staff who received RPL for qualifications in current job, by service type - Western Australia (a)**

	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>RPL status</b>							
	<b>Percentage</b>						
Any RPL	30.4	37.9	44.6	43.0	36.5	37.2	35.4
No RPL	56.8	51.7	42.0	49.5	51.2	46.9	52.6
RPL not applicable	12.8	10.4	13.4	7.4	12.4	15.9	12.0
<b>Basis for RPL (b)</b>							
Study at university	45.2	7.1	6.9	27.2	12.6	30.0	21.3
Study at a TAFE / technical college	32.5	51.5	54.0	33.3	60.2	44.0	45.7
Other study	11.5	18.2	8.7	15.7	15.6	13.9	15.0
Assessed skills and experience	30.7	34.8	55.9	47.2	28.6	32.3	34.2
Other	8.1	9.8	11.1	0.0	8.5	12.2	9.4
Had RPL, basis not stated	1.1	1.6	4.4	0.0	0.8	0.0	1.4
<b>Number</b>							
<b>Total specified</b>	<b>1,775</b>	<b>2,170</b>	<b>230</b>	<b>44</b>	<b>374</b>	<b>425</b>	<b>5,017</b>
Total not specified <sup>(c)</sup>	37	59	9	0	4	12	122
<b>TOTAL STAFF</b>	<b>1,812</b>	<b>2,229</b>	<b>240</b>	<b>44</b>	<b>378</b>	<b>437</b>	<b>5,139</b>

Note: Data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Totals may not equal the sum of components due to the rounding of weighted data.

(b) Totals may not sum to 100% as staff could report more than one basis for RPL.

(c) Includes unpaid staff who were not asked to report on RPL.

**Table 4.3.7: Proportion of staff who received RPL for qualifications in current job, by service type - Tasmania (a)**

	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>RPL status</b>							
	<b>Percentage</b>						
Any RPL	25.2	42.7	51.6	40.1	41.7	31.3	37.6
No RPL	54.6	48.3	37.3	53.6	42.1	53.5	48.9
RPL not applicable	20.2	9.0	11.2	6.2	16.2	15.2	13.5
<b>Basis for RPL (b)</b>							
Study at university	35.1	12.5	7.7	8.4	20.0	15.7	16.8
Study at a TAFE / technical college	20.2	56.6	57.3	55.5	52.3	66.2	50.3
Other study	14.0	20.6	10.7	18.9	11.3	12.9	16.2
Assessed skills and experience	34.0	31.4	48.2	31.7	43.0	24.1	35.1
Other	13.8	4.9	15.3	6.5	3.2	9.4	8.2
Had RPL, basis not stated	1.7	3.2	2.1	4.1	1.1	0.0	2.3
<b>Number</b>							
<b>Total specified</b>	<b>458</b>	<b>634</b>	<b>175</b>	<b>88</b>	<b>184</b>	<b>160</b>	<b>1,699</b>
Total not specified <sup>(c)</sup>	12	11	1	2	3	2	32
<b>TOTAL STAFF</b>	<b>470</b>	<b>645</b>	<b>177</b>	<b>90</b>	<b>188</b>	<b>162</b>	<b>1,732</b>

Note: Data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Totals may not equal the sum of components due to the rounding of weighted data.

(b) Totals may not sum to 100% as staff could report more than one basis for RPL.

(c) Includes unpaid staff who were not asked to report on RPL.

**Table 4.3.8: Proportion of staff who received RPL for qualifications in current job, by service type - Northern Territory (a)**

	PS	LDC	FDC	IHC & OCC (d)	OSHC	VAC	Total
<b>RPL status</b>							
<b>Percentage</b>							
Any RPL	28.9	47.4	58.7	-	34.6	30.7	40.5
No RPL	51.9	41.9	33.6	-	56.1	52.1	46.5
RPL not applicable	19.2	10.7	7.7	-	9.2	17.1	13.0
<b>Basis for RPL (b)</b>							
Study at university	46.3	43.9	32.8	-	37.0	62.9	43.8
Study at a TAFE / technical college	17.8	31.2	23.1	-	21.9	12.7	24.9
Other study	3.4	11.4	14.0	-	16.3	3.2	10.2
Assessed skills and experience	47.9	24.3	64.6	-	38.9	35.4	36.9
Other	7.2	3.4	6.1	-	2.6	0.0	4.0
Had RPL, basis not stated	2.9	0.0	1.5	-	0.0	0.0	0.7
<b>Number</b>							
<b>Total specified</b>	<b>161</b>	<b>299</b>	<b>76</b>	<b>-</b>	<b>98</b>	<b>103</b>	<b>737</b>
Total not specified <sup>(c)</sup>	3	17	4	-	5	6	34
<b>TOTAL STAFF</b>	<b>164</b>	<b>315</b>	<b>81</b>	<b>-</b>	<b>103</b>	<b>109</b>	<b>772</b>

Note: Data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Totals may not equal the sum of components due to the rounding of weighted data.

(b) Totals may not sum to 100% as staff could report more than one basis for RPL.

(c) Includes unpaid staff who were not asked to report on RPL.

(d) No in home care or occasional care staff in the Northern Territory responded to the Staff Survey.

**Table 4.3.9: Proportion of staff who received RPL for qualifications in current job, by service type - Australian Capital Territory (a)**

	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>RPL status</b>							
	<b>Percentage</b>						
Any RPL	37.9	47.2	59.2	50.5	31.3	23.8	41.1
No RPL	47.9	42.9	31.8	49.5	42.2	50.7	43.4
RPL not applicable	14.3	9.9	9.1	0.0	26.6	25.5	15.4
<b>Basis for RPL (b)</b>							
Study at university	40.4	15.4	8.5	0.0	37.7	28.8	21.8
Study at a TAFE / technical college	28.5	41.1	15.2	29.9	31.6	49.3	35.5
Other study	8.4	20.1	33.3	8.6	10.5	8.7	17.8
Assessed skills and experience	32.2	36.7	54.0	53.3	39.3	39.4	38.9
Other	7.7	11.5	15.8	4.5	1.4	6.0	9.5
Had RPL, basis not stated	8.4	3.5	11.8	24.6	6.0	3.2	5.7
<b>Number</b>							
<b>Total specified</b>	<b>209</b>	<b>726</b>	<b>123</b>	<b>15</b>	<b>317</b>	<b>173</b>	<b>1,564</b>
Total not specified <sup>(c)</sup>	2	18	3	0	2	1	26
<b>TOTAL STAFF</b>	<b>211</b>	<b>744</b>	<b>127</b>	<b>15</b>	<b>319</b>	<b>174</b>	<b>1,590</b>

Note: Data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Totals may not equal the sum of components due to the rounding of weighted data.

(b) Totals may not sum to 100% as staff could report more than one basis for RPL.

(c) Includes unpaid staff who were not asked to report on RPL.

**TABLE 4.4.1: Level of study for staff currently studying in an ECEC related field, by service type and State and Territory for contact staff - Australia (a)**

Level of qualification currently studying	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Study status</b>	<b>Percentage</b>						
Studying	16.7	37.5	29.2	25.0	36.5	36.3	32.5
Not studying	83.3	62.5	70.8	75.0	63.5	63.7	67.5
<b>Study level</b>	<b>Percentage</b>						
Bachelor degree and above	26.9	14.3	5.4	20.5	48.6	51.8	23.8
Bachelor degree pass 4 years (or equivalent) and above	21.6	10.0	3.0	17.8	43.4	47.4	19.4
Bachelor degree pass 3 years (or equivalent)	5.3	4.3	2.4	2.7	5.2	4.4	4.3
Advanced Diploma / Diploma	31.1	48.8	40.2	40.4	22.3	21.9	39.6
Certificate III / IV	36.5	32.3	48.2	32.5	24.5	21.6	31.8
Below Certificate III	1.9	1.2	0.9	2.2	1.1	1.0	1.2
Level not specified	3.6	3.5	5.4	4.4	3.4	3.7	3.7
	<b>Number</b>						
<b>Total specified</b>	<b>9,846</b>	<b>25,934</b>	<b>5,141</b>	<b>712</b>	<b>6,475</b>	<b>5,613</b>	<b>53,722</b>
Total not specified <sup>(b)</sup>	80	263	69	4	75	54	545
<b>TOTAL STAFF</b>	<b>9,926</b>	<b>26,197</b>	<b>5,209</b>	<b>717</b>	<b>6,550</b>	<b>5,666</b>	<b>54,266</b>

Note: Data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Totals may not equal the sum of components due to the rounding of weighted data.

(b) Includes unpaid staff who were not asked about their current study

**TABLE 4.4.2: Level of study for staff currently studying in an ECEC related field, by service type and State and Territory for contact staff - New South Wales (a)**

Level of qualification currently studying	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Study status</b>	<b>Percentage</b>						
Studying	18.6	35.1	29.1	30.8	29.5	30.8	30.6
Not studying	81.4	64.9	70.9	69.2	70.5	69.2	69.4
<b>Study level</b>	<b>Percentage</b>						
Bachelor degree and above	26.9	20.9	8.5	16.7	45.7	50.6	25.6
Bachelor degree pass 4 years (or equivalent) and above	16.5	13.4	4.7	11.1	40.2	45.9	18.7
Bachelor degree pass 3 years (or equivalent)	10.4	7.5	3.9	5.6	5.5	4.7	6.9
Advanced Diploma / Diploma	34.8	37.6	32.0	49.5	18.2	21.7	33.3
Certificate III / IV	33.1	37.7	52.6	27.0	30.8	22.5	36.5
Below Certificate III	1.6	1.3	0.6	5.4	0.8	1.3	1.3
Level not specified <sup>(b)</sup>	3.5	2.5	6.2	1.6	4.5	3.9	3.3
	<b>Number</b>						
<b>Total specified</b>	<b>2,767</b>	<b>8,534</b>	<b>1,880</b>	<b>207</b>	<b>1,862</b>	<b>1,591</b>	<b>16,842</b>
Total not specified	31	113	25	0	23	14	206
<b>TOTAL STAFF</b>	<b>2,799</b>	<b>8,647</b>	<b>1,905</b>	<b>207</b>	<b>1,886</b>	<b>1,605</b>	<b>17,048</b>

Note: Data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Totals may not equal the sum of components due to the rounding of weighted data.

(b) Includes unpaid staff who were not asked about their current study.

**TABLE 4.4.3: Level of study for staff currently studying in an ECEC related field, by service type and State and Territory for contact staff - Victoria (a)**

Level of qualification currently studying	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Study status</b>	<b>Percentage</b>						
Studying	20.3	32.1	31.5	19.5	36.5	37.3	30.1
Not studying	79.7	67.9	68.5	80.5	63.5	62.7	69.9
<b>Study level</b>	<b>Percentage</b>						
Bachelor degree and above	16.9	14.8	2.4	0.0	47.3	58.4	23.5
Bachelor degree pass 4 years (or equivalent) and above	13.4	8.8	1.7	31.6	42.8	54.8	18.9
Bachelor degree pass 3 years (or equivalent)	3.5	6.0	0.7	0.0	4.5	3.6	4.6
Advanced Diploma / Diploma	35.7	53.2	51.0	34.4	24.1	19.4	42.2
Certificate III / IV	42.3	27.2	42.1	33.9	23.2	15.1	29.2
Below Certificate III	2.3	1.3	0.4	0.0	0.8	0.7	1.2
Level not specified <sup>(b)</sup>	2.7	3.5	4.0	0.0	4.6	6.4	3.9
	<b>Number</b>						
<b>Total specified</b>	<b>2,885</b>	<b>5,738</b>	<b>1,206</b>	<b>179</b>	<b>1,656</b>	<b>1,012</b>	<b>12,674</b>
Total not specified	24	58	16	0	17	16	131
<b>TOTAL STAFF</b>	<b>2,909</b>	<b>5,796</b>	<b>1,222</b>	<b>180</b>	<b>1,672</b>	<b>1,027</b>	<b>12,806</b>

Note: Data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Totals may not equal the sum of components due to the rounding of weighted data.

(b) Includes unpaid staff who were not asked about their current study.



**TABLE 4.4.4: Level of study for staff currently studying in an ECEC related field, by service type and State and Territory for contact staff - Queensland (a)**

Level of qualification currently studying	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Study status</b>							
<b>Percentage</b>							
Studying	17.1	44.8	28.5	24.1	48.0	46.7	41.8
Not studying	82.9	55.2	71.5	75.9	52.0	53.3	58.2
<b>Study level</b>							
Bachelor degree and above	25.6	8.8	5.5	0.0	51.2	51.6	21.0
Bachelor degree pass 4 years (or equivalent) and above	21.9	7.4	2.5	15.3	45.9	47.2	18.5
Bachelor degree pass 3 years (or equivalent)	3.7	1.4	2.9	0.0	5.3	4.4	2.5
Advanced Diploma / Diploma	39.1	59.9	33.9	28.8	23.1	21.4	46.6
Certificate III / IV	29.3	27.0	55.0	50.6	22.9	23.9	28.3
Below Certificate III	1.5	0.9	1.2	0.0	1.0	0.5	0.9
Level not specified <sup>(b)</sup>	4.5	3.4	4.5	5.2	1.9	2.6	3.2
<b>Number</b>							
<b>Total specified</b>	<b>695</b>	<b>6,643</b>	<b>1,254</b>	<b>160</b>	<b>1,426</b>	<b>1,469</b>	<b>11,647</b>
Total not specified	4	45	11	3	23	13	99
<b>TOTAL STAFF</b>	<b>698</b>	<b>6,688</b>	<b>1,266</b>	<b>163</b>	<b>1,449</b>	<b>1,482</b>	<b>11,746</b>

Note: Data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Totals may not equal the sum of components due to the rounding of weighted data.

(b) Includes unpaid staff who were not asked about their current study.

**TABLE 4.4.5: Level of study for staff currently studying in an ECEC related field, by service type and State and Territory for contact staff - South Australia (a)**

Level of qualification currently studying	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Study status</b>	<b>Percentage</b>						
Studying	19.1	36.4	29.7	35.7	33.9	31.6	30.7
Not studying	80.9	63.6	70.3	64.3	66.1	68.4	69.3
<b>Study level</b>	<b>Percentage</b>						
Bachelor degree and above	39.1	12.6	0.0	56.1	62.5	55.8	31.6
Bachelor degree pass 4 years (or equivalent) and above	39.1	10.7	0.0	47.7	58.8	53.8	29.7
Bachelor degree pass 3 years (or equivalent)	0.0	1.9	0.0	8.4	3.8	2.0	1.9
Advanced Diploma / Diploma	26.2	45.3	79.0	27.1	25.0	24.0	37.5
Certificate III / IV	28.0	35.1	9.9	16.8	8.2	14.8	24.5
Below Certificate III	1.3	2.0	1.5	0.0	1.5	1.4	1.7
Level not specified <sup>(b)</sup>	5.5	5.1	9.6	0.0	2.8	4.0	4.8
	<b>Number</b>						
<b>Total specified</b>	<b>1,072</b>	<b>1,717</b>	<b>297</b>	<b>40</b>	<b>650</b>	<b>786</b>	<b>4,563</b>
Total not specified	6	10	5	0	5	6	33
<b>TOTAL STAFF</b>	<b>1,078</b>	<b>1,728</b>	<b>302</b>	<b>40</b>	<b>655</b>	<b>792</b>	<b>4,595</b>

Note: Data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Totals may not equal the sum of components due to the rounding of weighted data.

(b) Includes unpaid staff who were not asked about their current study.

**TABLE 4.4.6: Level of study for staff currently studying in an ECEC related field, by service type and State and Territory for contact staff - Western Australia (a)**

Level of qualification currently studying	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Study status</b>	<b>Percentage</b>						
Studying	6.4	37.6	24.5	21.3	34.2	32.5	24.6
Not studying	93.6	62.4	75.5	78.7	65.8	67.5	75.4
<b>Study level</b>	<b>Percentage</b>						
Bachelor degree and above	47.1	8.4	8.1	0.0	40.6	47.0	19.9
Bachelor degree pass 4 years (or equivalent) and above	42.6	7.2	6.6	0.0	32.8	39.1	16.9
Bachelor degree pass 3 years (or equivalent)	4.4	1.2	1.5	0.0	7.8	7.9	3.0
Advanced Diploma / Diploma	10.9	47.2	24.7	86.5	21.0	20.9	37.2
Certificate III / IV	35.4	37.2	60.9	13.5	31.1	30.8	36.5
Below Certificate III	2.3	0.9	6.3	0.0	2.5	0.6	1.4
Level not specified <sup>(b)</sup>	4.3	6.3	0.0	0.0	4.8	0.7	5.0
	<b>Number</b>						
<b>Total specified</b>	<b>1,661</b>	<b>1,840</b>	<b>185</b>	<b>34</b>	<b>337</b>	<b>381</b>	<b>4,439</b>
Total not specified	15	18	6	0	2	5	44
<b>TOTAL STAFF</b>	<b>1,676</b>	<b>1,858</b>	<b>191</b>	<b>34</b>	<b>339</b>	<b>385</b>	<b>4,483</b>

Note: Data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Totals may not equal the sum of components due to the rounding of weighted data.

(b) Includes unpaid staff who were not asked about their current study.

**TABLE 4.4.7: Level of study for staff currently studying in an ECEC related field, by service type and State and Territory for contact staff - Tasmania (a)**

Level of qualification currently studying	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Study status</b>	<b>Percentage</b>						
Studying	4.9	35.5	15.9	20.4	32.5	26.1	23.3
Not studying	95.1	64.5	84.1	79.6	67.5	73.9	76.7
<b>Study level</b>	<b>Percentage</b>						
Bachelor degree and above	64.2	13.2	8.1	np	20.8	np	18.3
Bachelor degree pass 4 years (or equivalent) and above	64.2	9.9	4.1	np	12.2	np	13.3
Bachelor degree pass 3 years (or equivalent)	0.0	3.3	4.1	np	8.6	np	5.0
Advanced Diploma / Diploma	14.4	54.3	27.7	np	37.6	np	44.6
Certificate III / IV	14.9	27.3	40.4	np	33.9	np	29.1
Below Certificate III	6.5	0.8	0.0	np	3.5	np	1.9
Level not specified <sup>(b)</sup>	0.0	4.5	23.8	np	4.1	np	6.1
	<b>Number</b>						
<b>Total specified</b>	<b>414</b>	<b>563</b>	<b>146</b>	<b>80</b>	<b>176</b>	<b>142</b>	<b>1,521</b>
Total not specified	1	4	1	1	1	0	8
<b>TOTAL STAFF</b>	<b>414</b>	<b>567</b>	<b>148</b>	<b>80</b>	<b>177</b>	<b>142</b>	<b>1,529</b>

Note: Data reported in this table may be affected by the small number of responding staff and should be used with caution

np: Not available for publication for confidentiality reasons.

(a) Totals may not equal the sum of components due to the rounding of weighted data.

(b) Includes unpaid staff who were not asked about their current study.

**TABLE 4.4.8: Level of study for staff currently studying in an ECEC related field, by service type and State and Territory for contact staff - Northern Territory (a)**

Level of qualification currently studying	PS	LDC	FDC	IHC & OCC (c)	OSHC	VAC	Total
<b>Study status</b>							
<b>Percentage</b>							
Studying	18.8	50.3	36.4	-	37.7	48.7	39.3
Not studying	81.2	49.7	63.6	-	62.3	51.3	60.7
<b>Study level</b>							
Bachelor degree and above	42.6	7.6	0.0	-	22.7	7.7	12.9
Bachelor degree pass 4 years (or equivalent) and above	32.0	5.9	0.0	-	22.7	7.7	10.8
Bachelor degree pass 3 years (or equivalent)	10.6	1.7	0.0	-	0.0	0.0	2.1
Advanced Diploma / Diploma	12.8	34.8	55.9	-	28.8	41.6	34.5
Certificate III / IV	39.8	51.2	41.3	-	48.5	42.4	47.3
Below Certificate III	0.0	2.4	0.0	-	0.0	5.6	2.1
Level not specified <sup>(b)</sup>	4.9	3.9	2.7	-	0.0	2.6	3.2
<b>Number</b>							
<b>Total specified</b>	<b>158</b>	<b>256</b>	<b>67</b>	<b>-</b>	<b>87</b>	<b>80</b>	<b>648</b>
Total not specified	0	9	2	-	2	0	12
<b>TOTAL STAFF</b>	<b>158</b>	<b>265</b>	<b>70</b>	<b>-</b>	<b>89</b>	<b>80</b>	<b>661</b>

Note: Data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Totals may not equal the sum of components due to the rounding of weighted data.

(b) Includes unpaid staff who were not asked about their current study.

(c) No in home care or occasional care staff in the Northern Territory responded to the Staff Survey.

**TABLE 4.4.9: Level of study for staff currently studying in an ECEC related field, by service type and State and Territory for contact staff - Australian Capital Territory (a)**

Level of qualification currently studying	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Study status</b>							
<b>Percentage</b>							
Studying	32.9	43.6	35.4	21.9	35.5	22.8	37.3
Not studying	67.1	56.4	64.6	78.1	64.5	77.2	62.7
<b>Study level</b>							
Bachelor degree and above	28.8	19.8	0.0	np	58.4	np	29.5
Bachelor degree pass 4 years (or equivalent) and above	27.2	15.9	0.0	np	50.9	np	25.3
Bachelor degree pass 3 years (or equivalent)	1.6	4.0	0.0	np	7.4	np	4.2
Advanced Diploma / Diploma	6.7	35.9	34.7	np	14.0	np	26.8
Certificate III / IV	58.4	40.6	61.8	np	24.1	np	39.6
Below Certificate III	2.1	0.7	0.0	np	1.8	np	1.0
Level not specified <sup>(b)</sup>	4.0	3.0	3.5	np	1.6	np	3.1
<b>Number</b>							
<b>Total specified</b>	<b>195</b>	<b>643</b>	<b>104</b>	<b>13</b>	<b>281</b>	<b>152</b>	<b>1,388</b>
Total not specified	0	7	2	0	2	0	10
<b>TOTAL STAFF</b>	<b>195</b>	<b>650</b>	<b>105</b>	<b>13</b>	<b>282</b>	<b>152</b>	<b>1,398</b>

Note: Data reported in this table may be affected by the small number of responding staff and should be used with caution

np: Not available for publication for confidentiality reasons.

(a) Totals may not equal the sum of components due to the rounding of weighted data.

(b) Includes unpaid staff who were not asked about their current study.

**TABLE 4.5.1: Level of study for staff currently studying in an ECEC related field, by service type and State and Territory for non contact staff - Australia (a)**

Level of qualification currently studying	PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
<b>Study status</b>							
	<b>Percentage</b>						
Studying	5.7	14.4	8.3	9.4	13.2	14.0	12.3
Not studying	94.3	85.6	91.7	90.6	86.8	86.0	87.7
<b>Study level</b>							
Bachelor degree and above	22.2	19.1	19.0	32.4	16.6	22.9	19.6
Bachelor degree pass 4 years (or equivalent) and above	17.9	11.5	5.2	0.0	14.3	11.9	11.9
Bachelor degree pass 3 years (or equivalent)	4.3	7.6	13.8	32.4	2.3	11.0	7.7
Advanced Diploma / Diploma	24.7	34.6	47.1	48.3	38.1	31.8	34.5
Certificate III / IV	39.6	36.2	31.5	0.0	28.6	26.4	34.6
Below Certificate III	11.7	4.0	0.0	9.7	6.9	12.0	5.3
Level not specified	1.8	6.1	2.4	9.7	9.8	6.9	6.0
<b>Number</b>							
<b>Total specified</b>	<b>841</b>	<b>2,856</b>	<b>292</b>	<b>23</b>	<b>338</b>	<b>294</b>	<b>4,680</b>
Total not specified <sup>(b)</sup>	103	100	4	0	17	17	243
<b>TOTAL STAFF</b>	<b>944</b>	<b>2,956</b>	<b>297</b>	<b>23</b>	<b>355</b>	<b>311</b>	<b>4,923</b>

Note: Data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Totals may not equal the sum of components due to the rounding of weighted data.

(b) Includes unpaid staff who were not asked about their current study.

**Table 4.6.1: Statements about future study for those not enrolled in education, by service type - Australia (a)**

Statement		PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
I would like to further my studies, but the cost is too high	% agree	43.2	47.8	53.2	49.8	37.7	38.4	45.3
	% disagree	24.9	24.4	18.1	22.1	32.5	31.7	25.5
I would like to further my studies, but I don't have enough spare time	% agree	51.9	50.7	60.0	49.7	36.1	36.7	48.9
	% disagree	20.8	23.4	17.3	24.0	34.3	33.1	24.4
It's not worth the time and money to study further – any resulting wage increase is too small	% agree	46.6	49.4	44.4	44.1	33.4	33.2	44.9
	% disagree	24.1	24.9	28.0	28.2	35.7	36.5	27.4
It is the difficulty in accessing training facilities that stops me from further studies	% agree	15.0	13.2	21.1	18.5	11.4	11.6	14.1
	% disagree	48.7	52.4	45.4	46.5	54.7	54.4	51.3
It is the difficulty in undertaking the Recognition Assessment Processes (RAP) that stops me from further study	% agree	9.8	10.1	12.3	11.5	7.7	8.2	9.8
	% disagree	44.7	49.1	44.7	43.4	51.7	51.8	48.2
I would like to further my studies, but am not supported by managers / colleagues	% agree	3.7	5.7	4.2	6.1	4.7	3.9	4.8
	% disagree	72.2	73.5	72.6	67.5	73.9	74.0	73.1
I am not interested in further studies or going back to study	% agree	32.9	27.8	30.2	30.9	28.2	26.7	29.2
	% disagree	39.2	45.3	44.2	44.8	43.0	45.3	43.6

Note: Some data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) The table does not state the proportion of staff who indicated neutral agreement to the statements, however the neutral values are included in the calculation of the the proportions.



**Table 4.6.2: Statements about future study for those not enrolled in education, by service type - New South Wales (a)(b)**

Statement		PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
I would like to further my studies, but the cost is too high	% agree	45.4	48.8	55.1	52.9	35.8	38.0	46.4
	% disagree	23.0	23.2	17.9	25.1	33.8	30.7	24.5
I would like to further my studies, but I don't have enough spare time	% agree	52.4	53.8	62.4	51.8	36.6	40.3	51.3
	% disagree	20.5	20.7	16.8	26.9	34.0	31.1	22.7
It's not worth the time and money to study further – any resulting wage increase is too small	% agree	50.9	45.0	43.7	41.1	28.2	30.1	42.9
	% disagree	22.1	27.2	29.8	31.6	36.8	37.6	28.5
It is the difficulty in accessing training facilities that stops me from further studies	% agree	14.6	14.5	21.8	17.5	10.2	12.2	14.6
	% disagree	48.6	51.8	44.9	50.1	56.2	55.3	51.3
It is the difficulty in undertaking the Recognition Assessment Processes (RAP) that stops me from further study	% agree	10.4	10.6	12.9	12.6	7.1	7.3	10.1
	% disagree	44.3	48.4	42.1	42.7	52.6	51.6	47.6
I would like to further my studies, but am not supported by managers / colleagues	% agree	3.9	5.8	3.9	7.3	4.4	4.6	5.0
	% disagree	72.7	73.3	73.9	74.7	75.1	73.5	73.5
I am not interested in further studies or going back to study	% agree	31.8	25.5	27.3	30.2	28.2	26.5	27.3
	% disagree	41.5	47.5	49.3	49.5	42.6	45.9	45.8

Note: Some data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) The table does not state the proportion of staff who indicated neutral agreement to the statements, however the neutral values are included in the calculation of the the proportions.

**Table 4.6.3: Statements about future study for those not enrolled in education, by service type - Victoria (a)(b)**

Statement		PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
I would like to further my studies, but the cost is too high	% agree	46.3	49.6	51.0	42.3	39.6	40.6	47.0
	% disagree	24.5	24.1	19.2	21.0	31.5	30.8	25.1
I would like to further my studies, but I don't have enough spare time	% agree	51.9	51.4	61.3	37.5	38.6	36.9	49.7
	% disagree	22.5	24.8	17.3	26.8	32.9	34.2	25.2
It's not worth the time and money to study further – any resulting wage increase is too small	% agree	54.5	48.0	45.1	49.5	40.2	35.9	47.6
	% disagree	21.1	26.3	27.8	23.0	33.1	35.4	26.5
It is the difficulty in accessing training facilities that stops me from further studies	% agree	16.8	14.8	23.4	13.1	14.8	13.2	15.9
	% disagree	47.9	52.0	42.3	43.7	53.1	55.0	50.3
It is the difficulty in undertaking the Recognition Assessment Processes (RAP) that stops me from further study	% agree	12.5	10.9	11.9	8.5	9.7	9.3	11.1
	% disagree	44.0	48.9	47.9	45.8	50.1	52.5	47.9
I would like to further my studies, but am not supported by managers / colleagues	% agree	4.0	6.3	5.4	3.7	5.5	3.7	5.3
	% disagree	73.8	74.0	71.0	64.1	73.4	73.7	73.4
I am not interested in further studies or going back to study	% agree	32.2	26.5	32.8	36.4	30.2	27.1	29.2
	% disagree	40.4	47.1	39.3	38.7	43.1	48.1	44.1

Note: Some data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) The table does not state the proportion of staff who indicated neutral agreement to the statements, however the neutral values are included in the calculation of the the proprtions.

**Table 4.6.4: Statements about future study for those not enrolled in education, by service type - Queensland (a)(b)**

Statement		PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
I would like to further my studies, but the cost is too high	% agree	37.7	47.0	55.0	56.9	43.1	39.8	46.1
	% disagree	26.1	25.4	17.1	20.9	28.9	31.9	25.5
I would like to further my studies, but I don't have enough spare time	% agree	47.3	48.0	54.0	58.2	37.4	33.1	46.0
	% disagree	22.0	25.2	20.6	20.5	32.9	35.9	26.3
It's not worth the time and money to study further – any resulting wage increase is too small	% agree	46.3	59.9	45.6	43.1	38.5	38.3	51.8
	% disagree	20.3	18.8	26.8	30.3	32.4	33.1	23.2
It is the difficulty in accessing training facilities that stops me from further studies	% agree	8.9	10.5	17.7	31.2	9.7	11.3	11.6
	% disagree	52.3	54.3	50.5	45.5	54.5	55.1	53.6
It is the difficulty in undertaking the Recognition Assessment Processes (RAP) that stops me from further study	% agree	6.6	8.7	9.9	15.6	8.2	8.7	8.7
	% disagree	47.9	50.3	48.2	38.6	52.0	53.1	50.1
I would like to further my studies, but am not supported by managers / colleagues	% agree	2.3	5.4	3.0	8.6	5.5	3.9	4.7
	% disagree	69.7	73.1	75.6	61.1	73.0	72.7	72.8
I am not interested in further studies or going back to study	% agree	41.3	33.8	31.9	26.4	24.3	27.5	32.4
	% disagree	27.2	38.5	40.5	52.0	42.8	43.0	39.0

Note: Some data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) The table does not state the proportion of staff who indicated neutral agreement to the statements, however the neutral values are included in the calculation of the the proportions.

**Table 4.6.5: Statements about future study for those not enrolled in education, by service type - South Australia (a)(b)**

Statement		PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
I would like to further my studies, but the cost is too high	% agree	48.5	49.5	51.1	40.1	36.5	38.3	45.7
	% disagree	19.6	21.3	17.6	28.4	29.0	32.1	23.5
I would like to further my studies, but I don't have enough spare time	% agree	55.6	47.9	64.4	44.3	33.2	36.5	47.1
	% disagree	16.4	22.4	13.6	32.4	33.7	32.9	23.6
It's not worth the time and money to study further – any resulting wage increase is too small	% agree	36.3	43.4	38.1	15.6	27.8	30.6	36.8
	% disagree	28.9	28.5	26.8	41.0	40.7	38.2	31.8
It is the difficulty in accessing training facilities that stops me from further studies	% agree	16.8	11.4	26.1	8.4	11.4	11.9	13.9
	% disagree	43.5	49.9	39.1	54.7	52.2	51.9	48.2
It is the difficulty in undertaking the Recognition Assessment Processes (RAP) that stops me from further study	% agree	9.9	10.3	22.0	8.4	6.1	8.9	10.2
	% disagree	39.3	48.0	36.5	54.7	50.6	49.4	45.6
I would like to further my studies, but am not supported by managers / colleagues	% agree	2.8	4.7	8.8	0.0	2.5	3.9	4.0
	% disagree	73.0	71.5	60.6	71.6	74.2	74.8	72.1
I am not interested in further studies or going back to study	% agree	28.8	26.0	29.8	26.3	32.0	26.7	27.9
	% disagree	40.1	46.8	51.1	38.9	40.7	44.2	44.0

Note: Some data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) The table does not state the proportion of staff who indicated neutral agreement to the statements, however the neutral values are included in the calculation of the the proprtions.

**Table 4.6.6: Statements about future study for those not enrolled in education, by service type - Western Australia (a)(b)**

Statement		PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
I would like to further my studies, but the cost is too high	% agree	37.5	43.9	40.2	48.4	38.2	34.8	39.9
	% disagree	29.8	27.0	26.6	19.3	32.7	35.6	29.1
I would like to further my studies, but I don't have enough spare time	% agree	51.2	47.4	47.7	44.8	33.8	34.8	47.3
	% disagree	21.7	26.1	24.1	25.5	36.8	35.7	25.5
It's not worth the time and money to study further – any resulting wage increase is too small	% agree	40.9	48.5	35.7	60.8	40.2	33.4	43.0
	% disagree	28.5	26.2	32.0	18.4	35.5	34.6	28.6
It is the difficulty in accessing training facilities that stops me from further studies	% agree	15.1	11.7	14.0	20.1	9.2	8.3	12.9
	% disagree	51.5	54.2	54.7	42.0	57.6	55.4	53.2
It is the difficulty in undertaking the Recognition Assessment Processes (RAP) that stops me from further study	% agree	7.0	8.8	6.3	19.5	7.9	8.2	7.9
	% disagree	47.3	52.1	53.1	34.4	48.7	52.7	49.7
I would like to further my studies, but am not supported by managers / colleagues	% agree	3.7	4.6	3.1	6.2	7.2	3.4	4.2
	% disagree	72.0	76.2	74.8	68.7	72.7	74.5	73.9
I am not interested in further studies or going back to study	% agree	35.3	26.4	34.3	26.7	24.9	26.3	30.5
	% disagree	38.5	47.8	40.1	35.8	49.7	47.6	43.4

Note: Some data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) The table does not state the proportion of staff who indicated neutral agreement to the statements, however the neutral values are included in the calculation of the the proportions.

**Table 4.6.7: Statements about future study for those not enrolled in education, by service type - Tasmania (a)(b)**

Statement		PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
I would like to further my studies, but the cost is too high	% agree	29.3	41.7	63.1	np	40.8	np	40.1
	% disagree	27.8	26.1	9.0	np	31.8	np	25.0
I would like to further my studies, but I don't have enough spare time	% agree	46.3	45.7	63.9	np	34.6	np	47.2
	% disagree	19.9	21.4	7.7	np	38.8	np	20.7
It's not worth the time and money to study further – any resulting wage increase is too small	% agree	25.5	49.8	54.3	np	23.3	np	38.0
	% disagree	32.3	21.9	18.2	np	40.7	np	28.3
It is the difficulty in accessing training facilities that stops me from further studies	% agree	13.5	15.0	29.6	np	16.5	np	15.7
	% disagree	48.2	47.9	31.5	np	61.6	np	46.4
It is the difficulty in undertaking the Recognition Assessment Processes (RAP) that stops me from further study	% agree	6.4	10.2	16.8	np	6.9	np	8.7
	% disagree	45.6	45.9	30.1	np	60.9	np	44.6
I would like to further my studies, but am not supported by managers / colleagues	% agree	3.1	4.7	3.7	np	3.6	np	4.1
	% disagree	67.9	76.3	71.6	np	80.2	np	72.6
I am not interested in further studies or going back to study	% agree	33.5	29.1	23.6	np	26.1	np	29.7
	% disagree	34.9	47.0	46.3	np	50.5	np	42.0

Note: Some data reported in this table may be affected by the small number of responding staff and should be used with caution

np: Not available for publication for confidentiality reasons.

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) The table does not state the proportion of staff who indicated neutral agreement to the statements, however the neutral values are included in the calculation of the the proportions.

**Table 4.6.8: Statements about future study for those not enrolled in education, by service type - Northern Territory (a)(b)**

Statement		PS	LDC	FDC	IHC & OCC (c)	OSHC	VAC	Total
I would like to further my studies, but the cost is too high	% agree	48.5	41.7	42.6	-	30.3	50.7	43.4
	% disagree	22.3	25.9	29.6	-	44.5	12.2	26.1
I would like to further my studies, but I don't have enough spare time	% agree	56.7	48.9	81.4	-	33.9	44.0	51.9
	% disagree	13.2	25.1	4.8	-	37.5	18.5	20.4
It's not worth the time and money to study further – any resulting wage increase is too small	% agree	33.9	51.0	48.4	-	16.3	23.4	37.5
	% disagree	27.0	28.5	31.1	-	60.5	58.3	36.4
It is the difficulty in accessing training facilities that stops me from further studies	% agree	24.8	18.2	11.0	-	14.5	5.2	17.4
	% disagree	38.0	45.1	34.5	-	55.4	68.1	46.1
It is the difficulty in undertaking the Recognition Assessment Processes (RAP) that stops me from further study	% agree	10.0	13.8	16.4	-	5.3	3.1	10.5
	% disagree	40.2	46.3	31.5	-	61.9	63.6	47.3
I would like to further my studies, but am not supported by managers / colleagues	% agree	8.4	9.6	2.5	-	5.0	0.0	6.8
	% disagree	57.8	70.4	69.1	-	72.3	80.5	68.0
I am not interested in further studies or going back to study	% agree	23.7	25.1	24.1	-	36.5	10.2	24.3
	% disagree	45.5	43.1	48.3	-	30.2	67.4	45.5

Note: Some data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) The table does not state the proportion of staff who indicated neutral agreement to the statements, however the neutral values are included in the calculation of the the proportions.

(c) No in home care or occasional care staff in the Northern Territory responded to the Staff Survey.

**Table 4.6.9: Statements about future study for those not enrolled in education, by service type - Australian Capital Territory (a)(b)**

Statement		PS	LDC	FDC	IHC & OCC	OSHC	VAC	Total
I would like to further my studies, but the cost is too high	% agree	41.2	36.3	47.6	np	21.1	np	32.8
	% disagree	33.8	33.1	13.0	np	48.5	np	36.5
I would like to further my studies, but I don't have enough spare time	% agree	59.8	47.3	68.3	np	23.6	np	42.5
	% disagree	21.3	27.5	10.0	np	43.9	np	30.1
It's not worth the time and money to study further – any resulting wage increase is too small	% agree	41.9	50.4	55.9	np	28.4	np	41.9
	% disagree	22.1	23.0	20.8	np	34.6	np	27.9
It is the difficulty in accessing training facilities that stops me from further studies	% agree	6.5	10.6	13.5	np	5.6	np	8.9
	% disagree	60.6	54.6	55.3	np	52.8	np	55.5
It is the difficulty in undertaking the Recognition Assessment Processes (RAP) that stops me from further study	% agree	6.3	9.4	9.1	np	3.2	np	7.3
	% disagree	52.9	49.1	52.1	np	50.7	np	52.1
I would like to further my studies, but am not supported by managers / colleagues	% agree	4.5	6.9	0.0	np	2.3	np	4.1
	% disagree	73.5	68.7	65.2	np	67.9	np	70.9
I am not interested in further studies or going back to study	% agree	30.9	30.6	39.2	np	27.0	np	30.1
	% disagree	43.5	44.3	32.5	np	43.6	np	42.1

Note: Some data reported in this table may be affected by the small number of responding staff and should be used with caution

np: Not available for publication for confidentiality reasons.

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) The table does not state the proportion of staff who indicated neutral agreement to the statements, however the neutral values are included in the calculation of the the proportions.



**Table 4.7.1: Annual income of full time and part time workers, by service type - Australia (a)(b)(c)**

	PRE	PRE	LDC	LDC	FDC	FDC	IHC & OCC	IHC & OCC	OSHC	OSHC	VAC	VAC	Total	Total
	No	%	No	%	No	%	No	%	No	%	No	%	No	%
<b>Full-time</b>														
\$52,000/year or more	1,554	50.4	2,128	12.6	628	18.0	54	15.9	229	26.7	224	20.0	4,818	18.7
\$31,200 - \$51,999/year	1,202	38.9	10,412	61.8	1,744	49.8	198	58.6	409	47.8	518	46.3	14,483	56.3
\$15,600 - \$31,199/year	305	9.9	4,075	24.2	1,004	28.7	82	24.3	176	20.6	257	23.0	5,899	22.9
\$15,999/year or less	25	0.8	229	1.4	125	3.6	4	1.2	42	4.9	120	10.7	545	2.1
<b>Total specified</b>	<b>3,086</b>		<b>16,844</b>		<b>3,501</b>		<b>337</b>		<b>856</b>		<b>1,120</b>		<b>25,745</b>	
Not specified	73		441		199		17		29		79		836	
<b>Total</b>	<b>3,160</b>		<b>17,285</b>		<b>3,700</b>		<b>354</b>		<b>885</b>		<b>1,199</b>		<b>26,581</b>	
<b>Part-time</b>														
\$52,000/year or more	600	7.8	312	2.6	71	3.6	11	2.5	73	1.2	63	1.4	1,129	3.5
\$31,200 - \$51,999/year	1,531	20.0	2,302	18.8	560	28.6	77	18.2	622	10.6	436	9.9	5,527	17.0
\$15,600 - \$31,199/year	3,258	42.6	7,070	57.8	952	48.6	216	51.2	1,856	31.6	1,398	31.7	14,751	45.3
\$15,999/year or less	2,268	29.6	2,542	20.8	376	19.2	118	28.0	3,329	56.6	2,507	56.9	11,141	34.2
<b>Total specified</b>	<b>7,656</b>		<b>12,227</b>		<b>1,958</b>		<b>422</b>		<b>5,881</b>		<b>4,405</b>		<b>32,549</b>	
Not specified	284		875		112		33		482		615		2,401	
<b>Total</b>	<b>7,940</b>		<b>13,102</b>		<b>2,070</b>		<b>455</b>		<b>6,363</b>		<b>5,020</b>		<b>34,950</b>	
<b>All Staff</b>														
<b>Total specified</b>	<b>10,743</b>		<b>29,071</b>		<b>5,459</b>		<b>760</b>		<b>6,737</b>		<b>5,524</b>		<b>58,293</b>	
Not specified	492		1,474		338		50		554		737		3,648	
<b>Total staff</b>	<b>11,235</b>		<b>30,545</b>		<b>5,797</b>		<b>810</b>		<b>7,291</b>		<b>6,261</b>		<b>61,941</b>	

Note: Some data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Income figures refer to pre-tax incomes for the worker's early childhood education and care job.

(b) Excludes those paid workers who did not report their income in the staff survey.

(c) Where part time is defined as paid hours of 0 to less than 35 hours per week.

**Table 4.7.2: Annual income of full time and part time workers, by service type - New South Wales (a)(b)(c)**

	PRE	PRE	LDC	LDC	FDC	FDC	IHC & OCC	IHC & OCC	OSHC	OSHC	VAC	VAC	Total	Total
	No	%	No	%	No	%	No	%	No	%	No	%	No	%
<b>Full-time</b>														
\$52,000/year or more	349	37.0	910	15.9	226	19.0	12	13.1	93	33.5	95	24.6	1,685	19.6
\$31,200 - \$51,999/year	460	48.9	3,552	62.1	606	50.8	57	60.1	121	43.6	178	46.0	4,974	57.8
\$15,600 - \$31,199/year	122	12.9	1,120	19.6	320	26.8	23	24.6	55	19.7	84	21.7	1,723	20.0
\$15,999/year or less	12	1.2	136	2.4	40	3.4	2	2.2	9	3.2	30	7.8	229	2.7
<b>Total specified</b>	<b>942</b>		<b>5,718</b>		<b>1,193</b>		<b>95</b>		<b>278</b>		<b>386</b>		<b>8,611</b>	
Not specified	22		154		76		9		8		31		298	
<b>Total</b>	<b>964</b>		<b>5,872</b>		<b>1,269</b>		<b>103</b>		<b>287</b>		<b>417</b>		<b>8,910</b>	
<b>Part-time</b>														
\$52,000/year or more	116	5.1	145	3.5	31	4.0	2	1.1	31	1.9	30	2.5	355	3.5
\$31,200 - \$51,999/year	384	16.9	836	20.2	256	32.7	32	22.9	219	13.1	134	11.4	1,861	18.3
\$15,600 - \$31,199/year	1,039	45.8	2,291	55.5	374	47.7	71	51.3	568	33.9	411	35.0	4,755	46.7
\$15,999/year or less	733	32.2	858	20.8	122	15.6	34	24.7	858	51.2	599	51.0	3,203	31.5
<b>Total specified</b>	<b>1,928</b>		<b>11,743</b>		<b>2,555</b>		<b>138</b>		<b>573</b>		<b>834</b>		<b>17,840</b>	
Not specified	500		982		288		9		251		164		2,217	
<b>Total</b>	<b>2,428</b>		<b>12,725</b>		<b>2,842</b>		<b>147</b>		<b>824</b>		<b>997</b>		<b>20,057</b>	
<b>All Staff</b>														
<b>Total specified</b>	<b>3,214</b>		<b>9,848</b>		<b>1,976</b>		<b>232</b>		<b>1,955</b>		<b>1,560</b>		<b>18,786</b>	
Not specified	148		569		125		18		170		226		1,255	
<b>Total staff</b>	<b>3,362</b>		<b>10,417</b>		<b>2,101</b>		<b>250</b>		<b>2,125</b>		<b>1,786</b>		<b>20,041</b>	

Note: Some data reported in this table may be affected by the small number of responding staff and should be used with caution

(a) Income figures refer to pre-tax incomes for the worker's early childhood education and care job.

(b) Excludes those paid workers who did not report their income in the staff survey.

(c) Where part time is defined as paid hours of 0 to less than 35 hours per week.

**Table 4.7.3: Annual income of full time and part time workers, by service type - Victoria (a)(b)(c)**

	PRE	PRE	LDC	LDC	FDC	FDC	IHC & OCC	IHC & OCC	OSHC	OSHC	VAC	VAC	Total	Total
	No	%	No	%	No	%	No	%	No	%	No	%	No	%
<b>Full-time</b>														
\$52,000/year or more	358	43.4	447	12.2	124	14.9	np	np	33	25.0	26	16.8	1,014	17.8
\$31,200 - \$51,999/year	363	44.0	2,366	64.4	393	47.5	45	54.7	58	43.6	53	34.6	3,278	57.6
\$15,600 - \$31,199/year	99	12.0	842	22.9	279	33.7	11	13.1	37	27.4	34	21.9	1,301	22.8
\$15,999/year or less	5	0.6	19	0.5	32	3.8	np	np	5	4.0	41	26.6	102	1.8
<b>Total specified</b>	<b>826</b>		<b>3,674</b>		<b>826</b>		<b>83</b>		<b>134</b>		<b>153</b>		<b>5,695</b>	
Not specified	18		104		37		1		10		18		188	
<b>Total</b>	<b>844</b>		<b>3,777</b>		<b>863</b>		<b>83</b>		<b>144</b>		<b>171</b>		<b>5,883</b>	
<b>Part-time</b>														
\$52,000/year or more	66	3.0	55	2.1	16	3.6	np	np	10	0.6	10	1.2	159	2.1
\$31,200 - \$51,999/year	333	14.9	473	18.2	125	28.3	20	19.9	135	8.6	68	8.6	1,154	14.9
\$15,600 - \$31,199/year	950	42.5	1,550	59.6	208	47.2	47	46.2	467	29.8	243	30.8	3,465	44.8
\$15,999/year or less	885	39.6	522	20.1	92	20.8	np	np	958	61.0	469	59.4	2,958	38.2
<b>Total specified</b>	<b>1,688</b>		<b>7,555</b>		<b>1,727</b>		<b>103</b>		<b>288</b>		<b>342</b>		<b>11,767</b>	
Not specified	399		528		141		4		145		77		1,313	
<b>Total</b>	<b>2,087</b>		<b>8,083</b>		<b>1,868</b>		<b>107</b>		<b>433</b>		<b>420</b>		<b>13,080</b>	
<b>All Staff</b>														
<b>Total specified</b>	<b>3,060</b>		<b>6,273</b>		<b>1,267</b>		<b>185</b>		<b>1,705</b>		<b>942</b>		<b>13,432</b>	
Not specified	146		329		76		5		129		159		848	
<b>Total staff</b>	<b>3,206</b>		<b>6,603</b>		<b>1,343</b>		<b>190</b>		<b>1,834</b>		<b>1,101</b>		<b>14,279</b>	

Note: Some data reported in this table may be affected by the small number of responding staff and should be used with caution

np: Not available for publication for confidentiality reasons.

(a) Income figures refer to pre-tax incomes for the worker's early childhood education and care job.

(b) Excludes those paid workers who did not report their income in the staff survey.

(c) Where part time is defined as paid hours of 0 to less than 35 hours per week.

**Table 4.7.4: Annual income of full time and part time workers, by service type - Queensland (a)(b)(c)**

	PRE	PRE	LDC	LDC	FDC	FDC	IHC & OCC	IHC & OCC	OSHC	OSHC	VAC	VAC	Total	Total
	No	%	No	%	No	%	No	%	No	%	No	%	No	%
<b>Full-time</b>														
\$52,000/year or more	105	42.6	383	8.7	141	15.6	6	7.8	47	21.5	47	17.6	730	11.9
\$31,200 - \$51,999/year	106	43.2	2,735	62.1	465	51.2	52	66.5	114	52.8	147	54.3	3,619	59.1
\$15,600 - \$31,199/year	np	np	1,256	28.5	268	29.6	np	np	40	18.6	56	20.6	1,671	27.3
\$15,999/year or less	np	np	28	0.6	33	3.6	np	np	15	7.1	20	7.5	100	1.6
<b>Total specified</b>	<b>247</b>		<b>4,402</b>		<b>907</b>		<b>78</b>		<b>216</b>		<b>270</b>		<b>6,120</b>	
Not specified	3		93		52		5		6		11		172	
<b>Total</b>	<b>250</b>		<b>4,496</b>		<b>960</b>		<b>84</b>		<b>222</b>		<b>281</b>		<b>6,292</b>	
<b>Part-time</b>														
\$52,000/year or more	26	4.6	55	1.9	11	2.7	6	7.1	11	0.9	10	0.8	119	1.9
\$31,200 - \$51,999/year	102	18.1	578	20.2	96	24.5	13	15.0	130	10.2	119	9.7	1,037	16.2
\$15,600 - \$31,199/year	np	np	1,711	59.6	221	56.5	np	np	410	32.4	376	30.6	3,017	47.1
\$15,999/year or less	np	np	524	18.3	64	16.2	np	np	717	56.5	722	58.8	2,229	34.8
<b>Total specified</b>	<b>499</b>		<b>8,992</b>		<b>1,925</b>		<b>85</b>		<b>444</b>		<b>563</b>		<b>12,590</b>	
Not specified	128		633		107		10		141		129		1,157	
<b>Total</b>	<b>627</b>		<b>9,625</b>		<b>2,032</b>		<b>95</b>		<b>585</b>		<b>692</b>		<b>13,747</b>	
<b>All Staff</b>														
<b>Total specified</b>	<b>809</b>		<b>7,272</b>		<b>1,299</b>		<b>163</b>		<b>1,484</b>		<b>1,497</b>		<b>12,523</b>	
Not specified	38		279		75		15		126		134		666	
<b>Total staff</b>	<b>846</b>		<b>7,550</b>		<b>1,374</b>		<b>178</b>		<b>1,610</b>		<b>1,631</b>		<b>13,189</b>	

Note: Some data reported in this table may be affected by the small number of responding staff and should be used with caution

np: Not available for publication for confidentiality reasons.

(a) Income figures refer to pre-tax incomes for the worker's early childhood education and care job.

(b) Excludes those paid workers who did not report their income in the staff survey.

(c) Where part time is defined as paid hours of 0 to less than 35 hours per week.

**Table 4.7.5: Annual income of full time and part time workers, by service type - South Australia (a)(b)(c)**

	PRE	PRE	LDC	LDC	FDC	FDC	IHC & OCC	IHC & OCC	OSHC	OSHC	VAC	VAC	Total	Total
	No	%	No	%	No	%	No	%	No	%	No	%	No	%
<b>Full-time</b>														
\$52,000/year or more	np	np	99	12.2	np	np	0	2.6	np	np	25	25.4	368	24.8
\$31,200 - \$51,999/year	87	31.4	481	59.5	92	42.4	10	76.6	32	45.3	38	39.4	741	49.9
\$15,600 - \$31,199/year	19	6.7	213	26.3	66	30.3	3	20.8	6	8.5	22	22.7	328	22.1
\$15,999/year or less	np	np	16	1.9	np	np	0	0.0	np	np	12	12.6	48	3.3
<b>Total specified</b>	<b>278</b>		<b>809</b>		<b>216</b>		<b>13</b>		<b>71</b>		<b>98</b>		<b>1,485</b>	
Not specified	5		22		14		1		1		6		49	
<b>Total</b>	<b>284</b>		<b>830</b>		<b>230</b>		<b>14</b>		<b>73</b>		<b>104</b>		<b>1,535</b>	
<b>Part-time</b>														
\$52,000/year or more	np	np	20	1.8	np	np	0	0.0	np	np	9	1.4	111	3.3
\$31,200 - \$51,999/year	204	24.2	156	13.6	24	20.5	0	0.0	65	10.7	52	7.9	500	14.8
\$15,600 - \$31,199/year	348	41.5	673	59.0	54	46.0	12	53.6	146	23.9	179	27.4	1,412	41.7
\$15,999/year or less	np	np	293	25.6	np	np	10	46.4	np	np	414	63.4	1,360	40.2
<b>Total specified</b>	<b>567</b>		<b>1,661</b>		<b>466</b>		<b>22</b>		<b>145</b>		<b>207</b>		<b>3,075</b>	
Not specified	275		176		27		6		72		61		611	
<b>Total</b>	<b>842</b>		<b>1,837</b>		<b>494</b>		<b>28</b>		<b>217</b>		<b>268</b>		<b>3,685</b>	
<b>All Staff</b>														
<b>Total specified</b>	<b>1,119</b>		<b>1,951</b>		<b>333</b>		<b>35</b>		<b>679</b>		<b>752</b>		<b>4,868</b>	
Not specified	45		92		22		7		56		110		331	
<b>Total staff</b>	<b>1,163</b>		<b>2,042</b>		<b>355</b>		<b>42</b>		<b>735</b>		<b>862</b>		<b>5,199</b>	

Note: Some data reported in this table may be affected by the small number of responding staff and should be used with caution

np: Not available for publication for confidentiality reasons.

(a) Income figures refer to pre-tax incomes for the worker's early childhood education and care job.

(b) Excludes those paid workers who did not report their income in the staff survey.

(c) Where part time is defined as paid hours of 0 to less than 35 hours per week.

**Table 4.7.6: Annual income of full time and part time workers, by service type - Western Australia (a)(b)(c)**

	PRE	PRE	LDC	LDC	FDC	FDC	IHC & OCC	IHC & OCC	OSHC	OSHC	VAC	VAC	Total	Total
	No	%	No	%	No	%	No	%	No	%	No	%	No	%
<b>Full-time</b>														
\$52,000/year or more	364	71.7	156	12.0	np	np	np	np	np	np	np	np	585	26.9
\$31,200 - \$51,999/year	116	23.0	734	56.3	76	60.3	np	np	np	np	np	np	1,042	48.0
\$15,600 - \$31,199/year	np	np	391	30.0	17	13.1	np	np	16	18.9	43	32.2	497	22.9
\$15,999/year or less	np	np	22	1.7	np	np	np	np	5	5.9	15	10.9	47	2.2
<b>Total specified</b>	<b>507</b>		<b>1,303</b>		<b>126</b>		<b>18</b>		<b>85</b>		<b>133</b>		<b>2,172</b>	
Not specified	13		41		9		1		3		8		75	
<b>Total</b>	<b>520</b>		<b>1,344</b>		<b>135</b>		<b>18</b>		<b>88</b>		<b>142</b>		<b>2,247</b>	
<b>Part-time</b>														
\$52,000/year or more	240	19.6	21	2.5	np	np	np	np	np	np	np	np	267	10.0
\$31,200 - \$51,999/year	364	29.6	128	15.8	36	35.7	np	np	np	np	np	np	578	21.7
\$15,600 - \$31,199/year	np	np	459	56.6	36	35.6	np	np	91	35.6	77	31.6	1,142	42.8
\$15,999/year or less	np	np	203	25.1	np	np	np	np	142	55.5	141	57.6	679	25.5
<b>Total specified</b>	<b>1,040</b>		<b>2,688</b>		<b>269</b>		<b>24</b>		<b>176</b>		<b>283</b>		<b>4,493</b>	
Not specified	604		149		39		1		23		26		845	
<b>Total</b>	<b>1,644</b>		<b>2,837</b>		<b>308</b>		<b>25</b>		<b>199</b>		<b>310</b>		<b>5,339</b>	
<b>All Staff</b>														
<b>Total specified</b>	<b>1,734</b>		<b>2,115</b>		<b>227</b>		<b>42</b>		<b>341</b>		<b>378</b>		<b>4,837</b>	
Not specified	78		114		13		2		37		58		302	
<b>Total staff</b>	<b>1,812</b>		<b>2,229</b>		<b>240</b>		<b>44</b>		<b>378</b>		<b>437</b>		<b>5,139</b>	

Note: Some data reported in this table may be affected by the small number of responding staff and should be used with caution

np: Not available for publication for confidentiality reasons.

(a) Income figures refer to pre-tax incomes for the worker's early childhood education and care job.

(b) Excludes those paid workers who did not report their income in the staff survey.

(c) Where part time is defined as paid hours of 0 to less than 35 hours per week.

**Table 4.7.7: Annual income of full time and part time workers, by service type - Tasmania (a)(b)(c)**

	PRE	PRE	LDC	LDC	FDC	FDC	IHC & OCC	IHC & OCC	OSHC	OSHC	VAC	VAC	Total	Total
	No	%	No	%	No	%	No	%	No	%	No	%	No	%
<b>Full-time</b>														
\$52,000/year or more	np	np	np	np	np	np	np	np	np	np	np	np	169	28.4
\$31,200 - \$51,999/year	16	13.5	134	52.5	51	50.6	np	np	np	np	np	np	272	45.7
\$15,600 - \$31,199/year	5	4.7	np	np	24	23.9	np	np	np	np	np	np	151	25.5
\$15,999/year or less	np	np	np	np	np	np	np	np	np	np	np	np	3	0.4
<b>Total specified</b>	<b>117</b>		<b>256</b>		<b>100</b>		<b>43</b>		<b>39</b>		<b>40</b>		<b>595</b>	
Not specified	8		11		1		0		0		0		20	
<b>Total</b>	<b>124</b>		<b>266</b>		<b>102</b>		<b>43</b>		<b>39</b>		<b>40</b>		<b>615</b>	
<b>Part-time</b>														
\$52,000/year or more	np	np	np	np	np	np	np	np	np	np	np	np	56	5.4
\$31,200 - \$51,999/year	66	20.3	43	12.6	15	21.5	np	np	np	np	np	np	159	15.5
\$15,600 - \$31,199/year	144	44.1	np	np	33	46.2	np	np	np	np	np	np	519	50.5
\$15,999/year or less	np	np	np	np	np	np	np	np	np	np	np	np	293	28.6
<b>Total specified</b>	<b>248</b>		<b>533</b>		<b>203</b>		<b>44</b>		<b>79</b>		<b>81</b>		<b>1,229</b>	
Not specified	114		46		19		3		18		11		215	
<b>Total</b>	<b>362</b>		<b>579</b>		<b>222</b>		<b>47</b>		<b>97</b>		<b>91</b>		<b>1,445</b>	
<b>All Staff</b>														
<b>Total specified</b>	<b>442</b>		<b>597</b>		<b>171</b>		<b>87</b>		<b>175</b>		<b>150</b>		<b>1,622</b>	
Not specified	28		48		6		3		13		12		110	
<b>Total staff</b>	<b>470</b>		<b>645</b>		<b>177</b>		<b>90</b>		<b>188</b>		<b>162</b>		<b>1,732</b>	

Note: Some data reported in this table may be affected by the small number of responding staff and should be used with caution

np: Not available for publication for confidentiality reasons.

(a) Income figures refer to pre-tax incomes for the worker's early childhood education and care job.

(b) Excludes those paid workers who did not report their income in the staff survey.

(c) Where part time is defined as paid hours of 0 to less than 35 hours per week.

**Table 4.7.8: Annual income of full time and part time workers, by service type - Northern Territory (a)(b)(c)**

	PRE	PRE	LDC	LDC	FDC	FDC	HC & OCC (d)	HC & OCC (d)	OSHC	OSHC	VAC	VAC	Total	Total
	No	%	No	%	No	%	No	%	No	%	No	%	No	%
<b>Full-time</b>														
\$52,000/year or more	58	61.1	np	np	np	np	-	-	6	30.2	np	np	120	30.3
\$31,200 - \$51,999/year	37	38.9	131	61.3	np	np	-	-	8	38.2	11	57.8	209	52.7
\$15,600 - \$31,199/year	0	0.0	np	np	np	np	-	-	6	31.6	np	np	63	15.9
\$15,999/year or less	0	0.0	np	np	np	np	-	-	0	0.0	np	np	4	1.1
<b>Total specified</b>	<b>94</b>		<b>214</b>		<b>50</b>		<b>-</b>		<b>20</b>		<b>19</b>		<b>397</b>	
Not specified	2		10		9		-		0		0		21	
<b>Total</b>	<b>97</b>		<b>224</b>		<b>58</b>		<b>-</b>		<b>20</b>		<b>19</b>		<b>418</b>	
<b>Part-time</b>														
\$52,000/year or more	19	29.4	np	np	np	np	-	-	7	9.3	np	np	32	10.4
\$31,200 - \$51,999/year	22	33.9	20	25.1	np	np	-	-	10	12.7	22	30.2	75	24.5
\$15,600 - \$31,199/year	22	34.6	np	np	np	np	-	-	39	51.0	np	np	153	49.7
\$15,999/year or less	1	2.1	np	np	np	np	-	-	21	27.1	np	np	47	15.4
<b>Total specified</b>	<b>193</b>		<b>448</b>		<b>121</b>		<b>-</b>		<b>39</b>		<b>38</b>		<b>840</b>	
Not specified	40		23		5		-		17		23		107	
<b>Total</b>	<b>233</b>		<b>471</b>		<b>126</b>		<b>-</b>		<b>56</b>		<b>61</b>		<b>948</b>	
<b>All Staff</b>														
<b>Total specified</b>	<b>158</b>		<b>294</b>		<b>64</b>		<b>-</b>		<b>97</b>		<b>92</b>		<b>705</b>	
Not specified	6		22		16		-		6		17		67	
<b>Total staff</b>	<b>164</b>		<b>315</b>		<b>81</b>		<b>-</b>		<b>103</b>		<b>109</b>		<b>772</b>	

Note: Some data reported in this table may be affected by the small number of responding staff and should be used with caution

np: Not available for publication for confidentiality reasons.

(a) Income figures refer to pre-tax incomes for the worker's early childhood education and care job.

(b) Excludes those paid workers who did not report their income in the staff survey.

(c) Where part time is defined as paid hours of 0 to less than 35 hours per week.

(d) No in home care or occasional care staff in the Northern Territory responded to the Staff Survey.



**Table 4.7.9: Annual income of full time and part time workers, by service type - Australian Capital Territory (a)(b)(c)**

	PRE	PRE	LDC	LDC	FDC	FDC	IHC & OCC	IHC & OCC	OSHC	OSHC	VAC	VAC	Total	Total
	No	%	No	%	No	%	No	%	No	%	No	%	No	%
<b>Full-time</b>														
\$52,000/year or more	57	74.6	63	13.4	np	np	np	np	np	np	np	np	148	22.1
\$31,200 - \$51,999/year	16	20.8	279	59.5	np	np	np	np	np	np	np	np	347	51.9
\$15,600 - \$31,199/year	np	np	122	26.1	np	np	np	np	np	np	np	np	163	24.4
\$15,999/year or less	np	np	5	1.0	np	np	np	np	np	np	np	np	11	1.6
<b>Total specified</b>	<b>76</b>		<b>469</b>		<b>83</b>		<b>9</b>		<b>13</b>		<b>20</b>		<b>669</b>	
Not specified	2		6		0		0		0		5		13	
<b>Total</b>	<b>78</b>		<b>475</b>		<b>83</b>		<b>9</b>		<b>13</b>		<b>25</b>		<b>682</b>	
<b>Part-time</b>														
\$52,000/year or more	13	9.9	10	4.0	np	np	np	np	np	np	np	np	29	3.5
\$31,200 - \$51,999/year	58	43.9	68	26.8	np	np	np	np	np	np	np	np	162	19.0
\$15,600 - \$31,199/year	np	np	125	49.4	np	np	np	np	np	np	np	np	289	34.0
\$15,999/year or less	np	np	50	19.8	np	np	np	np	np	np	np	np	371	43.5
<b>Total specified</b>	<b>155</b>		<b>950</b>		<b>165</b>		<b>7</b>		<b>25</b>		<b>50</b>		<b>1,364</b>	
Not specified	71		78		5		0		28		8		192	
<b>Total</b>	<b>226</b>		<b>1,029</b>		<b>170</b>		<b>7</b>		<b>54</b>		<b>58</b>		<b>1,556</b>	
<b>All Staff</b>														
<b>Total specified</b>	<b>207</b>		<b>722</b>		<b>122</b>		<b>15</b>		<b>302</b>		<b>152</b>		<b>1,521</b>	
Not specified	4		21		5		0		16		22		69	
<b>Total staff</b>	<b>211</b>		<b>744</b>		<b>127</b>		<b>15</b>		<b>319</b>		<b>174</b>		<b>1,590</b>	

Note: Some data reported in this table may be affected by the small number of responding staff and should be used with caution

np: Not available for publication for confidentiality reasons.

(a) Income figures refer to pre-tax incomes for the worker's early childhood education and care job.

(b) Excludes those paid workers who did not report their income in the staff survey.

(c) Where part time is defined as paid hours of 0 to less than 35 hours per week.

Table 5.1.1. Number and proportion of services with a Preschool Program or Other program by service type and State and Territory (a)

	NSW	NSW	Vic	Vic	Qld	Qld	SA	SA	WA	WA	Tas	Tas	NT	NT	ACT	ACT	Australia	Australia	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
<b>Preschool Services</b>																			
Preschool Program <sup>(b)</sup>																			
Degree Bachelor 4 years (or equivalent) and above	543	53.7	1056	69.5	300	78.0	350	71.3	691	79.6	193	88.8	76	59.7	73	86.1	3282	69.8	
Degree Bachelor 3 years (or equivalent)	241	23.8	279	18.4	37	9.7	32	6.5	66	7.6	6	2.7	11	8.5	4	4.6	676	14.4	
Other Program <sup>(c)</sup>																			
Degree Bachelor 4 years (or equivalent) and above	4	0.4	11	0.7	0	-	1	0.3	5	0.5	1	0.6	0	-	0	-	22	0.5	
Degree Bachelor 3 years (or equivalent)	3	0.3	4	0.3	0	-	0	-	0	-	0	-	0	-	0	-	7	0.1	
Advanced Diploma/Diploma (any field)	173	17.1	135	8.9	32	8.4	73	14.8	52	6.0	6	2.6	11	8.4	3	3.1	483	10.3	
Certificate III/IV	21	2.0	5	0.4	12	3.0	8	1.7	16	1.9	3	1.3	0	0.0	1	1.5	67	1.4	
Certificate II or Below	1	0.1	3	0.2	0	0.0	4	0.8	3	0.3	3	1.3	1	1.1	1	1.5	17	0.4	
No Program <sup>(d)</sup>	26	2.5	27	1.8	3	0.9	22	4.5	35	4.0	6	2.6	28	22.3	3	3.1	150	3.2	
Total Specified	1010	100	1520	100	384	100	491	100	868	100	218	100	128	100	84	100	4703	100	
Not specified <sup>(e)</sup>	21		16		9		15		33		8		1		3		106		
<b>Long day care Services</b>																			
Preschool Program <sup>(b)</sup>																			
Degree Bachelor 4 years (or equivalent) and above	806	34.5	366	33.2	240	18.6	73	25.2	49	10.8	8	7.3	8	11.4	32	28.9	1581	27.5	
Degree Bachelor 3 years (or equivalent)	356	15.2	120	10.9	41	3.2	4	1.5	9	2.0	0	-	1	1.6	10	9.0	542	9.4	
Other Program <sup>(c)</sup>																			
Degree Bachelor 4 years (or equivalent) and above	21	0.9	13	1.2	2	0.2	0	-	7	1.5	0	-	0	-	3	3.0	46	0.8	
Degree Bachelor 3 years (or equivalent)	5	0.2	6	0.6	0	-	0	-	5	1.0	0	-	0	-	0	-	16	0.3	
Advanced Diploma/Diploma (any field)	456	19.5	100	9.1	147	11.4	59	20.3	80	17.7	5	4.7	8	11.7	29	27.0	884	15.4	
Certificate III/IV	44	1.9	9	0.8	11	0.8	2	0.8	3	0.7	0	0.0	3	4.9	2	2.0	75	1.3	
Certificate II or Below	0	0.0	0	0.0	0	0.0	0	0.0	1	0.2	0	0.0	0	0.0	0	0.0	1	0.0	
No Program <sup>(d)</sup>	648	27.7	488	44.2	848	65.7	151	52.2	300	66.1	91	87.9	47	70.4	33	30.1	2605	45.3	
Total Specified	2337	100	1103	100	1290	100	289	100	453	100	103	100	67	100	109	100	5751	100	
Not specified <sup>(e)</sup>	16		1		6		1		6		0		0		0		30		
<b>Total preschool and long day care Services</b>																			
Preschool Program <sup>(b)</sup>																			
Degree Bachelor 4 years (or equivalent) and above	1349	40.3	1422	54.2	540	32.2	423	54.2	740	56.0	201	62.6	84	43.1	104	53.9	4864	46.5	
Degree Bachelor 3 years (or equivalent)	597	17.8	400	15.2	79	4.7	37	4.7	75	5.7	6	1.8	12	6.2	14	7.1	1218	11.7	
Other Program <sup>(c)</sup>																			
Degree Bachelor 4 years (or equivalent) and above	25	0.7	24	0.9	2	0.1	1	0.2	11	0.9	1	0.4	0	0.0	3	1.7	68	0.7	
Degree Bachelor 3 years (or equivalent)	7	0.2	10	0.4	0	0.0	0	0.0	5	0.3	0	0.0	0	0.0	0	0.0	22	0.2	
Advanced Diploma/Diploma (any field)	629	18.8	235	9.0	179	10.7	131	16.9	132	10.0	11	3.3	19	9.5	32	16.5	1367	13.1	
Certificate III/IV	65	1.9	14	0.5	22	1.3	11	1.4	20	1.5	3	0.9	3	1.7	3	1.8	142	1.4	
Certificate II or Below	1	0.0	3	0.1	0	0.0	4	0.5	4	0.3	3	0.9	1	0.7	1	0.7	18	0.2	
No Program <sup>(d)</sup>	674	20.1	515	19.6	852	50.9	173	22.1	335	25.3	96	30.0	76	38.8	35	18.3	2755	26.4	
Total Specified	3347	100	2623	100	1674	100	780	100	1322	100	321	100	195	100	193	100	10454	100	
Not specified <sup>(e)</sup>	37	0.0	17	0.0	15	0.0	16	0.0	38	0.0	8	0.0	1	0.0	3	0.0	136	0.0	

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Includes services where at least one Teacher delivered a Preschool Program.

(c) Includes services where the highest qualified staff member delivered a program and had an ECEC qualification in a non-teaching field at any level, an ECEC qualification below the Diploma level in any field, or delivered a program not based on a specific (or known) curriculum or framework.

(d) No program was delivered by the service during the reference week. Also includes programs delivered by a staff member without an ECEC related qualification.

(e) Insufficient information was provided for classification.

**Table 5.2.1: Number and Proportion of workers delivering a Preschool Program or Other program, by qualification level, service type and State and Territory (a) (b)**

	NSW		Vic		Qld		SA		WA		Tas		NT		ACT		Australia	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Preschool</b>																		
<b>Teaching field(c) Workers</b>																		
Bachelor degree pass 4 years (or equivalent) and above <sup>(d)</sup>	898	29.1	1,548	49	476	55.8	570	52.1	1,154	74.7	362	86.5	96	69.7	177	78.2	5,280	50.2
Bachelor degree pass 3 years (or equivalent)	801	25.9	582	18.4	101	11.8	139	12.7	165	10.7	16	3.9	14	10	12	5.2	1,829	17.4
Advanced Diploma / Diploma	179	5.8	443	14	63	7.4	239	21.8	128	8.3	23	5.5	19	13.6	6	2.9	1,101	10.5
Other ECEC-related field, at Diploma level or above <sup>(e)</sup>	1,211	39.2	587	18.6	212	24.9	147	13.4	97	6.3	17	4.1	9	6.7	31	13.8	2,312	22
Total delivering program at Diploma level or above	3,089	100	3,160	100	852	100	1,095	100	1,545	100	418	100	137	100	226	100	10,522	100
<b>Long day care</b>																		
<b>Teaching field(c) Workers</b>																		
Bachelor degree pass 4 years (or equivalent) and above <sup>(d)</sup>	1,154	23.2	461	27.8	336	26.4	111	23.8	57	13.2	11	27.4	9	23	48	21	2,186	24
Bachelor degree pass 3 year (or equivalent)	868	17.4	178	10.7	84	6.6	16	3.5	19	4.4	np	-	np	-	np	-	1,184	13
Advanced Diploma / Diploma	227	4.6	69	4.2	33	2.6	23	4.9	11	2.6	np	-	np	-	np	-	366	4
Other ECEC-related field, at Diploma level or above <sup>(e)</sup>	2,731	54.8	950	57.3	817	64.3	315	67.8	343	79.8	27	66.6	27	71.2	163	71.4	5,373	59
Total delivering program at Diploma level or above	4,980	100	1,658	100	1,270	100	464	100	430	100	41	100	38	100	228	100	9,109	100
<b>Total preschool and long day care</b>																		
<b>Teaching field(c) Workers</b>																		
Bachelor degree pass 4 years (or equivalent) and above <sup>(d)</sup>	2052	25.4	2009	41.7	811	38.2	681	43.7	1211	61.3	373	81.2	104	59.6	224	49.4	7466	38.0
Bachelor degree pass 3 years (or equivalent)	1668	20.7	760	15.8	185	8.7	155	9.9	184	9.3	np	-	np	-	np	-	3013	15.3
Advanced Diploma / Diploma	407	5.0	512	10.6	96	4.5	262	16.8	140	7.1	np	-	np	-	np	-	1467	7.5
Other ECEC-related field, at Diploma level or above <sup>(e)</sup>	3942	48.9	1537	31.9	1029	48.5	462	29.6	440	22.3	45	9.8	36	20.6	194	42.7	7685	39.1
Total delivering preschool and long day care programs, at diploma level or above	8069	100	4818	100	2122	100	1559	100	1975	100	459	100	175	100	454	100	19631	100

np: Not available for publication for confidentiality reasons. These teachers have been included in total and Australia counts.

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Data only includes those workers whose qualifications were specified.

(d) Only includes teachers who were reported by services to be delivering an in-house preschool program during the reference week, and who held ECEC-related qualifications in the fields of early childhood related teaching, primary, or other teaching qualifications.

(e) Includes Bachelor degree (4 years or equivalent), Bachelor degree honours, Graduate diploma or graduate certificate and Post graduate degree.

(f) Other ECEC-related qualifications include child care, nursing (including mothercraft nursing), other human welfare studies and services, behavioural science and other ECEC-related qualifications, at the Diploma level or above. These workers are delivering programs that do not meet the criteria for a 'Preschool Program' as defined.

**Table5.3.1: Number of workers delivering a Preschool Program or Other program, by hours worked, qualification level and service type (a) (b)**

	Hours worked		Hours worked		Hours worked		Hours worked		Hours worked		Hours worked		Total Specific	Total Specific	Australia
	<10	<10	10 - 19	10 - 19	20 - 29	20 - 29	30 - 39	30 - 39	40 - 49	40 - 49	50 +	50 +			
	no.	%	no.	%	no.	%	no.	%	no.	%	no.	%	no.	%	
<b>Preschool</b>															
<b>Teaching field(c)</b>															
Bachelor degree pass 4 years (or equivalent) and above <sup>(d)</sup>	574	11	1,197	22.9	1,072	20.5	1,605	30.8	656	12.6	113	2.2	5,216	100	5,280
Bachelor degree pass 3 years (or equivalent)	177	9.8	455	25.2	421	23.2	558	30.9	181	10	18	1	1,810	100	1,829
Advanced Diploma / Diploma	94	8.6	309	28.3	255	23.4	313	28.7	95	8.7	24	2.2	1,090	100	1,101
Other ECEC-related field, at Diploma level or above <sup>(e)</sup>	288	12.6	555	24.3	555	24.3	666	29.1	218	9.6	5	0.2	2,286	100	2,312
Total delivering program at Diploma level or above	1,132	10.9	2,516	24.2	2,302	22.1	3,142	30.2	1,150	11.1	160	1.5	10,403	100	10,522
<b>Long day care</b>															
<b>Teaching field(c)</b>															
Bachelor degree pass 4 years (or equivalent) and above <sup>(d)</sup>	95	4.4	200	9.1	299	13.7	1,068	48.9	479	21.9	43	2	2,184	100	2,186
Bachelor degree pass 3 years (or equivalent)	68	5.8	150	12.6	185	15.6	542	45.8	212	17.9	27	2.3	1,184	100	1,184
Advanced Diploma / Diploma	13	3.6	43	11.7	54	14.8	158	43.2	92	25.1	6	1.6	366	100	366
Other ECEC-related field, at Diploma level or above <sup>(e)</sup>	173	3.2	438	8.2	739	13.8	2,966	55.2	1,005	18.7	52	1	5,373	100	5,373
Total delivering program at Diploma level or above	350	3.8	831	9.1	1,278	14	4,734	52	1,788	19.6	127	1.4	9,108	100	9,109
<b>Total Preschool and Long Day Care</b>															
<b>Teaching field(c)</b>															
Bachelor degree pass 4 years (or equivalent) and above <sup>(d)</sup>	669	9.0	1,397	18.9	1,371	18.5	2,673	36.1	1,135	15.3	156	2.1	7,400	100	7,466
Bachelor degree pass 3 years (or equivalent)	245	8.2	605	20.2	606	20.2	1,100	36.7	393	13.1	45	1.5	2,994	100	3,013
Advanced Diploma / Diploma	107	7.3	352	24.2	309	21.2	471	32.3	187	12.8	30	2.1	1,456	100	1,467
Other ECEC-related field, at Diploma level or above <sup>(e)</sup>	461	6.0	993	13.0	1,294	16.9	3,632	47.4	1,223	16.0	57	0.7	7,659	100	7,685
Total delivering preschool and long day care programs, at diploma level or above	1,483	7.6	3,347	17.2	3,580	18.3	7,876	40.4	2,938	15.1	288	1.5	19,511	100	19,631

(a) Totals may not equal the sum of components due to rounding of weighted data.

(b) Table only includes those workers whose qualifications were specified.

(c) Only includes teachers who were reported by services to be delivering an in-house preschool program during the reference week, and who held ECEC-related qualifications in the fields of early childhood related teaching, or other teaching qualifications.

(d) Includes Bachelor degree (4 years or equivalent), Bachelor degree honours, Graduate diploma or graduate certificate and Post graduate degree.

(e) Other ECEC-related qualifications include child care, nursing (including mothercraft nursing), other human welfare studies and services, behavioural science and other ECEC-related qualifications, at the level of Diploma or above. These workers are delivering programs that do not meet the criteria for a 'Preschool Program' as defined in the National ECEC Workforce Census.

(f) Australia total includes those workers whose working hours were not specified for the reference week.

Table 6.1.1: Number and proportion of contact staff with university qualification in early childhood teaching, by service type, state and territory and remoteness (a) (b)

	NSW	VIC (g)	QLD	SA	WA	TAS (g)	NT	ACT	AUSTRALIA
<b>LONG DAY CARE (c)</b>									
<b>Major cities of Australia</b>									
Number of university trained early childhood teachers	2,073	632	492	160	np	na	na	np	3,498
Number of contact staff with qualifications specified <sup>(d)</sup>	15,348	9,990	9,993	3,103	np	na	na	np	42,943
Proportion of contact staff who are university trained early childhood teachers	13.5%	6.3%	4.9%	5.2%	2.8%	na	na	4.0%	8.1%
Contact staff with qualifications not specified	292	123	110	50	75	na	na	39	690
<b>Inner regional Australia</b>									
Number of university trained early childhood teachers	485	77	95	11	np	46	na	np	725
Number of contact staff with qualifications specified <sup>(d)</sup>	3,669	2,131	2,681	351	np	988	na	np	10,315
Proportion of contact staff who are university trained early childhood teachers	13.2%	3.6%	3.5%	3.1%	2.0%	4.7%	na	4.1%	7.0%
Contact staff with qualifications not specified	32	32	10	4	3	15	na	0	97
<b>Outer regional Australia</b>									
Number of university trained early childhood teachers	np	12	np	10	11	np	14	na	176
Number of contact staff with qualifications specified <sup>(d)</sup>	np	376	np	297	331	np	429	na	4,382
Proportion of contact staff who are university trained early childhood teachers	9.3%	3.2%	2.8%	3.4%	3.3%	3.0%	3.3%	na	4.0%
Contact staff with qualifications not specified	11	0	21	1	2	2	8	na	45
<b>Remote and very remote Australia (e)</b>									
Number of university trained early childhood teachers	np	0	np	6	5	np	0	na	17
Number of contact staff with qualifications specified <sup>(d)</sup>	np	0	np	104	243	np	152	na	773
Proportion of contact staff who are university trained early childhood teachers	2.0%	-	1.9%	5.8%	2.1%	16.7%	0.0%	na	2.2%
Contact staff with qualifications not specified	0	0	1	0	2	0	4	na	7
<b>TOTAL</b>									
Number of university trained early childhood teachers	2,626	720	645	186	113	56	14	56	4,417
Number of contact staff with qualifications specified <sup>(d)</sup>	19,786	12,497	14,846	3,856	4,180	1,269	581	1,397	58,413
Proportion of contact staff who are university trained early childhood teachers	13.3%	5.8%	4.3%	4.8%	2.7%	4.4%	2.4%	4.0%	7.6%
Contact staff with qualifications not specified	335	156	142	55	83	17	11	39	839
<b>PRESCHOOL (f)</b>									
<b>Major cities of Australia</b>									
Number of university trained early childhood teachers	1,033	1,461	280	416	627	na	na	136	3,954
Number of contact staff with qualifications specified <sup>(d)</sup>	3,663	4,562	665	1,478	1,757	na	na	406	12,532
Proportion of contact staff who are university trained early childhood teachers	28.2%	32.0%	42.1%	28.1%	35.7%	na	na	33.5%	31.6%
Contact staff with qualifications not specified	194	239	43	124	292	na	na	23	915
<b>Inner regional Australia</b>									
Number of university trained early childhood teachers	359	371	121	56	97	132	na	0	1,135
Number of contact staff with qualifications specified <sup>(d)</sup>	1,553	1,159	340	212	321	457	na	7	4,046
Proportion of contact staff who are university trained early childhood teachers	23.1%	32.0%	35.6%	26.4%	30.2%	28.9%	na	0.0%	28.1%
Contact staff with qualifications not specified	74	69	9	18	32	77	na	0	279
<b>Outer regional Australia</b>									
Number of university trained early childhood teachers	131	np	112	73	113	np	20	na	644
Number of contact staff with qualifications specified <sup>(d)</sup>	653	np	329	324	377	np	104	na	2,351
Proportion of contact staff who are university trained early childhood teachers	20.1%	34.3%	34.0%	22.5%	30.0%	35.4%	19.2%	na	27.4%
Contact staff with qualifications not specified	23	4	5	26	83	46	20	na	207
<b>Remote and very remote Australia (e)</b>									
Number of university trained early childhood teachers	12	np	28	28	136	np	30	na	240
Number of contact staff with qualifications specified <sup>(d)</sup>	69	np	111	148	421	np	191	na	973
Proportion of contact staff who are university trained early childhood teachers	17.4%	27.3%	25.2%	18.9%	32.3%	18.2%	15.7%	na	24.7%
Contact staff with qualifications not specified	8	1	10	7	65	15	23	na	129
<b>TOTAL</b>									
Number of university trained early childhood teachers	1,535	1,945	541	571	973	221	50	136	5,973
Number of contact staff with qualifications specified <sup>(d)</sup>	5,937	6,053	1,445	2,161	2,877	722	295	413	19,902
Proportion of contact staff who are university trained early childhood teachers	25.9%	32.1%	37.4%	26.4%	33.8%	30.6%	16.9%	32.9%	30.0%
Contact staff with qualifications not specified	299	313	67	175	472	138	43	23	1,530

Notes:  
 Totals may not equal sum of components due to rounding of weighted data. Proportions should be interpreted with caution due to small numbers in some cells.  
 na: Remoteness category does not exist for state or territory.  
 (a) University trained early childhood staff include those staff who have a Bachelor degree (3 years) or higher in early childhood related teaching.  
 (b) Table includes contact staff only. Contact staff refers to those workers who are doing primary or other contact work.  
 (c) Long day care includes paid staff and unpaid staff. The overwhelming majority of contact staff however were paid staff (99.3%) who specified their paid/unpaid status.  
 (d) Includes staff with and without early childhood education and care related qualifications.  
 (e) 'Remote' and 'very remote' regions have been combined due to low cell counts.  
 (f) Excludes preschool staff who were unpaid as information was not collected on their qualifications.  
 (g) Victoria and Tasmania have 'remote' regions, but do not have 'very remote' regions.

Table 6.2.1: Summary of the number and proportion of contact staff with university qualification in early childhood teaching, by service type, state and territory and remoteness (a) (b)

	NSW	NSW	VIC(f)	VIC(f)	QLD	QLD	SA	SA	WA	WA	TAS(f)	TAS(f)	NT	NT	ACT	ACT	AUSTRALIA	AUSTRALIA
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<b>LONG DAY CARE (c)</b>																		
Major Cities of Australia	2,073	78.9%	632	87.8%	492	76.3%	160	86.0%	np	77.9%	na	na	na	na	np	96.4%	3,498	79.2%
Inner regional Australia	485	18.5%	77	10.7%	95	14.7%	11	5.9%	np	8.0%	46	82.1%	na	na	np	3.6%	725	16.4%
Outer regional Australia	np	2.6%	12	1.7%	np	8.4%	10	5.4%	11	9.7%	np	14.3%	14	100.0%	na	na	176	4.0%
Remote and very remote Australia <sup>(d)</sup>	np	0.0%	0	0.0%	np	0.6%	6	3.2%	5	4.4%	np	3.6%	0	0.0%	na	na	17	0.4%
<b>TOTAL</b>	<b>2,626</b>	<b>100.0%</b>	<b>720</b>	<b>100.0%</b>	<b>645</b>	<b>100.0%</b>	<b>186</b>	<b>100.0%</b>	<b>113</b>	<b>100.0%</b>	<b>56</b>	<b>100.0%</b>	<b>14</b>	<b>100.0%</b>	<b>56</b>	<b>100.0%</b>	<b>4,417</b>	<b>100.0%</b>
<b>PRESCHOOL (e)</b>																		
Major Cities of Australia	1,033	67.3%	1,461	75.1%	280	51.8%	416	72.9%	627	64.4%	na	na	na	na	136	100.0%	3,954	66.2%
Inner regional Australia	359	23.4%	371	19.1%	121	22.4%	56	9.8%	97	10.0%	132	59.7%	na	na	0	0.0%	1,135	19.0%
Outer regional Australia	131	8.5%	np	5.7%	112	20.7%	73	12.8%	113	11.6%	np	38.9%	20	40.0%	na	na	644	10.8%
Remote and very remote Australia <sup>(d)</sup>	12	0.8%	np	0.2%	28	5.2%	28	4.9%	136	14.0%	np	1.8%	30	60.0%	na	na	240	4.0%
<b>TOTAL</b>	<b>1,535</b>	<b>100.0%</b>	<b>1,945</b>	<b>100.0%</b>	<b>541</b>	<b>100.0%</b>	<b>571</b>	<b>100.0%</b>	<b>973</b>	<b>100.0%</b>	<b>221</b>	<b>100.0%</b>	<b>50</b>	<b>100.0%</b>	<b>136</b>	<b>100.0%</b>	<b>5,973</b>	<b>100.0%</b>

Notes:

Totals may not equal sum of components due to rounding of weighted data. Proportions should be interpreted with caution due to small numbers in some cells.

na: Remoteness category does not exist for state or territory.

(a) University trained early childhood teachers include those staff who have a bachelor degree (3 years) or higher in early childhood related teaching.

(b) Table includes contact staff only. Contact staff refers to those workers who are doing primary or other contact work.

(c) Long day care includes paid staff and unpaid staff. The overwhelming majority of contact staff however were paid staff (99.3%) who specified their paid/unpaid status.

(d) 'Remote' and 'very remote' regions are combined due to low cell counts.

(e) Excludes preschool staff who were unpaid as information was not collected on their qualifications.

(f) Victoria and Tasmania have 'remote' regions, but do not have 'very remote' regions.

Source: DEEWR National Early Childhood Education and Care Workforce Census 2010

Table 6.3.1: Number and proportion of certificate and diploma qualified ECEC related contact staff by service type, state and territory and remoteness (a) (b)

	NSW	VIC (g)	QLD	SA	WA	TAS (g)	NT	ACT	AUSTRALIA
<b>LONG DAY CARE (c)</b>									
<b>Major cities of Australia</b>									
Contact staff with Certificate III or IV, Diploma or Advanced Diploma	8,553	7,377	7,831	1,799	2,109	na	na	763	28,432
Contact staff with qualifications specified <sup>(d)</sup>	15,348	9,990	9,993	3,103	3,160	na	na	1,348	42,943
Proportion of contact staff with Certificate III or IV, Diploma or Advanced Diploma	55.7%	73.8%	78.4%	58.0%	66.7%	na	na	56.6%	66.2%
Contact staff with qualifications not specified	292	123	110	50	75	na	na	39	690
<b>Inner regional Australia</b>									
Contact staff with Certificate III or IV, Diploma or Advanced Diploma	2,260	1,641	2,098	241	294	625	na	24	7,181
Contact staff with qualifications specified <sup>(d)</sup>	3,669	2,131	2,681	351	446	988	na	49	10,315
Proportion of contact staff with Certificate III or IV, Diploma or Advanced Diploma	61.6%	77.0%	78.3%	68.7%	65.9%	63.3%	na	49.0%	69.6%
Contact staff with qualifications not specified	32	32	10	4	3	15	na	0	97
<b>Outer regional Australia</b>									
Contact staff with Certificate III or IV, Diploma or Advanced Diploma	400	280	1,498	212	194	203	242	na	3,031
Contact staff with qualifications specified <sup>(d)</sup>	717	376	1,962	297	331	269	429	na	4,382
Proportion of contact staff with Certificate III or IV, Diploma or Advanced Diploma	55.8%	74.5%	76.4%	71.4%	58.6%	75.5%	56.4%	na	69.2%
Contact staff with qualifications not specified	11	0	21	1	2	2	8	na	45
<b>Remote and very remote Australia (e)</b>									
Contact staff with Certificate III or IV, Diploma or Advanced Diploma	23	0	141	52	115	9	69	na	409
Contact staff with qualifications specified <sup>(d)</sup>	51	0	210	104	243	12	152	na	773
Proportion of contact staff with Certificate III or IV, Diploma or Advanced Diploma	45.1%	-	67.1%	50.0%	47.3%	75.0%	45.4%	na	52.9%
Contact staff with qualifications not specified	0	0	1	0	2	0	4	na	7
<b>TOTAL</b>									
Contact staff with Certificate III or IV, Diploma or Advanced Diploma	11,237	9,298	11,568	2,304	2,711	837	312	787	39,053
Contact staff with qualifications specified <sup>(d)</sup>	19,786	12,497	14,846	3,856	4,180	1,269	581	1,397	58,413
Proportion of contact staff with Certificate III or IV, Diploma or Advanced Diploma	56.8%	74.4%	77.9%	59.8%	64.9%	66.0%	53.7%	56.3%	66.9%
Contact staff with qualifications not specified	335	156	142	55	83	17	11	39	839
<b>PRE-SCHOOL (f)</b>									
<b>Major cities of Australia</b>									
Contact staff with Certificate III or IV, Diploma or Advanced Diploma	1,267	1,625	313	364	522	na	na	79	4,171
Contact staff with qualifications specified <sup>(d)</sup>	3,663	4,562	665	1,478	1,757	na	na	406	12,532
Proportion of contact staff with Certificate III or IV, Diploma or Advanced Diploma	34.6%	35.6%	47.1%	24.6%	29.7%	na	na	19.5%	33.3%
Contact staff with qualifications not specified	194	239	43	124	292	na	na	23	915
<b>Inner regional Australia</b>									
Contact staff with Certificate III or IV, Diploma or Advanced Diploma	754	500	179	59	104	76	na	0	1,671
Contact staff with qualifications specified <sup>(d)</sup>	1,553	1,159	340	212	321	457	na	7	4,046
Proportion of contact staff with Certificate III or IV, Diploma or Advanced Diploma	48.6%	43.1%	52.6%	27.8%	32.4%	16.6%	na	0.0%	41.3%
Contact staff with qualifications not specified	74	69	9	18	32	77	na	0	279
<b>Outer regional Australia</b>									
Contact staff with Certificate III or IV, Diploma or Advanced Diploma	315	np	173	92	97	np	21	na	841
Contact staff with qualifications specified <sup>(d)</sup>	653	np	329	324	377	np	104	na	2,351
Proportion of contact staff with Certificate III or IV, Diploma or Advanced Diploma	48.2%	33.3%	52.6%	28.4%	25.7%	15.2%	20.2%	na	35.8%
Contact staff with qualifications not specified	23	4	5	26	83	46	20	na	207
<b>Remote and very remote Australia (e)</b>									
Contact staff with Certificate III or IV, Diploma or Advanced Diploma	21	np	54	52	52	np	26	na	212
Contact staff with qualifications specified <sup>(d)</sup>	69	np	111	148	421	np	191	na	973
Proportion of contact staff with Certificate III or IV, Diploma or Advanced Diploma	30.4%	36.4%	48.6%	35.1%	12.4%	9.1%	13.6%	na	21.8%
Contact staff with qualifications not specified	8	1	10	7	65	15	23	na	129
<b>TOTAL</b>									
Contact staff with Certificate III or IV, Diploma or Advanced Diploma	2,357	2,236	718	567	776	115	47	79	6,895
Contact staff with qualifications specified <sup>(d)</sup>	5,937	6,053	1,445	2,161	2,877	722	295	413	19,902
Proportion of contact staff with Certificate III or IV, Diploma or Advanced Diploma	39.7%	36.9%	49.7%	26.2%	27.0%	15.9%	15.9%	19.1%	34.6%
Contact staff with qualifications not specified	299	313	67	175	472	138	43	23	1,530

Notes:

Totals may not equal sum of components due to rounding of weighted data. Proportions should be interpreted with caution due to small numbers in some cells.

na: Remoteness category does not exist for state or territory.

(a) Table includes contact staff only. Contact staff refers to those workers who are doing primary or other contact work.

(b) Certificate qualified staff refers to staff with Certificate IV or Certificate III in a relevant early childhood education field. Diploma qualified staff refers to staff with an Advanced Diploma or Diploma in a relevant early childhood education field. Relevant early childhood education qualifications include early childhood related teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies and services, behavioural science and other early childhood education and care related qualifications.

(c) Long day care includes paid staff and unpaid staff. The overwhelming majority of contact staff however were paid staff (99.3%) who specified their paid/unpaid status.

(d) Includes staff with and without early childhood education and care related qualifications.

(e) 'Remote' and 'very remote' regions have been combined due to low cell counts.

(f) Excludes preschool staff who were unpaid as information was not collected on their qualifications.

(g) Victoria and Tasmania have 'remote' regions, but do not have 'very remote' regions.

Table 6.4.1: Summary of number and proportion of certificate and diploma qualified ECEC related contact staff by service type, state and territory and remoteness (a) (b)

	NSW	NSW	VIC(f)	VIC(f)	QLD	QLD	SA	SA	WA	WA	TAS(f)	TAS(f)	NT	NT	ACT	ACT	AUSTRALIA	AUSTRALIA
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<b>LONG DAY CARE (c)</b>	8,553	76.1%	7,377	79.3%	7,831	67.7%	1,799	78.1%	2,109	77.8%	na	na	na	na	763	97.0%	28,432	72.8%
Major cities of Australia	8,553	76.1%	7,377	79.3%	7,831	67.7%	1,799	78.1%	2,109	77.8%	na	na	na	na	763	97.0%	28,432	72.8%
Inner regional Australia	2,260	20.1%	1,641	17.6%	2,098	18.1%	241	10.5%	294	10.8%	625	74.7%	na	na	24	3.0%	7,181	18.4%
Outer regional Australia	400	3.6%	280	3.0%	1,498	12.9%	212	9.2%	194	7.2%	203	24.3%	242	77.6%	na	na	3,031	7.8%
Remote and very remote Australia <sup>(d)</sup>	23	0.2%	0	0.0%	141	1.2%	52	2.3%	115	4.2%	9	1.1%	69	22.1%	na	na	409	1.0%
<b>TOTAL</b>	<b>11,237</b>	<b>100.0%</b>	<b>9,298</b>	<b>100.0%</b>	<b>11,568</b>	<b>100.0%</b>	<b>2,304</b>	<b>100.0%</b>	<b>2,711</b>	<b>100.0%</b>	<b>837</b>	<b>100.0%</b>	<b>312</b>	<b>100.0%</b>	<b>787</b>	<b>100.0%</b>	<b>39,053</b>	<b>100.0%</b>
<b>PRESCHOOL (e)</b>																		
Major cities of Australia	1,267	53.8%	1,625	72.7%	313	43.6%	364	64.2%	522	67.3%	na	na	na	na	79	100.0%	4,171	60.5%
Inner regional Australia	754	32.0%	500	22.4%	179	24.9%	59	10.4%	104	13.4%	76	66.1%	na	na	0	0.0%	1,671	24.2%
Outer regional Australia	315	13.4%	np	4.8%	173	24.1%	92	16.2%	97	12.5%	np	32.2%	21	44.7%	na	na	841	12.2%
Remote and very remote Australia <sup>(d)</sup>	21	0.9%	np	0.2%	54	7.5%	52	9.2%	52	6.7%	np	1.7%	26	55.3%	na	na	212	3.1%
<b>TOTAL</b>	<b>2,357</b>	<b>100.0%</b>	<b>2,236</b>	<b>100.0%</b>	<b>718</b>	<b>100.0%</b>	<b>567</b>	<b>100.0%</b>	<b>776</b>	<b>100.0%</b>	<b>115</b>	<b>100.0%</b>	<b>47</b>	<b>100.0%</b>	<b>79</b>	<b>100.0%</b>	<b>6,895</b>	<b>100.0%</b>

- Notes:
- Totals may not equal sum of components due to rounding of weighted data. Proportions should be interpreted with caution due to small numbers in some cells.
- na: Remoteness category does not exist for state or territory.
- (a) Table includes contact staff only. Contact staff refers to those workers who are doing primary or other contact work.
- (b) Certificate qualified staff refers to staff with Certificate IV or Certificate III. Diploma qualified staff refers to staff with an Advanced Diploma or Diploma.
- (c) Long day care includes paid staff and unpaid staff. The overwhelming majority of contact staff however were paid staff (99.3%) who specified their paid/unpaid status.
- (d) 'Remote' and 'very remote' regions are combined due to low cell counts.
- (e) Excludes preschool staff who were unpaid as information was not collected on their qualifications.
- (f) Victoria and Tasmania have 'remote' regions, but do not have 'very remote' regions.

Source: Unpublished weighted data, DEEWR National Early Childhood Education and Care Workforce Census 2010



Table 6.5.1: Number and proportion of Indigenous contact staff and all contact staff with relevant early childhood education qualifications by highest level of educational attainment, service type and state and territory (a) (b) (c)

	NSW	NSW	VIC	VIC	QLD	QLD	SA	SA	WA	WA	TAS	TAS	NT	NT	ACT	ACT	AUSTRALIA	AUSTRALIA	
Highest level of qualification completed	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
<b>LONG DAY CARE (d)</b>																			
<b>Indigenous contact staff</b>																			
Bachelor degree and above	22	6.4%	np	np	6	1.8%	np	np	np	np	np	np	np	np	np	np	np	35	3.9%
Advanced diploma or diploma	60	17.4%	20	0	65	19.8%	8	27.6%	12	18.8%	10	47.6%	np	np	np	np	np	178	19.7%
Certificate III or IV	147	42.7%	np	np	186	56.7%	np	np	np	np	np	np	18	41.9%	8	57.1%	414	45.7%	
<b>Total staff with a children's services related qualification</b>	<b>228</b>	<b>66.3%</b>	<b>49</b>	<b>77.8%</b>	<b>257</b>	<b>78.4%</b>	<b>17</b>	<b>58.6%</b>	<b>30</b>	<b>46.9%</b>	<b>15</b>	<b>71.4%</b>	<b>21</b>	<b>48.8%</b>	<b>10</b>	<b>71.4%</b>	<b>627</b>	<b>69.3%</b>	
<b>Total staff without a children's services related qualification</b>	<b>115</b>	<b>33.4%</b>	<b>14</b>	<b>22.2%</b>	<b>71</b>	<b>21.6%</b>	<b>13</b>	<b>44.8%</b>	<b>34</b>	<b>53.1%</b>	<b>6</b>	<b>28.6%</b>	<b>22</b>	<b>51.2%</b>	<b>4</b>	<b>28.6%</b>	<b>278</b>	<b>30.7%</b>	
<b>TOTAL SPECIFIED</b>	<b>344</b>	<b>100.0%</b>	<b>63</b>	<b>100.0%</b>	<b>328</b>	<b>100.0%</b>	<b>29</b>	<b>100.0%</b>	<b>64</b>	<b>100.0%</b>	<b>21</b>	<b>100.0%</b>	<b>43</b>	<b>100.0%</b>	<b>14</b>	<b>100.0%</b>	<b>905</b>	<b>100.0%</b>	
NOT SPECIFIED	2		1		1		0		1		0		2		0		8		
<b>TOTAL INDIGENOUS STAFF</b>	<b>346</b>		<b>64</b>		<b>329</b>		<b>29</b>		<b>65</b>		<b>21</b>		<b>45</b>		<b>14</b>		<b>914</b>		
<b>All contact staff</b>																			
Bachelor degree and above	3,008	15.2%	907	7.3%	870	5.9%	280	7.3%	212	5.1%	92	7.2%	26	4.5%	92	6.6%	5,488	9.4%	
Advanced diploma or diploma	5,557	28.1%	4,509	36.1%	4,688	31.6%	1,374	35.6%	1,449	34.7%	487	38.4%	125	21.5%	368	26.3%	18,557	31.8%	
Certificate III or IV	5,680	31.2%	4,789	39.7%	6,879	47.1%	930	26.4%	1,262	32.5%	350	30.9%	187	33.9%	418	31.6%	20,497	36.9%	
<b>Total staff with a children's services related qualification</b>	<b>14,735</b>	<b>74.5%</b>	<b>10,373</b>	<b>83.0%</b>	<b>12,558</b>	<b>84.6%</b>	<b>2,673</b>	<b>69.3%</b>	<b>3,020</b>	<b>72.2%</b>	<b>971</b>	<b>76.5%</b>	<b>348</b>	<b>59.9%</b>	<b>902</b>	<b>64.6%</b>	<b>45,580</b>	<b>78.0%</b>	
<b>Total staff without a children's services related qualification</b>	<b>5,051</b>	<b>25.5%</b>	<b>2,124</b>	<b>17.0%</b>	<b>2,288</b>	<b>15.4%</b>	<b>1,183</b>	<b>30.7%</b>	<b>1,160</b>	<b>27.8%</b>	<b>299</b>	<b>23.6%</b>	<b>233</b>	<b>40.1%</b>	<b>496</b>	<b>35.5%</b>	<b>12,833</b>	<b>22.0%</b>	
<b>TOTAL SPECIFIED</b>	<b>19,786</b>	<b>100.0%</b>	<b>12,497</b>	<b>100.0%</b>	<b>14,846</b>	<b>100.0%</b>	<b>3,856</b>	<b>100.0%</b>	<b>4,180</b>	<b>100.0%</b>	<b>1,269</b>	<b>100.0%</b>	<b>581</b>	<b>100.0%</b>	<b>1,397</b>	<b>100.0%</b>	<b>58,413</b>	<b>100.0%</b>	
NOT SPECIFIED	335		156		142		55		83		17		11		39		839		
<b>TOTAL CONTACT STAFF</b>	<b>20,121</b>		<b>12,653</b>		<b>14,988</b>		<b>3,911</b>		<b>4,263</b>		<b>1,287</b>		<b>592</b>		<b>1,437</b>		<b>59,252</b>		
<b>PRESCHOOL (e)</b>																			
<b>Indigenous contact staff</b>																			
Bachelor degree and above	22	9.7%	11	25.0%	17	25.4%	10	18.9%	11	12.6%	np	np	np	np	np	np	83	14.6%	
Advanced diploma or diploma	39	17.2%	5	11.4%	9	13.4%	5	9.4%	np	np	np	np	np	np	np	np	63	11.1%	
Certificate III or IV	72	31.7%	10	22.7%	22	32.8%	12	22.6%	np	np	np	np	np	np	np	np	142	25.0%	
<b>Total staff with a children's services related qualification</b>	<b>133</b>	<b>58.6%</b>	<b>26</b>	<b>59.1%</b>	<b>48</b>	<b>71.6%</b>	<b>27</b>	<b>50.9%</b>	<b>29</b>	<b>33.3%</b>	<b>4</b>	<b>66.7%</b>	<b>19</b>	<b>22.9%</b>	<b>1</b>	<b>100.0%</b>	<b>288</b>	<b>50.7%</b>	
<b>Total staff without a children's services related qualification</b>	<b>94</b>	<b>41.4%</b>	<b>18</b>	<b>40.9%</b>	<b>19</b>	<b>28.4%</b>	<b>26</b>	<b>49.1%</b>	<b>58</b>	<b>66.7%</b>	<b>2</b>	<b>33.3%</b>	<b>65</b>	<b>78.3%</b>	<b>0</b>	<b>0.0%</b>	<b>281</b>	<b>49.5%</b>	
<b>TOTAL SPECIFIED</b>	<b>227</b>	<b>100.0%</b>	<b>44</b>	<b>100.0%</b>	<b>67</b>	<b>100.0%</b>	<b>53</b>	<b>100.0%</b>	<b>87</b>	<b>100.0%</b>	<b>6</b>	<b>100.0%</b>	<b>83</b>	<b>100.0%</b>	<b>1</b>	<b>100.0%</b>	<b>568</b>	<b>100.0%</b>	
NOT SPECIFIED	10		1		3		7		15		3		14		0		54		
<b>TOTAL INDIGENOUS STAFF</b>	<b>237</b>		<b>46</b>		<b>70</b>		<b>60</b>		<b>102</b>		<b>9</b>		<b>98</b>		<b>1</b>		<b>622</b>		
<b>All contact staff</b>																			
Bachelor degree and above	1,727	29.1%	2,167	35.8%	584	40.4%	722	33.4%	1,410	49.0%	391	54.2%	104	35.3%	191	46.2%	7,295	36.7%	
Advanced diploma or diploma	1,386	23.3%	1,100	18.2%	266	18.4%	382	17.7%	211	7.3%	32	4.4%	26	8.8%	43	10.4%	3,446	17.3%	
Certificate III or IV	971	18.6%	1,136	21.0%	452	33.1%	185	11.3%	565	25.1%	83	15.4%	20	10.8%	36	12.3%	3,448	20.2%	
<b>Total staff with a children's services related qualification</b>	<b>4,216</b>	<b>71.0%</b>	<b>4,537</b>	<b>75.0%</b>	<b>1,329</b>	<b>92.0%</b>	<b>1,348</b>	<b>62.4%</b>	<b>2,342</b>	<b>81.4%</b>	<b>533</b>	<b>73.8%</b>	<b>162</b>	<b>54.9%</b>	<b>284</b>	<b>68.8%</b>	<b>14,751</b>	<b>74.1%</b>	
<b>Total staff without a children's services related qualification</b>	<b>1,721</b>	<b>29.0%</b>	<b>1,516</b>	<b>25.0%</b>	<b>117</b>	<b>8.1%</b>	<b>813</b>	<b>37.6%</b>	<b>535</b>	<b>18.6%</b>	<b>189</b>	<b>26.2%</b>	<b>132</b>	<b>44.7%</b>	<b>129</b>	<b>31.2%</b>	<b>5,151</b>	<b>25.9%</b>	
<b>TOTAL SPECIFIED</b>	<b>5,937</b>	<b>100.0%</b>	<b>6,053</b>	<b>100.0%</b>	<b>1,445</b>	<b>100.0%</b>	<b>2,161</b>	<b>100.0%</b>	<b>2,877</b>	<b>100.0%</b>	<b>722</b>	<b>100.0%</b>	<b>295</b>	<b>100.0%</b>	<b>413</b>	<b>100.0%</b>	<b>19,902</b>	<b>100.0%</b>	
NOT SPECIFIED	299		313		67		175		472		138		43		23		1,530		
<b>TOTAL CONTACT STAFF</b>	<b>6,236</b>		<b>6,366</b>		<b>1,513</b>		<b>2,335</b>		<b>3,349</b>		<b>860</b>		<b>338</b>		<b>436</b>		<b>21,433</b>		

Notes:

Totals may not equal sum of components due to rounding of weighted data.

(a) Relevant early childhood education qualifications include early childhood related teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies and services, behavioural science and other early childhood education and care related qualifications.

(b) Table includes contact staff only. Contact staff refers to those workers who are doing primary or other contact work.

(c) Long day care includes paid staff and unpaid staff. The overwhelming majority of contact staff however were paid staff (99.3%) who specified their paid/unpaid status.

(d) Long day care and family day care include paid staff and unpaid staff. The overwhelming majority of contact staff however were paid staff (99.3% of long day care staff and 99.9% of family day care staff who specified their paid/unpaid status).

(e) Excludes preschool staff who were unpaid as information was not collected on their qualifications.

Source: DEEWR National Early Childhood Education and Care Workforce Census 2010

Table 6.6.1: Number and proportion of Indigenous contact staff and all contact staff with relevant early childhood education qualifications by highest level of educational attainment, service type and remoteness (a) (b) (c)

	Major cities of Australia		Inner regional Australia		Outer regional Australia		Remote and very remote Australia (f)		AUSTRALIA	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Highest level of qualification completed</b>										
<b>LONG DAY CARE (d)</b>										
<b>Indigenous staff</b>										
Bachelor degree and above	21	4.8%	9	5.4%	np	np	np	np	35	3.9%
Advanced diploma or diploma	92	20.9%	39	23.2%	np	np	np	np	178	19.7%
Certificate III/IV	208	47.3%	77	45.8%	101	46.5%	28	35.0%	414	45.7%
<b>Total staff with a children's services related qualification</b>	<b>321</b>	<b>73.0%</b>	<b>126</b>	<b>75.0%</b>	<b>138</b>	<b>63.6%</b>	<b>43</b>	<b>53.8%</b>	<b>627</b>	<b>69.3%</b>
<b>Total staff without a children's services related qualification</b>	<b>119</b>	<b>27.0%</b>	<b>43</b>	<b>25.6%</b>	<b>79</b>	<b>36.4%</b>	<b>37</b>	<b>46.3%</b>	<b>278</b>	<b>30.7%</b>
<b>TOTAL SPECIFIED</b>	<b>440</b>	<b>100.0%</b>	<b>168</b>	<b>100.0%</b>	<b>217</b>	<b>100.0%</b>	<b>80</b>	<b>100.0%</b>	<b>905</b>	<b>100.0%</b>
NOT SPECIFIED	6		0		2		0		8	
<b>TOTAL STAFF</b>	<b>446</b>		<b>168</b>		<b>219</b>		<b>80</b>		<b>914</b>	
<b>All contact staff</b>										
Bachelor degree and above	4,333	10.1%	894	8.7%	227	5.2%	34	4.4%	5,488	9.4%
Advanced diploma or diploma	13,630	31.7%	3,436	33.3%	1,295	29.6%	196	25.4%	18,557	31.8%
Certificate III/IV	15,590	36.3%	3,924	38.0%	1,796	41.0%	225	29.1%	21,535	36.9%
<b>Total staff with a children's services related qualification</b>	<b>33,554</b>	<b>78.1%</b>	<b>8,253</b>	<b>80.0%</b>	<b>3,318</b>	<b>75.7%</b>	<b>455</b>	<b>58.9%</b>	<b>45,580</b>	<b>78.0%</b>
<b>Total staff without a children's services related qualification</b>	<b>9,389</b>	<b>21.9%</b>	<b>2,062</b>	<b>20.0%</b>	<b>1,064</b>	<b>24.3%</b>	<b>318</b>	<b>41.1%</b>	<b>12,833</b>	<b>22.0%</b>
<b>TOTAL SPECIFIED</b>	<b>42,943</b>	<b>100.0%</b>	<b>10,315</b>	<b>100.0%</b>	<b>4,382</b>	<b>100.0%</b>	<b>773</b>	<b>100.0%</b>	<b>58,413</b>	<b>100.0%</b>
NOT SPECIFIED	690		97		45		7		839	
<b>TOTAL STAFF</b>	<b>43,633</b>		<b>10,412</b>		<b>4,427</b>		<b>780</b>		<b>59,252</b>	
<b>PRESCHOOL (e)</b>										
<b>Indigenous staff</b>										
Bachelor degree and above	36	22.9%	11	11.1%	21	16.3%	16	8.7%	83	14.6%
Advanced diploma or diploma	19	12.1%	18	18.2%	10	7.8%	15	8.2%	63	11.1%
Certificate III/IV	41	26.1%	34	34.3%	42	32.6%	25	13.6%	142	25.0%
<b>Total staff with a children's services related qualification</b>	<b>96</b>	<b>61.1%</b>	<b>63</b>	<b>63.6%</b>	<b>73</b>	<b>56.6%</b>	<b>56</b>	<b>30.4%</b>	<b>288</b>	<b>50.7%</b>
<b>Total staff without a children's services related qualification</b>	<b>61</b>	<b>38.9%</b>	<b>37</b>	<b>37.4%</b>	<b>56</b>	<b>43.4%</b>	<b>127</b>	<b>69.0%</b>	<b>281</b>	<b>49.5%</b>
<b>TOTAL SPECIFIED</b>	<b>157</b>	<b>100.0%</b>	<b>99</b>	<b>100.0%</b>	<b>129</b>	<b>100.0%</b>	<b>184</b>	<b>100.0%</b>	<b>568</b>	<b>100.0%</b>
NOT SPECIFIED	9		4		16		25		54	
<b>TOTAL STAFF</b>	<b>166</b>		<b>103</b>		<b>144</b>		<b>209</b>		<b>622</b>	
<b>All contact staff</b>										
Bachelor degree and above	4,656	37.2%	1,391	34.4%	857	36.5%	390	40.1%	7,295	36.7%
Advanced diploma or diploma	2,197	17.5%	795	19.6%	344	14.6%	109	11.2%	3,446	17.3%
Certificate III/IV	2,328	18.6%	977	24.1%	570	24.2%	136	14.0%	4,011	20.2%
<b>Total staff with a children's services related qualification</b>	<b>9,181</b>	<b>73.3%</b>	<b>3,163</b>	<b>78.2%</b>	<b>1,772</b>	<b>75.4%</b>	<b>635</b>	<b>65.3%</b>	<b>14,751</b>	<b>74.1%</b>
<b>Total staff without a children's services related qualification</b>	<b>3,351</b>	<b>26.7%</b>	<b>883</b>	<b>21.8%</b>	<b>579</b>	<b>24.6%</b>	<b>338</b>	<b>34.7%</b>	<b>5,151</b>	<b>25.9%</b>
<b>TOTAL SPECIFIED</b>	<b>12,532</b>	<b>100.0%</b>	<b>4,046</b>	<b>100.0%</b>	<b>2,351</b>	<b>100.0%</b>	<b>973</b>	<b>100.0%</b>	<b>19,902</b>	<b>100.0%</b>
NOT SPECIFIED	915		279		207		129		1,530	
<b>TOTAL STAFF</b>	<b>13,446</b>		<b>4,326</b>		<b>2,558</b>		<b>1,102</b>		<b>21,433</b>	

Notes:

Totals may not equal sum of components due to rounding of weighted data.

(a) Relevant early childhood education qualifications include early childhood related teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies and services, behavioural science and other early childhood education and care related qualifications.

(b) Table includes contact staff only. Contact staff refers to those workers who are doing primary or other contact work.

(c) Figures should be interpreted with caution due to the small number of Indigenous staff in each state and territory (1.5% of long day care contact staff, 0.7% of family day care contact staff and 2.9% of preschool contact staff identified as Indigenous) and the relatively high proportion of respondents who did not specify their Indigenous status (20.0% of long day care contact staff, 14.3% of family day care contact staff and 10.0% of preschool contact staff).

(d) Long day care includes paid staff and unpaid staff. The overwhelming majority of contact staff however were paid staff (99.3%) who specified their paid/unpaid status.

(e) Excludes preschool staff who were unpaid as information was not collected on their qualifications.

(f) 'Remote' and 'very remote' regions have been combined due to low cell counts.

**Table 6.7.1: Number and proportion of Indigenous contact staff by service type, state and territory and remoteness (a) (b)**

	NSW		VIC (f)		QLD		SA		WA		TAS (f)		NT		ACT		AUSTRALIA	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<b>LONG DAY CARE (c)</b>																		
Major cities of Australia	205	59.2%	40	62.5%	133	40.4%	np	np	35	53.8%	na	na	na	na	np	np	446	48.8%
Inner regional Australia	91	26.3%	21	32.8%	42	12.8%	np	np	np	np	8	38.1%	na	na	np	np	168	18.4%
Outer regional Australia	36	10.4%	np	np	119	36.2%	np	np	np	np	14	66.7%	33	73.3%	na	na	219	24.0%
Remote and very remote Australia <sup>(d)</sup>	14	4.0%	np	np	34	10.3%	np	np	19	29.2%	0	0.0%	12	26.7%	na	na	80	8.8%
<b>Total Indigenous contact staff</b>	<b>346</b>	<b>100.0%</b>	<b>64</b>	<b>100.0%</b>	<b>329</b>	<b>100.0%</b>	<b>29</b>	<b>100.0%</b>	<b>65</b>	<b>100.0%</b>	<b>21</b>	<b>100.0%</b>	<b>45</b>	<b>100.0%</b>	<b>14</b>	<b>100.0%</b>	<b>914</b>	<b>100.0%</b>
<b>PRESCHOOL (e)</b>																		
Major cities of Australia	78	32.9%	21	45.7%	26	37.1%	np	np	27	26.5%	na	na	na	na	np	np	166	26.7%
Inner regional Australia	81	34.2%	8	17.4%	6	8.6%	np	np	np	np	np	np	na	na	np	np	103	16.6%
Outer regional Australia	56	23.6%	16	34.8%	16	22.9%	23	38.3%	np	np	np	np	10	10.2%	na	na	144	23.2%
Remote and very remote Australia <sup>(d)</sup>	23	9.7%	0	0.0%	21	30.0%	22	36.7%	55	53.9%	0	0.0%	88	89.8%	na	na	209	33.6%
<b>Total Indigenous contact staff</b>	<b>237</b>	<b>100.0%</b>	<b>46</b>	<b>100.0%</b>	<b>70</b>	<b>100.0%</b>	<b>60</b>	<b>100.0%</b>	<b>102</b>	<b>100.0%</b>	<b>np</b>	<b>np</b>	<b>98</b>	<b>100.0%</b>	<b>np</b>	<b>np</b>	<b>622</b>	<b>100.0%</b>

Notes:

Totals may not equal sum of components due to rounding of weighted data.

na: Remoteness category does not exist for state or territory.

(a) Table includes contact staff only. Contact staff refers to those workers who are doing primary or other contact work.

(b) Figures should be interpreted with caution due to the small number of Indigenous staff in each state and territory (1.5% of long day care contact staff and 2.9% of preschool contact staff identified as Indigenous) and the relatively high proportion of respondents who did not specify their Indigenous status (20.0% of long day care c

(c) Long day care includes paid staff and unpaid staff. The overwhelming majority of contact staff however were paid staff (99.3%) who specified their paid/unpaid status.

(d) 'Remote' and 'very remote' regions have been combined due to low cell counts.

(e) Excludes preschool staff who were unpaid as information was not collected on their qualifications.

(f) Victoria and Tasmania have 'remote' regions, but do not have 'very remote' regions.

Source: Unpublished weighted data, DEEWR National Early Childhood Education and Care Workforce Census 2010

**Table 6.8.1: Median number of years in the early childhood and care sector by highest level of educational attainment in a relevant qualification, service type and remoteness (a) (b) (c)**

Highest level of qualification completed	Major cities of Australia	Inner regional Australia	Outer regional Australia	Remote Australia	Very remote Australia	AUSTRALIA
<b>LONG DAY CARE</b>						
<b>Median years</b>						
4 year Bachelor degree or higher	8	8	7	8	4	8
3 year Bachelor degree	10	11	11	15 <sup>(a)</sup>	7 <sup>(a)</sup>	10
Advanced diploma	10	10	15	13	15	10
Diploma	7	7	8	9	5	7
Certificate III or IV	4	4	4	3	4	4
Below Certificate III	6	4	3	4	9 <sup>(a)</sup>	5
<b>Median of all staff with a children's services related qualification</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>
<b>Median of all staff without a children's services related qualification</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>

**Notes:**

Totals may not equal sum of components due to rounding of weighted data. Proportions should be interpreted with caution due to small numbers in some cells.

(a) Relevant qualifications include early childhood related teaching, primary teaching, other teaching, child care, nursing (including mothercraft nursing), other human welfare studies and services, behavioural

(b) Table includes contact staff only. Contact staff refers to those workers who are doing primary or other contact work.

(c) Long day care includes paid staff and unpaid staff. The overwhelming majority of contact staff however were paid staff (99.3%) who specified their paid/unpaid status.

(d) Caution should be taken in interpretation as data was based on less than 5 staff.

Source: DEEWR National Early Childhood Education and Care Workforce Census 2010

Table 6.9.1: Number and proportion of exempt positions and number of services with exempt positions by service type, state and territory and remoteness (a)

	NSW	VIC (b)	QLD	SA	WA	TAS (c)	NT	ACT	AUSTRALIA
<b>LONG DAY CARE</b>									
<b>Major Cities of Australia</b>									
<i>Staff</i>									
Number of exempt positions	229	69	127	15	9	na	na	120	570
Total staff <sup>(d)</sup>	18,047	11,623	11,399	3,676	3,734	na	na	1,581	50,100
Exempt positions as a proportion of staff	1.3%	0.6%	1.1%	0.4%	0.2%	na	na	7.6%	1.1%
<i>Services</i>									
Number of services with exempt positions	140	26	53	13	np	na	na	np	302
Total number of services	1,869	891	842	236	np	na	na	np	4,209
Proportion of services with at least one exemption	7.5%	3.1%	6.3%	5.8%	np	na	na	np	7.1%
<b>Inner regional Australia</b>									
<i>Staff</i>									
Number of exempt positions	41	9	22	4	6	70	na	3	156
Total staff <sup>(d)</sup>	4,263	2,456	2,968	413	538	1,123	na	59	11,810
Exempt positions as a proportion of staff	1.0%	0.4%	0.7%	1.0%	1.1%	6.2%	na	5.1%	1.3%
<i>Services</i>									
Number of services with exempt positions	26	6	10	4	np	40	na	np	102
Total number of services	405	181	235	32	np	74	na	np	982
Proportion of services with at least one exemption	8.9%	3.3%	4.3%	12.5%	np	54.1%	na	np	10.4%
<b>Outer regional Australia</b>									
<i>Staff</i>									
Number of exempt positions	np	12	np	np	13	26	50	na	140
Total staff <sup>(d)</sup>	np	434	np	np	381	310	520	na	5,133
Exempt positions as a proportion of staff	np	2.8%	np	np	3.4%	8.4%	9.6%	na	2.7%
<i>Services</i>									
Number of services with exempt positions	np	10	np	np	np	22	na	np	73
Total number of services	np	32	np	np	np	50	na	np	444
Proportion of services with at least one exemption	np	31.3%	np	np	np	44.0%	na	np	16.4%
<b>Remote and very remote Australia (e)</b>									
<i>Staff</i>									
Number of exempt positions	np	0	np	np	23	3	17	na	50
Total staff <sup>(d)</sup>	np	0	np	np	287	14	189	na	931
Exempt positions as a proportion of staff	np	-	np	np	8.0%	21.4%	9.0%	na	5.4%
<i>Services</i>									
Number of services with exempt positions	np	0	np	np	14	np	7	na	32
Total number of services	np	0	np	np	30	np	17	na	96
Proportion of services with at least one exemption	np	-	np	np	46.7%	np	41.2%	na	33.3%
<b>Total</b>									
<i>Staff</i>									
Number of exempt positions	288	91	170	27	51	99	67	123	916
Total staff <sup>(d)</sup>	23,238	14,513	16,888	4,540	5,000	1,446	709	1,640	67,976
Exempt positions as a proportion of staff	1.2%	0.6%	1.0%	0.6%	1.0%	6.8%	9.4%	7.5%	1.3%
<i>Services</i>									
Number of services with exempt positions	186	44	70	25	37	57	29	62	509
Total number of services	2,353	1,104	1,296	290	459	103	67	109	5,781
Proportion of services with at least one exemption	7.9%	4.0%	5.4%	8.6%	8.1%	55.3%	43.3%	56.9%	8.8%
<b>PRESCHOOL</b>									
<b>Major Cities of Australia</b>									
<i>Staff</i>									
Number of exempt positions	80	48	3	91	42	na	na	22	288
Total staff <sup>(d)</sup>	4,960	3,520	883	1,807	3,258	na	na	470	15,767
Exempt positions as a proportion of staff	1.8%	0.9%	0.3%	5.0%	1.7%	na	na	4.7%	1.8%
<i>Services</i>									
Number of services with exempt positions	43	33	np	34	33	na	na	np	157
Total number of services	580	1,076	np	289	495	na	na	np	2,680
Proportion of services with at least one exemption	7.4%	3.1%	np	11.8%	6.7%	na	na	np	5.9%
<b>Inner regional Australia</b>									
<i>Staff</i>									
Number of exempt positions	23	7	5	18	14	5	na	0	72
Total staff <sup>(d)</sup>	2,075	1,373	423	253	404	641	na	9	5,198
Exempt positions as a proportion of staff	1.1%	0.5%	1.2%	6.8%	3.9%	0.8%	na	0.0%	1.4%
<i>Services</i>									
Number of services with exempt positions	17	6	np	9	11	np	na	np	48
Total number of services	276	350	np	60	111	np	na	np	1,012
Proportion of services with at least one exemption	6.2%	1.7%	np	15.0%	9.9%	np	na	np	4.7%
<b>Outer regional Australia</b>									
<i>Staff</i>									
Number of exempt positions	31	np	15	33	16	np	34	na	133
Total staff <sup>(d)</sup>	877	np	467	385	576	np	132	na	3,292
Exempt positions as a proportion of staff	3.5%	np	3.2%	8.6%	2.8%	np	25.8%	na	4.1%
<i>Services</i>									
Number of services with exempt positions	np	np	13	19	12	np	10	na	85
Total number of services	np	np	91	102	136	np	30	na	718
Proportion of services with at least one exemption	np	np	14.3%	18.6%	8.9%	np	26.3%	na	11.8%
<b>Remote and very remote Australia (e)</b>									
<i>Staff</i>									
Number of exempt positions	3	np	10	13	26	np	55	na	121
Total staff <sup>(d)</sup>	101	np	137	194	572	np	238	na	1,300
Exempt positions as a proportion of staff	3.0%	np	7.3%	6.7%	4.6%	np	23.1%	na	9.3%
<i>Services</i>									
Number of services with exempt positions	np	np	8	9	17	np	32	na	72
Total number of services	np	np	52	55	160	np	91	na	359
Proportion of services with at least one exemption	np	np	17.3%	16.4%	10.6%	np	35.2%	na	18.0%
<b>Total</b>									
<i>Staff</i>									
Number of exempt positions	137	60	34	155	109	7	89	22	613
Total staff <sup>(d)</sup>	7,613	7,294	1,920	2,648	4,080	1,071	371	479	25,475
Exempt positions as a proportion of staff	1.8%	0.8%	1.8%	5.9%	2.7%	0.7%	24.0%	4.6%	2.4%
<i>Services</i>									
Number of services with exempt positions	89	43	28	71	73	4	42	12	362
Total number of services	1,031	1,536	393	506	901	226	129	87	4,809
Proportion of services with at least one exemption	8.6%	2.8%	7.1%	14.0%	8.1%	1.8%	32.6%	13.8%	7.5%

Notes:

(a) Totals may not equal sum of components due to rounding of weighted data. Proportions should be interpreted with caution due to small numbers in some cells.

na: Remoteness category does not exist for state or territory.

(b) An exemption is defined as an 'approval, exemption, or other formal permission that enables a position to be occupied by a worker without holding the required early childhood education and care qualifications'.

(c) Total staff includes all staff that worked at least one hour during the reference week and includes paid and unpaid staff, casual and non-casual staff. The number of exempt positions cannot be broken down by contact or non-contact work therefore the number of total staff is provided.

(d) 'Remote' and 'very remote' regions have been combined due to low cell counts.

(e) Six preschool services that had exempt positions did not provide the number of exemptions that they had.

(f) Victoria and Tasmania have 'remote' regions, but do not have 'very remote' regions.

Source: Unpublished weighted data, DECWA National Early Childhood Education and Care Workforce Census 2020