

# Response ID ANON-7DYF-9QDB-A

Submitted to ANZSCO comprehensive review - consultation round 1  
Submitted on 2023-04-27 16:53:18

## Introduction

1 What is your first name?

Name:  
Kellie

2 What is your last name?

Name:  
Watson

3 What is your organisation?

Organisation:  
Early Years and School Age Care Workforce Project (Tasmania)

4 What is your position/title?

Position/title:  
Early Years and School Age Care (EYSAC) Project Manager

5 Which state are you located in (or country if overseas)?

TAS

Other country (please specify):  
Australia

6 What is your email address?

Email:  
kellie.workforce@ecatas.org.au

7 What is your phone number?

Phone number:  
0362306866

8 How did you find out about the Comprehensive review and update of ANZSCO?

Stakeholder network

Other (please specify):

## Focus area

9 Please select a focus area

Childcare services

## Occupations that are separately identified in ANZSCO

10 Are there any occupations in your industry, business or workplace that are not accurately described?

Details of occupations in your industry, business or workplace that are not accurately described:

1. 134111 Childcare Centre Manager  
becomes

13411 Education and Care Service Manager

Skill Level 1 Tasks:

- leads the development and implementation of programs to enhance the physical, social, emotional and intellectual development of young children
- providing (Education and) care for children in education and care settings
- leading, directing and supervising (Educators) in providing (Education and Care) and supervision for young children

- ensuring the (service) is a safe area for children, staff and visitors
- leading the compliance with relevant government requirements and standards
- liaising with (Families, Carers and other stakeholders)
- managing day to day operations including maintaining records and accounts for the (service)
- provide leadership for the service
- recruiting staff and coordinating professional development

## 2. Descriptor

Plans, (leads,) organises, directs and coordinates the activities of (Education and Care Services) including physical and human resources.

## 3. Updated to reflect professional language and contemporary role

4. Not an accurate representation of the professional contemporary role, particularly the education component as required by the National Quality Framework and underpinning law and regulations.

## 1. 24111 Early Childhood (Pre-primary School) Teachers

Stays

2411 Early Childhood (Pre-primary School) Teachers

Alternative (suggesting new alternative title)

- Kindergarten Teacher
- Education and Care Early Childhood Teacher

Skill Level: 1

Tasks:

- planning and structuring learning in both indoor and outdoor environments using a variety of materials and equipment to facilitate (children's) learning and development
- providing a variety of experiences and activities to develop motor skills, cooperative social skills and confidence.
- promoting speech and language development through storytelling, role play, songs, rhymes and informal discussions held individually and within groups
- observing (children) to evaluate progress and support health and wellbeing
- observing nutritional health, welfare and safety needs of students to support growth
- discussing (children's) progress with (families and colleagues)
- attending family/carer interviews, and staff and committee meetings
- participating in community and family support programs as appropriate
- supervising student teachers on placement

## 2. Descriptor:

Plans, organises and implements (experiences) to support pre-primary school (children) to develop a wide variety of skills including speech, reading, writing, motor skills and social interaction. Registration or licensing is required.

3. Update to reflect Early Childhood Teachers regulatory requirement to work in Education and Care services. Better reflect language that represents being an ECT working both in a school setting and in an education and care setting.

4. Not accurately representing ECT's working in Education and Care sector

## 1. 4211 Child carers

Becomes

4211 Educators

Tasks Include:

- (removed assisting) preparation of materials and equipment for children's education, (learning and development)
- (supporting) children's behaviour and guiding children's social (and emotional) development
- (Engaged in children's programming and planning to support all areas of children's development.)
- preparing and implementing (experiences) for children
- (supporting children's learning and development through playbased learning experiences)
- monitoring complying with relevant legislative requirements and standards
- supervising for children's safety
- supervising the daily routine of children
- supervising the hygiene of children

## 1. 42111 Child care worker

Becomes two occupations based on the qualification and functional responsibilities.

Educator Early Childhood (Centre Based Cert 111)

(Skill Level 3)

(AQF 3 Certificate III as per National Quality Framework and underpinning law and regulations)

Provides education care and supervision for children in programs, such as long day care, occasional care, and in early learning settings. AQF 3 skill entry level required.

AND

Educator (Centre Based Diploma)

Provides education care and supervision for children in programs, such as long day care and occasional care, in early learning settings. Overarching responsibility for documentation, planning and implementation of developmentally appropriate children's programs. AQF 5 skill entry level required.

Educator Early Childhood (Diploma)

(Skill Level 2)

• (AQF 5 Diploma as per National quality Framework and underpinning law and regulations)

Specialisations:

• (Educator) Group/(Team) Leader (Aus) (Skill Level 2)

• (Remove others)

3. To align with National Quality Framework, Law and Regulations. Better reflects role function and responsibility of the Diploma qualified educator.

4. When the occupation is not split it does not provide accurate information to inform decision making.

For example,

- the VET shortages skills list and

- funding for training to meet the workforce shortages particular to regulatory requirements of minimum Cert III and 50% Diploma.

- misrepresentation of advancement career pathways through these occupations.

421112 Family Day Care Worker

Becomes

421112 Educator (Family Day Care)

Alternative Title:

• Family Day Educator

Operates their own business or is employed. Provides education care and supervision for children in programs, usually in the (Educators) own home under the National Quality Framework. Registration and licensing is required. AQF 3 required in Australia.

Skill Level:

• (3 Australia)

3. Regulatory requirement to hold a completed Certificate 3 in Early Childhood Education and Care)

4. Inaccurately depicts skill level entry requirements. It doesn't recognise that this occupation may be a small business owner and requires a broad range of skills. "One of the largest networks of women in small business" FDCA sector profile report June 2022.

421114 Out of School Hours Care Worker

Becomes

Educator (Outside School Hours)

Provides education care and supervision for children in out of school hours care programs, may include before school care, afterschool care and vacation care programs. Registration or licensing may be required.

Skill Level: 3

11 Are there any occupations in your industry, business or workplace for which ANZSCO does not accurately reflect the skill level (1 to 5)?

Occupations which do not accurately reflect the skill level (1 to 5):

421112 Family Day Care Worker

Becomes

421112 Educator (Family Day Care)

Alternative Title:

• Family Day Care Educator

Operates their own business or is employed. Provides education care and supervision for children in programs, usually in the (Educators) own home under the National Quality Framework. Registration and licensing is required. AQF 3 required in Australia.

Skill Level:

• (3 Australia)

3. Regulatory requirement to hold a completed Certificate 3 in Early Childhood Education and Care)

4. Inaccurately depicts skill level entry requirements. It doesn't recognise that this occupation is a small business owner and requires a broad range of skills. "One of the largest networks of women in small business" FDCA sector profile report June 2022.

12 Are there any occupations in your industry, business or workplace which we should consider classifying under a different ANZSCO category (e.g. sub-major, minor or unit group)?

Occupations to classify under a different ANZSCO category:

No Response

Occupations not separately identified in ANZSCO

13 Are there any occupations in your industry, business or workplace that should be separately identified with a unique code?

Occupations that should be separately identified:

Occupations not separately identified

Currently included in 421111 Childcare Worker

Educator (Cert III) – as outlined in question 10

National Quality Frameworks and underpinning law and regulations mandate certificate III as a minimum qualification level for working in long day care.

The Certificate III in Early

Childhood Education and Care underpins the job description and functions of this role including descriptors such as assisting, supporting, participating in. AND

Educator (Diploma) – as outlined in question 10

National Quality Frameworks and underpinning law and regulations mandate 50% Diploma qualified workers in long day care settings. The Diploma of Early Childhood Education and Care underpins the job description and functions of this role including descriptors such as lead, implement, responsible for, coordinate.

Including these roles as a specialisation is not suitable because they are different skill levels and fulfill two different roles. Separate data will better inform skill shortage lists and VET qualification delivery.

Educator (In-home Care)

An In-home care Educator works in the family or carers home under the In-home care support agency network as an independent contractor or employer of a IHC Service Provider. National Quality Frameworks and underpinning law and regulations mandate certificate III as a minimum qualification level for working as an In-home care educator.

New Occupation since last ANZSCO review

Educational Leader

National Quality Frameworks and underpinning law and regulations require an Educational Leader to be appointed in all long day care services as outlined in Standard 7.2.2 The Educational Leader is supported and leads the development and implementation of the education program and assessment and planning cycle in accordance with Regulation 118 "...appoint an experienced educator, coordinator or other individual."

Skill Level 2 in line with requirement to lead the learning and development program.

Suggest it sits under Major Group 2 Professionals in alignment with similar skill set as

required by an Education Care Teacher in Education and Care settings. Sub major group 24 and Sub minor group 249 Miscellaneous education professional.

Adding this as a specialisation is not appropriate as it is a definitive role in line with regulation and law.

14 Are there occupations that are emerging, or that you anticipate will emerge, in the next 5 to 10 years in your industry, business or workplace?

Occupations that are emerging:

No Response

## Other information

15 Is there any other information to help support your submission?

Other information to support submission:

The Education and Care sector has one of the highest reported number of workers identifying in any one occupation - childcare worker. It is important to break this down to

- better understand the current workforce and
- respond to a current skill shortage
- identify solutions and barriers to better support this workforce into the future.
- provide more accurate ABS data
- better understanding of the specific occupations in the Education and care sector to inform the skills priority list
- better inform training and qualification delivery
- increased accuracy to inform Migrant skill level entry decisions
- increased effectiveness of tools created to inform career pathways
- better recognise the professional career options
- Better reflect occupation functions and increased recognition of the profession.

Links to regulation, law and qualifications

The National Law and National Regulations outline the legal obligations of approved providers, nominated supervisors, and educators and explain the powers and functions of the state and territory regulatory authorities and ACECQA. <https://www.acecqa.gov.au/nqf/national-law-regulations>

CHC30121 - Certificate III in Early Childhood Education and Care <https://training.gov.au/training/details/CHC30121>

CHC50121 - Diploma of Early Childhood Education and Care <https://training.gov.au/Training/Details/CHC50121>

Data used to inform this response includes consultation across

ECA Tasmania Branch Committee Meeting - 11 high level leaders from the Tasmanian Education and Care Sector.

Early Years and School Age Care Workforce Project, Innovation Network - 37 representatives across the Tasmanian Education and Care Sector and broader workforce stakeholders including RTO's, training and employment agencies.

Workforce Coordination Project, Workforce Coalition Network – 32 representatives across the Community Services sector and broader workforce stakeholders including education and training organisations and employment agencies.

16 Please provide information on any other issues in relation to ANZSCO that have not already been covered in this survey.

Any other issues not already covered:

No Response