



# Statistics Publication Notice

Education Series

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## **PRE-SCHOOL AND CHILDCARE WORKFORCE STATISTICS 2005**

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### **A Scottish Executive National Statistics Publication**

Statistics on staff working in pre-school education and childcare centres in Scotland in September 2005 are published today. The main points are:

- There were 30,640 staff in pre-school and childcare centres in Scotland in September 2005, virtually unchanged from 2004. Of these, 28,110 worked directly with children.
- There were 5,820 staff recruited in the year to September 2005. Many were recruited from within the childcare industry. There were 4,970 staff who left their employer in the year to September 2005. Approximately 42 per cent of staff who left their employer moved to another job within the childcare industry.
- In September 2005, there were 1,450 full-time equivalent vacancies within 870 pre-school and childcare centres. Approximately 28 per cent of all vacancies were long-term (had been vacant for at least 3 months).
- Of staff working directly with children, approximately 82 per cent had a childcare relevant qualification at any level, and 71 per cent had a childcare relevant qualification at SVQ level 2 or above.
- There were 4,990 staff (16 per cent of the workforce) who did not possess any childcare qualifications at any level. Of these, 51 per cent were training for qualifications.
- Childcare staff earned on average £6 per hour. This compares to £9 per hour for all employees in Scotland, and £8 per hour for all female employees in Scotland<sup>1</sup>.

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<sup>1</sup> Annual Survey of Hours & Earnings (2005), Office for National Statistics. The median hourly wage of all Scottish employees was £9.07, and the median hourly wage of all female Scottish employees was £8.26, excluding overtime.

## STAFF AND VACANCY NUMBERS

- 1.1 There were 30,640 staff in pre-school and childcare centres in Scotland in September 2005. Of these, 6,110 worked directly with children and managed other staff, 22,000 worked directly with children but had no management responsibility, and 2,520 did not work directly with children.
- 1.2 Of the 30,640 staff, 12,130 worked in Local Authority managed pre-school and childcare centres, 10,500 worked in private centres and the rest worked in voluntary or other centres.
- 1.3 The vast majority of staff (27,300) were on permanent contracts. There were 1,170 temporary staff covering sick leave, 900 temporary staff covering vacancies and 1,260 other temporary staff.
- 1.4 There were 1,450 full-time equivalent vacancies within the pre-school and childcare sector. Of these, 360 were posts working directly with children and managing other staff, 1,030 were posts working directly with children but with no management responsibility, and 60 were posts not working directly with children.
- 1.5 Approximately 28 per cent of vacancies were long-term (3 months or more). Vacancies were more likely to be long-term in the most deprived areas.
- 1.6 Approximately 42 per cent of vacancies in privately managed centres were long-term compared to 21 per cent in both Local Authority and voluntary run centres.
- 1.7 There were 870 centres with at least one vacancy (18 per cent of all centres). Centres in urban areas and centres in deprived areas were both more likely to have vacancies than centres in other areas.
- 1.8 The most common reason reported for not being able to fill vacancies was “too few experienced applicants” (58 per cent of centres with at least one vacancy cited this as a reason). Other common reasons included “too few qualified applicants” (47 per cent) and “too few applicants” (42 per cent).
- 1.9 Centres in rural areas were more likely to report that “too few applicants”, “too few experienced applicants” and “candidates unable to work hours needed” are problems in filling vacancies compared to centres in urban areas and small towns.
- 1.10 Centres in the least deprived areas were more likely to report that “can’t afford wage demands” and “candidates unable to work hours needed” were problems in filling vacancies than centres in other areas.
- 1.11 Approximately 72 per cent of Local Authority managed centres with at least one vacancy reported that “too few experienced applicants” was a problem in filling vacancies, compared to 31 per cent of private centres and 53 per cent of voluntary run centres. Almost no privately managed centres reported that “Candidates unable to work hours needed”, “Competition from other types of work” or “Cost of living in area is too high” were problems in filling vacancies.
- 1.12 There were 5,820 staff recruited by employers in the year to September 2005. Many of whom were recruited from within the childcare industry.
- 1.13 Approximately 4,970 staff left their employers in the year to September 2005. Approximately 42 per cent of staff who left their employer moved to another job within the childcare industry.

- 1.14 Approximately 8 per cent of staff who left a Local Authority managed centre in the year to September 2005 went to work in a privately run centre. In contrast, 30 per cent of staff who left a privately run centre went to work in a Local Authority centre.

### **PROFILE OF STAFF**

- 2.1 The vast majority of staff working in pre-school education and childcare were female (98 per cent) and White (98 per cent). Approximately 15 per cent of the workforce were aged 50 years or older. In the Scottish workforce as a whole, 47 percent of staff were female, 98 percent were White and 26 per cent were aged 50 years or older.
- 2.2 Approximately 3,030 staff (10 per cent) reported having a disability or health problem lasting one year or more. 1 per cent of staff reported that they had a disability or health problem which affects the type and amount of work they can do. This compares to 7 per cent of staff in the whole Scottish workforce who have a disability or health problem that affects the type of work they do, and 5 per cent with a disability or health problem that affects the amount of work they do.
- 2.3 Forty-one per cent of staff reported that they have worked within the childcare industry for 10 years or more. A further 19 per cent had worked within the industry for more than 5 years.
- 2.4 Amongst those staff who have worked for their current employer for one year or less, 35 per cent previously worked for another childcare provider, 12 per cent worked outside of the childcare industry, 23 per cent were students and 14 per cent were previously looking after their family.
- 2.5 Eight per cent of staff who responded to the survey reported that they have other childcare work, 12 per cent report that they have other non-childcare work.
- 2.6 Approximately 45 per cent of staff work full-time, 51 per cent work part-time and 4 per cent unknown.

### **QUALIFICATIONS AND PAY**

- 3.1 Approximately 80 per cent of the pre-school education and childcare workforce had a childcare relevant qualification. 68 per cent had a qualification at SVQ level 2 or higher, and 59 per cent had a qualification at SVQ level 3 or higher.
- 3.2 Of staff working directly with children only, 82 per cent had a childcare relevant qualification, 71 per cent had a qualification at SVQ level 2 or above, and 61 per cent had a qualification at SVQ level 3 or above.
- 3.3 Approximately 75 per cent of all staff working in voluntary centres had childcare relevant qualifications compared to 78 per cent in Local Authority centres and 80 per cent in private centres.
- 3.4 Of the 4,990 staff without any qualifications, 51 per cent were undertaking them. Of the 12,580 staff without qualifications at SVQ level 3 or above, 48 per cent were undertaking further training.
- 3.5 The median hourly pay of all staff was £6. There was a strong relationship between pay and length of time in the childcare industry with those who have worked for longer earning more.

- 3.6 There was also a strong relationship between childcare qualifications and hourly pay with staff qualified at SVQ level 1 or 2 earning on average £6 per hour, compared to £13 for those with a childcare relevant degree.
- 3.7 Staff who did not work directly with children earned more than staff who worked directly with children, and staff with management responsibility earned more than staff without management responsibility.

### **REVISED 2003 AND 2004 FIGURES**

- 4.1 A methodological error was found to have occurred in the production of both the Pre-school and Childcare Workforce Bulletins 2003 and 2004 and those publications have since been withdrawn. Full details of the error are provided in background notes 11 to 13. Revised key estimates are presented in tables 2.1 to 2.5.
- 4.2 It was previously reported that there were 26,700 staff working in pre-school and childcare in 2003 and 28,150 in 2004. Revised estimates are slightly higher: in 2003 there were actually 29,270 staff working within pre-school and childcare, in 2004 there were 30,660.
- 4.3 It was previously estimated that there were 1,100 vacancies within the pre-school and childcare sector in 2003, and 1,240 in 2004. Revised estimates are slightly higher: in 2003 there were 1,350 full-time equivalent vacancies of which 45 per cent were long-term. In 2004 there were 1,250 full-time equivalent vacancies of which 41 per cent were long-term.
- 4.4 It was previously estimated that 67 per cent of staff had a childcare relevant qualification in 2003. The revised estimate is slightly higher at 68 per cent. The previous estimate for number of qualified staff in 2004 was 74 per cent, the revised estimate is exactly the same, 74 per cent.
- 4.5 Median hourly pay in both 2003 and 2004 was £6.

## **PUBLISHED STATISTICAL TABLES**

**Table 1.1** - Total number of staff in pre-school education and childcare centres, 2005

**Table 1.2** - Total staff numbers by contract type and characteristics of centre, 2005

**Table 1.3** - Full-time equivalent vacancies by contract type and characteristics of centre, 2005

**Table 1.4** - Number of centres with vacancies, 2005

**Table 1.5** - Reasons centres are finding vacancies hard to fill, by centre characteristic, as a percentage of centres with at least one vacancy, 2005

**Table 1.6** - Staff turnover and reasons for leaving, 2005

**Table 1.7** - Staff turnover and reasons for leaving by management arrangement of centre, 2005

**Table 1.8** - Profile of pre-school education and childcare staff, 2005

**Table 1.9** - Length of time in childcare industry and other work, 2005

**Table 1.10** - Previous employment of staff who have worked with their current employer for 1 year or less, 2005

**Table 1.11** - Highest childcare qualification by employment characteristics, 2005

**Table 1.12** - Number of staff currently working towards childcare qualifications, 2005

**Table 1.13** - Hourly pay by employment characteristics, 2005

**Table 2.1** - Total number of staff in pre-school education and childcare centres, 2003-2004 revised

**Table 2.2** - Full-time equivalent vacancies, 2003-2004 revised

**Table 2.3** - Staff turnover, 2003-2004 revised

**Table 2.4** - Highest childcare qualification, 2003-2004 revised

**Table 2.5** - Hourly pay by management of centre, 2003-2004 revised

## BACKGROUND NOTES: 2005 SURVEY RESULTS

1. The statistics presented in this bulletin are the results of a two-part survey of pre-school and childcare centres and their staff. The sample of centres was selected from those who responded to the Pre-school and Childcare Census 2005 and who were not sampled for the 2004 Workforce Survey. The sample was stratified by urban-rural and area deprivation categories. The sample consisted of 645 centres of which 499 (77 per cent) responded. Results were weighted according to sampling probability and non-response. Different grossing factors were used for separate questions in the survey form. Results concerning number of staff were grossed up so that the total number of staff working with children equalled the total number of staff reported in the 2005 Pre-school and Childcare Census. Results concerning number of centres were grossed up so that the total number of centres equalled the total number of centres reported in the 2005 Pre-school and Childcare Census results.

2. The second part of the survey involved multiple forms being sent to each selected centre to be completed by individual members of staff. It should be recognised that this form of sampling (cluster sampling) does not necessarily produce results that are representative of the overall population. 2,517 individual staff forms were received and the results were weighted according to sampling probability estimated from the Pre-school and Childcare Census 2005 and grossed up to equal the total number of staff estimated from the centre return.

3. Because all results reported here are based on a sample, they are best understood as estimates with some level of statistical error surrounding them. For this reason all frequencies have been rounded to the nearest 10 and all percentages to the nearest integer. Estimates based on samples of 1 to 4 inclusive are suppressed to protect confidentiality.

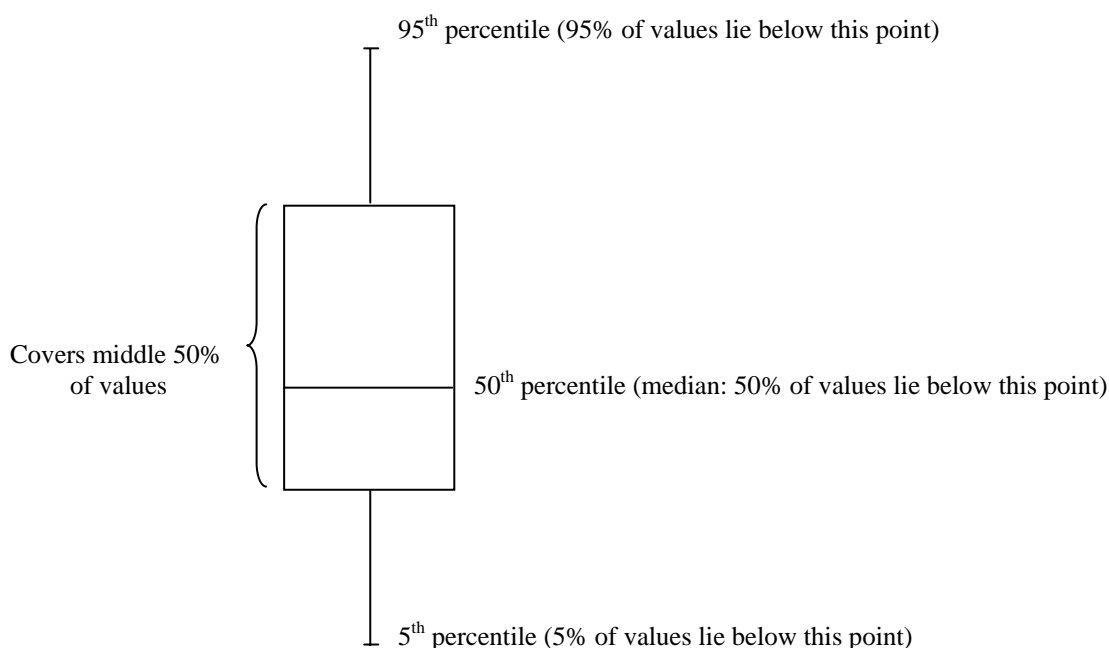
4. The survey week began 5<sup>th</sup> September 2005. Survey forms can be accessed through the Children's Statistics Gateway:  
<http://www.scotland.gov.uk/Topics/Statistics/16135/PredayWSurvey>

5. The categories of urban-rural were derived from the Scottish Executive classifications published in June 2004. This provides a mapping from individual postcodes to six categories of urban-rural. Individual pre-school and childcare service providers were assigned to one of these categories based upon the category in which they are located. Urban areas are settlements over 10,000 population. Small towns are settlements of between 3,000 and 10,000 people. Rural areas are settlements of less than 3,000 people.

6. The categories of deprivation were derived from the Scottish Executive classifications published in July 2005. This provides an indicator of deprivation for each of the 6,500 data zone areas of Scotland. The category "least deprived" included the 33.33 per cent least deprived data zones, "most deprived" was the 33.33 per cent most deprived data zones and "intermediate" made up the remaining 33.33 per cent. Individual pre-school and childcare service providers were then assigned to one of these categories based upon the data zone in which they are located. The staff working at centres may live in data zones with different urban-rural and area deprivation characteristics.

7. Pay data are presented as percentiles in order to show the distribution of the data. The 50<sup>th</sup> percentile (or median) is a more robust measure of the 'average' value than the mean. Percentiles are values that divide sorted (in ascending order) data into 100 equal groups. The 50<sup>th</sup> percentile is the middle value of the sorted data, 25 per cent of data lie below the 25<sup>th</sup> percentile, 5 per cent of values lie below the 5<sup>th</sup> percentile etc.

8. Boxplots have been used to provide a visual summary of the range of pay reported by staff according to their highest childcare related qualification. The five main points shown by a boxplot can be seen below:



It can be seen that the box contains the middle half of pay reported by staff. The larger the box, the greater the spread in pay reported by staff. The middle value (median) of all hourly pay is shown by the line across the box. The lines from the box show the spread of 90 per cent of all pay reported fully.

9. ***Equivalent childcare related qualifications in 2005.*** The figures presented in tables 1.11 and 1.12 show the numbers of staff whose highest childcare related qualification is at the level equivalent to the SVQs shown below.

SVQ 1 is equivalent to SGA Care Intermediate 1, National certificate units, City & Guilds foundation, BTEC, Skills for Work (Early Education & Childcare) Int 1.

SVQ 2 is equivalent to PDA (classroom/learning assistants), NVQ2, SGA Care Intermediate 2, SCOTVEC modules, ACT, National Certificate module, City & Guilds craft, Skills for Work (Early Education & Childcare) Int 2.

SVQ 3 is equivalent to a higher grade, NVQ3, GNVQ3/GSVQ3, NNEB, SNNEB, City & Guilds adv. Craft, 'AS'/'A' levels, ONC/OND, National Certificate Group Award in Early Education & Childcare (Higher).

SVQ 4 is equivalent to advanced higher, HND, PDA (Early Education & Childcare), DCE, Diploma in Education, RSA adv. Diploma

Degree is specified as B.Ed or other degree directly relevant to childcare, or PGCE

SVQ 3 or above includes SVQ 3, HNC, SVQ 4 and degree.

10. ***Equivalent non-childcare related qualifications in 2005.*** The figures presented in table 1.11 show the numbers of staff whose highest non-childcare related qualification is at the level equivalent to the SVQs shown below.

SVQ 1 is equivalent to standard/'O' grades (max grades 3-4), interm.grade1, City & Guilds foundation, BTEC

SVQ 2 is equivalent to standard/'O' grades (grades 1-2), NVQ2, interm.grade2, City & Guilds craft

SVQ 3 is equivalent to a higher grade, NVQ3, GNVQ3/GSVQ3, City & Guilds adv. craft, 'AS'/'A' levels, ONC/OND, HNC

SVQ 4 is equivalent to HND, advanced higher, RSA adv. diploma

Degree is specified as Bachelors or Masters Degree not directly relevant to childcare.

### **BACKGROUND NOTES: 2003 AND 2004 REVISIONS**

11. In 2003 and 2004 an error was made in 'grossing-up' the sample figures to equal the whole population of staff. The pre-school and childcare workforce survey samples all staff in pre-school and childcare centres regardless of whether or not they work directly with children. In 2003 and 2004 the total numbers of staff reported in the survey were grossed-up to equal the numbers of staff who work directly with children only, as collected in the Pre-school and Childcare Census in January of both years. The result was underestimated numbers for staff and vacancies, and slight inaccuracies in the estimates of proportions of staff members with particular characteristics, such as qualifications.

12. The 2003 and 2004 Pre-school and Childcare Workforce publications have now been withdrawn. Only the revised estimates presented in the current bulletin should be used for making comparisons across years.

13. The revised estimates presented in this bulletin were calculated by weighting the total number of staff who work directly with children as reported in the sample survey to the total number of staff who work directly with children as reported in the Pre-school and Childcare Census in January of both years. The same weights were applied to the number of staff who did not work directly with children to arrive at an estimated total population of all staff. This method was also used for the 2005 figures presented here, so there is consistency across the estimates for all years.

14. In 2003, the sample of centres used for the workforce survey was selected from those who responded to the Pre-school and Childcare Census 2003. The sample was stratified by urban-rural and area deprivation categories. The sample consisted of 450 centres of which 380 (84 per cent) responded. 2,016 individual staff forms were received. The survey week was the week beginning 26<sup>th</sup> September 2003.

15. In 2004, the sample of centres used for the workforce survey was selected from those who responded to the Pre-school and Childcare Census 2004 and who were not included in the 2003 survey. The sample was stratified by urban-rural and area deprivation categories. The sample consisted of 442 centres of which 375 (85 per cent) responded. 2,051 individual staff forms were received. The survey week was the week beginning 27<sup>th</sup> September 2004.

16. 2003 and 2004 survey forms can be accessed through the Children's Statistics Gateway:

<http://www.scotland.gov.uk/Topics/Statistics/16135/PredayWSurvey>

17. *Equivalent childcare relevant qualifications in 2003 and 2004.* The figures shown in table 2.4 show the numbers of staff whose highest childcare related qualification is at the level equivalent to the SVQs shown below.

SVQ1 is equivalent to the Scottish Credit and Qualifications Framework (SCQF) level 4, SGA Care Intermediate 1, National certificate units, City & Guilds foundation, BTEC.

SVQ2 is equivalent to SCQF level 5, PDA (classroom/learning assistants), NVQ2, SGA Care Intermediate 2, City & Guilds craft.

SVQ3 is equivalent to SCQF level 6, higher grade, NVQ3, GNVQ3/GSVQ3, City & Guilds adv. craft, 'AS'/'A' levels, ONC/OND, or NNEB.

SVQ4+ is equivalent to SCQF level 7 and above, advanced higher, degree (including BEd. and PGCE), HNC or HND, PDA (childcare and education), RSA adv. Diploma.

### **BACKGROUND NOTES: GENERAL**

18. For public enquiries (**non-media**) about the information contained in this Statistics Publication Notice, or for more detailed information, please contact Sara Grainger, Scottish Executive Education Department, Area 1-B, Victoria Quay, Edinburgh, EH6 6QQ. Telephone 0131 244 0314 or e-mail [children.statistics@scotland.gsi.gov.uk](mailto:children.statistics@scotland.gsi.gov.uk). **Media** should contact Janet Dougall on 0131 244 2670 - and on the Scottish Executive web site ([www.scotland.gov.uk](http://www.scotland.gov.uk)).

19. This is a National Statistics publication. National Statistics are produced to high professional standards set out in the National Statistics Code of Practice. They undergo regular quality assurance reviews to ensure that they meet customer needs. They are produced free from any political interference.

Chart 1: Hourly pay by highest childcare qualification, 2005

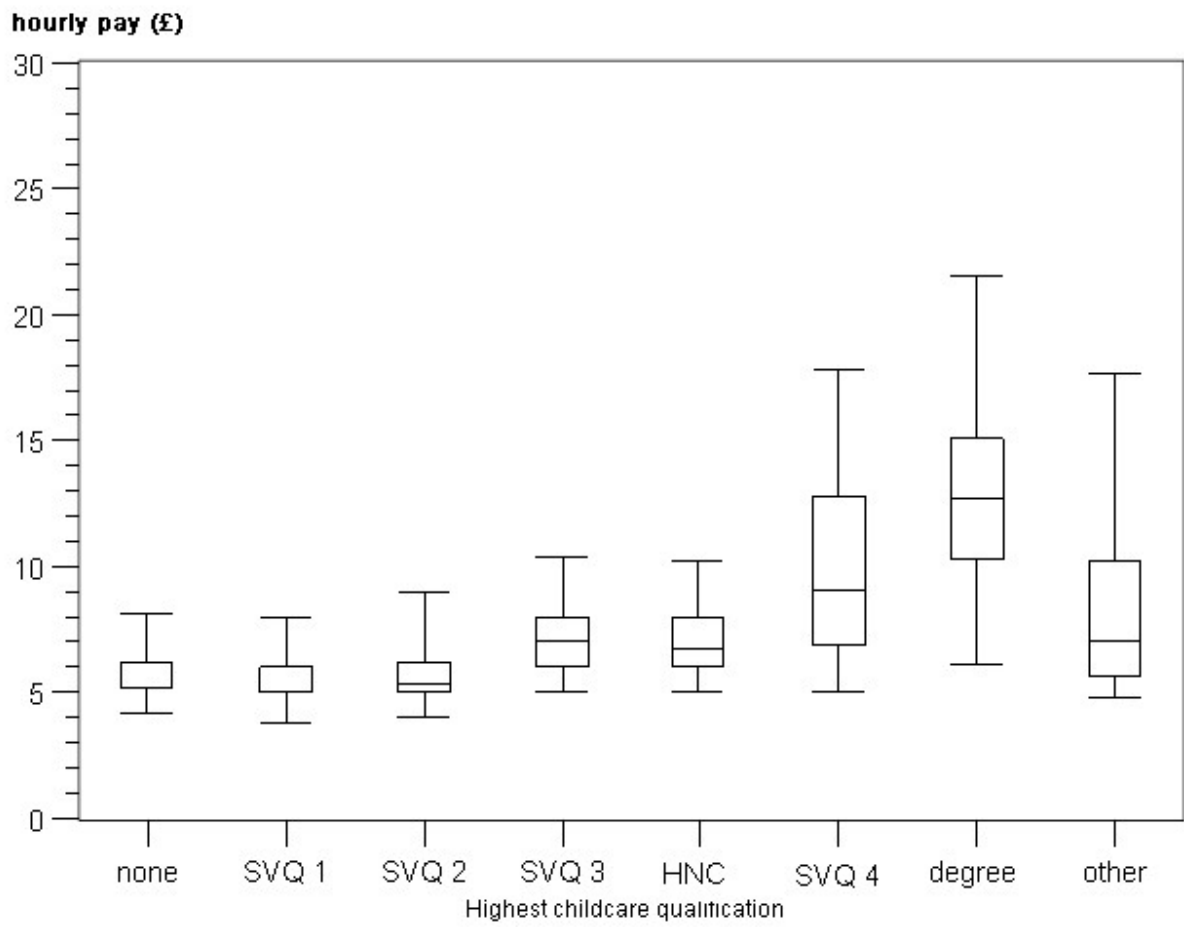


Chart 2: Total staff and qualified staff, 2003-2005

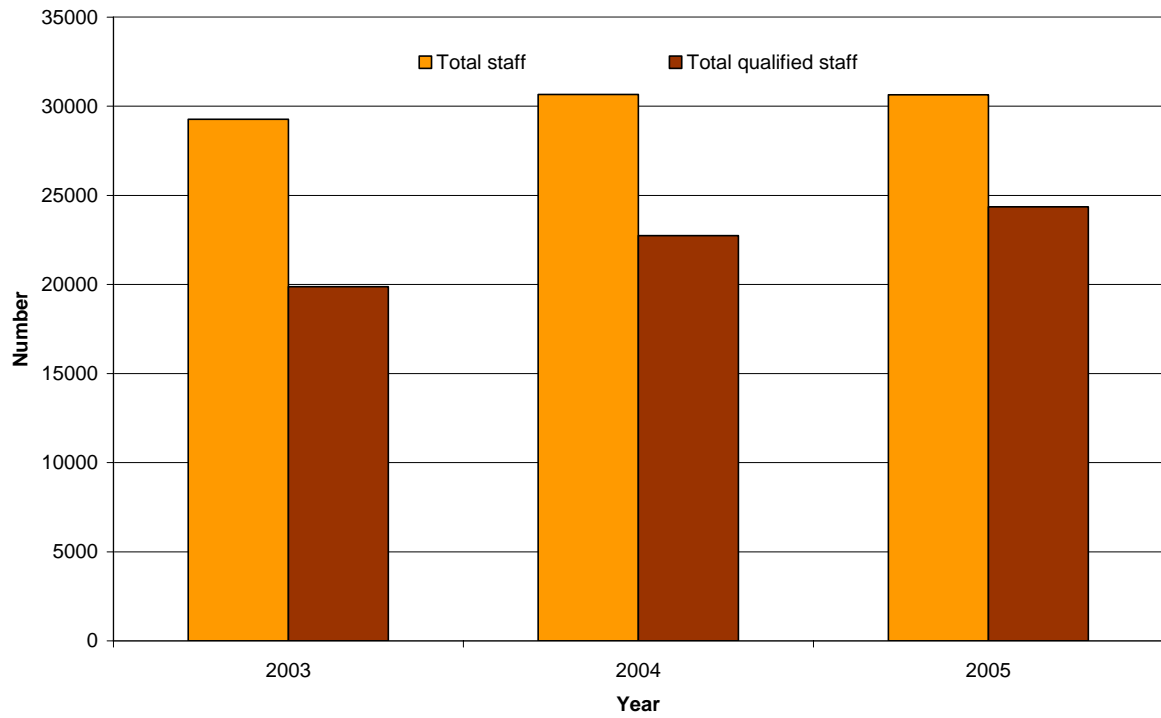


Table 1.1: Total number of staff in pre-school education and childcare centres, 2005

	working with children		not working with children	Total number
	management	non management		
<b>TOTAL</b>	6,110	22,000	2,520	30,640
<b>Percentage of total staff</b>	20%	72%	8%	100%
<b>Urban/rural location of centre (% of all staff within area)</b>				
urban	19%	73%	9%	22,260
small	21%	70%	8%	3,590
rural	25%	69%	6%	4,780
<b>Deprivation in area of centre (% of all staff within area)</b>				
least deprived	22%	71%	7%	9,320
intermediate	22%	71%	7%	9,680
most deprived	17%	73%	10%	11,640
<b>Management of centre (% of all staff within management group)</b>				
Local Authority	19%	72%	9%	12,130
Private	20%	72%	7%	10,500
Voluntary	20%	71%	9%	7,150
Other	20%	73%	8%	870

Note: Percentages may not always equal 100 and staff numbers 30640 due to rounding.

Table 1.2: Total staff numbers by contract type and characteristics of centre, 2005

	working with children				not working with children	
	with management responsibility		without management responsibility			
	permanent	temporary	permanent	temporary	permanent	temporary
<b>TOTAL</b>	5,970	140	18,940	3,060	2,390	130
<b>Urban/rural localtion of centre</b>						
urban	18%	0%	63%	10%	8%	1%
small	21%	1%	60%	10%	8%	0%
rural	23%	1%	58%	11%	6%	0%
<b>Deprivation in area of centre</b>						
least deprived	21%	0%	63%	8%	6%	1%
intermediate	21%	1%	62%	9%	7%	0%
most deprived	17%	0%	60%	13%	10%	0%
<b>Management of centre</b>						
Local Authority	19%	1%	61%	10%	9%	1%
Private	20%	0%	64%	9%	7%	0%
Voluntary	20%	0%	60%	11%	9%	0%
Other	20%	0%	63%	10%	6%	0%

Note: Percentages may not always equal 100 and staff numbers 30640 due to rounding.

Table 1.3: Full-time equivalent vacancies by contract type and characteristics of centre, 2005

	All vacancies		Vacancies with management responsibility, working with children		Vacancies with no management responsibility, working with children		Vacancies not working with children	
	number	% that are long term	number	% that are long term	number	% that are long term	number	% that are long term
<b>TOTAL</b>	1,450	28%	360	21%	1,030	31%	60	31%
<b>Urban/rural location of centre (% of all vacancies)</b>								
urban	1,050	28%	250	21%	750	31%	40	33%
small town	150	34%	30	25%	100	37%	20	26%
rural	260	24%	80	19%	180	27%	0	-
<b>Deprivation in area of centre (% of all vacancies)</b>								
least deprived	430	25%	40	30%	370	23%	20	61%
intermediate	510	16%	150	3%	330	23%	30	0%
most deprived	510	43%	170	34%	340	47%	0	-
<b>Management of centre</b>								
Local Authority	520	21%	120	12%	370	25%	30	14%
Private	430	42%	40	67%	390	40%	0	-
Voluntary	460	21%	200	17%	230	21%	30	47%
Other	40	52%	0	-	40	52%	0	-

Note: Percentages may not always equal 100 and vacancy numbers 1450 due to rounding.

Long-term vacancies are those that had been vacant for at least 3 months on the census date.

Table 1.4: Number of centres with vacancies, 2005

	Number of centres with at least one vacancy	Percentage of all centres with at least one vacancy	Number of centres with at least one long-term vacancy	Percentage of all centres with at least one long-term vacancy
<b>TOTAL</b>	870	18%	330	7%
<b>Urban/rural location of centre</b>				
urban	650	22%	250	9%
small town	90	15%	20	4%
rural	140	12%	50	5%
<b>Deprivation in area of centre</b>				
least deprived	230	16%	100	6%
intermediate	280	16%	70	4%
most deprived	360	23%	170	11%
<b>Management of centre</b>				
Local Authority	320	16%	100	5%
Private	190	18%	70	7%
Voluntary	270	20%	110	8%
Other	80	23%	50	14%

Note: Percentages may not always equal 100 and centre numbers 870 due to rounding.

Long-term vacancies are those that had been vacant for at least 3 months on the census date.

Table 1.5: Reasons centres are finding vacancies hard to fill, by centre characteristic, as a percentage of centres with at least one vacancy, 2005

	Too few applicants	Too few qualified applicants	Too few experienced applicants	Can't afford wage demands	Competition from other childcare providers	Competition from other types of work	Cost of living in the area is too high	Candidates unable to work hours needed	Reason unknown	Other
<b>TOTAL</b>	42%	47%	58%	17%	15%	11%	4%	18%	6%	46%
<b>Urban/rural location of centre</b>										
urban	33%	46%	55%	16%	16%	6%	6%	15%	5%	49%
small town	57%	45%	49%	21%	22%	26%	0%	21%	15%	35%
rural	74%	54%	76%	19%	5%	27%	0%	32%	2%	34%
<b>Deprivation in area of centre</b>										
least deprived	52%	65%	67%	38%	22%	21%	17%	33%	5%	40%
intermediate	65%	41%	63%	20%	27%	18%	0%	10%	5%	50%
most deprived	17%	41%	49%	1%	1%	0%	0%	14%	7%	45%
<b>Management of centre</b>										
Local Authority	49%	57%	72%	14%	18%	15%	12%	34%	3%	48%
Private	21%	25%	31%	5%	6%	0%	0%	0%	4%	20%
Voluntary	33%	40%	53%	22%	16%	15%	0%	15%	8%	48%
Other	9%	5%	0%	4%	0%	0%	0%	0%	0%	6%

Note: Percentages do not sum to 100 because multiple reasons could be given.

Table 1.6: Staff turnover and reasons for leaving, 2005

Number staff recruited in last 12 months	Number of staff left in last 12 months	Percentage of staff who left...							
		to work in LA centre with children	to work in private centre with children	to work in voluntary centre with children	to not work with children	to become a student	for family reasons	for other reasons	unknown
<b>All staff</b>									
5,820	4,970	30%	10%	2%	11%	5%	10%	22%	10%
<b>Staff working with children, with management responsibilities</b>									
970	1,010	30%	8%	1%	6%	3%	16%	23%	13%
<b>Staff working with children, with no management responsibilities</b>									
4,330	3,560	29%	12%	3%	10%	6%	10%	21%	9%
<b>Staff not working with children</b>									
530	400	29%	0%	0%	28%	5%	0%	26%	11%

Note: Percentages may not always equal 100 due to rounding.

Table 1.7: Staff turnover and reasons for leaving by management of centre, 2005

Management of centre	Number staff recruited in last 12 months	Number of staff left in last 12 months	Percentage of staff who left....							
			to work in LA centre with children	to work in private centre with children	to work in voluntary centre with children	to not work with children	to become a student	for family reasons	for other reasons	unknown
Local Authority	2,270	1,790	30%	8%	5%	10%	7%	9%	25%	8%
Private	2,040	1,880	30%	14%	0%	14%	5%	11%	18%	6%
Voluntary	1,410	1,170	29%	10%	2%	6%	3%	10%	25%	16%
Other	90	130	26%	6%	0%	15%	6%	12%	14%	18%

Note: Percentages may not always equal 100 due to rounding.

Table 1.8: Profile of pre-school education and childcare staff, 2005

	Pre-school education and childcare workforce		Total Scottish Workforce
	number	percentage of all staff	percentage of all staff
<b>Age and gender</b>			
<b>All staff</b>	30,640	100%	100%
16-24	4,750	16%	15%
25-34	5,800	19%	20%
35-49	12,650	41%	39%
50+	4,670	15%	26%
Age not known	2,770	9%	N/A
<b>Male</b>	640	2%	53%
16-24	200	1%	8%
25-34	170	1%	11%
35-49	180	1%	20%
50+	90	0%	15%
Age not known	0	0%	N/A
<b>Female</b>	29,910	98%	47%
16-24	4,550	15%	7%
25-34	5,630	18%	10%
35-49	12,440	41%	19%
50+	4,560	15%	11%
Age not known	2,730	9%	N/A
<b>Unknown gender</b>	90	0%	N/A
<b>Ethnicity</b>			
White - Scottish	27,320	89%	98%
White - other	2,730	9%	
Asian, Black, Mixed or Other Ethnicity	360	1%	2%
Not disclosed or not known	230	1%	N/A
<b>Full or part time work</b>			
Full-time	13,720	45%	76%
Part-time	15,660	51%	24%
Not known	1,260	4%	N/A
<b>Workers with disability or health problem lasting one year or more</b>			
Has a disability or health problem	3,030	10%	21%
No disability or health problem	27,280	89%	79%
Not known	330	1%	N/A
<b>Workers with disability or health problem that effects type of work done</b>			
Effects work done	400	1%	7%
Does not effect work done	23,750	78%	14%
Not known	6,480	21%	N/A
<b>Workers with disability or health problem that effects amount of work done</b>			
Effects amount done	320	1%	5%
Does not effect amount done	23,320	76%	16%
Not known	6,990	23%	N/A

Note: Percentages may not always equal 100 and staff numbers 30640 due to rounding.

\* figures based on sample sizes of between 0 and 5 are suppressed to protect confidentiality.

Source: Labour Force Survey, Summer (June-August) 2005. Levels are rounded to the nearest thousand. Totals may not equal the sum of individual components due to rounding.

Table 1.9: Length of time in childcare industry and other work, 2005

	number	percentage of all staff
<b>Length of time in childcare industry</b>		
one year or less	2,420	8%
between 1 and 2 years	2,010	7%
between 2 and 5 years	7,150	23%
between 6 and 10 years	5,960	19%
more than 10 years	12,700	41%
not known	410	1%
<b>Length of time with current employer</b>		
one year or less	5,090	17%
between 1 and 2 years	3,360	11%
between 2 and 5 years	8,880	29%
between 6 and 10 years	5,480	18%
more than 10 years	7,390	24%
not known	430	1%
<b>Other job</b>		
other childcare work	2,570	8%
other non-childcare work	3,630	12%
no other work	23,610	77%
not known	830	3%

Note: Percentages may not always equal 100 and staff numbers 30640 due to rounding.

Table1.10: Previous employment of staff who have worked with their current employer for 1 year or less, 2005

	number	percentage of new staff
Local authority childcare provider	680	13%
Private childcare provider	950	19%
Voluntary childcare provider	170	3%
Non childcare	630	12%
Student	1,170	23%
Looking after family	700	14%
Other	660	13%
Missing	130	3%

Note: Percentages may not always equal 100 and staff numbers 5090 due to rounding.  
New staff are those who have worked with their current employer for 12 months or less

Table 1.11: Highest childcare qualification by employment characteristics, 2005

	Highest childcare qualification									Any qualification	Any qualification at SVQ 2 or higher	Any qualification at SVQ 3 or higher
	none	SVQ 1	SVQ 2	SVQ 3	HNC	SVQ 4	degree	other	unknown			
<b>TOTAL NUMBER</b>	4,990	630	2,910	7,170	5,990	2,070	2,830	2,760	1,290	24,360	20,970	18,060
percentage of all staff	16%	2%	9%	23%	20%	7%	9%	9%	4%	80%	68%	59%
<b>Work directly with children (row %)</b>												
Yes	15%	2%	10%	24%	20%	7%	9%	9%	3%	82%	71%	61%
No	34%	*	*	15%	10%	8%	7%	7%	14%	52%	44%	41%
not known	19%	*	6%	18%	21%	7%	12%	8%	*	76%	63%	58%
<b>Length of time in the childcare industry (row %)</b>												
one year or less	58%	3%	8%	3%	8%	0%	3%	7%	10%	31%	22%	14%
between 1 and 2 years	34%	6%	11%	4%	20%	2%	5%	11%	6%	60%	42%	31%
between 2 and 5 years	22%	2%	15%	14%	29%	3%	5%	5%	5%	73%	66%	51%
between 6 and 10 years	9%	2%	13%	21%	34%	5%	9%	5%	3%	89%	82%	69%
more than 10 years	6%	1%	5%	37%	10%	12%	14%	13%	3%	92%	78%	72%
not known	19%	6%	8%	10%	11%	7%	4%	18%	17%	64%	40%	32%
<b>Permanent or temporary staff (row %)</b>												
Permanent	14%	2%	8%	26%	19%	8%	10%	9%	4%	83%	71%	63%
Temporary	24%	3%	16%	15%	24%	2%	6%	6%	4%	72%	63%	47%
not known	36%	6%	8%	14%	9%	*	*	10%	9%	55%	39%	30%
<b>Manage other staff (row %)</b>												
Manage other staff	6%	2%	6%	24%	14%	12%	22%	11%	3%	91%	79%	73%
Don't manage other staff	21%	2%	11%	23%	22%	4%	4%	8%	5%	74%	64%	53%
not known	12%	*	*	25%	18%	8%	13%	13%	*	85%	69%	65%
<b>Highest non-childcare qualification (row %)</b>												
SVQ 1	12%	3%	9%	38%	25%	4%	*	7%	*	88%	78%	68%
SVQ 2	17%	*	8%	33%	25%	6%	*	5%	3%	80%	74%	66%
SVQ 3	15%	2%	7%	23%	26%	10%	7%	5%	4%	81%	74%	66%
SVQ 4	26%	*	7%	13%	11%	22%	9%	7%	*	71%	61%	54%
Degree	21%	*	*	6%	5%	*	46%	9%	6%	74%	63%	60%
None	44%	*	7%	14%	14%	2%	7%	9%	*	56%	45%	38%
Other	11%	*	7%	26%	14%	2%	8%	23%	7%	82%	57%	50%
not known	4%	2%	15%	21%	18%	8%	12%	12%	8%	88%	74%	59%
<b>Management of centre</b>												
Local Authority	17%	2%	9%	24%	19%	6%	10%	9%	4%	78%	67%	58%
Private	17%	2%	11%	21%	19%	8%	8%	11%	3%	80%	67%	56%
Voluntary	19%	1%	9%	22%	18%	6%	11%	8%	7%	75%	66%	57%
Other	10%	*	11%	22%	14%	10%	13%	9%	8%	82%	70%	66%

Note: Totals may not always equal 100 due to rounding.

See background notes for equivalent qualifications to those listed.

\* figures based on sample sizes of between 0 and 5 are suppressed to protect confidentiality.

Neither 'other' nor 'unknown' are included in the calculation of any qualification at SVQ level 2 or higher, or level 3 or higher.

Table 1.12: Number of staff currently working towards childcare qualifications, 2005

Qualification working towards	Total number of staff	Percentage of all staff	Number of staff with no current childcare qualifications at any level	Percentage of staff with no current childcare qualifications at any level	Number of staff with no current childcare qualifications at SVQ 3 or above	Percentage of staff with no current childcare qualifications at SVQ 3 or above
SVQ 1	220	1%	200	4%	200	2%
SVQ 2	1,520	5%	960	19%	1,460	12%
SVQ 3	3,280	11%	860	17%	3,000	24%
HNC	690	2%	140	3%	500	4%
SVQ 4	1,020	3%	*	*	150	1%
degree	680	2%	*	*	140	1%
other	1,290	4%	290	6%	580	5%
TOTAL	8,690	28%	2,570	51%	6,040	48%
Number not working towards qualifications	21,950	72%	2,420	49%	6,540	52%

Note: Totals may not always equal the sum of their parts due to rounding.

Qualifications include those at an equivalent level - see background notes for details.

\* figures based on sample sizes of between 0 and 5 are suppressed to protect confidentiality.

Table 1.13: Hourly pay by employment characteristics, 2005

	Percentile				
	5th	25th	50th (median)	75th	95th
<b>ALL STAFF</b>	4	5	6	8	14
<b>Length of time in the childcare industry</b>					
one year or less	3	4	5	6	8
between 1 and 2 years	3	5	5	6	8
between 2 and 5 years	4	5	6	7	10
between 6 and 10 years	5	6	7	8	10
more than 10 years	5	6	8	11	17
<b>Work directly with children</b>					
Yes	4	5	6	8	14
No	5	6	7	11	18
<b>Permanent or temporary staff</b>					
Permanent	4	5	7	8	15
Temporary	4	5	6	8	12
<b>Manage other staff</b>					
Manage other staff	5	6	8	12	18
Don't manage other staff	4	5	6	7	11
<b>Highest childcare related qualification</b>					
SVQ 1	4	5	6	6	8
SVQ 2	4	5	6	7	9
SVQ 3	5	6	7	8	11
HNC	5	6	7	8	10
SVQ 4	5	7	9	14	17
degree	6	10	13	16	23
other	5	5	6	9	16
none	4	5	5	6	8
<b>Management of centre</b>					
Local Authority	4	5	6	8	14
Private	4	5	7	9	15
Voluntary	4	6	6	8	14
Other	4	6	7	9	19

Note: see background notes for explanation of percentiles.

Statistics based on responses from 1,764 staff. Of these, 30% reported pay before deductions, 31% reported pay after deductions, and for the remaining 39% it is unknown whether reported pay is before or after deductions.

Table 2.1: Total number of staff in pre-school education and childcare centres, 2003-2004 revised

<b>2003</b>	working with children		not working with children	Total number
	management	non management		
<b>TOTAL</b>	6,250	20,490	2,530	29,270
<i>Percentage of total staff</i>				
<b>Management arrangement of centre (% of all staff within management group)</b>				
Local Authority	21%	70%	9%	11,260
Private	22%	69%	9%	9,590
Voluntary	20%	71%	9%	7,710
Other	27%	73%	0%	710

<b>2004</b>	working with children		not working with children	Total number
	management	non management		
<b>TOTAL</b>	6,390	21,760	2,510	30,660
<i>Percentage of total staff</i>				
<b>Management arrangement of centre (% of all staff within management group)</b>				
Local Authority	22%	69%	9%	11,880
Private	21%	74%	6%	10,310
Voluntary	18%	71%	11%	8,040
Other	40%	60%	0%	440

Note: Totals may not always equal the sum of their parts due to rounding.

Table 2.2: Full-time equivalent vacancies, 2003-2004 revised

<b>2003</b>	Number of vacancies	% that are long term
<b>TOTAL</b>	1,350	45%
<b>Management of centre</b>		
Local Authority	490	42%
Private	480	50%
Voluntary	360	45%
Other	30	0%

<b>2004</b>	Number of vacancies	% that are long term
<b>TOTAL</b>	1,250	41%
<b>Management of centre</b>		
Local Authority	660	41%
Private	310	50%
Voluntary	280	32%
Other	-	-

Note: Totals may not always equal the sum of their parts due to rounding.

Long-term vacancies are those that had been vacant for at least 3 months on the census date.

Table 2.3: Staff turnover, 2003-2004 revised

<b>2003</b>	Number staff recruited in last 12 months	Number of staff left in last 12 months
TOTAL	6,070	4,560
Local Authority	2,570	1,700
Private	1,440	1,400
Voluntary	1,870	1,380
Other	190	80

<b>2004</b>	Number staff recruited in last 12 months	Number of staff left in last 12 months
TOTAL	7,140	5,600
Local Authority	2,590	1,990
Private	2,510	1,670
Voluntary	2,040	1,940
Other	-	-

Note: Totals may not always equal the sum of their parts due to rounding.

Table 2.4: Highest childcare qualification, 2003-2004 revised

2003	Highest childcare qualification							Any qualification	Any qualification at SVQ 2 or higher	Any qualification at SVQ 3 or higher
	none	SVQ 1	SVQ 2	SVQ 3	SVQ 4	other	unknown			
<b>TOTAL NUMBER</b>	9,350	440	2,730	7,350	9,020	320	50	19,860	19,100	16,370
<i>percentage of all staff</i>	32%	2%	9%	25%	31%	1%	0%	68%	65%	56%
<b>Management of centre (row %)</b>										
Local Authority	30%	1%	10%	25%	32%	1%	0%	70%	67%	57%
Private	29%	2%	7%	27%	35%	1%	0%	71%	68%	62%
Voluntary	39%	1%	11%	23%	24%	2%	0%	61%	58%	47%
Other	29%	4%	14%	18%	36%	0%	0%	71%	68%	54%

2004	none	SVQ 1	SVQ 2	SVQ 3	SVQ 4	other	unknown	Any qualification	Any qualification at SVQ 2 or higher	Any qualification at SVQ 3 or higher
<i>percentage of all staff</i>	26%	1%	12%	27%	33%	1%	N/A	74%	71%	59%
<b>Management of centre (row %)</b>										
Local Authority	23%	1%	10%	29%	36%	1%	N/A	77%	75%	65%
Private	28%	1%	12%	24%	34%	2%	N/A	72%	70%	58%
Voluntary	27%	2%	17%	26%	27%	1%	N/A	73%	69%	52%
Other	31%	0%	13%	25%	31%	0%	N/A	69%	69%	56%

Note: Totals may not always equal the sum of their parts due to rounding.

See background notes for equivalent qualifications to those listed.

In 2004, where respondents did not provide an answer about qualifications it was assumed they had none.

Table 2.5: Hourly pay by management of centre, 2003-2004 revised

2003	Percentile				
	5th	25th	50th (median)	75th	95th
<b>ALL STAFF</b>	4	5	6	7	12
<b>Management of centre</b>					
Local Authority	4	5	6	7	12
Private	4	5	6	7	13
Voluntary	4	5	5	7	11
Other	3	5	6	7	20

2004	Percentile				
	5th	25th	50th (median)	75th	95th
<b>ALL STAFF</b>	4	5	6	7	12
<b>Management of centre</b>					
Local Authority	4	5	6	8	13
Private	4	5	6	7	12
Voluntary	4	5	5	7	11
Other	3	5	6	7	15

Note: see background notes for explanation of percentiles.

2003 statistics based on responses from 1317 staff. Of these, 29% reported pay before deductions, 45% reported pay after deductions, and for the remaining 27% it is unknown whether reported pay is before or after deductions.

2004 statistics based on responses from 1443 staff. Of these, 33% reported pay before deductions, 34% reported pay after deductions, and for the remaining 33% it is unknown whether reported pay is before or after deductions.