

# Statistics Publication Notice

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## PRE-SCHOOL AND CHILDCARE WORKFORCE STATISTICS 2009

28 October 2009

Scotland's Chief Statistician today published [Pre-school and Childcare Workforce Statistics 2009](#), which presents new statistics on childcare centres registered with the Care Commission, and childcare centre staff.

The main findings are:

### The Childcare Workforce (Tables 1-5)

- The number of managers of Day-care and Pre-school education centres, together with the number of paid staff working directly with children in 2009 was 29,670. This figure is not directly comparable with 2008 (see background note 8).
- Fourteen per cent of the childcare workforce were managers (Table 1).
- Ninety six per cent of the childcare workforce in 2009 were female (Table 1), which was no change from 2008.
- Eighty four per cent of the childcare workforce had a childcare qualification, an increase of one percentage point on 2008. Similarly, the percentage of staff with a childcare qualification at SVQ level 2 or above increased by two percentage points to 82 per cent, and the percentage with a childcare qualification at SVQ level 3 or above increased by three percentage points to 73 per cent (Table 2, Table 3).
- Childcare staff working in public sector centres were more qualified than those in the private or voluntary sectors. Eighty eight per cent of staff in public centres had childcare qualifications at SVQ level 3 or above, compared to 68 per cent in private and 57 per cent in voluntary centres (Table 4).
- Sixty Four per cent of childcare staff who were managers had a qualification at SVQ level 4 or above (Table 4).

- 1,190 staff of all levels were working towards a qualification at SVQ level 4 or equivalent. 940 staff of all levels were working towards a degree level qualification (or equivalent) (Table 5). This compares to 1,320 staff of all levels working towards a SVQ level 4 or equivalent qualification, and 570 staff working towards a degree or equivalent level qualification in 2008.

**The following tables are available:**

Table 1: Characteristics of childcare workforce (excluding childminders), January 2009

Table 2: Qualifications of childcare workforce (excluding childminders), January 2009

Table 3: Qualifications of childcare workforce (excluding childminders), January 2008 and January 2009

Table 4: Highest childcare qualification by employment characteristic and age (excluding childminders), January 2009

Table 5: Number of staff working towards childcare qualifications (excluding childminders), January 2009

## BACKGROUND NOTES

- 1 January 2009 figures for workforce qualifications are not directly comparable to previous years due to a correction in the method used to determine whether a member of staff had no qualifications or whether this was actually unknown. This revision affects figures on the qualifications of staff, and ensures that where a survey was returned with no information on qualifications that this was recorded as 'unknown' and not 'none'.
- 2 This publication provides information about the pre-school and childcare workforce (excluding childminders). The methodology is mostly the same as that used in 2008, and the figures are generally comparable with those years, with exceptions outlined in the footnotes.
- 3 Historical statistics, notes on the background to the surveys, the questionnaires, guidance notes, and related publications can be found at [www.scotland.gov.uk/childrenstats](http://www.scotland.gov.uk/childrenstats) .
- 4 Census week was the week beginning 26 January 2009.
- 5 The response rate to the Pre-School and Childcare Census was 81 per cent. An additional ninety six centres responded to say they had closed or were not currently operating. The 709 centres that did not respond were sent a letter to ask them a selection of the questions on pre-school education from the main census form. Of these, 355 responded.
- 6 The Pre-school and Childcare Workforce Qualifications Survey was combined with the Pre-School and Childcare Census. Around a quarter (1,009) of the centres contacted for the census were sampled and asked to distribute survey forms to every member of their staff who worked directly with children and/or who managed a Care Commission registered service. The sample was stratified by management sector and main service type, excluding public and private playgroups and private family centres (as there are very small numbers of these) and any unknowns. 774 centres returned at least one survey form (77 per cent), with 4,385 individual responses. Responses were weighted by sampling probability estimated from the census return and grossed up to 29,670, the total number of paid childcare staff in centres that were not excluded plus the number of management staff for centres that returned more forms than childcare staff.
- 7 When necessary, information used in January 2008 has been used to impute for those centres that did not return forms or did not complete specific questions.
- 8 In 2009 the workforce survey asked whether a member of staff was the manager of a Care Commission registered service. This question is different to 2008, where the survey asked whether a member of staff was responsible for managing the work of other staff. Therefore figures on management responsibility for 2009 cannot be compared with figures from previous years.

- 9 The figures in Tables 2 to 5 show the numbers of childcare staff with qualifications at the level equivalent to the SVQs shown below.

Childcare qualifications

SVQ1

SGA Care Intermediate 1  
National certificate units  
City & Guilds foundation  
BTEC  
Skills for Work (Early Education & Childcare) Int 1

SVQ2

PDA – support for learning/classroom assistant  
NVQ2  
SGA Care Intermediate 2  
SCOTVEC modules City & Guilds craft  
ACT  
National Certificate module  
City & Guilds craft  
Skills for Work (Early Education & Childcare) Int 2

SVQ3

Higher grade  
NVQ3  
GNVQ3/GSVQ3  
NNEB  
SNNEB  
City & Guilds adv. Craft  
'AS'/'A' levels HNC  
ONC/OND  
National Certificate Group Award in Early Education & Childcare (Higher)

SVQ4

Advanced Higher  
HND  
PDA (Early Education & Childcare)  
DCE  
Diploma in Education  
Diploma in Social Work  
RSA adv. Diploma

Degree

B.Ed or other degree directly relevant to childcare  
PGCE/PGDE  
Postgraduate Diploma

Non-childcare qualifications

SVQ1

Standard/'O' grades (grades 3-4)  
Intermediate grade 1  
City & Guilds foundation  
BTEC  
GCSEs (grades D-G)

SVQ2

Standard/'O' grades (grades 1-2)  
NVQ2  
Intermediate grade 2  
GCSEs (grades A\*-C)

SVQ3

Higher grade  
NVQ3  
GNVQ3/GSVQ3  
City & Guilds adv. craft  
'AS'/'A' levels  
ONC/OND

SVQ4

HND  
Advanced Higher  
RSA adv. Diploma

Degree

Bachelors or Masters degree not directly relevant to childcare

10 Definitions of the services provided:

Nursery: This category includes daycare and pre-school centres for children aged 5 or under including local authority pre-school classes and nurseries; private and voluntary daycare nurseries including centres providing pre-school education in partnership with the local authority; and community and workplace nurseries. The services will normally be used by parents on a regular rather than a drop-in basis and be provided for at least the school term.

Playgroup: These provide sessional or day care for children aged 5 or under. Most are run by groups of parents with parent-led committees, although some may be owned by individuals or organised by other voluntary bodies or by the local authority. They rely heavily on parents/carers who volunteer their services although they may employ paid staff, e.g. a play leader or assistant. Some playgroups will provide pre-school education in partnership with the local authority. Staff working in public and private playgroups have been excluded from this publication.

Out of school club: Out of school clubs offer care for school age children in the absence of parents or carers from the end of the school day until parents can collect their children, and also before school starts.

Breakfast club: This is a specifically designated breakfast club that is likely to provide a meal and will take place before school hours.

Other: Includes Crèche, Children/ family centre, Sitter service, Holiday play scheme and Other. These are defined below:

Crèche: A crèche provides 'drop in' care for children in order to enable adults to engage in activities such as further education, shopping or attending a meeting.

Children/family centre: Child and family centres provide services similar to those available in community nurseries and nursery centres. Day care/education is provided along with a range of support services for families which can be adapted to meet local needs. They are usually managed by voluntary organisations or by the local authority's social work or education department. Staff from private family centres have been excluded from this publication.

Sitter service: A sitter service provides childcare in the family's own home from early morning until late evening seven days a week.

Holiday play scheme: Holiday play schemes cater mainly for school age children and provide opportunities for children to participate in a broad range of supervised leisure and educational activities during school holidays.

Other: Includes all other main services and where a centre has no single main service.

11 Further information about the Care Commission data sources used in this publication can be found through the following link:

Care Commission: <http://www.carecommission.com/>

- 12 This is a National Statistics publication for Scotland. National Statistics are produced to high professional standards set out in the Code of Practice for Official Statistics at <http://www.statisticsauthority.gov.uk/assessment/code-of-practice/code-of-practice-for-official-statistics.pdf>. They undergo regular quality assurance reviews to ensure that they meet customer needs and are produced free from any political interference.
- 13 Statistics assessed, or subject to assessment, by the UK Statistics Authority carry the National Statistics label, a stamp of assurance that the statistics have been produced and explained to high standards and that they serve the public good.

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##### **Our Aim**

To provide relevant and reliable information, analysis and advice that meet the needs of government, business and the people of Scotland.

For more information on the Statistician Group, please see the Scottish Government website at [www.scotland.gov.uk/statistics](http://www.scotland.gov.uk/statistics)

- 15 For public enquiries (**non-media**) about the information contained in this Statistics Publication Notice, or for more detailed information, please contact:

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Further contact details, e-mail addresses and details of previous and forthcoming publications can be found on the Scottish Government Website at [www.scotland.gov.uk/statistics](http://www.scotland.gov.uk/statistics)

16 **Complaints and suggestions**

If you are not satisfied with our service, please write to the Chief Statistician, Mr Rob Wishart, 1N.04, St Andrews House, Edinburgh, EH1 3DG, Telephone: (0131) 244 0302, e-mail [rob.wishart@scotland.gsi.gov.uk](mailto:rob.wishart@scotland.gsi.gov.uk). We also welcome any comments or suggestions that would help us to improve our standards of service.

17 **ScotStat**

If you would like to be consulted about new or existing statistical collections or receive notification of forthcoming statistical publications, please register your interest on the Scottish Government ScotStat website at [www.scotland.gov.uk/scotstat](http://www.scotland.gov.uk/scotstat)

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**Table 1: Characteristics of childcare workforce (excluding childminders), January 2009**

	Pre-school education and daycare staff	
	Number	Percentage of all
<b>TOTAL WORKERS</b>	<b>29,670</b>	<b>100</b>
<b>Gender</b>		
Male	920	3
Female	28,400	96
Unknown	350	1
<b>Age (years)</b>		
Under 25	6,190	21
25 to 35	7,410	25
36 to 45	7,040	24
46 to 55	6,380	22
Over 55	2,360	8
Unknown	290	1
<b>Management responsibility</b>		
Manages a Care Commission registered service	4,050	14
Does not manage a Care Commission registered service	24,790	84
Unknown	830	3

Notes:

The numbers of childcare staff are estimates based on the total number of staff working directly with children and staff who are managers of Care Commission registered services. Staff working in public and private playgroups and private family centres or where the main service type of the centre was unknown are excluded.

Numbers are rounded to the nearest 10 and percentages to the nearest whole percent to express the uncertainty inherent in these figures. For this reason, totals may not exactly equal the sum of their parts.

The question on management responsibility was new in 2009. The question asked whether a member of staff managed a Care Commission registered service, which is different to previous years, where staff were asked if they were responsible for managing the work of other staff. Therefore the figures cannot be compared with management responsibility figures from previous years.



**Table 2: Qualifications of childcare workforce (excluding childminders), January 2009**

	Pre-school education and daycare staff	
	Number	Percentage of all
<b>Highest held childcare qualification</b>		
none	3,070	10
SVQ1	250	1
SVQ2	2,610	9
SVQ3	8,680	29
HNC	6,340	21
SVQ4	3,060	10
degree	3,660	12
other	300	1
unknown	1,710	6
<b>Any childcare qualification</b>	<b>24,890</b>	<b>84</b>
<b>Any childcare qualification at SVQ2 or above</b>	<b>24,340</b>	<b>82</b>
<b>Any childcare qualification at SVQ3 or above</b>	<b>21,730</b>	<b>73</b>
<b>Highest held non-childcare qualification</b>		
none	4,260	14
SVQ1	2,630	9
SVQ2	5,030	17
SVQ3	6,490	22
SVQ4	1,170	4
degree	2,530	9
other	560	2
unknown	6,990	24
<b>All childcare qualifications working towards</b>		
None	16,170	55
SVQ1	140	0
SVQ2	1,290	4
SVQ3	2,480	8
HNC	310	1
SVQ4	1,190	4
Degree	940	3
Other	380	1
Unknown	7,360	25

**Notes:**

The numbers of childcare staff are estimates based on the total number of staff working directly with children and staff who are managers of Care Commission registered services. Staff working in public and private playgroups and private family centres or where the main service type of the centre was unknown are excluded, giving a total of 29,670.

Numbers are rounded to the nearest 10 and percentages to the nearest whole percent to express the uncertainty inherent in these figures. For this reason, totals may not exactly equal the sum of their parts.

Qualifications include those at an equivalent level - see background notes for details. Staff are counted once for each qualification they are working towards.

January 2009 figures for workforce qualifications are not directly comparable to previous years due to a correction in the method used to determine whether a member of staff had no qualifications or whether this was actually unknown. This revision affects figures on the qualifications of staff, and ensures that where a survey was returned with no information on qualifications that this was recorded as 'unknown' and not 'none'

**Table 3: Qualifications of childcare workforce (excluding childminders), January 2008 and January 2009**

	<b>Pre-school education and daycare staff</b>	
	January 2008	January 2009
<b>Percentage of all with...</b>		
Any childcare qualification	83	84
Any childcare qualification at SVQ2 or above	80	82
Any childcare qualification at SVQ3 or above	70	73

**Notes**

The numbers of childcare centre staff are estimates based on the total number of staff working directly with children and any additional staff responsible for the management of the registered service. Staff working in public and private playgroups and private family centres or where the main service type of the centre was unknown are excluded.

Percentages are rounded to the nearest whole percent to express the uncertainty inherent in these figures. For this reason, totals may not exactly equal the sum of their parts.

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

January 2009 figures for workforce qualifications are not directly comparable to previous years due to a correction in the method used to determine whether a member of staff had no qualifications or whether this was actually unknown. This revision affects figures on the qualifications of staff, and ensures that where a survey was returned with no information on qualifications that this was recorded as 'unknown' and not 'none'

**Table 4: Highest childcare qualification by employment characteristic and age (excluding childminders), January 2009**

	Percentage whose highest childcare qualification is...									Any childcare qualification	Any childcare qualification at SVQ2 or higher	Any childcare qualification at SVQ3 or higher
	None	SVQ 1	SVQ 2	SVQ 3	HNC	SVQ 4	Degree	Other	Unknown			
<b>Main Service</b>												
Nursery	7	1	6	30	24	11	16	1	4	89	87	81
Playgroup	23	1	10	36	9	7	6	1	7	70	68	58
OOSC/ Breakfast Club	22	1	20	25	9	8	3	2	11	67	65	45
Other	11	1	11	25	26	11	7	2	6	82	79	68
<b>Management Sector</b>												
Public	3	0	4	26	25	13	25	1	4	93	91	88
Private	14	1	11	33	22	9	4	1	6	80	79	68
Voluntary	18	1	14	29	14	9	5	2	8	75	72	57
<b>Management Responsibility</b>												
Manages a Care Commission registered service	3	0	2	21	7	33	31	1	2	96	95	93
Does not manage a Care Commission registered service	12	1	10	31	24	7	10	1	5	83	81	71
Unknown	3	0	7	19	14	3	2	1	50	46	46	39
<b>Age (years)</b>												
Under 25	23	2	13	26	24	1	3	1	7	69	67	54
25 to 35	7	1	8	25	33	12	9	1	4	89	87	80
36 to 45	8	1	8	35	18	11	12	1	5	86	85	77
46 to 55	5	1	7	32	16	15	19	2	4	91	89	82
Over 55	8	0	9	26	5	16	29	2	5	87	85	76
Unknown	1	0	0	8	5	10	0	0	76	23	23	23
<b>ALL</b>	<b>10</b>	<b>1</b>	<b>9</b>	<b>29</b>	<b>21</b>	<b>10</b>	<b>12</b>	<b>1</b>	<b>6</b>	<b>84</b>	<b>82</b>	<b>73</b>
<b>TOTAL NUMBER</b>	<b>3,070</b>	<b>250</b>	<b>2,610</b>	<b>8,680</b>	<b>6,340</b>	<b>3,060</b>	<b>3,660</b>	<b>300</b>	<b>1,710</b>	<b>24,890</b>	<b>24,340</b>	<b>21,730</b>

Notes:

The numbers of childcare staff are estimates based on the total number of staff working directly with children and staff who are managers of Care Commission registered services. Staff working in public and private playgroups and private family centres or where the main service type of the centre was unknown are excluded.

Numbers are rounded to the nearest 10 and percentages to the nearest whole percent to express the uncertainty inherent in these figures. For this reason, totals may not exactly equal the sum of their parts.

The question on management responsibility was new in 2009. The question asked whether a member of staff managed a Care Commission registered service, which is different to previous years, where staff were asked if they were responsible for managing the work of other staff. Therefore the figures cannot be compared with management responsibility figures from previous years

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

January 2009 figures for workforce qualifications are not directly comparable to previous years due to a correction in the method used to determine whether a member of staff had no qualifications or whether this was actually unknown. This revision affects figures on the qualifications of staff, and ensures that where a survey was returned with no information on qualifications that this was recorded as 'unknown' and not 'none'

**Table 5: Number of staff working towards childcare qualifications (excluding childminders), January 2009**

Qualification working towards	Number			Percentage		
	All staff	Staff with no childcare qualifications	Staff with no childcare qualifications at SVQ3 or above	All staff	Staff with no childcare qualifications	Staff with no childcare qualifications at SVQ3 or above
SVQ1	140	40	70	0	1	1
SVQ2	1,290	760	890	4	25	15
SVQ3	2,480	670	1,780	8	22	30
HNC	310	60	170	1	2	3
SVQ4	1,190	40	70	4	1	1
Degree	940	60	70	3	2	1
Other	380	50	80	1	2	1
<b>Total working towards qualifications</b>	<b>6,140</b>	<b>1,350</b>	<b>2,560</b>	<b>21</b>	<b>44</b>	<b>43</b>
None or unknown	23,530	1,720	3,340	79	56	57

Notes:

The numbers of childcare staff are estimates based on the total number of staff working directly with children and any additional staff responsible for the management of the registered service. Staff working in public and private playgroups and private family centres or where the main service type of the centre was unknown are excluded.

Numbers are rounded to the nearest 10 and percentages to the nearest whole percent to express the uncertainty inherent in these figures. For this reason, totals may not exactly equal the sum of their parts.

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

"Staff with no childcare qualifications" and "Staff with no childcare qualifications at SVQ3 or above" includes those with "other" and "unknown" qualifications.

January 2009 figures for workforce qualifications are not directly comparable to previous years due to a correction in the method used to determine whether a member of staff had no qualifications or whether this was actually unknown. This revision affects figures on the qualifications of staff, and ensures that where a survey was returned with no information on qualifications that this was recorded as 'unknown' and not 'none'