



# TICCS 2019

## Not-for-profit education and care

### KEY FINDINGS



### Not-for-profit = Quality

Not-for-profit education and care services are more likely to achieve Exceeding and Excellent ratings than the national averages in 2014, 2017 and 2019.

41% of not-for-profit services have more educators per child than legally required across all age groups.

Not-for-profit services employ more qualified educators since the introduction of the NQF. In 2019, more educators held diplomas (40%) or four-year early childhood degrees (10%) compared to 2014 (34% and 8%).



### Not-for-profit = Accessibility

Not-for-profit education and care services support children and families experiencing vulnerability. In 2019, 87% of services provided care for children in vulnerable circumstances - an increase since 2012 (81%).

Not-for-profit services only increased their fees minimally in 2019. Two-thirds only increased fees by less than 5% and 1 in 5 services did not increase their fees at all.

Close to one-third of these services changed their pricing structure to help families maximise their entitlement to subsidised care.

### Educational Leaders

Educational Leaders in not-for-profit education and care services are well supported and are allocated 3+ hours a week to do this role. Not-for-profit services ensure that these allocated hours are not just allocated but used with 81% reporting that they were always or often used.

Research using TICCS data show links between educational leadership and rates of tenure stability in services and may support achieving a higher NQS rating.



Advocating nationally for the right of Australia's children to access quality, not for profit, community children's services



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#### Not-for-profit = A resilient and equipped workforce

Not-for-profit education and care services experience less staff turnover. Close to two-thirds of educators have been in their not-for-profit service for over 3 years compared to just one-third of staff in services as a whole.

The majority (73%) of not-for-profit education and care services provided pay and conditions for educators above their relevant award. This proportion has been consistent since 2014.

Community operated services provided a range of professional development options for educators, 88% provided PD at the services and 86% paid educators PD costs. 87% of services allocated over 70% of their budget to total staffing costs.



#### Not-for-profit = Strong leadership

Around one in three services had staff vacancies in 2019, and with recent changes requiring a second early childhood teacher in most states, there is a sharp increase in the demand for Bachelor or post-graduate qualified educators.

81% of not-for-profit education and care services reported utilisation rates above 71% – the rate widely considered the minimum for service viability.

Services topmost concerns have been similar since 2014, with the most prominent being the increased paperwork to meet legal obligations and government regulations.

The Assessment and Rating process was rated positively by services in regards to the accuracy of the final ratings. The aspect that received the most negative response was the process for services to review and provide feedback on their draft report.