

Out of School Care Workforces Statistics 2017

SUMMARY

1. Methodology

The workforce survey was open to responses from August 2017 to November 2017. Participants were able to complete an online survey using freeonlinesurveys.com or hardcopies. All membership services were sent hardcopies of the survey and once these were returned to SOSCN, the data was inputted into the online version for analysis. In total, 392 responses were received. We would estimate that this is a response rate of 7 – 10% of the overall out of school care workforce.

2. Overview

From the total responses we found that 90% of the workforce are female and 10% male.

Sector response is as follows: 45% voluntary, 35% private, 16% public (4% unknown) and if we consider this in relation to sector delivery (49% voluntary, 41% private and 10% public) we can see that the response from the public sector is slightly higher than perhaps expected.

In terms of the job categories, 28% are lead practitioners, 51% are practitioners and 19% are support workers. 95% are registered with the Scottish Social Services Council, 1% are registered with the General Teaching Council Scotland (GTCS) and 4% was unknown.

When asked 'Would you consider/are you considering taking a second job in early learning and childcare (pre-school)? 32% said 'yes', 65% said 'no' and 3% of responses were unanswered.

When asked 'Would you consider/are you considering moving to a full-time post in early learning and childcare (pre-school)? 23% said 'yes', 72% said 'no' and 5% of responses were unanswered.

3. Lead Practitioner Information

There was a total of 108 responses from Lead Practitioners, of which 93% are female and 7% are male. 99% is registered with the Scottish Social Services Council (SSSC) and 1% is registered with the General Teaching Council for Scotland (GTCS).

The average age of a Lead Practitioner is 44 years old with the youngest being (19) 23, and the oldest 64. The median age is 45.5 years old. (If correctly self-identified as a Lead Practitioner, the 19 year old currently has no childcare qualification but is working towards Playwork SVQ 3 and paid £3.50 per hour in the private sector which means they would have to be a Modern Apprentice.)

The average pay for a Lead Practitioner is £12.10ph (£22,174 pro rata 35 hour week); the pay range is (£3.50) £7 - £20.48ph (£12,740 - £37,274 pro rata 35 hour week), and the median pay is £11.95ph (£21,749 pro rata 35 hour week).

For a Lead Practitioner, the average number of years working in out of school care is 13, with a range from 1 – 34 years, and a median of 13 years.

91% of Lead Practitioners see working in out of school care as a career, whilst 6% do not, and 4% are unsure.

15% of Lead Practitioners said they would consider or are considering taking a second job in Early Learning and Childcare (pre-school) whilst 83% said they are not.

10% of Lead Practitioners said they would consider, or are considering, moving to a full-time job in Early Learning and Childcare (pre-school) whilst 87% said they are not.

4. Practitioner Information

There was a total of 198 responses from Practitioners, of which 90% are female and 10% are male. 98% is registered with the Scottish Social Services Council (SSSC) and 1% is registered with the General Teaching Council for Scotland (GTCS), and 1% is unknown.

The average age of a Practitioner is 35 years old with the youngest being 17, and 66 the oldest. The median age is 33 years old.

The average pay for a Practitioner is £8.67ph (£15,779 pro rata, 35-hour week); the pay range is £6.75 - £15ph (£12,285 - £27,300 pro rata, 35-hour week) and the median pay is £8.50ph (£15,470 pro-rata, 35-hour week).

For a Practitioner, the average number of years working in out of school care is 8, with a range from 6 months – 26 years, and a median of 4 years.

64% of Practitioners see working in out of school care as a career, whilst 13% do not, and 20% are unsure.

39% of Practitioners said they would consider or are considering taking a second job in Early Learning and Childcare (pre-school) whilst 59% said they are not.

30% of Practitioners said they would consider, or are considering, moving to a full-time job in Early Learning and Childcare (pre-school) whilst 65% said they are not.

5. Support Worker Information

There was a total of 73 responses from Support Workers, of which 90% are female and 10% are male. 95% is registered with the Scottish Social Services Council (SSSC) and 5% is unknown.

The average age of a Support Worker is 38 years old with the youngest being 18, and the oldest 70. The median age is 33 years old.

The average pay for a Support Worker is £8.20ph (£14,924 pro rata, 35-hour week); the pay range is £6.30 – £12.00ph (£11,466 - £21,840 pro rata, 35-hour week), and the median pay is £8.20ph (£14,924 pro rata, 35-hour week).

For a Support Worker, the average number of years working in out of school care is 5, with a range from 6 months – 35 years, and a median of 2.5 years.

53% of Support Workers see working in out of school care as a career, whilst 27% do not, and 18% are unsure.

41% of Support Workers said they would consider or are considering taking a second job in Early Learning and Childcare (pre-school) whilst 55% said they are not.

26% of Support Workers said they would consider, or are considering, moving to a full-time job in Early Learning and Childcare (pre-school) whilst 65% said they are not.

TABLE 1. LEAD PRACTITIONER STATISTICS

RESPONSES						
Total number of responses		108				
Response by sector	Voluntary	47%	Private	42%	Public	9%
PROFESSIONAL BODY REGISTRATION						
SSSC		99%		GTCS	1%	
GENDER						
Female		93%		Male	7%	
AGE						
Average age	44	Age range	(19) 23 - 64	Median age	45.5	
PAY						
Average pay	£12.10ph (£22,714 pro rata 35 hour week)					
Pay range	(£3.50) £7 - £20.48ph ((£6,370) £12,740 - £37,274 pro rata 35 hour week)					
Median pay	£11.95 (£21,749 pro rata 35 hour week)					
YEARS WORKING IN OSC						
Average	13	Range	1-34	Median	13	
DO YOU SEE WORKING IN OSC AS A CAREER?						
Yes	91%	No	6%	Unsure	3%	
WOULD YOU CONSIDER/ARE YOU CONSIDERING TAKING A 2 ND JOB IN ELC?						
Yes	15%	No	83%	Unknown	3%	
WOULD YOU CONSIDER/ARE YOU CONSIDERING TAKING A FULL-TIME JOB IN ELC?						
Yes	10%	No	87%	Unknown	3%	
QUALIFICATIONS						
WHAT IS YOUR HIGHEST (CHILDCARE) QUALIFICATION?			WHAT QUALIFICATION ARE YOU CURRENTLY WORKING TOWARDS?			
BA Childhood Practice		21%	Not working towards a qualification		44%	
Playwork SVQ4		16%	BA Childhood Practice		10%	
Playwork SVQ 3		14%	Playwork SVQ4		8%	
PDA Level 9 Childhood Practice		12%	PDA Level 9 Childhood Practice		6%	
HNC Early Learning & Childcare		6%	Pg Dip Childhood Practice		5%	
SVQ 4 Management		6%	MEd Childhood Practice		2%	
CCLD SVQ 3		5%	Playwork SVQ3		1%	
PG Dip Childhood Practice		2%	CCLD		1%	
SSCYP SVQ 4		2%	SSCYP SVQ4		1%	
PGCE Primary Teaching		1%	HNC		1%	
Pg Dip Play Therapy		1%	OTHER			
BA (Hons) Childhood Practice		1%	BA (Hons) Child & Youth Studies		1%	
BA (Hons) Childhood Studies		1%	Forest Schools Level 3		1%	
SNNEB		1%	BA (Hons) Community Learning & Development		1%	
OTHER						
'Medical degree'		1%				
'Psychology honours'		1%				
BA (Hons) Community Learning & Development		1%				
BA Youth Community		1%				

TABLE 2. PRACTITIONER STATISTICS

RESPONSES						
Total number of responses		198				
Response by sector	Voluntary	44%	Private	37%	Public	13%
PROFESSIONAL BODY REGISTRATION						
SSSC	98%	GTCS	1%	Unknown	1%	
GENDER						
Female		90%		Male		10%
AGE						
Average age	35	Age range	17 - 66	Median age	33	
PAY						
Average pay	£8.67ph (£15,779 pro rata, 35-hour week)					
Pay range	£6.75 - £15ph (£12,285 - £27,300 pro rata, 35-hour week)					
Median pay	£8.50ph (£15,470 pro-rata, 35-hour week)					
YEARS WORKING IN OSC						
Average	8	Range	6 months – 26	Median	4	
DO YOU SEE WORKING IN OSC AS A CAREER?						
Yes	64%	No	13%	Unsure	20%	
WOULD YOU CONSIDER/ARE YOU CONSIDERING TAKING A 2 ND JOB IN ELC?						
Yes	39%	No	59%	Unknown	2%	
WOULD YOU CONSIDER/ARE YOU CONSIDERING TAKING A FULL-TIME JOB IN ELC?						
Yes	30%	No	65%	Unknown	5%	
QUALIFICATIONS						
WHAT IS YOUR HIGHEST (CHILDCARE) QUALIFICATION?			WHAT QUALIFICATION ARE YOU CURRENTLY WORKING TOWARDS?			
Don't have a qualification		15%	Not working towards a qualification		50%	
Unknown		4%	Unknown		11%	
Playwork SVQ 3		28%	Playwork SVQ 3		14%	
HNC Early Education and Childcare		19%	Playwork SVQ 4		10%	
CCLD SVQ 3		11%	PDA Level 9 Childhood Practice		4%	
Playwork SVQ 2		7%	HNC Early Education & Childcare		3%	
SSCYP SVQ 3		3%	BA (Hons) Childhood Practice		2%	
Playwork SVQ 4		1%	SSCYP SVQ 3		2%	
BA Childhood Practice		1%	CCLD SVQ \$		1%	
PDA Level 9 Childhood Practice		1%	CCLD SVQ 3		1%	
Pg Dip Childhood Practice		1%	BA Childhood Practice		1%	
NNEB		1%	MEd Childhood Practice		1%	
SSCYP SVQ 2		<1%	Playwork SVQ 2		1%	
BEd(Hons) Primary Education		<1%	NPA Playwork & Childcare		1%	
NC Early Education & Childcare		<1%	SSCYP SVQ 4		<1%	
PDA Level 8		<1%	BA (Hons) Primary Education		<1%	
OTHER			BA (Hons) Childhood Studies		<1%	
BA Film & Media		<1%				
BTEC Diploma Nursery Nursing		<1%				
MA History		<1%				
HND Coaching & Developing Sport		<1%				
BA (Hons) Social Work		<1%				

TABLE 3. SUPPORT WORKER STATISTICS

RESPONSES						
Total number of responses		73				
Response by sector	Voluntary	42%	Private	36%	Public	21%
PROFESSIONAL BODY REGISTRATION						
SSSC	95%	GTCS	0%	Unknown	5%	
GENDER						
Female		90%		Male		10%
AGE						
Average age	38	Age range	18 - 70	Median age	33	
PAY						
Average pay	£8.20ph (£14,924 pro rata, 35-hour week)					
Pay range	£6.30 – £12.00ph (£11,466 - £21,840 pro rata, 35-hour week)					
Median pay	£8.20ph (£14,924 pro rata, 35-hour week)					
YEARS WORKING IN OSC						
Average	5	Range	6 months - 35 years	Median	2.5	
DO YOU SEE WORKING IN OSC AS A CAREER?						
Yes	53%	No	27%	Unsure	18%	
WOULD YOU CONSIDER/ARE YOU CONSIDERING TAKING A 2 ND JOB IN ELC?						
Yes	41%	No	55%	Unknown	4%	
WOULD YOU CONSIDER/ARE YOU CONSIDERING TAKING A FULL-TIME JOB IN ELC?						
Yes	26%	No	65%	Unknown	5%	
QUALIFICATIONS						
WHAT IS YOUR HIGHEST (CHILDCARE) QUALIFICATION?			WHAT QUALIFICATION ARE YOU CURRENTLY WORKING TOWARDS?			
Don't have a qualification		41%	Not working towards a qualification		56%	
Unknown		3%	Unknown		10%	
Playwork SVQ 2		21%	Playwork SVQ 3		12%	
Playwork SVQ 3		8%	Playwork SVQ 2		4%	
NC Early Education & Childcare		5%	SSCYP SVQ 3		4%	
HNC Early Education & Childcare		4%	HNC		3%	
CCLD SVQ 2		3%	SSCYP SVQ 3		4%	
NPA Playwork & Childcare		3%	PDA Level 9 Childhood Practice		1%	
HNC Social Care		1%	Playwork SVQ 4		1%	
SSCYP SVQ 3		1%	SSCYP SVQ 2		1%	
HND Nursery Nursing		1%	OTHER			
OTHER			BA Primary Education		3%	
Teaching Diploma – Early Education		1%	MA (Hons) Primary Education		1%	
MA (Hons) History & Social Anthropology		1%				
BA Nursing Studies		1%				
BA Community Learning & Development		1%				