

WORKFORCE

SURVEY

2018

RESULTS

Out of School Care  
Workforce Statistics

SCOTTISH OUT OF SCHOOL CARE NETWORK

## SUMMARY

### 1. Methodology

The workforce survey was open to responses from September 2018 to November 2018. Participants were able to complete an online survey using freeonlinesurveys.com, or hard copies which were returned to SOSCN. 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, 404 responses were received which is 8% of the overall workforce for main-service out of school cares in Scotland.

### 2. Overview

From the total responses we found that 91% of the workforce are female and 9% male.

The average age of worker is 40 with age range from 16 – 70 years old.

4% said they have a registered disability.

Sector response is as follows: 43% voluntary, 33% private, 14% public.

In terms of the job categories, 33% are lead practitioners, 41% are practitioners and 23% are support workers. 96% are registered with the SSSC (4% were unknown).

When asked 'Do you see working in OSC as a career?' 79% said 'yes', 9% said 'no', 11% were 'unsure' and 1% of responses were unknown.

When asked 'How satisfied are you in your job?' 56% said 'very', 39% said 'fairly', 3% said 'not very' and 2% of responses were unknown.

When asked 'Would you consider/are you considering moving to a full-time post in early learning and childcare (pre-school)? 17% said 'yes', 77% said 'no' and 16% of responses were unanswered.

### 3. Scottish Social Services Council OSC Workforce Statistics 2017

In January 2019 the Scottish Social Services Council (SSSC) published their most recent figures relating to the Children's Services Workforce. [It should be noted that the OSC stats relate only to the workforce employed in the 736 stand-alone services and does not include the OSC workforce in additional OSC services e.g. OSC attached to a nursery where the nursery is the main service.]

It was found that 4,850 workers were employed in 736 stand-alone out of school care services with an average of 5 workers in every OSC.

490 workers were employed in the public sector, 1830 in the private and 2530 were employed in the voluntary sector.

The average number of hours per week worked in OSC was 17.5, and the average age of worker was 34.

92% of workers worked part-time and 8% were full-time (more than 30 hours per week).

88% of the workforce were female and 12% were male.

## 4. Lead Practitioner Information

There was a total of 135 responses from Lead Practitioners, of which 92% are female and 8% are male. 98% is registered with the Scottish Social Services Council (SSSC) and 2% did not answer this question. No-one said they were registered with the GTCS.

The average age of a Lead Practitioner is 44 years old with the youngest being 22, and the oldest 65. The median age is 46 years old.

The average pay for a Lead Practitioner is £12.78ph (£23,260 pro rata 35 hour week); the pay range is £8 - £21ph (£14,560 - £38,220 pro rata 35 hour week), and the median pay is £12.24ph (£22,277 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 – 35 years, and a median of 13 years.

93% of Lead Practitioners see working in out of school care as a career, whilst 4% do not, and 3% are unsure.

64% said they are 'very satisfied' with their job whilst 29% said they were 'fairly satisfied' and 5% said they were 'not very' satisfied.

22% of Lead Practitioners said they would consider or are considering taking a second job in Early Learning and Childcare (pre-school) whilst 72% said they are not.

14% of Lead Practitioners said they would consider, or are considering, moving to a full-time job in Early Learning and Childcare (pre-school) whilst 75% said they are not.

## 5. Practitioner Information

There was a total of 167 responses from Practitioners, of which 92% are female and 8% are male. 97% is registered with the Scottish Social Services Council (SSSC) and 3% is unknown.

The average age of a Practitioner is 38 years old with the youngest being 18, and 70 the oldest. The median age is 35 years old.

The average pay for a Practitioner is £9.26ph (£16,853 pro rata, 35-hour week); the pay range is £6.30 - £15ph (£11,466 - £27,300 pro rata, 35-hour week) and the median pay is £8.87ph (£16,143 pro-rata, 35-hour week).

For a Practitioner, the average number of years working in out of school care is 7, with a range from 1 year – 27 years, and a median of 5 years.

78% of Practitioners see working in out of school care as a career, whilst 10% do not, and 12% are unsure.

54% said they are 'very satisfied' with their job whilst 43% said they were 'fairly satisfied' and 2% said they were 'not very' satisfied.

27% of Practitioners said they would consider or are considering taking a second job in Early Learning and Childcare (pre-school) whilst 70% said they are not.

19% of Practitioners said they would consider, or are considering, moving to a full-time job in Early Learning and Childcare (pre-school) whilst 76% said they are not.

## 6. Support Worker Information

There was a total of 91 responses from Support Workers, of which 85% are female and 13% are male, and 2% are unknown. 97% is registered with the Scottish Social Services Council (SSSC) and 3% is unknown.

The average age of a Support Worker is 37 years old with the youngest being 16, and the oldest 70. The median age is 34 years old.

The average pay for a Support Worker is £8.34ph (£15,179 pro rata, 35-hour week); the pay range is £4.20 – £11.06ph (£7,644 - £20,129 pro rata, 35-hour week), and the median pay is £8.50ph (£15,470 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 1 – 23 years, and a median of 3 years.

64% of Support Workers see working in out of school care as a career, whilst 16% do not, and 20% are unsure.

49% said they are 'very satisfied' with their job whilst 45% said they were 'fairly satisfied' and 3% said they were 'not very' satisfied.

29% of Support Workers said they would consider or are considering taking a second job in Early Learning and Childcare (pre-school) whilst 71% said they are not.

20% of Support Workers said they would consider, or are considering, moving to a full-time job in Early Learning and Childcare (pre-school) whilst 80% said they are not.

## REFERENCE

"The Children's Services Workforce 2017", Scottish Social Services Council, 2018  
[https://data.sssc.uk.com/images/WDR/CSW/Childrens\\_Services\\_Workforce\\_2017.pdf](https://data.sssc.uk.com/images/WDR/CSW/Childrens_Services_Workforce_2017.pdf)

TABLE 1. LEAD PRACTITIONER STATISTICS

RESPONSES						
Total number of responses		135				
Response by sector	Voluntary	48%	Private	37%	Public	15%
PROFESSIONAL BODY REGISTRATION						
SSSC		98%		GTCS		0
GENDER						
Female		92%		Male		8%
AGE						
Average age	44	Age range	22 - 65	Median age	45.5	
PAY						
Average pay		£12.78ph (£23,260 pro rata 35 hour week)				
Pay range		£8 - £21ph (£14,560 - £38,220 pro rata 35 hour week)				
Median pay		£12.24ph (£22,277 pro rata 35 hour week)				
YEARS WORKING IN OSC						
Average	13	Range	1-35	Median	13	
DO YOU SEE WORKING IN OSC AS A CAREER?						
Yes	93%	No	4%	Unsure	3%	
WOULD YOU CONSIDER/ARE YOU CONSIDERING TAKING A 2 <sup>ND</sup> JOB IN ELC?						
Yes	22%	No	72%	Unknown	6%	
WOULD YOU CONSIDER/ARE YOU CONSIDERING TAKING A FULL-TIME JOB IN ELC?						
Yes	14%	No	757%	Unknown	11%	
QUALIFICATIONS						
WHAT IS YOUR HIGHEST (CHILDCARE) QUALIFICATION?			WHAT QUALIFICATION ARE YOU CURRENTLY WORKING TOWARDS?			
BA Childhood Practice		20%	Not working towards a qualification		37%	
BA (Hons) Childhood Practice		7%	BA Childhood Practice		17%	
SQA PDA Childhood Practice Level 9		12%	BA (Hons) Childhood Practice		4%	
PG Dip Childhood Practice		1%	MEd Childhood Practice		3%	
Playwork SVQ 4		22%	SQA PDA Childhood Practice Level 9		12%	
Playwork SVQ 3		9%	Playwork SVQ 4		1%	
HNC Early Learning & Childcare		7%	Playwork SVQ 3		3%	
CCLD SVQ 4		5%				
CCLD SVQ 3		2%				
Social Services (Children & Young People ) SVQ 4		<1%				
Social Services (Children & Young People) SVQ 3		1%				
No qualification		<1%				
OTHER						
BEd Youth and Community Studies		<1%				
BA Childhood Studies		<1%				
BA Early Childhood Studies		<1%				
Dip SW Social Work		<1%				
PDA Level 8		<1%				
NNEB		<1%				
Management SVQ 5		<1%				
Management SVQ 4		<1%				

TABLE 2. PRACTITIONER STATISTICS

RESPONSES						
Total number of responses		167				
Response by sector	Voluntary	55%	Private	32%	Public	13%
PROFESSIONAL BODY REGISTRATION						
SSSC	97%	GTCS	0	Unknown	3%	
GENDER						
Female		92%		Male		8%
AGE						
Average age	38	Age range	18 - 70	Median age	35	
PAY						
Average pay	£9.26ph (£16,853 pro rata, 35-hour week)					
Pay range	£6.30 - £15ph (£11,466 - £27,300 pro rata, 35-hour week)					
Median pay	£8.87ph (£16,143 pro-rata, 35-hour week)					
YEARS WORKING IN OSC						
Average	7	Range	1 - 27	Median	5	
DO YOU SEE WORKING IN OSC AS A CAREER?						
Yes	78%	No	10%	Unsure	12%	
WOULD YOU CONSIDER/ARE YOU CONSIDERING TAKING A 2 <sup>ND</sup> JOB IN ELC?						
Yes	27%	No	70%	Unknown	3%	
WOULD YOU CONSIDER/ARE YOU CONSIDERING TAKING A FULL-TIME JOB IN ELC?						
Yes	19%	No	76%	Unknown	5%	
QUALIFICATIONS						
WHAT IS YOUR HIGHEST (CHILDCARE) QUALIFICATION?			WHAT QUALIFICATION ARE YOU CURRENTLY WORKING TOWARDS?			
Don't have a qualification		13%	Not working towards a qualification		52%	
BA (Hons) Childhood Practice		<1%	BA (Hons) Childhood Practice		1%	
BA Childhood Practice		1%	BA Childhood Practice		2%	
SQA PDA Childhood Practice Level 9		<1%	SQA PDA Childhood Practice Level 9		<1%	
HNC Early Education & Childcare		21%	PgDip Childhood Practice		<1%	
Playwork SVQ 4		5%	Playwork SVQ 4		7%	
Playwork SVQ 3		34%	Playwork SVQ 3		9%	
Playwork SVQ 2		3%	Playwork SVQ 2		<1%	
CCLD SVQ 4		2%	SS (C & YP) SVQ 4		<1%	
CCLD SVQ 3		6%	SS (C & YP) SVQ 3		2%	
SS (C & YP) SVQ 4		2%	CCLD 4		1%	
SS (C & YP) SVQ 3		7%	CCLD 3		1%	
NPA Playwork & Childcare		1%	HNC Early Education and Childcare		1%	
OTHER			OTHER			
BA Education & Social Services		<1%	BA (Hons) Childhood & Youth Studies		<1%	
MA Childhood & Youth Studies		<1%	BA (Hons) Community Education		<1%	
NHD ASN		<1%	BA (Hons) Primary Teaching		<1%	
HND Childhood Practice		<1%	BA Childhood Studies		<1%	
SNNEB		2%	MA Education		<1%	
NC Early Education		<1%	PgCE Primary Education		<1%	
			PDA Childhood Practice Level 8		<1%	

TABLE 3. SUPPORT WORKER STATISTICS

RESPONSES						
Total number of responses		91				
Response by sector	Voluntary	57%	Private	29%	Public	14%
PROFESSIONAL BODY REGISTRATION						
SSSC	97%	GTCS	0	Unknown	3%	
GENDER						
Female		85%		Male		13%
AGE						
Average age	37	Age range	16 - 70	Median age	34	
PAY						
Average pay	£8.34ph (£15,179 pro rata, 35-hour week)					
Pay range	£4.20 – £11.06ph (£7,644 - £20,129 pro rata, 35-hour week)					
Median pay	£8.50ph (£15,470 pro rata, 35-hour week)					
YEARS WORKING IN OSC						
Average	5	Range	1 - 23	Median	3	
DO YOU SEE WORKING IN OSC AS A CAREER?						
Yes	64%	No	16%	Unsure	20%	
WOULD YOU CONSIDER/ARE YOU CONSIDERING TAKING A 2 <sup>ND</sup> JOB IN ELC?						
Yes	29%	No	71%	Unknown	0	
WOULD YOU CONSIDER/ARE YOU CONSIDERING TAKING A FULL-TIME JOB IN ELC?						
Yes	20%	No	80%	Unknown	0	
QUALIFICATIONS						
WHAT IS YOUR HIGHEST (CHILDCARE) QUALIFICATION?			WHAT QUALIFICATION ARE YOU CURRENTLY WORKING TOWARDS?			
Don't have a qualification		40%	Not working towards a qualification		47%	
HNC Early Education & Childcare		1%	BA Childhood Practice		1%	
Playwork SVQ 3		6%	MEd Childhood Practice		1%	
Playwork SVQ 2		33%	HNC Early Education & Childcare		1%	
CCLD SVQ 3		2%	Playwork SVQ 3		9%	
SS (C & YP) SVQ 3		2%	Playwork SVQ 2		11%	
SS (C & YP) SVQ 2		2%	CCLD SVQ 3		6%	
NPA Playwork & Childcare		2%	SS (C & YP) SVQ 3		9%	
OTHER			SS (C & YP) SVQ 2		5%	
BA (Hons) Music		1%	OTHER			
Advanced Maths		1%	BA (Hons) Child & Youth Studies		1%	
HNC Health & Social Care		1%	HNC Counselling		1%	
LLB (Hons)		1%	PgDip Legal Practice		1%	
NC Early Education & Childcare		1%				
NNEB		1%				
PDA Youth Work		1%				

# WORKFORCE SURVEY 2018 RESULTS

## Out of School Care Workforce Statistics

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