

# EARLY YEARS

SECTOR PROFILE

2016/2017



Published October 2017 Copyright © Pobal

Pobal wishes to thank all those involved in the analysis and write up of this report, namely Marian Cahalan, Dr Patrick Collins, Dr Ela Hogan, Kellyann McGrory, Annie O'Doherty, Martin Quigley & June Simmons.

All rights reserved. Statutory and voluntary organisations may reproduce parts of the text for their own internal use. Pobal, (2017), Early Years Sector Profile 2016/2017, Dublin.



## Minister's Foreword

I am very pleased to launch this year's report of the Early Years Sector 2016/2017. It comes at a time of big change in the Irish childcare sector, which has seen significant increase in investment over recent years.

I am committed to policy development and sectoral investment that is evidence based and responsive to the needs of children, families and providers and indeed the wider objectives of Government. Therefore, our decisions and actions must be underpinned by robust and reliable data and I welcome the contribution that this annual publication makes towards informing the national discussion about childcare.

I want to see childcare provision that is accessible, affordable, sustainable and, above all, is of the type and quality that meets the needs of the children who are at the centre of everything we do.

This report shows that the Early Years workforce is becoming more qualified, progress I am delighted to acknowledge. A skilled, knowledgeable and stable workforce is a key pillar of our childcare provision. I am however, very much aware that staff wages and conditions remain an issue and that recruiting and retaining these highly qualified individuals is a challenge.

The expansion of the ECCE scheme has allowed over 120,000 children avail of the ECCE programme last year.

The data that underpins this report provides evidence and insights on other important policy priorities, like affordability, sustainability and quality and will be critical in guiding this rapidly expanding sector in future years.

I would like to thank each and every childcare service across Ireland who took the time to complete the online service profile. The fact that 84% of services completed the survey is a testament to how much those working in the childcare sector value evidence based policy. I would also like to express my gratitude to the City and County Childcare Committees and Voluntary Childcare Organisations across the country who supported and promoted the survey, as well as the team in Pobal responsible for the production of this report.

My Department is committed to ensuring access to high quality and affordable early childhood care and education in Ireland. We have seen an increase in spend on childcare through three successive budgets. We need to continue to increase the level of investment going forward. We owe it to childcare providers, parents and above all our children to continue working towards the goal of affordable and accessible quality childcare delivered by highly valued professionals.

A handwritten signature in red ink that reads "Katherine Z. Zappone". The signature is written in a cursive, flowing style.

Dr Katherine Zappone  
Minister for Children and Youth Affairs



## Message from the CEO

This report builds on a decade and a half of Pobal providing a comprehensive annual overview of the Early Years Sector, and has become a definitive source of information on the sector. The publication of this document has become an important annual milestone for Pobal and demonstrates our commitment to providing accessible and useful data. The purpose of this report is to assist our colleagues in Government in their role as policy makers, as well as underpin the national discussion on the direction of childcare with accurate and factual information.

The last year has been an incredibly busy period for Pobal, as we have supported the Department of Children and Youth Affairs in their ambitious set of initiatives to increase state investment in the Early Years Sector. This has involved the rolling out of the second pre-school year under ECCE, two rounds of capital funding, an expansion of the existing targeted programmes as well as significant progress in relation to the long term solution of the Affordable Childcare Scheme.

While the purpose of the PIP system is primarily to administer schemes on behalf of the Department of Children and Youth Affairs, and make payments to childcare facilities, this processing results in a large set of data, which we have analysed and interpreted in this report. This detailed information on payments and programme data is supplemented in this report by survey responses from over 84% of Ireland's childcare services. On behalf of Pobal, and our colleagues across the childcare sector, I wish to thank all those who responded for giving their time for this important purpose.

I would also like to take this opportunity to thank those involved in the analysis and write up of this report. As the volumes of data held by Pobal have increased exponentially, we have recognised the need for investment around analysis and data science. I am pleased to see the outcome of this within this report, which in many areas is based on highly technical scientific and statistical methods.

Over recent years there has been unprecedented levels of state investment in the childcare sector, the need to produce and utilise accurate and up-to-date information to inform policy is crucial. I'd also like to thank our colleagues in the Department of Children and Youth Affairs for their support, and crucially, for the value that is placed on data and ensuring that policy initiatives are based on the best evidence available.

A handwritten signature in red ink that reads "Denis Leamy". The signature is written in a cursive, flowing style.

Denis Leamy  
CEO, Pobal

## Glossary of terms

ABA	Applied Behaviour Analysis
ABC	Area Based Childhood Programme
AIM	Access and Inclusion Model
ASCC	After-school Childcare Programme
ASD	Autism Spectrum Disorder
CCC	City and County Childcare Committee
CCS	Community Childcare Subvention
CCSP	Community Childcare Subvention Private
CE	Community Employment
CEC	Community Employment Childcare
CEC (AS)	Community Employment Childcare (After-School)
CEC (PS)	Community Employment Childcare (Pre-School)
CETS	Childcare Education and Training Support Programme
CSO	Central Statistics Office
CSP	Community Services Programme
DCYA	Department of Children and Youth Affairs
DES	Department of Education and Skills
DLP	Designated Liaison Person
DSP	Department of Social Protection
ECI	Early Childhood Ireland
ECCE	Early Childhood Care and Education Programme
ECEC	Early Childhood Education and Care
ETB	Education and Training Board
EYC	Early Years Capital
EYSPR	Early Years Sector Profile Report
FÁS	Foras Áiseanna Saothair
HR	Human Resources
HSE	Health Service Executive
JI	Jobs Initiative
LINC	Leadership for Inclusion in the Early Years
NDNA	National Day Nurseries Association (UK)
NFQ	National Framework of Qualifications
OECD	Organisation for Economic Co-operation and Development
PIP	Programmes Implementation Platform
QNHS	Quarterly National Household Survey
TEC	Training and Employment Childcare
VEC	Vocational Education Committee
VCO	Voluntary Childcare Organisation

# Table of contents

<b>Executive Summary</b> .....	<b>6</b>
<b>1 Introduction</b> .....	<b>9</b>
1.1 Background and context.....	12
1.1.1 Funding of the childcare sector .....	12
1.1.1.1 Affordable Childcare Scheme.....	12
1.1.1.2 Early Years Capital Funding 2017 .....	12
1.1.1.3 School Age Childcare Capital Scheme .....	12
1.1.1.4 Non-contact time payment.....	13
1.1.1.5 Learner Fund.....	13
1.1.2 Leadership for Inclusion in the Early Years (LINC).....	13
1.1.3 School age childcare.....	13
1.1.3.1 Action Plan on School Age Childcare.....	13
1.1.3.2 Working Group on the Development of School Age Childcare Quality Standards.....	14
1.2 Methodology .....	14
1.2.1 Data sources .....	14
1.2.1.1 Service Profile survey .....	14
1.2.1.2 PIP .....	15
1.2.2 Extrapolation methodology .....	15
1.2.3 Statistical analysis .....	15
1.2.4 Urban/rural methodology.....	15
1.2.5 County methodology .....	15
<b>2 Overview of the Department of Children and Youth Affairs (DCYA) early years funding programmes..</b>	<b>17</b>
2.1 Early Childhood Care and Education (ECCE) (The “Free Pre-school Year”).....	20
2.2 Community Childcare Subvention programme (CCS and CCSP) .....	22
2.3 Training and Employment Childcare (TEC).....	25
2.4 Early Years Capital (EYC) 2016.....	28
2.5 Access and Inclusion Model (AIM).....	28
2.6 Programmes summary.....	30
<b>3 Profile of early years services</b> .....	<b>31</b>
3.1 Type of services and geographical distribution.....	33
3.2 Funding programmes.....	35
3.3 Types of childcare.....	35
3.4 Premises ownership.....	36
3.5 Location of premises.....	36
3.6 Commercial rates .....	37
3.7 Curriculum and quality standards .....	40
<b>4 Children in early years settings</b> .....	<b>41</b>
4.1 Equality, diversity and inclusion .....	43
4.1.1 One parent families .....	43
4.1.2 Children with neither English nor Irish as their first language .....	43
4.1.3 Traveller and Roma children .....	44
4.2 Disability .....	45

<b>5</b>	<b>Childcare places</b> .....	<b>47</b>
	5.1 Enrolments.....	50
	5.2 Vacant places.....	52
	5.3 Waiting lists.....	56
	5.4 Capacity.....	57
<b>6</b>	<b>Childcare fees</b> .....	<b>61</b>
	6.1 Overall national fees.....	63
	6.2 Fees by organisation type and urban/rural location.....	65
	6.3 Fees by deprivation rating.....	66
	6.4 Fees by staff qualifications.....	66
<b>7</b>	<b>Staff</b> .....	<b>69</b>
	7.1 Introduction.....	71
	7.2 Staff numbers.....	71
	7.3 Category of employment.....	72
	7.4 Gender.....	74
	7.5 Length of time in service.....	75
	7.6 Length of time working in early years sector.....	76
	7.7 Age profile of staff.....	77
	7.8 Job titles.....	78
	7.8.1 Childcare staff.....	78
	7.8.2 Ancillary staff.....	78
	7.9 Children First training.....	79
	7.10 Early years staff qualifications.....	80
	7.10.1 Staff highest qualifications.....	80
	7.10.2 Early years qualifications in process.....	82
	7.10.3 Signed Grandfather Declaration.....	84
	7.11 Age range of children cared for.....	85
	7.12 Wages.....	86
	7.12.1 Methodology.....	86
	7.12.2 Wages data.....	86
	7.12.3 Staff position/job title.....	88
	7.12.4 County breakdown of wages.....	89
	7.12.5 Length of time in service.....	90
	7.12.6 Non-contact hours.....	91
	7.12.7 Staff qualifications.....	92
	7.12.8 Wages and fees.....	93
	7.13 Staff turnover.....	93
	7.14 Staff vacancies.....	95
<b>8</b>	<b>Child protection</b> .....	<b>97</b>
	8.1 Designated staff member.....	99
	8.2 Child protection policy.....	99
	8.3 Child protection training.....	100
	8.4 Further support with child protection.....	100
	<b>References</b> .....	<b>102</b>
<b>9</b>	<b>Appendices</b> .....	<b>103</b>

## Executive Summary

This report presents an overview of the early years sector in Ireland for the academic year 2016/2017. It outlines the findings and analysis of the data captured through two sources: the Early Years Service Profile survey, completed by 84% of early years services in Ireland in May 2017, and the Programmes Implementation Platform (PIP).

The following are the key findings from the report:

### Programme enrolment and childcare services

- Between September 2016 and June 2017, a total of 147,514 children availed of at least one of the three Government programmes (ECCE, CCS(P) and TEC), representing a 41% increase on the past year. This is largely attributed to the expansion of the ECCE programme.
- A total of 4,448 early years services were contracted to offer at least one of the three DCYA programmes. This is a 2% increase on the number of services reported in the previous year.
- As a result of the expansion of the ECCE programme, the number of children availing of ECCE increased by 63%, with a total of 120,601 children availing of the programme during the 2016/2017 academic year. The value of ECCE contracts (€263m in 2016/2017) increased by 48%. This increase is smaller than the growth in the number of children, due to more children being registered in January and April 2017. These registrations have a shorter duration and, therefore, are of lower value compared to the September registrations.
- 45% of services providing ECCE had at least one room with higher capitation levels, 22% more than in the previous year.
- There was a significant growth (63%) in the number of private services offering CCS. Their share in the total number of services offering CCS increased by 12% when compared with 2015/2016 figures.
- There was a 10% decrease in the number of children participating in the TEC programme, however the number of services delivering the programme remained almost the same. The largest decreases in the number of registrations were observed for ASCC (14%) and CETS (13%).
- The service types offered by facilities has also changed, with a smaller proportion of services offering after-school and sessional p.m. care, a decrease of 13% and 9%, respectively, on the previous year.
- The analysis found that the extension of ECCE allowed for a higher proportion of children already attending early years settings to avail of the subsidy rather than leading to a large increase in the overall number of children accessing centre-based care. The number of children availing of one of the three DCYA programmes (ECCE, CCS(P) and TEC) increased by 41%, however, the number of children attending early years services, as estimated based on the Service Profile, grew by only 9% in the year.





---

## Inclusion and disability

- It is estimated that **2,850 Traveller children** attended early years services, 22% more than in the previous year.
- 1,283 services were supported under the Access and Inclusion Model, and **supports were provided to 2,486 children.**
- More than half of services (57%) reported having at least one child with a disability (as diagnosed by the HSE), an increase of 9% on the previous year. In total there were **6,988 children reported with a diagnosed disability.**

## Spaces, capacity and waiting lists

- **A total of 186,190 children were estimated as having been enrolled in early years services in 2016/2017.** This is an increase of 9% on the previous year. This has primarily been driven by an increase in the number of pre-school age children attending early years services.
- While just under one third of all children attending early years services (32%) are based in community facilities, **more than half of children aged 8 years and over (55%) attend community services.**
- The number of estimated vacant childcare places fell by 23% from 20,485 to 15,892. This has been accompanied by a similar increase in the number of children on a waiting list (21%). This indicates an **overall reduction in the availability of childcare places** across the country.
- The average number of **children per facility increased** from 42 to 44.
- **Almost one third of services (31%) plan to increase the number of places** in the future. If these plans were realised, it is estimated 19,970 additional childcare places would be created. This would increase the number of places in the sector by 10%.

## Fees

- For the first time in five years, **the cost of full-time childcare has increased.** The average cost of full-time childcare has increased by just over €7 from €167.03 to €174.16 (4.3%). This is likely to be due to economic factors, such as inflation, increasing rental prices and overhead costs such as insurance.
- In line with previous trends, **fees are higher in affluent areas** than in deprived areas (€205.56 and €153.32, respectively), **higher in urban areas** than rural areas (€182.76 and €158.84) and **higher in private services** than community services (€181.52 and €154.89).



## Staff

- A total of 23,009 staff<sup>1</sup> were reported to be working across 3,707 early years services. Of this number 20,110 work directly with children and 2,899 are ancillary staff, such as catering, maintenance and administration staff. The average number of staff per facility is six.
- When extrapolated to reflect the national total, it is estimated that approximately 27,331 staff work in the early year's sector, 23,887 of whom work directly with children.
- The number of staff working with children in the early years sector grew by approx. 600 (3%) in the past 12 months.
- Half of all staff working in the early years sector do so on a part-time basis. Staff in community services (62%) are more likely to be part-time than those in private services (43%).
- 39% of staff working with children have a seasonal contract, an increase of 2% on the previous year.
- One in four staff in community services (24%) is on an employment scheme/other government funded programme, such as Community Employment (CE), Tús or the Community Services Programme (CSP). This represents a 3% decrease on the previous year.
- 98% of staff working with children are female.

## Staff qualifications

- 92% of all staff working with children have a qualification of NFQ Level 5 or above. This represents an increase of 4% on 2015/2016.
- 63% of all staff working with children reported having a qualification of NFQ Level 6 or above. 7% more than in 2015/2016.
- 2% of staff (306) are not qualified to the level required by the childcare regulations which took effect at the end of 2016.

## Staff wages and turnover

- The average wage of staff working with children in the early years sector is €11.93 per hour. Managers have the highest hourly rate of €14.75 and early years assistants earn an average of €10.88 per hour, with many of these staff working part-time or on 38 week contracts.
- Hourly wage rates vary across the country and are dependent on a number of influencing factors. The factors with highest influence on wages include staff position, county, length of time in service, non-contact hours worked and highest qualification.
- When looking specifically at the relationship between service fees and staff wages, there was no correlation between these variables at the facility level.
- In the 12 months prior to May 2017, the annual staff turnover rate in the early years sector was 28.2%. This rate varied significantly at county level.
- Regarding non-contact hours of staff working with children, managers worked the highest number of non-contact hours (10 hours) on average, while early years assistants in non-ECCE settings worked the least - an average of 1 hour 25 minutes per week.

## Child protection

- Over 99% of services have a Designated Liaison Person (DLP) for child protection and a Child Protection and Welfare Policy in place.
- 58% of staff received Children First training in the last three years.
- 59% of services indicated a need for further support and training in areas related to child protection.

<sup>1</sup> This number includes volunteers and staff on student placement schemes.



**Section**

---

**1**

**Introduction**



# Introduction

This report presents an overview of the early years sector in Ireland in the academic year 2016/2017. For the past 15 years Pobal has completed an annual survey of the early years sector (Annual Beneficiary Questionnaire/ Annual Sector Survey), which in 2016 was replaced by the Service Profile; a survey integrated with the Programmes Implementation Platform (PIP) to allow for a linkage with information already held about organisations. This report is based on data from the Service Profile survey and the data held on PIP (for more details, see Section 2).

The purpose of this report is to support evidence based policy and practice, by bringing together and analysing the data held and collected from Ireland's early years' service providers. Given the breadth of these data sets, a practical, issue-based approach has been taken to the analysis of this information.

Following consultation with numerous stakeholders, the key issues of importance identified were: childcare fees, staff wages, staff qualifications, staff turnover and capacity. As such, this report places a specific importance and focus on these key issues, which are given greater attention and detail than others.

The report is divided into the following chapters:

- **Chapter 1** presents the changes in the policy context for the early years sector in the 2016/2017 academic year and outlines the methodology used for data collection and analysis.
- **Chapter 2** provides an overview of the three early years programmes - Early Childhood Care and Education (ECCE), Community Childcare Subvention (CCS) and Training and Employment Childcare (TEC) – including statistics on the number of services participating, the number of registrations and the total funding received by providers for the delivery of these programmes. It also outlines key statistics on supports provided under the Access and Inclusion Model (AIM) and funding under Early Years Capital (EYC) 2016.
- **Chapter 3** analyses early years services with regard to their organisation type, geographical location, types of childcare provided, premises ownership and location, commercial rates, curricula, etc.
- **Chapter 4** offers an analysis of children in early years settings with regard to issues of equality, diversity and inclusion, and disability.
- **Chapter 5** provides an analysis of childcare places in respect of the number of enrolments, vacant places, children on waiting lists and capacity.
- **Chapter 6** presents a breakdown of childcare fees by type of services offered, geographical location, organisation type, deprivation score and staff qualifications.
- **Chapter 7** gives an overview of staff working in early years services, including those working directly and indirectly with children.
- **Chapter 8** covers issues related to child protection, such as staff training and policy, are presented and described.

## 1.1 Background and context

In this report, the main policy developments and changes in the sector that took place over the last year are discussed.

### 1.1.1 Funding of the childcare sector

#### 1.1.1.1 Affordable Childcare Scheme

In Budget 2017, a new national scheme of financial support for parents towards the cost of childcare (Affordable Childcare Scheme) was announced. The scheme will replace the existing targeted childcare scheme with a single, streamlined programme. It will provide both universal and targeted subsidies towards the cost of childcare for children aged from 6 months up to 15 years of age. The level of subsidy will be dependent on the investment available and on a family's income.

As a precursor phase prior to the introduction of the Affordable Childcare Scheme (ACS), additional supports have been provided within the CCS and TEC programmes as from September 2017. These include additional supports, which will be provided under the universal part of CCS and will be available for all children between the ages of 6 months and the time at which they may start the Free Pre-school Year (ECCE), and who are not receiving any targeted CCS subvention. The amount of universal subsidy is €20 per week for five day full-time care and pro-rata for any lesser amount of care by session type. The targeted subsidies have also been substantially increased including an increase in the full-time rate under the CCS scheme from €95 to €145 per week for five days full-time provision.

Going forward, the ACS will replace all the existing targeted childcare schemes, including the CCS and the TEC.

#### 1.1.1.2 Early Years Capital Funding 2017

In March 2017, the Minister for Children and Youth Affairs announced funding of €4m to be provided to improve childcare services and increase both the quantity and quality of childcare places. The Early Years Capital (EYC) funding programme was made available to childcare centres, crèches and other early years services under three strands:

- Strand 1: Additional childcare places (€3 million)
- Strand 2: Building improvements and maintenance (€500,000)
- Strand 3: Natural outdoor play areas (€500,000)

#### 1.1.1.3 School Age Childcare Capital Scheme

In March 2017, the Minister for Children and Youth Affairs announced funding of €3m for the School Age Childcare Capital scheme, as part of the *Action Plan on School Age Childcare* (DCYA, 2017). The funding aims to increase capacity for the provision of school age childcare. The scheme is open to all services and comprises of three strands:

- Strand A: Establishment of new school age childcare services
- Strand B: Expansion of existing services
- Strand C: Improvement of existing services.

#### **1.1.1.4 Non-contact time payment**

In the 2017 Budget, funding of €14.5m was provided for non-contact time required to deliver high quality childcare. This funding was made available in 2017 to ECCE services, which are paid for an additional seven days. In June 2017, an additional €3.5m for non-contact time was made available to childcare providers participating in CCS, CCSP and TEC in the 2017/2018 programme call.

#### **1.1.1.5 Learner Fund**

In 2013 the Learner Fund was initiated to assist early years staff to meet the cost of courses needed to upskill in order to comply with the changing requirements on qualifications, i.e. both the ECCE contractual requirements and the minimum requirements under the statutory regulations in the early years sector. Since then, four rounds of the Learner Fund have been rolled out, assisting 4,217 early years staff to upskill to meet the new requirements, at a total cost of €4.2M.

In addition to that, the Department of Children and Youth Affairs (DCYA) recognised that there were a number of practitioners who have upskilled to an NFQ Level 7, 8, or 9 in Early Childhood Care and Education during the same period and had not received any financial support. In early 2017, the DCYA rolled out a bursary fund to early years staff who have completed a major award in Early Childhood Care and Education at NFQ Level 7, 8, or 9 since the inception of the Learner Fund in 2013. The total funding of €641,250 was provided and 855 early years practitioners have been approved for funding.

### **1.1.2 Leadership for Inclusion in the Early Years (LINC)**

Following the introduction of AIM in June 2016, 900 free places on the Leadership for Inclusion in the Early Years (LINC) Higher Education Programme were made available to early years practitioners, starting in September 2017. LINC, which was established in 2016, is a Level 6 Special Purpose Award designed to support inclusion of children with a disability in free pre-school provided under ECCE. The LINC Programme is being delivered by a consortium, led by Mary Immaculate College in Limerick, Froebel Department of Primary and Early Childhood Education at Maynooth University and Early Childhood Ireland (ECI).

### **1.1.3 School age childcare**

#### **1.1.3.1 Action Plan on School Age Childcare**

In March 2017, the *Action Plan on School Age Childcare* (DCYA, 2017) was launched focusing on three main themes: access, quality and affordability. The Action Plan covers centre-based care and informal care/childminders and seeks to identify immediate or fundamental requirements in the area of school age childcare. It also proposes measures to address these needs in a relatively short time frame, enabling further development once this basic infrastructure is in place.

The Action Plan proposed the School Age Childcare Model (Figure 1.1) and set out the actions to address the identified needs.

Figure 1.1 School Age Childcare Model



### 1.1.3.2 Working Group on the Development of School Age Childcare Quality Standards

The first action in the *Action Plan* was the establishment of a working group to develop quality standards for school age childcare. This group, established in March 2017, is chaired by the DCYA and includes representatives from the Department of Education and Skills (DES), Tusla, childcare providers and school age childcare specialists. The working group is expected to develop quality standards for school age childcare by September 2017.

## 1.2 Methodology

### 1.2.1 Data sources

The information for analysis provided in this report has been extracted from two data sources:

- Programmes Implementation Platform (PIP) (Sections 2, 3.1 and 3.2)
- Service Profile survey (Sections 3.3. to 3.7 and Sections 4 to 8).

Early years services reported on within this report relate to individual services rather than organisations. So for example, if an organisation operates three different services, the three services will be regarded separately in this report.

#### 1.2.1.1 Service Profile survey

A total of 4,448 services with an active contract for the 2016/2017 academic year, were asked to complete the Service Profile survey. A link to the survey was posted on the PIP Portal on 2<sup>nd</sup> May 2017 and services were given until 16<sup>th</sup> May 2017 to complete the survey. This deadline was subsequently extended to 31<sup>st</sup> May 2016 to allow services more time to complete the survey. A total of 3,707 services completed the Service Profile survey, giving a response rate of 84%. Of those services, 1,033 were community services and 2,674 were private.



### 1.2.1.2 PIP

As PIP is a live system which is updated daily, to ensure consistency across the different areas covered, all data was extracted on one date (19<sup>th</sup> June 2017). Please note that the figures included in Chapter 2 provide information about the three programmes on this snapshot date and are not the final figures for the 2016/2017 academic year (these are included in Appendix 1).

## 1.2.2 Extrapolation methodology

The same extrapolation<sup>2</sup> technique was employed for estimating the number of children and staff in the childcare sector as in the previous Early Years Sector Profile 2015/2016 report. The technique allows for taking into account the size of services and the different response rates at county level. It uses the data on child registrations held on PIP to determine the relative size of services who completed the profile as compared with all services nationally.

To extrapolate the number of children nationally the following procedure was applied. For each county, the number of services contracted to provide at least one of the DCYA programmes and the corresponding number of registrations for these services was extracted from PIP. The next step was to look at the number of services who completed the Service Profile and match the corresponding number of registrations on PIP for these services. This allowed extrapolation of the percentage of registrations in services, who completed the Service Profile. Using this method also allowed for the extrapolation on the number of children accessing childcare by county.

This percentage has also been used for the extrapolation of staff figures, as it is likely that the correlation between the number of staff and the number of children will provide a more accurate basis upon which to make estimates than by using the response rate.

## 1.2.3 Statistical analysis

In the search for correlation and factors of influence on certain parameters, authors used various machine learning and statistical techniques to enhance multivariate analysis. In the case of fees and wages, authors utilised regression tree modelling to identify the factors of influence on these continuous variables. The variables of interest are extracted from the sum of information gain across each node in the regression tree. These influence values were then scaled to see what percentage they accounted for among all the variables in the model.

Other techniques of exploration of statistical significance involved using pair plots, a big data approach to bivariate analysis. This is where multiple variables are plotted against each other and then correlation coefficients and p-values are observed to guide analysis. Where some correlation were low (< 0.1), these were split by binary factors, such as community/private for organisation types, to see if it explained the variance between two parameters to find stronger correlations behind them.

## 1.2.4 Urban/rural methodology

The addresses of survey respondents, held on PIP were linked with the categorisation of the Central Statistics Office, which classifies each electoral district in the country as being on a scale of 1 to 9 in terms of how urban or rural they are. Six of these categories are urban and three are rural. Using this data, it was possible to attribute an urban or rural value to each early years facility, based on the electoral district within which their address is situated.

## 1.2.5 County methodology

The term county can be used to describe county divisions or local authority areas. In this report 'county' is used to describe local authority areas. Using the local authority areas as the main geographical unit allows for comparisons of services within large urban centres, i.e. Dublin, as well as within counties that include both large urban centres and rural areas, i.e. Cork. It is also aligned to the county classification of the County Childcare Committees (CCCs).

<sup>2</sup> Extrapolation is a statistical technique that can be used for estimating the full size of population based on the trends within known data.





**Section**

# 2

**Overview of the Department  
of Children and Youth  
Affairs (DCYA) early years  
funding programmes**

# Key Findings

**19,609**  
parents  
benefited  
from CCS(P)



**4,006**  
parents  
benefited  
from TEC

**147,514**

children availed of at least one of the three Government programmes (ECCE, CCS(P) and TEC), representing a **41%** increase on the past year

The combined spend on the three programmes was **€318,399,181**, an increase of **36%** on the previous year

**1,283** services were supported under the Access and Inclusion Model (AIM) benefiting **2,486** children



**€6.1** million was invested in **983** early years services under EYC 2016 capital programme

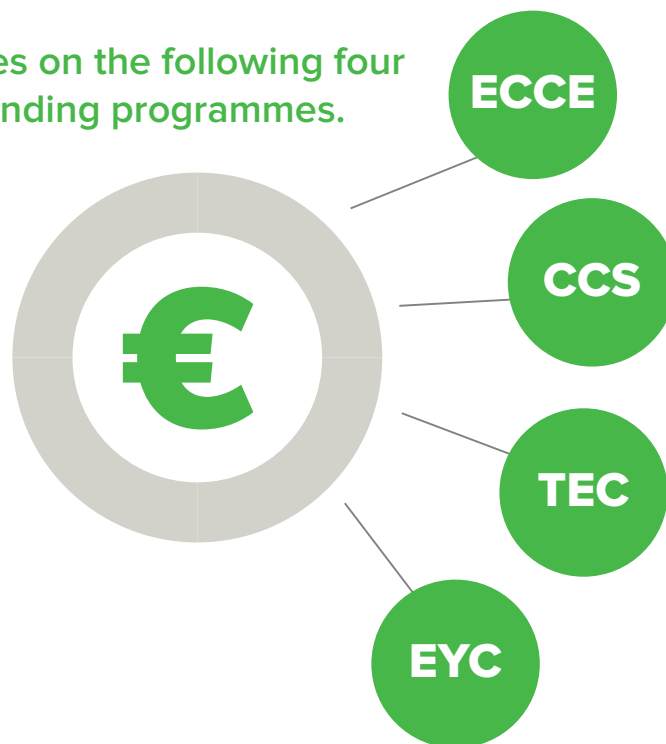
**22% more** early years services (**1,918**) are in receipt of ECCE higher capitation

# Overview of the Department of Children and Youth Affairs (DCYA) early years funding programmes

The DCYA leads the effort to improve the outcomes for children and young people through investment in the early years sector via a range of programmes. Pobal provides a range of services to and on behalf of DCYA in the area of early education and childcare and manages or supports the distribution of funds for the following programmes:

- Better Start
- Access and Inclusion Model (AIM)
- Free Pre-school Year in Early Childhood Care and Education (ECCE)
- Community Childcare Subvention (CCS)
- Training and Employment Childcare (TEC)
- Early Years Capital Programmes (EYC)
- City and County Childcare Committees (CCCs)
- Voluntary Childcare Organisations (VCOs)
- Learner Fund
- Area Based Childhood Programme (ABC)

**This report focuses on the following four key early years funding programmes.**



## 2.1 Early Childhood Care and Education (ECCE) (The “Free Pre-school Year”)

Early Childhood Care and Education (ECCE) is a programme administered by the DCYA with the support of the local CCCs. ECCE is available to all children in the State, from age three until they start primary school or reach five and half years. Children can avail of the programme for 15 hours a week (three hours per day, five days a week) for 38 weeks a year. The duration for which a child can stay in the ECCE programme was extended from September 2016. It increased from 38 weeks for all children, to an average of 61 weeks (ranging from 51 to 88 weeks depending on date of birth and age starting school). Pobal, on behalf of DCYA, pays providers directly for eligible children based on online registrations. Details of services offering ECCE locally can be found on [Pobal Maps](https://maps.pobal.ie/)<sup>3</sup>.

In 2016/2017, 4,248<sup>4</sup> early years services were contracted to offer the ECCE programme nationally, 76% (n=3,211) of which were private and 24% (n=1,037) were community. 120,601 children benefitted from the programme, with 127,635<sup>5</sup> approved registrations recorded during this period<sup>6</sup>. The number of ECCE registrations increased by 65% compared to the previous year (n=77,149), while the number of individual children availing of ECCE increased by 63%. This increase is a direct result of changes in the programme provision allowing children to avail of ECCE beyond one year.

The majority of ECCE registrations were recorded in private services (76%) and just under a quarter (24%) in community services. This is in line with the proportion of community/private services contracted to provide ECCE. For a detailed breakdown of ECCE registrations by county and organisation type, see Figure 2.1.

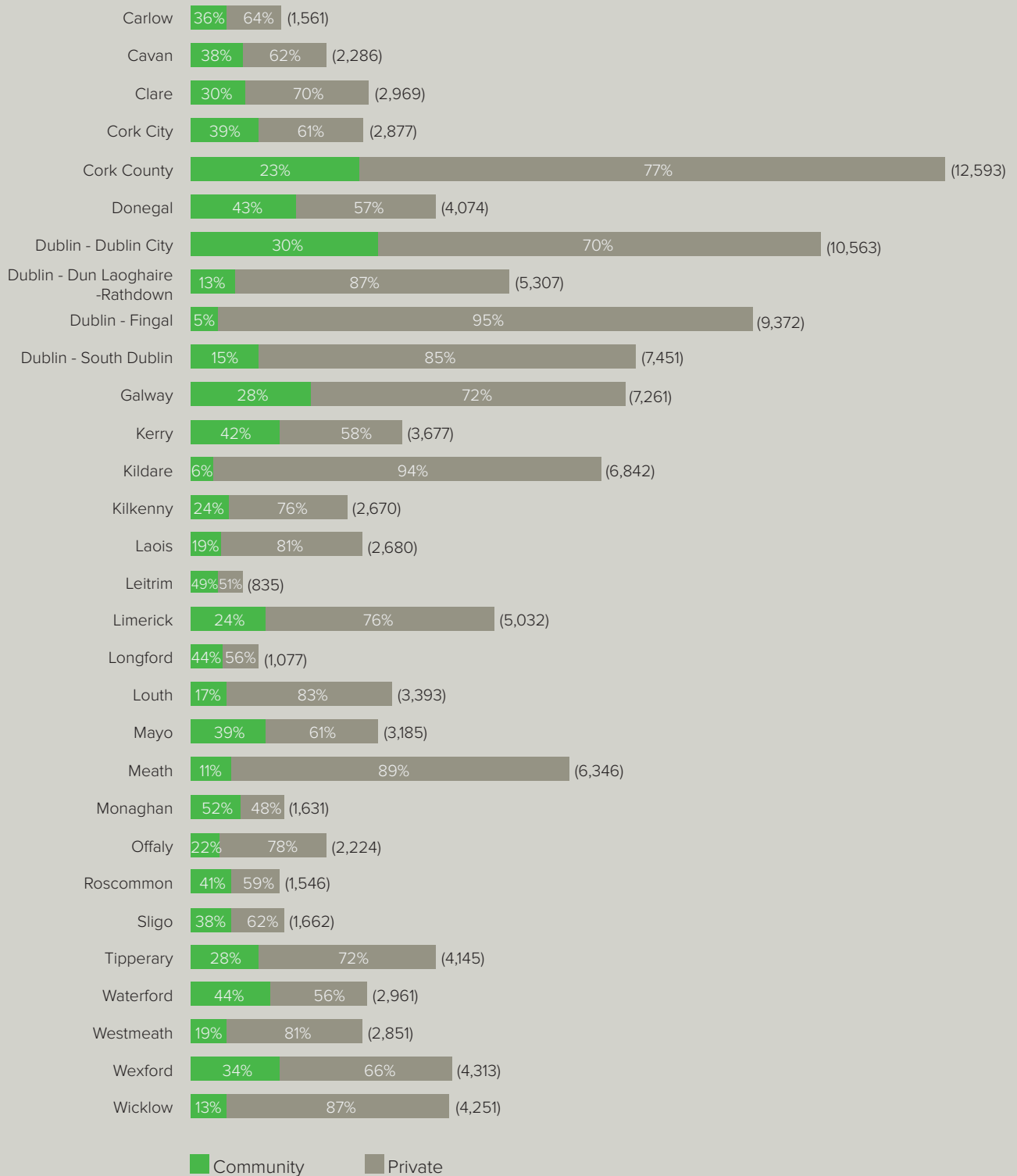
3 <https://maps.pobal.ie/>

4 This figure includes all organisations that were contracted to provide ECCE at any point between 1st September 2016 and 19th June 2017.

5 The data on registrations was extracted from the PIP system on 19th June 2017.

6 Some children could have been registered on the programme more than once as a new registration is created when a child moves from one service to another during their free preschool year. In exceptional circumstances, a child can also be registered in two different services at the same time – for more details go to <http://www.dcy.gov.ie/viewdoc.asp?fn=/documents/earlyyears/20160307DCYAProgsInfoandFAQS.PDF>. For these reasons the number of registrations will always be slightly higher than the number of unique children.

Figure 2.1 Number and percentage of ECCE registrations



The changes to the ECCE eligibility entry points are reflected in the distribution of registrations throughout the year (see Table 2.1). While in the previous academic year, the vast majority of registrations took place between September and December (94%), in the 2016/2017 academic year, less than three quarters of registrations (72%) were recorded in the same period. Almost one in five registrations (18%) were made between January and March and one in ten between April and June with parents registering their children as soon as they become eligible for the programme.

**Table 2.1** Number of ECCE registrations by intake period

	2015/2016	%	2016/2017	%
September - December	72,548	94%	91,902	72%
January - March	2,969	4%	23,125	18%
April - June	1,632	2%	12,608	10%
<b>Total</b>	<b>77,149</b>	<b>100%</b>	<b>127,635</b>	<b>100%</b>

The total approved value of ECCE contracts in 2016/2017 was **€263,014,209**, an increase of 48% on the previous academic year. It is to be expected that the increase in the contract value (48%) is lower than the increase in the number of registrations (65%), as registrations in January and April would be of lower value, as they are for a shorter period.

Services participating in ECCE receive one of two capitation rates<sup>7</sup>: the standard rate of €64.50 or the higher rate of €75 per week per child. In 2016/2017, **1,918** early years services had higher capitation levels for at least one room, an increase of 22% on 2015/2016 (n=1,575).

## 2.2 Community Childcare Subvention Programme (CCS and CCSP)

The CCS Programme is targeted to help children from low-income households to access quality early education and childcare services. The DCYA subvents the childcare costs of eligible children, with the parent paying the balance of the cost. The eligibility of children for the programme is mainly based on the social welfare status of their parents and/or possession of a medical card. The DCYA assesses the eligibility of applicants under this programme. The level of fees paid by parents depends on the eligibility band the child is assigned to, with three eligibility bands (A, AJ, and B) available under CCS. Table 2.2 presents the bands and the weekly subvention rates based on the type of service.

Up until early 2016, CCS was only available through participating community not-for-profit early years services. In February 2016, the programme was extended to private services (CCSP). Details of all services participating in CCS and CCSP are marked on [Pobal Maps](#).

<sup>7</sup> The standard capitation rate is paid when all staff working with children in the service are qualified to meet the minimum requirements for the purposes of the Regulations, and when the pre-school leader is qualified, as recognised by the DCYA in the DCYA Early Years Recognised Qualifications list. The higher capitation rate is paid when all pre-school assistants in the service are qualified to meet the minimum requirements for the purposes of the Regulations and the room leader is qualified to at least NFQ Level 7 (or equivalent) as recognised by the DCYA in the DCYA Early Years Recognised Qualifications list. The standard capitation rate must be fully transferred to the parent while it is the service provider who retains the difference between the standard and higher capitation rate.



Table 2.2 Eligibility bands and weekly subvention rates under CCS(P)

Service type	Band A	Band AJ	Band B
Full day payment (5 hours +)	€95.00	€50.00	€50.00
Part-time payment (3:31-5:00 hours)	€47.50	€47.50	€25.00
Sessional payment (2:16-3:30 hours)	€31.35	€31.35	€17.00
Half session payment (1:00-2:15 hours)	€15.20	€15.20	€8.50

During 2016/2017 a total of 1,728<sup>8</sup> services were contracted to provide CCS or CCSP, of which 53% (n=911) were community and 47% (n=817) were private. The total number of services offering CCS(P) increased by 21% compared to the previous academic year 2015/2016. This increase is a result of a much larger number of private services participating in the scheme (63% increase). The number of community services slightly decreased by 1%.

24,715 individual children were registered to receive subvention with 25,530<sup>9</sup> registrations approved in the 2016/2017 academic year<sup>10</sup>. This represents just under a 1% increase on the number of registrations under CCS(P) on the previous academic year (n=25,374), however, the overall number of children benefiting from the scheme slightly decreased, by just over 1%. The increase in the number of services offering CCS(P) did not lead to a higher number of children availing of the programme, with almost a quarter of services contracted to offer CCS(P) (23%) not having any registrations.

In total, 19,609 parents/guardians benefited from the programme, a 2.4% decrease on the previous year.

In 2016/2017, four in five registrations were on the CCS Programme Call (81%), with those against CCSP accounting for 19%. Table 2.3 presents a breakdown of CCS and CCSP registrations on the 2016/2017 Programme Call by county. Compared to the previous year, the highest increases in the number of registrations were observed in Donegal (24%), Offaly (21%), and Dublin - Fingal (19%), while the largest decreases were recorded in Clare (14%), Cork County (13%) and Wicklow and Mayo (12% each).

8 Please note the data on ECCE, TEC and CCS(P) programmes was extracted from the PIP system on 19th June 2017 and may vary from figures extracted on other dates.

9 The data on registrations was extracted from the PIP system on 19th June 2017.

10 A child may be registered multiple times if they moved from one service to another during the year. For this reason, the number of registrations and the number of unique children are presented separately within this report.

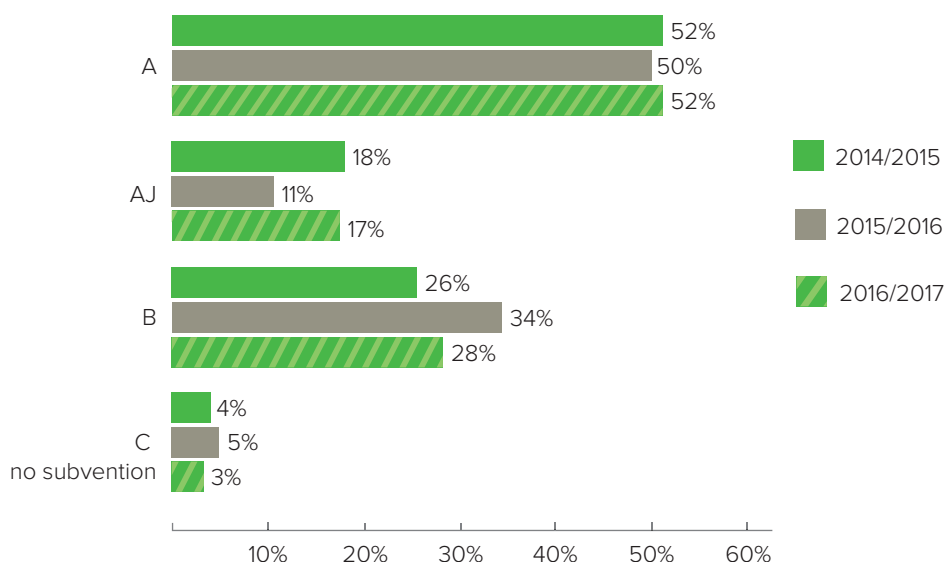
Table 2.3 Number and percentage of CCS(P) registrations

County	CCS	CCS (%)	CCSP	CCSP (%)	Total
Carlow	530	81%	126	19%	656
Cavan	458	69%	205	31%	663
Clare	526	81%	124	19%	650
Cork City	807	88%	111	12%	918
Cork County	819	84%	151	16%	970
Donegal	689	57%	521	43%	1,210
Dublin - Dublin City	3,524	94%	208	6%	3,732
Dublin - Dun Laoghaire-Rathdown	213	92%	18	8%	231
Dublin - Fingal	171	63%	99	37%	270
Dublin - South Dublin	859	79%	231	21%	1,090
Galway	1,044	79%	270	21%	1,314
Kerry	1,011	78%	277	22%	1,288
Kildare	116	37%	200	63%	316
Kilkenny	621	84%	116	16%	737
Laois	631	80%	159	20%	790
Leitrim	364	97%	13	3%	377
Limerick	1,170	78%	323	22%	1,493
Longford	374	86%	61	14%	435
Louth	566	78%	158	22%	724
Mayo	651	79%	177	21%	828
Meath	465	89%	58	11%	523
Monaghan	966	82%	210	18%	1,176
Offaly	164	70%	69	30%	233
Roscommon	281	75%	93	25%	374
Sligo	612	82%	137	18%	749
Tipperary	625	74%	220	26%	845
Waterford	717	82%	154	18%	871
Westmeath	533	85%	95	15%	628
Wexford	779	75%	259	25%	1,038
Wicklow	355	89%	46	11%	401
<b>Total</b>	<b>20,641</b>	<b>81%</b>	<b>4,889</b>	<b>19%</b>	<b>25,530</b>

The total approved value of CCS(P) contracts in 2016/2017 was €39,760,909 with 86% of this amount approved for community services and 85% under the CCS programme call. This represents a 2% increase in the amount of funding under CCS(P) compared to the previous academic year (€38,903,707). The average amount of subvention per child increased by 3.4% to €1,609 in 2016/2017 from €1,556 in 2015/2016.

The eligibility bands of registrations for the 2014/2015, 2015/2016 and 2016/2017 academic years are presented in Figure 2.2. The distribution of eligibility bands in 2016/2017 shows a trend reversal and is in line with 2014/2015 distribution. This is likely to be an effect of a combination of factors, such as the changes to scheme rules and changes to welfare entitlements, which could have had an indirect impact.

Figure 2.2 Percentage of CCS(P) registrations by band



### 2.3 Training and Employment Childcare (TEC)

The Training and Employment Childcare (TEC) Programmes are administered by the DCYA on behalf of the Education and Training Boards (ETB)/Solás and the Department of Social Protection (DSP). The objective of the TEC Programmes is to support parents on eligible training courses and eligible categories of parents returning to work, by providing subsidised childcare places. The allocation of places under the programme is managed by the DCYA, via the CCCs.

TEC comprises of three strands:

1. **Childcare Education and Training Support Programme (CETS)** provides childcare for children of eligible parents taking part in ETB/Solás (formerly VEC/FÁS) training courses.
2. **After-school Childcare Programme (ASCC)** provides after-school care for primary school children for eligible working parents and parents on DSP employment programmes (excluding Community Employment) – parents are informed by their local Intreo Centre or Social Welfare Office that they are eligible for ASCC places.
3. **Community Employment Childcare Programme (CEC)** provides childcare for children of eligible parents taking part in Community Employment schemes. CEC is split into two streams: CEC Pre-School (PS) and CEC After-School (AS).

In 2016/2017, 1,587 service providers were contracted to offer at least one strand of the TEC Programme, of which two thirds (67%, n =1,066) were private services with the remaining one third (33%, n=521) being community services. Of all services contracted to provide at least one TEC programme, almost all offered CETS (98%, n=1,549), while ASCC, CEC (AS) and CEC (PS) was offered by 75% of providers, each. While the share of services offering CETS remained the same compared to the 2015/2016 academic year, the number of services offering ASCC and CEC decreased by 7% and 12% respectively. A breakdown of providers by TEC strands and organisation type is presented in Table 2.4.

Table 2.4 Number and percentage of services contracted to offer TEC

Programme strand	Number of community services	% of community services	Number of private services	% of private services	Total number of services
ASCC	360	30%	838	70%	1,198
CEC (AS)	418	35%	772	65%	1,190
CEC (PS)	441	37%	757	63%	1,198
CETS	507	33%	1,042	67%	1,549

In 2016/2017, **4,006 parents/guardians** benefited from the TEC programme, an 11% decrease on the previous academic year. **5,931 children** availed of TEC with 7,344<sup>11</sup> registrations on the programme<sup>12</sup>. The number of children availing of TEC decreased by 10% on 2015/2016 and corresponds to the decrease in the number of parents availing of the programme. This decrease can be attributed to the lower number of children availing of ASCC (14% decrease on the previous year) and CETS (13% decrease). Table 2.5 presents a breakdown of TEC registrations in 2016/2017 by TEC strand, county and organisation type.

<sup>11</sup> The data on registrations was extracted from the PIP system on 19th June 2017.

<sup>12</sup> Some children could have been registered on the programme more than once, as they may participate in more than one TEC strand. For example, a parent can be eligible for CEC and CETS.

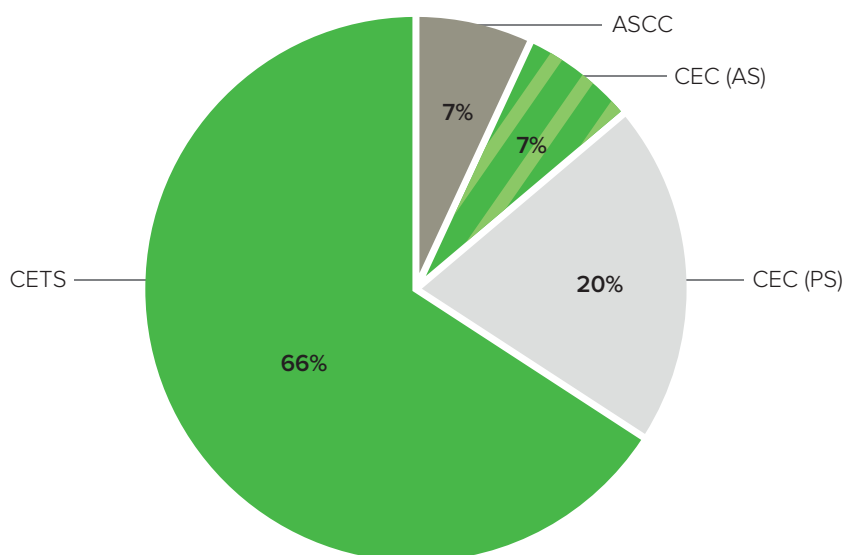
Table 2.5 Number and percentage of TEC registrations

County	ASCC	CEC (AS)	CEC (PS)	CETS	Total	%
Carlow	5	33	32	92	162	2%
Cavan	8	29	38	96	171	2%
Clare	43	48	30	105	226	3%
Cork City	6	8	35	47	96	1%
Cork County	18	34	43	148	243	3%
Donegal	30	40	49	178	297	4%
Dublin - Dublin City	34	19	151	253	457	6%
Dublin - Dun Laoghaire-Rathdown	5	3	11	56	75	1%
Dublin - Fingal	41	36	59	416	552	8%
Dublin - South Dublin	38	33	50	257	378	5%
Galway	43	53	56	201	353	5%
Kerry	17	63	84	158	322	4%
Kildare	28	161	35	215	439	6%
Kilkenny	16	29	39	90	174	2%
Laois	7	42	37	123	209	3%
Leitrim	6	14	24	37	81	1%
Limerick	12	57	57	149	275	4%
Longford	13	36	52	51	152	2%
Louth	33	82	88	97	300	4%
Mayo	22	26	46	71	165	2%
Meath	28	85	44	129	286	4%
Monaghan	11	56	85	59	211	3%
Offaly	4	34	20	47	105	2%
Roscommon	12	39	16	48	115	2%
Sligo	13	44	22	107	186	3%
Tipperary	21	41	82	152	296	4%
Waterford	21	44	53	183	301	4%
Westmeath	22	102	84	83	291	4%
Wexford	22	50	76	97	245	3%
Wicklow	14	42	29	96	181	3%
<b>Total</b>	<b>593</b>	<b>1,383</b>	<b>1,527</b>	<b>3,841</b>	<b>7,344</b>	<b>100%</b>

The total approved value of TEC contracts in 2016/2017 was €15,624,063, a decrease of 13% on the previous year. Figure 2.3 shows the breakdown of TEC funding by strands.

The average amount of subvention per child decreased by 3% to €2,634 in the 2016/2017 academic year from €2,720 in 2015/2016.

Figure 2.3 Percentage of TEC funding by Programme strand



## 2.4 Early Years Capital (EYC) 2016

Early Years Capital programme (EYC) is a capital funding programme, through which DCYA allocates grants to early years services for the establishment of new and expansion/ improvement of existing services. The EYC 2016 aimed to support existing childcare services (community and private) to provide additional ECCE places to meet the projected demand through the provision of a small capital grant. The grant was aimed to contribute towards the costs of any necessary minor refurbishments and/or the purchase of equipment to facilitate the increased number of children using the service.

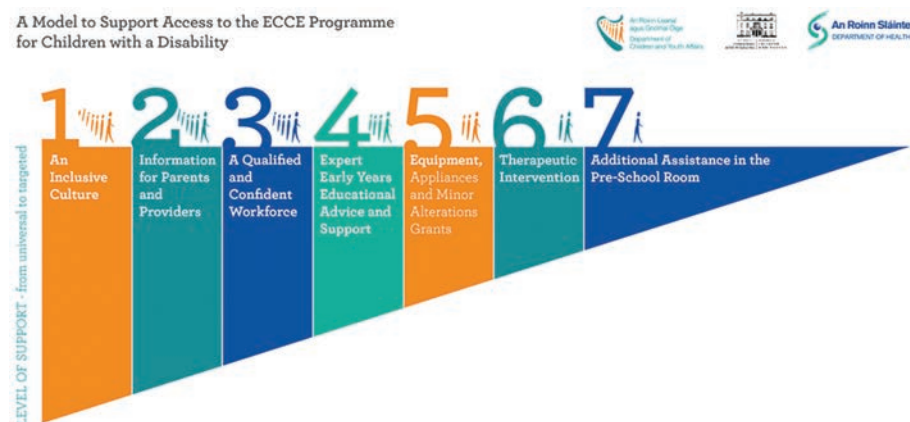
Up to the end of June 2017, 983 early years services received payments under the EYC 2016 programme. The total amount paid to these services was €6,062,377.

## 2.5 Access and Inclusion Model (AIM)

The Access and Inclusion Model (AIM) was launched in June 2016 to enable the full inclusion and meaningful participation of children with disabilities in the ECCE programme. The goal of AIM is to empower early years services to deliver an inclusive pre-school experience, ensuring that every eligible child can fully participate in the ECCE Programme and reap the benefits of quality early years care and education.

AIM is a child-centred model, involving seven levels of progressive support, moving from the universal to the targeted, based on the strengths and needs of the child and the early years setting (see Figure 2.4).

Figure 2.4 Model to support access to the ECCE programme for children with a disability



Level 1 – 3 include universal supports for childcare settings and parents, ranging from training for childcare staff to information resources for parents. These supports are delivered through CCCs, Mary Immaculate College and the DCYA. Targeted therapeutic supports (Level 6) are delivered by the HSE. Level 4, 5 and 7 are provided to childcare settings by Pobal and Better Start.

In 2016/2017, 1,283 services were supported under AIM, in respect of 2,486 children. 1,211 services received Level 4 supports and 190 services received Level 5 supports, which comprises funding for specialist equipment and/or funding for alterations to buildings. There is a separate application process for Level 5 funding and the same service can receive funding for both equipment and alterations. 689 services were in receipt of Level 7 supports, which includes funding for staff for an additional 10hrs or 15hrs a week. Level 7 funding aims to enable services to reduce the staff to child ratio in an ECCE setting. Services have flexibility around how to reduce the staff ratio (i.e. by employing an additional staff member or reducing the number of children registered for ECCE). Table 2.6 presents the breakdown of these supports by county.

**Table 2.6** Number of services receiving supports under AIM

County	Level 4	Level 5 equipment	Level 5 alterations	Level 7 (10 hrs support)	Level 7 (15 hrs support)
Carlow	13	2		0	5
Cavan	26	7		6	11
Clare	44	4	1	8	15
Cork	154	25	1	21	83
Donegal	58	5	6	7	29
Dublin	273	22	3	68	62
Galway	60	9		10	28
Kerry	45	8	2	17	12
Kildare	56	11		13	25
Kilkenny	21	4	1	3	12
Laois	27	6		5	14
Leitrim	14	1	2	0	3
Limerick	61	7	3	18	21
Longford	10	1		0	5
Louth	38	9	1	10	10
Mayo	27	5		4	9
Meath	53	15	1	9	12
Monaghan	16	3		6	8
Offaly	14	3		3	8
Roscommon	19		2	4	2
Sligo	14	3		4	4
Tipperary	41	9		12	13
Waterford	24	5	1	2	10
Westmeath	18	4	1	3	7
Wexford	48	1		16	16
Wicklow	37	4		9	6
Data not mapped					1
<b>Total</b>	<b>1,211</b>	<b>173</b>	<b>25</b>	<b>258</b>	<b>431</b>

In the first year of delivery, 2,423 children received Level 4 support. Of these, 1,431 progressed in the model to also receive Level 7 support. This represents slightly over 1% of children accessing ECCE and is in line with the estimates made in the Report of the Inter-Departmental Group (DCYA, 2015). The report estimated that 1% - 1.5% of pre-school children will require more intensive and targeted support at Level 7. A further 63 children received Level 5 support only (i.e. did not also receive Level 4 or Level 7 support).

## 2.6 Programmes summary

In 2016/2017, a total of 4,448 early years services were contracted to offer at least one of the three programmes. Of this, almost a quarter of services (24%, n=1,079) offered all three programmes (ECCE, CCS(P), TEC).

In total, 147,514 individual children availed of at least one of the programmes. This represents a 41% increase on the previous academic year. This increase is related to the extension of the ECCE programme – see section 2.1. Of these children, 2,569 availed of both ECCE and CCS(P), 835 of ECCE and TEC, and 358 of TEC and CCS(P) during the academic year 2016/2017.

The total number of child registrations across all programmes was 160,510, of which two thirds were in private services and 34% in community services. Compared to 2015/2016, the percentage of registrations in private services grew by 8%, from 58% in 2015/2016 to 66% in 2016/2017.

The combined approved contract value of all three programmes was €318,399,181, which increased by 36% on the previous year.

Table 2.7 presents the number of children, registrations and approved contract values for the three programmes over the last three academic years. As had been expected, due to the extension of the programme, the number of ECCE registrations increased significantly on the previous year. The increase in the level of expenditure on ECCE also grew significantly, but at a lesser rate compared to registrations. Almost three in ten registrations commenced in January 2017 or after, consequently, being of a smaller value.

The reduction in the registrations on the TEC programme continued and accelerated from a decrease of 0.4% between 2014/2015 and 2015/2016 to a decrease of 10% between 2015/2016 and 2016/2017.

**Table 2.7** Number of children, registrations and approved contract value for ECCE, CCS and TEC

	Programme	2014/2015	2015/2016	2016/2017	Difference 2015/2016 & 2016/2017	% difference 2015/2016 & 2016/2017
Number of children	ECCE	66,761	73,964	120,601	46,637	63%
	CCS(P)	23,716	25,010	24,715	-295	-1.2%
	TEC	6,814	6,581	5,931	-650	-10%
Number of registrations	ECCE	68,333	77,149	127,635	50,486	65%
	CCS(P)	23,775	25,374	25,530	156	1%
	TEC	8,173	8,141	7,344	-797	-10%
Approved contract value	ECCE	€138,959,130	€177,770,017	€263,014,209	€85,244,192	48%
	CCS(P)	€39,700,820	€38,903,707	€39,760,909	€857,202	2%
	TEC	€18,416,268	€17,899,477	€15,624,063	-€2,275,414	-13%





**Section**

**3**

**Profile of early  
years services**

# Key Findings

**4,448**

services offered at least  
one of the DCYA Early  
Years programmes  
of which

**73%**

are private

**60%**

in urban areas



**83%** services  
implement  
Aistear curriculum

Fewer  
services  
are  
offering  
after-school  
care



**71%** follow Síolta  
quality standards

**29%**

of services paid  
average rates of €3,457



## Profile of early years services

In 2016/2017, a total of 4,448 early years services were contracted to offer at least one of three early years programmes: Early Childhood Care and Education (ECCE), Community Childcare Subvention (CCS) and Training and Employment Childcare (TEC). This represents a 2% increase on the number of services contracted in 2015/2016. These 4,448 services are operated by 3,872 legal entities. In six counties the number of services grew by 5% or more (Offaly, Tipperary, Carlow, Mayo, Dublin - Dun Laoghaire-Rathdown and Westmeath), while in seven counties the number of services reduced, with the highest decrease of 5% recorded in Laois.

This section provides an overview of key characteristics of these services, including type of service, geographical distribution, types of childcare provided, premises ownership, commercial rates paid, curriculum and services provided. The general information about services, such as their type (community or private), geographical details and funding schemes they participated in (included in sections 3.1 and 3.2) is provided for all 4,448 services registered on the Programmes Implementation Platform (PIP) system. The characteristics included in the remaining sections (3.3 - 3.7) are provided for all the services who completed the Service Profile Survey (n=3,707).

### 3.1 Type of services and geographical distribution

In 2016/2017, like in previous years, the majority of early years services were private (73%, n=3,262), with community services accounting for 27% (n=1,186). Compared to the previous year, the number of community services decreased by 14, and the number of private services grew by 85, however, the proportion of community services to private services remained the same.

The majority of services were located in urban areas (60%, n=2,664), with two fifths operating in rural areas<sup>13</sup> (n=1,784) (Table 3.1). A higher proportion of private services operate in urban areas (63%), while the distribution of community services between urban (52%) and rural areas (48%) is more balanced. These trends are consistent with the previous year.

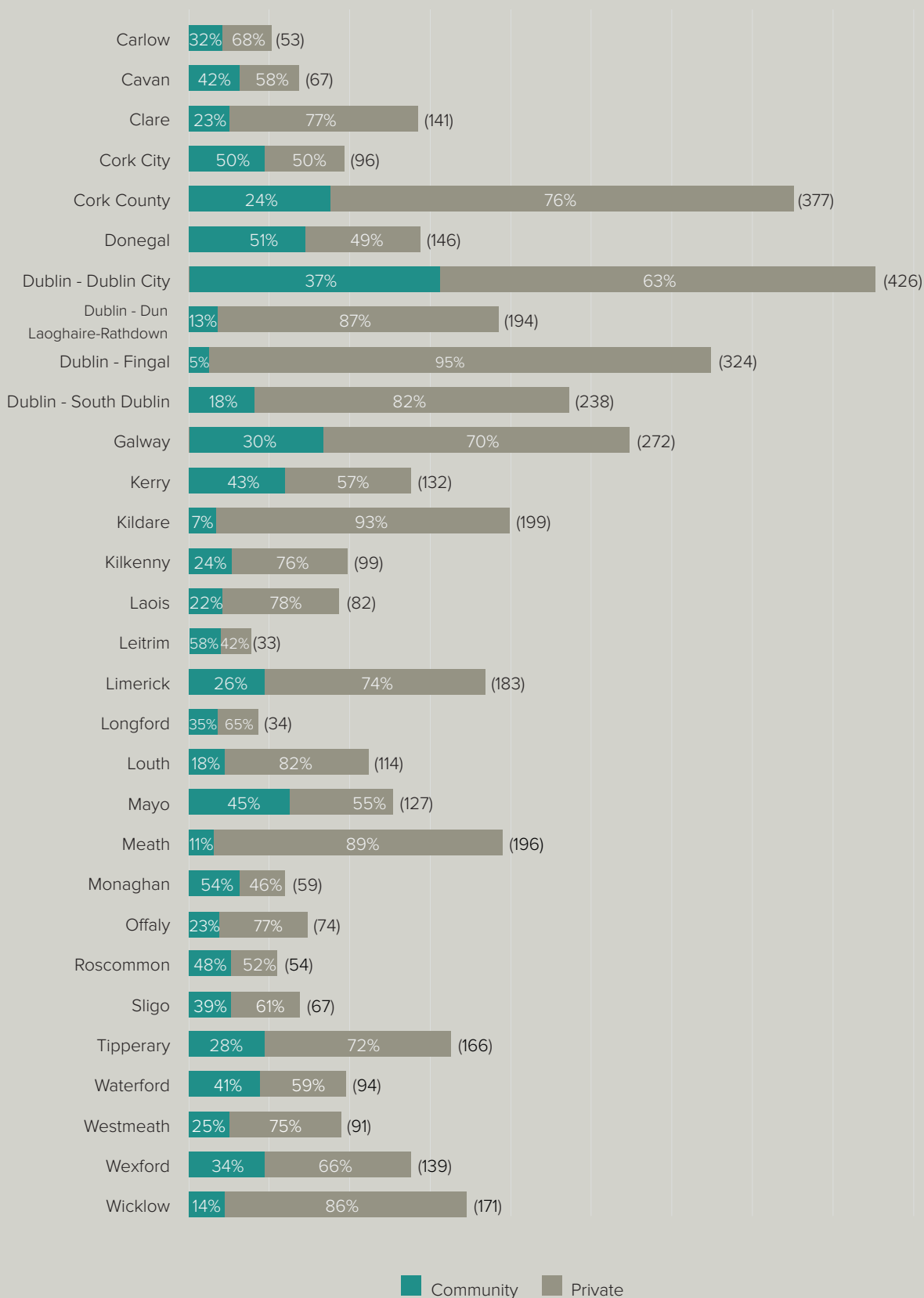
**Table 3.1** Percentage of services by organisation type and urban/rural

	Urban	Rural
All services	60%	40%
Private	63%	37%
Community	52%	48%

Figure 3.1 presents a detailed breakdown of early years services by organisation type and county. The ratio of community services to private services continue to significantly vary at the county level. Like in 2015/2016, over 90% of services in Dublin-Fingal and Kildare were private, while more than 50% of services in Leitrim, Monaghan, and Donegal were community services.

<sup>13</sup> For a detailed description of how services were defined as being either urban or rural, see section 1.2.4.

Figure 3.1 Number of services by county and percentage by organisation type



### 3.2 Funding programmes

Early years services can be contracted to offer up to three funding programmes in a given academic year. The decision of services to participate in a programme is likely to be influenced by programme specific terms and conditions, such as times and weeks of services and staff qualification requirements. In 2016/2017, of the 4,448 services contracted to offer at least one programme, the vast majority of services were contracted to offer ECCE (96%), 39% to offer CCS(P) and 36% participated in TEC. Compared to 2015/2016, the number of services participating in CCS(P) increased by 6%, which is a result of a larger number of private services signing up for CCSP. For a detailed breakdown of services by funding programme and organisation type see Table 3.2.

Table 3.2 Number and percentage of services by funding programme

Funding programme	Community	Community % (n=1,186)	Private	Private % (n=3,262)	Total number of services	% of all services participating (n=4,448)
ECCE	1,037	87%	3,211	98%	4,248	96%
CCS(P)	911	77%	817	25%	1,728	39%
TEC	521	44%	1,066	33%	1,587	36%

### 3.3 Types of childcare

Early years services offer different types of childcare services. Information on the types of childcare offered was collected from the Service Profile survey. Figure 3.2 shows the number of facilities by service type. The service offered by the majority of early years facilities (92%) is sessional a.m. care, while overnight service and drop-in services were offered by the smallest share of childcare providers.

Figure 3.2 Number and percentage of services by service type offered

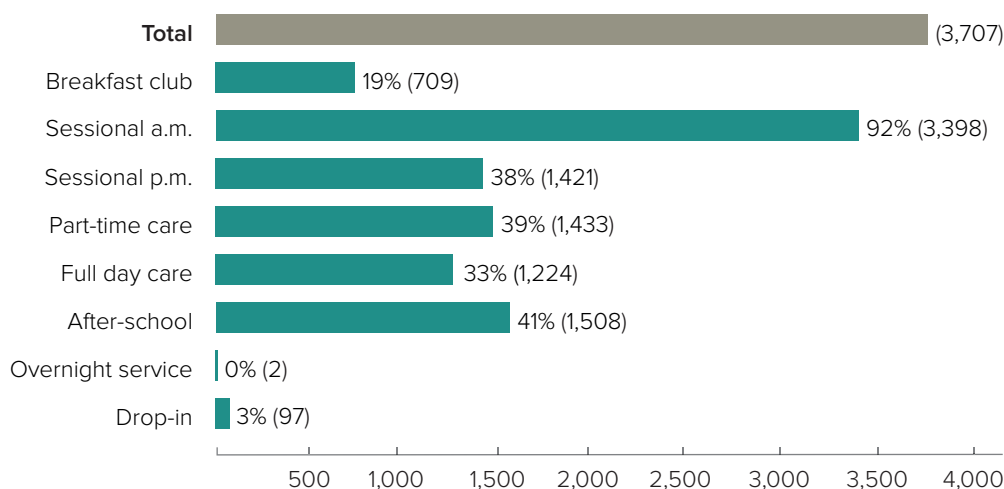


Table 3.3 outlines the changes in the types of services offered by childcare providers between 2011 and 2016/2017. Up to 2015/2016 for the majority of service types, the number of facilities offering them increased steadily, with the exception of sessional services – as the number of services offering them continued to decrease from 2013 onwards. 2016/2017 represents a break in this trend, with the majority of services being offered by a smaller share of providers. This points to the consolidation of services offered by early years facilities over the last year.

**Table 3.3 Percentage of childcare facilities by service type offered (2011 to 2016/2017)**

	2011	2012	2013	2014	2015/2016	2016/2017
Full day care	no data	no data	30%	31%	34%	33%
Breakfast club	6%	7%	12%	14%	18%	19%
After-school	27%	28%	30%	34%	54%	41%
Sessional service	57%	54%	99.7%	97%	96%	93%
Part-time care	no data	no data	31%	32%	40%	39%
Drop-in/ occasional	no data	no data	3%	3%	6%	3%

### 3.4 Premises ownership

The information on the premises ownership was collected from the Service Profile survey. Almost half of all services (49%) operated from a premises owned by individuals or organisations providing early years services, with 43% leasing their premises. One in twelve services (8%) had no formal agreement, with more community services having no formal agreement (14%) than private providers (6%). A higher proportion of services with owned premises were in rural areas. Table 3.4 presents the breakdown of premises ownership by the type of service and urban/rural location.

**Table 3.4 Percentage of services by premises ownership**

Premises ownership	All (N=3,707)	Community (N=1,033)	Private (N=2,674)	Rural (N=1,512)	Urban (N=2,195)
Leased	43%	49%	40%	39%	45%
No formal agreement	8%	14%	6%	9%	8%
Owned	49%	37%	54%	52%	47%

### 3.5 Location of premises

The majority of services (55%) are located in private premises, while one in five are located at a community facility. 13% of all services are located in schools. The premises location varies significantly between community and private services. More than half of community services (53%) are located at a community facility, while 71% of private services are operating from private premises. Table 3.5 presents a breakdown of premises location by the type of service and urban/rural location.

Table 3.5 Percentage of services by premises location

Premises location	All (N=3,707)	Community (N=1,033)	Private (N=2,674)	Rural (N=1,512)	Urban (N=2,195)
Community facility	20%	53%	7%	23%	18%
Employer facilitated premises	1%	1%	1%	1%	1%
Other	6%	12%	4%	6%	6%
Parish hall	3%	3%	4%	4%	3%
Private premises	55%	13%	71%	51%	57%
School	13%	16%	11%	13%	13%
Sports facility	2%	2%	2%	2%	2%

### 3.6 Commercial rates

The information on whether services were charged commercial rates was also collected from the Service Profile survey. Out of 3,707 services that completed the survey, 29% (n=1,091) of respondents indicated that their service was billed for commercial rates. Compared to 2015/2016, the share of services paying commercial rates decreased by 3%, however it was still higher than in 2013 when 26% of services were billed for rates (see Table 3.6).

Table 3.6 Percentage of services billed for rates between 2013 and 2016/2017

	2013	2014	2015/2016	2016/2017
% of Services billed for rates	26%	35%	32%	29%

Table 3.7 shows the percentages of services billed for commercial rates by type of service and their urban/rural location. Similar to last year, private services (36%) are more likely to pay commercial rates compared to community services (12%). Also a higher number of services located in urban areas (34%) compared to rural areas (23%) are billed for commercial rates.

Table 3.7 Percentage of services billed for commercial rates

Billed for rates	Community	Private	Rural	Urban	All
Yes	12%	36%	23%	34%	29%
No	88%	64%	77%	66%	71%
<b>Total</b>	<b>N=1,033</b>	<b>N=2,674</b>	<b>N=1,512</b>	<b>N=2,195</b>	<b>N=3,707</b>

The level of rates paid by services varied depending on organisation type and their locations. Almost half of services paid rates between €1,000 and €5,000 (49%) and 26% paid annual rates of less than €1,000. A total of 113 (10%) of services paid rates over €10,000, with more private services (11%) paying higher rates compared to community services (4%). Compared to 2015/2016, the number of services that paid rates over €5,000 increased by 3%. The majority of community services (54%) paid commercial rates under €1,000. For a detailed breakdown see Table 3.8.

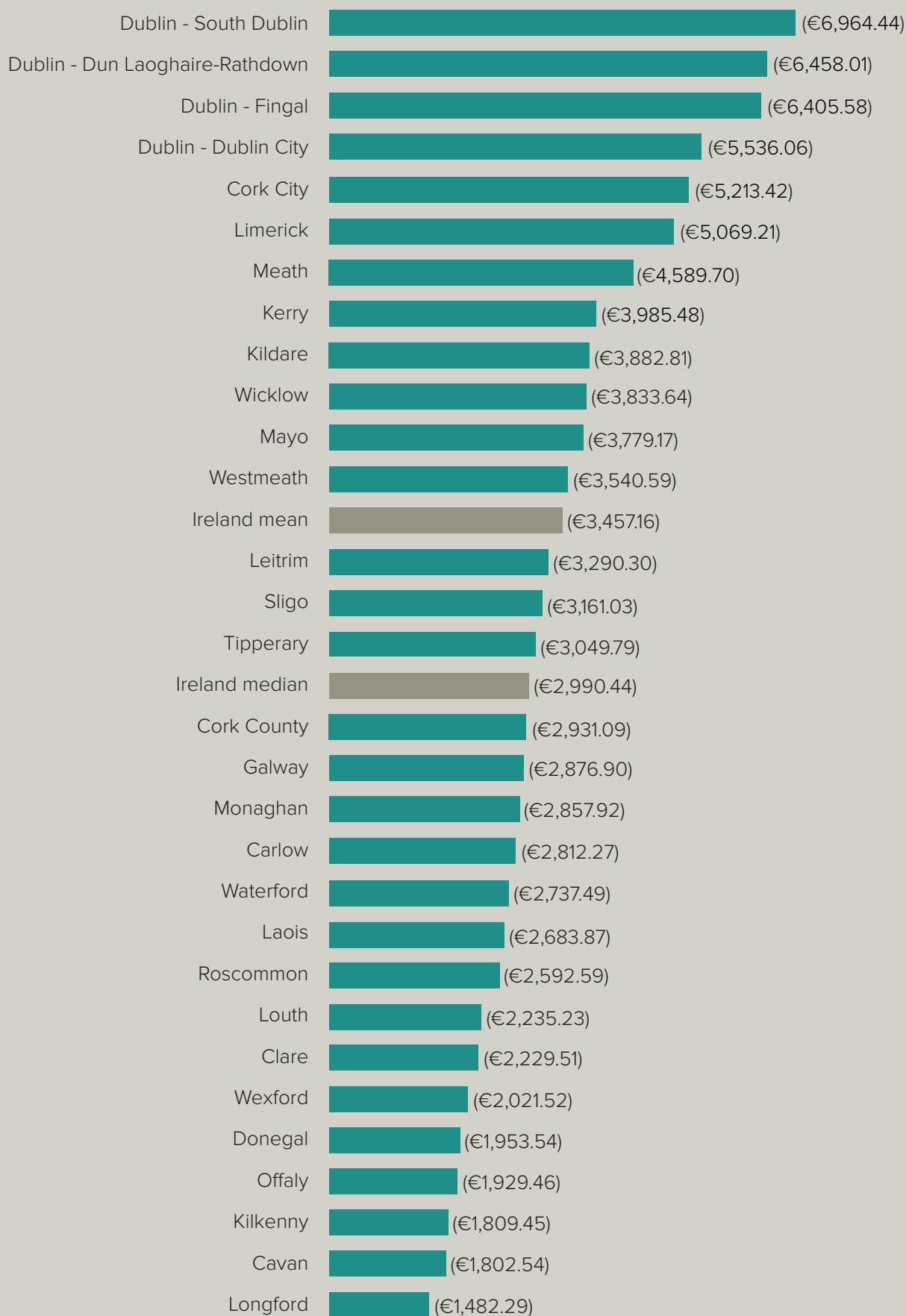
Table 3.8 Percentage of services by most recent commercial rates bill

	Community		Private		All	
	2015/2016	2016/2017	2015/2016	2016/2017	2015/2016	2016/2017
Under €1,000	45%	54%	24%	22%	27%	26%
€1,000-€5,000	35%	29%	52%	51%	50%	49%
€5,001-€10,000	13%	13%	14%	16%	14%	15%
Over €10,000	5%	4%	9%	11%	8%	10%
Did not specify	2%	n/a	1%	n/a	1%	n/a

Figure 3.3 shows the most recent annual rates paid by service by county average. Similar to 2015/2016, the highest rates were paid by services in all four Dublin local authority areas (above €5,500 on average). Only in one county (Longford) services paid average rates of less than €1,500 compared with three counties in 2015/2016. Nationally, the rates averaged at €3,457. A more reliable measure of average rates at county level is the median, which was €2,990 in 2016/2017. This shows an increase of €213 or 8% when compared with 2015/2016.



Figure 3.3 County average of most recent commercial rates bill



### 3.7 Curriculum and quality standards

Early years services follow a number of different curricula approaches and quality standards. Aistear, the national Early Childhood Curriculum Framework, was reported as being implemented by 83% services who completed the survey, with the Síolta standards being used by 71%. This shows an increase of 2% and 3% respectively on 2015/2016. Play based curriculum shows an increase of 9% compared to 2015/2016 (43%), while the Montessori curriculum has decreased by 3% from the 46% reported in 2015/2016. The number of respondents indicating that they do not use a curriculum approach remains unchanged at 2%.

Table 3.9 presents the curricula and quality frameworks used by providers by organisation type and urban/rural location. The largest differences were observed for the Montessori approach being mainly used by private services (56%) and in urban locations (48%). Considerably more community services than private services use High/Scope and the Naíonra curriculums, 19% and 11% compared to 5% and 4%, respectively.

Table 3.9 Percentage of services by curriculum approaches and quality framework

	Community	Private	Urban	Rural	Total
Aistear	82%	83%	81%	84%	83%
Síolta	73%	70%	69%	73%	71%
Play based curriculum	51%	53%	52%	53%	52%
Montessori	10%	56%	48%	36%	43%
High/Scope	19%	5%	9%	10%	9%
Naíonra	11%	4%	6%	6%	6%
Other	4%	3%	4%	3%	3%
None	5%	1%	2%	2%	2%
Early Start	1%	1%	2%	1%	1%
Steiner	1%	1%	1%	1%	1%
ABA (ASD children)	0%	0%	0%	0%	0%
Froebel	0%	1%	1%	0%	0%
<b>Total</b>	<b>N=1,033</b>	<b>N=2,674</b>	<b>N=2,195</b>	<b>N=1,512</b>	<b>N=3,707</b>



**Section**

# 4

**Children in early  
years settings**

# Key Findings



English or Irish was not the first language for **13%** of children



**18,000** one parent families have children attending early years services



The estimated increase in the number of Travellers attending services **(2,850)**



**57%**

of services have at least one child with a disability enrolled, 9% more than last year

Almost **7,000** children diagnosed with a disability were enrolled in the early years service

# Children in early years settings

This section discusses the children and families that avail of early years services who fall into the category of minority groups, such as one parent families, Travellers, Roma, children for whom English or Irish is not their first language, children with additional needs and children with a disability (as diagnosed by the HSE).

## 4.1 Equality, diversity and inclusion

### 4.1.1 One parent families

Respondents to the Early Years Service Profile survey were asked to detail, to the best of their knowledge, the number of children/families who avail of their services from the target groups mentioned above. **77% of services** (n=2,847) provided childcare to at least one child from a **one parent family**. In total, **18,132 one parent families** were reported to be availing of childcare from these services. This figure equates to an average of 6.4 one parent families per service, in those services which reported having this group access their facility.

Table 4.1 shows the breakdown of one parent families availing of early years services by organisation type and urban/rural location. More than half of one parent families (58%) access community services, despite community services representing only 28% of services who completed the Early Years Service Profile survey.

**Table 4.1** Number of one parent families availing of early years services

	All	Community	Private	Urban	Rural
Number of services with one parent families availing of facility	2,847	917	1,930	1,732	1,115
% of services with one parent families	77%	89%	72%	79%	74%
Number of one parent families	18,132	10,441	7,691	13,455	4,677

### 4.1.2 Children with neither English nor Irish as their first language

Respondents were asked to detail, to the best of their knowledge, the number of children for whom English or Irish is not a first language. Over two thirds of services (69%) reported to have at least one child attending who have neither English nor Irish as their first language. In total, there were **20,870 children who have neither English nor Irish as their first language** attending early years services. This represents 13% of all children enrolled by age across all services.

Table 4.2 shows the breakdown of children attending early years services whose first language is neither English nor Irish by organisation type and urban/rural location. The majority of these children attend private services (69%) and those located in urban areas (82%).

Table 4.2 Number of children whose first language is neither English nor Irish attending early years services

	All	Community	Private	Urban	Rural
Number of services	2,567	721	1,846	1,766	801
% of services	69%	70%	69%	80%	53%
Number of children	20,870	6,384	14,486	17,122	3,748

### 4.1.3 Traveller and Roma children

Respondents were asked to detail if they had any children attending from the **Traveller or Roma community**. **611 services (16%)** had one or more children from the Traveller community attending while only **285 services (8%)** had at least one child from the Roma community. There were 2,399 Traveller children attending in total and they represented 1.5% of all children attending early years services. Based on extrapolation, it can be estimated that 2,850 Traveller children were enrolled, an increase of 22% on the previous year. For comparison, census reported a total of 12,313 Traveller children aged between (0 to 14 years) were living in Ireland in 2016 (CSO, 2016). **A total of 853 Roma children attended early years services.**

Table 4.3 shows the breakdown of Traveller and Roma children in early years services by organisation type and urban/rural location. The majority of both Traveller and Roma children attend services located in urban areas (78% and 72% respectively). More Traveller children are enrolled in community services (75%), while more Roma children are more likely to attend private services (67%).

Table 4.3 Number of Traveller and Roma children in early years services

	Traveller children			Roma children		
	Number of children attending	Number of services with any children attending	% of services with any children attending	Number of children attending	Number of services with any children attending	% of services with any children attending
All	2,399	611	16%	853	285	8%
Community	1,805	328	32%	282	86	8%
Private	594	283	11%	571	199	7%
Urban	1,875	433	20%	618	225	10%
Rural	524	178	12%	235	60	4%

## 4.2 Disability

Respondents were asked to specify the number of children attending their service with additional needs. Two thirds of services (n=2,430) had at least one child with additional needs. The total number of unique children with additional needs was 8,347. For a breakdown of services and children with additional needs by organisation type see Table 4.4.

**Table 4.4 Breakdown of services and children with additional needs attending early years services**

	All		Community		Private	
	Services	Children	Services	Children	Services	Children
Number of children with additional needs	2,430	8,347	756	3,402	1,674	4,945
Percentage of services/children	66%	5%*	73%	41%**	63%	59%**

\* Calculated as % of all children enrolled

\*\* Calculated as % of all children with additional needs

Respondents were asked to specify the number of children with additional needs who had a diagnosis from the HSE and to detail the number of children attending against a prescribed list of disability categories (as diagnosed by the HSE). Please note that a child may be recorded under more than one disability category. 2,126 (57%) of respondents had at least one child with a disability (as diagnosed by the HSE), 9% more than last year, and in total there were 6,988 unique children with a diagnosed disability. They represented 4% of all children enrolled. In comparison, the 2016 census reported that 13.5% of the overall population of Ireland had a disability. The disability category with the most children reported was 'Other learning/intellectual disability'. For a detailed breakdown, see Table 4.5.

Table 4.5 Breakdown of services and children with a diagnosed disability attending early years services

	All		Community		Private	
	Services	Children	Services	Children	Services	Children
Children with a disability (as diagnosed by the HSE)	2,126	6,988	688	3,018	1,438	3,970
Percentage of services/children	57%	4%*	67%	43%**	54%	57%**
<b>Number of services and children with:</b>						
Physical disability	505	650	170	254	335	396
Sensory impairment (hearing/sight)	620	975	210	388	410	587
Other learning/intellectual disability	1,418	3,295	462	1,399	956	1,896
Dual/multiple disability	453	855	157	393	296	462
Other	506	1,222	186	586	320	636

\* Calculated as % of all children enrolled

\*\* Calculated as % of all children with a disability (as diagnosed by the HSE)

Community services were, on average, more likely to report having at least one child with additional needs or a disability. 43% of children with a diagnosed disability were attending community services, while only 32% of all children were enrolled in community services. This is likely to be due to the fact that community services are known to take many referrals of children from Tusla and public health practitioners. Another reason may be attributed to the fact that community services are, on average, larger than private services.

A total of 2,882 (78%) respondents stated that their service was wheelchair accessible, with 86% of community services and 74% of private facilities having a wheelchair access. A greater number of rural services (84%) were wheelchair accessible compared to urban (73%). The vast majority of respondents 3,389 (91%) stated that their service had an inclusion policy in place. There was a slight variance between community services (93%) and private services (91%).

Almost one third (n=1,214) of respondents stated that in the last 12 months, at least one staff member had completed the 'Equality, Diversity and Inclusion Training Programme', which was rolled out by City and County Childcare Committees (CCCs) under the Access and Inclusion Model (AIM).





**Section**

**5**

**Childcare places**

# Key Findings



**186,190**

The estimated number of children enrolled across early years services, 9% increase on the previous year



2 in 3 children enrolled are aged between **3** and **6** years



The number of children on waiting lists increased by **21%**

The capacity nationally for children



**202,082**



The average number of children enrolled per service is **44**



It is estimated there are **15,892** vacant childcare places, **23%** less than in the previous year

## Childcare places

To allow a more accurate overview of childcare places in services nationally, the Service Profile survey asked respondents to report the numbers of children enrolled, on a waiting list and also the number of vacant places (places available) by age<sup>14</sup> and service type. Given that the Programmes Implementation Platform (PIP) only records the number of registrations against the three DCYA Programmes (Early Childhood Care and Education (ECCE), Community Childcare Subvention (CCS) and Training and Employment Childcare (TEC)), this method allows services to provide data on all children attending their service, regardless of whether or not they are enrolled on Government schemes.

Table 5.1 shows the total number of children enrolled, on a waiting list and vacant places by age range and Table 5.2 shows these children/categories by service type. A breakdown by county of numbers enrolled, numbers on a waiting list and vacant places is included in Appendix 2.

**Table 5.1** Number of children (by age) enrolled, on a waiting list and by vacant places

By Age range	Enrolled	Waiting list	Vacant places
Up to 1 year (0-12 months)	2,982	1,552	662
1 year+ to 2 years (13-24 months)	9,138	2,250	902
2 years+ to 3 years (25-36 months)	16,169	3,328	1,552
3 years+ to 4 years (37-48 months)	52,573	5,042	3,912
4 years+ to 5 years (49-60 months)	43,561	1,730	2,453
5 years+ to 6 years (61-72 months)	11,986	1,005	1,645
6 years+ to 8 years (73-96 months)	11,007	897	1,316
8 years+	9,331	492	937
<b>Total</b>	<b>156,747</b>	<b>16,296</b>	<b>13,379</b>

<sup>14</sup> There has been a change to the age cohorts reported in the last year's report. There are now eight age cohorts as opposed to seven in 2015/2016. The age cohorts of 3 years+ to 4½ years and 4½ years+ to 6 years have now been replaced by 3 years+ to 4 years, 4 years+ to 5 years and 5 years+ to 6 years.

Table 5.2 Number of children (by service type offered) enrolled, on a waiting list and by vacant places

Session type	Enrolled	Waiting list	Vacant places
Sessional	89,081	9,658	6,826
After-school	28,913	4,181	2,353
Full day care	27,302	2,758	3,913
Part-time care	20,669	2,693	3,296
Breakfast club	6,312	2,137	524
Drop-in	470	242	8
Overnight service	20	0	0
<b>Total</b>	<b>172,767</b>	<b>21,669</b>	<b>16,920</b>

## 5.1 Enrolments

Respondents were asked to report on the number of children enrolled by age and service type. The latter allows for analysis on take-up across different service types, for example, sessional, after-school, etc. Since children can be enrolled across multiple service types (for example, a child may attend a breakfast club in a service and return for the after-school later in the day.) For this reason, services were also asked to report numbers enrolled by age, as this allows for the calculation of unique children. Unless otherwise stated, this report will primarily focus on the numbers by age (i.e. unique children).

Respondents reported a total of 156,747<sup>15</sup> children enrolled by age. Based on extrapolation, it was estimated that **approximately 186,190 children<sup>16</sup> are enrolled across all services, an increase of 9% (n=14,990) on 2015/2016 figures**. While this increase is not as significant as that reported between 2014 and 2015/2016, it still points towards an upward trend. One reason for this is the introduction of the second free pre-school year (ECCE) in 2015. This years findings show that the number of pre-schoolers increased by 6%, while the number of children in other age categories decreased or remained similar (Table 5.3). This is further evidenced by the 63% increase in the number of children availing of ECCE in the past 12 months. The economic upturn has potentially also contributed to this increase. With employment figures rising it is likely that more parents, particularly women, are returning to work and availing of centre-based childcare.

With the increase in children enrolled, as reported above, **the average number of children enrolled per service has also increased to 44, from the 42 reported in 2015/2016 and the 33 reported in 2014**. This increase is further evidence of the continued expansion of the early years sector. For a county breakdown of number of children enrolled, number of services and average number of children per service, refer to Appendix 3.

<sup>15</sup> A total of 141 services reported no children enrolled in their service.

<sup>16</sup> Based on the calculation that 84% of children were reported on through the Service Profile survey. For more information on this methodology, refer to Section 1.2 of this report.

Figure 5.1 shows the breakdown of children enrolled across the different age cohorts. As stated in the previous paragraph, pre-school children aged from 3+ years to 6 years make up 69% of all children enrolled, up by 6% on the 63% reported in 2015/2016. Babies (up to 1 year) continue to account for the lowest proportion of children enrolled with 2%.

Figure 5.1 Number and percentage of children enrolled by age range

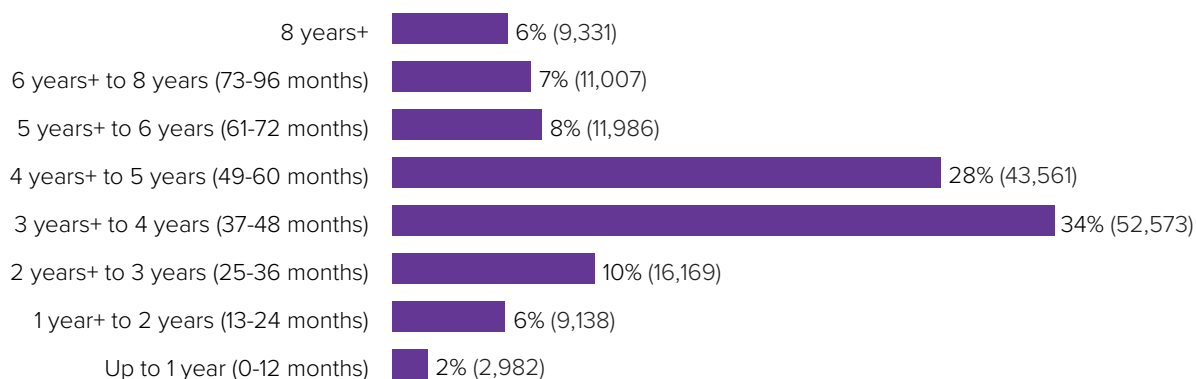


Table 5.3 shows the numbers and percentages of children enrolled from 2012 to 2016/2017. The pre-school age cohort is the only age group to have increased their share in the overall enrolments (6% on the previous year). A group which had seen a large proportional increase in the previous year, toddlers (age 1 year+ to 3 years), recorded a decrease of 4%. The number of school age children enrolled also decreased by 2%. The percentage of babies (up to 1 year) attending childcare facilities remained unchanged at 2%.

Table 5.3 Number and percentage of children enrolled by childcare type (2012 to 2016/2017)

	Age range	2012	2013	2014	2015/2016	2016/2017					
Babies	Up to 1 year (0-12 months)	3%	3,144	3%	2,619	3%	2,760	2%	2,717	2%	2,982
Toddlers	1 year+ to 3 years (13-36 months)	14%	14,135	14%	11,425	13%	10,996	20%	27,781	16%	25,307
Pre-schoolers	3 years+ to 6 years (37-72 months)	66%	65,854	70%	59,131	66%	54,481	63%	87,975	69%	108,120
School age	6 years+	16%	16,087	14%	11,702	18%	14,719	15%	20,495	13%	20,338
<b>Total</b>		<b>100%</b>	<b>99,220</b>	<b>100%</b>	<b>84,877</b>	<b>100%</b>	<b>82,956</b>	<b>100%</b>	<b>138,968</b>	<b>100%</b>	<b>156,747</b>

Of all children enrolled in early years services, 32% of children attend community services while 68% attend private services. This is slightly disproportionate to the breakdown of services who responded to the survey with 28% being community and 72% private. This indicates that community services are on average larger than their private counterparts. Table 5.4 shows the number of children enrolled by age cohort, as a percentage of total children enrolled for that age cohort, across both community and private services. Private services have a higher proportion of children enrolled across all age groups, with the exception of children aged 8 years+, of whom the majority (55%) attend community services.

Table 5.4 Number and percentage of children enrolled by age range

Age range	Community (Comm.)	Private (Priv.)	Comm. %	Priv. %
Up to 1 year (0-12 months)	805	2,177	27%	73%
1 year+ to 2 years (13-24 months)	2,870	6,268	31%	69%
2 years+ to 3 years (25-36 months)	5,676	10,493	35%	65%
3 years+ to 4 years (37-48 months)	15,000	37,573	29%	71%
4 years+ to 5 years (49-60 months)	12,132	31,429	28%	72%
5 years+ to 6 years (61-72 months)	4,108	7,878	34%	66%
6 years+ to 8 years (73-96 months)	4,460	6,547	41%	59%
8 years+	5,139	4,192	55%	45%

The number of children enrolled in a given county, is largely proportional to the number of services in the same county. Similar to figures reported last year, Dublin City and Cork County reported the highest number of children enrolled with 15,356 and 13,096, respectively. Both counties also account for the most services with 354 in Dublin City and 315 in Cork County responding to the survey. Unchanged from the previous year, counties Leitrim and Longford both reported the least number of children attending, with 932 and 1,667 children, respectively.

As stated previously in this section, the average number of children enrolled per facility is 44. That average is higher for community services (50) and lower for private services (42). Figures reported for 2016/2017 show that urban based services had more children enrolled on average than their rural counterparts, with 47 and 40, respectively.

## 5.2 Vacant places

A total of 1,149 (31%) of respondents reported having at least one vacant place within their service. This is a decrease on the 39% reported in 2015/2016 and the 64% reported in 2014. Figure 5.2 shows the number of services with at least one vacant place across the different age ranges. For those services who cater for the following age groups: 4 years+ to 6 years and 8 years+, 87% of these services reported no vacant places. The age group with the highest share of vacant places are the 0 to 12 months age category with 27%.

Figure 5.2 Services with at least one vacancy by age as a percentage of services who cater for that age range

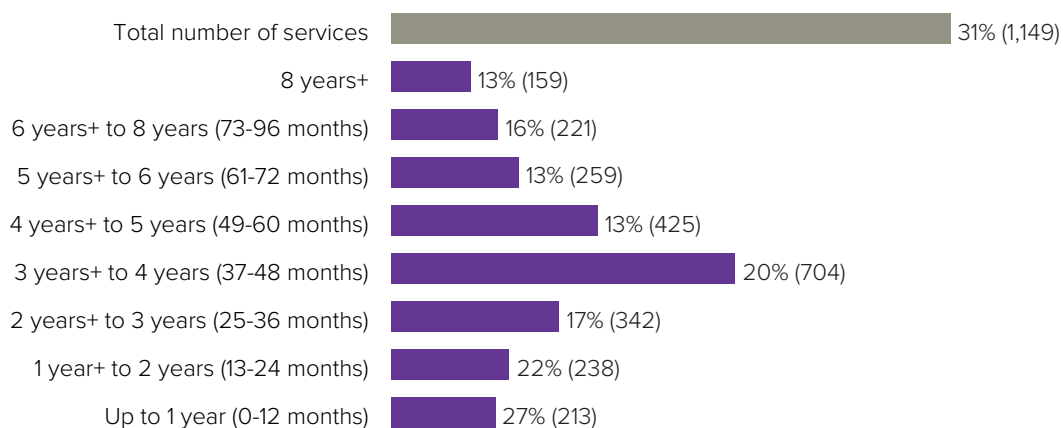


Table 5.5, shows the spread of vacant childcare places by age (13,379) across community and private and urban/rural services. The age range with the highest number of vacant places across the different service types is 3 years+ to 4 years. The 0 to 12 month age range represents the lowest number of vacant places in both community and private services.

**Table 5.5 Number of vacant places by age range**

Age range	Community	Private	Urban	Rural	Total
Up to 1 year (0-12 months)	166	496	422	240	662
1 year+ to 2 years (13-24 months)	300	602	596	306	902
2 years+ to 3 years (25-36 months)	545	1,007	885	667	1,552
3 years+ to 4 years (37-48 months)	1,342	2,570	1,925	1,987	3,912
4 years+ to 5 years (49-60 months)	727	1,726	1,162	1,291	2,453
5 years+ to 6 years (61-72 months)	632	1,013	646	999	1,645
6 years+ to 8 years (73-96 months)	466	850	525	791	1,316
8 years+	400	537	317	620	937
<b>Total</b>	<b>4,578</b>	<b>8,801</b>	<b>6,478</b>	<b>6,901</b>	<b>13,379</b>

With a total of 156,747 children enrolled nationally across all age categories and 13,379 vacant places, it can be estimated that the vacancy rate nationally is 9%. The vacancy rate varies across the various age categories (see Table 5.6) with the lowest vacancy rate recorded for children aged 3+ years to 6 years at 7%, while the highest was for babies (up to 1 year) at 22%.

**Table 5.6 Number of vacant places as a percentage of numbers enrolled (by age)**

Age range	2015/2016			2016/2017		
	Number of vacant places	Numbers enrolled	% Vacancy rate	Number of vacant places	Numbers enrolled	% Vacancy rate
Up to 1 year (0-12 months)	742	2,717	27%	662	2,982	22%
1 year+ to 2 years (13-24 months)	1,133	9,289	12%	902	9,138	10%
2 years+ to 3 years (25-36 months)	2,184	18,492	12%	1,552	16,169	10%
3 years+ to 6 years (37-72 months)	9,653	87,975	11%	8,010	108,120	7%
6 years+ to 8 years (73-96 months)	1,807	12,216	15%	1,316	11,007	12%
8 years+	1,109	8,279	13%	937	9,331	10%
<b>Total</b>	<b>16,628</b>	<b>138,968</b>	<b>12%</b>	<b>13,379</b>	<b>156,747</b>	<b>9%</b>

Vacancy rates differ significantly at the county level (see Table 5.7). Donegal had the highest availability rate at 16%, while Dun Laoghaire-Rathdown had the lowest availability rate at 4%. The 9% vacancy rate nationally does not take into account local context or geographic distribution indicating that supply and demand are not perfectly matched at a local level.

Table 5.7 County breakdown of number of vacant places as a percentage of children enrolled

County	Enrolled	Vacant places	% Availability
Carlow	2,009	309	15%
Cavan	2,882	200	7%
Clare	3,988	582	15%
Cork City	4,188	321	8%
Cork County	13,096	1,057	8%
Donegal	5,507	874	16%
Dublin - Dublin City	15,356	852	6%
Dublin - Dun Laoghaire-Rathdown	6,987	250	4%
Dublin - Fingal	10,564	637	6%
Dublin - South Dublin	8,528	476	6%
Galway	9,210	836	9%
Kerry	5,215	564	11%
Kildare	7,366	513	7%
Kilkenny	3,389	355	10%
Laois	3,257	334	10%
Leitrim	932	89	10%
Limerick	5,665	571	10%
Longford	1,667	101	6%
Louth	3,637	492	14%
Mayo	3,945	492	12%
Meath	6,227	533	9%
Monaghan	3,449	232	7%
Offaly	2,137	204	10%
Roscommon	2,128	246	12%
Sligo	2,623	140	5%
Tipperary	5,782	666	12%
Waterford	3,709	232	6%
Westmeath	3,863	270	7%
Wexford	4,887	577	12%
Wicklow	4,554	374	8%
<b>Total</b>	<b>156,747</b>	<b>13,379</b>	<b>9%</b>

Respondents to the Service Profile were also asked to provide data on availability, by service type. Table 5.8 presents this data by organisation type and urban/rural breakdown. A total of 21,669 vacant places were reported nationally. This figure is higher than the number reported by age due to the fact that children can avail of more than one service type on a given day.



Table 5.8 Number of vacant places by service type offered

Service type offered	Community	Private	Rural	Urban	Total
Sessional	2,974	6,684	4,995	4,663	9,658
Afterschool	1,413	2,768	2,224	1,957	4,181
Full day care	587	2,171	1,079	1,679	2,758
Part time care	994	1,699	1,145	1,548	2,693
Breakfast club	530	1,607	1,156	981	2,137
Drop-in	91	151	144	98	242
Overnight service	0	0	0	0	0
<b>Total</b>	<b>6,589</b>	<b>15,080</b>	<b>10,743</b>	<b>10,926</b>	<b>21,669</b>

An extrapolation based on the response rate of 84% estimates that nationally there are approximately 15,892 vacant childcare places (see Table 5.9). This figure has decreased on the corresponding extrapolated figure of 20,485 reported in 2015/2016 (by 23%) and the 31,146 reported in 2014 (by 49%). It also correlates with the overall growth in enrolments during this period. On average, there are four vacant places per service. A slight decrease on the five vacant places per service reported in 2015/2016. Two thirds of all vacant places exist in private services (66%, n=8,801) compared with only one third in community services (34%, n=4,578). Similar to last year, this is proportionate to the numbers of children enrolled across both service types.

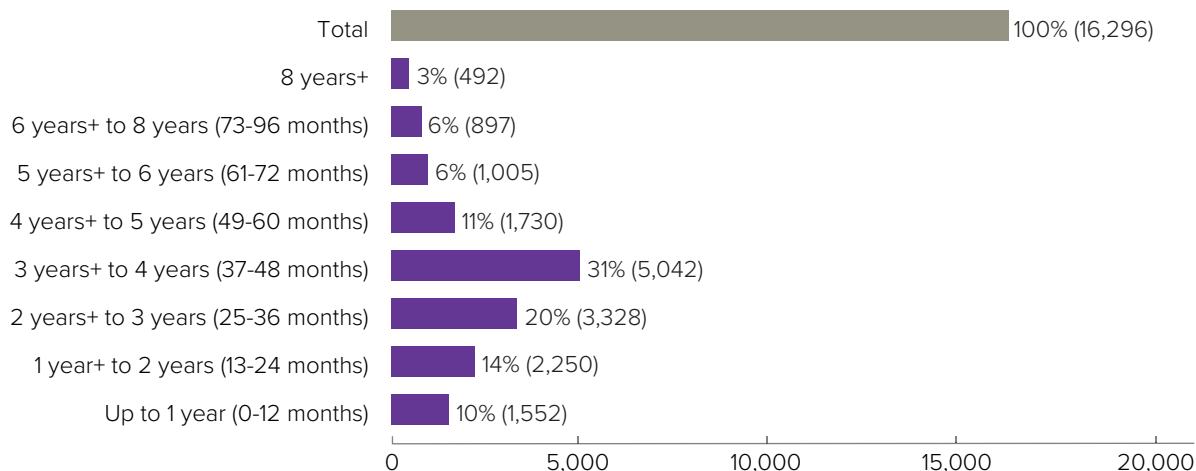
Table 5.9 Number and percentage of vacant places (by age) with extrapolated figures

Age range	Number of vacant places	% of all vacant places	Extrapolated number of vacant places nationally
Up to 1 year (0-12 months)	662	5%	786
1 year+ to 2 years (13-24 months)	902	7%	1,071
2 years+ to 3 years (25-36 months)	1,552	12%	1,844
3 years+ to 4 years (37-48 months)	3,912	29%	4,647
4 years+ to 5 years (49-60 months)	2,453	18%	2,914
5 years+ to 6 years (61-72 months)	1,645	12%	1,954
6 years+ to 8 years (73-96 months)	1,316	10%	1,563
8 years+	937	7%	1,113
<b>Total</b>	<b>13,379</b>	<b>100%</b>	<b>15,892</b>

### 5.3 Waiting lists

Services were asked to provide details on the number of children on a waiting list by age and session type. A total of 16,296 children were reported to be on a waiting list (by age), as shown in Figure 5.3. An extrapolation based on the response rate of 84% would suggest that nationally there could be as many as 19,357 children waiting for a place, 21% more than in the previous year. As noted in previous years, parents may have placed their child on more than one waiting list in order to secure a place. Therefore, waiting list numbers will not always represent individual children.

Figure 5.3 Number and percentage of children on a waiting list by age



Of the total number of children on a waiting list for places, almost half (48%, n=7,777) fall within the pre-school age category of 3 years+ to 6 years. This is similar to last year’s percentage of 50% (n=6,551). This may suggest that demand for a pre-school place is levelling off since the introduction of the additional free pre-school year. For the second year running, children in the toddler age range of 1 year+ to 3 years account for the second highest proportion of children on waiting lists with 34%. This may be a direct result of the introduction of the additional free pre-school year (ECCE), where parents may enrol their child early in a service in order to secure a place on the ECCE programme.

Children of school age from 6 years+, who are most likely to avail of after-school services account for the lowest proportion of all children on a waiting list with 9% (n=1,389). This combined with the noticeable decrease in the number of services offering after-school care (see section 3.3) may suggest that demand for centre-based services that cater for this age group may have decreased.

Looking at the numbers of children on a waiting list by service type, gives a slightly higher number of 16,920. This can be explained by the fact that a child can be placed on a waiting list for more than one service type for example, a child of school age from 6 years+ may be on a waiting list for a breakfast club and after-school in the same service. The breakdown of children on a waiting list by community/private and urban/rural in Table 5.10 also shows some variance. Urban based services have a higher number of children waiting for a place compared with rural services.

Table 5.10 Number and percentage of children on a waiting list (by age) by organisation type and urban/rural

Age range	Community	Private	Rural	Urban	Total	% of Total
Up to 1 year (0-12 months)	496	1,056	433	1,119	1,552	10%
1 year+ to 2 years (13-24 months)	1,095	1,155	490	1,760	2,250	14%
2 years+ to 3 years (25-36 months)	1,739	1,589	590	2,738	3,328	20%
3 years+ to 4 years (37-48 months)	1,932	3,110	1,096	3,946	5,042	31%
4 years+ to 5 years (49-60 months)	533	1,197	358	1,372	1,730	11%
5 years+ to 6 years (61-72 months)	295	710	270	735	1,005	6%
6 years+ to 8 years (73-96 months)	325	572	278	619	897	6%
8 years+	253	239	104	388	492	3%
<b>Total</b>	<b>6,668</b>	<b>9,628</b>	<b>3,619</b>	<b>12,677</b>	<b>16,296</b>	<b>100%</b>

A further breakdown of the numbers on waiting lists as a percentage of children enrolled by age for community/private and urban/rural is available in Appendix 4.

## 5.4 Capacity

Respondents to the survey were asked to provide details on the number of children enrolled by age, the number of vacant places and the number on a waiting list. Adding the number enrolled to the number of vacant places gives a strong indication of capacity within the sector. The total child capacity reported was 170,126. Extrapolating this figure to account for the survey's response rate leads to a headline capacity figure of 202,082 for the sector.

The capacity figure has also been calculated specifically for the 3 - 5 years age band, with extrapolated capacity figures presented alongside 2016 census statistics for the population of this age group. Additionally, the capacity percentage for this age cohort was calculated for each county (see Table 5.11). Nationally, there is capacity for approximately 88% of Ireland's 3 - 5 years age cohort to attend childcare at any given point in time.

Table 5.11 Capacity by county for children aged 3-5 years as a percentage of total population for that age group

County	Capacity (enrolled + vacancies)	3-5 year olds capacity (extrapolated)	3 - 5 year olds population (CSO)	% Capacity of population of 3 - 5 year olds
Carlow	2,318	1,689	1,721	98%
Cavan	3,082	1,919	2,419	79%
Clare	4,570	3,121	3,456	90%
Cork City	4,509	3,102	2,482	125%
Cork County	14,153	10,968	13,228	83%
Donegal	6,381	4,197	4,557	92%
Dublin - Dublin City	16,208	10,873	11,908	91%
Dublin - Dun Laoghaire-Rathdown	7,237	4,926	5,637	87%
Dublin - Fingal	11,201	8,556	10,620	81%
Dublin - South Dublin	9,004	6,960	9,201	76%
Galway	10,046	6,921	7,506	92%
Kerry	5,779	3,469	3,922	88%
Kildare	7,879	5,980	7,289	82%
Kilkenny	3,744	2,731	3,014	91%
Laois	3,591	2,516	2,859	88%
Leitrim	1,021	618	915	68%
Limerick	6,236	5,123	5,446	94%
Longford	1,768	1,049	1,315	80%
Louth	4,129	3,437	3,995	86%
Mayo	4,437	3,188	3,514	91%
Meath	6,760	5,747	6,797	85%
Monaghan	3,681	1,781	1,957	91%
Offaly	2,341	2,079	2,347	89%
Roscommon	2,374	1,517	1,843	82%
Sligo	2,763	1,628	1,876	87%
Tipperary	6,448	4,195	4,523	93%
Waterford	3,941	2,948	3,185	93%
Westmeath	4,133	2,797	2,667	105%
Wexford	5,464	3,923	4,335	90%
Wicklow	4,928	4,024	4,377	92%
<b>Total</b>	<b>170,126</b>	<b>121,752</b>	<b>138,911</b>	<b>88%</b>

Respondents to the survey were also asked a direct question relating specifically to capacity: “Does your service have any plans to increase capacity of places in the future: Yes/No?” Almost, one third of services (31%, n=1,159) answered ‘yes’.

Respondents who reported that they intended to increase capacity were then asked to state how many additional places they planned to create. The survey found that in total services intend to increase capacity by **16,812 childcare places. If we take this figure as a percentage of overall reported capacity (170,126)** (children enrolled (n=156,747) and vacant places (n=13,379), **it suggests that there will be a 10% increase in reported capacity over the next 12 months.** When extrapolated, it is estimated that 19,970 additional childcare places would be created in the sector.

As can be seen in Table 5.12, the number of children on a waiting list is higher than the number of vacant places (difference of 2,917). This is a reversal on what was reported last year (2015/2016) when the number of vacant places was higher, by 3,612, than the number of children on waiting lists. The children on a waiting list represent 10% of all children enrolled by age (n=156,747). This percentage is broadly in line with the level of potential increase in capacity over the next 12 months. The figures by service type, also show that the number of children on waiting lists is higher than the number of vacant places, for both community and private services.

**Table 5.12 Number of children on a waiting list and number of vacant places by age**

Age range	Waiting list			Vacant places		
	Total	Community	Private	Total	Community	Private
Up to 1 year (0-12 months)	1,552	496	1,056	662	166	496
1 year+ to 2 years (13-24 months)	2,250	1,095	1,155	902	300	602
2 years+ to 3 years (25-36 months)	3,328	1,739	1,589	1,552	545	1,007
3 years+ to 4 years (37-48 months)	5,042	1,932	3,110	3,912	1,342	2,570
4 years+ to 5 years (49-60 months)	1,730	533	1,197	2,453	727	1,726
5 years+ to 6 years (61-72 months)	1,005	295	710	1,645	632	1,013
6 years+ to 8 years (73-96 months)	897	325	572	1,316	466	850
8 years+	492	253	239	937	400	537
<b>Total</b>	<b>16,296</b>	<b>6,668</b>	<b>9,628</b>	<b>13,379</b>	<b>4,578</b>	<b>8,801</b>

A county breakdown of waiting lists and vacant places provides an indication of supply and demand at county level (Table 5.13).

Using extrapolation, whereby it is assumed that if all counties had completed the Service Profile and reported similar numbers of vacancies and waiting lists, it is estimated that approximately 19,357 children are waiting for a place and 15,892 places are available nationally. This marks a reversal on figures reported last year where vacant places (n=21,048) exceeded the number of children on a waiting list (n=16,476). This year figures suggest that the demand for childcare places is higher than the existing supply.

Table 5.13 Waiting list and vacant places by county and extrapolation based on county response rate

County	% Response rate by county	Waiting list				Vacant places			
		Community	Private	Total	Extrapolation	Community	Private	Total	Extrapolation
Carlow	79%	53	128	181	235	235	74	309	402
Cavan	94%	162	50	212	226	66	134	200	213
Clare	87%	81	261	342	385	276	306	582	656
Cork City	84%	602	122	724	853	201	120	321	378
Cork County	83%	365	401	766	920	339	718	1,057	1,270
Donegal	90%	118	388	506	540	441	433	874	932
Dublin - Dublin City	83%	2,289	1,518	3,807	4,499	284	568	852	1,007
Dublin - Dun Laoghaire-Rathdown	80%	219	1,022	1,241	1,511	49	201	250	304
Dublin - Fingal	84%	166	858	1,024	1,238	16	621	637	770
Dublin - South Dublin	84%	384	644	1,028	1,250	66	410	476	579
Galway	81%	252	666	918	1,127	346	490	836	1,026
Kerry	91%	80	129	209	226	286	278	564	609
Kildare	77%	4	450	454	566	37	476	513	639
Kilkenny	84%	169	338	507	603	72	283	355	422
Laois	84%	133	63	196	235	108	226	334	401
Leitrim	84%	18	63	81	89	65	24	89	98
Limerick	74%	220	601	821	1,168	165	406	571	812
Longford	97%	40	112	152	157	74	27	101	105
Louth	77%	237	227	464	617	67	425	492	655
Mayo	90%	63	149	212	237	267	225	492	550
Meath	83%	168	152	320	409	119	414	533	682
Monaghan	92%	203	103	306	327	102	130	232	248
Offaly	77%	5	85	90	111	39	165	204	251
Roscommon	85%	63	59	122	141	91	155	246	285
Sligo	78%	71	148	219	252	94	46	140	161
Tipperary	92%	184	196	380	404	248	418	666	707
Waterford	78%	104	109	213	268	106	126	232	291
Westmeath	92%	62	157	219	235	86	184	270	290
Wexford	87%	106	251	357	405	179	398	577	654
Wicklow	82%	47	178	225	274	54	320	374	456
<b>Total</b>	<b>84%</b>	<b>6,668</b>	<b>9,628</b>	<b>16,296</b>	<b>19,357</b>	<b>4,578</b>	<b>8,801</b>	<b>13,379</b>	<b>15,892</b>



**Section**

**6**

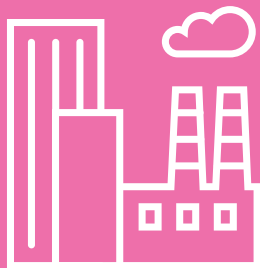
**Childcare fees**

# Key Findings

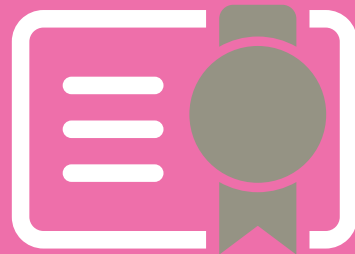


For the first time in five years, the cost of full-time childcare has increased

The average cost of full-time childcare has increased by just over €7 from €167 to €174



Fees are more expensive in urban areas and higher in private services



Services who charge higher fees tend to have higher qualified staff



Full-time fees are **34%** higher and part-time fees are **41%** higher in affluent areas than in deprived areas



# Childcare fees

## 6.1 Overall national fees

This year's survey asked respondents to provide their weekly fee for each service type offered based on one child attending five days per week. Where services had more than one fee listed for a given session type, they were asked to provide the average weekly fee for the service type offered. Respondents were also asked to provide the fee including subvention (if any). For example, if a child was availing of a full-time place but received the Early Childhood Care and Education (ECCE) subvention of €64.50, then the full-time fee should include this.

From data reported in the 2016/2017 survey, the average weekly fee for a full-time place was **€174.16**, **€98.58 for a part-time place and €68.64 for a sessional place**. Table 6.1 shows national average fees between 2011 and 2016/2017. What is most evident is the **increase in the cost of a full-time place of 4.3% when compared with last year's figure of €167.03**. The cost of a part-time place which showed a significant increase in 2015/2016 has slightly decreased (€0.6) while the average weekly fee for a sessional place rose by just over €2.

Table 6.1 Average weekly fees between 2011 and 2016/2017 (full-time, part-time and sessional)

	2011	2012	2013	2014	2015/2016	2016/2017
Full-time	€165.54	€167.27	€166.63	€167.19	€167.03	€174.16
Part-time	€84.64	€95.78	€94.88	€95.36	€99.18	€98.58
Sessional	€58.75	€66.18	€65.18	€65.61	€66.51	€68.64

At the county level, fees are highest in Dublin - Dun Laoghaire-Rathdown across all three service types with (€228.34, €128.65 and €90.14). Leitrim has the lowest average fee for a full-time place at €142.77, Carlow for a part-time place at €63.11 and Leitrim for a sessional place at €58.68. A breakdown of these fees by service type and county is provided in Table 6.2.

Table 6.2 Average weekly fees by county (full-day, part-time and sessional)

County	Full day	Part-time	Sessional
Dublin - Dun Laoghaire-Rathdown	€228.34	€128.65	€90.14
Wicklow	€206.32	€106.93	€81.29
Dublin - Fingal	€204.53	€115.59	€73.60
Dublin - South Dublin	€196.60	€122.79	€73.98
Cork City	€191.38	€100.45	€69.03
Cork County	€190.42	€103.08	€73.01
Kildare	€188.31	€114.55	€76.78
Dublin - Dublin City	€188.22	€110.11	€69.29
Meath	€183.63	€101.67	€67.01
Louth	€168.43	€101.52	€64.19
Westmeath	€161.74	€85.72	€61.85
Offaly	€161.18	€96.50	€63.93
Limerick	€160.14	€91.54	€67.43
Clare	€159.42	€83.28	€65.80
Kilkenny	€159.40	€94.21	€68.17
Galway	€158.82	€90.52	€66.90
Wexford	€155.56	€86.30	€63.72
Cavan	€154.32	€80.83	€59.23
Kerry	€154.00	€86.02	€61.23
Sligo	€153.50	€93.69	€67.76
Mayo	€152.48	€78.85	€63.71
Donegal	€152.06	€83.20	€59.35
Longford	€151.15	€79.88	€63.71
Laois	€150.28	€87.92	€61.48
Roscommon	€149.56	€81.08	€59.90
Tipperary	€148.71	€84.87	€65.77
Waterford	€147.76	€83.79	€64.76
Carlow	€144.32	€63.11	€61.87
Monaghan	€142.77	€76.86	€61.62
Leitrim	€142.27	€78.73	€58.68
<b>Total</b>	<b>€174.16</b>	<b>€98.58</b>	<b>€68.64</b>

## 6.2 Fees by organisation type and urban/rural location

The level of childcare fees is influenced by geographical location (urban/rural) and organisation type (community/private). Looking specifically at full-time, part-time and sessional, Figure 6.1 shows that fees are highest on average in urban based services, when compared with rural. A similar level of influence is seen across community and private settings with private services charging higher fees than community facilities.

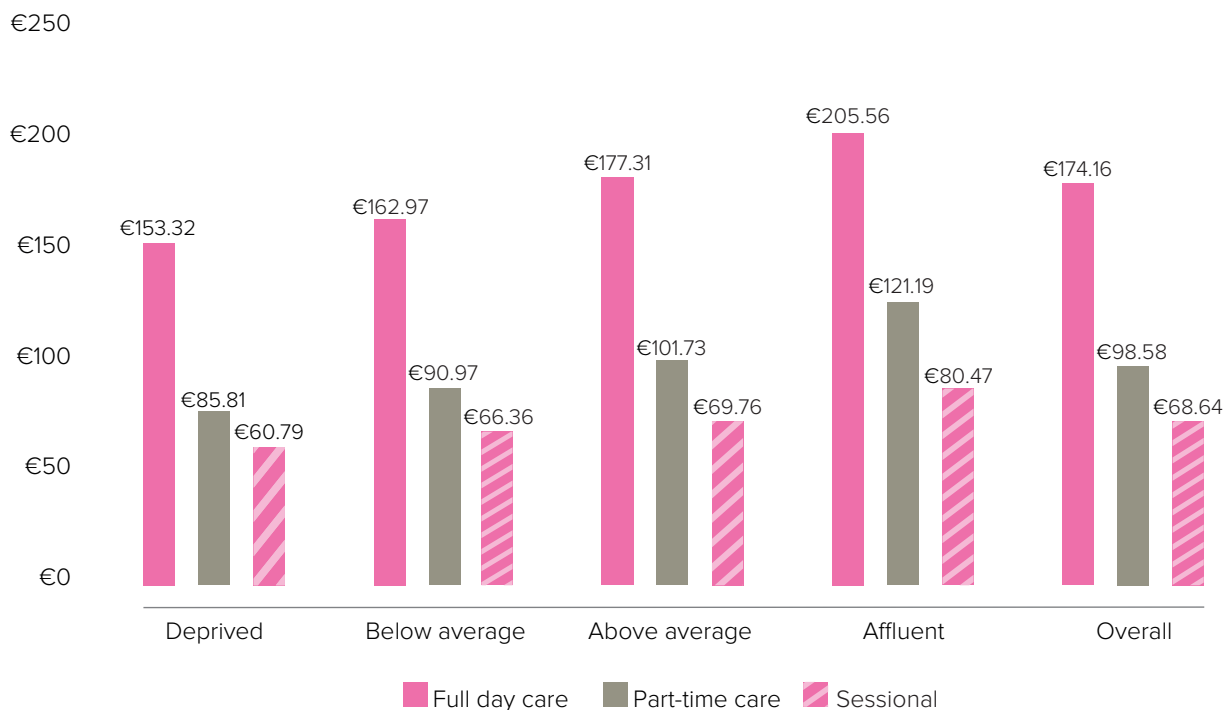
Figure 6.1 Childcare fees for full-time, part-time and sessional by organisation type and urban/rural



### 6.3 Fees by deprivation rating

An analysis was also undertaken to look at the relationship between childcare fees and the relative affluence or deprivation of the area in which the childcare facility is located, using the Pobal HP deprivation index (Figure 6.2). Full-time fees are 34% higher in affluent areas than those described as deprived. This gap is even higher for part-time care (41%). This shows a strong relationship between fees and relative deprivation and affluence, indicating that market forces may play a strong role in determining the rate of fees in a given geographic area.

Figure 6.2 Childcare fees by full-time, part-time and sessional by relative affluence/disadvantage of area

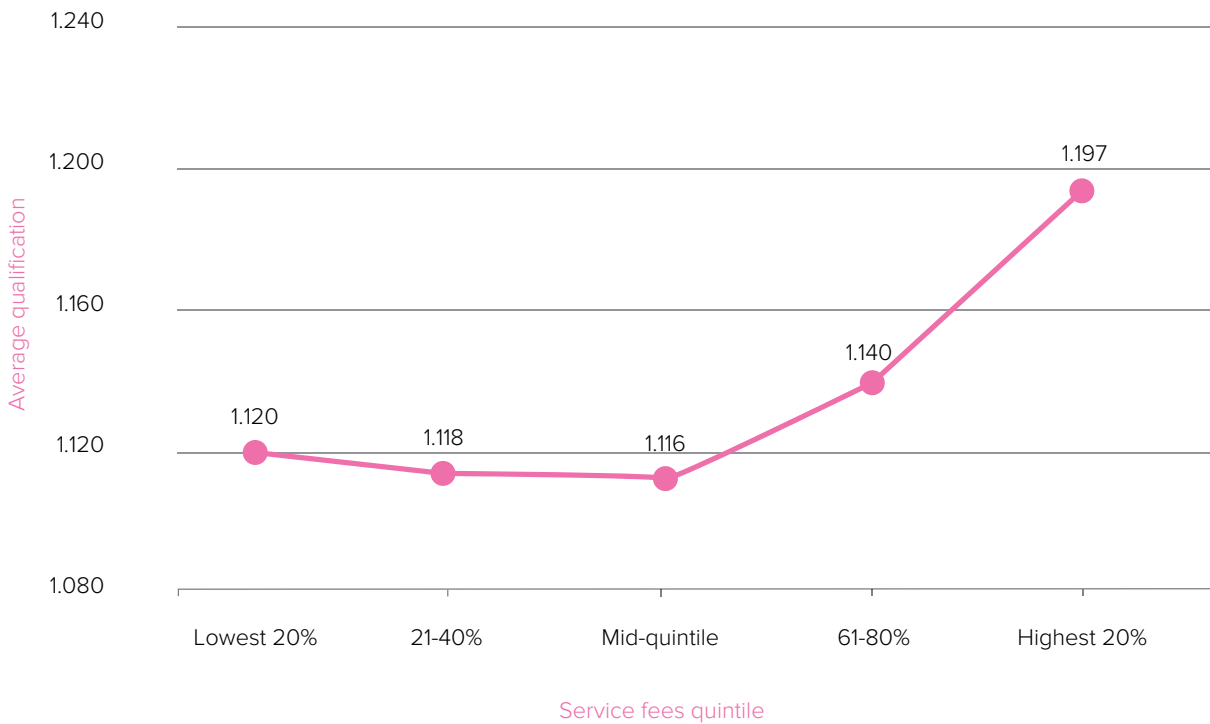


### 6.4 Fees by staff qualifications

An analysis was also undertaken to investigate the relationship between qualifications of staff working directly with children and childcare fees (see Figure 6.3). Services were divided into five groups based on the cost of full-time childcare. Each group had an equal amount of services so no weighting was needed. As services have multiple staff, many with different qualification levels, a scoring methodology was developed whereby staff with no qualification or qualifications of less than NFQ Level 5 were assigned a score of 0. Those with NFQ Level 5 and 6 were assigned a score of 1 and those with a qualification of NFQ Level 7, 8 or 9 were scored as 2. It should be noted that a service that meets the minimum qualification will have a score of 1.

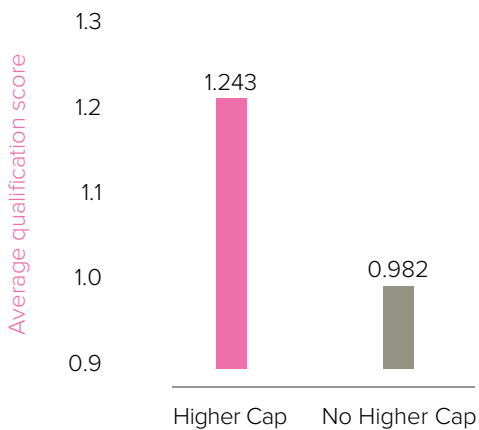
The findings show that services who charge more tend to, on average, have higher qualified staff. The trend of increasing fees to increasing qualification is limited to the upper 40% of services while the lower 60% of services all effectively having the same average staff qualification.

Figure 6.3 Qualification score of full time staff working directly with children by quintile of service fees



The level of qualifications of the 40% of services offering the highest cost childcare places is likely to be reflective of the higher capitation rates available for higher qualified staff, as fees cited are inclusive of subvention. Such observation can be made in Figure 6.4 which shows that higher average qualifications are attributed to services with higher capitation.

Figure 6.4 Qualification of staff working directly with children based on higher capitation







**Section**

---

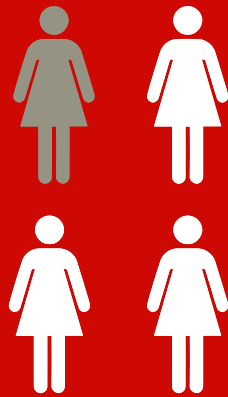
**7**

**Staff**

# Key Findings



of staff are qualified to NFQ **Level 5**, an increase of **4%** on the previous year



Almost 1/4 of staff working in community services are on employment schemes



98% of staff working with children are female



**Early Years Assistants** earn the lowest average wage of **€10.88** per hour

**1/2** of all staff working in the early years sector do so on a part-time basis



Centre managers earn an average wage of **€14.75** per hour



# Staff

## 7.1 Introduction

This section provides an analysis of data from the Service Profile on the numbers of staff working directly with children, as well as ancillary staff<sup>17</sup> in childcare services, who responded to the survey.

This data is the most comprehensive information currently available on the early years workforce in Ireland.

Of the 3,707 respondents to the overall questionnaire, 3,545 provided a detailed staff breakdown<sup>18</sup>.

## 7.2 Staff numbers

**A total of 23,009 staff were reported to be working across 3,707 childcare services.** This includes those working directly with children and ancillary staff. This represents an average of six staff per facility (as was the case in 2015/2016). Of this number, 20,110 staff work directly with children and 2,899 are ancillary staff, e.g. catering, maintenance or administration, etc.

When extrapolated to reflect the national figure, it is estimated that approximately 27,331 staff work in the Early Years sector, 23,887 of whom work directly with children. This is an increase of almost 600 staff working with children as reported in 2015/2016 (extrapolated estimate of 23,291).

Table 7.1 shows the number of staff working in community/private and urban/rural services. As in previous years, the average number of staff is higher in community services than in private services. Although community services make up just 28% of childcare services, they employ 38% of staff. As discussed in the section on *Category of employment* (Section 7.3), this is partly due to community staff being more likely to be employed on a part-time basis.

**Table 7.1 Number of services and staff by organisation type and urban/rural including average staff per service**

Services	All staff			Staff working directly with children		Ancillary staff	
	Number of services*	Number of staff	Average per service	Number of staff	Average per service	Number of staff	Average per service
All	3,707	23,009	6	20,110	5	2,899	0.8
Community	1,033	8,741	8	7,290	7	1,451	1.4
Private	2,674	14,268	5	12,820	5	1,448	0.5
Urban	2,195	15,058	7	13,123	6	1,935	0.9
Rural	1,512	7,951	5	6,987	5	964	0.6

\*Responded to survey overall

<sup>17</sup> Ancillary staff are those providing necessary support to the primary activities or operation of the service, e.g. catering, maintenance, administration staff, etc.

<sup>18</sup> Information on numbers of staff working with children was not provided by 166 services and numbers of ancillary staff were not provided by 162 services.

### 7.3 Category of employment

Half of all staff were reported as working full-time, with the remainder working part-time (no change from 2015/2016). This indicates a higher rate of staff working part-time compared to other sectors, with a national part-time employment rate of 21.5% (CSO, 2017)<sup>19</sup>.

Table 7.2 shows the percentage of staff in part-time and full-time employment by type of service. 62% of all staff in community services are part-time compared to 43% of staff in private services. In 2015/2016 these figures were 60% and 42%, respectively. The higher number of part-time staff in community services is likely to account, at least partly, for the disproportionate number of staff employed in community services - 38% of staff while only representing 28% of services.

The above breakdown of full-time and part-time staff includes scheme/programme staff<sup>20</sup>. When looking at part-time staff directly employed by the service (excluding those on employment schemes/ government funded programmes), 53% of part-time staff work in community services compared to 43% in private services. This would indicate that higher numbers of part-time staff in community services are linked to the higher numbers of scheme/programme staff in these services.

**Table 7.2 Percentage of staff by category of employment**

	Full-time	Part-time
Community	38%	62%
Private	57%	43%

For each childcare staff member working with children, respondents stated whether or not the staff member was on a seasonal contract. 39% of staff working with children (n=7,916) were reported to have a seasonal contract, an increase of 2% on the previous year. While the percentage of staff in private services with seasonal contracts remained the same (42%) in private services, there was a 4% increase in the number of staff on a seasonal contract in community services (38%) in 2016/2017. Staff with seasonal contracts were more likely to be part-time (67%), be an early years assistant for ECCE (36%) and work in the service between five and 10 years (25%).

Table 7.3 shows the breakdown of staff by sector and type of employment. The vast majority (91%) of staff are in direct employment<sup>21</sup>, (88% in 2015/2016) of whom 54% work full-time and 46%, work part-time. One out of every 11 staff members (9%) are participants in various schemes/programmes<sup>22</sup> (the largest of which is Community Employment (CE)).

Participants of the Jobs Initiative (JI), Community Employment (CE) or Community Services Programme (CSP) schemes are eligible for work in community services only, while JobBridge participants can work in private or community services. Such staff can be counted towards the ratio of staff-to-children at a facility, however, they are not paid by the facility itself. Staff participating in these schemes represent 24% of all paid staff working in community services (27% in 2015/2016) and 21% of staff working directly with children, which is a decrease on the figure of 25% in 2015/2016. Nonetheless, it demonstrates that, as in previous years, community facilities continue to have a reliance on staff participating in labour market schemes or other government funded programmes. A county breakdown of the data for staff working directly with children is available in Appendix 5.

<sup>19</sup> Quarterly Household Survey, Q1 2017 available from the CSO (Central Statistics Office): [http://pdf.cso.ie/www/pdf/20170731122606\\_QNHS\\_Employment\\_Series\\_Q1\\_2017\\_full.pdf](http://pdf.cso.ie/www/pdf/20170731122606_QNHS_Employment_Series_Q1_2017_full.pdf)

<sup>20</sup> Staff on employment schemes/ other government funded programmes, such as CE scheme, CSP, etc.

<sup>21</sup> Staff paid directly by the service (i.e. not including those on employment schemes/ other government funded programmes).

<sup>22</sup> Two private services incorrectly categorised two staff under employment schemes/ other government funded programmes that are available to community services only.

**Table 7.3** Number of staff working in early years services by type of employment

	Community	Private	Sector totals	% of Total staff
Number of services	1,033	2,674	3,707	100%
Directly employed staff	6,669	14,192	20,861	91%
CE - Community Employment	1,570	0	1,570	7%
CSP - Community Services Programme	177	0	177	1%
Gateway	1	1	2	0.01%
JI - Jobs Initiative	73	1	74	0.3%
JobBridge	15	74	89	0.4%
Tús	236	0	236	1%
<b>Total</b>	<b>8,741</b>	<b>14,268</b>	<b>23,009</b>	<b>100%</b>

Based on data from the Programmes Implementation Platform (PIP), it was observed that larger services were, on average slightly more likely to respond to the Service Profile survey. This finding has been worked into our extrapolation figures to ensure any possible reporting bias does not result in an over reporting of staff numbers. Based on relative service size, it is estimated that services who responded to the survey represent 84% of children, and therefore 84% of staff. Table 7.4 presents these estimates by employment type. Nationally, it is estimated that **over 27,000 staff** work in childcare services, of whom 23,887 staff work directly with children. This represents an increase of just under 3% on the 2015/2016 figure of 23,291.

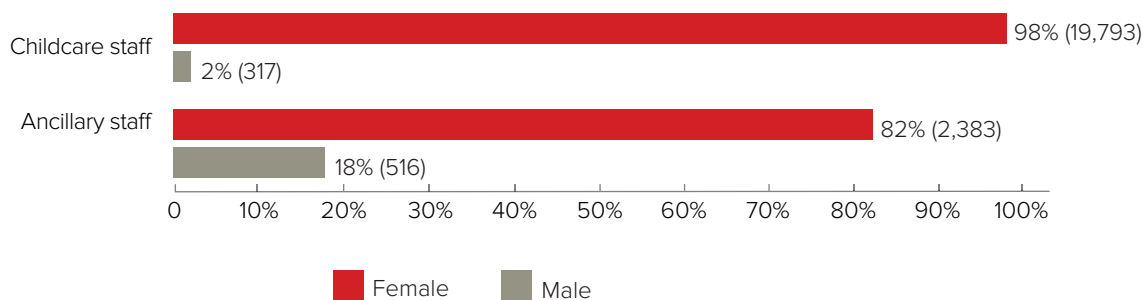
Table 7.4 Number of staff working in early years services by type of employment and extrapolated figures

	Community	Private	Total	Total national extrapolation
Number of services	1,033	2,674	3,707	
Directly employed staff	6,669	14,192	20,861	24,779
CE - Community Employment	1,570	-	1,570	1,865
CSP - Community Services Programme	177	-	177	210
Gateway	1	1	2	2
Jl - Jobs Initiative	73	1	74	88
JobBridge	15	74	89	106
Tús	236	0	236	280
<b>Total</b>	<b>8,741</b>	<b>14,268</b>	<b>23,009</b>	<b>27,331</b>

## 7.4 Gender

Respondents were asked to state the gender of each staff member. Of all staff reported, 96% are female while only 4% are male (97% and 3%, respectively in 2015/2016). The percentage of staff who are male is even less when looking specifically at staff working directly with children with just 2% of childcare staff being male (the same as reported for 2015/2016). This is consistent with the gender breakdown of the early years sector workforce in Europe (2-3% are male), but well below the 10% recommended level in order to combat gender stereotyping (European Commission, 2013). Ancillary staff consisted of 82% females and 18% males (a slight difference on 84% and 16%, respectively, reported in 2015/2016). Figure 7.1 presents the gender breakdown of all staff by those working directly with children (childcare staff) and ancillary staff.

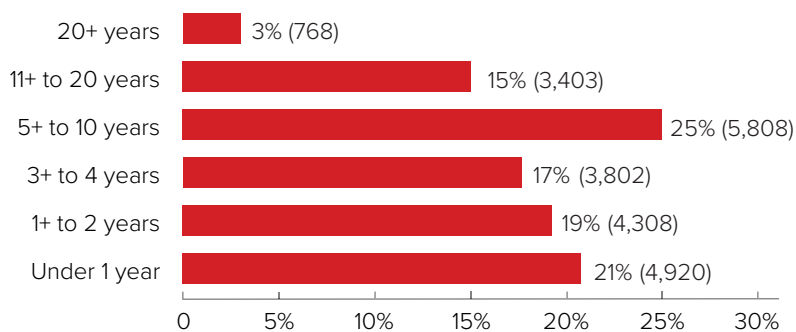
Figure 7.1 Gender breakdown of all staff working in early years services



## 7.5 Length of time in service

Respondents were asked to indicate, for each staff member, how long they had been working in the current service. The highest percentage of staff (25%) had been working in the same service for 5+ to 10 years, followed by 21% of staff who worked in the current service for under 1 year (a slight increase on the 18% reported in 2015/2016). The lowest percentage of staff (3%) worked in their current service for over 20 years. For a full breakdown see Figure 7.2.

Figure 7.2 Breakdown of staff by length of time in current service



A further breakdown in Table 7.5 finds the overall patterns regarding length of service were consistent across community/ private and urban/ rural categories.

Table 7.5 Breakdown of staff by length of time in current service by organisation type and urban/rural

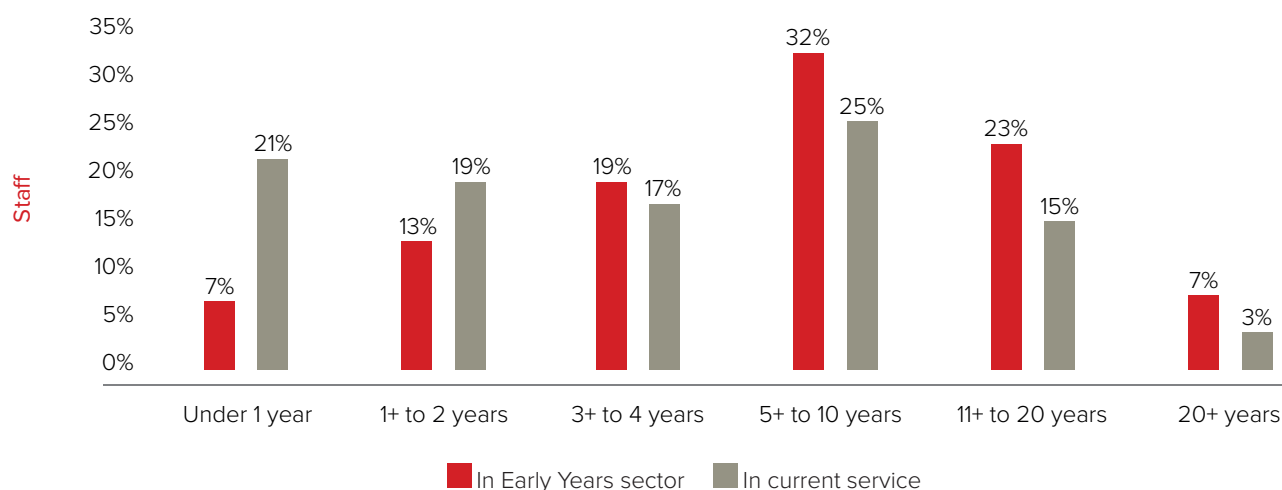
	Community	Private	Urban	Rural	Total
Number of staff	8,741	14,268	15,058	7,951	23,009
Under 1 year	19%	23%	22%	21%	21%
1+ to 2 years	18%	19%	19%	17%	19%
3+ to 4 years	15%	18%	17%	16%	17%
5+ to 10 years	27%	24%	24%	28%	25%
11+ to 20 years	17%	13%	15%	15%	15%
20+ years	3%	4%	4%	3%	3%

## 7.6 Length of time working in early years sector

In 2016/2017 respondents were also asked to indicate, for each staff member **working directly with children**, how long they had been working in the early years sector. Only 7% of staff were new entrants to the sector, while 62% worked in the sector for more than five years. Figure 7.3 compares the length of time staff worked in the sector with the length of time in the current service. It can be seen that the highest percentage of staff had been working in the sector between five to 10 years (32%), compared to those working in the current service for the same duration of time (25%).

The largest difference can be seen in the under 1 year category: 7% of staff working in the sector compared with 21% of staff working in the current service.

Figure 7.3 Staff working directly with children by length of time in current service and the early years sector



When looking at organisation type and urban/rural location, there were no major differences observed in the length of time worked by staff in the early years sector (see Table 7.6).

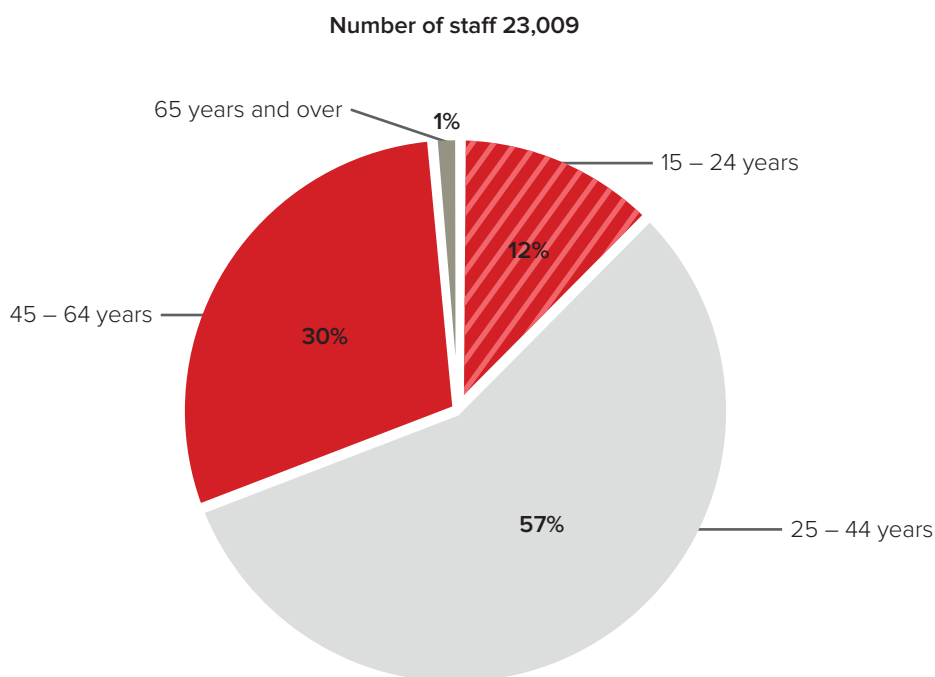
Table 7.6 Breakdown of staff working directly with children by length of time working in the early years sector by organisation type and urban/rural

	Community	Private	Urban	Rural	Total
Number of staff	7,290	12,820	13,123	6,987	20,110
Under 1 year	8%	6%	7%	7%	7%
1+ to 2 years	14%	12%	13%	11%	13%
3+ to 4 years	17%	20%	19%	18%	19%
5+ to 10 years	30%	33%	31%	33%	32%
11+ to 20 years	25%	21%	22%	23%	23%
20+ years	6%	8%	7%	7%	7%

## 7.7 Age profile of staff

Respondents were asked to indicate the age band of individual staff members working in their services. Figure 7.4 presents the age band of all staff working in early years services. Over half of all staff (57%) are aged between 25 and 44 years. A further 30% of staff are aged between 45 and 64 years and just (1%) of staff are aged 65 years and over.

Figure 7.4 Percentage of staff by age working in the early years sector



There are no major differences in age of staff across community/private and urban/rural categories, with two exceptions. There is more staff aged between 45 and 64 years working in community services (35%) compared to their private counterparts (26%) and slightly more 15 to 24 year olds working in private services (14%) than community services (9%). See Table 7.7 for a detailed breakdown.

Table 7.7 Number and percentage of staff by age, organisation type and urban/rural

	Community	Private	Urban	Rural	Total
Number of staff	8,741	14,268	15,058	7,951	2,3009
15 – 24 years	9%	14%	13%	11%	12%
25 – 44 years	54%	59%	58%	55%	57%
45 – 64 years	35%	26%	28%	33%	30%
65 – years and over	1%	1%	1%	1%	1%

## 7.8 Job titles

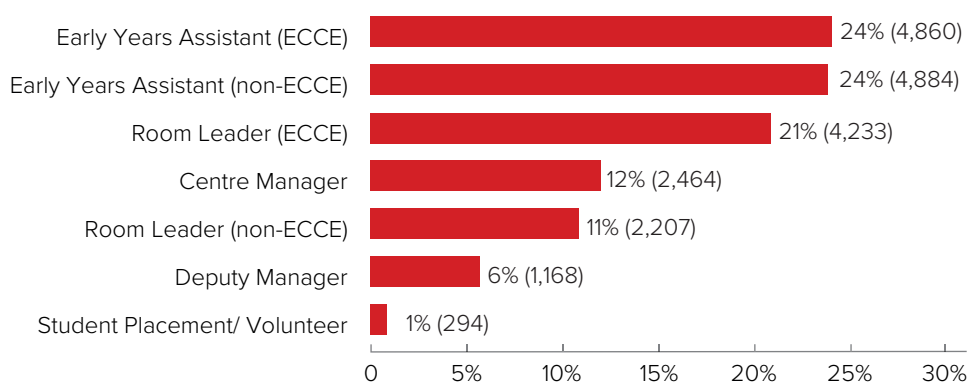
Details on job titles for each individual staff member working in services were sought. Respondents were asked to select the most appropriate job title from a prescribed list of choices. Due to the varying nature of the roles held by childcare and ancillary staff, these two types of staff were analysed separately.

### 7.8.1 Childcare staff

It is acknowledged that staff may work across a number of rooms and roles, so those completing the survey were prompted to choose the most appropriate job title, in recognition that staff may undertake more than one role.

Similar to figures reported in 2015/2016, the highest percentage of childcare staff in services are early years assistants (ECCE and non-ECCE) both with 24% each. The lowest percentages of staff held the positions of deputy manager and student with 6% and 1%, respectively. Overall, nearly half of the workforce are early years assistants, with the remaining half comprised of room leaders and managers<sup>23</sup>. For a detailed breakdown, see Figure 7.5.

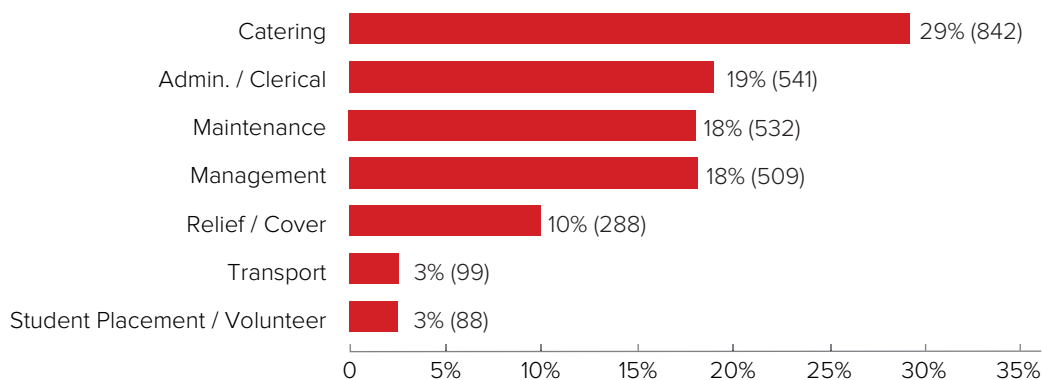
Figure 7.5 Staff working directly with children by job title



### 7.8.2 Ancillary staff

Figure 7.6 provides a breakdown of staff working by job title with 29% working in catering (which would include cooks/chefs, etc.). A further 19% of staff work in the area of administration (e.g. financial/ HR, etc.). The lowest percentage of staff are student/volunteers and transport staff (bus drivers/school drop-off/collection, etc.), both at 3%. For a detailed breakdown see Figure 7.6.

Figure 7.6 Ancillary staff by job title



<sup>23</sup> It should be noted that for smaller services it is likely that the manager may also provide direct childcare duties.



## 7.9 Children First training

Respondents were asked if each individual staff member had completed Children First training<sup>24</sup> in the last 3 years. Over half of all staff (58%) had received this training (56% in 2015/2016). This figure was slightly higher for staff working directly with children, with 62% of staff having received Children First training in the last 3 years, an increase on the (59%) reported in the previous year. For a detailed breakdown see Table 7.8.

**Table 7.8** Number and percentage of staff who received Children First training

	All staff		Childcare staff		Ancillary staff	
	Number of staff	Staff %	Number of staff	Staff %	Number of staff	Staff %
Yes	13,295	58%	12,415	62%	880	30%
No	9,714	42%	7,695	38%	2,019	70%
<b>Total</b>	<b>23,009</b>	<b>100%</b>	<b>20,110</b>	<b>100%</b>	<b>2,899</b>	<b>100%</b>

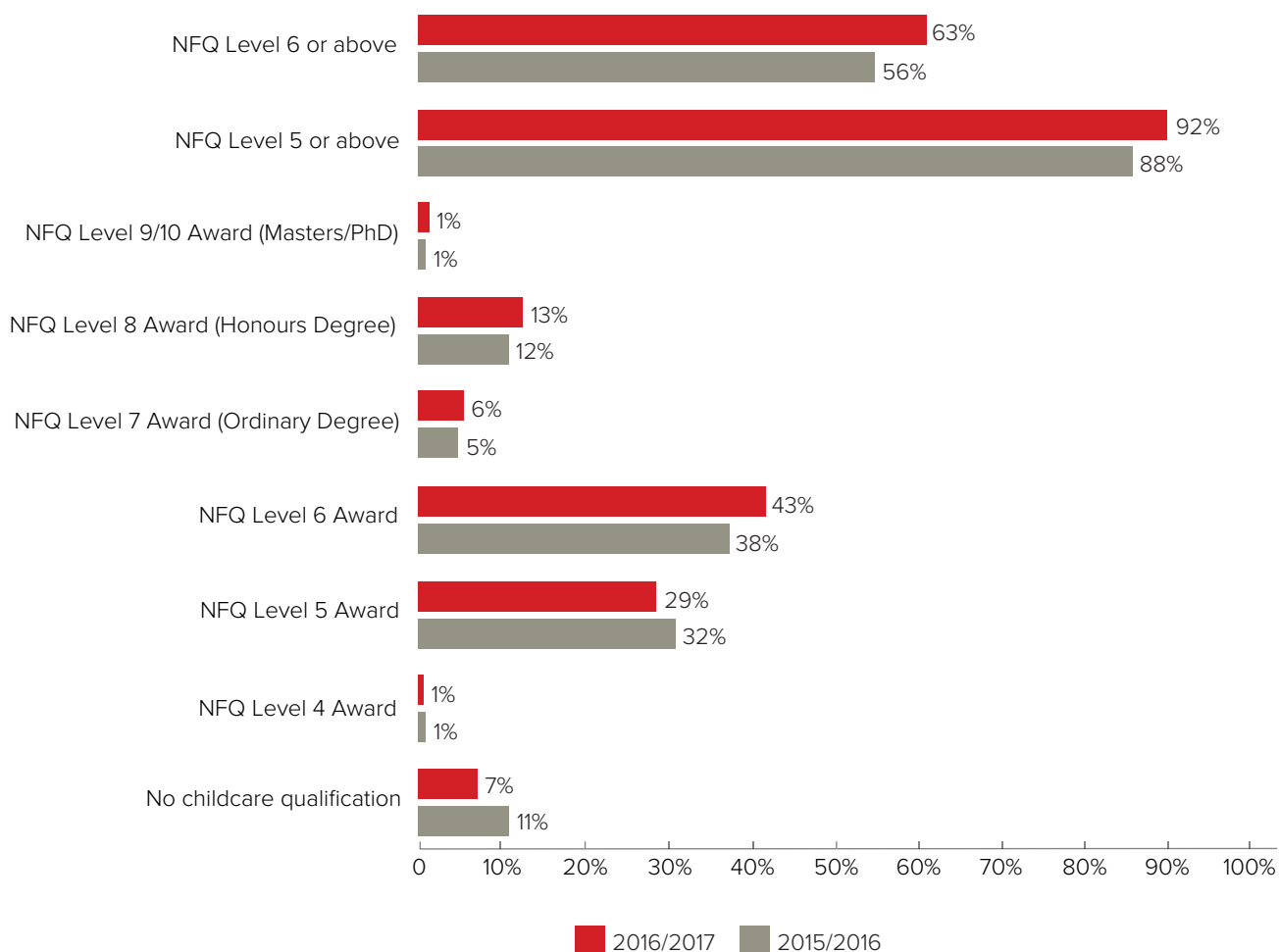
<sup>24</sup> Children First 2011 (DCYA, 2011) sets out Government policy in relation to child protection and notes that all services involved with children have a responsibility to provide training in this area on an on-going basis.

## 7.10 Early years staff qualifications

### 7.10.1 Staff highest qualifications

Respondents were asked for details on the highest qualification attained by their staff. Of the 3,707 respondents to the overall questionnaire, 3,541 provided a detailed staff breakdown<sup>25</sup>. Respondents provided information on the highest qualification for 20,110 staff working directly with children. Overall, the past 12 months have seen an increase in the average qualification levels of childcare staff, as can be seen in Figure 7.7.

Figure 7.7 Staff working directly with children – percentage by highest level of qualification in 2015/2016 and 2016/2017



<sup>25</sup> Information on staff numbers was not provided by 166 services. For this reason 3,541 will be used in this section as the total sample size.

Table 7.9 presents a breakdown of staff qualifications by organisation type. Overall, **92% of all staff have a qualification equal to or higher than NFQ Level 5** and a further **63% of all staff have a qualification equal to or higher than NFQ Level 6**. This represents an increase on figures reported in 2015/2016 of 4% and 7%, respectively. It should be noted that these figures include staff on employment schemes/ other government funded programmes, such as CE. For staff directly employed by the facility, the rate of qualification to NFQ Level 5 or higher is 95% and 67% to NFQ Level 6 or higher.

**Table 7.9 Staff working directly with children – number and percentage by highest level of qualification**

Qualification level	Private		Community		All	
	Number of staff	% of staff	Number of staff	% of staff	Number of staff	% of staff
Total staff	12,820	64%	7,290	36%	20,110	100%
NFQ Level 5 or above	12,246	96%	6,272	86%	18,518	92%
NFQ Level 6 or above	8,688	68%	3,901	54%	12,589	63%
No childcare qualification	518	4%	940	13%	1,458	7%
NFQ Level 4 Award	56	0.4%	78	1%	134	1%
NFQ Level 5 Award	3,558	28%	2,371	33%	5,929	29%
NFQ Level 6 Award	5,750	45%	2,845	39%	8,595	43%
NFQ Level 7 Award (Ordinary Degree)	872	7%	285	4%	1,157	6%
NFQ Level 8 Award (Honours Degree)	1,900	15%	697	10%	2,597	13%
NFQ Level 9/10 Award (Masters/PhD)	166	1%	74	1%	240	1%

In previous years, staff in private services had slightly higher levels of qualifications than in community services, a pattern that is also evident in 2016/2017. 13% of staff in community services have no childcare qualification (compared with 17% in 2015/2016). In comparison, private services reported 4% of staff as having no childcare qualifications (compared with 7% in 2015/2016). This figure includes employment scheme/ other government funded programme staff, who are far more prevalent in community services.

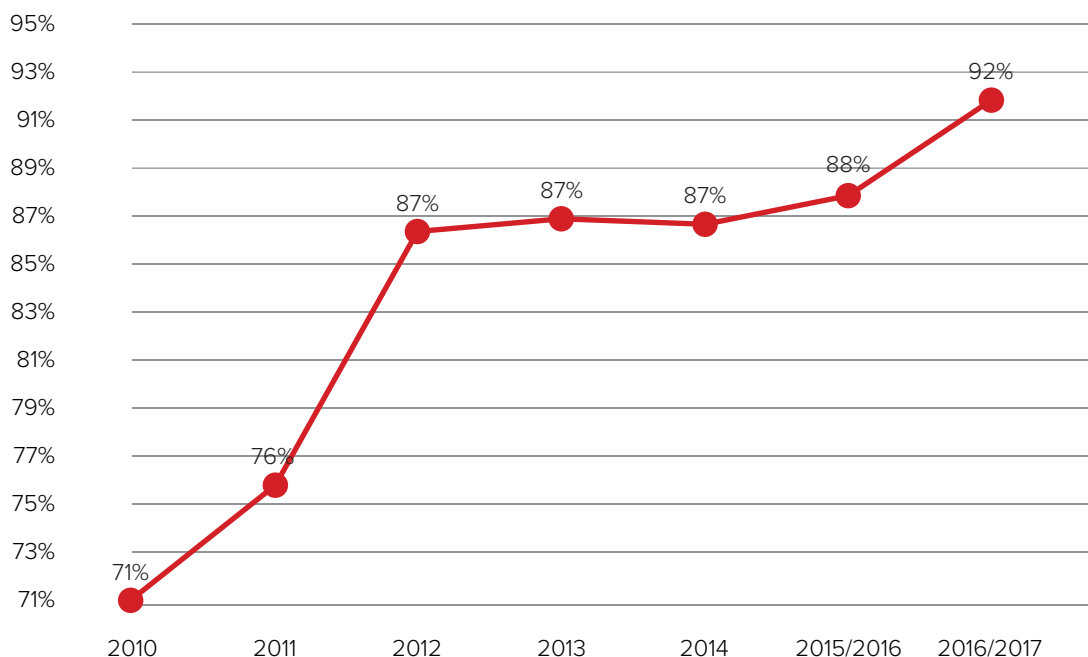
In community services, 86% of staff are now qualified to NFQ Level 5 or above (82% in 2015/2016). In private services, this figure is higher at 96% (92% in 2015/2016). However, when employment scheme/ other government funded programme staff are excluded, the figures are very similar at 95% for community services and 96% for private services.

Looking at qualifications at NFQ Level 6 or above, 54% of staff in community services are qualified to NFQ Level 6 or above and 68% in private services. The figures for 2015/2016 were slightly lower with 47% and 62%, respectively. It is likely that at least some of the variation between community and private settings is due to the high numbers of staff working in community services who are participating in employment schemes/ programmes (referred to above). 45% of these staff have no early years qualifications (53% in 2015/2016). Although 52% of staff on employment schemes/programmes are qualified to NFQ Level 5 or above (45% in 2015/2016), this is considerably lower than across the sector.

Staff working in urban services have similar levels of qualifications when compared to those working in rural services (see Appendix 6).

Figure 7.8 shows the percentage of staff qualified to NFQ Level 5 over the past seven years. A general upward trend is observed, highlighting increasing professionalisation of the childcare sector. Moreover, the impact of policy change in relation to minimum qualifications does appear to correlate to this increase in qualification levels nationally.

Figure 7.8 Growth in % of staff who have NFQ Level 5 qualification or above (from 2010 to 2016/2017)



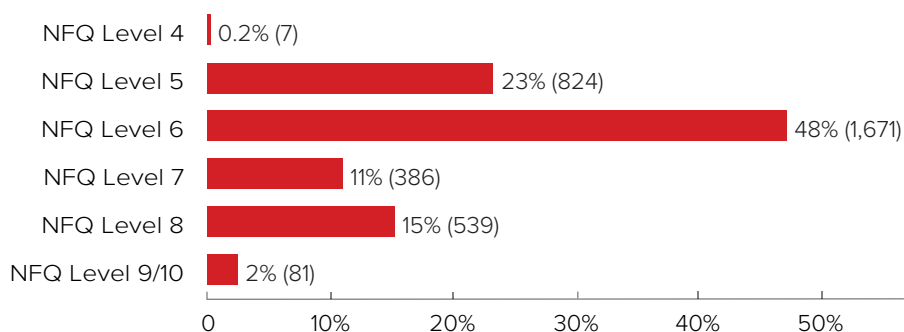
Note: Figure 7.8 includes employment scheme/ other government funded programme staff. The percentage of directly employed staff who have NFQ Level 5 qualification or above is 95%.

### 7.10.2 Early years qualifications in process

In 2016/2017 two additional questions were asked to establish the status of staff in regard to attaining early years qualifications. Respondents were asked to state if each staff member was: “In the process of qualifying for an early years qualification?” and if “yes”, to select “the level of qualification they are in the process of qualifying for.” This was intended to capture the “pipeline” of staff who can be expected to gain the required minimum qualifications.

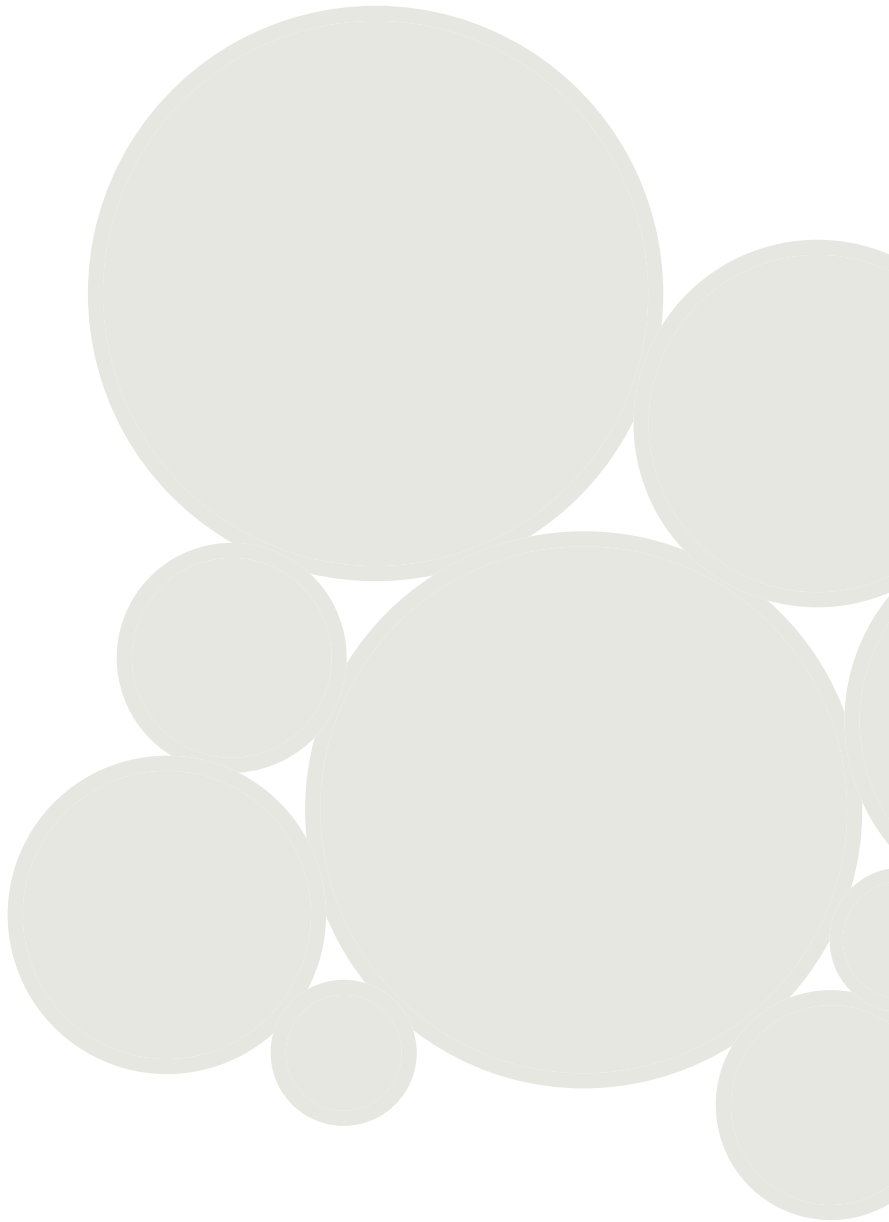
In total, services reported that 17% of staff are in the process of qualifying for an early years qualification. A breakdown of those qualifications can be seen in Figure 7.9. Almost a quarter of these staff (23%, n=824<sup>26</sup>) are in the process of qualifying for NFQ Level 5, which is the minimum requirement for all early years staff.

Figure 7.9 Staff working directly with children – level of early years qualification in process of attaining



26 91 of these staff were also listed as having NFQ Level 5 as the highest qualification attained, which would suggest that formal approval had not yet been received.

In order to establish the number of staff who were not qualified, and not in the process of qualifying, this information was cross-referenced. To do this, the number of individuals who were not qualified to NFQ Level 5 or higher was established (n=1,592). Staff identified as those on student placements/volunteers were excluded (n=1,394), then staff who had signed a Grandfather Declaration (see 7.10.3) were also excluded (n=978) and finally, those in the process of gaining a qualification of NFQ Level 5 or above were excluded. As a result, a total of 306 staff<sup>27</sup> (2%) were reported as not yet qualified and not in the process of qualifying, as of May 2017.



<sup>27</sup> Previously staff on employment schemes/ other government funded programmes such as CE had been excluded, however if these staff are counted in childcare staff ratios, then they are required to have the requisite qualifications.

### 7.10.3 Signed Grandfather Declaration

As of the end of 2016, all staff were required to have a minimum relevant qualification of NFQ Level 5. The exception to this rule is where a staff member signs a 'Grandfather Declaration', which states their intention to retire or resign before the 1<sup>st</sup> September 2021. Respondents were asked to indicate if a staff member had signed a Grandfather Declaration. Of all childcare staff, 1,026 (5%) have such an agreement in place. The proportion of staff with such agreements both in community and private services was 2% and 3%, respectively. For a county breakdown of staff with a signed Grandfather Declaration, please see Table 7.10.

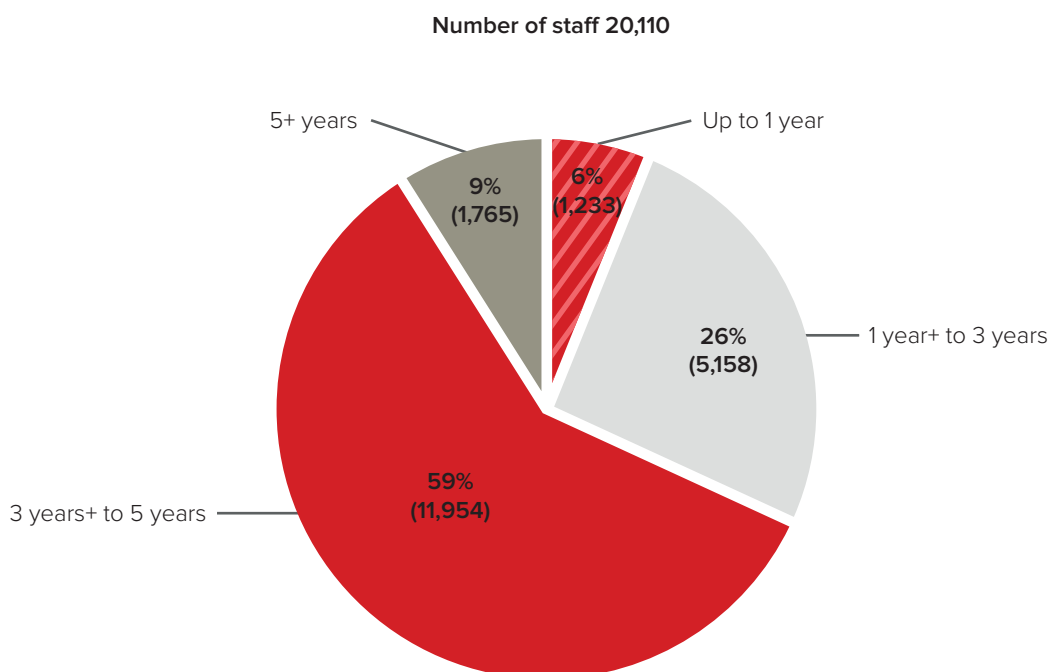
Table 7.10 Staff working directly with children who have signed a Grandfather Declaration

	Total number of staff	Staff with signed Grandfather Declaration	
		Number	%
Carlow	257	8	3%
Cavan	403	20	5%
Clare	473	35	7%
Cork City	514	16	3%
Cork County	1,419	75	5%
Donegal	710	49	7%
Dublin - Dublin City	2,409	116	5%
Dublin - Dun Laoghaire-Rathdown	1,043	42	4%
Dublin - Fingal	1,338	88	7%
Dublin - South Dublin	1,161	65	6%
Galway	1,042	56	5%
Kerry	626	21	3%
Kildare	862	49	6%
Kilkenny	406	14	3%
Laois	364	20	5%
Leitrim	148	1	1%
Limerick	714	37	5%
Longford	250	3	1%
Louth	521	24	5%
Mayo	471	21	4%
Meath	798	45	6%
Monaghan	438	39	9%
Offaly	250	6	2%
Roscommon	280	12	4%
Sligo	372	7	2%
Tipperary	716	55	8%
Waterford	417	18	4%
Westmeath	488	33	7%
Wexford	660	32	5%
Wicklow	560	19	3%
<b>Total</b>	<b>20,110</b>	<b>1,026</b>	<b>5%</b>

## 7.11 Age range of children cared for

The Service Profile survey gathered information on the age range of the children with whom each staff member works with. The majority of staff (59%) work with children aged 3 years+ to 5 years whilst the smallest proportion of staff work with children up to 1 year (6%). Figure 7.10 shows the numbers of staff working with different age ranges.

Figure 7.10 Staff working directly with children – by age range of children worked with



Part of the rationale for this question was to establish if there is a difference between the levels of qualifications held by the staff working with certain age groups. Some concerns have been raised in recent years (since the introduction of the ECCE programme) that its specific requirements in relation to qualifications could lead to service providers assigning their higher qualified staff to work with children participating in the ECCE programme.

Table 7.11 shows the qualifications of staff by age band of children they work with. The key trends with regard to staff qualifications and the age range they care for include:

- 95% of staff working with pre-school children (aged 3 years+ to 5 years) had a qualification at NFQ Level 5 or above, which was higher than the overall share of staff qualified to this level (92%).
- Less than three quarters of staff (72%) caring for school age children (5 years plus) have been qualified to NFQ Level 5 or above.
- The majority of staff (91%) working with babies (aged under 1 year) are qualified to NFQ Level 5 or above.

These findings suggest that, as in previous years, there is some evidence of a concentration of higher qualified staff in services (or rooms), where they work with pre-school children, compared with other age cohorts<sup>28</sup>.

<sup>28</sup> An exemption from the NFQ Level 5 (not the NFQ Level 6) requirement could be sought up to 30th June 2016 if a staff member intended to retire from the early year's sector. The exemption will be applicable up to 1st September 2021.

**Table 7.11 Staff working directly with children by highest level of qualification attained and age range of children worked with**

	Up to 1 year	1 year+ to 3 years	3 years+ to 5 years	5+ years	Total by age range
Total number of staff by age range	1,233	5,158	11,954	1,765	20,110
NFQ Level 5 or above*	91%	92%	95%	72%	92%
No childcare qualification	8%	7%	4%	26%	7%
NFQ Level 4 Award	1%	1%	0.4%	2%	1%
NFQ Level 5 Award	43%	42%	23%	30%	29%
NFQ Level 6 Award	37%	38%	48%	29%	43%
NFQ Level 7 Award	4%	4%	7%	4%	6%
NFQ Level 8 Award	6%	8%	17%	8%	13%
NFQ Level 9/10 Award	1%	0.5%	2%	1%	1%

## 7.12 Wages

### 7.12.1 Methodology

Data on staff wages was provided in respect of staff working directly with children.<sup>29</sup> As part of the data cleansing process it was identified that for a number of staff the weekly wage rate was recorded as either €0 or €1. These figures were excluded from the overall calculations of national average wage as these outliers distorted the final calculations. All wage records above €1 were included.<sup>30</sup>

It was recognised that many childcare providers work for themselves and as such may not pay themselves a standard hourly or weekly wage. Advice was provided to the respondents that in these instances the staff member should consider last month's gross salary and divide this by the number of hours worked.

Staff with the job title 'student placement/volunteer' were excluded from the analysis of wages. However, the 1,216 staff on employment schemes/ other government funded programmes were included in the analysis of overall staff wages. This was done to ensure that the figures provided are as accurate and reflective of actual wages across the sector.<sup>31</sup>

Following this data cleansing, multivariate analysis using machine learning technique known as a regression tree was applied to the data to determine the variables which most influence staff wages. This method identified the top drivers that affect wage rates and in the next step a univariate analysis against each driver was completed.

### 7.12.2 Wages data

Following consultation with key stakeholders after the publication of the 2015/2016 Early Years Sector Profile report, it was identified that the issue of staff wages was of particular importance and should be included in future surveys and reports. As such, the average hourly wage was asked of every staff member within services that completed the Service Profile.

Based on data from 19,367 staff members who work directly with children, **the average hourly wage of staff working in the early years sector is €11.93.**

This is a national figure which varies across the country and depends on a number of factors. Table 7.12 identifies these factors and presents the degree of their influence. The top five variables are analysed in subsequent sections.

<sup>29</sup> Information on staff wages was not requested for ancillary staff.

<sup>30</sup> Removal of all records under the national minimum wage of €9.25 would have had little material difference (<€0.07) on the overall average wage calculation.

<sup>31</sup> Exclusion of the 1,216 staff on employment schemes/ other government funded programmes from the overall analysis would have had only a small impact on the national average wage (changing it from €11.93 to €12.00)



Table 7.12 Variables affecting wages in the early years sector

Rank	Variable	% influence on wages of variables listed
1	Staff position (job title)	21.5
2	County	15.7
3	Length of time in service	10
4	Non-contact hours worked	9.3
5	Highest qualification	8.8
6	Length of time in sector	8.5
7	Contracted hours per week	6.2
8	Category of children working with	4.2
9	On employment schemes/ Government funded programmes	3.5
10	Staff age	3.3
11	Community or Private	3.2
12	On seasonal contract	1.5
13	8 additional variables (less than 1% influence each)	2.4

### 7.12.3 Staff position/job title

Unsurprisingly, it was found that the greatest predictor of staff wages was their position within the service. While the national average wage was €11.93, the wages varied significantly depending on the job title of the staff member. For those who held the job title of ‘manager or deputy manager’, the average wage was €14.27, while for early years assistants the average wage was €10.88. Staff identified as working in ECCE rooms were found to be better paid than their counterparts in non-ECCE settings, with the average wage being higher by 6% in the case of early years assistants and 11% for room leaders. A breakdown of staff wages by the six categories of job title included in the survey is provided in Figure 7.11.

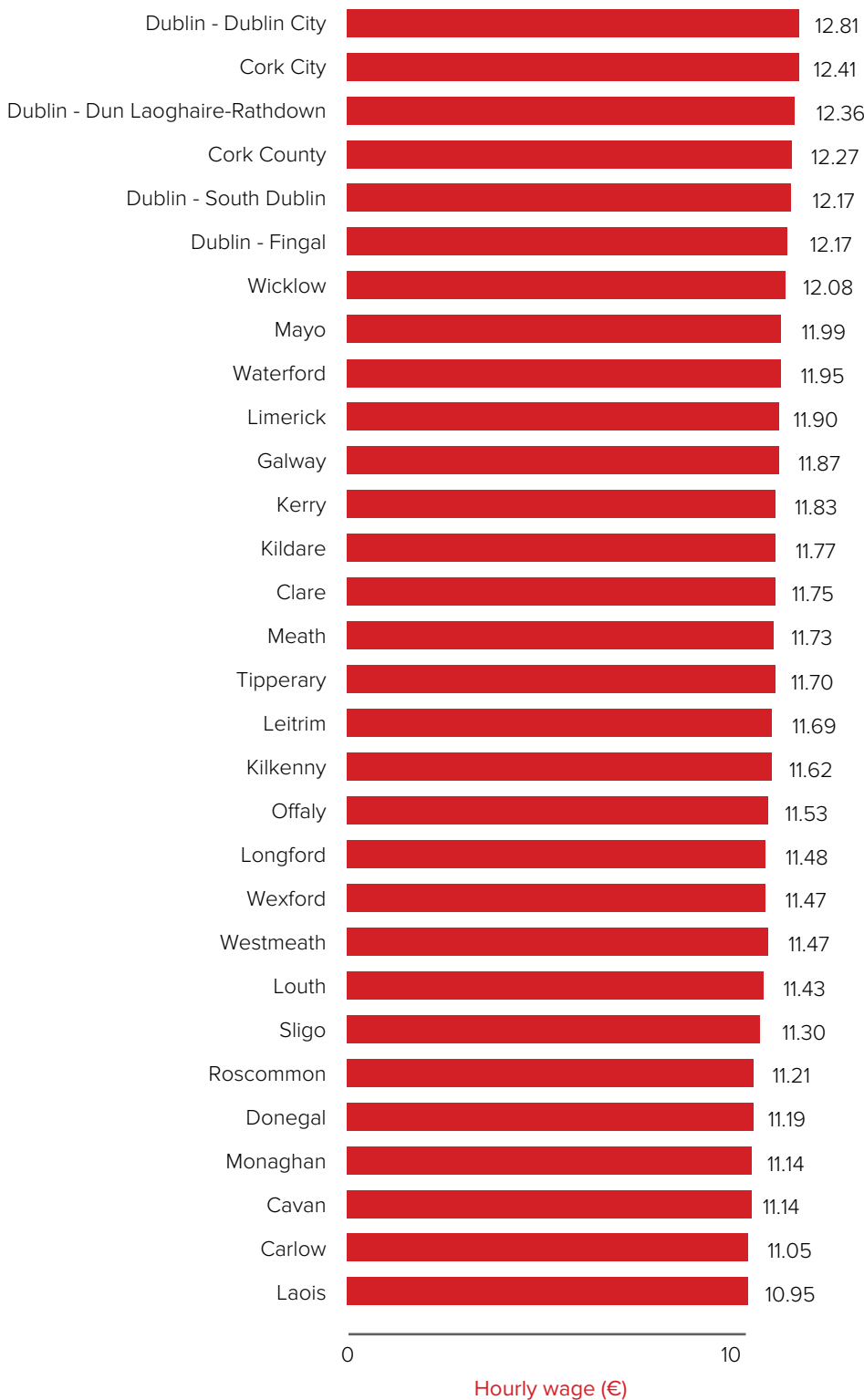
Figure 7.11 Staff working directly with children – average hourly wage by job title



### 7.12.4 County breakdown of wages

The second most influential driver of staff wages according to the data reported was the county in which the staff member worked. County hourly wages ranged from an average of €12.81 in Dublin City to €10.95 in Laois. Overall, it appears that wages are slightly higher in urban counties, with the exception of Wicklow and Mayo. The average wage by county is presented in Figure 7.12.

Figure 7.12 Staff working directly with children – average hourly wage by county

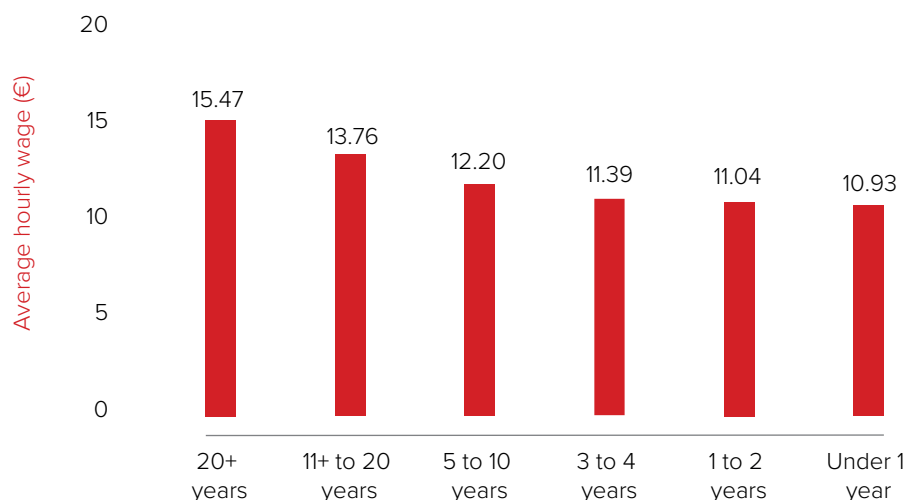


While many of the counties with the highest wages have the highest average fees (and vice versa) there is no direct correlation between wages and fees at the service level. Statistical analysis of the data would indicate that rather than a direct relationship between wages and fees, it is likely that fees are influenced by relative levels of affluence/deprivation, while wages are more influenced by the relative urban/rural location of services. While there may be an impression that a relationship exists between fees and wages at county level, analysis suggests it is more attributed to differences within the county, such as affluence or rurality.

### 7.12.5 Length of time in service

The third most influential predictor of staff wages was the length of time staff had worked within the service. It was noteworthy that this factor was more important than staff qualifications and may indicate that the sector values and rewards experience and offers at least some additional remuneration to those staff working in services for longer periods of time. There is a clear correlation between staff length of time in service and hourly wage, whereby those working in the service for less than a year earn the least (€10.93) while those working in a service for over 20 years earn an average of €15.47 per hour. For a detailed breakdown of hourly wage by length of time in service see Figure 7.13.

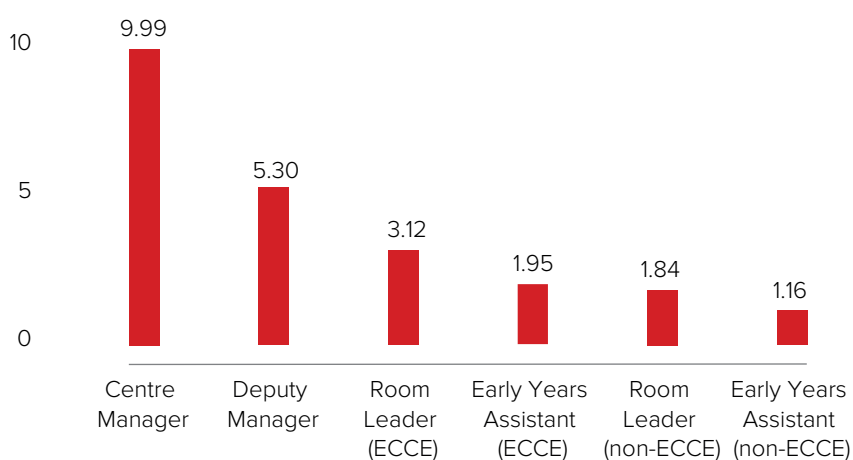
Figure 7.13 Staff working directly with children – average hourly wage by length of time in current service



## 7.12.6 Non-contact hours

It was found that the number of non-contact hours worked per week was another predictor of staff wages. Analysis found that this was largely due to the relationship between non-contact hours and the staff member's role within the service (Figure 7.14). The one outlier within this is that the average number of non-contact hours provided by early years assistants in ECCE settings is higher than the number of hours worked by room leaders in non-ECCE rooms, however, this is not reflected in the wages (see Figure 7.11).

Figure 7.14 Staff working directly with children by job title – number of non-contact hours worked per week



### 7.12.7 Staff qualifications

The final variable considered was the highest early years qualification attained by a staff member. While there is a broad trend observable in relation to higher wages being linked with higher qualification levels, it is not a straightforward, linear relationship. As Figure 7.15 shows, those qualified at NFQ Level 5 have a slightly lower rate of pay than those at NFQ Level 4 or those with no formal qualification. Most likely, this is linked with the fact that the length of time in service has a slightly higher impact on the hourly wage compared to qualifications<sup>32</sup>. This may also explain why those at NFQ Level 8 are slightly lower paid than those at NFQ Level 7, as they are more likely to be new entrants to the sector.

Figure 7.15 Staff working directly with children – average hourly wage by highest level of qualification attained

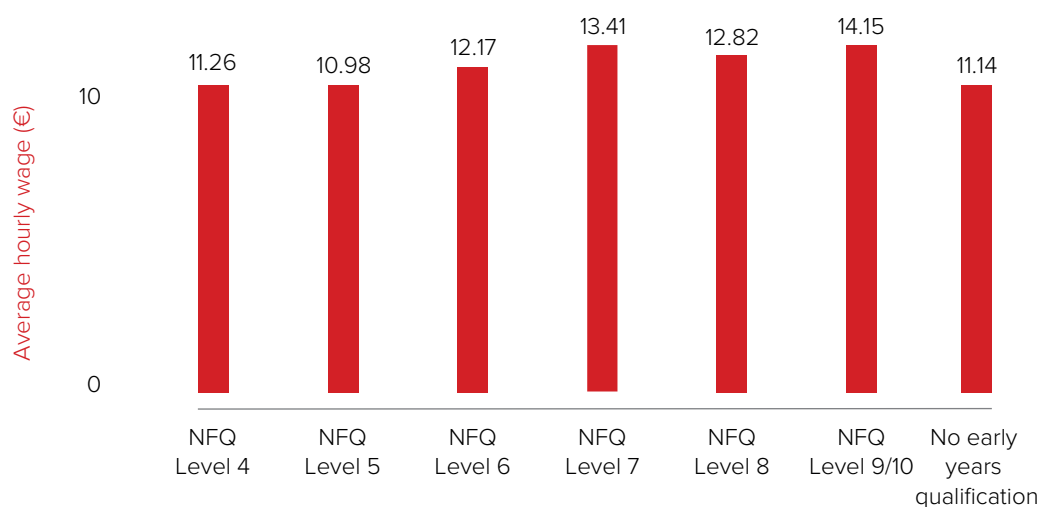


Table 7.13 provides an analysis of wages by both highest qualification as well as the staff member’s job title. This provides a more nuanced analysis of the relationship between these three variables.

Table 7.13 Staff working directly with children – average hourly wage by job title and highest level of qualification attained

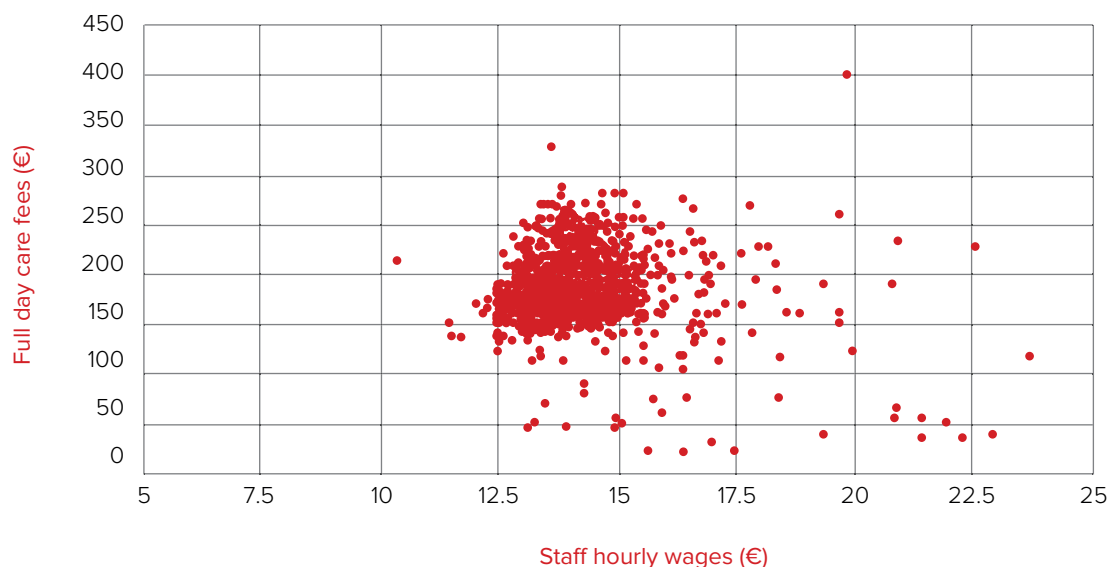
	NFQ Level 4	NFQ Level 5	NFQ Level 6	NFQ Level 7	NFQ Level 8	NFQ Level 9/10	No early years qualification	Total
Centre Manager	€12.69	€13.58	€14.44	€15.80	€15.25	€16.12	€15.01	€14.75
Deputy Manager	€11.31	€12.53	€13.30	€14.41	€13.66	€13.93	€12.65	€13.29
Early Years Assistant (ECCE)	€11.12	€11.11	€11.29	€11.37	€11.37	€11.19	€11.18	€11.21
Early Years Assistant (non-ECCE)	€10.98	€10.42	€10.60	€10.90	€11.08	€11.23	€10.56	€10.55
Room Leader (ECCE)	€11.00	€11.56	€12.34	€13.47	€12.59	€14.06	€14.06	€12.53
Room Leader (non-ECCE)	€12.54	€11.18	€11.61	€12.51	€12.24	€12.48	€11.84	€12.06
<b>Total</b>	<b>€11.26</b>	<b>€10.98</b>	<b>€12.17</b>	<b>€13.41</b>	<b>€12.82</b>	<b>€14.15</b>	<b>€11.14</b>	<b>€11.93</b>

32 This link is dependent on the breakdown of the preceding factors noted in the variables that affect wages table.

## 7.12.8 Wages and fees

Finally, an analysis was undertaken between the relationship of fees charged and the wages paid to staff. To test the assumption that services with higher childcare fees pay their staff higher wages, the full day weekly fee, and the average hourly wage was plotted on a graph for each facility who provided fee and wage data. Figure 7.16 shows no trend (correlation coefficient of 0.01, where 1 = total correlation and 0 = absolutely no correlation). That is to say, **there is no correlation between wages and fees**.

Figure 7.16 Average staff hourly wage vs. full-time fees



## 7.13 Staff turnover

Following consultation with key stakeholders, the issue of staff turnover was identified as important for analysis within this year's Sector Profile report. As the sector becomes increasingly qualified, the issue of staff retention is particularly important.

In identifying the turnover rate for each facility, a methodology was developed which attempted to exclude possible expansion or reduction of staff numbers from the calculations of turnover. Four data types were used for these calculations:

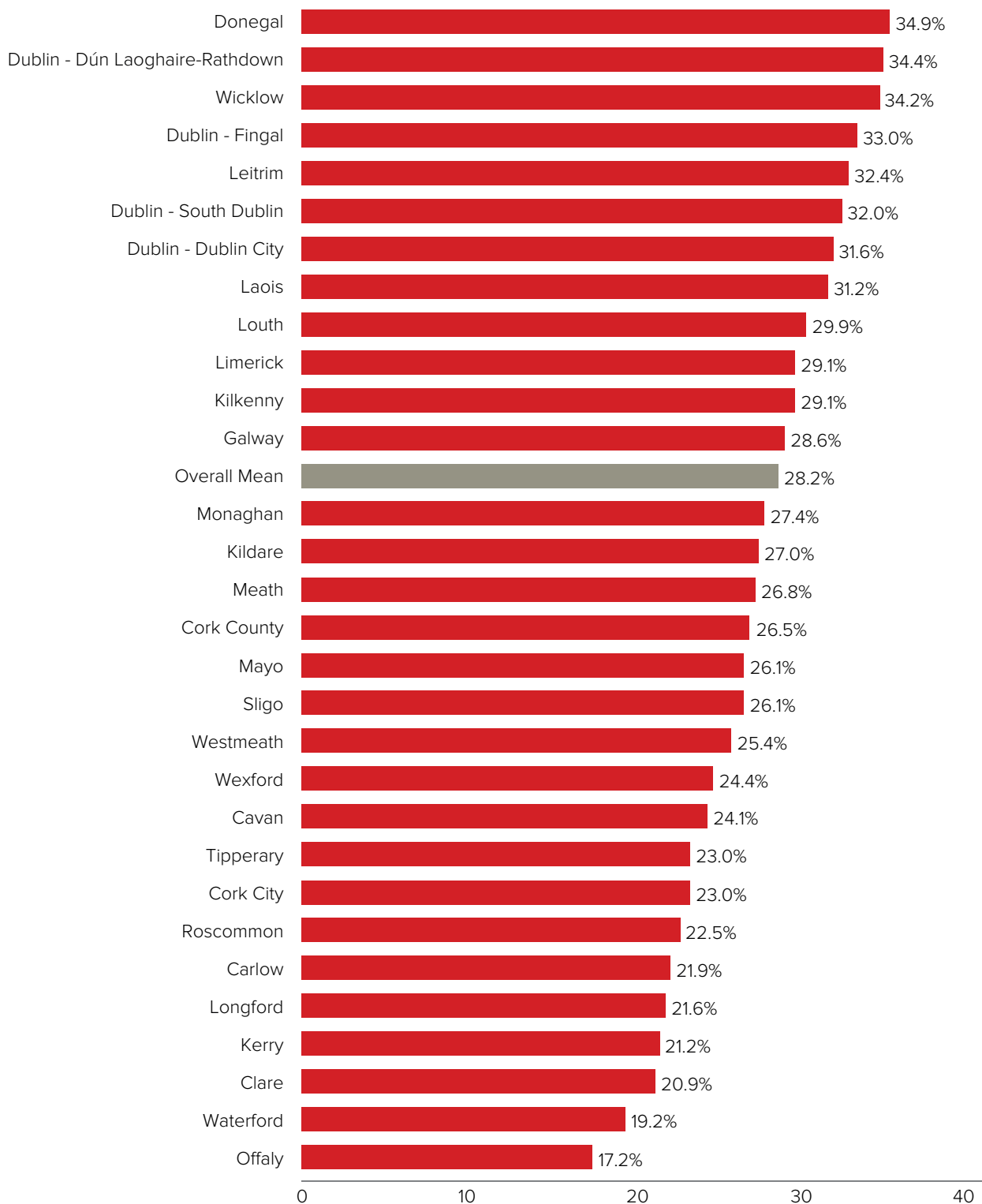
- Number of staff working in the service
- Number of staff that left in the last 12 months
- Number of staff working in the facility who had been there for less than 12 months
- Number of staff vacancies at time of completing the survey

Where a staff member had left and there was a corresponding new staff member or vacancy, this was counted towards the turnover rate. However, if the number of staff recruited was higher than the number who left, the number who left was counted (so as not to confuse turnover with expansion).

The survey only recorded new entrants who were working in the service at the time of the survey, rather than the total number who began that year. As such it is possible that a small number of those who both left and joined within the past 12 months would not be captured and, therefore, underestimate the turnover rate. That said, the findings of this report are very much aligned with those of a similar research project (ECI, 2017), indicating the validity of the methodology used.

In the 12 months prior to May 2017, the annual staff turnover rate in the early years sector was 28.2%. This varied significantly by county (see Figure 7.17). Donegal had the highest staff turnover rate, followed by Dublin - Dun Laoghaire-Rathdown. Analysis showed that no single variable such as urban/rural or deprived/affluent appears to be driving this spread in turnover rates.

Figure 7.17 Percentage staff turnover rate by county





The OECD (2011) have noted that “the ECEC sector is usually associated with relatively poor working conditions and poor compensation leading to high turnover rates. ECCE centres often experience turnover rates exceeding 40% annually, undermining the quality of care”. While not at these extremes, the rate of 28.2% does represent a high turnover rate when compared with other sectors, and the national average turnover rate of 13% in 2016 (Solas, 2016). In comparison, the 2015 survey on the Irish community and voluntary sector reported an annual turnover rate of 8.2%<sup>33</sup>.

This figure of 28% is supported by findings from the 2017 research published by Early Childhood Ireland (ECI, 2016) which identified an annual turnover rate in the sector of 28.4%.

Table 7.14 compares the staff turnover rates in Ireland with those in the United Kingdom.

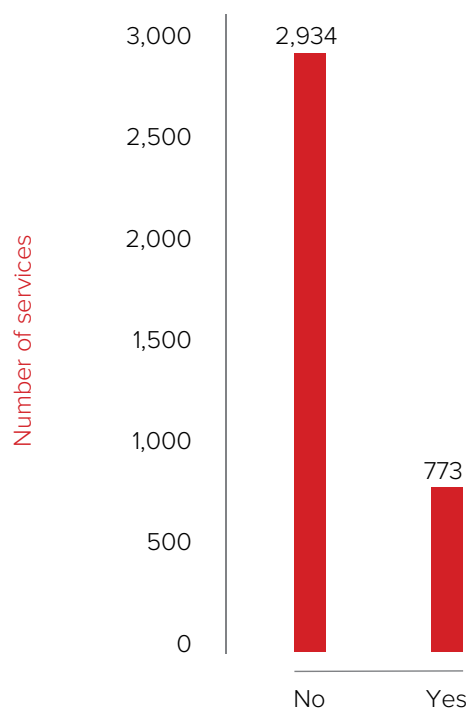
**Table 7.14 Percentage staff turnover rate (Ireland and UK)**

Country	Year	Turnover rate	Source
Ireland	2017	28%	ECI research EYSPR 2016/17 (this report)
United Kingdom	2016	18%	NDNA Workforce Survey <sup>34</sup>

## 7.14 Staff vacancies

Of the 3,707 services who completed the Service Profile, 21% (n=773) of services reported having at least one staff vacancy at the time of survey completion (see Figure 7.18). Across these 773 services, a total of 1,346 vacancies were reported, of which 533 were full-time positions and 813 were part-time. Given that the overall trend in the sector is a 50% split between full and part-time, this finding would indicate that services may be finding it more difficult to recruit part-time positions than full-time ones.

**Figure 7.18 Services who reported at least one staff vacancy**



33 <http://www.foundation.ie/wp-content/uploads/2015/12/National-Guide-to-Pay-and-Benefits-in-CVCh-Orgs-2015.pdf>

34 [http://www.ndna.org.uk/NDNA/News/Reports\\_and\\_surveys/Workforce\\_survey\\_2016.aspx](http://www.ndna.org.uk/NDNA/News/Reports_and_surveys/Workforce_survey_2016.aspx)

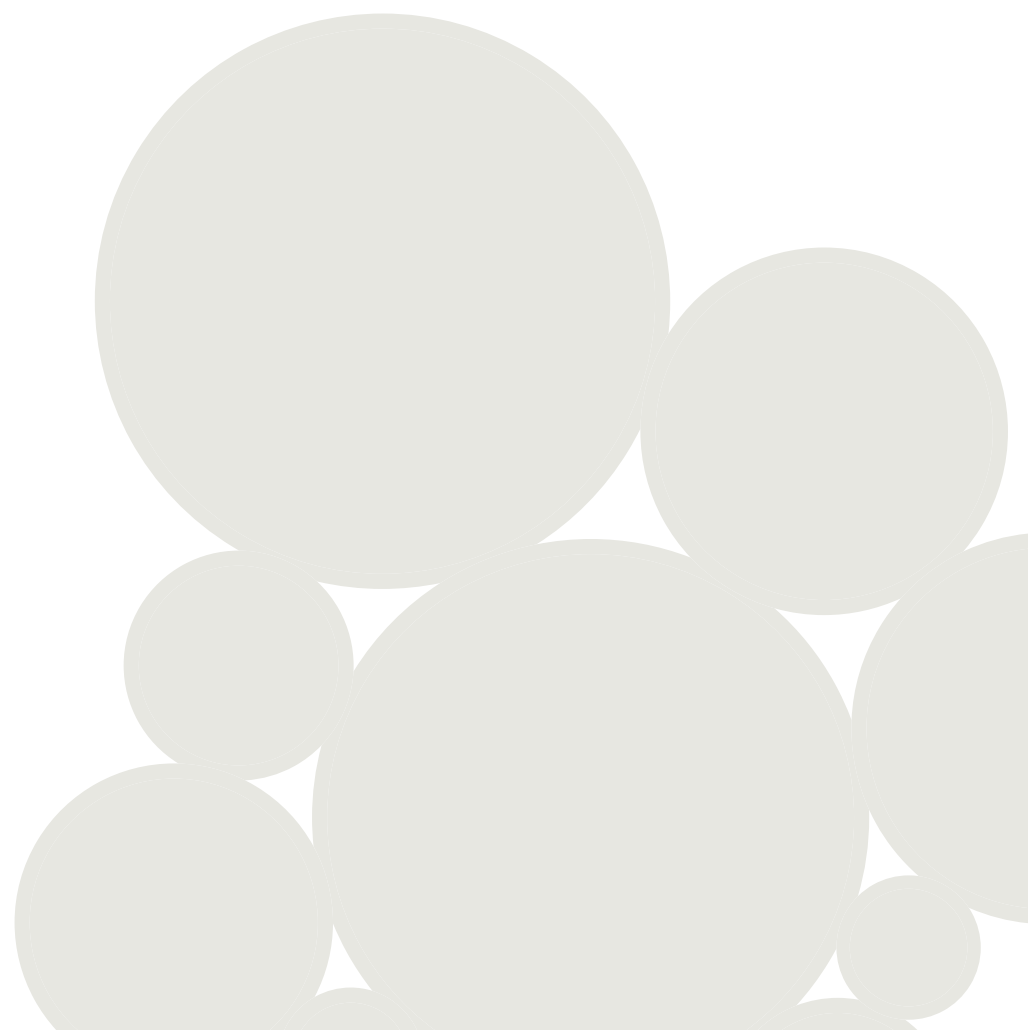
A question was also asked in relation to recruitment: *In the last 12 months, have you experienced challenges in relation to the following:*

- Hiring staff at NFQ Level 5
- Hiring staff at NFQ Level 6
- Hiring staff at NFQ Level 7

Overall, almost half (n=1,739, 47%) of services indicated that they had experienced challenges in relation to recruitment of staff for at least one of the three qualification levels specified. For the breakdown of responses to this question see Table 7.15.

**Table 7.15 Services that experienced challenges in hiring staff by Level of qualification**

Hiring staff at	No of services responding 'yes'	% of services responding 'yes'
NFQA Level 5	927	25%
NFQA Level 6	1,373	37%
NFQA Level 7	1,252	34%





**Section**

**8**

**Child protection**

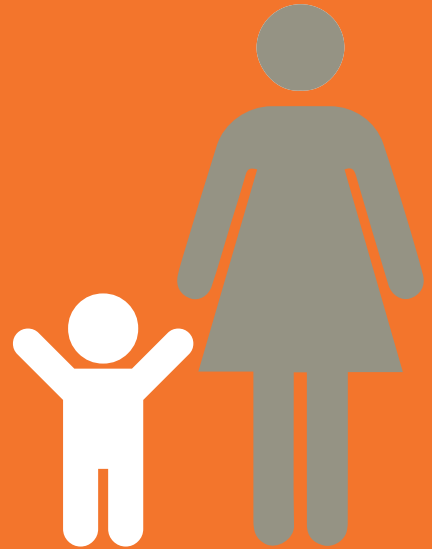
# Key Findings



Had a Designated  
Liaison Person

99%

of Services



Had a Child Protection  
and Welfare Policy



58%

Staff who  
received  
Children  
First  
training

3 in 5  
services  
need  
further  
support &  
training in child  
protection



**DOWN**

**4%**

## Child protection

Child protection is of paramount importance within the early years sector. Government policy (DCYA, 2011) along with Tusla (The Child and Family Agency) support the view that every organisation and individual, who have direct contact with children, must adhere to the guiding principles of child protection which are:

- The safety and wellbeing of children take priority.
- A report should always be made if a concern about a potential risk to a child is made.

Best practice states that childcare professionals, in particular those working within the early years sector, must appoint a Designated Liaison Person (DLP) for child protection whom staff have access to, should they have any concerns in this area. Providers must also develop a Child Protection Policy which sets out guidance and procedures for staff who may have concerns about the safety and welfare of the children they care for. Staff working with children should also receive adequate training to allow them understand and recognise the signs of abuse or neglect.

Respondents to the survey were asked to state if their service had a Designated Liaison Person in place with responsibility for child protection, whether or not they have a written Child Protection and Welfare Policy (including details on last review date) and if services required any further training/support in the area of child protection. Table 8.1 provides details as reported by respondents on the above.

**Table 8.1 Percentage of services with designated liaison person, written policy and staff trained in child protection**

	All	Community	Private
% of services with a DLP for child protection	99.4%	99.1%	99.5%
% of services with a Child Protection Policy in place	99.5%	99.6%	99.4%
% of staff trained in Children First in last 3 years	57.8%	59.4%	56.8%
% of services reported needing more support	58.5%	62.8%	56.9%

### 8.1 Designated staff member

'Children First: National Guidance for the Protection and Welfare of Children' (DCYA, 2011) states that any organisation working directly or indirectly in the care of children, should appoint a DLP as the responsible person for dealing with child protection issues. Respondents to the survey were asked to state whether they had a DLP with responsibility for child protection in place, to which 99.4% answered 'Yes'. This shows a slight increase on the 99% reported in 2015/2016. The figures by county show (see Table 8.3) that 100% of respondents in 14 counties reported that they have a DLP for child protection, down from 15 counties in 2015/2016. The lowest percentage reported is 96.3% in Monaghan.

### 8.2 Child protection policy

Respondents were also asked if their services had a written Child Protection and Welfare Policy (in line with Children First) in place, and if so, to specify the date the policy was last reviewed. A total of 99.5% (n=3,687) services reported having such a policy.

Of the 99.5% (n=3,669) of respondents who provided details of the date the policy was last reviewed, 99.2% of services (n=3,639) reviewed their policy within the last three years (2014-2017).

### 8.3 Child protection training

'Children First: The National Guidance Document for the Protection and Welfare of Children' (DCYA, 2011) is the national policy that guides all matters concerning the welfare and protection of children. It states clearly that all staff who work in direct contact with children have a duty of care under Children First to protect children from harm and promote their welfare. They should also be equipped with the appropriate knowledge and tools to initiate immediate steps when signs of abuse or neglect are recognised.

Respondents were asked how many staff (working directly with children and ancillary staff), if any, within their service had received Children First training in the preceding three years. 58% of staff were reported to have received training within that period (see Table 8.1), an increase from 56% in 2015/2016. Similar to last year, the figure is higher for community services (59%) compared with 57% for private services. A county breakdown of percentages (see Table 8.3) shows that services in Leitrim (80%), Sligo (78%), Kerry (77%) and Roscommon (76%) had the highest number of staff trained in Children First. Dublin - Dun Laoghaire-Rathdown services reported the lowest number of staff (43%) who received Children First training, although this figure has increased from 42% in 2015/2016.

### 8.4 Further support with child protection

Finally, respondents were asked to state whether or not their service required further training and support in the area of child protection and if yes to specify what type of training and support was required. Respondents were presented with a prescribed list which included 'Other' and 'No further training and support required'. Respondents could choose more than one option from the list (see Table 8.2).

Table 8.2 Number and percentage of services requiring further support and training in areas of child protection

Further support and training options	All		Community		Private	
	Number	%	Number	%	Number	%
Number of services requiring further support and training	2,170	58.5%	649	62.8%	1,521	56.9%
Number of services not requiring further support/training at this time	1,537	41.5%	384	37.2%	1,153	43.1%
Of the services requiring further support and training (N=2,170) the following was specified						
Developing or updating a Child and Welfare Protection Policy	383	17.6%	92	14.2%	291	19.1%
Training in Children First	684	31.5%	205	31.6%	479	31.5%
Training for the DLP	425	19.6%	145	22.3%	280	18.4%
Garda Vetting for staff	90	4.1%	14	2.2%	76	5.0%
Development of a Code of Behaviour for working with children	307	14.1%	92	14.2%	215	14.1%
Other	281	12.9%	101	15.6%	180	11.8%

Of all respondents to the survey 58.5% of services stated they required further training in areas of child protection. More community services required further training (62.8%) compared to their private counterparts (56.9%). As in previous years the largest number of services (31.5%) are requiring training in Children First, followed by training for the Designated Liaison Person (19.6%) and developing or updating a Child and Welfare Protection Policy (17.6%) (see Table 8.2). The percentage of services stating that no further training is required at this time has increased from 37% in 2015/2016 to 41.5% in 2016/2017.

Table 8.3 shows the breakdown by county of services who require further support/training in the area of child protection. Less than 50% of services in Carlow, Clare and Offaly reported a need for further support/training, while over 70% of services in Monaghan and Roscommon indicated the need for further support/training.

**Table 8.3 Percentage of services by county with designated liaison person, written policy and staff trained in child protection**

County	% with a DLP for child protection	% with Child Protection Policy	% of staff with Children First training in last 3 years	% of services who require further support/training
Carlow	100.0%	100.0%	51.6%	47.6%
Cavan	100.0%	98.4%	70.2%	50.0%
Clare	99.2%	100.0%	61.9%	40.5%
Cork City	97.5%	100.0%	65.6%	56.3%
Cork County	99.7%	99.7%	54.4%	62.5%
Donegal	100.0%	98.5%	65.4%	62.6%
Dublin - Dublin City	99.4%	99.7%	53.0%	63.8%
Dublin - Dun Laoghaire-Rathdown	99.3%	100.0%	43.0%	53.9%
Dublin - Fingal	99.3%	99.6%	56.0%	62.8%
Dublin - South Dublin	99.5%	99.5%	53.5%	60.0%
Galway	99.1%	100.0%	52.4%	53.4%
Kerry	99.2%	97.5%	76.9%	56.3%
Kildare	98.0%	98.7%	57.4%	55.6%
Kilkenny	100.0%	100.0%	46.3%	59.3%
Laois	100.0%	100.0%	56.4%	59.4%
Leitrim	100.0%	100.0%	80.1%	59.3%
Limerick	99.3%	98.6%	57.8%	52.2%
Longford	100.0%	100.0%	58.0%	69.7%
Louth	100.0%	100.0%	50.3%	65.9%
Mayo	99.1%	99.1%	55.5%	66.7%
Meath	100.0%	99.4%	56.3%	51.6%
Monaghan	96.3%	100.0%	65.8%	72.2%
Offaly	100.0%	100.0%	69.0%	39.3%
Roscommon	100.0%	100.0%	75.7%	70.2%
Sligo	100.0%	100.0%	77.7%	55.8%
Tipperary	99.4%	99.4%	59.8%	57.7%
Waterford	98.6%	98.6%	70.5%	60.3%
Westmeath	100.0%	100.0%	72.3%	53.1%
Wexford	100.0%	98.4%	47.6%	68.3%
Wicklow	99.3%	100.0%	56.8%	57.6%
<b>Total</b>	<b>99.4%</b>	<b>99.5%</b>	<b>57.8%</b>	<b>58.5%</b>

## References

---

CSO. (2017, October 4). *Profile 7 Religion Ethnicity and Irish Travellers*. Retrieved from Central Statistics Office: [http://www.cso.ie/px/pxeirestat/Database/eirestat/Profile%207%20Religion%20Ethnicity%20and%20Irish%20Travellers/Profile%207%20Religion%20Ethnicity%20and%20Irish%20Travellers\\_statbank.asp?sp=Profile\\_7\\_Religion\\_Ethnicity\\_and\\_Irish\\_Travellers&Planguage=0](http://www.cso.ie/px/pxeirestat/Database/eirestat/Profile%207%20Religion%20Ethnicity%20and%20Irish%20Travellers/Profile%207%20Religion%20Ethnicity%20and%20Irish%20Travellers_statbank.asp?sp=Profile_7_Religion_Ethnicity_and_Irish_Travellers&Planguage=0)

CSO. (2017). *Quarterly National Household Survey: QNHS Detailed Employment Series Quarter 1 2011 - Quarter 1 2017*. CSO. Retrieved from [http://pdf.cso.ie/www/pdf/20170731122606\\_QNHS\\_Employment\\_Series\\_Q1\\_2017\\_full.pdf](http://pdf.cso.ie/www/pdf/20170731122606_QNHS_Employment_Series_Q1_2017_full.pdf)

DCYA. (2011). *Children First: National Guidance for the Protection and Welfare of Children*. Dublin: Government Publications. Retrieved from <https://www.dcy.gov.ie/documents/Publications/ChildrenFirst.pdf>

DCYA. (2015). *Supporting Access to the Early Childhood Care and Education (ECCE) Programme for Children with a Disability*. Dublin: DCYA.

DCYA. (2017). *Action plan on school age childcare*. Dublin: Government Publications.

ECl. (2017, March 31). *Research shows depth of staffing crisis*. Retrieved from Early Childhood Ireland: <https://www.earlychildhoodireland.ie/236404-2/>

European Commission. (2013). *Barcelona objectives*. Luxembourg: Publications Office of the European Union. Retrieved from [http://ec.europa.eu/justice/gender-equality/files/documents/130531\\_barcelona\\_en.pdf](http://ec.europa.eu/justice/gender-equality/files/documents/130531_barcelona_en.pdf)

OECD. (2011). *Encouraging Quality in Early Childhood Education and Care (ECEC)*. Paris: OECD. Retrieved from <http://www.oecd.org/education/school/49322250.pdf>

Pobal. (2016). *Early Years Sector Profile 2015-2016*. Dublin: Pobal.

Solas. (2016). *National Skills Bulletin 2016*. Dublin: Solas. Retrieved from <http://www.solas.ie/SolasPdfLibrary/NationalSkillsBulletin2016.pdf>





**Section**

**9**

**Appendices**



## Appendices

Appendix 1 Number of children, registrations and approved contract value for ECCE, CCS and TEC – source PIP 15th September 2017

	Programme	2014/2015	2015/2016	2016/2017	Annual difference 2015/2016 & 2016/2017	% difference
Unique children	ECCE	66,761	74,108	120,821	46,713	63%
	CCS(P)	23,716	25,832	27,150	1,318	5%
	TEC	6,814	7,068	6,350	-718	-10%
Registrations	ECCE	68,333	77,414	128,299	50,885	66%
	CCS(P)	23,775	26,374	29,156	2,782	11%
	TEC	8,171	9,277	8,320	-957	-10%
Approved registration values	ECCE	€138,959,130	€178,054,067	€273,753,848	€95,699,781	54%
	CCS(P)	€39,700,820	€39,675,222	€42,639,511	€2,964,289	7%
	TEC	€18,416,268	€18,676,285	€16,822,504	-€1,853,781	-10%

## Appendix 2 County breakdown of children enrolled, on a waiting list and vacant places

County	Enrolled	Waiting list	Vacant places
Carlow	2,009	181	309
Cavan	2,882	212	200
Clare	3,988	342	582
Cork City	4,188	724	321
Cork County	13,096	766	1,057
Donegal	5,507	506	874
Dublin - Dublin City	15,356	3,807	852
Dublin - Dun Laoghaire-Rathdown	6,987	1,241	250
Dublin - Fingal	10,564	1,024	637
Dublin - South Dublin	8,528	1,028	476
Galway	9,210	918	836
Kerry	5,215	209	564
Kildare	7,366	454	513
Kilkenny	3,389	507	355
Laois	3,257	196	334
Leitrim	932	81	89
Limerick	5,665	821	571
Longford	1,667	152	101
Louth	3,637	464	492
Mayo	3,945	212	492
Meath	6,227	320	533
Monaghan	3,449	306	232
Offaly	2,137	90	204
Roscommon	2,128	122	246
Sligo	2,623	219	140
Tipperary	5,782	380	666
Waterford	3,709	213	232
Westmeath	3,863	219	270
Wexford	4,887	357	577
Wicklow	4,554	225	374
<b>Total</b>	<b>156,747</b>	<b>16,296</b>	<b>13,379</b>

Appendix 3 Number of children enrolled by county with number of services and average per service

County	Children enrolled					Number of services with (>=1) child enrolled	Average enrolled per facility
	Community	Private	Rural	Urban	Total		
Carlow	845	1,164	796	1,213	2,009	41	49
Cavan	1,266	1,616	2,193	689	2,882	58	50
Clare	1,522	2,466	1,998	1,990	3,988	120	33
Cork City	2,573	1,615	30	4,158	4,188	76	55
Cork County	3,894	9,202	6,645	6,451	13,096	298	44
Donegal	2,508	2,999	3,510	1,997	5,507	125	44
Dublin - Dublin City	6,184	9,172	n/a	15,356	15,356	344	45
Dublin - Dun Laoghaire-Rathdown	1,072	5,915	n/a	6,987	6,987	150	47
Dublin - Fingal	540	10,024	740	9,824	10,564	253	42
Dublin - South Dublin	1,623	6,905	528	8,000	8,528	197	43
Galway	3,461	5,749	5,630	3,580	9,210	207	44
Kerry	2,762	2,453	3,076	2,139	5,215	114	46
Kildare	532	6,834	2,231	5,135	7,366	147	50
Kilkenny	1,154	2,235	1,654	1,735	3,389	79	43
Laois	1,089	2,168	1,036	2,221	3,257	68	48
Leitrim	527	405	932		932	24	39
Limerick	1,698	3,967	2,643	3,022	5,665	128	44
Longford	934	733	1,214	453	1,667	32	52
Louth	683	2,954	1,135	2,502	3,637	84	43
Mayo	1,789	2,156	2,728	1,217	3,945	111	36
Meath	1,183	5,044	2,264	3,963	6,227	154	40
Monaghan	2,000	1,449	2,748	701	3,449	53	65
Offaly	637	1,500	1,157	980	2,137	54	40
Roscommon	1,065	1,063	1,731	397	2,128	46	46
Sligo	1,286	1,337	1,596	1,027	2,623	50	52
Tipperary	1,737	4,045	2,844	2,938	5,782	146	40
Waterford	1,706	2,003	916	2,793	3,709	72	52
Westmeath	1,049	2,814	1,410	2,453	3,863	80	48
Wexford	1,933	2,954	3,054	1,833	4,887	117	42
Wicklow	938	3,616	1,719	2,835	4,554	138	33
<b>Total</b>	<b>50,190</b>	<b>106,557</b>	<b>58,158</b>	<b>98,589</b>	<b>156,747</b>	<b>3,566</b>	<b>44</b>

Appendix 4 Number of children on a waiting list as a percentage of children enrolled by age

Age range	Community				Private			
	Number of places sought	Places sought as % of total places sought	Number of children enrolled	Places sought as a % of children enrolled	Number of places sought	Places sought as % of total places sought	Number of children enrolled	Places sought as a % of children enrolled
Up to 1 year (0-12 months)	496	7%	805	62%	1,056	11%	2,177	49%
1 year+ to 2 years (13-24 months)	1,095	16%	2,870	38%	1,155	12%	6,268	18%
2 years+ to 3 years (25-36 months)	1,739	26%	5,676	31%	1,589	17%	10,493	15%
3 years+ to 4 years (37-48 months)	1,932	29%	15,000	13%	3,110	32%	37,573	8%
4 years+ to 5 years (49-60 months)	533	8%	12,132	4%	1,197	12%	31,429	4%
5 years+ to 6 years (61-72 months)	295	4%	4,108	7%	710	6%	7,878	9%
6 years+ to 8 years (73-96 months)	325	5%	4,460	7%	572	6%	6,547	9%
8 years+	253	4%	5,139	5%	239	2%	4,192	6%
<b>Total</b>	<b>6,668</b>	<b>41%</b>	<b>50,190</b>	<b>13%</b>	<b>9,628</b>	<b>59%</b>	<b>106,557</b>	<b>9%</b>

Age range	Urban				Rural			
	Number of places sought	Places sought as % of total places sought	Number of children enrolled	Places sought as a % of children enrolled	Number of places sought	Places sought as % of total places sought	Number of children enrolled	Places sought as a % of children enrolled
Up to 1 year (0-12 months)	1,119	9%	2,072	54%	433	12%	910	48%
1 year+ to 2 years (13-24 months)	1,760	14%	6,458	27%	490	14%	2,680	18%
2 years+ to 3 years (25-36 months)	2,738	22%	11,208	24%	590	16%	4,961	12%
3 years+ to 4 years (37-48 months)	3,946	31%	33,260	12%	1,096	30%	19,313	6%
4 years+ to 5 years (49-60 months)	1,372	11%	26,297	5%	358	10%	17,264	2%
5 years+ to 6 years (61-72 months)	735	6%	7,119	10%	270	7%	4,867	6%
6 years+ to 8 years (73-96 months)	619	5%	6,651	9%	278	8%	4,356	6%
8 years+	388	3%	5,524	7%	104	3%	3,807	3%
<b>Total</b>	<b>12,677</b>	<b>78%</b>	<b>98,589</b>	<b>13%</b>	<b>3,619</b>	<b>22%</b>	<b>58,158</b>	<b>6%</b>

Appendix 5 Staff working directly with children – type of employment by county

County	CE*	CSP*	Gate-way*	JI - Jobs Initiative			JobBridge			Tús*	Directly employed staff		
	Total	Total	Priv.	Total	Comm.	Priv.	Total	Comm.	Priv.	Total	Total	Comm.	Priv.
Carlow	24						1		1	3	229	99	130
Cavan	40			3	3		5	1	4	4	351	161	190
Clare	21	10		3	3					1	438	197	241
Cork City	73			3	3		1	1			437	231	206
Cork County	35			1	1		3		3	3	1,377	421	956
Donegal	53	1		2	2		9	1	8	17	628	306	322
Dublin - Dublin City	208	12		8	8		8		8	19	2,154	861	1,293
Dublin - Dun Laoghaire-Rathdown	21			2	2		2		2		1,018	118	900
Dublin - Fingal	30	7		1	1		3		3	8	1,289	63	1,226
Dublin - South Dublin	38	10		3	3		7		7	1	1,102	203	899
Galway	19			1	1		3	1	2	2	1,017	336	681
Kerry	41						2		2	8	575	301	274
Kildare	11	2					1		1		848	61	787
Kilkenny	17			1	1		6	1	5	1	381	144	237
Laois	26	1									337	101	236
Leitrim	12	12		1	1						123	87	36
Limerick	37			3	3		3		3	2	669	184	485
Longford	56			1	1					3	190	94	96
Louth	54	28		2	2						437	59	378
Mayo	22	4					3	2	1	5	437	198	239
Meath	45						4		4	5	744	152	592
Monaghan	57	1		11	11		1	1		5	363	198	165
Offaly	15			1	1		2		2	2	230	72	158
Roscommon	27									3	250	111	139
Sligo	34	6	1				3		3	5	323	164	159
Tipperary	12	2		2	2		3	1	2	5	692	239	453
Waterford	31			2	2		5		5	1	378	180	198
Westmeath	52	6		1	1					1	428	119	309
Wexford	65	4		2	1	1	2		2	12	575	243	332
Wicklow	37	12					1		1	4	506	74	432
<b>Total</b>	<b>1,213</b>	<b>118</b>	<b>1</b>	<b>54</b>	<b>53</b>	<b>1</b>	<b>78</b>	<b>9</b>	<b>69</b>	<b>120</b>	<b>18,526</b>	<b>5,777</b>	<b>12,749</b>

\* These schemes are in Community services only. Private services (2) incorrectly categorised staff (2) under work placement programme/activation scheme that are available to community services only.



Appendix 6 Staff working directly with children – urban/rural breakdown by highest level of qualification attained

	Urban		Rural		All	
	Number of staff	% of staff	Number of staff	% of staff	Number of staff	% of staff
Total staff by organisation type	13,123	65%	6,987	35%	20,110	100%
NFQ Level 5 or above	12,008	92%	6,510	93%	18,518	92%
NFQ Level 6 or above	8,132	62%	4,457	64%	12,589	63%
No Childcare Qualification	1,011	8%	447	6%	1,458	7%
NFQ Level 4 Award	104	1%	30	0.4%	134	1%
NFQ Level 5 Award	3,876	30%	2,053	29%	5,929	29%
NFQ Level 6 Award	5,447	42%	3,148	45%	8,595	43%
NFQ Level 7 Award (Ordinary Degree)	792	6%	365	5%	1,157	6%
NFQ Level 8 Award (Honours Degree)	1,725	13%	872	12%	2,597	13%
NFQ Level 9/10 Award (Masters/PhD)	168	1%	72	1%	240	1%







**government supporting communities**

Pobal, Teach Holbrook, Sráid Holles,  
Baile Átha Cliath 2, D02 EY84, Éire.

Pobal, Holbrook House, Holles Street,  
Dublin 2, D02 EY84, Ireland.

**T:** 01 511 7000

**F:** 01 511 7981

**E:** [enquiries@pobal.ie](mailto:enquiries@pobal.ie)

**[www.pobal.ie](http://www.pobal.ie)**



An Roinn Leanaí  
agus Gnóthaí Óige

Department of  
Children and Youth Affairs