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The Economy¹



Gross Value Added (GVA)² in 2019

Total **Early Learning and Childcare** GVA is:
£725m
up 55% from 2009

Forecast GVA in 2029
£1,091m
up 50% from 2019



Productivity (GVA per job) in 2019

Early Learning and Childcare productivity is:
£24,139
up 15% from 2009

Productivity across **all sectors** is:
£50,368
up 13% from 2009

Forecast productivity in 2029
£26,457
up 10% from 2019

£57,747
up 15% from 2019

Employment



Top Employing Regions 2019³

Glasgow
6,700 jobs

Edinburgh, East and Midlothian
5,300 jobs

Lanarkshire
3,500 jobs

All Other Regions
14,600 jobs

Scotland Total⁴ Jobs in 2019
30,100 jobs
📈 2029: up by 37% to 41,300

Gender split⁵

Data can be found [here](#) at the **Scottish Social Services Council (SSSC)** website.

Vacancies^{6,7}



Vacancies 2018⁸

Glasgow City
559 vacancies
accounting for 25%

City of Edinburgh
399 vacancies
accounting for 18%

Aberdeen City
199 vacancies
accounting for 9%



Nursery Nurses and Assistants
1,502 vacancies
accounting for 68%



Primary and Nursery Education Teaching Professionals
244 vacancies
accounting for 11%



Senior Professionals of Educational Establishments
69 vacancies
accounting for 3%

Total vacancies in **Early Learning and Childcare**:
2,220 vacancies

Gender Pay-Gap⁹

Full-time employee jobs in **Early Learning and Childcare**:

13.6%

Scotland: 5.7%

¹ Forecasts by Oxford Economics (unless otherwise stated).
² GVA is the measure of the value of goods and services produced within the economy. GVA in constant 2016 prices.
³ Measured by total number of jobs.
⁴ Please note that 2019 is a forecast figure.

⁵ Source: Scottish Social Services Council (SSSC): <https://data.sssc.uk.com/and/Health/> and therefore figures may not sum to Scotland's total.
⁶ Source: Burning Glass Technologies Jan 2018 - Dec 2018 (based on calendar year). <http://www.burning-glass.com>.

⁷ Burning Glass technologies gather insight on vacancies from online job postings and websites.
⁸ Vacancy data can also be found at the SSSC website: <https://data.sssc.uk.com/data-publications/193-staff-vacancies-in-care-services-2017-report>

⁹ Source: ONS 2018, based on the Annual Survey of Hours and Earnings based on full-time employee jobs.

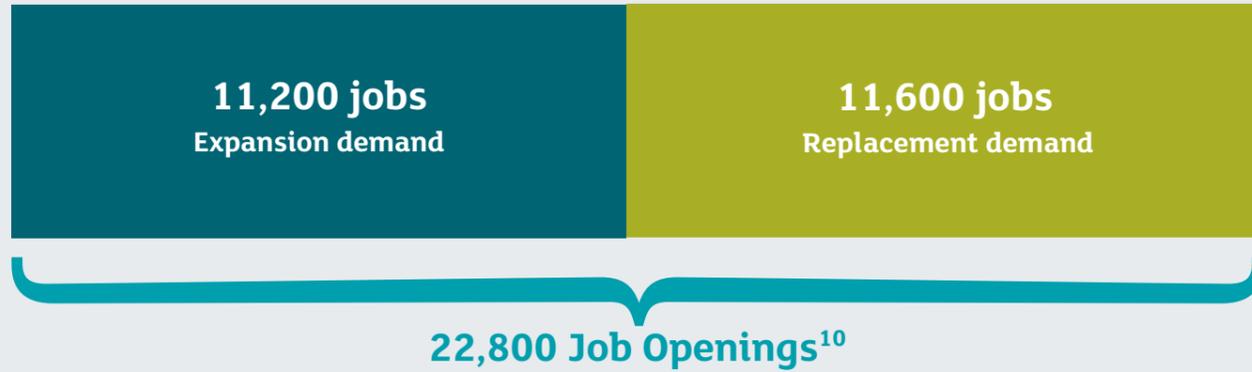
Early Learning and Childcare

Current and future skills demand

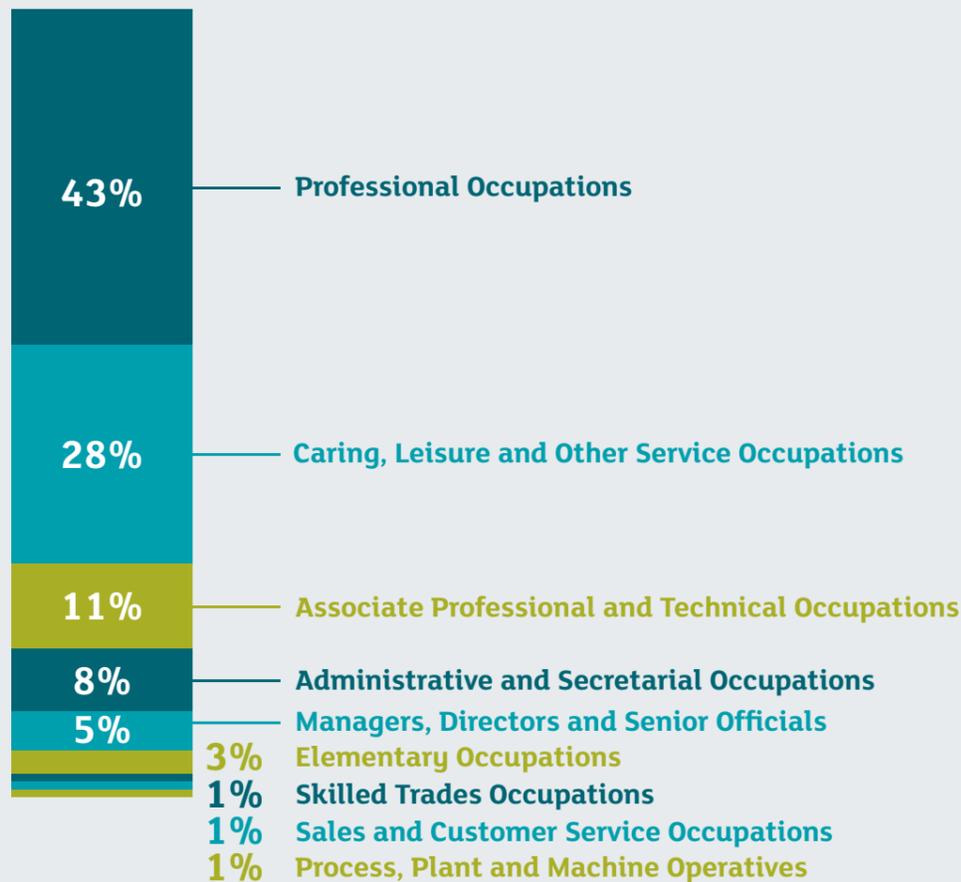
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Future Job Openings

From 2019 to 2029 there will be a requirement for:



Future Job Openings by Occupation from 2019 to 2029



Skills Shortage Vacancies and Gaps^{11,12}

Skills Shortage Vacancies¹³

Density of Skills Shortage vacancies in Early Learning and Childcare: **21%**



Scotland: 24%

Skills Gaps¹⁴

Density of Skills Gaps by vacancies in Early Learning and Childcare: **3%**



Scotland: 5%

Sectoral Insight¹⁵



Scottish Government estimates that an **additional 11,000 workers** will be required to meet the **expansion to 1140 hours by 2020**.



Occupational shortages exist for qualified practitioners and managers and the reasons for this include: too few qualified applicants, lack of experience and lack of availability of candidates to work the desired hours.



Skills employers are looking for: good literacy and numeracy, good communication and interpersonal skills, self-learning and commitment to continuous professional learning, leadership and management skills, digital skills, mentoring skills. Employers are also looking for practitioners who can demonstrate STEM skills, work in outdoor kindergartens, specialist skills to work with vulnerable two year olds, and deliver provision in Gaelic.



Skills Priorities for the sector include: raise the profile and attractiveness of the sector and actively increase diversity; better promote routes into and pathways through the sector; ensure take up of opportunities for progressing, re-skilling and upskilling the workforce; engage Early Learning and Childcare employers.

¹⁰ Expansion demand is the measure of an increase/decrease in jobs, as a result of economic growth or contraction; replacement demand is the number of job openings generated through labour market churn (i.e. those who retire, move away, or change jobs). N.B. Some figures may not sum due to rounding.

¹¹ Due to the way the Employer Skills Survey collects and reports data, the sectoral definitions vary from those we have used elsewhere in this infographic. To define the Early Learning and Childcare sector, we have used 'Education'.

¹² Registration data can also be found at the SSSC website: [https://](https://data.sssc.uk.com/registration-data)

data.sssc.uk.com/registration-data

¹³ Base: All establishments with vacancies (only 2017 shown). Skill-shortage vacancies as a proportion of all vacancies. This may be due to a lack of skills, qualifications or experience amongst applicants.

¹⁴ Base: All establishments (only 2017 shown). Skills gaps: the

proportion of the workforce lacking full proficiency.

¹⁵ Insight provided by the Key Sector Managers who work closely with industry experts and employers.