

Providing Quality ECE in Manukau

Teacher supply



Outline of Presentation

- ◆ Background to Taskforce
- ◆ What have we achieved?
- ◆ Challenges in attracting teachers
- ◆ Comments from Providers
- ◆ The tensions
- ◆ The regional challenge



Background to Taskforce

- ◆ City of Manukau Education Trust (COMET) held a Summit on ECE issues, especially participation rates, in April 2008
- ◆ Taskforce arose from that
- ◆ 2009 – focus on getting out into the community – connecting with the ECE community and pulling together information and direction

Achievements to Date

- ◆ A strong taskforce with representatives from MCC, MoE, MSD, MPIA, ECE training providers, ECE centres
- ◆ Two community forums – Mangere and Manurewa. The next forum is planned for Manukau Central
- ◆ Meetings with the Minister of Education

Challenges

- ◆ Major shortage of qualified ECE teachers
- ◆ Meeting the Ministry of Education's requirements will force many centres and/or staff to take unhelpful actions, especially where centres are endeavouring to increase capacity.
- ◆ Appointment issues

Challenges

- ◆ Recognition of Prior Learning
- ◆ Delays with Teachers Council
- ◆ Salaries – inability of some centres to pay competitive salaries
- ◆ Competition from other centres for qualified staff
- ◆ Financial pressures
- ◆ Advertising is expensive
- ◆ Impacts of recession starting to be felt.

Challenges - Appointment Issues

- ◆ Newly registered teachers – can take 3 months to process through Teachers Council
- ◆ Overseas assessments can take 6 – 7 months
- ◆ Problems with overseas police vetting especially India – time delays
- ◆ Recognition of Prior Learning limited to previous 3 years – losing experienced teachers who are being asked to complete a full 3 year qualification

Challenges – appointment Issues

- ◆ Salaries – some centres able to offer recruitment incentives, others community based cannot compete.
- ◆ Qualified staff want higher salaries. Centre only able to pay \$20 - \$25 per hour.
- ◆ Personal family needs pressures of study and work demands, extended family unable to help ECE worker with own family needs. Differences in philosophy of the centre.

Challenges – appointment Issues

- ◆ Teachers travelling overseas and work experience.
- ◆ Perceptions of South Auckland, Otara and other lower socio-economic areas of Manukau
- ◆ Advertisement on website, internal vacancies, education gazette and newspaper for Centre Manager attracted nil applicants

Challenges – Advertising

- ◆ Very expensive advertising in the newspapers.
- ◆ Cost of repeat advertising in newspapers can be expensive
- ◆ Community centres most effective advertising through community centres, churches, Christian groups.

Comments from Providers

IMPACT OF MINISTRY OF EDUCATION REQUIREMENTS (FOR ALL TEACHERS TO BE QUALIFIED)

- ◆ Changes to ECE rules and regulations have made it difficult to attract and find qualified staff. Nannies and more experienced staff have left. Qualified staff have theory but lack practical hands-on experience with children.
- ◆ Meeting Ministry of Education ratio requirements, parents/families unable to afford fees, transporting children too and from centre. The centre has bought two vans and provides a pick up and drop off service. Parents pay \$140 per week subsidised by WINZ. 2012 – At this time they don't think they will meet Ministry of Education requirements.

Comments from Providers

'Urgent to address funding from Government. Lift EFTS limit and funding bands. Many students have no qualifications on enrolment. Income from Government insufficient to employ more highly qualified teachers. More money needed for community based organizations. Unable to pay for students doing their practicum's.'

Comments from Providers

- ◆ We need a range of pathways for people to get into ECE. Also don't receive enough funding to employ higher qualified teachers.
- ◆ Need to attract people into training AND we need pathways to other training.
- ◆ The difficulties migrants with overseas ECE qualifications have in endeavouring to get into ECE in NZ.

Comments from Providers

- ◆ Family and financial pressures difficult. What can WINZ and Study link offer to help students reach positive outcomes? Some Pasifika students are diffident about entering University – westernized system, unfamiliar surroundings, few PI tutors.
- ◆ Additional commitments for Pasifika students as members of ethnic groups and church

The tensions

Parts of Manukau have the lowest uptake in ECE in the country. Merely providing ECE centres will not ensure that families attend. The community needs ECE that are responsive to the particular requirements of that community. Our community needs QUALITY teachers who reflect the community. With the challenges outlined it is often the very teachers we need who are not getting into training.

The Regional Challenge

The COMET Taskforce invites NZEI, MoE, TEC, MPIA and ECE provider representatives to sit down together and create realistic initiatives to present to the Minister to enable the challenges discussed today to be resolved.