8 signs your childcare centre is ready for a rostering upgrade

High-quality and effective childcare can pose a positive impact in the life of children. It can influence the preparedness of the child for school if they were given valuable educational and social experiences, that is if care is administered correctly.

That is why when parents choose a childcare centre, they really take into consideration the quality of education it can provide for their children. They often opt for the steadily developing centre that can keep up with the demands of the advancing age of technology.

If you operate a childcare centre, you might want to review if your centre is indeed keeping up to date. We have provided the signs your childcare centre is ready for an upgrade:

You're still holding on to manual processes (paper-based)

In today's technological world, manual handling of rosters can become inconvenient and futile. This may be an effective practice for small or up and coming childcare centres but if you have been in the industry for quite a while and no efforts towards automation was ever attempted, then you might want to seriously reconsider.

The purpose of automation is not to simply just keep up with the advancing technology so you will not be called outdated, but the automation of the centre's system and the ability to keep up with the modern technology will also significantly improve the security of your files, consolidate the communication and collaboration among the staff, significantly lower the cost, as well as provide uncomplicated access to updated reports.

De-centralised processes - lots of rostering managers

De-centralisation in management has been a staple in various industries for a long time. This process has created countless decisive and empowered managers and staff over the years. Although it may be a good undertaking to give the managers the freedom to display their talents and skills through their authority, the interest is not always universal.

Granted that the managers are highly accomplished visionaries, some might have their own set of goals they want to advance that might be in contrast with the priority of the childcare centre. Forward-thinking ideas are not discouraged but without a specific administrator to oversee the certain developments, there is a high probability for ineffective communication and collaboration to be consistently reinforced.

Managing multiple centres

Managing multiple centres without a central workforce can lead to unstructured interactions, inconsistency in managing performance, miscommunication, and difficulty of sharing staff between locations. It could be extremely difficult for centre directors to allocate staff where & when they're needed most or filling shifts due to employee unavailability.

Loss of time = high labour costs

Out of date management is more time consuming than you might realize. When mistakes are made or changes are needed, often a manual process must be completely redone rather than simply updated. This will result in a series of phone calls and emails to people in order to make the necessary corrections rather than making no more than a few clicks to update the system.

The cost of the time consuming outdated rostering system can quickly increase and become a significant expense ultimately decreasing profit. It can hinder productivity while forcing you to pay the unsubstantiated cost.

Experiencing too many administrative errors

Administrative errors that are caused by improper execution or administration of functions among the staff can be attributed to outdated manual processes. Operating with an updated rostering software compared to manual scheduling, can help the managers perform more effectively since templates are already given.

Need to stay on top of award rates

A childcare center that promotes holistic education to its students works toward compensating its employees accordingly. It has been in fact proven that the feeling of being valued can increase the morale of the staff and motivate them to come to work and perform their respective tasks more effectively.

Childcare Centres fall under the Children Services Award that has its own set of rules and outlines that dictates the compensation an employee is entitled to receive. Setting up award entitlements, including penalty rates, overtime pay, and allowances should be easier if it is to be automated as well. It will not only automate your award rates and wage calculations but will also compile and format data for direct integration with leading payroll systems.

Need to stay on top of educator-to-child ratios

Proper and correct rostering will not only create a perfect working harmony in your center but most of all will create a much better learning environment for the students. An updated rostering process can provide a system that will enable the centre directors to allocate staff correctly without having to make a single phone call.

Automation in your system means an efficient and effective service to the children, providing them with successful education.

Struggling to stay on top of last-minute shift changes

Successfully managing a shift schedule takes great communication and organizational skills. But even with careful planning, there will always be unforeseen conflicts that, if not properly addressed, will create a mess.

This is the problem with non-automated systems, if there is a scheduling conflict, the shifts should be manually corrected which could be subject to human error and lead to more serious issues. On top of that, you have to make sure that the schedule is compliant with the labour regulations. If you can not cover or automatically fill the spots that have had last minute vacancies, the quality of care that you aim to give to the child could not be as effective.

If you are still seeing these issues arise within your childcare centre, then it is definitely time to think of solutions. Though it may seem overwhelming at first, updating your childcare centre is not as hard as it seems. There are workforce management softwares that are readily available and can help you make the switch effortlessly in no time.

Ento for Childcare

Ento chooses to be a part of the solution. We provide workforce management software that does not only aim to ensure your workforce success but at the same time genuinely cares about the quality of care provided to the child.

Ento automates your credential management, so you can guarantee to hire educators who are properly credentialed and therefore get the right staff, to the right child, at the right time. Ento also makes managing Certificates, Diplomas, Working with Children Checks, First Aid certs & more easy.

The ease of access does not stop in the hiring process but carries on even to the rostering stage. The automation makes it easier for managers to be able to place the staff where and when they're needed most. This is especially efficient with centres that share staff between multiple locations.

Ento does not only provide assistance to the managers but also equip branded, employee-focused onboarding experience that sets the stage for attracting and retaining the best health professionals in the business. The ease of access of the tools that are utilized are very easy to understand so the employees could do the job they're supposed to do rather than spend most of their time doing extraneous paperwork.

Rostering

The rostering feature of Ento is very user-friendly with its customisable dashboard that you can tailor to a setting that suits you best. The feature includes real time reporting, statistics, and data import and export.

The feature also enables you to easily fill shifts due to employee unavailability and it will do so automatically without compromising the entire schedule. It also enables you to arrange specific budgets for an entire roster and would even notify you should a shift put you over budget.

Demand Driven Rostering

The demand driven rostering that Ento has to offer can leverage your data & our AI to forecast demand, create perfect shift ratios & optimise your labour mix ensuring you always have your best staff on the job.

We will make sure that you have enough staff to keep up with the demand, subsequently increasing your revenue without compromising the quality of care that your centre aims to give.It also eliminates over-rostering & unnecessary overtime cost blow outs strictly acting in accordance with complex awards and industry laws.

Easy integration with existing tools - our partnership with Xplor

One of the newest things that Ento has to offer is the benefits of its partnership with Xplor Technologies. Xplor is a leading global platform integrating software, payments, and commerce-enabling solutions for businesses in Education, Boutique Wellness, Health and Fitness, Field Services and Personal Services.

Xplor has pioneered cloud-based technology for the education sector, and immersive parent engagement apps, helping over 7,000 services to better connect with families and support high-quality early learning.

The collaboration between Ento and Xplor Technologies in using real-time data, adds an exciting manifesto for the childcare industry. It will make it easier for childcare centre owners to manage their workforce efficiently.

Stay within the parents' radar as one of the best childcare centres in the country. Promote how effective, efficient, and technologically advanced your centre is in providing a high quality early childhood education.