

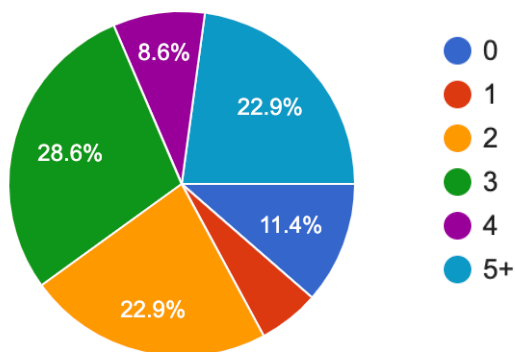
## Status of Hiring for and Retention of the MA Early Education Workforce

Early this year, early education and care administrators began reporting crisis-level challenges in recruiting and hiring new teachers. The following mini survey was conducted in May 2021 by a small group of 35 Center-Based Directors, across all regions of Massachusetts. Reports of similar stories have been shared by many Directors outside that small group, and continued to be shared now.

Majority of programs report significant vacancies.

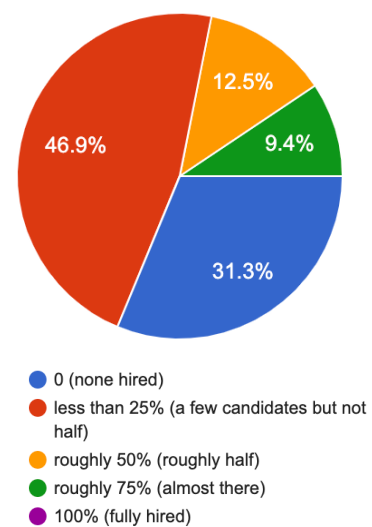
### Average number of teacher vacancies: 2

30% of respondents report more than 4 vacancies in their program.



### Since posting open positions, nearly 80% of respondents report being able to fill less than 25% of openings.

31% report having hired no teachers.



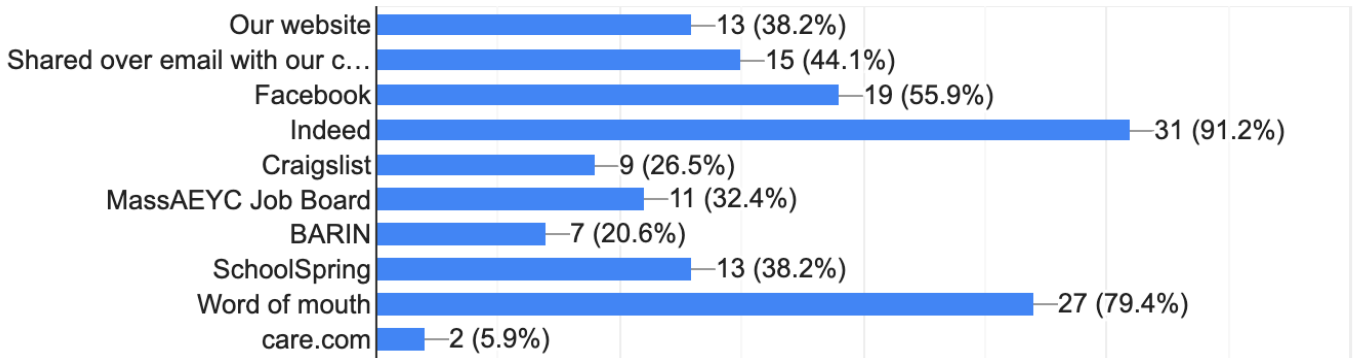
# Programs are incurring significant hiring-related expenses.

Most programs have spent between \$1000-\$5000+ on recruiting and anywhere from 5-20 hours/week.

75% of respondents report that they have been trying to hire for the past 6 months-1 year.

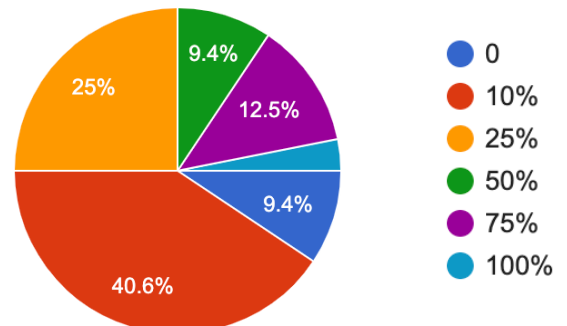
*"When I say \$5000+ for money spent, I mean more like \$15000. The thought of needing to do that again for Sept. really scares me."*

## Most typically used sources for posting job openings include:



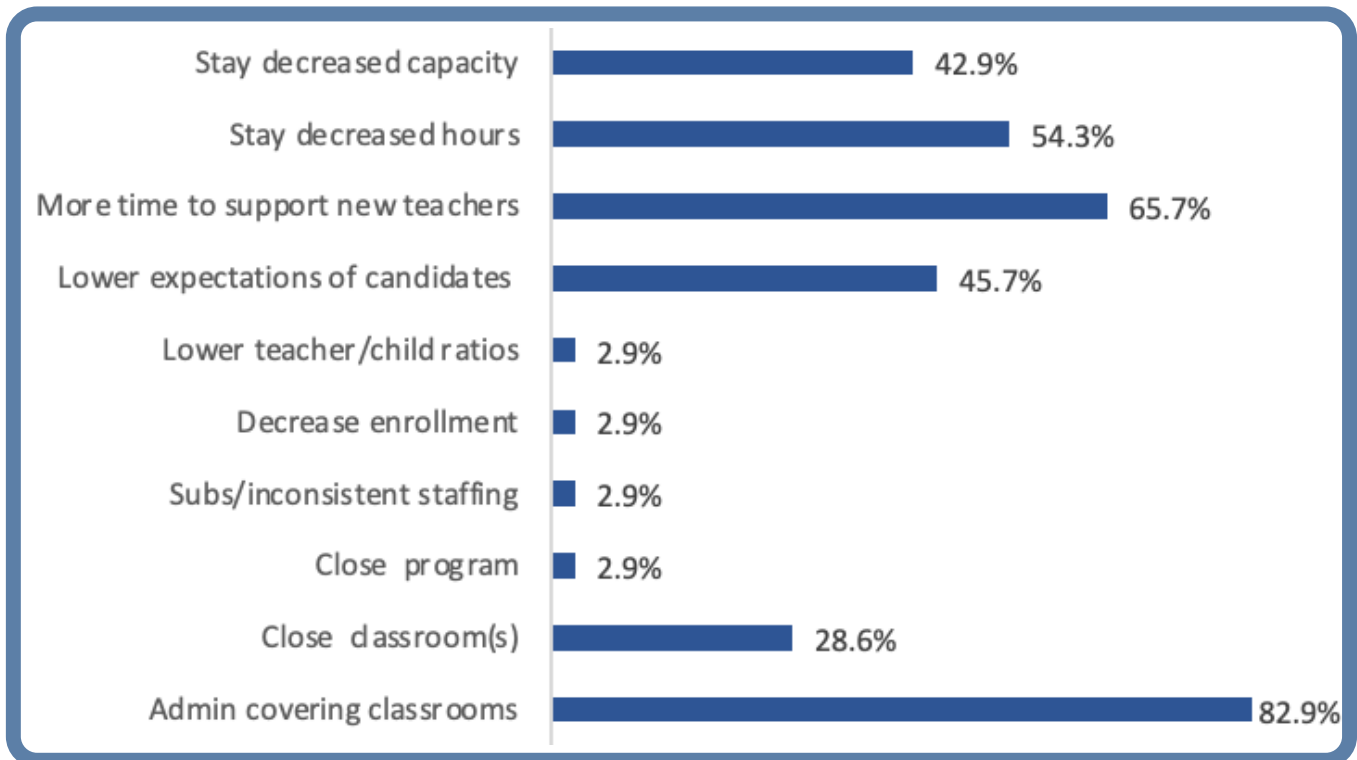
## Candidates for open positions lack qualifications.

Majority of respondents report that less than 25% of applicants are qualified for open positions.



Nearly 50% of respondents are operating at reduced capacity.

### Reported impacts of inability to hire and retain staff include:



### Direct Implications:

Decreasing capacity, hours, closing classrooms and closing programs.



Impacts number of childcare spaces and the ability for parents to find childcare that meets their needs to be able to return to work.

Lowering expectations of new candidates, lowering ratios, inconsistent staffing.



Decreases quality of care for children.

Administrators required to cover classrooms while needing more time to support new teachers.



Causes burn out and turn over, leading to loss of leadership and valuable institutional knowledge.

### On difficulties with the recruitment process...

*"I schedule a phone meeting as quickly as possible after receiving the resume, but at least 60% of the time the applicant tells me they are no longer available by the time of our call."*

*"Many apply but never respond after that."*

*"Almost every single [interview] is a no show."*

**"At this point I would almost take anyone who applied..."**

### On why candidates reject offers...

*-"[R]ejected offers were due to salary."*

*"Applicants are telling us that they are finding plentiful jobs in the public schools and that they can name their salary, hours, and position with preschools. If we can't offer the exact terms they want they will find someone else who will."*