



National Day Nurseries Association

NDNA 2018/19 Workforce Survey England Highlights

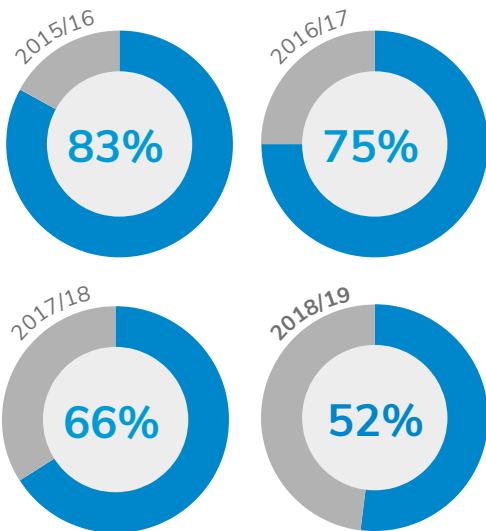
Key Findings

- Turnover is high with the majority of staff leaving the sector qualified at Level 3, for better paid jobs in retail
- A picture of a younger, less highly qualified, less experienced workforce emerges
- Staff leaving the sector are mainly heading to retail with salaries and policy changes the main drivers
- Nurseries are struggling to recruit
- Brexit is having an impact
- Staffing costs are rising above inflation rates, while funding stagnates
- Ongoing Continuing Professional Development is suffering as a result.

Our sixth annual Workforce Survey is published at a critical time for the early years sector in England against a backdrop of higher costs, inadequate government funding and increased staff turnover. Focusing on the profile, qualification levels, motivations and challenges for the workforce we gathered data from respondents representing 705 nursery settings, employing 14,540 staff alongside 257 individual practitioner responses.

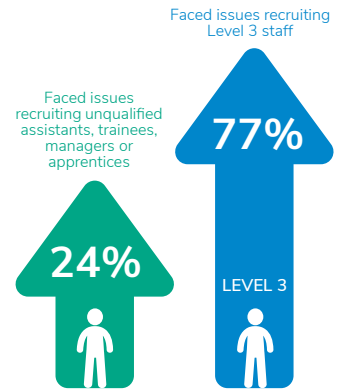
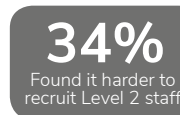
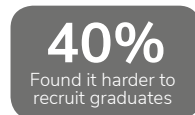
This year's survey found a workforce in crisis. Nurseries are struggling to recruit and retain staff qualified at the levels they need and want. Turnover of staff is high, disrupting children and costing the sector to replace. Retail is looking more attractive to those working in childcare, with salary becoming a driving factor. At the same time, stagnant funding rates for the 15 and 30 hour entitlements are making it harder for nurseries to reward their staff in the way they want to or invest in upskilling their workforce.

Level 3 qualified staff followed a downward trend



Recruitment Challenges

Employers reporting it harder to recruit at each level



Staff turnover costs

Average advertised early years salary

£18,000

COSTS

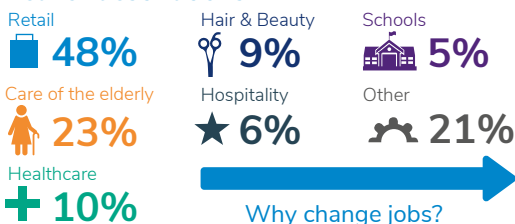
£14,483

To replace inc. recruitment costs, training etc.



High turnover at 24% is an issue. Nine in ten employers have had at least one member of staff leave in the past year. Costs of recruitment, training and lost productivity are a drag on nurseries.

Leaver destinations



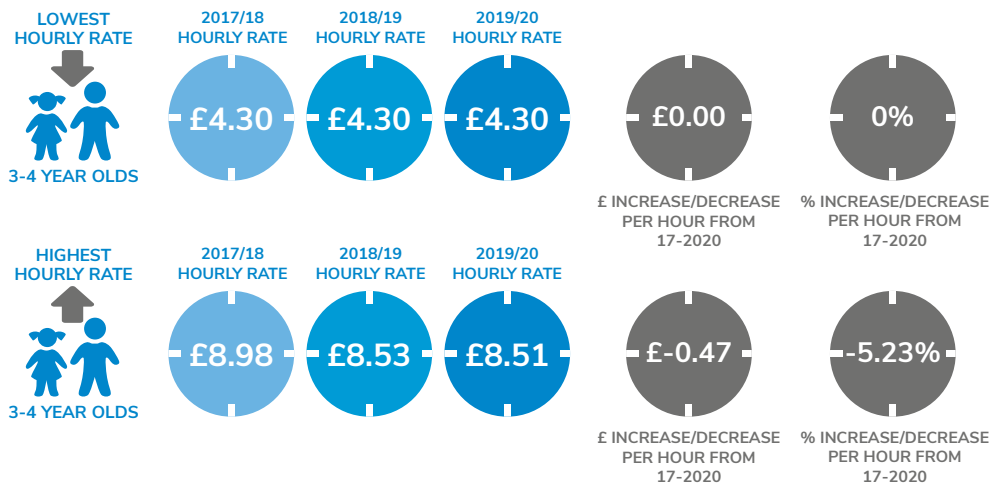
Staff are leaving the sector to work in retail but also looking at retirement. These more experienced and qualified staff are proving harder to replace.



Costs

Nursery costs have been driven up by minimum and living wage increases, pension costs, inflation and business rates hikes. At the same time funding has remained stagnant or fallen in the past three years.

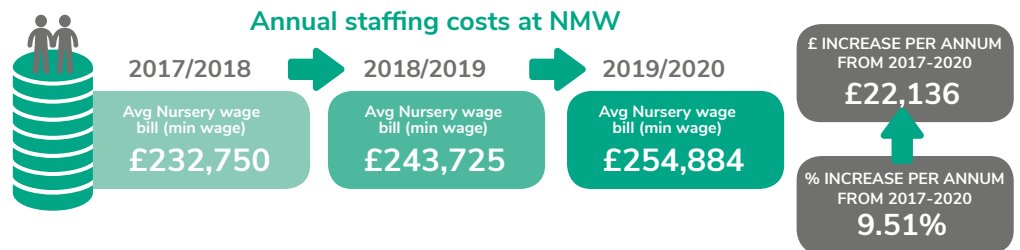
Early years funding - rates received by local authorities



"I am leaving the sector because the setting closed as funding has not increased."

Nursery Practitioner

Nursery costs



Recommendations

- The Government's upcoming spending review addresses underfunding in early years which is a major contributing factor to the workforce crisis
- The Department for Education should recognise the cost of quality and work closely with the sector to urgently develop a comprehensive and fully costed early years workforce strategy which addresses:
 - The level of qualified staff in the sector, the skills of new entrants and increased support for nurseries to upskill their staff
 - The status of early years teachers to ensure those with the qualification are valued and more take up teacher training
 - The number of qualified staff needed across the country to deliver quality care and education
- Investment should be made in a sector-led campaign to address the workforce crisis to:
 - Raise the profile of working in early years
 - Promote the vital work of practitioners and the rewarding nature of working with children
 - Encourage people of all ages to start, or return to, a career in childcare at different stages of their working lives
- As part of the review of the Early Years Foundation Stage, the DfE should review the existing historical indoor and outdoor space requirements taking into account changes in childcare practice and policy.

See the full report online by searching NDNA Workforce Survey 2019.