

HIGH TURNOVER, LOW RETENTION IN THE PROFESSION OF EARLY CHILDHOOD EDUCATION

RETENTION: THE ABILITY OF AN ORGANIZATION TO KEEP EMPLOYEES AND PREVENT THEM FROM LEAVING FOR OTHER OPPORTUNITIES

TURNOVER: THE RATE AT WHICH EMPLOYEES LEAVE THE FIELD AND ARE REPLACED BY A NEW HIRE WITHIN A PERIOD OF TIME

EARLY CHILDHOOD EDUCATORS EXHIBIT A LOW SENSE OF OVERALL WELL-BEING, ATTRIBUTED TO UNSATISFACTORY WORKING CONDITIONS AND UNSTABLE ENVIRONMENTS.

FINDINGS

EDUCATORS ARE MOST LIKELY TO LEAVE THE FIELD OR AVOID THE FIELD ALTOGETHER DUE TO STRESS AND BURNOUT, POOR COMPENSATION AND WAGES, AND LACK OF PROFESSIONAL DEVELOPMENT OR GROWTH OPPORTUNITIES.

A state of ongoing exhaustion of the mind, body and spirit that stems from consistently overwhelming workplace demands.

POOR COMPENSATION AND WAGES

LACK OF PROFESSIONAL DEVELOPMENT/GROWTH

Educators do not have the opportunity to grow within their role and organization or continue with their learning experiences in an evolving profession.

EDUCATORS NEED OUR SUPPORT TO PERFORM THEIR ROLES TO THE BEST OF THEIR ABILITIES AND MAINTAIN THE HIGH STANDARD OF LEARNING EXPERIENCES FOR STUDENTS. POLICY MAKERS CAN HELP TO ENSURE EDUCATORS ARE QUALIFIED AND SKILLED AT PROVIDING HIGH-QUALITY EDUCATION.

- COMPETITIVE COMPENSATION AND BENEFITS INCLUDING MENTAL HEALTH SUPPORTS
- PROFESSIONAL RECOGNITION AND RESPECT SUCH AS INVOLVING THEM IN DECISION-MAKING PROCESSES
- ESTABLISHMENT OF FURTHER POSITIVE AND INCLUSIVE CULTURE TO HELP ALL STAFF FEEL THEY BELONG

HOW? CONTINUED

- IMPLEMENTATION OF PROFESSIONAL GROWTH AND DEVELOPMENT OPPORTUNITIES SUCH AS CREATING CAREER PATHWAYS AND MAINTAINING ONGOING TRAINING
- IMPROVED WORKING CONDITIONS TO ESTABLISH A WORK/LIFE BALANCE
- A STRONG ONBOARDING PROCESS, THIS CAN INCREASE RETENTION BY 82% (HUTCHISON, 2025).

IF POLICYMAKERS PRIORITIZE EQUITABLE FUNDING, RECRUITING AND TRAINING HIGH QUALITY EDUCATORS, INVESTING IN PROFESSIONAL DEVELOPMENT AND SUPPORT SYSTEMS, AND INCLUDING EDUCATORS IN DECISION-MAKING ACTIVITIES THIS WHILE ULTIMATELY ENHANCE OR MAINTAIN THE QUALITY OF THE EDUCATIONAL EXPERIENCE THE STUDENTS RECEIVE AND ASSIST WITH MEETING DIVERSE LEARNING NEEDS.

REFERENCES

THE CANADIAN PRESS. (2025, OCTOBER 1). PARENTS AND EDUCATORS URGE FORD TO SIGN NEW FEDERAL CHILD-CARE AGREEMENT, IN LIGHT OF AUDITOR-GENERAL'S REPORT. [PRESS RELEASE]. https://www.thecanadianpressnews.ca/businesswire_press_releases/parents-and-educators-urge-ford-to-sign-new-federal-child-care-agreement-in-light-of-audit-45c93d5b-f4ef-5a9a-9d6c-300f32d1a2fe.html

HUTCHINSON, M. (2025, JANUARY 16). 8 EFFECTIVE WAYS TO BOOST EMPLOYEE ENGAGEMENT IN EARLY CHILDHOOD EDUCATION. [HTTPS://WWW.LILLIO.COM/BLOG/8-EFFECTIVE-WAYS-TO-BOOST-EMPLOYEE-ENGAGEMENT-IN-EARLY-CHILDHOOD-EDUCATION](https://www.lillio.com/blog/8-effective-ways-to-boost-employee-engagement-in-early-childhood-education)