



### Hiring and Retaining Qualified Staff Is Not Mission Impossible

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Presenters:

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**NATIONAL CENTER ON**  
 Early Childhood Development, Teaching and Learning

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## Session Objectives

At the end of this presentation, you will:

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- Have new strategies for recruiting, screening, and hiring staff
- Have new strategies for keeping staff members engaged and invested in their jobs
- Identify valuable staff development resources

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## Session Agenda

Here's what we're doing today:

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1. Challenges
2. Recruitment
3. The importance of leadership
4. Retention strategies and drivers

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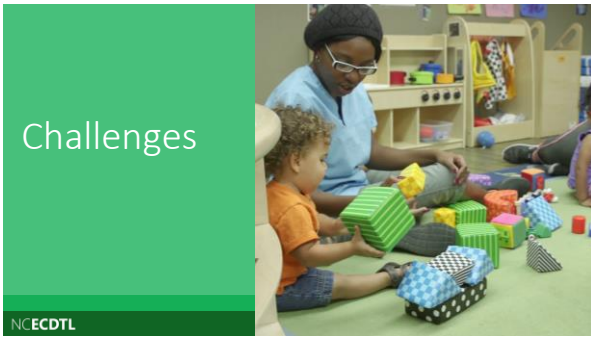
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### ECE Workforce Facts

National Survey of Early Care and Education  
(NSECE) Research Brief, 2013

- Overall median ECE experience was 13 years.
- Most (86%) home-based teachers and caregivers operate full time.
- Half of home-based teachers have 14 or more years of ECE experience.
- 16 percent of home-based providers have five or fewer years of experience




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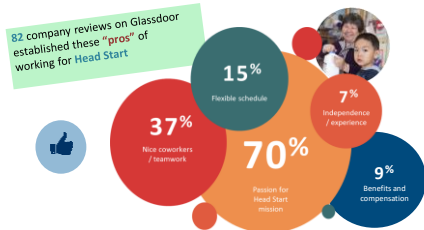
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### Top 5 "Pros" of Working for Head Start




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### Top 5 "Cons" of Working for Head Start



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### Recruitment



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Share in the Chat – Recruitment Strategies

- What is the strategy you use most often to recruit staff?



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Recruitment Strategies

- Strategic approach
- Strong job description
- Strong on-boarding practices
- Outreach
- Continuous recruitment



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## Leadership

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### How Leaders Foster Staff Retention

- Appreciate – value employee uniqueness
- Assess – give frequent feedback
- Anticipate – look to the future
- Align – set employee goals with organizational future
- Accelerate – provide professional development opportunities



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### Retention – A Leader’s Role

Who are you as a leader? Are you:

- Positive and energetic?
- Collaborative?
- Flexible?
- Understanding?
- Confident?
- Optimistic?



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### Food for Thought...

*“The growth and development of people is the highest calling of a leader”*

-John Maxwell

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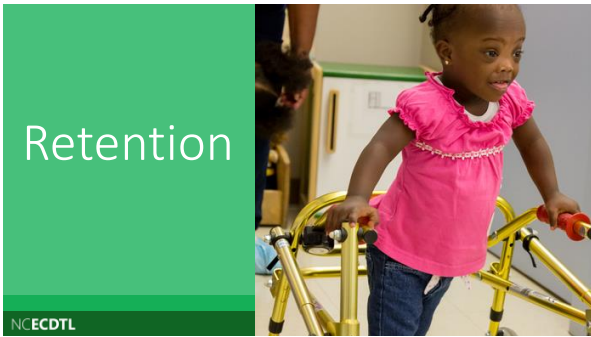
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### 12 Major Retention Drivers

- 1 Exciting / Challenging Work
- 2 Career growth, learning, and development
- 3 Working with great people / being part of a team
- 4 Fair pay
- 5 Great boss / Supportive manager
- 6 Flexibility (i.e., work hours, dress code)

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### 12 Major Retention Drivers

- 7 Being valued and respected
- 8 Benefits
- 9 Meaningful work and making a difference
- 10 Pride in organization's mission
- 11 Autonomy, creativity, And sense of control
- 12 Job security and stability

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### Retention Strategies

- Staff recognition
- Leadership opportunities
- Time off or time for planning
- Professional development/career pathway planning
- Reflective supervision/practice
- Financial assistance programs



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### Share in the Chat – Retention Strategies

- What strategies are you going to try in the future to improve employee retention?



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### We Hope You Remember...

*"We can't stop employees from leaving unless we have a plan to make them stay!"*  
 -Unknown

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# Resources

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## Staff Development Resources



<https://earlyeducatorcentral.acf.hhs.gov/>

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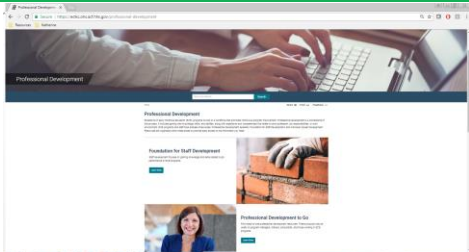
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## Staff Development Resources



<https://eclkc.ohs.acf.hhs.gov/professional-development>

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### Conclusion

- Recruitment matters: be strategic and intentional
- Leadership is key: focus on the retention drivers that you control
- Development is critical: continue to grow your staff



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### QUESTIONS



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Thank you!

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