Hiring and Retaining Qualified Staff Is Not Mission Impossible

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Session Objectives

At the end of this presentation, you will:

• 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

Session Agenda

Here’s what we’re doing today:

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

ECE Workforce Facts

- 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.

Top 5 “Pros” of Working for Head Start

- 37% - Non-traditional framework
- 15% - Hourly wages
- 7% - Independent
- 70% - Reason for working with Head Start
- 9% - Benefits and compensation
Top 5 “Cons” of Working for Head Start

- 35% Low pay
- 13% Health insurance
- 12% bad managers
- 7% distance/budget
- 10% Data collection/monitoring/evaluation

POLL

Recruitment
Share in the Chat – Recruitment Strategies

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

Recruitment Strategies

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

Leadership
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

Retention – A Leader’s Role

Who are you as a leader? Are you:
- Positive and energetic?
- Collaborative?
- Flexible?
- Understanding?
- Confident?
- Optimistic?

Food for Thought...

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

- John Maxwell
## 12 Major Retention Drivers

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<thead>
<tr>
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<th>Description</th>
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<tbody>
<tr>
<td>1</td>
<td>Exciting / Challenging Work</td>
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<tr>
<td>2</td>
<td>Career growth, learning, and development</td>
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<td>3</td>
<td>Working with great people / being part of a team</td>
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<td>4</td>
<td>Fair pay</td>
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<td>5</td>
<td>Great boss / Supportive manager</td>
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<td>6</td>
<td>Flexibility (i.e., work hours, dress code)</td>
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<td>7</td>
<td>Being valued and respected</td>
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<td>8</td>
<td>Benefits</td>
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<td>9</td>
<td>Meaningful work and making a difference</td>
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<td>10</td>
<td>Pride in organization's mission</td>
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<td>11</td>
<td>Autonomy, creativity, And sense of control</td>
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<tr>
<td>12</td>
<td>Job security and stability</td>
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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

Share in the Chat – Retention Strategies

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

We Hope You Remember...

"We can’t stop employees from leaving unless we have a plan to make them stay!"

-Unknown
Resources

Staff Development Resources

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

Staff Development Resources

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

QUESTIONS

Thank you!
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