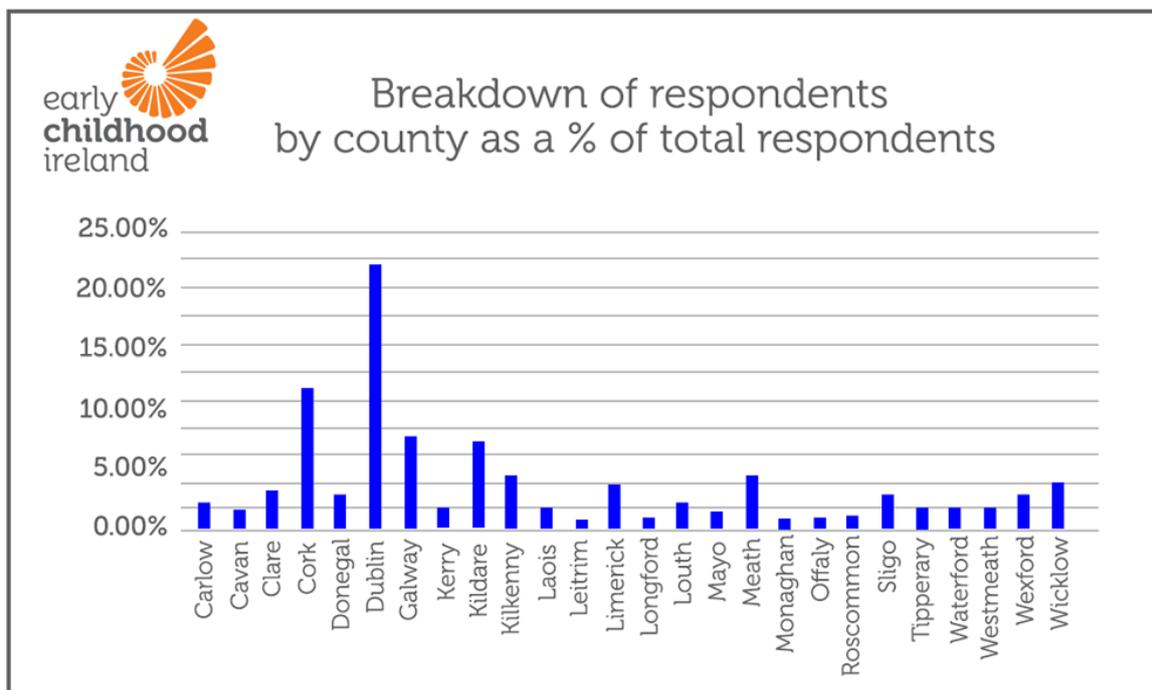


## Early Childhood Ireland Staffing Survey 2019 Results

### Headline findings

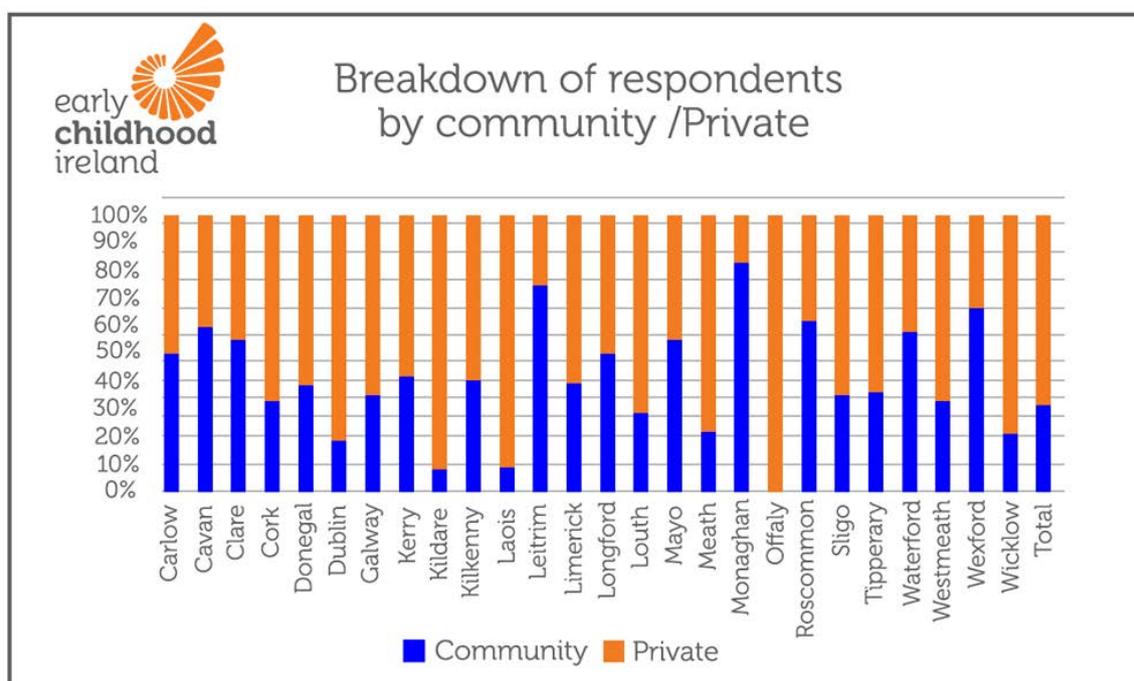
- Concern about the impact of the staffing crisis in the early years sector is growing. When asked, 91% of providers indicated that they were concerned problems with recruiting and retaining staff would impact the viability of their service. This is a 5 percentage point increase in the rate of concern about the viability of services, compared to a similar survey of our members conducted two years ago<sup>1</sup>.
- Almost two-thirds of survey respondents are finding it difficult to retain early years staff. When we conducted this survey two years ago, just under half of respondents were facing difficulty retaining staff.
- Of those that indicated that staff had left their setting in the past 12 months, the most common reason given by departing staff was that working in the early years sector was not financially viable (65%).
- Of those respondents who indicated that they had struggled to hire staff in the last 12 months, 1 in 5 had to limit their services due to hiring difficulties.
- For those settings that filled vacancies, 43% had to hire staff with lower qualifications than expected. Almost three-quarters (74%) indicated that the vacancy took longer than expected to fill.



<sup>1</sup> 86% of respondents [indicated](#) that they were concerned about the viability of their setting due to issues with staff recruitment and retention.

## Profile of respondents

- There were 616 respondents to the Early Childhood Ireland Staffing Survey 2019. This represents 14% of services in Ireland contracted to offer at least one of three early years programmes<sup>2</sup>.
- 55% of respondents indicated that their setting was in an urban area. 45% indicated that their setting was based in a rural area<sup>3</sup>.
- 68% of respondents indicated that their setting was privately owned and 32% indicated that theirs was a community setting<sup>4</sup>.
- From a regional perspective, the highest volume of responses came from settings based in Dublin (22%), Cork (12%), and Galway (8%)<sup>5</sup>.



<sup>2</sup> According to the Pobal Sector Profile 2017/18, there are 4,543 settings contracted to deliver at least one government programme.

<sup>3</sup> According to the Pobal Sector Profile 2017/18, approximately two-thirds of services (66% or 2,979) were located in urban areas and 34% (1,538) in rural areas.

<sup>4</sup> In 2017/18, private services accounted for 74% (3,342) of all services contracted to provide at least one of the three early years programmes. Community services accounted for the remaining 26% (1,201).

<sup>5</sup> According to the Pobal Sector Profile 2017/18, Dublin settings account for 26% of the total 4,543 settings in Ireland. Cork settings account for 10% of same and Galway settings 6%.