

DfE perceived list of reasons for EY recruitment issues

Screenshot by Emily Wood from DfE webinar, 16 November 2021

Recruitment | 16 November 2021

1. Older, more experienced EY practitioners have left or are expected to leave the profession.
2. Year-on-year increase in the numbers of children with more complex needs. Some providers are unable to find staff with the right experience to provide appropriate care.
3. Applicants are not happy with the hours offered, expecting more flexible working patterns, and some providers are having to advertise several times, which can be costly (and accept candidates who would have previously been unsuccessful).
4. Lower numbers of completed applications.
5. No longer able to rely on staff from the EU who have now left the market to return home, leaving gaps in the childcare workforce.
6. Rate of pay is not enough to attract new entrants- staff can work in other sectors with less responsibility.
7. Insufficient agency staff to meet demand and issues with quality of staff.
8. The requirement for English and maths, and/or mapping overseas qualifications, are barriers.
9. LAs do not have the capacity to support recruitment and retention as they have done previously.
10. Lack of level 3 and managerial staff available to recruit in the sector.
11. Staff are unwilling to take on extra responsibility because their pay scale does not reflect it
12. A perceived decline in the quality of new entrants due to poor learning received on training courses.

Questions:

- A. Are there any **recruitment** issues you think we have missed? Please also expand on anything already in the list where necessary.
- B. Which of these issues are most common or most concerning to you?
- C. What practical things are you trying or considering locally to address those key issues?