



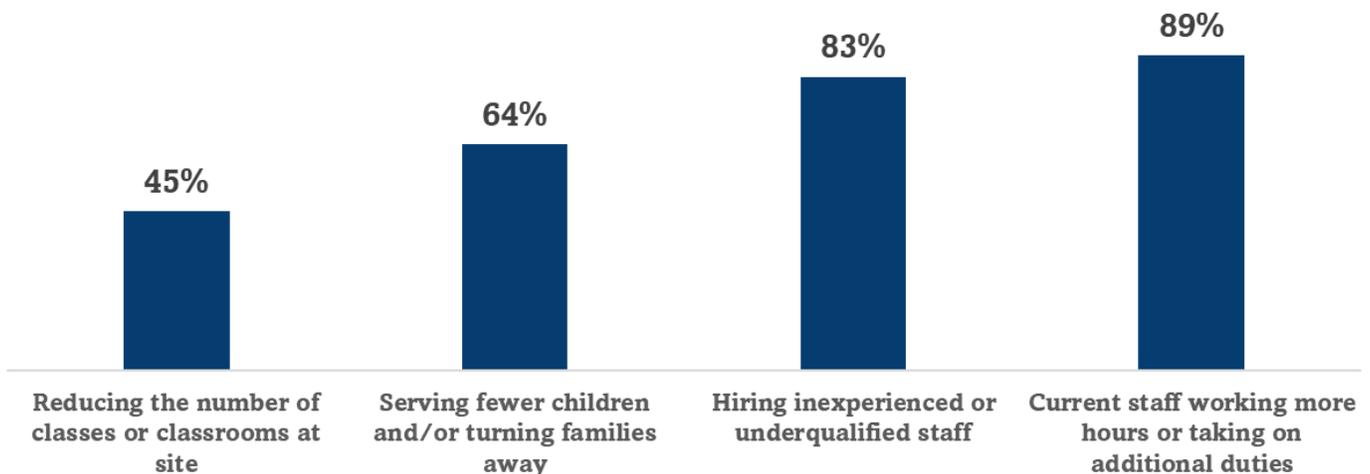
Staffing Challenges at Louisiana Child Care Centers

In July 2021 and January 2022, all publicly funded Type III child care centers in Louisiana were eligible for the Louisiana Department of Education (LDOE) Teacher Support Grant. As part of the grant application, LDOE and the Study of Early Education in Louisiana (SEELA) collected information from leaders about their sites' staffing and compensation. During the second wave of funding, leaders at 763 eligible sites completed the application, representing 90% of all publicly funded Type III child care centers in the state. Using the data collected in the January 2022 grant applications, this data brief provides a statewide look at staffing challenges facing child care sites in Louisiana.

The vast majority of leaders experienced staffing shortages and nearly all who tried to hire struggled to fill vacancies at their sites.

75% of sites had at least one teacher vacancy	2 average number of teacher vacancies per site	89% of leaders reported that staffing (e.g., teachers turnover) was at least a little challenging	94% of leaders who tried to fill a vacancy found hiring at least a little challenging
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Leaders who tried to fill vacancies reported the following impacts due to staffing shortages:

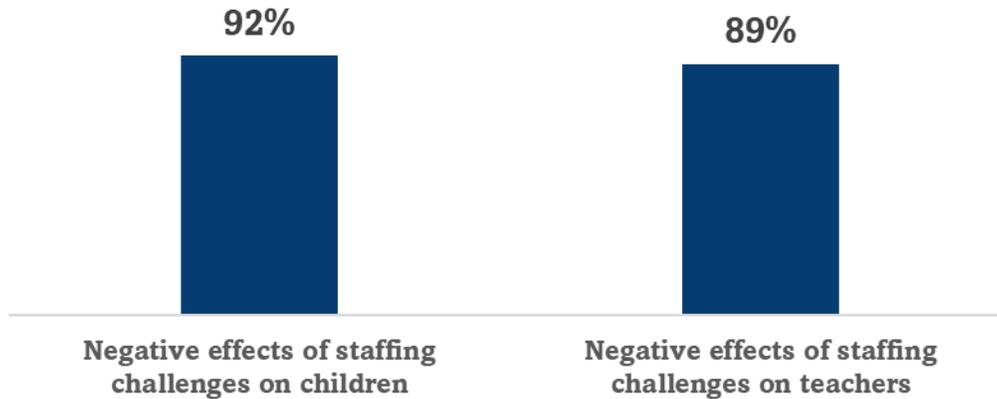


Note: Based on responses from 726 leaders at child care centers in Louisiana who submitted a Teacher Support Grant application in January 2022 and indicated they had tried to hire new teachers/staff or had at least one teacher vacancy in the previous 6 months. Leaders were asked to indicate whether difficulties finding or hiring new teachers led to any of the challenges listed.

The Study of Early Education in Louisiana (SEELA) is a longstanding partnership between the University of Virginia (UVA) and the Louisiana Department of Education (LDOE).

Leaders were concerned about the negative impacts of staffing challenges on children and staff at their sites.

Leaders reported they were at least a little worried about the following at their site:



Note: Based on responses from 763 leaders at child care centers in Louisiana who submitted a Teacher Support Grant application in January 2022. Leaders were asked how worried they had been about staffing issues at their site (e.g., teachers leaving, vacancies) negatively affecting children or teacher in the past 6 months.

Leaders described the widespread effects of staffing issues at their sites, and many leaders noted greater challenges hiring and keeping teachers than in years past.

“Recruiting new staff has really been a challenge. I have paid to post jobs on hiring sites several times and had no applicants apply. I have turned families away because I have not been able to fully staff my center because of ratio requirements. I would like to increase lead teacher’s salary to at least \$15 per hour but with grants depleting it will be hard to fund those increases moving forward.”

“We have had a very difficult time retaining teachers and recruiting new ones. Most of these teachers will work for a few days and stop showing up, say yes to coming for an interview and not show up or apply and not respond to any emails. We have had to have parents sign up for a spot every week to ensure we had adequate staff for the number of children coming each day. This has been the most stressful and exhausting time in childcare I have ever been through.”

Note: Sample quotes from 588 write-in comments leaders shared in response to the item, “Please describe any challenges your site has experienced in the past 6 months when trying to support teachers, reduce turnover, or recruit new staff.”

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