

# Turnover among Early Educators

## Ready Region Profile: Blue Ridge

Early educators have difficult jobs. They receive low wages and leave their jobs at high rates. This turnover can destabilize care for children, families, providers, and the economy. States rarely have large-scale data on turnover, especially in child care centers where turnover is often highest. Virginia’s LinkB5 data system provides a unique opportunity to track turnover at scale across sectors and regions.

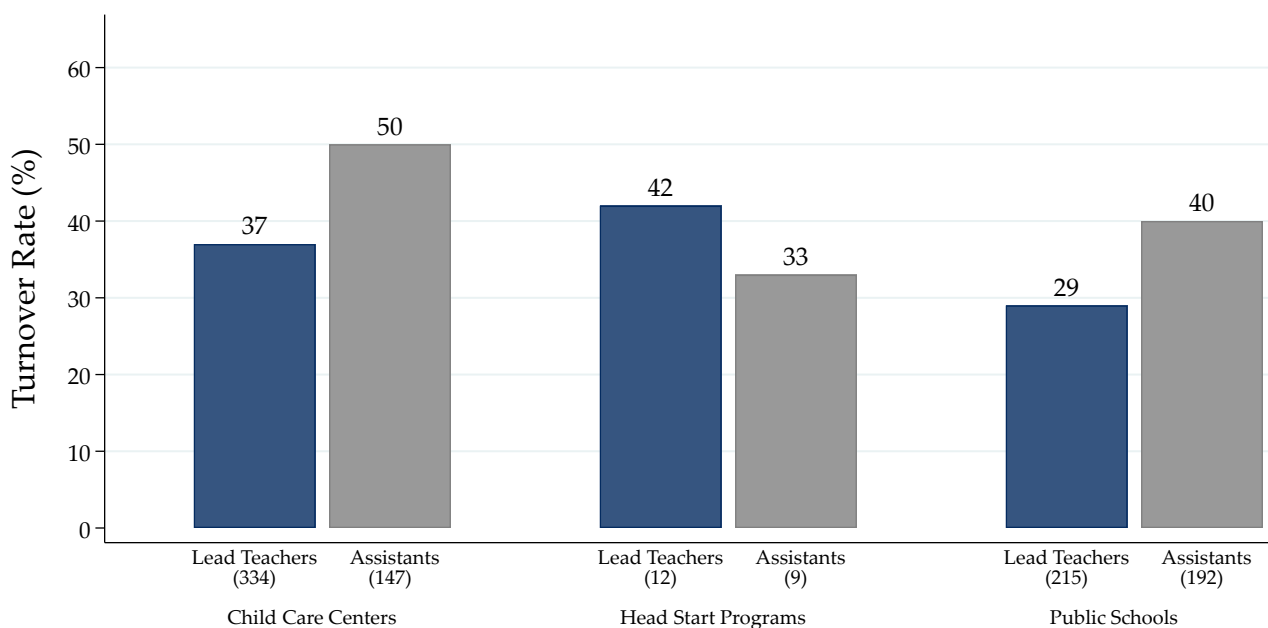
This profile showcases how LinkB5 tracks nearly 9,000 early educators employed in Virginia in Fall 2021 and assesses whether they remained at the same site a year later. Among these Virginia early educators are 909 from Ready Region Blue Ridge. Turnover rates were calculated based on the number of teachers who were registered in LinkB5 in Fall 2021 but not registered at their site later in Fall 2022. Statewide, 37% of the early educators in LinkB5 left their sites from Fall 2021 to Fall 2022. In Ready Region Blue Ridge, 38% of the early educators in LinkB5 left their sites during this time.

	Blue Ridge (Figure 1)		Virginia (Figure 2)	
<b>Sample size (All sectors)</b>	130 sites*	909 staff	1,192 sites**	8,820 staff

\*79% of publicly funded sites in Ready Region Blue Ridge

\*\*54% of publicly funded sites in Virginia<sup>1</sup>

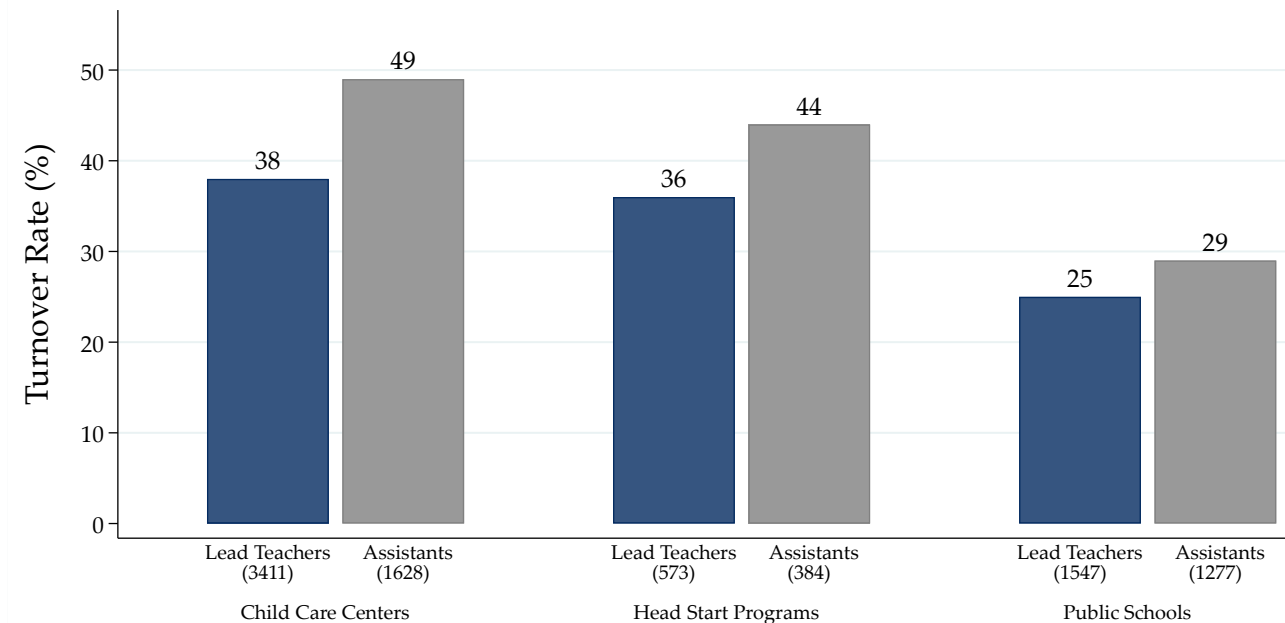
**Figure 1. Early Childhood Teacher Turnover in Ready Region Blue Ridge by Sector and Role (Fall 2021-Fall 2022)**



Note: Based on Fall 2021 and Fall 2022 LinkB5 registration data for teachers and assistants. The number of staff in our sample who were registered in each sector and role in Fall 2021 is shown in parentheses. The turnover rate is the percentage of those staff who were not registered as working at the same site in Fall 2022.

<sup>1</sup>Both the Ready Region and statewide counts include publicly funded centers, Head Start programs, and schools but not family day homes.

## Figure 2. Early Childhood Teacher Turnover in Virginia by Sector and Role (Fall 2021-Fall 2022)



Note: Based on Fall 2021 and Fall 2022 LinkB5 registration data for teachers and assistants. The number of staff in our sample who were registered in each sector and role in Fall 2021 is shown in parentheses. The turnover rate is the percentage of those staff who were not registered as working at the same site in Fall 2022.

### Key Takeaways

- Both statewide and in Ready Region Blue Ridge, turnover rates are high.
- Turnover rates in Ready Region Blue Ridge are particularly high for child care assistants and lowest for lead teachers in public schools.
- Ready Region Blue Ridge assistants in child care centers, lead teachers in Head Start programs, and both lead teachers and assistants in public schools all experienced higher turnover than the statewide averages.
- Turnover for child care centers in Ready Region Blue Ridge mirrored statewide patterns.