

Turnover among Early Educators

Ready Region Profile: West

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.

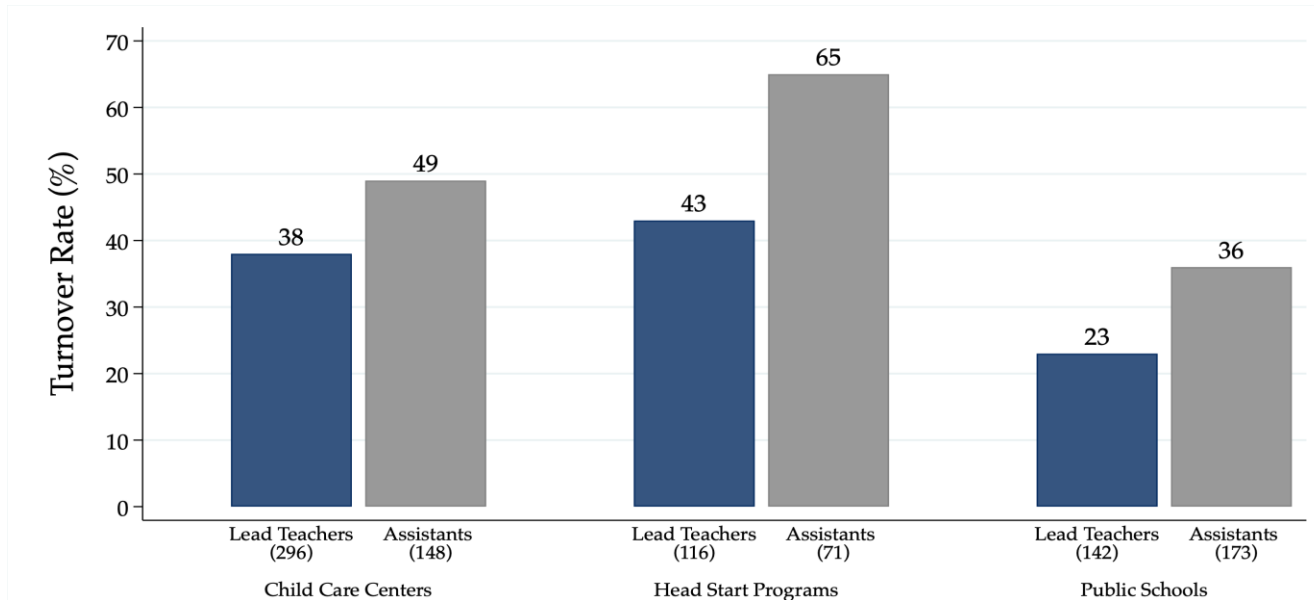
This profile showcases how LinkB5 tracks nearly 9,000 early educators employed in Virginia in Fall 2021, assesses whether they remained at the same site a year later. Among these Virginia early educators are 946 from Ready Region West. Turnover rates were calculated based on the number of teachers who were registered in LinkB5 in Fall 2021 but were not registered at their site in LinkB5 one year later in Fall 2022. Statewide, 37% of the early educators in LinkB5 left their sites from Fall 2021 to Fall 2022. In Ready Region West, 40% of the early educators in LinkB5 left their sites during this time.

	West (Figure 1)		Virginia (Figure 2)	
Sample size (All sectors)	153 sites*	946 staff	1,192 sites**	8,820 staff

* 86% of publicly funded sites in Ready Region West

** 54% of publicly funded sites in Virginia¹

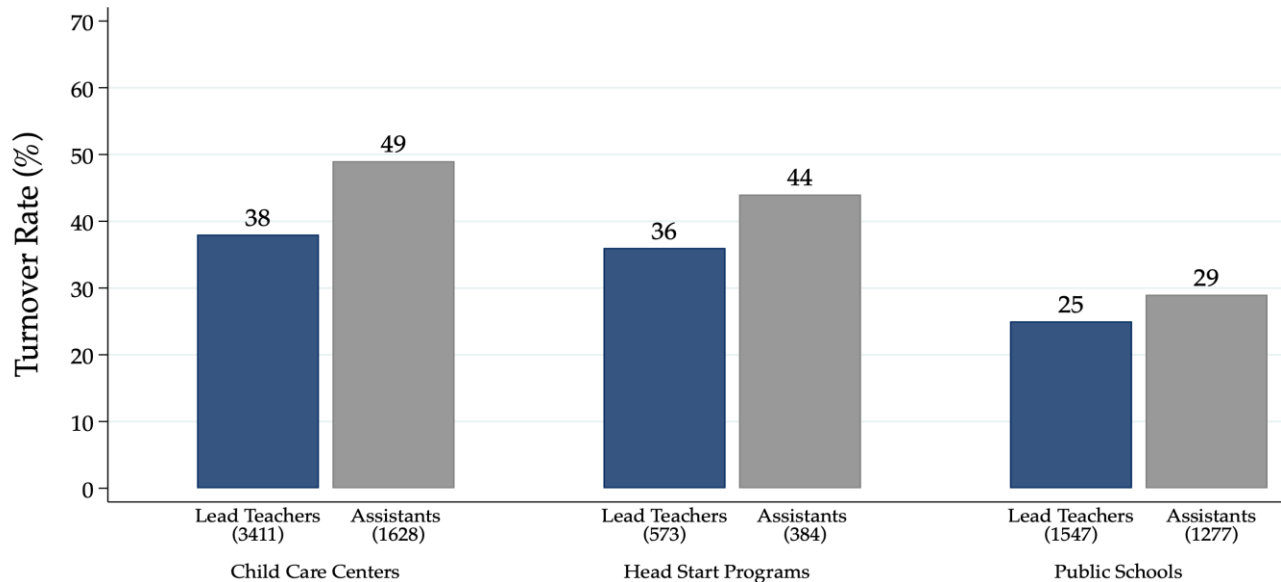
Figure 1. Early Childhood Teacher Turnover in Ready Region West by Sector and Role (Fall 2021-Fall 2022)



Note: Based on Fall 2021 and Fall 2022 LinkB5 registration data for teachers and aides. 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.

¹Both 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 aides. 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 West, turnover rates are high.
- Turnover rates in Ready Region West are particularly high for child care and Head Start early educators.
- Ready Region West early educators in Head Start programs left their sites at higher rates than early educators in Head Start programs statewide.
- Turnover rates for assistants both statewide and in Ready Region West are higher than for lead teachers.