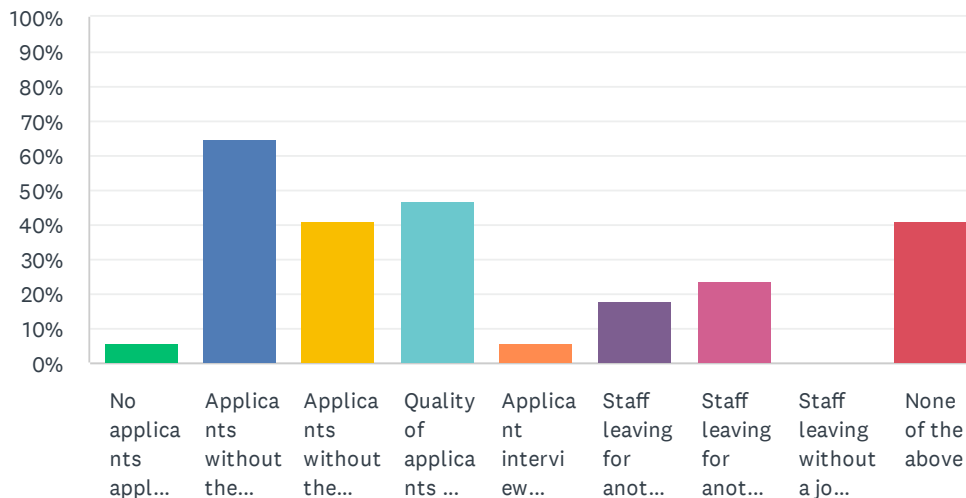


Q2 What 3 difficulties, if any, do you face with regards to the recruitment and retention of staff?

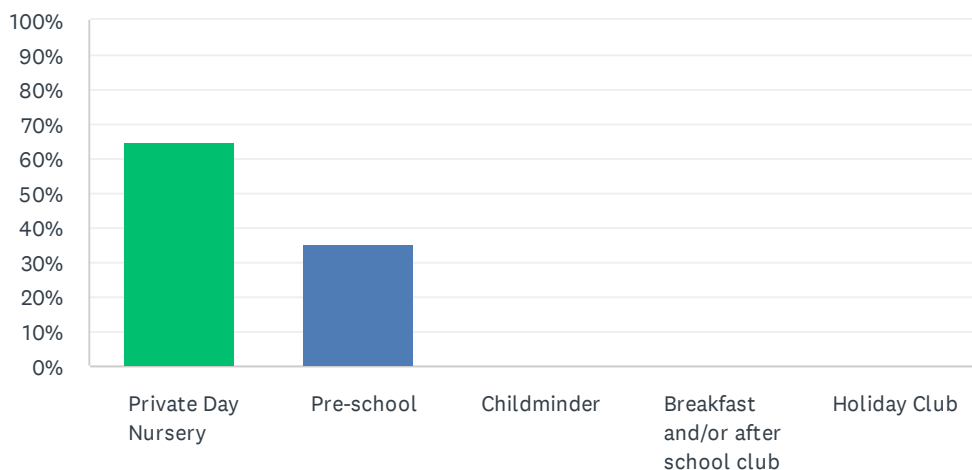
Answered: 17 Skipped: 0



| ANSWER CHOICES | RESPONSES |
|---|-----------|
| No applicants applying | 5.88% 1 |
| Applicants without the relevant qualification(s) applying | 64.71% 11 |
| Applicants without the relevant experience applying | 41.18% 7 |
| Quality of applicants at interview is poor | 47.06% 8 |
| Applicant interview skills are poor | 5.88% 1 |
| Staff leaving for another job within the childcare sector | 17.65% 3 |
| Staff leaving for another job in a different sector | 23.53% 4 |
| Staff leaving without a job to go to | 0.00% 0 |
| None of the above | 41.18% 7 |
| Total Respondents: 17 | |

Q3 Type of Provider

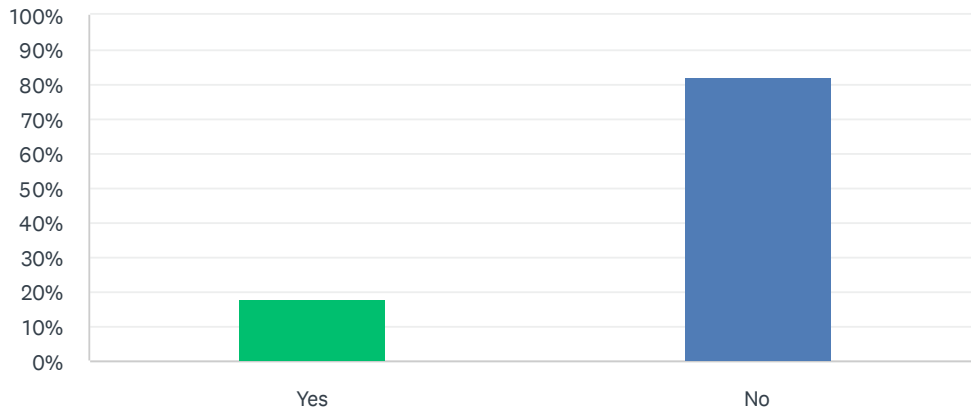
Answered: 17 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------------------|-----------|-----------|
| Private Day Nursery | 64.71% | 11 |
| Pre-school | 35.29% | 6 |
| Childminder | 0.00% | 0 |
| Breakfast and/or after school club | 0.00% | 0 |
| Holiday Club | 0.00% | 0 |
| TOTAL | | 17 |

Q4 Has the pandemic, in particular, had an effect on the recruitment or retention of staff in your provision?

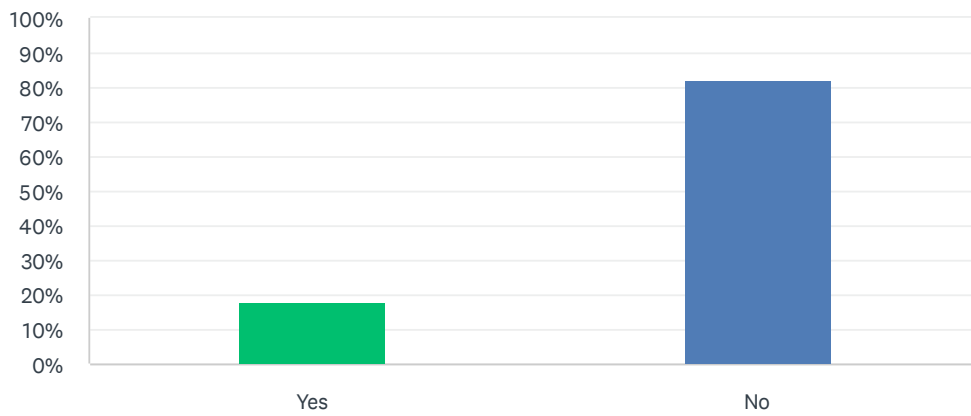
Answered: 17 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|----|
| Yes | 17.65% | 3 |
| No | 82.35% | 14 |
| TOTAL | | 17 |

Q6 Do you currently have any staff vacancies in your setting?

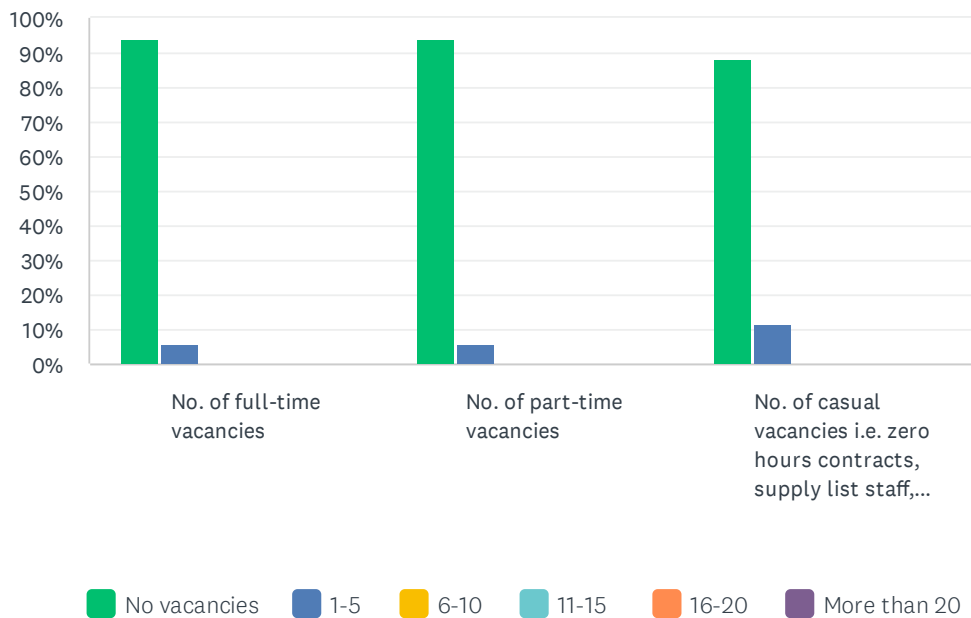
Answered: 17 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|----|
| Yes | 17.65% | 3 |
| No | 82.35% | 14 |
| TOTAL | | 17 |

Q7 If so, how many vacancies do you have within each category below?

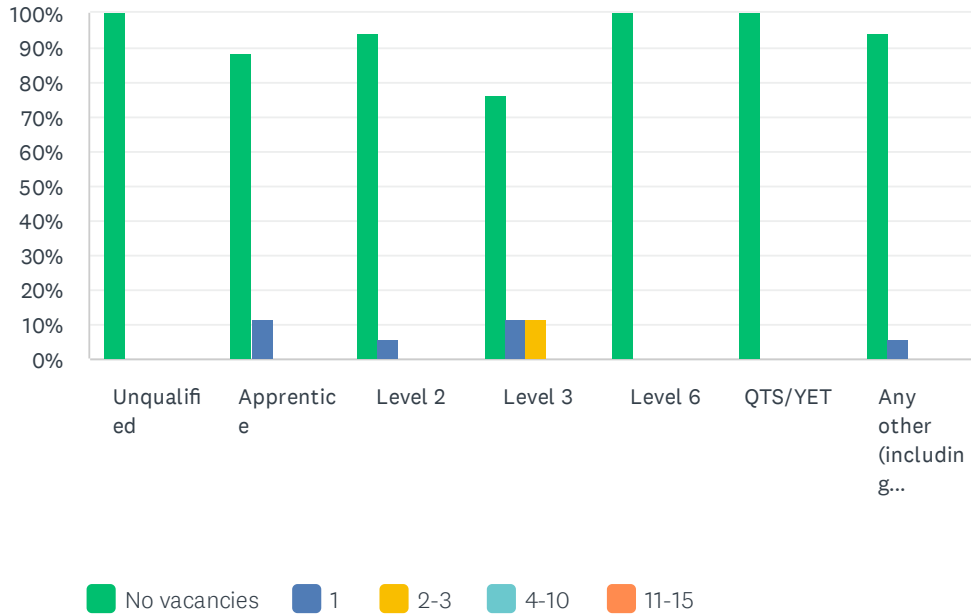
Answered: 17 Skipped: 0



| | NO VACANCIES | 1-5 | 6-10 | 11-15 | 16-20 | MORE THAN 20 | TOTAL | WEIGHTED AVERAGE |
|--|--------------|-------------|------------|------------|------------|--------------|-------|------------------|
| No. of full-time vacancies | 94.12% 16 | 5.88% 1 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 17 | 1.06 |
| No. of part-time vacancies | 94.12% 16 | 5.88% 1 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 17 | 1.06 |
| No. of casual vacancies i.e. zero hours contracts, supply list staff, etc. | 88.24% 15 | 11.76% 2 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 17 | 1.12 |

Q8 What level of qualification are you currently trying to fill? Please state the number of vacancies you have in each qualification level

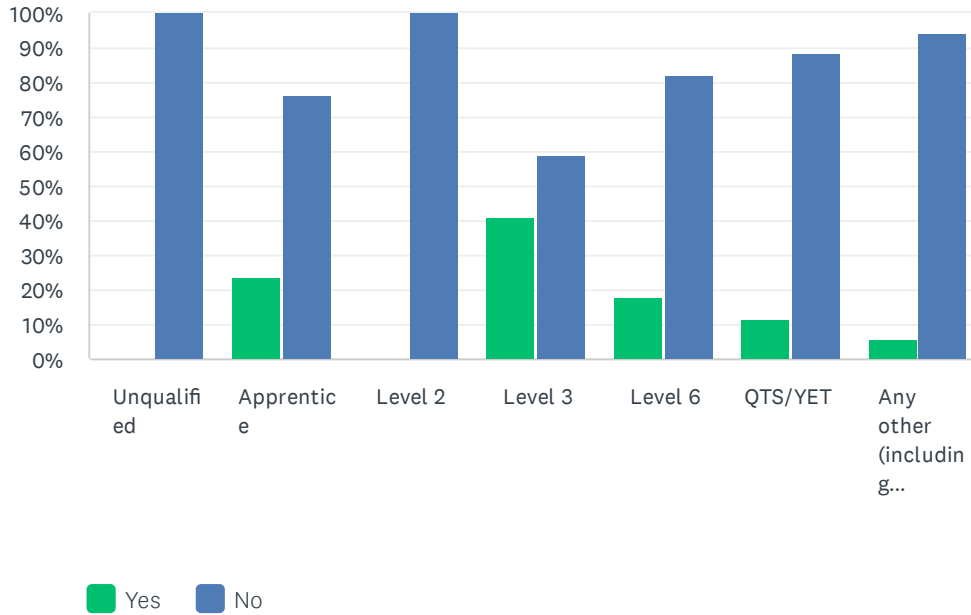
Answered: 17 Skipped: 0



| | NO VACANCIES | 1 | 2-3 | 4-10 | 11-15 | TOTAL | WEIGHTED AVERAGE |
|---------------------------------------|---------------|-------------|-------------|------------|------------|-------|------------------|
| Unqualified | 100.00% 17 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 17 | 1.00 |
| Apprentice | 88.24% 15 | 11.76% 2 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 17 | 1.12 |
| Level 2 | 94.12% 16 | 5.88% 1 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 17 | 1.06 |
| Level 3 | 76.47% 13 | 11.76% 2 | 11.76% 2 | 0.00% 0 | 0.00% 0 | 17 | 1.24 |
| Level 6 | 100.00% 17 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 17 | 1.00 |
| QTS/YET | 100.00% 17 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 17 | 1.00 |
| Any other (including auxiliary staff) | 94.12% 16 | 5.88% 1 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 17 | 1.06 |

Q9 Is there a particular level of qualification / position that you find difficult to recruit to?

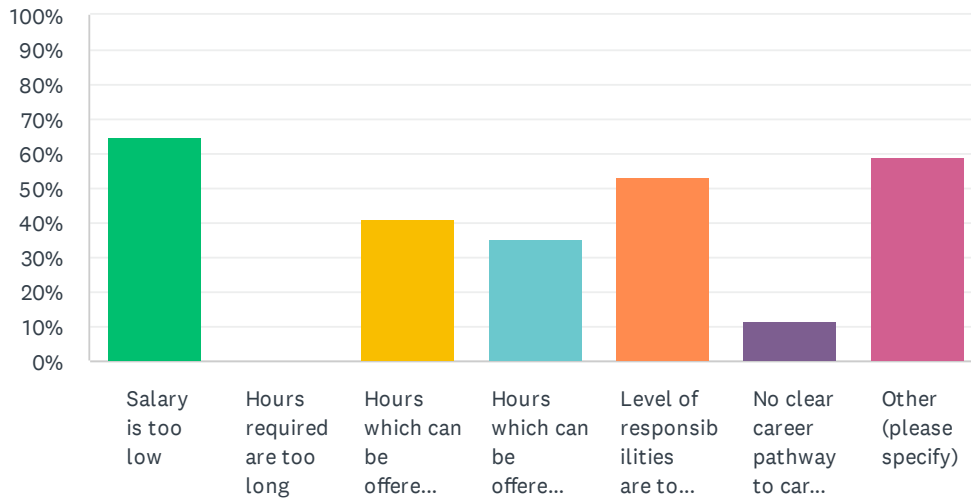
Answered: 17 Skipped: 0



| | YES | NO | TOTAL | WEIGHTED AVERAGE |
|---------------------------------------|-------------|---------------|-------|------------------|
| Unqualified | 0.00% 0 | 100.00% 17 | 17 | 2.00 |
| Apprentice | 23.53% 4 | 76.47% 13 | 17 | 1.76 |
| Level 2 | 0.00% 0 | 100.00% 17 | 17 | 2.00 |
| Level 3 | 41.18% 7 | 58.82% 10 | 17 | 1.59 |
| Level 6 | 17.65% 3 | 82.35% 14 | 17 | 1.82 |
| QTS/YET | 11.76% 2 | 88.24% 15 | 17 | 1.88 |
| Any other (including auxiliary staff) | 5.88% 1 | 94.12% 16 | 17 | 1.94 |

Q10 What do you think the 3 main reasons are for your choices in question 9?

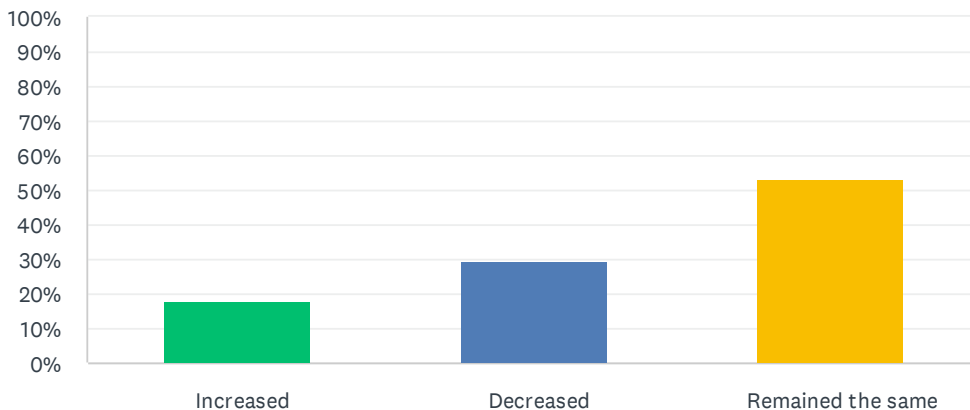
Answered: 17 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|---|-----------|----|
| Salary is too low | 64.71% | 11 |
| Hours required are too long | 0.00% | 0 |
| Hours which can be offered are insufficient | 41.18% | 7 |
| Hours which can be offered are irregular | 35.29% | 6 |
| Level of responsibilities are too high compared with other jobs of a similar salary | 52.94% | 9 |
| No clear career pathway to career progression | 11.76% | 2 |
| Other (please specify) | 58.82% | 10 |
| Total Respondents: 17 | | |

Q12 Has the number of people applying for vacancies compared to 2 years ago increased, decreased or remained the same?

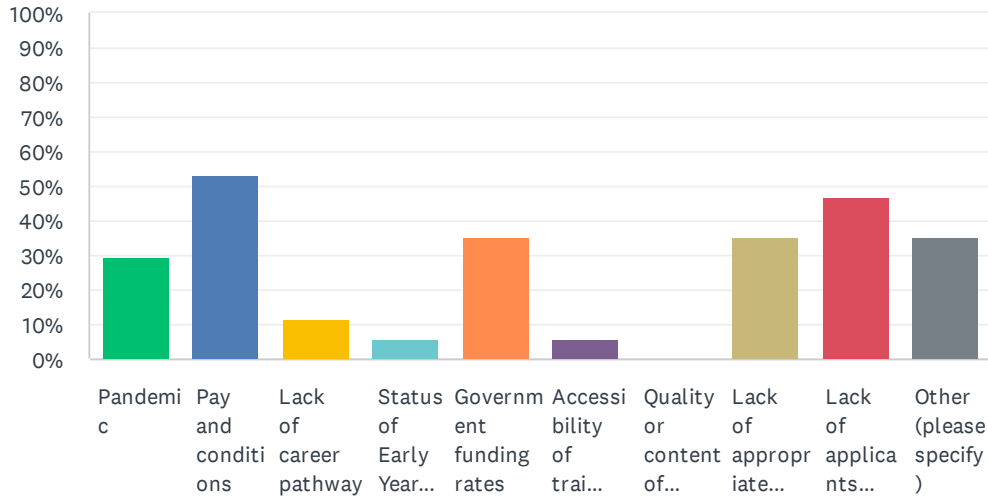
Answered: 17 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Increased | 17.65% | 3 |
| Decreased | 29.41% | 5 |
| Remained the same | 52.94% | 9 |
| TOTAL | | 17 |

Q13 What do you think are the 3 main reasons for your choice of answer to question 12?

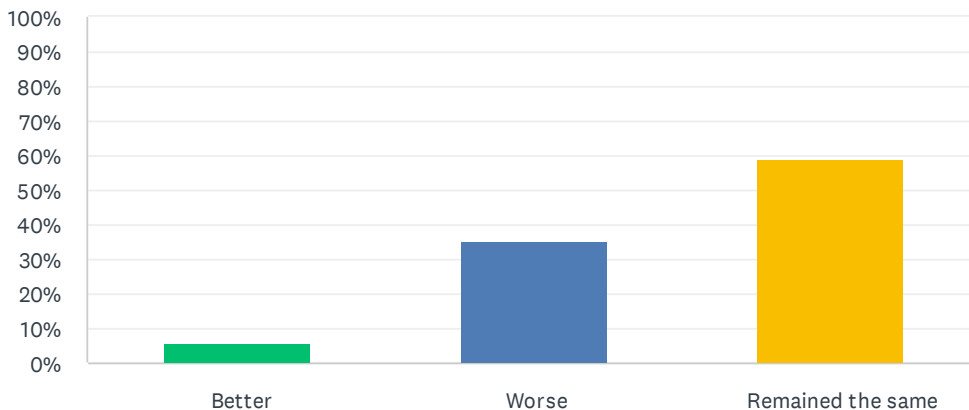
Answered: 17 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|--|-----------|---|
| Pandemic | 29.41% | 5 |
| Pay and conditions | 52.94% | 9 |
| Lack of career pathway | 11.76% | 2 |
| Status of Early Years Profession | 5.88% | 1 |
| Government funding rates | 35.29% | 6 |
| Accessibility of training courses | 5.88% | 1 |
| Quality or content of childcare training courses | 0.00% | 0 |
| Lack of appropriately qualified applicants | 35.29% | 6 |
| Lack of applicants with appropriate knowledge and experience | 47.06% | 8 |
| Other (please specify) | 35.29% | 6 |
| Total Respondents: 17 | | |

Q15 Overall, do you think the quality of job applicants has become better, worse or remained the same?

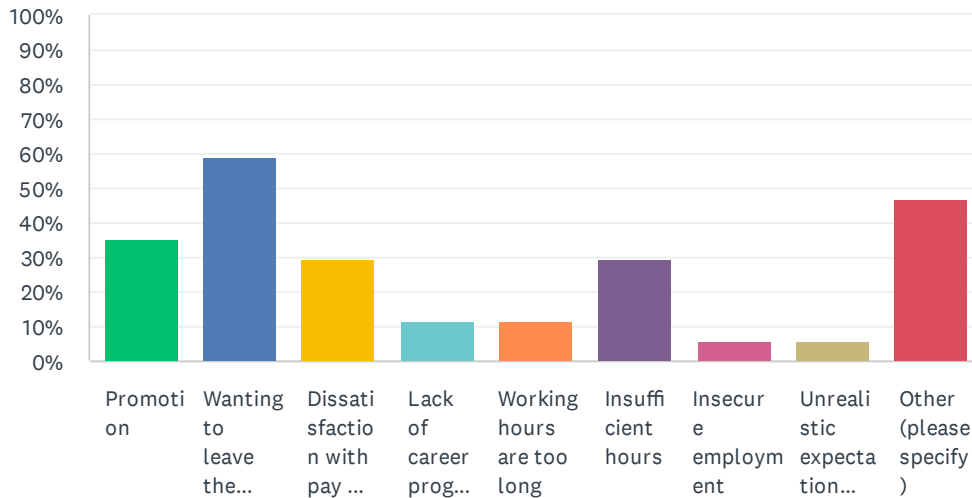
Answered: 17 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Better | 5.88% | 1 |
| Worse | 35.29% | 6 |
| Remained the same | 58.82% | 10 |
| TOTAL | | 17 |

Q17 What do you feel are the 3 main reasons for staff leaving your setting?

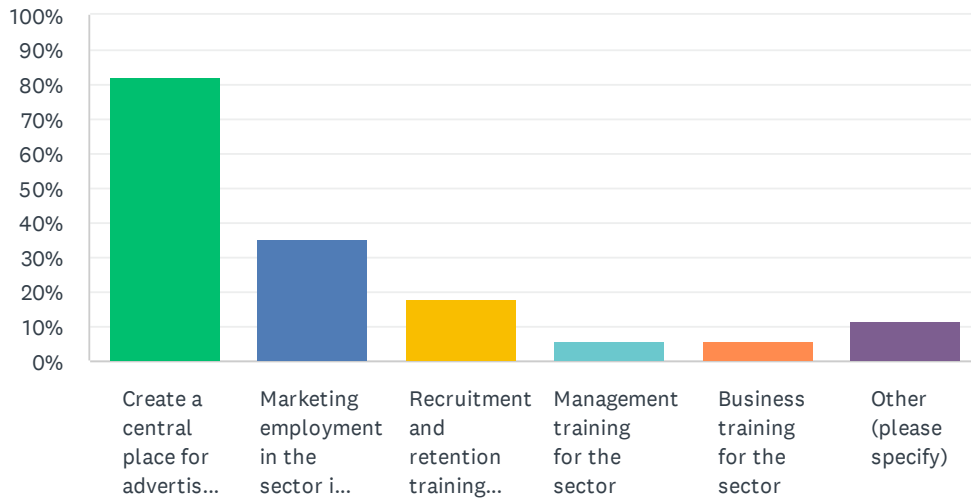
Answered: 17 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|---|-----------|----|
| Promotion | 35.29% | 6 |
| Wanting to leave the childcare sector | 58.82% | 10 |
| Dissatisfaction with pay and conditions | 29.41% | 5 |
| Lack of career progression | 11.76% | 2 |
| Working hours are too long | 11.76% | 2 |
| Insufficient hours | 29.41% | 5 |
| Insecure employment | 5.88% | 1 |
| Unrealistic expectations of the job role? | 5.88% | 1 |
| Other (please specify) | 47.06% | 8 |
| Total Respondents: 17 | | |

Q18 What do you think could be done, locally, to improve the recruitment process and the retention of staff?

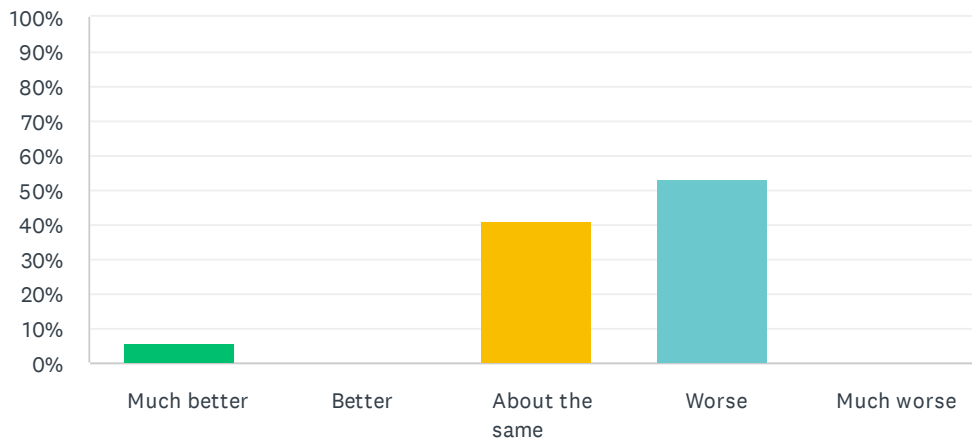
Answered: 17 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|---|-----------|----|
| Create a central place for advertising local childcare jobs | 82.35% | 14 |
| Marketing employment in the sector in general in Darlington | 35.29% | 6 |
| Recruitment and retention training for the sector | 17.65% | 3 |
| Management training for the sector | 5.88% | 1 |
| Business training for the sector | 5.88% | 1 |
| Other (please specify) | 11.76% | 2 |
| Total Respondents: 17 | | |

Q19 How would you describe the general well being of the childcare workforce, compared to 2 years ago?

Answered: 17 Skipped: 0



| ANSWER CHOICES | RESPONSES |
|----------------|-----------|
| Much better | 5.88% 1 |
| Better | 0.00% 0 |
| About the same | 41.18% 7 |
| Worse | 52.94% 9 |
| Much worse | 0.00% 0 |
| TOTAL | 17 |