



**Ian Morris**

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## Early Years Bulletin Recruitment and Retention Special

### Why work in Early Education and Childcare?

Being able to teach a child something new and watching the 'twinkle' in their eyes when they understand and seeing how proud they look. Also listening to them whilst they play – how their imaginations make me smile!

Seeing the children develop from babies to young people. Being my own boss and having the freedom to be able to give the children I care for the opportunities both indoors and outdoors to develop their own interests and personalities.

The relationships you build up to help them feel secure so that they can freely access fun activities, which help them to learn in their preferred learning style. The children are keen to listen to stories and take part with energy in songs and physical activities. Watching them learn how to share and make friends, becoming independent so that they can do almost anything for themselves - dressing, eating, drinking, choosing activities they like, accessing tools for making and just enjoying seeing the children have fun.

A chance to earn money from doing something I'm good at - running my own business and caring for my own family all at the same time.

When the hard work proves successful, seeing the children's faces when they do something they didn't think they could do. What could be better than that?

*Source: PACEY (Professional Association for Childcare and Early Years)*

## The Worcestershire context

Few of us would disagree with the above, and yet we are amid a recruitment and retention crisis, both locally and nationally.

The Early Years team have gathered a great deal of anecdotal evidence that reflects what the national picture is telling us about recruitment and retention, but we want to know more.

Please have your say by completing the following short survey and make your voice heard.

[Complete Early Years Recruitment and Retention Survey](#)

We are becoming increasingly aware of providers that are struggling to remain open or staff individual rooms. If anyone is able to share staff or recommend available practitioners, please contact Sam Barrett via email on [sbarrett@worcschildrenfirst.org.uk](mailto:sbarrett@worcschildrenfirst.org.uk) or call on 01905 846343 or 07511 045605. Thank you.

Best regards,



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