

Understanding Minnesota's Early Educators: Findings from the 2023 Early Care and Education Workforce Study

Small Group Discussion Guide

Part 1: Overall Impressions

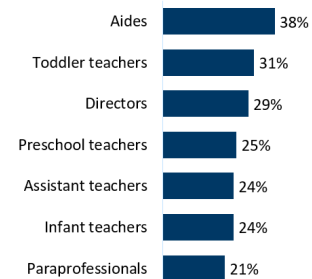
1. What about the data from the Workforce Study presentation resonates with your experience?
2. What is missing? What about your experience do you not see reflected in the data?

Part 2: Experience and Turnover

Many early educators have been in the field for a long time; certain positions also have high turnover rates.

Early care and education setting	N	Average number of years working in the field
Licensed family child care providers	176	22.6
Licensed child care center staff	334	16.4
Staff at school-based programs	407	15.9
Head Start and Early Head Start staff	37	14.0
Staff at licensed-exempt programs	42	13.1

Turnover rates for center- and school-based programs

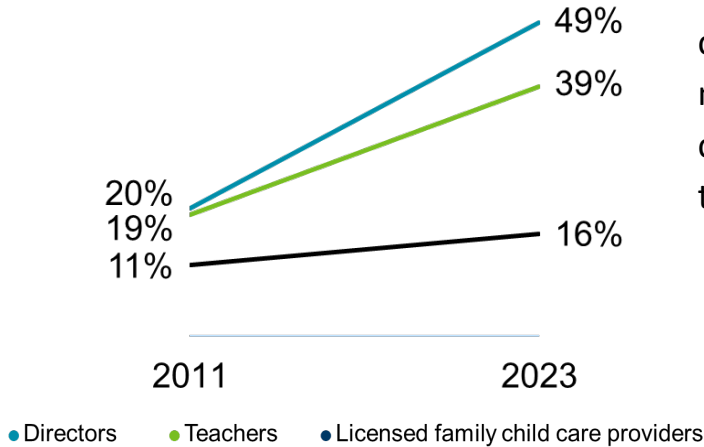


1. In your experience, what are the factors that affect whether someone enters this work for a short time vs. stays in it as a long-term career?

Part 3: Professional Relationships and Support Networks

Most survey respondents (96%) have at least one other professional caregiver to talk to for support or advice; since 2011, interest and participation in relationship-based professional development has increased.

Had a professional mentor, coach, or consultant in the last year



“I have a good network of other providers I can call when I am having one of those days. My neighbor across the street used to do in-home care. It helps to talk to someone going through the same thing we are.

- Staff at a center in the Twin Cities metro

1. What professional connections, whether formal or informal, do you rely on to support your work?
2. Are there aspects of your work where you don't have someone to connect with or could use more support?