

New England Head Start Association Workforce Survey Analysis

October 2021



54%

42 out of 77 Region
1 Grant Recipients
completed the
survey

State	Number of Responses
Maine	8
Vermont	1
New Hampshire	0
Massachusetts	22
Rhode Island	4
Connecticut	7

Number of Positions reported to be budgeted to Early Head Start

Early Head Start

32 respondents
reported
providing Early
Head Start

- **Full Time 1012**
- **Part Time 50**

Number of Positions reported to be budgeted to Head Start

Head Start

37 respondents
reported
providing Head
Start

- **Full Time 2707**
- **Part Time 236**



761

Staff Vacancies

Reported throughout the Region

Percentage of Full-Time budgeted positions reported vacant

Early Head Start Vacancies

19%

Head Start Vacancies

17%

Percentage of Part-Time budgeted positions reported vacant

- EHS Vacancies

56%

- Head Start Vacancies

37%

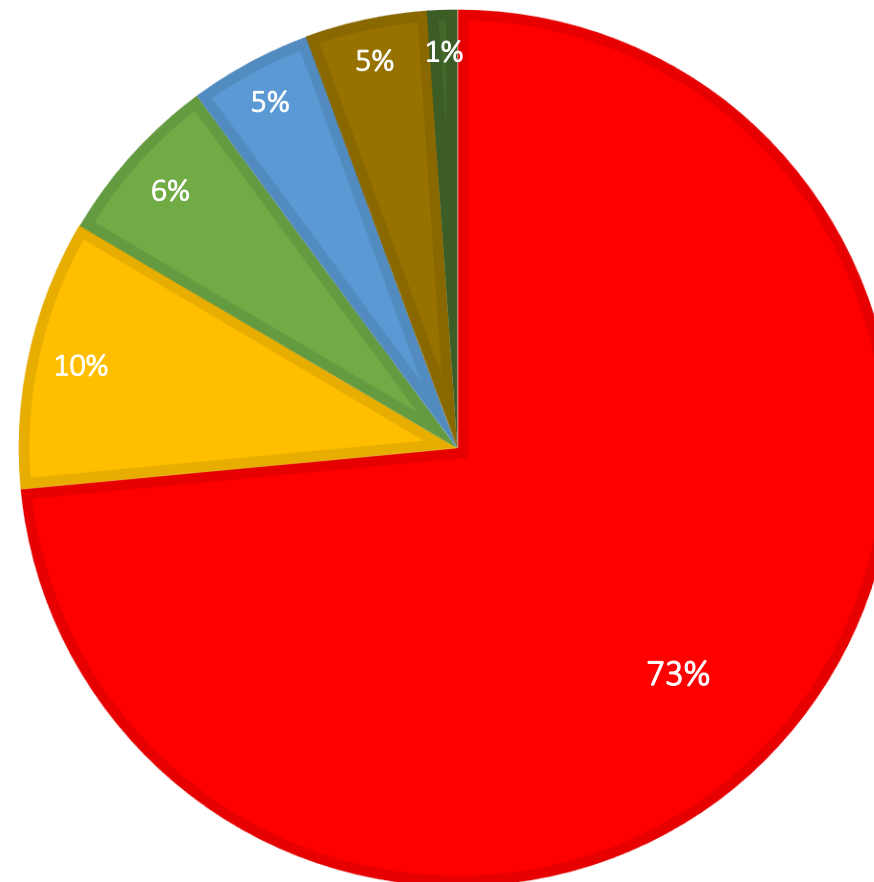
Where are the vacancies?

Education has the highest percentage of vacancies in every grantee's survey results

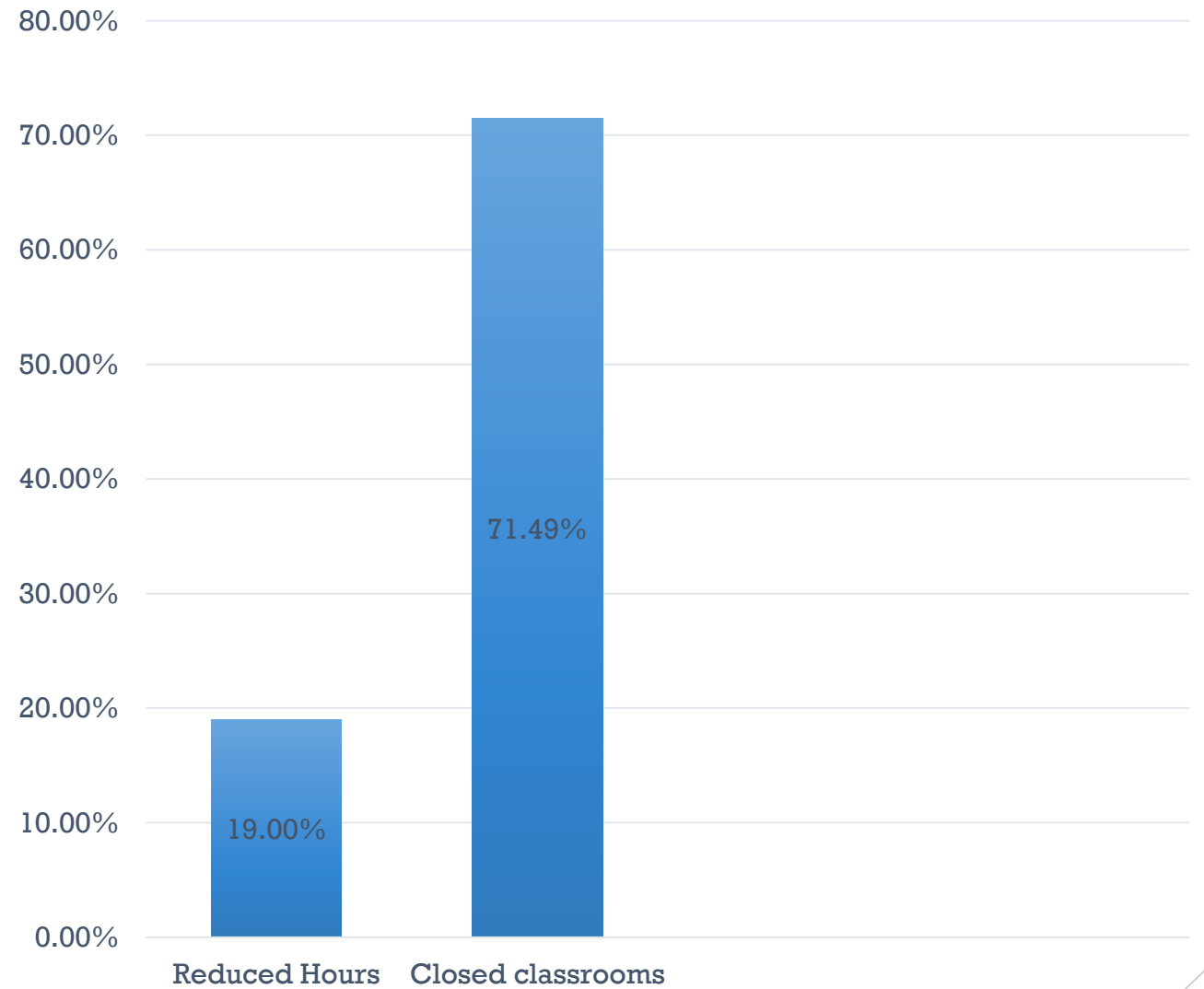
Education	552
Family Service	75
Health & Nutrition	48
Facilities & Transportation	34
Administration	34
Other	8

PERCENTAGE OF VACANCIES

■ Education ■ Family Service ■ Health & Nutrition
■ Facilities & Transport ■ Administration ■ Other



Programs reporting
Classroom closures
and/or Reduced
operational hours



Impact on Enrollment

Percentage of Programs Reporting staffing vacancies being a barrier to enrollment

80.49%

Percentage of Program Reporting a Waitlist

69%

Conclusions

The workforce crisis in Region 1 **is real** and needs to be addressed before any full enrollment mandates should be enforced.

Although 54% of programs completed the survey, two states are not represented in full. With 764 vacancies reported by only 5 states in the Region, the situation may be more dire than reported.

The Education content area is seeing the most vacancies in E/HS programs, which will have the greatest impact on staff ratios, **safety** and high quality teaching practices.

Part time vacancies far outweigh full time vacancies. We need to dig deeper!
Benefits? Childcare? Pay-rate?

Thank you!

To all the grant recipients who participated in this important survey

