

## The top 10 key findings in your state:

1. 852 ECEC educators from NSW responded to our nationwide March survey of almost 4000 educators.
2. Educator retention and turnover will be a major problem for NSW in the near future. 37% of NSW educators told us they intend to leave the sector long term. A shocking 68% of those who intend to leave within the next three years, and 23% intend to leave in the next 12 months.
3. The best and brightest educators in NSW are the most likely to leave the sector. An alarming 50% of educators upskilling to a master's degree and 34% upskilling to an Early Childhood Teachers (ECT) intend to leave the sector in the long-term.
4. Like educators across Australia, educators in NSW told us that the top three reasons they want to leave the sector are:
  - 'Excessive workload and insufficient time to provide quality ECEC' (79%)
  - 'Low pay – I can't afford to stay' (70%)
  - 'Feeling undervalued' (48%)

It is very concerning that educators from New South Wales are feeling the pressure of excessive workloads and low pay far more than educators from any other state, and more than the national rate. For comparison, 73% of educators nationally nominated 'excessive workload' and 63% nominated 'low pay.'

5. Of the NSW educators who do intend to stay in the sector 48% say that they think about leaving 'all the time' or 'most of the time'.
6. Over half (52%) of NSW educators would not recommend a career in the sector. This is the highest rate of all the states, and 6% higher than the national rate of 46%.
7. The workforce crisis is at breaking point in NSW:
  - Understaffing is rampant with 60% of educators saying that their centres are understaffed.
  - 70% of educators say that their workload has increased 'greatly' in the last few years.
  - Educators are not able to take leave when sick. Almost three quarters of educators (72%) said they 'often' felt pressured to avoid taking leave, which is significantly higher than the national rate (67%). 62% also said that they had come to work when sick or stayed at work after becoming sick due to staff shortages.
  - Over 90% of educators said they were concerned with 'under-the-roof' ratios. 90% agreed that they compromise quality ECEC for children and 92% agreed that they compromise children's safety and wellbeing.
8. Low pay is putting severe financial stress on early educators in NSW. Almost three quarters (72%) of educators surveyed said they 'always' or 'often' worry about their financial situation, and 84% of said they would find it difficult to cover an unexpected, emergency \$400 expense.
9. The impact of all these issues – high turnover, understaffing, excessive workload, and low pay – is compromising the care and education of children in NSW every day:
  - 76% of educators say they feel they do not have sufficient time to provide children with the quality ECEC they need.
  - 82% of educators report feeling rushed when performing key caring and/or educational tasks.
  - A majority of educators 'strongly agreed' that increased workload has compromised their ability to provide high quality early learning to children (70%) and to provide them with the emotional support they need for their wellbeing (71%).
10. NSW educators in their own words on feeling undervalued and understaffed and the impact of turnover on the important relationships between children and educators:
  - "There is by far not enough recognition for early childhood educators. Educators play a very important role in educating and caring for children. The first five years of a child's life is very important, and children need to be provided with quality educators to ensure they are provided with highest quality care and education possible. Unless salaries are raised in the sector we will not see more quality educators enter this industry."
  - "For the level of responsibility we have for little lives, for the time and expense we spend on initial and ongoing training and professional development, the remuneration and overall employment conditions are woeful. Too little cash and too little leave makes it difficult to meet family, economic and social responsibilities."
  - "I have a real passion for what I do, but I feel that we are very undervalued. There is no recognition of the amount of work we do. Educators are overworked and exhausted and we've reached a point where we don't have enough time in a day to do the thing that we are trained to do: look after children!"