

The top 10 key findings in your state:

1. 121 ECEC educators from Tasmania responded to our nationwide March survey of almost 4000 educators.
2. Educator retention and turnover will be a major problem for Tasmania in the near future. 36% of Tasmanian educators told us they intend to leave the sector long term. A shocking 79% of these educators intend to leave within the next three years, which is significantly higher than the national rate of 73%. Just under a quarter of these educators (23%) intend to leave in the next 12 months.
3. Tasmania's best and brightest educators are the most likely to leave the sector. All educators upskilling to a master's degree (100%) and half of those upskilling to an Early Childhood Teacher's degree intend to leave the sector in the long-term compared to 34% of those not upskilling. This is a serious problem.
4. Like educators across Australia, educators in Tasmania told us that the top three reasons they want to leave the sector are:
 - 'Excessive workload and insufficient time to provide quality ECEC' (72%)
 - 'Low pay – I can't afford to stay' (63%)
 - 'Feeling undervalued' (44%)
5. Of the Tasmanian educators who do intend to stay in the sector 43% say that they think about leaving 'all the time' or 'most of the time'.
6. Over one third (37%) of Tasmanian educators would not recommend a career in the sector.
7. The workforce crisis is at breaking point in Tasmania:
 - Understaffing is rampant with 64% of educators saying that their centres are understaffed.
 - 71% of educators say that their workload has increased 'greatly' in the last few years.
 - Educators are not able to take leave when sick. Over two thirds (68%) of educators said they 'often' felt pressured to avoid taking leave. A similar amount (67%) said that they had come to work when sick or stayed at work after becoming sick due to staff shortages – a rate that is 5% higher than the national rate.
 - Over 90% of educators said they were concerned with 'under-the-roof' ratios. 92% agreed that they compromise quality ECEC for children and 92% agreed that they compromise children's safety and wellbeing.
8. Tasmanian educators are feeling the pressure of low pay at a far higher rate than other educators across the nation. A shocking 80% of Tasmanian educators surveyed said they 'always' or 'often' worry about their financial situation. This figure is higher than figures for any other state, and 10% higher than the national figure. 63% of Tasmanian educators also 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 Tasmania every day:
 - 82% of educators say they feel they do not have sufficient time to provide children with the quality ECEC they need. This is markedly higher than the national rate (77%).
 - 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 (59%) and to provide them with the emotional support they need for their wellbeing (65%).
10. Tasmanian educators in their own words on, excessive workloads, low pay, feeling undervalued and its impact on the important relationships between children and educators:
 - "People think what we do is just a job, but it's so much more. We are responsible for teaching the next generation, making sure they get the best education and care and the best start in life. But the importance of what we do isn't at all recognised."
 - "Conditions at my centre are very stressful and draining. We work long hours, and we have a wide range of duties: supervision, meeting children's needs, supporting and educational program, documenting learning, cleaning, cleaning, communicating to families, sourcing resources. No wonder so many educators end up burning out."
 - "Educators are working professionals like any other so why do we get paid so little. The pay is so demoralising, not just because it shows how little respect society has for us, but also because it makes it impossible for us to support our own families. We do the best for families of the children we care for every day but I can't even buy a house to keep my own children safe."