
For Written Answer on : 19/02/2025
Question Number(s): 197 Question Reference(s): 6673/25
Department: Children, Equality, Disability, Integration and Youth
Asked by: Claire Kerrane T.D.

QUESTION

To ask the Minister for Children; Equality; Disability; Integration and Youth the average annual staff turnover rate in large, private early learning and care services from 2022 to 2023, nationally and on a county basis, in tabular form.

REPLY

Levels of staff turnover within early learning and care services are linked to pay and conditions. While Government is the primary funder of the sector as a whole, the State is not an employer of staff and neither I, nor my Department, set wage rates or working conditions.

The Joint Labour Committee process is the formal mechanism by which employer and employee representatives can negotiate minimum pay rates for early learning and care services, which are set down in law through Employment Regulation Orders.

Outcomes from the Joint Labour Committee process are supported by the Government through the Core Funding scheme, which has an allocation for this programme year (2024/2025) of €331 million. In Budget 2025, an additional €15m was secured specifically to support employers meet the costs of further increases to the minimum rates of pay. This allocation, which is conditional on Employment Regulation Orders being negotiated by the Joint Labour Committee, translates into full year costs of €45 million for programme year 2025/2026.

A longer-term workforce strategy for the sector is in place: "Nurturing Skills: The Workforce Plan for Early Learning and Care and School-Age Childcare, 2022-2028". Nurturing Skills aims to strengthen the ongoing process of professionalisation for those working in the sector. One of the five "pillars" of Nurturing Skills comprises commitments aimed at supporting recruitment, retention and diversity in the workforce, and it includes actions to raise the profile of careers in the sector.

The 2022/2023 Annual Early Years Sector Profile reported an increase in the number of services (contracted to a state scheme) from 4,435 (in 2021/2022) to 4,483 and an increase

in sector staff from 34,357 (2021/2022) to 37,060. The below tables show average staff turnover rates for large private early learning and care services for the programme years 2021/22 and 2022/2023, nationally and by county, according to responses to the Annual Early Years Sector Profile reports.

A service with a capacity of 100 or more children is classified as large. The data relates to both early learning and care and school age childcare because of the large number of services that provide both early learning and care and school age childcare.

<i>Average staff turnover rate in large private services – national data</i>	2021/22	2022/23
National	37.2%	31.4%

<i>Average staff turnover rate in large private services – county data</i>	2021/22	2022/23
Carlow	25.0%	54.2%
Cavan	13.3%	8.2%
Clare	25.0%	0.0%
Cork City	37.0%	33.9%
Cork County	24.2%	18.8%
Donegal	14.6%	18.6%
Dublin - Dublin City	32.4%	40.9%
Dublin - Dún Laoghaire-R athdown	62.2%	43.5%
Dublin - Fingal	49.2%	40.7%
Dublin - South Dublin	36.7%	45.2%

Galway	74.9%	21.3%
Kerry	12.5%	22.5%
Kildare	47.0%	36.2%
Kilkenny		20.1%
Laois	30.9%	36.6%
Leitrim		18.2%
Limerick	24.9%	24.8%
Longford		35.3%
Louth	6.7%	5.2%
Mayo	31.6%	45.5%
Meath	31.6%	29.1%
Monaghan	14.3%	13.7%
Offaly	32.8%	26.8%
Roscommon	28.1%	23.7%
Sligo	29.7%	22.2%
Tipperary	33.6%	20.9%
Waterford	23.3%	23.5%
Westmeath	35.7%	31.0%
Wexford	29.2%	
Wicklow	73.5%	53.8%

Notes on the data:

- In 2021/22 no large private services in Kilkenny, Leitrim or Longford responded to the AEYSP survey
- In 2022/23 no large private services in Wexford responded to the AEYSP survey

Notes on Methodology:

- The data is based on responses to the 2021/22 and 2022/23 Annual Early Years Sector Profile surveys which had overall response rates of 82.4% and 88.6% respectively.
- The turnover rate is calculated by dividing the number of staff that left the service in the previous 12 months by the total number of staff and expressed as a percentage. If the sum of vacancies and staff that worked in a service less than one year is greater than the number of staff that left in the last 12 months, the number of staff who left the service in the last 12 months is substituted in this calculation by the number of

staff that worked in the service for less than one year. This substitution is made to differentiate between staff turnover and expansion. The turnover rate is calculated only for staff working with children.

- Service size is assessed based on the number of unique children registered under at least one DCEDIY programme/scheme in a service on 1 June 2022 (2021/22 data) and 1 June 2023 (2022/23 data). Services with less than 50 children are classified as small, a service with 50–99 children is classified as medium and a service with a capacity of 100 or more children is classified as large.