

Teacher Shortage in Early Childhood Education Survey

Completed on 05/08/2019

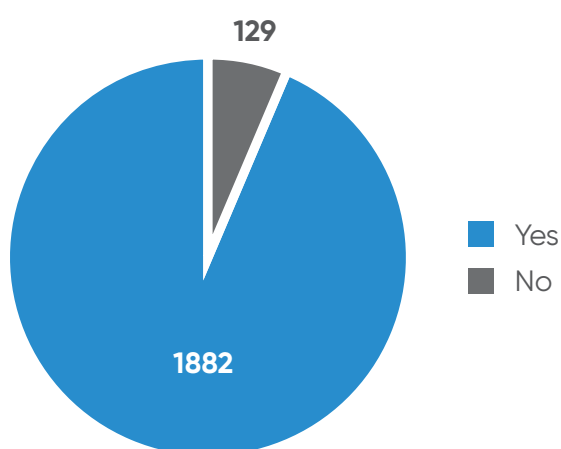
2,011 Responses

Results

Question 1

Do you believe there is a shortage of early childhood teachers in New Zealand?

No	129	6.41%
Yes	1882	93.59%
Grand Total	2011	



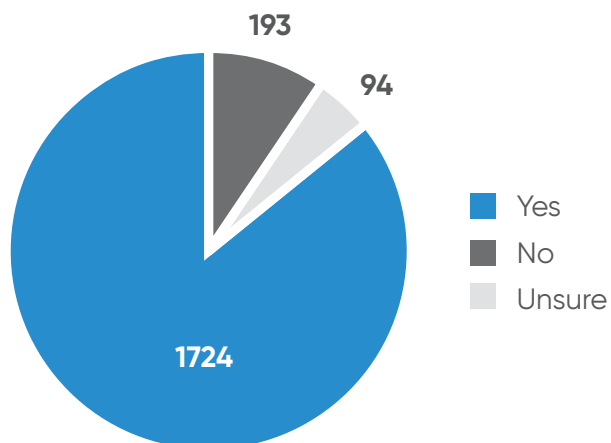
Regional Breakdown	No		Yes		Total
Auckland	18	2.71%	647	97.29%	665
Bay of Plenty	9	7.44%	112	92.56%	121
Canterbury	24	7.34%	303	92.66%	327
Gisborne	2	15.38%	11	84.62%	13
Hawkes Bay	9	11.54%	69	88.46%	78
Nelson/Marlborough/West Coast	4	9.09%	40	90.91%	44
Northland	7	12.07%	51	87.93%	58
Otago/Southland	10	8.40%	109	91.60%	119
Taranaki/Whanganui/Manawatu	12	6.74%	166	93.26%	178
Waikato	16	8.29%	177	91.71%	193
Wellington	18	8.37%	197	91.63%	215
Grand Total	129	6.41%	1882	93.59%	2011

Colour coding: highest percentage in 'yes' column is red, lowest in 'no' column is red.

Question 2

Has your centre experienced difficulty finding qualified early childhood teachers in the past 12 months?

No	193	9.60%
Unsure	94	4.67%
Yes	1724	85.73%
Grand Total	2011	



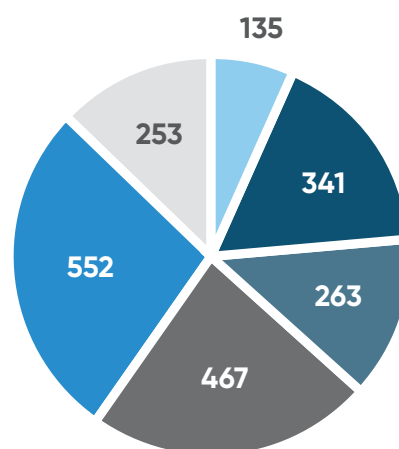
Regional Breakdown	No		Yes		Unsure		Total
Auckland	37	5.56%	615	92.48%	13	1.95%	665
Bay of Plenty	17	14.05%	99	81.82%	5	4.13%	121
Canterbury	37	11.31%	269	82.26%	21	6.42%	327
Gisborne	2	15.38%	10	76.92%	1	7.69%	13
Hawkes Bay	11	14.10%	60	76.92%	7	8.97%	78
Nelson/Marlborough/West Coast	9	20.45%	32	72.73%	3	6.82%	44
Northland	6	10.34%	47	81.03%	5	8.62%	58
Otago/Southland	11	9.24%	99	83.19%	9	7.56%	119
Taranaki/Whanganui/Manawatu	20	11.24%	148	83.15%	10	5.62%	178
Waikato	115	7.77%	170	88.08%	8	4.15%	193
Wellington	28	13.02%	175	81.40%	12	5.58%	215
Grand Total	193	9.60%	1724	85.73%	94	4.67%	2011

Colour coding: highest percentage in 'yes' column is red, lowest in 'no' column is red.

Question 3

Roughly how long has your centre spent looking for an appropriate qualified early childhood teacher to hire?

A few weeks	135	6.71%
More than one month	341	16.96%
More than one year	263	13.08%
More than six months	467	23.22%
More than three months	552	27.45%
Unsure	253	12.58%
Grand Total	2011	



- More than three months
- Unsure
- More than one month
- A few weeks
- More than six months
- More than one year

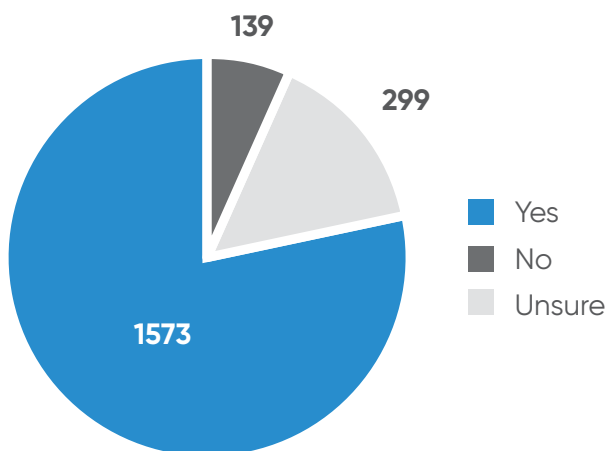
Regional Breakdown	A few weeks	More than one month	More than three months	More than six months	More than one year	Unsure	Total
Auckland	21 (3.16%)	81 (12.18%)	174 (26.17%)	205 (30.83%)	132 (19.85%)	52 (7.82%)	665
Bay of Plenty	13 (10.74%)	25 (20.66%)	33 (27.27%)	19 (15.70%)	17 (14.05%)	14 (11.57%)	121
Canterbury	21 (6.42%)	64 (19.57%)	107 (32.72%)	72 (22.02%)	18 (5.50%)	45 (13.76%)	327
Gisborne	2 (15.38%)	0 (0.00%)	2 (15.38%)	4 (30.77%)	1 (7.69%)	4 (30.77%)	13
Hawkes Bay	9 (11.54%)	12 (15.38%)	24 (30.77%)	16 (20.51%)	5 (6.41%)	12 (15.38%)	78
Nelson/Marlborough /West Coast	7 (15.91%)	9 (20.45%)	10 (22.73%)	10 (22.73%)	4 (9.09%)	4 (9.09%)	44
Northland	8 (13.79%)	12 (20.69%)	12 (20.69%)	9 (15.52%)	10 (17.24%)	7 (12.07%)	58
Otago/Southland	8 (6.72%)	24 (20.17%)	32 (26.89%)	18 (15.13%)	16 (13.45%)	21 (17.65%)	119
Taranaki/Whanganui /Manawatu	14 (7.87%)	35 (19.66%)	48 (26.97%)	38 (21.35%)	13 (7.30%)	30 (16.85%)	178
Waikato	13 (6.74%)	37 (19.17%)	59 (30.57%)	38 (19.69%)	19 (9.84%)	27 (13.99%)	193
Wellington	19 (8.84%)	42 (19.53%)	51 (23.72%)	38 (17.67%)	28 (13.02%)	37 (17.21%)	215
Grand Total	135 (6.71%)	341 (16.96%)	552 (27.45%)	467 (23.22%)	263 (13.08%)	253 (12.58%)	2011

Colour coding: highest percentage in 'yes' column is red, lowest in 'no' column is red.

Question 4

Is your centre finding it harder to find qualified early childhood teachers now than it was three years ago?

No	139	6.91%
Unsure	299	14.87%
Yes	1573	78.22%
Grand Total	2011	



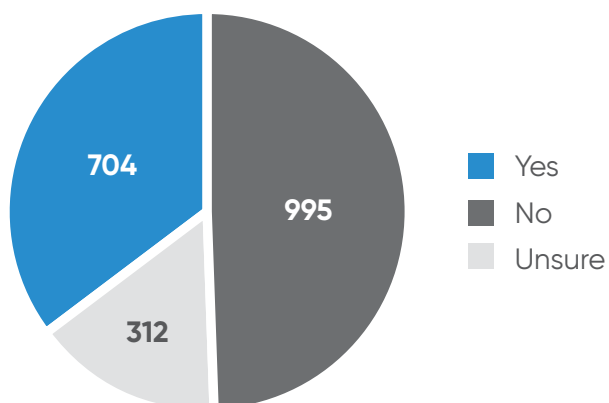
Regional Breakdown	No		Yes		Unsure		Total
Auckland	33	4.96%	566	85.11%	66	9.92%	665
Bay of Plenty	13	10.74%	90	74.38%	18	14.88%	121
Canterbury	17	5.20%	247	75.54%	63	19.27%	327
Gisborne	1	7.69%	8	61.54%	4	30.77%	13
Hawkes Bay	7	8.97%	58	74.36%	13	16.67%	78
Nelson/Marlborough/West Coast	7	15.91%	32	72.73%	5	11.36%	44
Northland	8	13.79%	40	68.97%	10	17.24%	58
Otago/Southland	12	10.08%	87	73.11%	20	16.81%	119
Taranaki/Whanganui/Manawatu	12	6.74%	131	73.60%	35	19.66%	178
Waikato	11	5.70%	157	81.35%	25	12.95%	193
Wellington	18	8.37%	157	73.02%	40	18.60%	215
Grand Total	139	6.91%	1573	78.22%	299	14.87%	2011

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Question 5

Has your centre had to reduce the number of educators in your centre as a result of a shortage of qualified early childhood teachers?

No	995	49.48%
Unsure	312	15.51%
Yes	704	35.01%
Grand Total	2011	



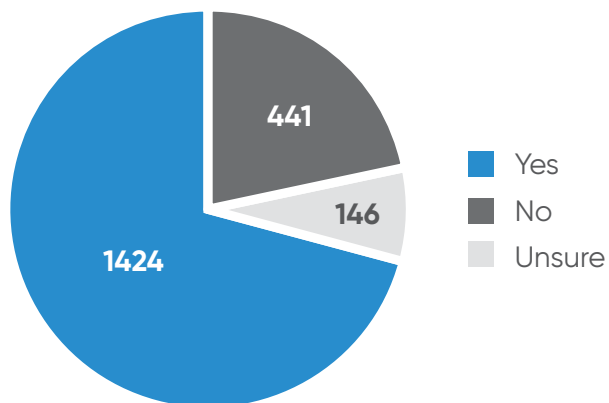
Regional Breakdown	No		Yes		Unsure		Total
Auckland	295	44.36%	280	42.11%	90	13.53%	665
Bay of Plenty	71	58.68%	34	28.10%	16	13.22%	121
Canterbury	167	51.07%	103	31.50%	57	17.43%	327
Gisborne	8	61.54%	4	30.77%	1	7.69%	13
Hawkes Bay	37	47.44%	23	29.49%	18	23.08%	78
Nelson/Marlborough/West Coast	23	52.27%	18	40.91%	3	6.82%	44
Northland	32	55.17%	15	25.86%	11	18.97%	58
Otago/Southland	70	58.82%	37	31.09%	12	10.08%	119
Taranaki/Whanganui/Manawatu	89	50.00%	59	33.15%	30	16.85%	178
Waikato	91	47.15%	73	37.82%	29	15.03%	193
Wellington	112	52.09%	58	26.98%	45	20.93%	215
Grand Total	995	49.48%	704	35.01%	312	15.51%	2011

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Question 6

Has your centre had to hire an unqualified teacher as a result of the lack of qualified teachers available?

No	441	21.93%
Unsure	146	7.26%
Yes	1424	70.81%
Grand Total	2011	



Regional Breakdown	No		Yes		Unsure		Total
Auckland	107	16.09%	525	78.95%	33	4.96%	665
Bay of Plenty	27	22.31%	86	71.07%	8	6.61%	121
Canterbury	81	24.77%	223	68.20%	23	7.03%	327
Gisborne	4	30.77%	7	53.85%	2	15.38%	13
Hawkes Bay	23	29.49%	47	60.26%	8	10.26%	78
Nelson/Marlborough/West Coast	13	29.55%	29	65.91%	2	4.55%	44
Northland	20	34.48%	36	62.07%	2	3.45%	58
Otago/Southland	23	19.33%	86	72.27%	10	8.40%	119
Taranaki/Whanganui/Manawatu	47	26.40%	113	63.48%	18	10.11%	178
Waikato	36	18.65%	137	70.98%	20	10.36%	193
Wellington	60	27.91%	135	62.79%	20	9.30%	215
Grand Total	441	21.93%	1424	70.81%	146	7.26%	2011

Colour coding: highest percentage in 'yes' column is red, lowest in 'no' column is red.

Question 7

What do you think the Government should do to address teacher shortages in early childhood education? (+ further comments)

2,733 individual comments/feedback.

Sample of quotes below:

"Quality of care is impacted as we have been forced to utilise relievers so there is lack of consistency for our children"

"We are in crisis mode..."

"...we are struggling to stay open"

"The amount of teachers who are now with agencies only reduced the quality and care of ECE... they also cause the children to miss out on those essential relationships as there is so often not enough time with one person to form a strong bond."

"We are working with teachers with performance issues and have to tiptoe around them as we can't afford to lose them, given better times we would be tougher in dealing with the situation."

"What will it take for the government to see ECE is in real crisis?"

"The issue is dire in Auckland and impacting on learning outcomes for children."

"We own and operate 5 centres and all 5 struggle to find staff with a good reputation. Used to have 50 applications now lucky to get one suitable"

"We will lose more teachers if something isn't done."

"In the long term we are going to see more children with behaviour / mental health problems because of a lack of certificated teachers in ECE"

"We need change ASAP otherwise the teacher shortage will get worse and the children will suffer."

"It should be more straightforward for Primary trained teachers to work in ECE. I shouldn't have to pay thousands of dollars and spend 14 weeks on unpaid practicum, when I am already a fully registered NZ Primary teacher with 7 years' experience"

"Over the last 3 years we have seen a crazy amount of turnover at the centre my kids attend."

"... the quality of care and learning is compromised as relievers don't focus on their duty as a Teacher."

"Something needs to be done now"

"The Government needs to do something about it if they want the best for the children and whanau, and ultimately for society"

"A lot of teachers are under so much pressure to be there for funding purposes. Always out of ratio, and it is stressful with lots of upset children and not enough teachers to care, nurture, teach"

Question 7

What do you think the Government should do to address teacher shortages in early childhood education? (+ further comments)

2,733 individual comments/feedback.

Sample of quotes below:

'...Centres are giving jobs to people that actually aren't suitable for the job, it's done to fill a gap and then doesn't work out so the cycle just continues.'

"We are in crisis, it is time to make changes that benefit and protect the youngest members of society.

"I value that unqualified kaiako are also very skilled with life skills too and are often more passionate and skilled than qualified kaiako, I would like to see certification of untrained who are stunning kaiako – meeting high quality teaching practices in centre.

"I myself am seriously considering leaving the sector because of the high stress conditions. None of what is happening is good for our tamariki or our kaiako"

"Many ECE teachers are women and all of these women love children and will often take leave or time off to have their families, by the time they come back it can be hard because registration has been lost or neglected....A way to keep mothers in touch or able to keep working in ECE, special exemptions to maintain registration while having a family..."