

# Recruitment and Retention in Early Years and Wraparound Provision

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# Agenda

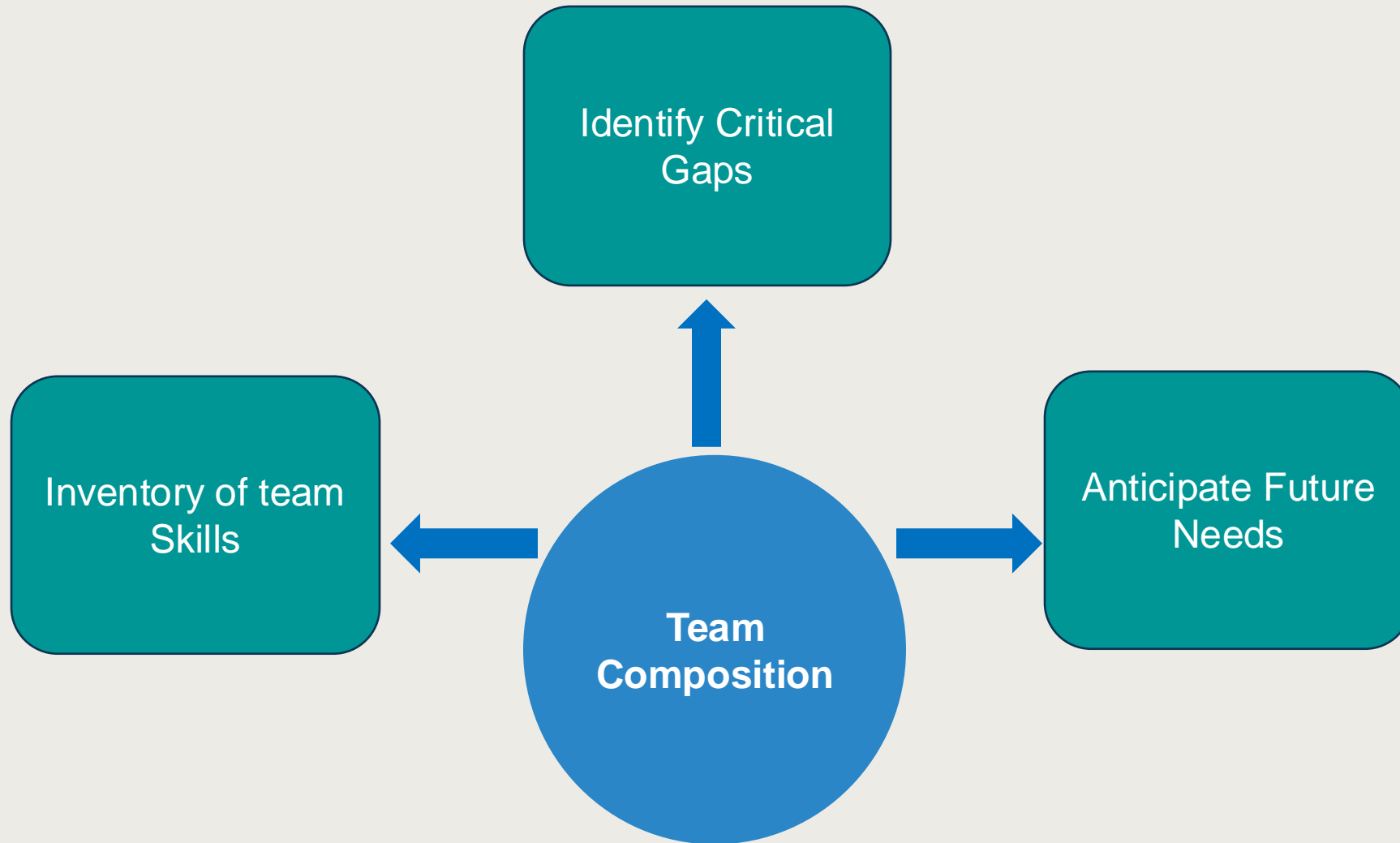
- 1 Brief Overview of the Importance of Effective Recruitment
- 2 Understanding the Current Landscape
- 3 Effective Recruitment Strategies
- 4 Brief Overview of the Importance of Retention
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# Understanding the Current Landscape

## Current Challenges in the Sector :

The number of people wanting to work in early years and wraparound seems lower.	Even if people are qualified, they aren't experienced enough.	We cannot find people qualified to the right level.	People don't want to work all the hours we want them to.
We find it difficult to compete with other employers.	Financial pressures are affecting staff pay, terms and conditions on offer.	Cost of living crisis and pandemic effects on families' changing needs and demands.	<p><b>What else?</b></p> <p>Recognition of the role/sector.</p>

# The Process of Talent Mapping



# Effective Recruitment Strategies

1

**Crafting  
Appealing Job  
Descriptions**

2

**Leveraging  
Social Media  
and  
Professional  
Networks**

3

**Conducting  
Thorough  
Interviews**

4

**Creating a  
Compelling  
Employer  
Brand**

5

**Open  
Evenings**

[Do something big - Early Years Careers](#) / [Recruitment resources - Early Years Careers](#)

# Retention Strategies

**1**

**Offering Comprehensive and Consistent Onboarding and Induction**

**3**

**Fostering a Positive and Supportive Work Environment**

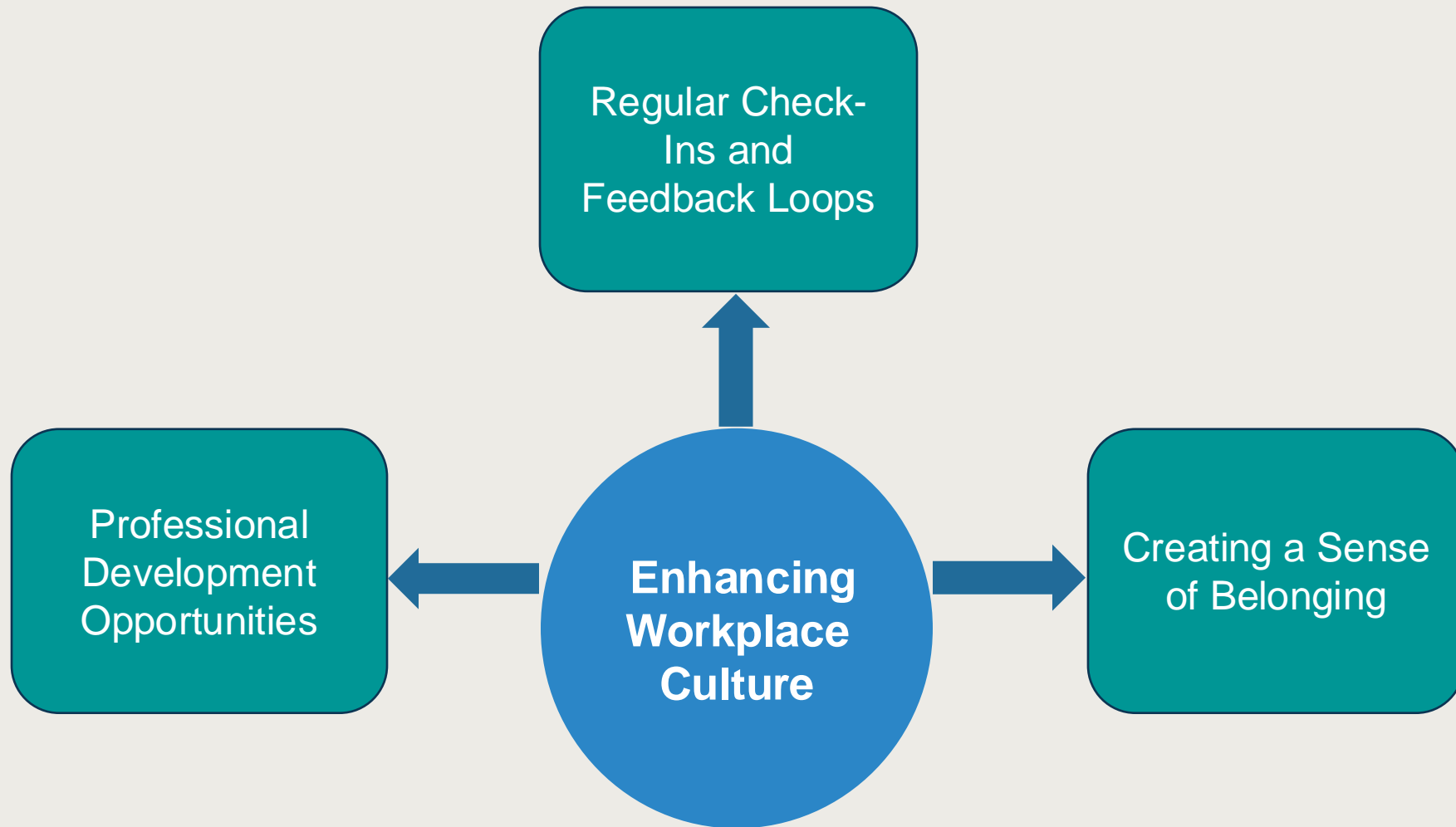
**2**

**Providing Opportunities for Professional Development**

**4**

**Implementing Staff Recognition and Reward Programs**

# Strategies for Enhancing Workplace Culture



# Thank you

