



Guide

Build Resilient Teams in 2025

Insights from the 2025 Procare Trends Report on
Tackling Burnout and Strengthening Staff Retention

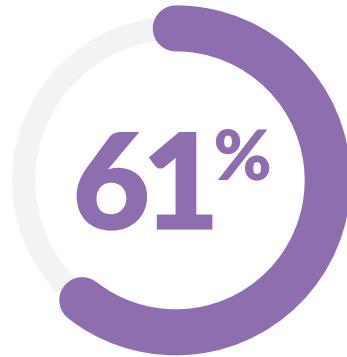
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Introduction

Top 2 challenges facing child care centers



**Hiring and retaining
qualified staff**



**Burnout and
staff well-being**

Child care businesses are facing a pivotal moment. The 2025 Procare Solutions Child Care Business Trends Report reveals that **60.5% of child care providers identify hiring and retaining qualified staff as their top challenge, while burnout and staff well-being affect 47.8% of the workforce**. The industry struggles with increasing pressure to meet operational demands while maintaining a supportive environment for staff. These figures underscore an urgent need for solutions to build resilient teams that can thrive in such a challenging landscape.

This guide explores these pressing challenges and highlights how Procare can help child care centers to overcome them. With a combination of innovative tools and thoughtful practices, providers can create teams that are not only effective but also fulfilled and engaged.



The People Problem – Hiring and Retaining Staff

Understanding the Challenge

The third annual Procare Solutions trends report found that over **60% of providers struggle to hire and retain qualified staff**, a recurring issue disrupting day-to-day operations and increasing costs. This challenge is echoed by findings from the National Association for the Education of Young Children ([NAEYC](#)), which reports that **68% of child care centers are critically affected by staffing shortages**. High turnover rates burden administrations with the ongoing costs of recruitment and training while diminishing the quality and consistency of care delivered to families.

Strategies for Success



1. Competitive Compensation

Providing wages and benefits that are aligned with industry standards can attract and retain talent. Offering incentives such as tuition reimbursement and paid professional development opportunities can develop staff loyalty.



2. Professional Growth Opportunities

Establish mentorship programs and ongoing training initiatives to help employees envision a long-term career within your organization. Employees who feel invested are less likely to consider leaving.



3. Enhancing Workplace Culture

A positive and inclusive work environment where staff contributions are recognized fosters commitment. Regular team meetings and open communication help create trust and transparency.



HOW PROCARE HELPS

Procare can help streamline hiring, onboarding and payroll processes to reduce administrative burdens and improve employees' experiences. Additionally, Procare's **professional development modules** help administrators create customized training programs, equipping staff with the skills they need while demonstrating the organization's investment in their success.



Combating Burnout and Prioritizing Well-Being

Understanding the Challenge

Burnout has emerged as a critical problem, with the Procare trends report showing that **nearly half (47.8%) of child care employees face high levels of stress linked to their roles**. This is supported by a [NAEYC survey](#), which highlights that mental fatigue, emotional exhaustion and long hours are driving more early educators to leave the profession entirely. Left unaddressed, burnout leads to decreased productivity, lower morale and higher turnover — posing a threat to team stability.

Strategies for Success



1. Focus on Mental Wellness

Programs such as stress management workshops, wellness check-ins and peer mentorship networks help staff manage their mental health. Small changes such as providing quiet break rooms can also make a big difference.



2. Flexible Scheduling

Allow employees to have input on their schedules so they can balance personal commitments with work. Flexible shifts can reduce stress and foster trust.



3. Build a Strong Team Community

Strengthen teamwork with regular bonding activities and shared learning opportunities to foster a sense of community and reduce isolation.



HOW PROCARE HELPS

Procare's **flexible staff scheduling features** enable employees to manage their hours more effectively, helping to alleviate stress caused by unpredictable or overwhelming shifts. The **staff communication feature** facilitates open dialogue between staff and managers, ensuring concerns are addressed before they escalate. By integrating wellness-centric workflows into daily operations, Procare helps to nurture healthier, more focused teams.



Insights from the Procare Solutions Child Care Business Trends Survey

The Bigger Picture

The challenges outlined in the 2025 Procare trends report don't occur in isolation — they reflect larger trends impacting the entire industry. Issues with hiring and burnout also affect consistency in enrollment, the overall quality of care and family satisfaction. However, child care providers equipped with the right tools and proactive approaches are already seeing success.

A Child Care Organization Success Example

[Molly Hichens](#), a second-generation child care owner at Bright Beginnings Preschool, operates three thriving centers. Reflecting on the challenges of the post-COVID era, Molly stresses a key principle for child care providers: "To deliver high-quality care and ensure long-term business sustainability, adopting technology and automation is essential."

By using Procare, Molly has transformed the way her centers operate. Procare's tools have streamlined management and back-office processes, giving her and her team more time to focus on what truly matters — the children they care for.

The staffing tools have simplified schedule management, reduced the administrative load and ensured that her centers are always appropriately staffed. This not only helps maintain high-quality care but also ensures consistent compliance with regulations.

Procare's real-time data analytics and reporting capabilities have further elevated her operations. Molly and her team can now make quick, informed decisions, track performance metrics and address issues proactively. Her businesses are more efficient and successful.

For Molly, Procare isn't just software — it's a partner in delivering exceptional care while building a sustainable, efficient business model in an ever-evolving industry.



Molly Hichens
- Bright Beginnings Preschools



2025 Child Care Business Trends Report



2025 Child Care Business
Trends Report

GET REPORT

Building a Resilient Team and Procare's Role in Your Team's Success

To meet the challenges of 2025, child care providers must adopt sustainable strategies that tackle both retention and well-being simultaneously. Hiring qualified staff is essential, but retaining them requires consistent support, opportunities for growth and a commitment to fostering resilience across the team.

Procare helps child care providers by offering features for staff management, scheduling, professional development and communication to help child care organization improve operational efficiency while enabling businesses to focus on what truly matters — supporting their staff and creating an environment where teams can thrive.

Your team is your greatest asset. By prioritizing their well-being, you can not only overcome the challenges revealed in the Procare trends report but also ensure your child care business thrives in 2025. With Procare by your side, building resilient teams is within reach to unlock a brighter, more sustainable future for your business and the families you serve.

Enjoy creating a happier, healthier workplace. Your team and the children you serve deserve it. To learn more about how Procare can help your child care business, [contact us today!](#)

Links to NAEYC reports that were referenced:

1. [NAEYC Report on Staffing Shortages and Burnout](#)
2. [NAEYC Survey on Burnout](#)

