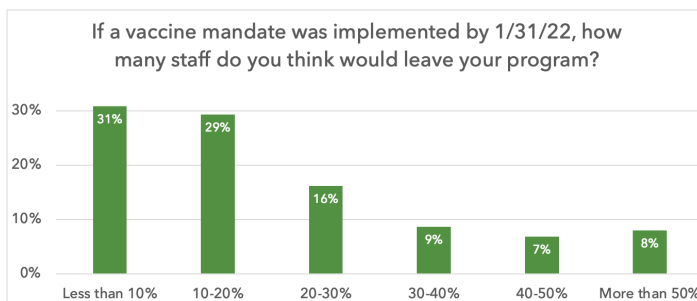
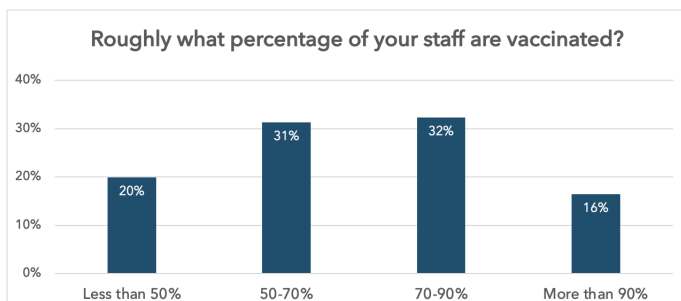


Estimated Impact of the OHS Vaccine & Masking Mandate

NHSA surveyed the Head Start field on Nov. 30, 2021, to understand the potential impact of the vaccine and masking mandate on programs' ability to staff their centers and serve children and families. Survey results are summarized below.

Current Workforce Vaccination Rates

Nationally, vaccination rates vary greatly across programs. We estimate approximately 32% have 70-90% vaccinated; 31% of programs have 50-70% of staff vaccinated; 20% of programs have less than half their staff vaccinated; and 16% of programs have more than 90% of staff vaccinated.



Workforce Attrition

The impact of the vaccine mandate will likely have varied impacts on programs. Survey results indicate 31% of programs anticipate losing less than 10% of staff if the mandate is implemented on January 31. Another 29% anticipate losing 10 to 20%; 16% anticipate losing 20 to 30%; and the remaining 26% anticipate losing more than 30% of their staff.

If these results play out, Head Start programs stand to lose between 46,614 and 72,422 staff, or 18% to 26% of all staff respectively. On average, these results suggest Head Start could lose 22%, or nearly 60,000 staff, of the workforce.

Anticipated Classroom Closures

When asked if classrooms would need to close if the vaccine mandate was implemented on January 31, 50% of respondents said yes; 18% said no; and 32% were unsure. If 50% of programs do have to close classrooms when the mandate goes into effect, the survey results suggest 1,324 classrooms will close.

This estimate was obtained using the average number of classrooms based on program size and using the assumption that, if a program has to close classrooms, 5% of them will close. This number could be significantly higher if some of the one-third of respondents who said "unsure" do end up needing to close classrooms as well.

Methodology and Notes

- NHSA received 764 total responses, but cleaned the data to contain only one response per program so we could separate responses by program size and region. We ended with 450 responses.
- Results of a previous NHSA survey at the beginning of the program year indicated about 10% of classrooms were not able to open at the time due to a lack of staff. Many programs are already operating with limited staff and are closing classrooms as a result.
- To understand the potential impact on each individual region, NHSA compared each region to the national average responses. To see this breakdown or if you have follow-up questions, email: advocacy@nhsa.org.