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Analyze the status of the early childhood workforce across Canada.

Develop strategic solutions to the ECE workforce shortage.

CWELCC Monitoring of new spaces across Canada.

Nearly 100,000 new spaces created for children under six across Canada - aim to create another 150,000 spaces by 2026.

Develop a National Campaign on ECE



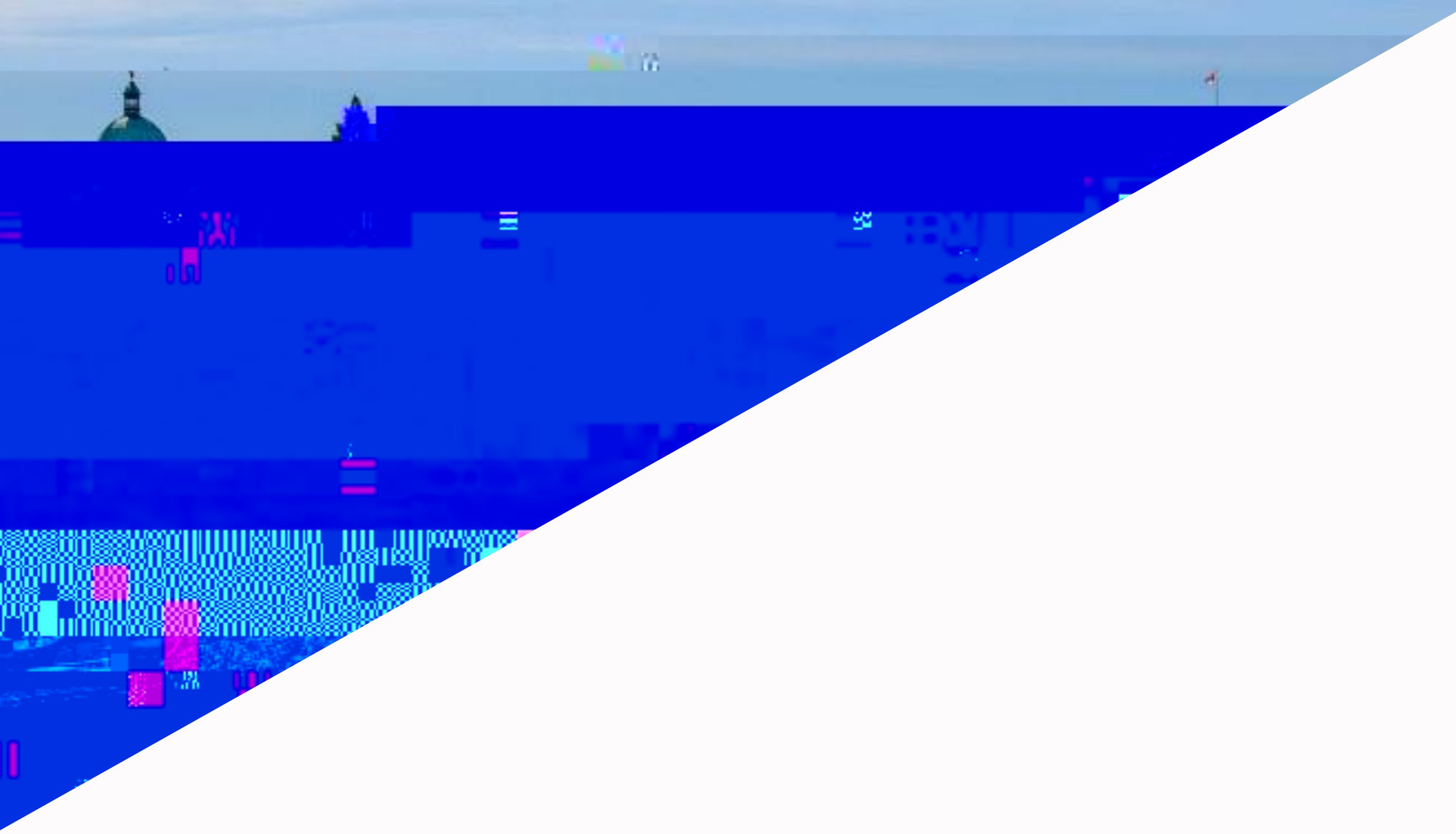


Early Childhood Education Report 2023

The ECER was informed by 2004 review of early childhood education and care (ECEC) conducted by the Organisation for Economic Co-operation and Development (OECD). Canada had significant gaps.

21 benchmarks to rate quality based on measurements for governance, funding, access, learning environments and accountability – max score of 15 points.

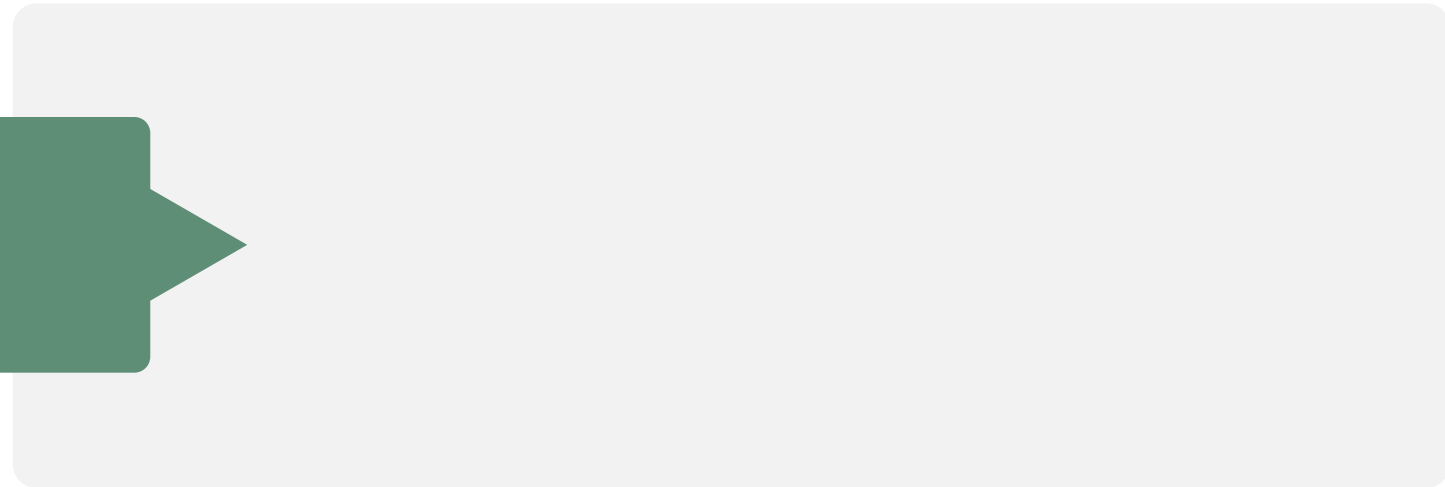
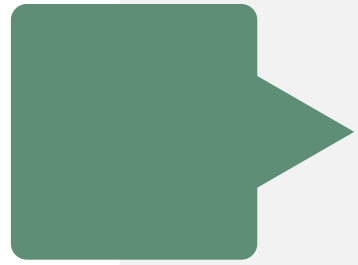
Spending has increased in every jurisdiction – focus on public funding to reduce parent fees.



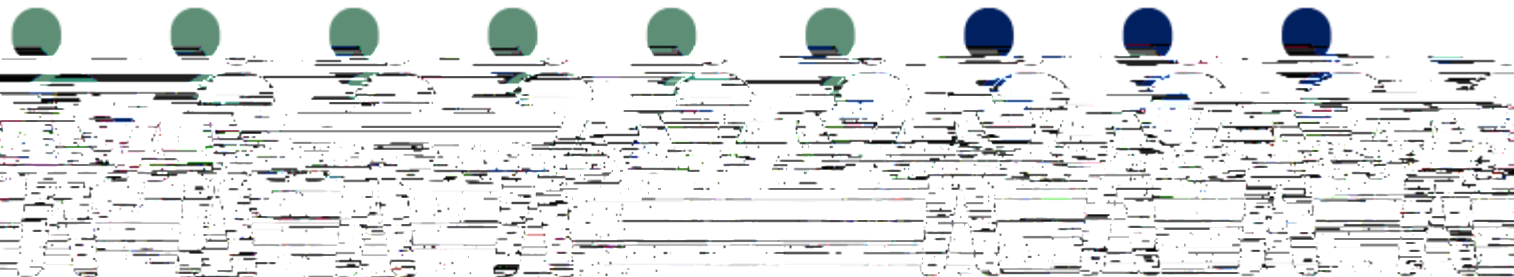


BC Challenges

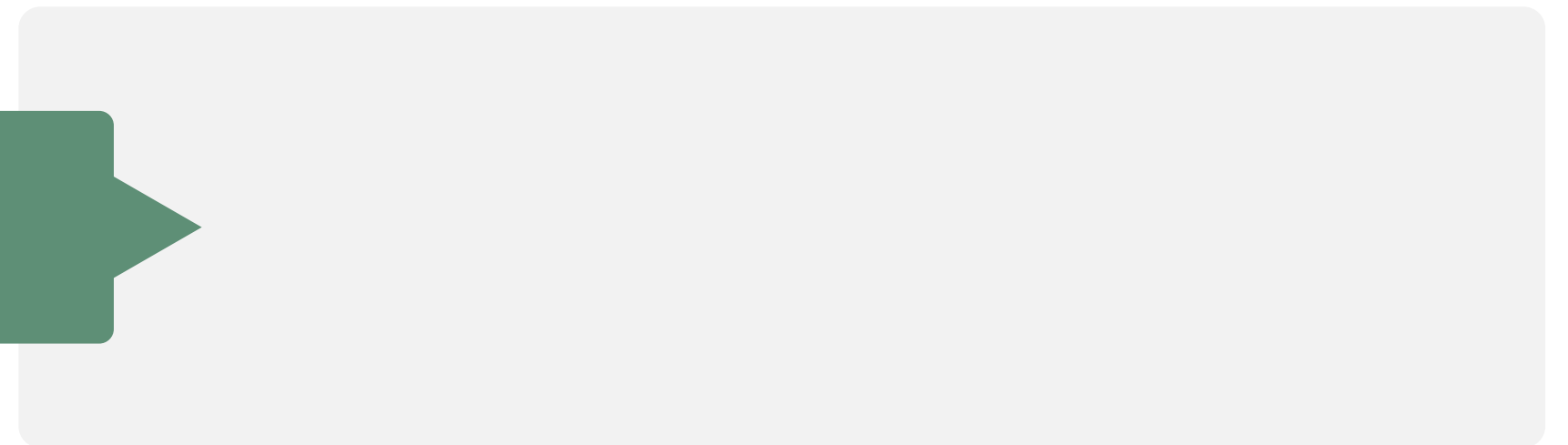
What would make a difference to ECE Workforce



Does not spend at least 3% of overall budget on ECEC



Less than 2/3 of staff in child care have ECE qualifications



ECEs complete an early childhood education program at a recognized university or college.

Scope of ECE Workforce Rights



Review employment standards across the care sector. Develop a national online platform for stakeholder engagement.



Advocate for better compensation and standards.



Constitutional challenge of federal funding with PT requirements.



Some Provinces and Territories are working to improve wages and conditions through CWELCC (ECE Report 2023).



Actionable Strategies



Advocate for standardized wage grids to ensure equitable pay.

Promote continuous professional development opportunities. Adapt successful policy frameworks from other care sectors.

Six jurisdictions have mandated wage grids (Source: ECE Report 2023).

Access to publicly funded pension plans.

Improvements in ECE salaries.

Improve wellness strategies.



Public Perception

Positive public perception of early childhood educators.

Strong support for increased funding and better compensation.

Ongoing policy support for ECE sector improvements.

Discussion Questions

What are the three main challenges in recruiting and retaining qualified educators?

What are three factors that can contribute to long term growth and retention?

A Bill of Rights would guarantee several rights for educators. What are examples of rights that could function as an incentive for the ECE workforce?

ECEBC Discussion Results



Next Steps on ECE Workforce Rights



Review training and employment standards across the early childhood sector.



Advocate for better training requirements and compensation.



Compare standards for early childhood professional education and compensation across Canada.

