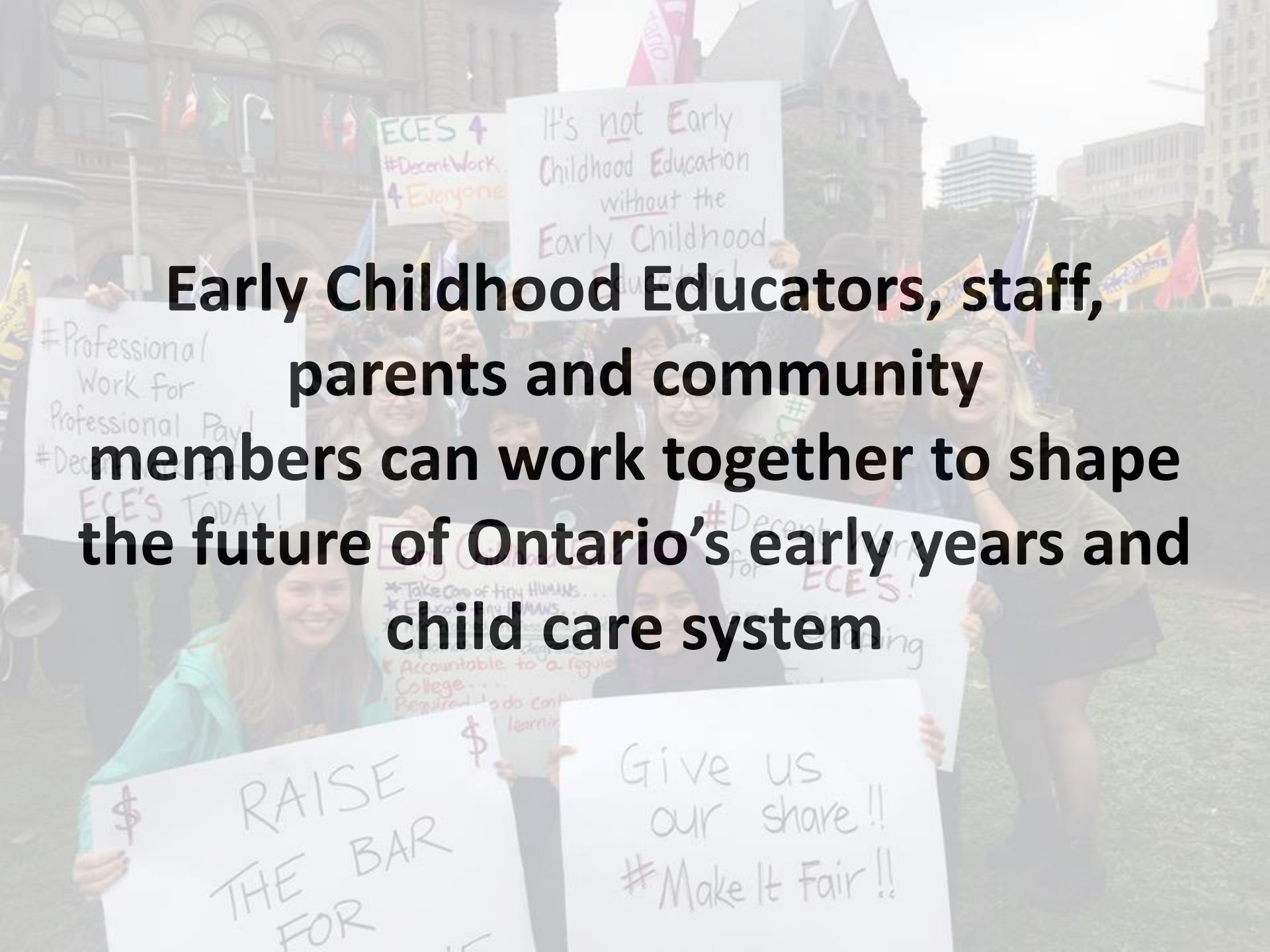


# Professional Pay & Decent Work Campaign





**Early Childhood Educators, staff, parents and community members can work together to shape the future of Ontario's early years and child care system**

ECES ↑  
#DecentWork  
↑ Everyone

It's not Early  
Childhood Education  
without the  
Early Childhood

#Professional  
Work for  
Professional Pay!  
#Decent  
ECE'S TODAY!

\*Take Care of tiny HUMANS...  
\*Fixate on tiny MMS  
\*Accountable to a regular  
College...  
\*Required to do con't  
learning

#Decent  
for  
ECES!

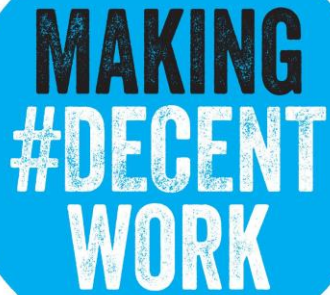
\$ RAISE  
THE BAR  
FOR \$

Give us  
our share!!  
#Make It Fair!!

# Campaign wins and accomplishments

## 2017

- Trained 103 ECEs, parents and child care workers on the Ganz-organizing framework.
- Established 5 local Communities of Practice (CoPs) to work with us as local decent work teams in Toronto, Halton, Waterloo, Ottawa and Thunder Bay.
- Convened a Decent Work Task Force to develop recommendations on the Ministry of Education's Workforce Strategy and a Decent Work Charter.
- Held a successful province-wide Week of Action
- Engaged 4,000 ECEs in the Task Force's policy consultation process.
- 35 early childhood employers and organizations have endorsed the Decent Work Charter
- Published Transforming Work in Ontario's Early Years and Child Care Sector Presented the Workforce Strategy Recommendations to the Ministry of Education
- 1,900 more petition signers
- 600 campaign supporters since launching our pledge cards during the October 20<sup>th</sup> 2017 Week of Action
  - 240 want to get actively involved in the campaign!
- National interest in our campaign and organizer training – presented in BC, Alberta, and PEI and during National sector meetings in Ottawa.



**MAKING**  
**#DECENT**  
**WORK**

# Expected outcomes for 2018-19

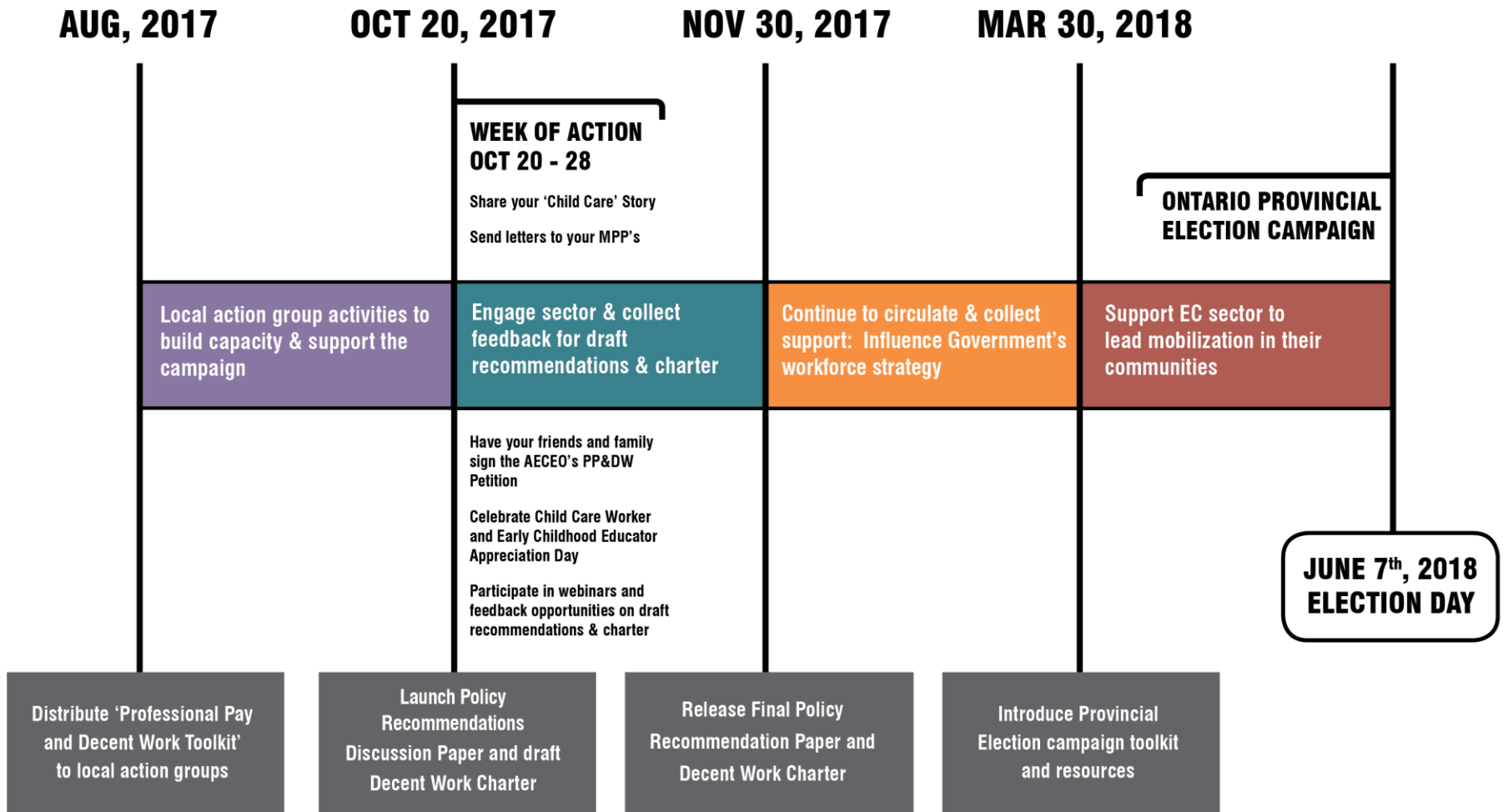
- Train 100 more ECEs, parents and child care workers on the Ganz-organizing framework.
- Strengthen infrastructure and capacity of 5 existing CoPs and expand local volunteer base; Establish 2 new CoPs in northern and eastern regions of the province; Double the number of active participants in each of the 7 CoPs.
- **Provincial government adopts our workforce strategy recommendations.**
- Engage CoPs and campaign supporters in election actions for child care with a focus on communicating with candidates and voters.
- Triple number of campaign supporters/pledge signers.

## By 2020

- At least 5% (approx. 200) of non-profit community child care employers adopt Decent Work Charter
- At least 10 of 47 municipal service managers adopt a municipally focused Decent Work Charter
- Double AECEO membership with at least 10% (400) of the membership actively engaged in the professional pay and decent work campaign.



# Professional Pay and Decent Work Campaign Timeline



# Building an ECE Lead Movement for Decent Work





# Share your child care story

- Stories move us to take action by engaging our **emotions**
- Public narrative framework includes story of **Self, Us** and **Now**
- Stories make us feel **hopeful**, that another world is possible





# 3 Parts of Public Narrative

**Self**

Invites others to be  
in relationship with you

**Us**

Invites others to join  
your community

**NOW**

Invites others to take  
**ACTION!**

# Communities of Practice

- Toronto Professional Pay and Decent Work Advocacy CoP
- Halton Advocates for Quality Child Care
- Ottawa Advocacy CoP
- Early Years Coalition – Waterloo Region
- Early Years Coalition – Thunder Bay





# Task Force

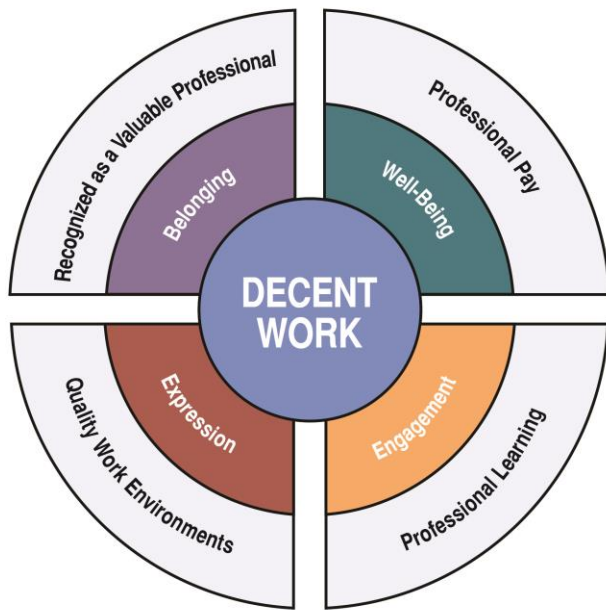
## *Mobilizing the Early Years Workforce: Community Voices on Decent Work in Early Childhood*

Key Functions	How did we do it?
<p><b>Deliver recommendations to the Ministry of Education on their <i>Early Years and Child Care Workforce Strategy</i></b></p>	<p><b>Consultation survey Literature review Key informant interviews Task Force Drafting sessions</b></p>
<p><b>Develop the <i>Ontario Early Childhood Sector Decent Work Charter</i> to support child care organizations</b></p>	<p><b>Key informant interviews Task Force Drafting sessions Task Force Webinar <b>35 endorsements to date</b></b></p>

# Workforce Strategy Recommendations

1. Develop a new approach to **base funding ECEC in Ontario** that will ensure quality, affordability and access. A new system of base funding will include substantial increases to operational funding to **keep services affordable** while **ensuring professional compensation** and supports for the registered early childhood educators (RECEs) and early years staff.
2. Implement a **provincial wage scale with a \$25/hr minimum** and a benefit package, including paid sick and personal leave days, for Registered Early Childhood Educators and staff. The wage scale must inform base funding, while validating the level of education and years of experience for RECEs and staff in accordance with pay equity principles
3. Develop and implement an Early Childhood Workforce Learning Framework which will enable such quality-related staff supports as **paid time for professional learning** and **expanded opportunities** for acquiring and upgrading qualifications.
4. Identify and create practitioner roles, education requirements and a career ladder that strengthens program quality and recognizes the value of qualifications and experience.
5. Change the positions of full-time Designated Early Childhood Educators working in the public school system to **year-round and salaried status** with compensation commensurate with other full time educators in the public education system.
6. Commission **an external review of the Full-Day Kindergarten educator team** and classroom conditions to inform future planning and development.

# Ontario Early Childhood Sector Decent Work Charter



## Defining Decent Work

**Recognition of staff as valued professionals:** Commitment to establish and maintain structures and resources internally and externally that recognize the critical role early childhood staff perform in the delivery of quality programs.

**Professional Pay/Compensation:** Commitment to establish and maintain strategies to provide professional pay for professional work.

**Professional Learning:** Commitment to establish and maintain structures and resources to support early childhood professionals in all aspects of ongoing professional learning.

**Quality work environments:** Commitment to establish and maintain structures and resources that promote belonging, inclusion, diversity, well-being, engagement and expression in the work environment.



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