



**Mothercraft**

Shaping Children's Lives Through Learning

# Training for Quality: Building Ladders and Navigating Intersections

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# WHY?

We need to balance increased access to with quality pre- and in-service training because of:

- More employer demand for RECEs than supply
- Ongoing recruitment and retention challenges
- Large variance in practitioner qualifications, experience and practice
- Staffing requirements and system expansion plans as outlined in: Renewed Policy Framework, CCEYA, CECE's CPL, Workforce Strategy Report, etc...
- Out of primary home care could be beneficial or an issue for children  
(Innocenti Report Card 8: Unicef, 2008)



# WHAT?

We are being called to consider the following when developing and offering quality training programs:

- Minimum staff qualifications and specialized training standards matter (OECD, 2014)
- MAESD's VLOs and EESs (currently in review)
- CECE equivalency, readiness to practice/program review and accreditation initiatives and plans
- Centres of Excellence directions on quality, baseline and common trainings, etc...
- Skills/knowledge gaps among existing staff and new graduates



# WHO?

**If we are to meet the current and anticipated need for trained/registered professionals able to offer quality programming, we need to retain and upgrade current staff, attract and quickly train new staff (trained and/or registered).**

**Internationally trained individuals are a key demographic to explore.**



# HOW?

**Current staff upgrading needs are currently being addressed through the following:**

- **Employer secondments**
- **ConEd / PT Diploma programs**
- **Apprenticeship programs**
- **Employer training programs**
- **Specialized certificate programs**

**New internationally trained individuals are obtaining training and access to the sector via:**

- **Enhanced Language Training**
- **Home Based Child Care**
- **ECA certificate programs**
- **Diploma and Degree programs**



# HOW? cont'd

**These are some of the projects Mothercraft is involved in:**

- Sector specific Enhanced Language Training, including placement, transportation support and child care subsidy eligibility
- Expanded access to introduction to Home Based Child Care, including Licensing Agency presentations, via interest free loans for tuition and start-up costs
- Articulation agreements
- Career Pathways Exploration project



# WHAT ELSE?

Other strategies for creating a baseline of qualifications and a first step towards higher training and a career ladder for existing and new staff?



Final comments?

We are all better when we  
build, navigate and learn  
together!  
~ Glory

