

A workforce in trouble

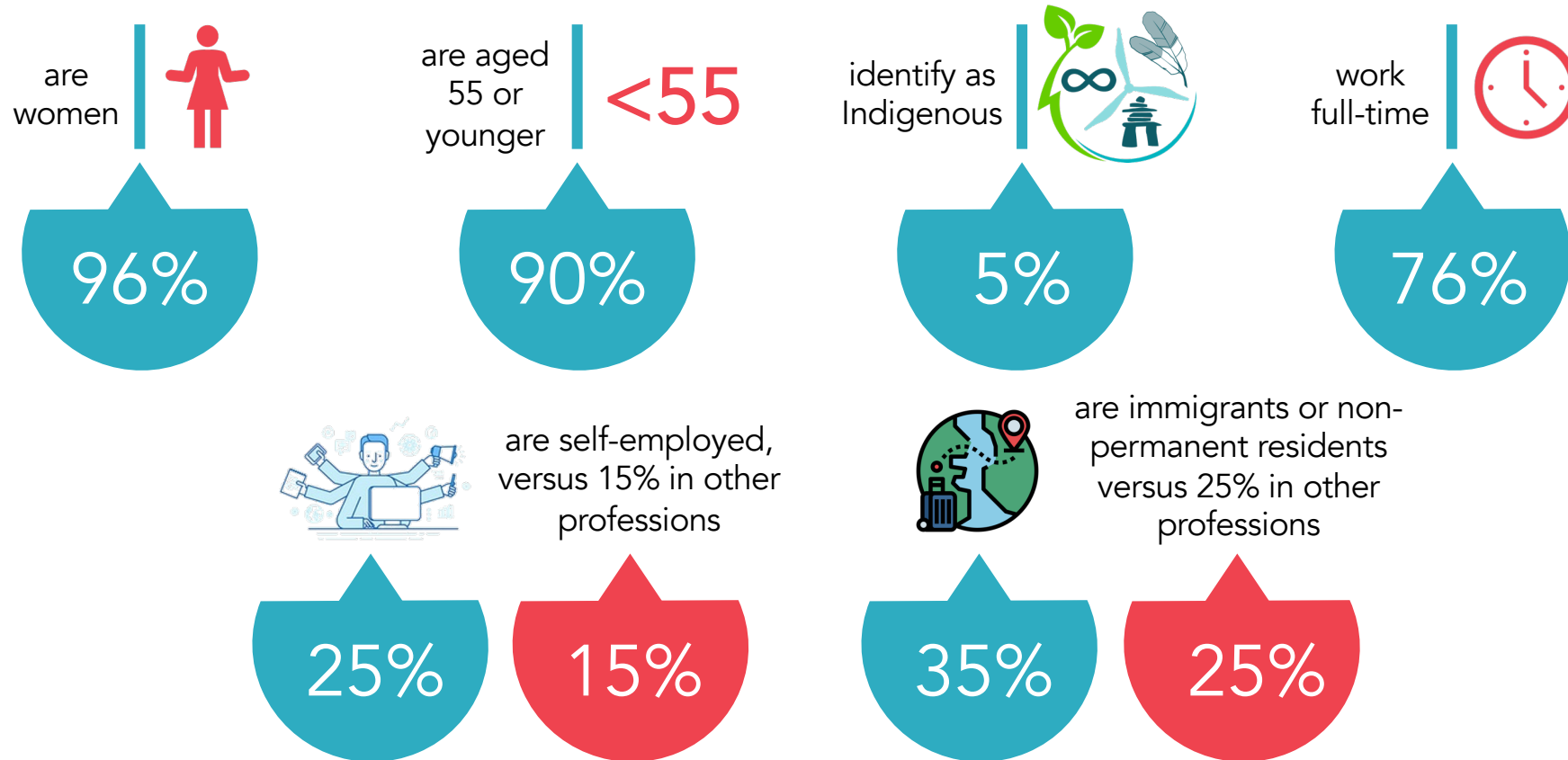
Kelly Emery¹
Dr. Emis Akbari²

¹Director of Children's Services
Municipality of Chatham-Kent

²Atkinson Centre for Society and Child Development
OISE | University of Toronto



What Does the Workforce Look Like?



knowing u numbers

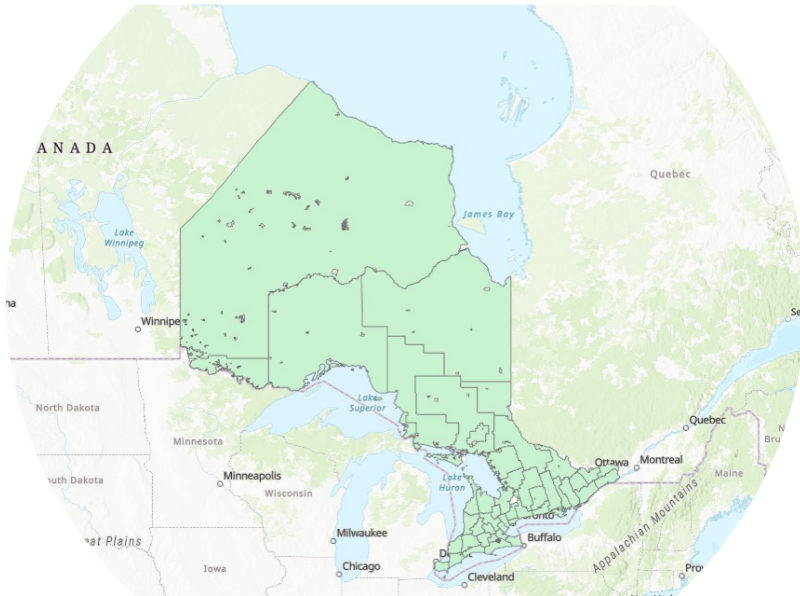


*Knowing **Our** Numbers* is a community collaboration

Several children's services managers to date have come together to explore the feasibility of creating a sustainable, regional-level child care and early years workforce data collection process, whose findings will be rolled up to provide a province - wide picture

The project provides both local data, but also importantly cross-jurisdictional understandings and sharing of best practices

43 of 47 DSSABs and CMSMs have signed on to the project



Educator Shortages

College enrollment is down. Anecdotal evidence suggests many are not continuing in the field after graduation

Funding challenges persist with little attention to the workforce from CWELCC

Operational capacity as low as 40% in some regions. No region is at 100% licensed capacity

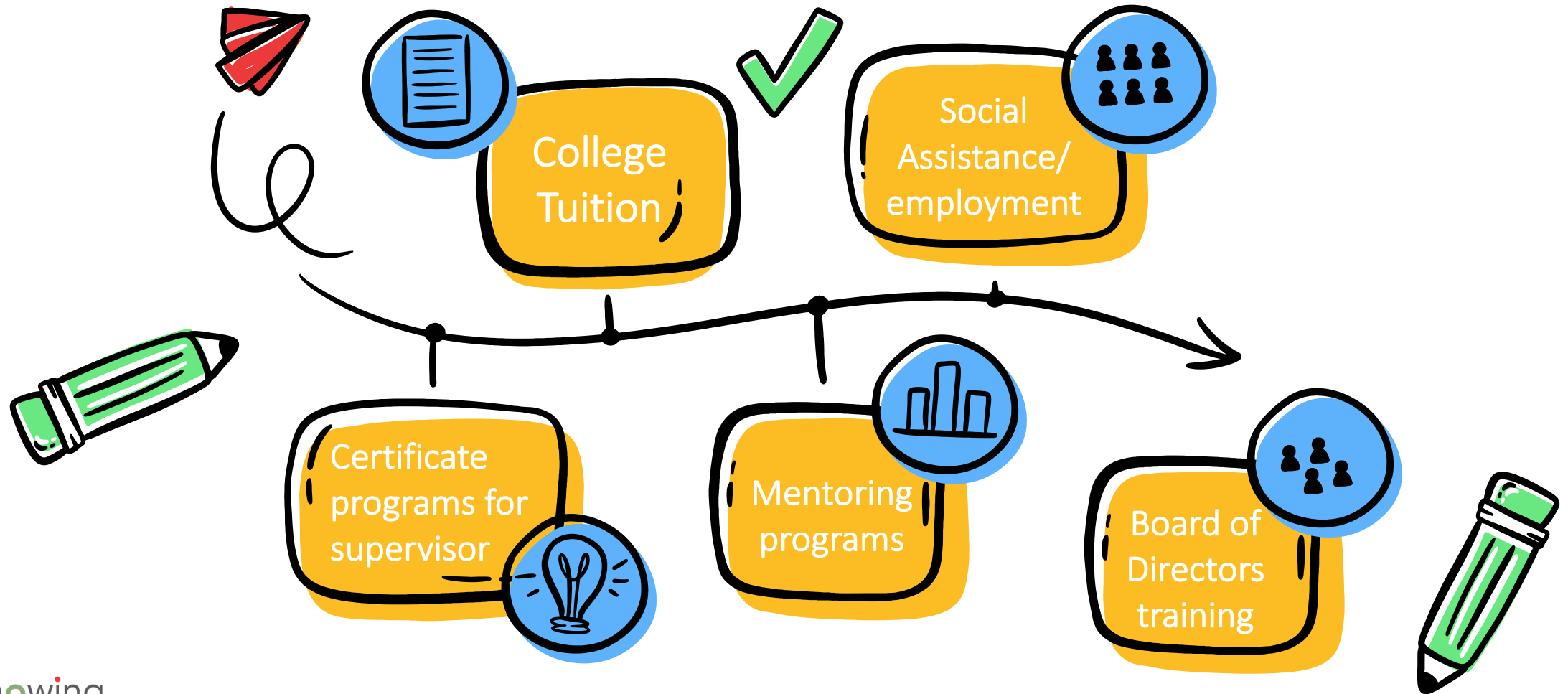


Expansion efforts have become futile with no one to staff current and new centres/spaces

Quality Concerns



Promising Practices – Recruitment/Retention



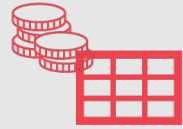
Promising Practices – Wages



Committed to Wage Grids

8 jurisdictions committed to develop wage grids or improve their existing grids

NS, QC, NFL, SK
PEI, MB, BC, NB,



Wage Grids

5 of the 8 jurisdictions now have wage grids

NS, QC, NFL,
PEI MB



MBM

Only 4 provinces meet **Market Basket Measures (MBM)**

AB, QC, NFL, PEI



Supervisor Rate

Only 4 have dedicated rates for supervisors

PEI, NS, NL, MB



Rate Based on Centre Size

MB establish rates based on centre size & recognize assistant supervisors



Unqualified Staff

Most compensation systems do not recognize unqualified staff

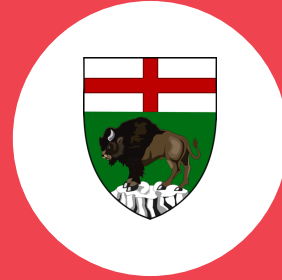
Promising Practices – Benefits



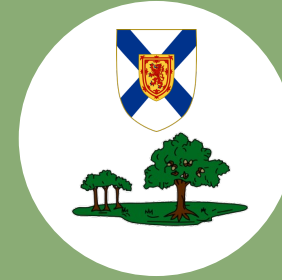
Only QC funds
benefits and
only in CPEs



Only QC funds
a defined
benefit
pension plan
and only in
CPEs



MB funds a
defined
contribution
plan



Only PEI and
NS have
committed to
establishing
benefit plans

T H A N K

Y O U

emis.abkari@utoronto.ca
kellye@chatham-kent.ca



Atkinson
Centre

 UNIVERSITY OF TORONTO
OISE | ONTARIO INSTITUTE
FOR STUDIES IN EDUCATION