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starts
with
kids

Child Care and Early Years Workforce Funding strategy

December 2021


York Region

Child Care and Early Years Workforce Funding strategy

One-time federal investment in workforce funding for 2022 and January to March 2023

Key objectives:

- **Sustain** existing workforce to ensure a stable and high-quality child care system
- **Enhance** access to opportunities that promote retention and recruitment, including professional development, training and qualification upgrade programs
- **Grow** the number of qualified staff in the workforce to increase access to care for families
- **Attract** and support the development of a diverse workforce to reflect the children and families accessing programs

Child Care and Early Years Workforce Funding strategy

Initiatives:

1. Professional Development that includes two professional learning days for eligible staff and mentorship opportunities
2. Workforce Capacity and Innovation Fund to support innovative recruitment and retention strategies

Professional Learning Strategy

- To build on existing approaches and/or implement new strategies that includes two days for eligible staff
- Eligible staff are program staff and supervisors in licensed child care (LCC), home visitors and providers in licensed home child care (LHCC) and program staff, and supervisors in EaryON. Funding can also be used for non program staff, resource consultants and authorized rec staff.

Priority areas include:

- How Does Learning Happen? (HDLH) and pedagogies in alignment with HDLH
- Mental health and well-being
- Anti-racism and inclusive practices
- Incorporating Indigenous perspectives and pedagogies
- Supporting children with special needs through inclusive approaches
- Health and safety practices

Mentoring

- Commitment to working with local partners to enhance access to local mentorship opportunities for those who benefit the most, such as new staff and supervisors
- Build on existing mentoring strategies and/or pilot new approaches
- Provide leadership and supervisory development opportunities to promote staff support, identify staff learning needs and manage the reciprocal relationship between staff and their leaders

Workforce Capacity and Innovation

Collaboration with local community partners to build and implement innovative strategies to support the recruitment and retention of the workforce.

Strategies must be aligned with the key objectives: Sustain, Enhance, Grow and Attract.

- Funding to be used to support local priorities
- Focus on reducing barriers to becoming a registered early childhood educator (RECE) and provide access to additional qualifications
- The funding cannot be used to increase compensation entitlement, including wage and salary rates, increases to benefits including vacation or bonuses

Workforce Capacity and Innovation

What is possible?

- Partnerships with education, employment initiatives and training institutions, such as local secondary school boards to increase number of qualified staff in the workforce
- Build an equity-based workplace
- Provide programs that offer grants to obtain further credentials
- Development of local quality initiatives
- Promote and market the RECE profession
- Develop strategies that support continuity and sustainability in employment, such as extending hours to cover release time or planning time

Feedback

- Sessions with child care operators and EarlyON agencies
- Child and Family Collaborative
- Seneca College
- York Region Children's Services Planning Table
- York Region Employment Network
- Workforce Planning Board