

How can BC retain Early Care & Learning (ECL) Professionals?



BC GOVERNMENT LAUNCHED ECL RECRUITMENT & RETENTION STRATEGY

In 2018, the BC Government made an initial investment of \$136M in funding for the province's ECL sector.



ANNUAL SECTOR SURVEY

Every fall since 2019, the ECL workforce provides feedback on issues affecting recruitment and retention in BC.



INCREASE PAY

Wage enhancements are improving satisfaction with income however low pay is still the top reason for leaving the sector.



RECOGNIZE THE VALUE OF RELATIONSHIPS

Early Learning Professionals have high satisfaction with the relationships they have built with families, co-workers, and with the childcare philosophy of their workplace.



REDUCE WORKLOAD

Rates of burnout among ECL professionals have been steadily rising since 2019.



Find the full report online here or at ecebc.ca



IMPROVE BENEFITS

Satisfaction with benefits is low at 64% and is a key way to enhance retention in the sector.



GOAL

Passionate, well-educated professionals are excited to remain in the sector, new recruits are attracted in.

MORE ACTION IS URGENTLY NEEDED The number of ECL professionals who expect to leave the field within one year is growing.

Add your voice to the sector survey at ecebc.ca/sectorsurvey.

Findings from the Evaluation of the ECL Recruitment and Retention Strategy.



ECEBC | early childhood educators of BC

Funding provided through the Canada-British Columbia Labour Market Development Agreement.

INNOVATION • EXPERIMENTATION • EVALUATION

British Columbians value Early Care and Learning (ECL) Professionals



85%



Child care workers are vital to children's learning.

85%



Child care workers play a vital role in the economy.

84%



Child care workers contribute to children's development.

75%



I consider child care an essential service.

71%



I consider child care workers professionals.

% of British Columbians who agreed or strongly agreed with these statements in 2022

AND YET ...
many ECL Professionals don't feel valued

I would love to be considered the same as other teachers, like kindergarten or Grade 1 teachers. I would love for them to think of us as teachers because we are teachers. We're just teachers under the age of 5.

-Early Childhood Educator



Nearly half of British Columbians surveyed were unsure of whether ECL Professionals were well trained or fairly compensated.

Early Childhood Education is a specialized field.

Tell people about your education in early childhood.



Find the full report online here or at ecebc.ca



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Canada



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INNOVATION • EXPERIMENTATION • EVALUATION

BC needs more Early Care and Learning (ECL) Professionals



The government has invested millions of dollars in ECL Recruitment and Retention. Why? Because ...

45%

of employers are losing more staff than they can hire and ...



27%

of employers refused children because of a lack of qualified staff.

Did you know?

When employers can't find sufficiently qualified staff for the children in their care they need to apply for staffing exemptions.

100s

of licenced child cares applied for legal exemptions due to the BC-wide shortage of ECL professionals.

What do ECL professionals say?

Significant investment has been made however 15% of ECLs are considering leaving within 1 year

The main reasons they are leaving:



low pay



lack of benefits



poor working conditions

Keeping passionate professionals in the sector is important!

What keeps you in your early care and learning position? Head over to ECEBC's Facebook page to have your say.



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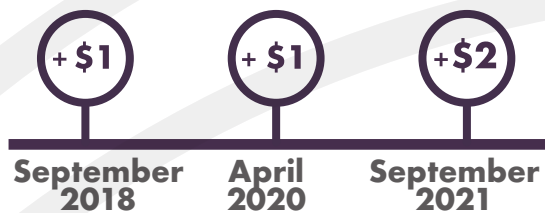
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Early Care and Learning (ECL) wages have increased



The BC government's ECE wage subsidy is appreciated

The value of the wage enhancement is currently \$4/hour.



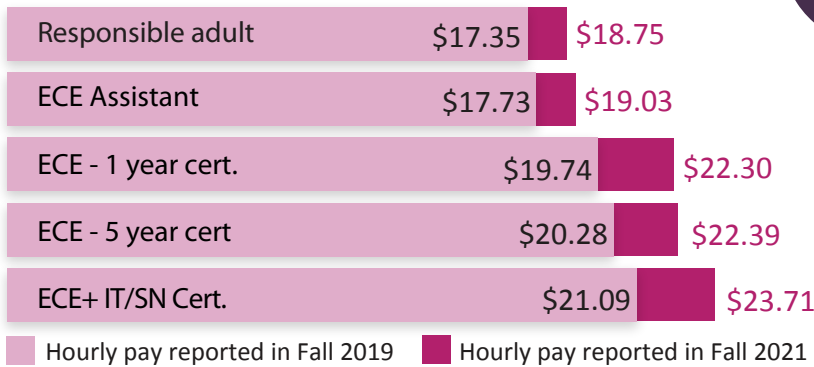
What percent of ECEs are receiving the Early Childhood Educator Wage Enhancement?



Approximately 90% of ECEs in BC received the Early Childhood Educators Wage Enhancement in 2021.

Average hourly wage rates for ECL professionals increased from 2019 to 2021.

But ECL professionals are still paid \$7 per hour lower than similarly-educated adults in BC.



So my fridge still isn't overly full of food, but ... we are able to pay our bills. I don't know if I would say working poor, but not far above. -ECE IT

+\$4

Supervisory roles in child care centres were paid \$4 per hour more than non-supervisors.

Do you know if you are eligible for the wage enhancement?

Start a conversation with your colleagues.



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