



Attracting and Keeping Qualified Staff in Canadian Child Care Programs

A project of Child Care Connections with Funding from Social Development Partnerships of HRDC

The Project

The challenge of recruitment and retention qualified early childhood care staff is a complex issue, caused by a multitude of factors. At this point in time, across Canada, individuals are addressing the issue within their own contexts, taking a subjective approach in their solutions without considering the broad systemic causes of the problem. For actions to successfully address the issue, it is important that as many factors as possible are identified so that a collective comprehensive plan of action can be developed. Phase one and two of the *Retention And Recruitment Of Qualified Staff In Early Childhood Care Programs* started the process for Nova Scotia. The third phase used the Nova Scotia early childhood experience in identifying factors which have an impact on recruiting and retaining qualified early childhood staff and explored recruitment and retention challenges and solutions in the provinces and territories. Funding has been provided from Social Development Partnerships of Human Resources Development Canada.

The project took a community based development approach, building on the work already accomplished by Child Care Connections and within all the provinces and territories. It identified where retention and recruitment is a problem, and commissioned discussion papers on the five factor areas of training, policy, profession, work force, and societal attitudes.

Writers:

Discussion Papers: Gillian Doherty, Sandra Griffin, Connie Miller, Evelyne Ferguson, Joanne Morris, and Jamie Kass and Bozica Costigliola

An environmental scan training seminar was developed and delivered to 2 representatives (animators) from each province and territory and one representative of francophones outside of Quebec.

Animators:

Alberta:	Susan Elson, Kim Lee and Natalie Weller
British Columbia:	Wendy Beyard and Heather Brise
New Brunswick:	Karen Martin and Monique McMullin
Newfoundland & Labrador:	Cori Smith and Pam Wheaton
NorthWest Territories:	Lori Twissel
Nunavut:	Kootoo Toonoo and Eena Koniliusie
Ontario:	Monica Chauvet and Tammy McCormick Ferguson
Prince Edward Island:	Sonya Corrigan and Ann Hayes McKenzie
Saskatchewan:	Bev Drew and Shannon Harrison
Yukon:	Michele Roulston and Roy Loring
Francophones outside of Quebec:	Suzanne Saulnier and Lise Parent

There were no animators from NS, where the scan has been already completed, and Manitoba and Quebec where government and the child care sector have recognized and identified the problem and began developing strategies to address the crises.

Writers:

Case Studies: Debra Mayer and Camille Gariepy

Each animator designed a plan that built on existing resources within their province or territory, addressed the issue within the historical and cultural context of their province or territory, and facilitated action to address the issue. A case study approach was used to examine the issue in Manitoba and Quebec. These provinces were recognized as beyond the problem definition phase regarding retention and recruitment, and were developing and implementing comprehensive plans.

In February 2003 the animators got together with the case study writers, representatives from the Child Care Human Resources Round Table, and other stakeholders to report on their findings and hear other's findings. Participants left with a broad perspective of the retention and recruitment challenge throughout Canada and many strategies which could apply to their province/territory in addressing the problem. A paper was commissioned to provide a labour perspective regarding retention and recruitment.

Writers:

Discussion Papers: Jamie Kass and Bozica Costigliola

In Spring of 2003, the projects investigators, Connie Miller, BA (Soc) and Elaine Ferguson M Ed. pulled together all of the information gathered through the project into a national scan on the retention and recruitment crises facing child care in Canada. The paper provides a broad overview of the retention and recruitment issues that have an impact on both centre based and family home child care in Canada. It gives provincial and territorial perspectives, identifies the similarities and differences within our country, documents strategies designed to address the issue in Quebec and Manitoba, provides perspective on other strategies, and poses questions for our reflection and continued work necessary to address the issue.

Specific objectives of Phase 3 are:

- Identify where (provinces /territories /regions in Canada) the recruitment and retention of qualified early childhood staff is a problem;
- Examine the issues related to training, policy, profession, work force, and attitudes in relation to their impact on retention and recruitment.
- Conduct an environmental scan of the provinces /territories /regions where the recruitment and retention of qualified early childhood staff is a problem;
- Animate the child care sector in the identified provinces /territories /regions in developing actions that are effective within their context;
- Compare the provincial /territorial /regional environmental scans to develop a national picture of retention and recruitment issues;
- Document and disseminate the findings.

All papers are available in pdf format in French and English at <http://pages.istar.ca/~cccns/2rrntro.html> . Summary sheets of the discussion papers and labour perspective are available on the Child Care Human Resources Sector Council web site.

Copies can be obtained at a nominal fee for shipping and handling from:

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Sincere appreciation is extended to the many colleagues who have participated in this examination of retention and recruitment within their provinces and territories and in particular the animators.