



**Attracting and Keeping Qualified Staff in Canadian Child Care Programs**  
*A project of Child Care Connections with Funding from Social Development Partnerships of HRDC*

**National Scan  
Reflection Journal**

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What stood out in the paper?

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What was missing?

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What causes were a surprise to you?

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What ambivalence is prevalent in your province/territory?

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What systemic biases have you experienced?

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How can these issues be addressed in your province/territory?

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Child Care Connections  
100-1200 Tower Road,  
Halifax, NS B3H 4K6  
902 423-8199  
902 492-8106 (fax)  
cccns@istar.ca