

Theme 2: Recruitment and retention factors for ECE workforce

Successful recruitment and retention of ECEs can kickstart a virtuous cycle of improvement in quality of life in communities and better working conditions for ECEs

 Working Conditions

 ECEs Positive Spiral

 Community Positive Spiral

Higher quality of life creates more resources and resilience for families and stabilizes communities



Greater financial stability and caregiver stability leads to higher quality of life in rural and francophone minority contexts

Higher quality of work supports new ECE recruits finding career development support from experienced ECEs, thus remaining in the field for longer

Higher quality of work supports ECEs' intentions to stay in the field, thus reducing pressure on recruitment and boosting retention

Recruitment & retention of ECEs leads to increased capacity to provide early learning and care in communities

Less turnover and pressure from short-staffing results in better working conditions for ECEs, and thereby higher quality interactions with children

More access to early learning and care increases access to work and education for parents