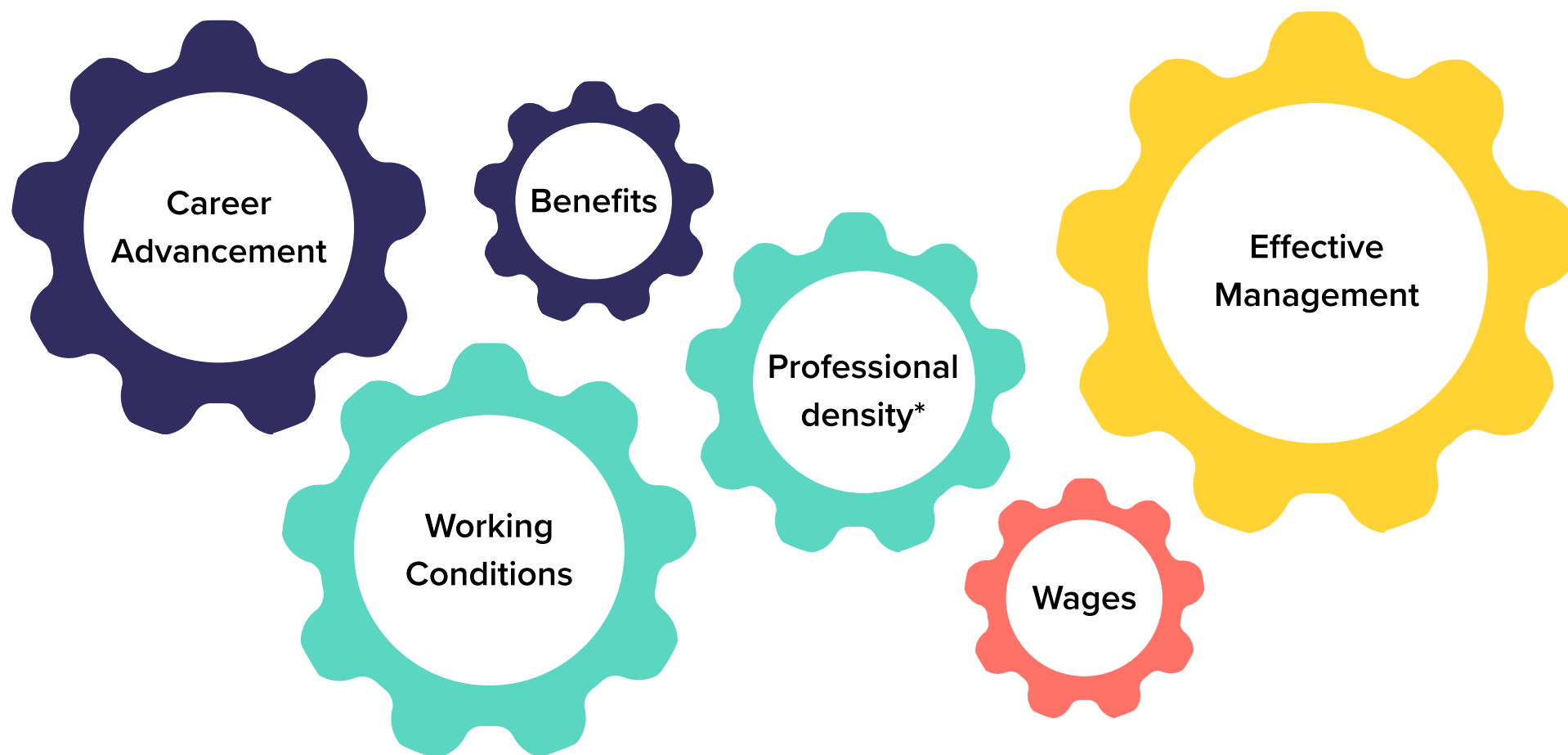


Theme 1: Requirements for successful support for a professional ECE Workforce



Working Conditions

Staff want decent pay and benefits, but they also want the support needed to do their jobs well (AKA increasing wages. alone, will not curb the labour shortage / recruitment and retention issues. This includes paid time for planning and professional development, as well as pedagogical leadership and access to other specialists who can assist children and families in distress or with greater needs.

Wages

The benchmark for ECE salaries in the Early Childhood Education Report is set at 66% of the average teacher's salary. The benchmark takes into account the educational differences between teachers and ECEs. The graph shows existing salaries for top earning ECEs and the salary increases required to reach the 2/3 benchmark in each province.

Effective Management

Positive organizational culture and professional working conditions depend on program leaders. That being said, few provinces and territories require additional qualifications for centre directors themselves. Equally, directors themselves have few resources to support their work.