

How are systems conditions creating negative outcomes?

Systemic factors

A child is seen as 'an employee under construction' instead of celebrating childhood.

- **Undervaluing childhood**

Even in centres with a dedicated admin person, they are not able to keep up with the workload.

- **Labour shortage**
- **Regulatory requirements**

0-5 years to such a foundational developmental period of life and role of the educator in the care the learning is under valued.

- **Undervaluing care work**

Childcare is a mechanism to increase labour force access especially for women.

“Job stress is a little dark cloud that hangs over everything.”

– Operator interview

Administrative responsibilities

Meeting needs of parents

Payroll

Reporting

HR

Time on the phone

Time in front of the computer

Accounting

Inspections & licensing

Training

Immigration process

Finding substitutes

Applying for grants

Communicating with Education Department

Tracking house for wage enhancements

Recruitment & retention

Negative outcomes

Lack of pedagogical leadership

Stress from medical issues

Stress from finances

Poor work-life balance

Limited resources

Stress from lack of support

Stress of un-predictability

Burnout

Stress from studying and working

Emergencies taking time from strategic direction

Stress from retention challenges