

### Working Conditions

These challenges are compounded in **francophone minority contexts** due to the triple mandate:

- Francisation
- Passeur Culturel (cultural identity)
- Child Development  
and
- Losing **bilingual ECEs** to places where they will be better valued and paid

#### **Key factors affecting retention**

- Wages and benefits
- Working conditions and work environment
- Leadership and management
- Ongoing education and skill building
- Recognition

ACUFC, Rapport 5 : Exemples de bonnes pratiques de recrutement et de rétention de la main-d'œuvre des services de garde en situation minoritaire francophone au Canada, 2019

**Recruitment and Retention** of qualified ECEs is a key challenge for operators. It continues to be a challenge because of:

- Low wages
- Negative public perception of profession
- Low numbers of new students registering for ECE programs in colleges

AACUFC, Rapport 5 : Exemples de bonnes pratiques de recrutement et de rétention de la main-d'œuvre des services de garde en situation minoritaire francophone au Canada, 2019