A workforce in trouble

Kelly Emery¹
Dr. Emis Akbari²

¹Director of Children’s Services
Municipality of Chatham-Kent

²Atkinson Centre for Society and Child Development
OISE | University of Toronto
What Does the Workforce Look Like?

- 96% are women
- 90% are aged 55 or younger
- 5% identify as Indigenous
- 76% work full-time
- 25% are self-employed, versus 15% in other professions
- 35% are immigrants or non-permanent residents, versus 25% in other professions

Atkinson Centre Workforce Report: [https://shorturl.at/lpEJ7](https://shorturl.at/lpEJ7)
Knowing Our Numbers is a community collaboration

Several children’s services managers to date have come together to explore
the feasibility of creating a sustainable, regional-level child care and early
years workforce data collection process, whose findings will be rolled up to
provide a province-wide picture.

The project provides both local data, but also importantly cross-jurisdictional
understandings and sharing of best practices.

43 of 47 DSSABs and CMSMs have signed on to the project.
College enrollment is down. Anecdotal evidence suggests many are not continuing in the field after graduation. Funding challenges persist with little attention to the workforce from CWELCC.

Operational capacity as low as 40% in some regions. No region is at 100% licensed capacity. Expansion efforts have become futile with no one to staff current and new centres/spaces.
Quality Concerns

- **Unqualified staff**: Director’s approval (including supervisor positions) – PD now targeted at basics

- **Staff not being let go that should**: Those that should be let go are not – otherwise room closures will occur

- **Serious occurrences**: Increasing especially for cases of child handling

- **Mentorship**: Lack of qualified staff to mentor – or staff are burnt out and don’t have energy to mentor
Promising Practices – Recruitment/Retention

- College Tuition
- Social Assistance/employment
- Certificate programs for supervisor
- Mentoring programs
- Board of Directors training
8 jurisdictions committed to develop wage grids or improve their existing grids

NS, QC, NFL, SK, PEI, MB, BC, NB,

5 of the 8 jurisdictions now have wage grids

NS, QC, NFL, PEI, MB

Only 4 provinces meet Market Basket Measures (MBM)

AB, QC, NFL, PEI

Only 4 have dedicated rates for supervisors

PEI, NS, NL, MB

MB establish rates based on centre size & recognize assistant supervisors

Most compensation systems do not recognize unqualified staff

Promising Practices – Wages
Promising Practices – Benefits

- Only QC funds benefits and only in CPEs
- Only QC funds a defined benefit pension plan and only in CPEs
- MB funds a defined contribution plan
- Only PEI and NS have committed to establishing benefit plans
emis.abkari@utoronto.ca
kellye@chatham-kent.ca