

HOW STRATEGIC HR PRACTICES KEEP TOP EDUCATORS A COMPETITIVE ADVANTAGE OUR STORY



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A HOLISTIC, PEOPLE-CENTERED APPROACH

Retaining and
Building RECE's

Total Compensation-
People First

Culture - working
conditions

Strategic
Alignment

Talent
Development

Diversity and
Inclusion

TOTAL COMPENSATION PACKAGE



Competitive Wages-
Salary scales



Benefits more
than the basics



Worklife Balance



Recognition- Service-
Value

TOTAL COMPENSATION ALWAYS PROGRESSING A PEOPLE FIRST BUDGET APPROACH



How do you
measure?

Internal Equity

Salary

Progression

Paid Break

Advocacy-

municipal parity



Health and

Dental

Mental Health

EFAP

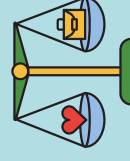
Paid Leave

Time off for Flu

vaccine

Types of Leave

RRSP Program



Right to

disconnect

Special leave-

Personal days



Service

Milestones

Branding "Swag"

CULTURE -WORKING CONDITIONS

The support needed to do their jobs well.

- Paid time for planning and professional development,
- Pedagogical leadership
- Access to other specialists who can assist children and families with greater needs
- Teams with RECES
- Career Options



Professional Density



Leadership



Career Opportunities



Technology Solutions



RECE supports

STRATEGIC ALIGNMENT



Increasing access to non-for-profits
by expanding and supporting our
community



Partnering to achieve
innovation and strengthening
the sector



AFCs has the people, resources
and processes to effectively and
efficiently deliver and grow its
programs and services.

GROWING OPPORTUNITIES FOR RECES- ANSWERING COMMUNITY NEEDS



**Traditional
Childcare**



**Forest and
Nature**

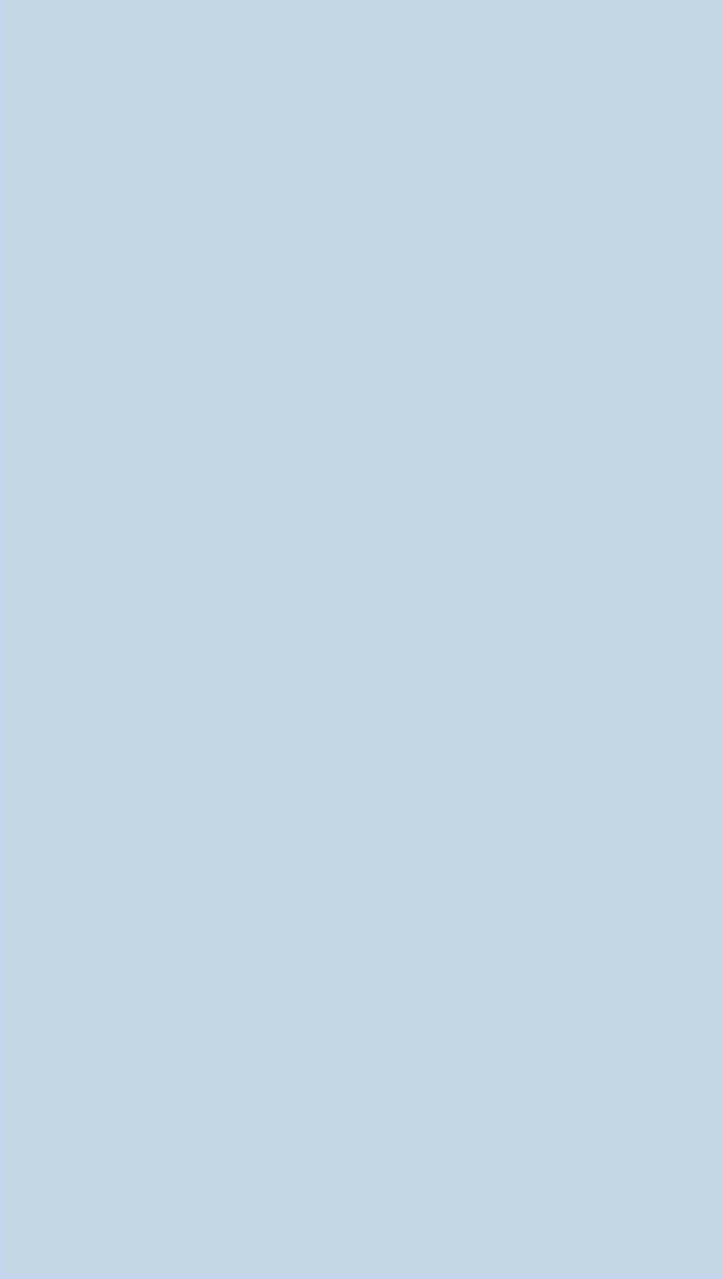


Intergenerational



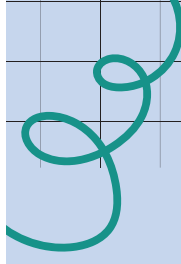
**EarlyOn
Shelters
HCC
STCC
CISS- City
Wide**

Diversification of Childcare Centres = Career Opportunities





TALENT DEVELOPMENT



Leadership Development

Mentorship

Algonquin College

RECES

RECE Student Placements

BELCD

Summer Funding
Paid summer

Placements



Results

- 10 candidates promoted - leadership Program
- Mentorship - 9 candidates 8
- Mentorship 2025 - 5 candidates



RECE Hiring Results

- 56 ECE Placements YTD 2025
- 74 TEMP to PERM
- 37 CSJ/Other



ECE Assistant Hiring Results

- Total PQ 155 since 2021
- PQ hires 121
- 63 ECE A 2024
- CSJ 22 joined AFCS
- 66 Newcomers to Canada



Capacity Results

- 3 IFs moved to RC
- PQ Hires
- 143 Supply Educators
- ECE to RECE 9

ECE Assistants

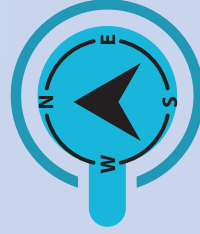
PQES Apprenticeship

CSJ

Capacity Building

Inclusion Facilitators

Supply Educators



Orientation



Annual PD
November 11



Program
Training



Stretch
Assignments



Leadership
Program



Temporary
Contracts



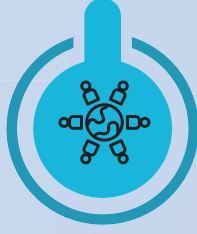
Mentorship



Mental Health First
Aid



Performance
Reviews

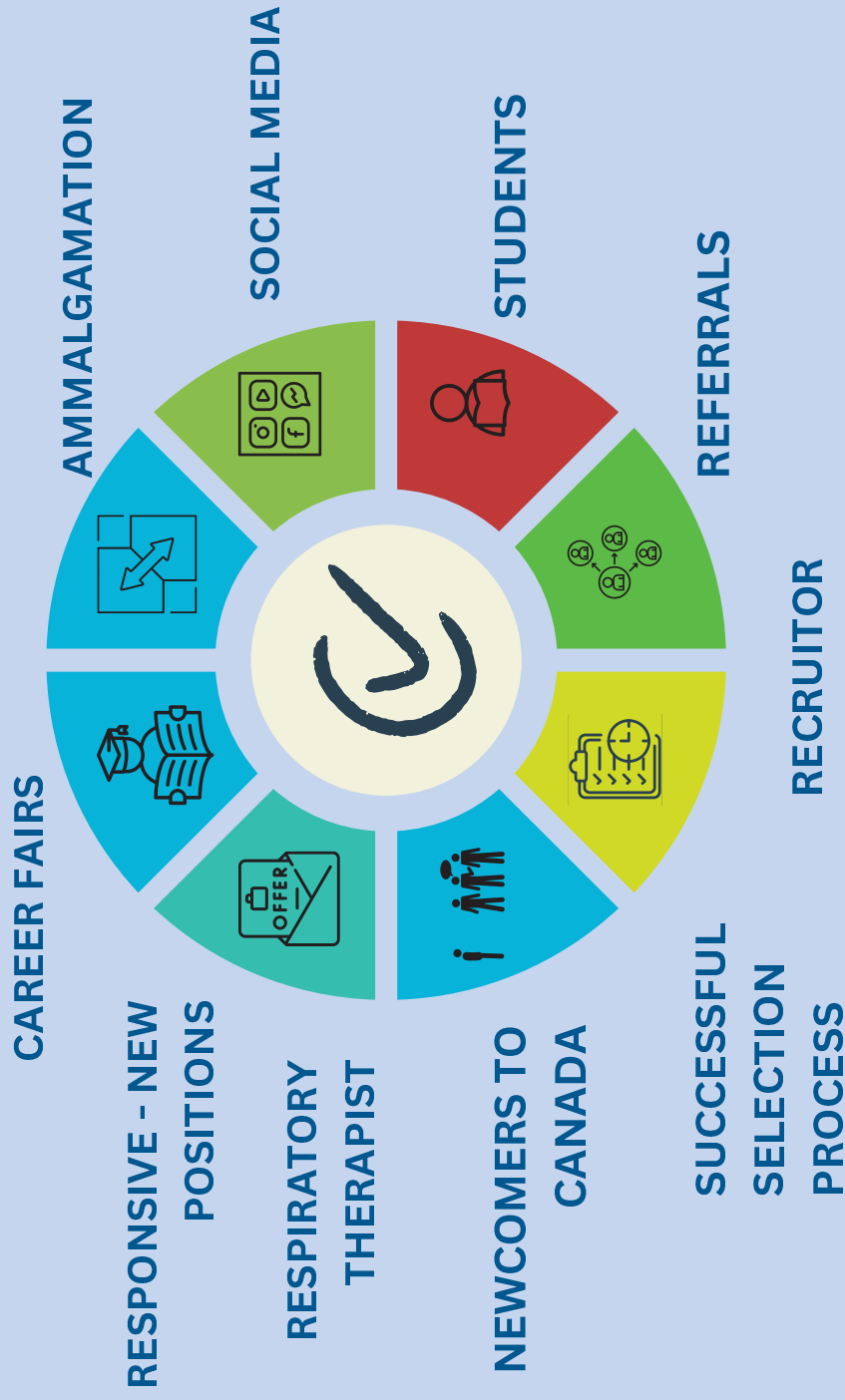


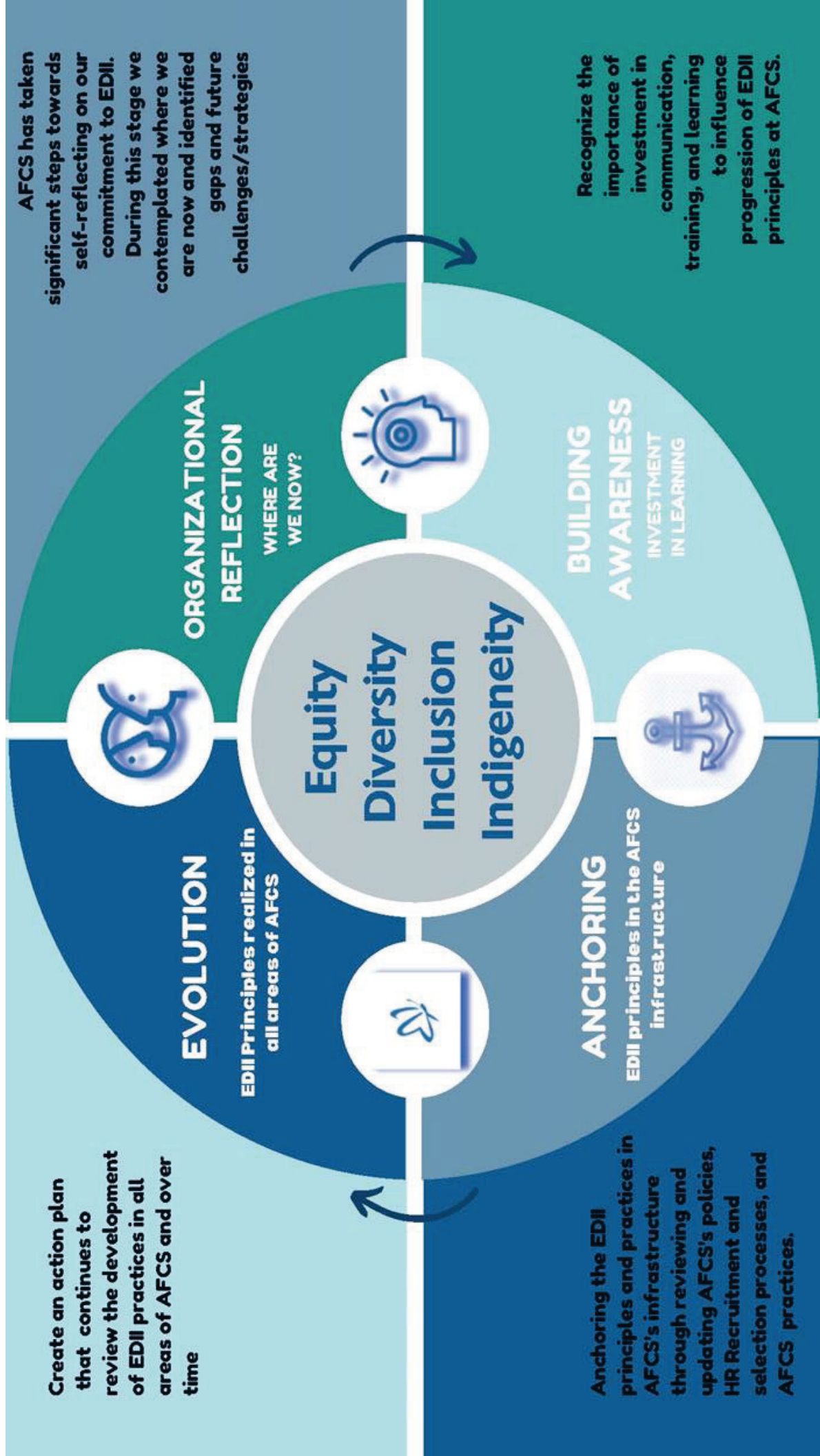
EDII Committees

TRAINING OPPORTUNITIES



RECRUITMENT





AFCS EDII Journey



REFLECTION

1 MILESTONES

- Employee survey
- CSJ and PQ job track programs influence EDII representation
- Recruitment and Selection
- Inclusive language review (2022 and ongoing)
- Enabling conversations and story telling
- A strategic plan developed



AWARENESS

2 MILESTONES

- EDII Professional Learning Leaders
- City Funding and focuses
- Human Rights - Call it out Training
- Cultural Interview Skills
- Chris De Souza -PD Examining Bias and Anti Oppression
- Anti -Racism and Mental Health Toolkit
- Mental Health First Aid
- Learning Resources- PLLs
- Books for sites



ANCHORING

3 MILESTONES

- Accommodation Policy
- Commitment to EDII Policy
- Website Diversity page in progress
- Languages we speak survey
- Call it out training
- AFCS EDII statement
- Inclusion Facilitator Roles
- PD Day 2024



EVOLUTION

4 MILESTONES

- Strategies for EDII practices imbedded throughout the employee lifecycle
- Practices reduce or eliminate biases
- Application of EDII principles visible in daily workplace interactions
- Continue to review and assess development of EDII practices over time



THANK YOU!

QUESTIONS

