

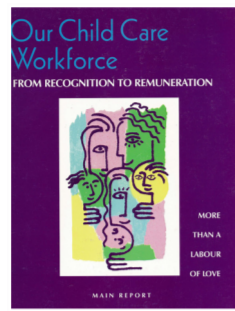


AS TIME GOES BY

A look back at some of the CCHRSC's greatest accomplishments over the years

1996 - 1998

In 1996, Human Resources Development Canada approves the first sector study of the child care workforce. Over the next two years, a 34-member committee works with a team of three researchers to conduct the study.



In 1998, *Our Child Care Workforce: From Recognition to Remuneration* is released. The first study focused on human resources in Canada's child care sector identifies three main challenges facing the workforce: the work environment, skills, and recognition. An 11-member transition committee is formed to work on one of the study's 23 recommendations—the establishment of a child care human resources sector council.

1999

The transition committee suggests forming a round table rather than a sector council because it feels the child care community cannot meet the requirement that sector councils be self-sustainable within a six-year period, and because the sector is not organized along the traditional employer-employee lines found in other sectors.



The transition committee releases a bulletin to share information about the proposed round table and why it is needed. Over time, the bulletin becomes a staple communication vehicle for the CCHRSC, with distribution peaking at 7,500 and 21 issues released between 1999 and 2013.

2000

The Child Care Human Resources Round Table is launched. The round table is composed of organizational representatives from the Canadian Child Care Federation, the Child Care Advocacy Association of Canada, the Canadian Labour Congress and Confédération des syndicats nationaux. Other voices on the round table include school age child care, centre-based child care, regulated family child care, unregulated family child care and child care provided in the child's own home. As well, there is an interim chair, an ex officio representative of provincial/territorial child care directors, and representation from training and education, employers/parents, research and the related workforce such as family resource centres and early intervention. The round table is eligible for project funding.

2001 & 2002

In 2001, the round table releases *In Just 30 Years: The labour movement and the development of child care services in Quebec*, a paper that details how Quebec built consensus on its family policy and introduced a child care system at an initial cost to parents of \$5 a day.

In 2002, a proposal to update the *Our Child Care Workforce* study is approved. The update will provide the latest information on recruitment, retention, and recognition of the child care workforce.

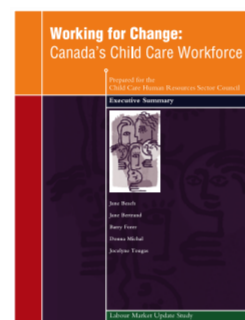
2003

In February, the round table hires its first executive director, Diana Carter. Diana serves as executive director of the CCHRSC from 2003 to 2013, when the organization dissolves.

In November, the Child Care Human Resource Sector Council, a new non-profit national child care organization, incorporates and becomes the first social sector council. The move to sector council status is made possible because HRDC no longer requires sector councils to become self-sufficient within six years. The CCHRSC receives infrastructure funding until March 2004 and begins working under the guidance of an 18-member board, many of whom were involved in both the transition committee and the round table.

2004

Working for Change, the labour market update of the first sector study, is released. The study highlights the critical workforce shortages in child care, and proposes eight recommendations for ensuring that skilled people enter and remain in the child care workforce. These recommendations serve as the foundation for the CCHRSC's work over the next nine years.



The CCHRSC also releases *Making Family Child Care Work*, a report that looks at licensed child care providers who work from their homes and provides a legal analysis of their entitlement to benefits, such as employment insurance and pension and labour law protection.

2005

The CCHRSC partners with the Association of Canadian Community Colleges to form the ECE Affinity Group, an on-line forum designed to bring post-secondary ECE educators together. The group eventually grows to 185 members and becomes a key networking vehicle for the ECE public post-secondary training community.

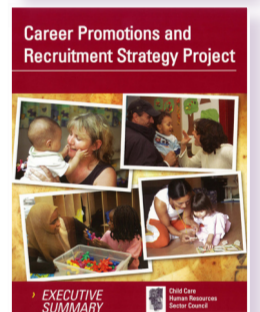
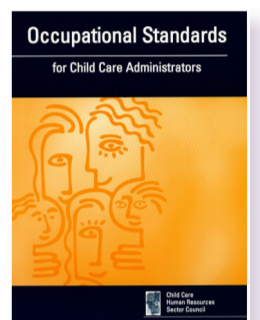


2006

The first annual ECE Affinity Group forum is held at Red River College in Manitoba. Over the next six years, the forum is hosted in six provinces.

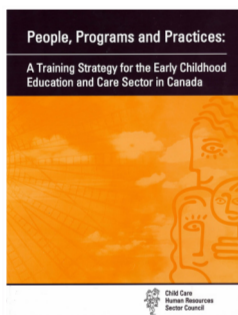
The CCHRSC releases the sector's first set of *Occupational Standards for Child Care Administrators*. The standards receive an overwhelming response, confirming the need for tools designed to support and enhance leadership capacity in the sector.

The CCHRSC finalizes the *Career Promotions and Recruitment Strategy*, the first pan-Canadian strategy to detail concrete ways to address recruitment and retention issues in the sector. The strategy informs many initiatives across the country as provinces and territories work to address these issues.



2007

The CCHRSC releases *People, Programs, and Practices: A Training Strategy for the Early Childhood Education and Care Sector in Canada*. The report sets out a comprehensive strategy for improving the quality and consistency of ECE training across Canada.



A special issue of the CCHRSC bulletin focused exclusively on inclusion is released. The issue becomes the most requested bulletin in the organization's ten year history.

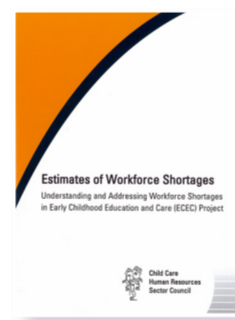
2008 & 2009

These years are among CCHRSC's busiest as three large-scale projects are completed.

The CCHRSC releases the findings of the *Supporting Employers in ECEC* project which defines the range and type of employer models in the sector for the first time and maps corresponding employer needs. More than 1,000 ECEC employers contribute to the project.

The results of the *Understanding and Addressing Workforce Shortages in ECEC* project are also released. This project finds that retention, rather than recruitment, is the major challenge in the sector and provides data illustrating the considerable social and economic impact of the child care workforce.

The *Labour Market Information Research Agenda* project, which focused on developing a long-term research agenda designed to improve the quality and availability of labour market information on the ECEC workforce, is complete.



2010

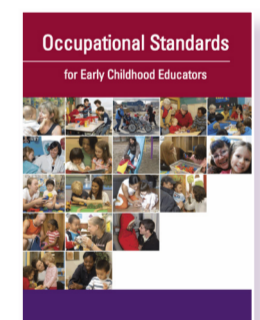
The *Pathways to Early Childhood Education Credentialing in Canada* project is complete and three key deliverables are released:

- A report detailing ECE credentialing practices across Canada;
- A searchable on-line guide that allows users to compare requirements from one province and territory to another; and
- Occupational Language Analyses (OLAs) that describe the necessary language requirements for ECEs and Administrators.

2011

The *Occupational Standards for Early Childhood Educators* are released and quickly become one of the CCHRSC's most popular products. The standards capture the increasing complexity of the ECE role.

Human Resources and Skills Development Canada informs sector councils that core funding and some elements of project funding will be phased out by March 2013. The announcement has significant implications for the future of the CCHRSC which relies on core funding, rather than membership fees, to operate.



2012

The CCHRSC HR Toolkit is launched. This online resource contains a wealth of HR information including best practices, policies, procedures and templates that can be downloaded and tailored to meet the needs of administrators working in a variety of ECEC settings.

The CCHRSC web site is redesigned and its content expanded. Among the highlights are a series of fourteen video profiles in which ECEs and Administrators share their experiences and describe what their job is like on a day-to-day basis.

In September 2012, after much reflection, the CCHRSC makes the difficult decision to dissolve the organization, as it is not possible to continue the CCHRSC without compromising the standard and calibre of work produced.

In December 2012, forty representatives of national, provincial/territorial child care and labour organizations, the ECE Affinity Group, and other stakeholders come together at a national forum hosted by CCHRSC. Designed to empower collective responsibility to continue using CCHRSC's HR tools and research, the forum is a critical step in supporting the sector to continue moving forward on HR issues without the CCHRSC as an organizing body.

2013

In the final three months of operation, the CCHRSC releases the results of its two final projects.

The results of the first project, the *Occupational Standards for Child Care Administrators Update*, include:

- A revised set of standards for child care administrators, updated to ensure that they accurately capture the complexity of the occupation five years after the original standards were released;
- An enhanced *Infant Care Profile* and newly developed *School-Age Profile*. Each of these occupational profiles is a stand-alone document that details the specialized skills, knowledge and abilities required for these occupations. Together they complement the existing *Occupational Standards for Early Childhood Educators*.

The second project is an expansive employer-employee survey known as *You Bet We Still Care!*. Building on the *You Bet I Care!* survey (2000), the *You Bet We Still Care!* survey (2012) seeks to improve the understanding of human resources in regulated child care centres, and to explore the changes in ECEC over the past twelve years by gathering unique data that is beyond the scope of what is currently collected and available. Nearly 5,000 employers and ECEs participate in the project, the highest participant engagement rate in any CCHRSC project.

A MESSAGE ... FROM THE SECTOR COUNCIL BOARD

In September 2012, after much discussion of various options and with great reluctance, the CCHRSC Board made the difficult decision to dissolve the organization. It was clear that the organization could not continue to exist unless there was a way to maintain the excellence and timeliness of its work—the two foundational elements that built the sector council's reputation. Ultimately, we believe the sector has been enriched and strengthened by the CCHRSC on many levels—from the development of more collaborative ways of working together, to the major research, products and resources that were developed during the past 10 years. We are proud that the council's work has contributed to increased recognition of the ECEC workforce and its critical importance to providing quality programs to children and their families. While there is much sadness that so much will be lost, we are certain that the CCHRSC's groundbreaking work will continue to be used for years to come. (March 2013)