

# CCHRSC Fact Sheet for Early Childhood Educators (ECEs)



## Who We Are

The CCHRSC is the hub for information on human resource issues in Canada's early childhood education and care (ECEC) sector.

The CCHRSC is a pan-Canadian, non-profit organization, guided by a volunteer board made up of sector representatives from across Canada, and funded by Human Resources and Skills Development Canada's (HRSDC) Sector Council Program.

Sector councils provide a neutral forum for early childhood educators and other stakeholders to analyze and address sector-wide human resource issues on a national scale/at the national level.

## What We Do

The CCHRSC provides research and information on a range of HR topics in the ECEC sector to enhance the sector's capacity to address workforce issues. We also create HR tools and resources that support the development of a well-trained and skilled ECEC workforce.

The CCHRSC creates opportunities for ECEs from across Canada to network with one another and share information, resources, and experiences.

The CCHRSC promotes increased respect and recognition of the child care workforce, and to increase public awareness of the important role ECEs have in the development of children.



## CCHRSC Tools

**Occupational Standards for Early Childhood Educators (ECEs)** – These Occupational Standards describe the knowledge, skills and abilities front-line ECEs need to do their jobs effectively. ECEs can use the standards to define and understand the key tasks and responsibilities of early childhood educators, as well as to identify areas for professional growth and development.

**How-To Use the Occupational Standards for ECEs:**

**How-To Guide and Video Series** – The step-by-step How-To Guide describes five potential uses for the Occupational Standards, including how to use them to conduct performance appraisals and identify ongoing professional development needs.

**Occupational Standards for Child Care Administrators**

– These Occupational Standards focus on skills required by directors, supervisors, administrators, managers, and lead or head educators in an ECEC environment. They reflect best practices in the administration of early childhood settings and can be used when developing, delivering, or evaluating child care programs, services and training.

**Online Guide to ECEC Credentialing in Canada** – Use the Online Guide to review certification processes in every province and territory, and compare requirements to work as an ECE.

**Working for Change: Profiles and Case Studies** – This publication tells the story of 20 individuals working in various areas and capacities in the early childhood education and care sector. The profiles paint a picture of what it's like to work as an ECE in every province and territory.



## CCHRSC's HR Research and Information

**Understanding and Addressing Workforce Shortages in the ECEC Sector** – The four reports produced through this project can help ECEs understand the broader impacts that ECEC workforce shortages have on Canadian families and the economy. The four reports include:

- Estimates of Workforce Shortages
- Recruitment and Retention Challenges and Strategies
- Literature Review of Socioeconomic Effects and Net Benefits
- Literature Review of the ECEC Labour Market

**Portrait of Canada's ECEC Workforce** – This report provides a variety of statistics on the early childhood education and care (ECEC) workforce, including overall size, education levels, place of work and more.

**Gathering Labour Market Information on Canada's Early Childhood Education and Care (ECEC) Workforce: Data Collection Methods and Classification Systems** – This report describes the important tools and methods used to collect data on the ECEC workforce. Clear, simple, and easy to understand, this report can help illustrate the importance of participating in data collection and using the valuable information collected.

**What Factors Influence Wages and Benefits in Early Learning and Child Care Settings?** – This report looks at the factors that influence compensation in the sector, with a focus on four variables: revenue; employment and labour issues; system design; and public policy.

**Working for Change: Canada's Child Care Workforce Labour Market Update** – The Main Report provides an in-depth profile of the workforce, the environment and context in which they work, and the challenges they face.

**Child Care Wages and a Quality Child Care System** – This paper examines earnings, the impact of education on income and the impact that child care expansion and funding could have on wages.



## Opportunities to network and share experiences

More than 2,800 people across Canada who are dedicated to addressing HR issues in the sector have joined the CCHRSC network. Ways that you can stay connected include:

### Signing-up with the CCHRSC

After signing-up at [www.cccs-cssge.ca](http://www.cccs-cssge.ca) you may be invited to participate in focus groups, interviews and surveys that play a critical role in informing CCHRSC research. You will also receive updates, new reports and tools, and information on our work and human resources in Canada's ECEC sector, and have the opportunity to network with other professionals through our work. Signing up is also a great way for ECEs to receive information and expand their knowledge of human resources in the sector.

### An electronic bulletin

Designed to be brief and fit your busy schedule, the e-bulletin is sent to your inbox 3–5 times a year. The easiest way to stay up to date on CCHRSC projects and human resource developments in the sector, the e-bulletin focuses on connecting the sector with the resources and information they need. To receive the e-bulletin, sign-up at: [www.ccsc-cssge.ca/english/list/](http://www.ccsc-cssge.ca/english/list/)

### A LinkedIn Network

LinkedIn is a professional networking site that helps you exchange knowledge, ideas and opportunities with a broad range of network professionals who are also using LinkedIn. When you create a profile, you will be able to join one of two CCHRSC groups designed to stimulate discussion in the ECEC community. The first group is a general group that everyone, including front-line ECEs can join, while the second is specifically for faculty and leaders working in the ECEC post-secondary education community. Simply type "CCHRSC" into the LinkedIn search field to join our groups and start networking!



“CCHRSC’s Occupational Standards help by providing an opportunity for students and soon-to-be employees and employers to reflect and use the information regarding tasks and responsibilities in the field.”

– *CCHRSC Survey Response*

“The resources offered on the CCHRSC website, especially those in the Child Care Workplaces that Work section and the LinkedIn Network, inspired me to ask the questions, “How can I bring this information to the people I work with?” and “Who can I reach out to when inquiring about project work, or perhaps strategies in my practice?” The tools and research developed by the CCHRSC are now a permanent part of the New Staff Binder mandatory reading list!”

– *Susan M. Butler, Senior Supervisor, UBC Child Care Services*

“CCHRSC’s tools create common information and understanding which help facilitate dialogue with key stakeholders across Canada and direct us towards an improved and more stable ECEC sector.”

– *CCHRSC Survey Response*

**For more information or to order print versions of this document, contact the Child Care Human Resources Sector Council (CCHRSC):**



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