

CCHRSC Fact Sheet for ECE Post-Secondary Faculty



Who We Are

The Child Care Human Resources Sector Council 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 post-secondary faculty 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, including post-secondary education, recruitment and retention.

The CCHRSC creates HR tools that post-secondary ECE faculty can use to inform curricula, develop lesson plans, and prepare students to understand, support and implement sound HR practices when they enter the workforce.

The CCHRSC creates opportunities for ECE faculty to network and share experiences.



CCHRSC Tools

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 by post-secondary educator faculty to develop new, or improve existing curricula.

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. Faculty can use the standards as a basis for evaluating and improving curriculum, training and professional 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 using them to inform and assess early childhood post-secondary education programs.

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 across the country.

Employer Models in Canada's ECEC Sector – This document contains a series of 14 descriptive articles designed to bring ECEC governance models to life and can be used to help ECE students understand various employment settings before they enter the ECEC workforce.



CCHRSC HR Research and Information

Training Strategy – The report *People, Programs and Practices* recommends ways to improve the quality and consistency of ECEC post-secondary education in Canada and can be used in a variety of ways.

Understanding and Addressing Workforce Shortages in the ECEC Sector – The four reports produced through this project can be useful when conducting ECEC research for textbooks, lesson plans, and more. The information can also be used to help students 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.



Opportunities to network and share experiences

More than 850 ECEC faculty 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 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, news 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 students 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, resources, and human resource developments in the sector, the e-bulletin focuses on connecting end users with the resources and information they need. To receive the e-bulletin, students and faculty can sign-up at:

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 anyone, including students, 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!



The ECE Affinity Group

A joint initiative of the Association of Canadian Community Colleges and the CCHRSC, the ECE Affinity Group brings together post-secondary ECE faculty from across Canada. There are a number of ways you can benefit from joining the Affinity Group:

— Join the Group Online

When you sign up and become a member of the ECE Affinity Group, you will join an online community where you can pose questions, share resources, and be kept up to date on what is happening across the country in the ECE sector. There is no fee for joining. For more information or to join the group, visit:

www.accc.ca/networking

— ECE Affinity Group Annual Forum

The Affinity Group meets annually in a different city each year across Canada. The Forum allows ECE faculty to meet face to face to network, participate in workshops and engage in panel discussions on current topics related to ECE education programs in Canada. It is a great opportunity for discussion and networking with colleagues across the country!

— Something to Share

This publication contains a series of ideas, approaches and resource links submitted by participants at the ECE Affinity Group Forum to help promote sharing leading practices, resources and ideas among faculty.

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



www.ccsc-cssge.ca



info@ccsc-cssge.ca



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Canada

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“Whether in academic research, curriculum planning, or the classroom, CCHRSC’s work is invaluable! Attending events focused on CCHRSC research projects and occupational standards is always informative, and seeing ECE students excited and engaged with an assignment where they review and reflect on CCHRSC publications demonstrates the benefits of this work for a variety of users. What great resources for all of us in the sector!”

– *Gyda Chud, ECEC Faculty, Vancouver Community College, British Columbia*

“The Occupational Standards for Child Care Administrators are an integral part of our Child Care Administration course. For each course topic, I refer directly to the Occupational Standards so that the students learn the connection between the responsibilities of an administrator and the duties/knowledge required to do the job properly.”

– *Joanne Morris ECEC Faculty, College of the North Atlantic, Newfoundland*

“I use the research and other tools provided by the CCHRSC in a number of ways. The Occupational Standards for Child Care Administrators and ECEs are helpful in course design and development, and assist students to recognize key knowledge, skills and abilities necessary in the ECEC field. I also encourage students to use the research and tools provided online in their discussions and assignments, which helps them gain a broader view of ECEC trends, issues and practices across Canada.”

– *Cindy Page ECEC Faculty, Northern Lights College, Fort St. John; Vancouver Island University, Nanaimo, British Columbia*

CHECK US OUT! >>>

