

CCHRSC Fact Sheet for ECEC Policy Makers



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 ECEC policy makers, employers, academics, students, practitioners 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, analysis and strategies as well as information and resources on a range of HR topics in the ECEC sector to enhance the sector's capacity to address workforce issues at the Pan-Canadian level.

Through the CCHRSC's projects and research reports, policy makers in the ECEC sector are provided with valuable information and data on the sector, including specific information for each province and territory. The results of these projects help demonstrate the importance of quality early childhood education and care across Canada.

In addition to research and the dissemination of pertinent sector information, the sector council has developed a number of tools for practitioners at all levels to use in their day-to-day work.



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 when developing, delivering, or evaluating child care programs, services and training.

Occupational Standards for ECEs: How-To Guide – The step-by-step How-To Guide describes five potential uses for the Occupational Standards, including using them to inform certification/registration measures.

Online Guide to ECEC Credentialing in Canada – the Online Guide reviews certification processes in every province and territory including equivalencies and comparisons of requirements to work.

CCHRSC's HR Research and Information

HR Toolkit – The HR Toolkit helps managers develop sound human resource practices that support their staff and the workplace environment. The toolkit contains information, templates and links on human resource issues such as the development of policies and job descriptions, employee evaluation, strategic planning, succession planning, managing labour relations and legislation.

Pathways to Early Childhood Education Credentialing in Canada – This report documents the requirements and processes used in each province and territory to recognize an individual's previous or current ECE credentials in order to be considered eligible to work in the province or territory.

Portrait of Canada's ECEC Workforce – This report provides a variety of statistics on the early childhood education and care (ECEC) workforce, including size of the workforce, education levels, types and places of employment and much more.



Understanding and Addressing Workforce Shortages in the ECEC Sector – The four reports produced through this project helps policy makers in the ECEC sector 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

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 faced by practitioners and the community.

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 has 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 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 within and outside the profession through our work.

An electronic bulletin

Designed to be brief and fit your busy schedule, an 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 people in the sector with the resources and information they need. To receive the e-bulletin, 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 and carry on discussion in the ECEC community. The first group is specifically for faculty and leaders working in the ECEC post-secondary education community, the second more general group is designed for and open to everyone interested in ECEC. This includes policy makers, practitioners and other interested community members. Simply type "CCHRSC" into the LinkedIn search field to join our groups and start networking!



"These reports are useful for policy analysts who need concise information on short notice. I also use CCHRSC reports for my own post-graduate research which focuses on the early learning workforce."

– *Post-Graduate Researcher, CCHRSC Survey Response*

"The Occupational Standards for Child Care Administrators were so well received by participants in the Mentoring Pairs for Child Care program in Ontario, that they also began to request and use the version for ECEs. The feedback we've received is that they are very useful for identifying professional development opportunities, conducting performance reviews, in team meetings and during informal program assessments – particularly when used in conjunction with the companion Checklist!"

– *Glory Ressler, Community Development & Projects Manager, Early Childhood Community Development Centre*

"CCHRSC tools and resources helped inform the development of a provincial early learning curriculum framework."

– *Provincial Government Respondent, CCHRSC Survey Response*

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



www.ccsc-cssge.ca



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Canada

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