



City of Toronto Presentation

- ✓ ECEs in Ontario require a two year OCAAT diploma in early childhood education or equivalent and must register with the College of ECE to practice, the regulator for the profession
- ✓ In the past 5 years or so a number of OCAATs have developed ECE degree programs that seek to elevate and encourage leadership within the field
- ✓ the ECE title is protected therefore anyone not licensed with the college cannot use the credential – The regulator has set the scope of practice, code of ethics and the standards of practice by which all its members must adhere to
- ✓ ECEs registered with the college can be held accountable for their actions – not all ECEs are registered because the Day Nurseries Act (DNA) requires that only 1 teacher in the program room must be licensed therefore, to save money some programs hire ECEs at lower pay
- ✓ However, these ECEs cannot be held accountable and parents do not have the option of reporting non-licensed practitioners – in time this may become a factor to parents when choosing a child care program for their children
- ✓ The Day Nurses Act also states that individuals who do not have training may work as ECE as long as they have "Directors Approval" which is given by licensing officers
- ✓ Over the years this has created an imbalance in the quality of care that is delivered across the province as areas lacking trained professionals have had to rely on non-trained workers
- ✓ Research has shown that ECE training is an indicator of quality care in child care settings
- ✓ advocates and researchers believe the profession must move towards degree programs in the future to help address wages and the "perceived" imbalance between degreed Teachers and ECEs with diplomas
- ✓ Ontario and BC currently have the higher standards in training for ECE than other provinces, including Quebec who has universal care
- ✓ Despite higher education levels than Canada's overall working population, the income of those who work in child care is much lower than the national average and therefore turnover in the sector is high

- ✓ Almost 1/2, if not more, of those who graduate with an ECE credential are no longer working in the field two years later
- ✓ many training institutions are reporting that a majority of their graduates are either going on to teachers' college or pursuing higher education with a view to working anywhere but in program
- ✓ poor working conditions and wages is cited as the primary reason for not entering the sector or leaving it
- ✓ As older workers prepare to retire in significant numbers, while others are seeking employment in FDK, recruitment and retention remains an ongoing challenge
- ✓ The profession does not yet reflect the diversity that exists in many large urban areas of Ontario
- ✓ Because of access issues to equivalency and bridge training internationally trained ECEs, who often have multiple credentials, study longer and have years of experience with children of multiple ages are relegated to assistant, lunch room help, kitchen cooks etc...
- ✓ While the AECEO did receive funding from the provincial government to assist ECE ITIs to get assessed and gain the bridge training they need to become licensed, our funding has been cut
- ✓ This means that in our province, ECE ITIs must navigate the often complicated and non-standardized Prior Learning Assessment Recognition process delivered through community colleges in order to receive their diploma in ECE
- ✓ There is also an apprenticeship process available but this takes longer and requires these women to take their education in ECE from the beginning
- ✓ retirement of older workers has also left a void in terms of leadership and succession planning
- ✓ Generation X & Y do not appear to be interested in filling the shoes of long-time advocates and sector leaders
- ✓ Those who have remained in the sector have done so because of their passion and commitment to the healthy development of children
- ✓ It takes a special breed of professionals to want to stay in an area of work where for the most part the financial compensation, benefits and working conditions do not reflect the importance of the work being carried out
- ✓ Our society has not yet learned to fully appreciate the contributions made by these professionals over the years