



CANADA-WIDE DAY OF ACTION FOR CHILD CARE

Wednesday, November 30, 2022

Celebrating and Supporting Educators!



Canada-Wide Day of Action for Child Care: Celebrating and Supporting Educators • Wednesday, November 30, 2022

THE MOMENT

We're at a historic moment for child care. Promises by the BC and federal governments to build a quality \$10aDay child care system are becoming reality. The number of life-changing \$10aDay spaces is steadily increasing, as are fee reductions for families not yet in a \$10aDay program. **THERE IS MORE TO DO!** The next urgent step is to compensate professionals in the sector with a fair provincial wage grid recognizing credentials and years of experience!

A CRITICAL PROBLEM

Across Canada and in BC early childhood educators and other child care professionals report high levels of stress and burnout, with many opting to leave their chosen profession in search of better wages, benefits, and working conditions. Child care programs are not always at full capacity and some new facilities can't begin full operations due to a lack of qualified early childhood educators.

THE SOLUTION

BC needs to recognize educators in child care programs as professionals with a fair, provincial, publicly funded **WAGE GRID NOW!**

ON NOVEMBER 30, 2022

across BC and Canada there will be many ways to celebrate educators and push for a fair wage grid. We encourage you to add your voice:

- ✓ Create signs and post them on social media and tag #childcaredayofaction
- ✓ Hold an open house at your program and invite local politicians
- ✓ Give the educators in your program a special treat ...
- ✓ **LOTS OF IDEAS**, and we can provide t-shirts, buttons, stickers!

Contact info@10aday.ca or info@ecebc.ca for swag and more ideas

For the November 30 Day of Action, we're calling on government to ensure all educators in child care programs:

- ✓ Are paid professional wages and benefits, based on a provincially funded wage grid, in line with their qualifications, experience, and crucial role in society — just like K-12 teachers — to help solve the recruitment and retention problem.
- ✓ Have paid time dedicated to professional development and advancement of BC's Early Learning Framework and Indigenous Early Learning and Child Care Framework.
- ✓ Are supported to enter the profession through tuition-free access to public post-secondary programs, student loan waivers, and ongoing bursaries.



BY THE NUMBERS

- There are **22,972** certified early childhood educators in BC (as of March 2022), although not all are working in licensed child care programs.
- In the next 10 years, approximately **10,000** job openings are anticipated for certified early childhood educators and assistants.
- Child care educators are predominantly women — **96 per cent**.
- The current median wage for early childhood educators in BC is too low at **\$25/hour**, which includes the publicly funded \$4/hour wage enhancement.
- In 2020 we recommended government implement a wage grid with a *starting* wage of **\$26/hour** for ECEs with a certificate, and \$29/hour for ECEs with a diploma. These rates now need to be updated and provide for increases to reflect years of experience.
- Human resources account for about **80 per cent** of the budget of quality child care programs. Without public funds to pay these costs, they can only come out of parent fees.
- In 2021, BC signed an Early Learning and Child Care Agreement with the federal government that **includes the requirement for a wage grid**. BC Budget 2022/2023 needs to include funds to begin implementing this wage grid.
- BC early childhood educators have at least one year of post-secondary education for an ECE Certificate or two years for an ECE Diploma. A four-year Bachelor of ECE is now available. All ECEs have annual professional development requirements as part of their certification requirements.

CHILD CARE FACTS

- BC's child care programs also depend on educators working with school-age children and on family child care providers in licensed facilities. Pedagogists are now also an important part of growing a quality child care system in BC.
- The Métis Nation has a vision for ELCC in which Métis children and families throughout the Homeland are provided with culturally relevant, self-empowering ELCC programming and services that focus on the development and maintenance of strong Métis families and communities across the lifespan, beginning at birth. Métis Nation BC will promote the healthy growth and development of children and families through experiences grounded in Métis culture and community ways while Métis-specific wrap around services, programs and policies will support their ongoing well-being.
- BC Aboriginal Child Care Society has been authorized by the BC First Nations Leadership Council to be the coordinating body for the implementation of the national Indigenous Early Learning and Child Care Framework in BC.
- Since 2018 the Aboriginal Head Start Association of British Columbia and the Province of BC have been working to create opportunities to grow AHS, under the Early Learning and Child Care agreement. Growing AHS has created 580 new licensed childcare spaces in 22 communities since 2018. AHS child care programs are offered to families at no cost, support children with extra support needs, and commit to providing a respectful working wage for the early childhood profession. Visit an AHS in your community to learn more.

We hold government accountable for honouring its commitments to First Nations, Inuit, and Métis Peoples through government-to-government co-development of strategies and approaches that support Indigenous educators and families from and in their communities and for ensuring adequate resources to implement these strategies.

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