STRESS, BURNOUT, SUPPORTS & RESOURCES FOR ECES IN ONTARIO

CARING FOR THE CARERS

BY TMU STUDENT: MISHAL HUMAYUN

PASSIONATE EDUCATORS ARE LEAVING CHILD CARE JOBS BECAUSE OF LOW WAGES AND POOR WORKING CONDITIONS.

WHY ECE MENTAL HEALTH MATTERS

- ECEs nurture children's emotional, social, and cognitive development during the most critical years.
- However, many educators report feeling exhausted, undervalued, and emotionally drained due to working conditions, low pay, and a lack of respect and recognition.
- Educators' well-being is essential for quality child care and a sustainable workforce. ECEs deserve to be treated fairly and well compensated at work.

STRESS & BURNOUT

KEY STRESSORS

- Limited or non-existent paid planning time
- High child-to-educator ratios
- Low wages
- Emotional labor
- Lack of recognition

1 IN 3 EDUCATORS CONSIDERED LEAVING THE PROFESSION IN THE LAST YEAR

-AECEO Workforce Survey

70% OF ECES REPORT NO ACCESS TO MENTAL HEALTH COVERAGE

-Child Care Now Canada

IMPACT ON MENTAL HEALTH

- Burnout (physical + emotional exhaustion)
- Compassion fatigue — difficulty caring for others when emotionally depleted
- Anxiety and depression
- High turnover and career abandonment

Educators are leaving the profession due to mental strain + financial instability

SUPPORTS AVAILABLE

Peer Support: AECEO Communities of Practice – safe spaces to share experiences & reduce isolation

Advocacy & Policy Change: AECEO campaigns for professional pay, benefits, and mental health support

Self-Care Guides: AECEO Wellness Webinars, Mindfulness & Burnout Prevention resources

External Resources: Kids Help Phone (for young educators), BounceBack Ontario, CMHA counselling

Union/Advocacy Groups: CUPE, AECEO, Child Care Now

PASSIONATE EDUCATORS ARE LEAVING THE WORKFORCE DUE TO LOW WAGES AND POOR WORKING CONDITIONS

-RECE at YMCA

JOIN AECEO ADVOCACY INITIATIVES!

CALL TO ACTION

Advocate for fair wages, paid sick days, & planning time

- ✓ Improves staff retention
- ✓ Improves program quality
- ✓ Encourages educators to share their stories to drive policy change
- ✓ Reduces financial stress
- ✓ Provides time to plan, reflect, + prepare meaningful activities
- ✓ Boosts job satisfaction

Reduce workload & ratios

- ✓ Improves educator mental health + well-being
- ✓ Reduces burnout
- ✓ Enhances child outcomes
- ✓ Allows for individualized support
- ✓ Attracts + keeps qualified educators

Fund mental health benefits & counselling

- ✓ Normalizes mental health conversations among educators
- ✓ Increases educator motivation, quality of care, job satisfaction, + overall professionalism
- ✓ Helps educators manage workplace pressures in healthy ways
- ✓ Promotes a healthier, more positive work environment

Learn about the Association of Early Childhood Educators Ontario: https://www.aeceo.ca/