

Our plan for the 2022-2023 Child Care and Early Years (CCEY) workforce funding

We value your input in recent surveys and consultations. We've used it to shape our plan for the CCEY workforce funding we've received to retain and recruit our workforce.

1 You told us: **How the funding will help:**

The sector needs more educators and home child care providers. You said shortages are happening due to:



A lack of qualified candidates



Absenteeism and challenges finding supply educators



Changes in staff responsibilities and working conditions due to COVID-19



Qualified educators changing careers

We're partnering with some Greater Toronto Area colleges to offer fast-track Early Childhood Education (ECE) programs and tuition grants for residents so there are more qualified educators to fill current shortages and meet future demand. Visit our [website](#) to find out more.



We're working with Sheridan College on a new ECE Leadership certificate program and exploring Child Development Practitioner Apprenticeships with other colleges.

2 You told us: **How the funding will help:**

Your top three professional learning priorities are:

Staff, home visitors and home child care providers

1. Engagement with children and families
2. Program and curriculum training
3. Health and wellness training

Centre-based service providers and licensed home child care agencies

1. Program and curriculum training
2. More special needs training
3. Engagement with children and families

EarlyON providers and facilitators

1. Diversity, Equity and Inclusion
2. Change management & team building
3. Four-season outdoor programs

We will offer more professional learning for the sector through professional learning days in 2022 and 2023. We will share more information about these days when we have it.







We'll develop a mentorship program with the help of a consultant for child care and early years professionals to grow their skills and achieve their career goals.

3

You told us:

That these things that would make you happier to continue working in the child care sector:

Staff, home visitors, and HCC providers

-  1. Paid professional learning time
-  2. More professional learning opportunities
-  3. Paid planning time
-  4. A clear career path and opportunities to advance

Centre-based service providers and licensed home child care agencies

-  1. Paid professional learning time
-  2. Professionalization and recognition of your work
-  3. Mentorship opportunities
-  4. Paid planning time

How the funding will help:

We're offering Workforce Innovation Funding (WIF) to help pay for

- 1** Eligible staff and HCC providers to spend time planning and participating in professional learning.
- 2** More professional learning opportunities for eligible staff and HCC providers.
- 3** Evaluation of credentials and translation of documents for internationally trained staff or HCC providers.

We're working with EarlyON providers to make similar opportunities possible for their staff.

Review our [website](#) to know more about the details and who qualifies.

Your input helped us develop five strategies that guide our work to retain and recruit the Child Care and Early Years (CCEY) workforce, and how we spend the funding.

Our strategies are:



Valuing those who care: Public recognition of Early Childhood Educators as professionals who make an important and positive impact on children and families.



Leveraging the power of advocacy and partnerships: Working with other governments, municipal partners, colleges, school boards, employment, and settlement agencies.



Building system capacity to grow: Easy pathways and talent management to attract qualified staff.



Bridging data gaps and measuring impact of our actions.



Nurturing a workforce that thrives and is retained: Professional learning and improved working conditions.

Thank you for your dedication to Peel families.

If you have any questions, please email EarlyYearsSystemDivision@peelregion.ca.