

Position paper and policy brief on a publicly-funded ELCC salary scale ^[1]

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AVAILABILITY

Access online ^[2]

Excerpts from the executive summary

Ontario has a child care workforce shortage amid an increased demand for child care spaces. Currently many child care programs are limiting enrolment because they cannot adequately staff.

This workforce crisis is now a major roadblock to the successful implementation of the Canada-Wide Early Learning and Child Care (CWELCC) plan in Ontario. It is slowing planned space expansion and blocking access to child care for many families.

...

Ontario should immediately implement a province-wide publicly funded salary scale for RECEs and non-RECE staff in early years and child care programs.

- At least \$30-\$40 per hour for RECEs.
- At least \$25 per hour for non-RECE staff.
- There should be annual increases and steps to reward years of service.
- There should be immediate implementation of benefit and pension plans.

A salary scale should be based on five guiding principles:

1. Funding the workforce is funding quality.
2. Decent compensation for all.
3. Recognition of qualifications, experience and responsibilities. Development of job roles.
4. Respect for existing decent wages and collective agreements.
5. Commitment to a democratic process that meaningfully includes educators.

Related link: Policy brief 2: Ontario child care funding formula ^[3]

Region: Ontario ^[4]

Tags: CWELCC ^[5]

recruitment and retention ^[6]

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Source URL (modified on 20 Aug 2024): <https://childcarecanada.org/documents/research-policy-practice/24/08/position-paper-and-policy-brief-publicly-funded-elcc-salary>

Links

[1] <https://childcarecanada.org/documents/research-policy-practice/24/08/position-paper-and-policy-brief-publicly-funded-elcc-salary> ^[2] https://www.childcareontario.org/salary_scale [3] <https://childcarecanada.org/documents/research-policy-practice/24/05/policy-brief-2-ontario-child-care-funding-formula> [4] <https://childcarecanada.org/taxonomy/term/7856> [5] <https://childcarecanada.org/taxonomy/term/9278> [6] <https://childcarecanada.org/taxonomy/term/8982> [7] <https://childcarecanada.org/category/tags/wages>