

Worth More: Making decent work and pay in child care a priority

Carolyn Ferns, Ontario Coalition for Better Child Care

June 9th, 2022

Acknowledgements

- Partner on the Association of Early Childhood Educators Ontario's Decent Work project
- Working together to build an ECE-led movement for decent work and pay.

What we heard from ECEs & child care workers:

- 54% reported decreased job satisfaction;
- 89% reported an increase in job-related stress;
- 43% reported that they have considered leaving the sector since the onset of the pandemic.

Voices from the frontline:

“More work with lots more cleaning and disinfecting, longer hours and no pay increase. No recognition from the government.”

“I feel we are the forgotten frontline staff. Nobody is taking care of our



FORGOTTEN ON THE FRONTLINE

A survey report on Ontario's early years and child care workforce

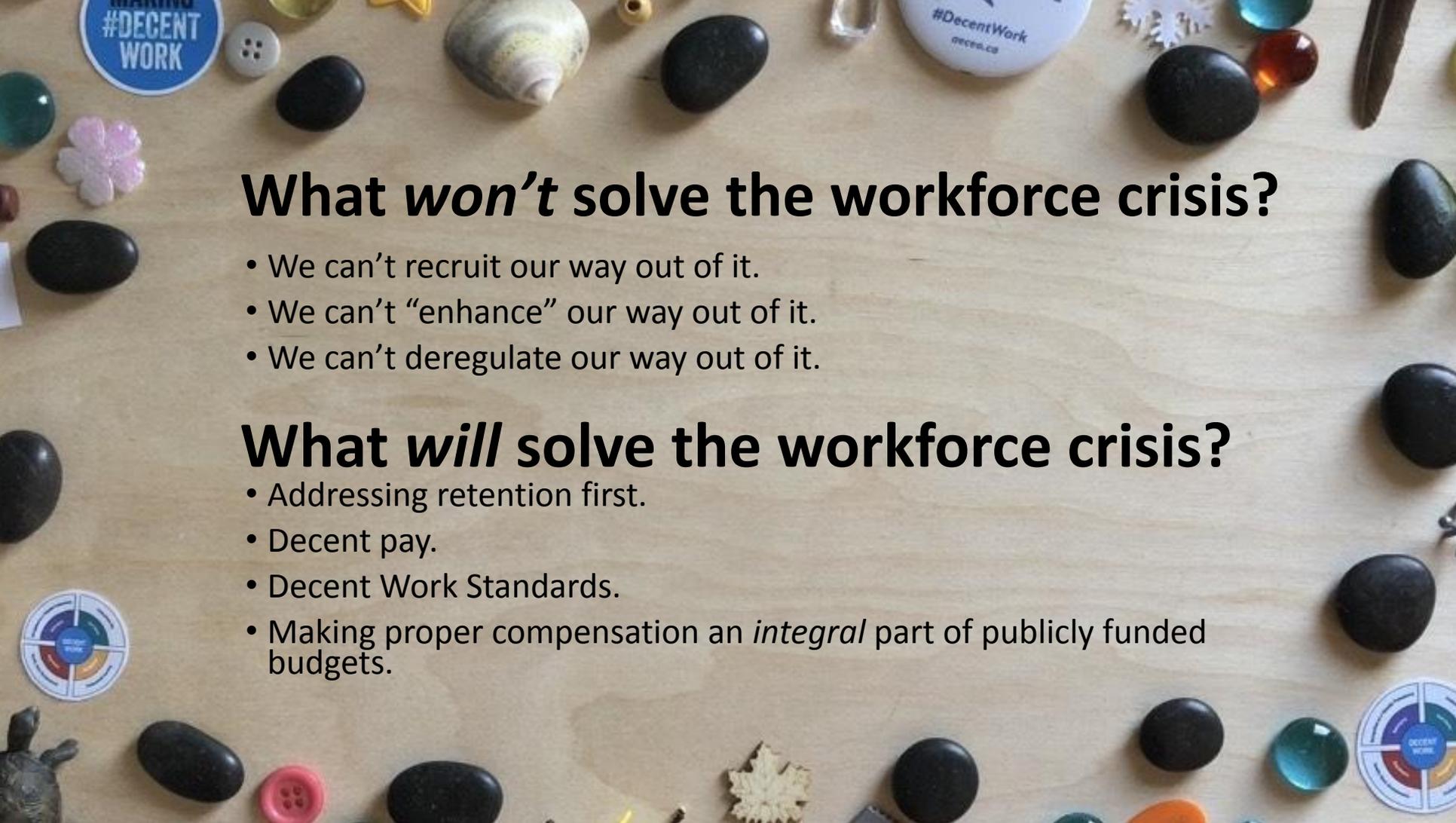
ALANA POWELL & CAROLYN FERNS



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What *won't* solve the workforce crisis?

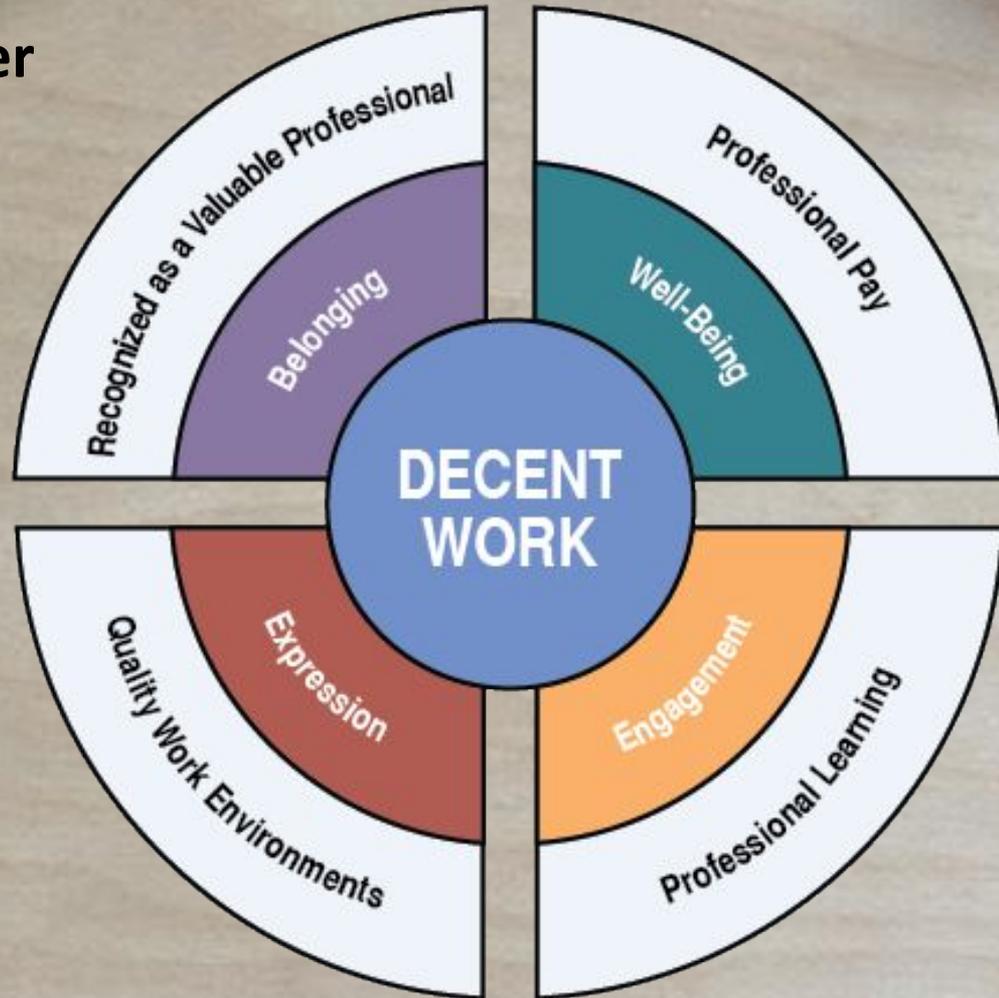
- We can't recruit our way out of it.
- We can't “enhance” our way out of it.
- We can't deregulate our way out of it.

What *will* solve the workforce crisis?

- Addressing retention first.
- Decent pay.
- Decent Work Standards.
- Making proper compensation an *integral* part of publicly funded budgets.

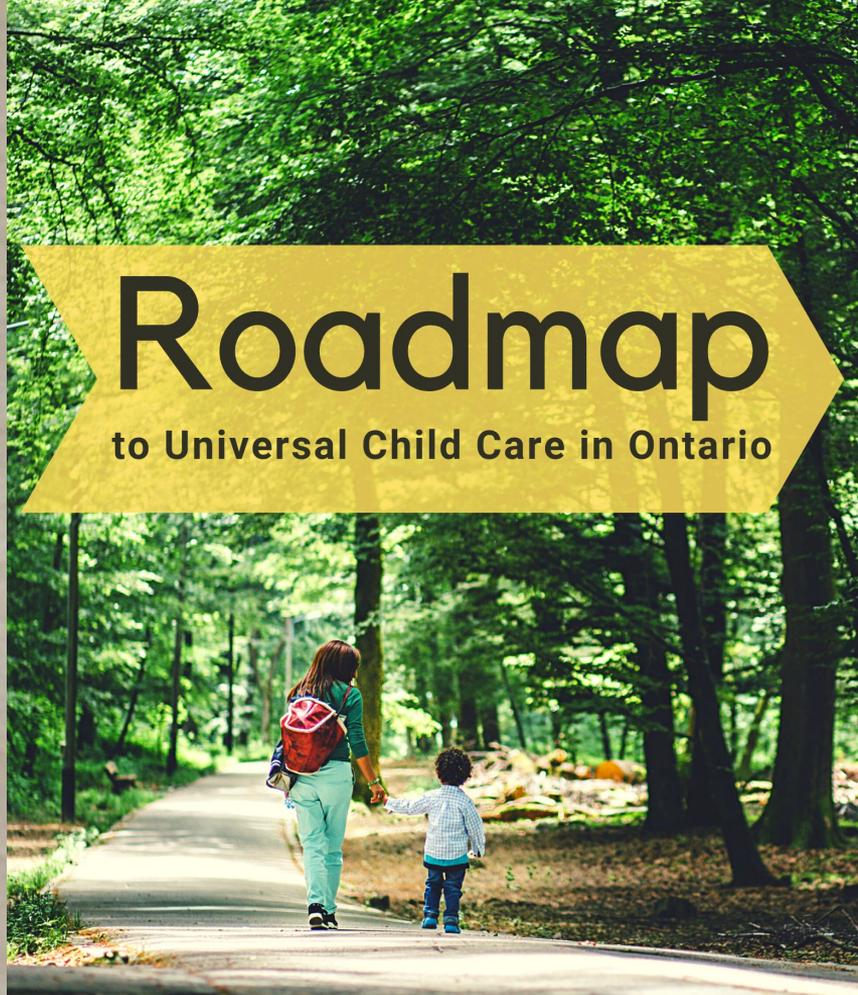
AECEO's Decent Work Charter

- Developed to promote a vision for decent work within organizational cultures in the early childhood sector.
- Organizations signing onto the charter confirmed their commitment to advancing policy reforms needed to improve working conditions for all.
- Informed the development of Decent Work Standards in our *Roadmap to Universal Child Care in Ontario*.



Policy interventions to support Decent Work and Pay

- Develop and implement a salary grid that ensures a minimum of a \$25 per hour starting wage & benefits.
- Develop a daily rate minimum and benefits options for licensed home child care providers.



Roadmap

to Universal Child Care in Ontario

First edition
July 2021



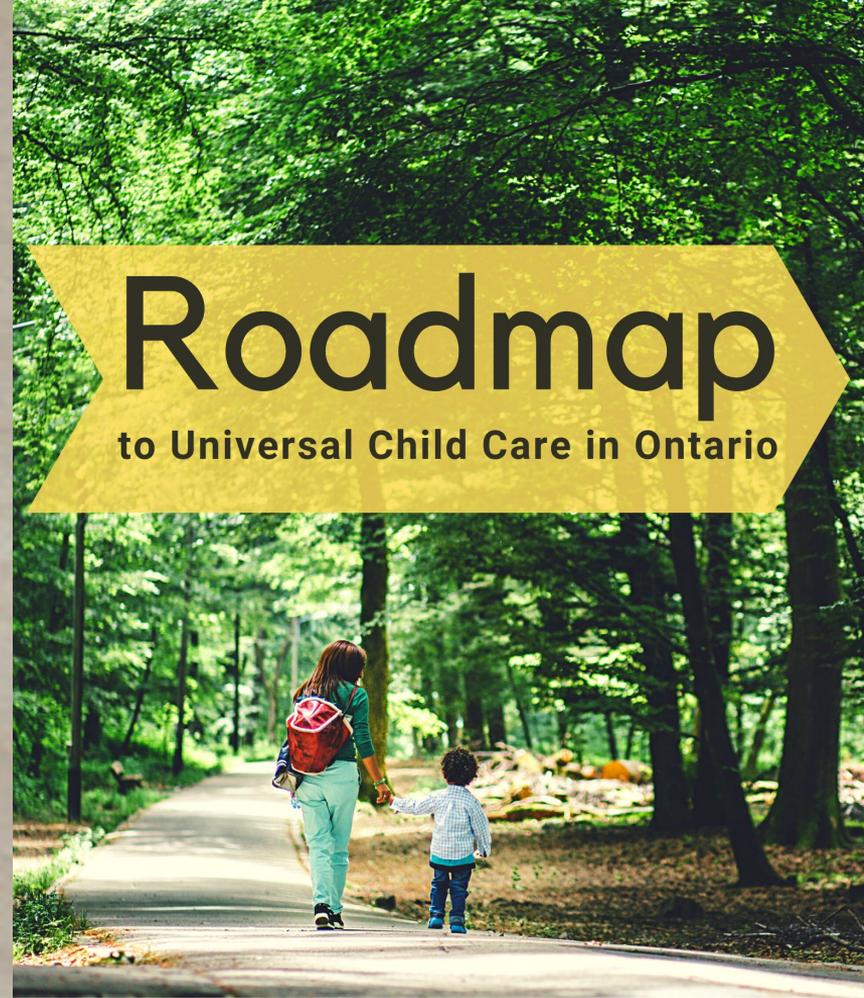
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Policy interventions to support Decent Work and Pay

- Decent Work Standards that support pedagogical practice, including:
 - paid planning time;
 - permanent paid sick & emergency leave days; and
 - Early Childhood Workforce Learning Framework



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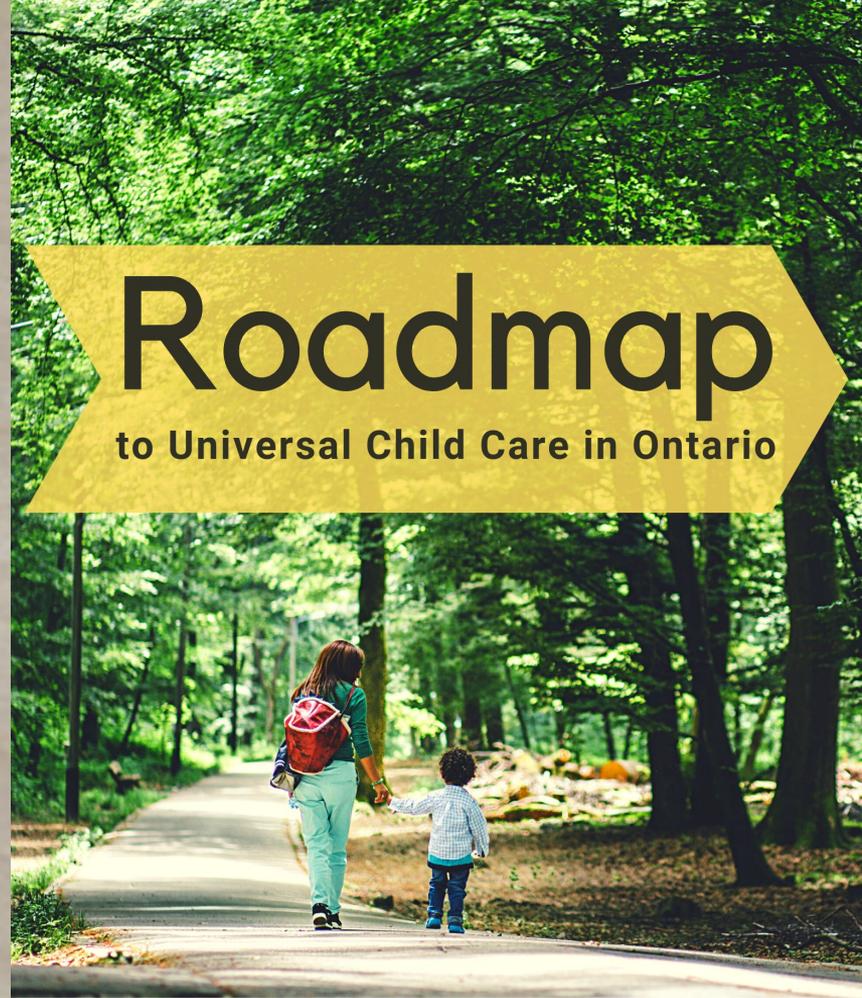
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Policy interventions to support Decent Work and Pay

- Create practitioner roles and place educational requirements alongside a career ladder.
- Reimagine and enhance pathways to acquiring and upgrading qualifications.



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**From forgotten on
the frontline to
being at the
forefront of
change.**

