

Examination of Recruitment and Retention Issues in the Child Care Workforce

The Early Childhood Educators Human Resource (ECEHR) Council, with funding support from the Department of Advanced Education, Skills and Labour, and in collaboration with the Department of Education and Early Childhood Development, has contracted *Don Gallant and Associates* to undertake research with respect to Recruitment and Retention issues within the provincial Child Care workforce. The research project will investigate recruitment / retention related issues in both centre based and family child care models.

The primary intent of this current research project is to provide an update to similar research conducted in 2007; enable an updated profile of the child care workforce; commentary on continuing and persistent recruitment/retention issues (as of 2018); and a direct comparison to the baseline data collected in 2007. Data will also enable commentary and analysis of whether the recruitment and retention issues in this sector have changed over the past decade; and if progress has been made (or not) in attracting and retaining qualified ECEs to the child care sector.

The research has now begun and is scheduled to be completed prior to the end of March 2019. Methodology will include 1) mail out surveys (to all licensees, child care practitioners, and former practitioners) 2) Focus Group sessions (with practitioners and students enrolled in ECE diploma course) and 3) Interviews with representatives of licensees, practitioners (in both centre based and family child care), FCC Home Visitors, Department of Education and Early Childhood Development (at both the Department and Regional levels), ECE instructors at both public and private colleges, representatives from the aboriginal, First Nations and Francophone communities, and various community organizations. Finally, surveys and interviews will be conducted with high school students and Career Development teachers. The Consultant will be conducting visits to each of the regions over the next several months to collect necessary data.

As child care practitioners, your participation and support of this research is critical. We would ask that when you receive a survey you complete it as soon as possible and return as per instructions. We are also hopeful that many of you, if contacted, will agree to participate in either a Focus Group and/or agree to be interviewed.

If you have any questions, please feel free to contact:

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Thank you.