

QUANTITY DOES NOT MAKE UP FOR QUALITY

Our children deserve qualified educators

Be the Voice
Be the Change



Dilemma

Unsafe conditions and environments are being promoted by recruiting unqualified staff. A huge risk to take.

Reasons

- Unqualified staff is available at lower wage rates
- Many do not wish to invest huge amounts on education & training

Implications

Overwhelmed educators being burdened with additional pressure due to gaps created by unqualified staff are quitting, leaving the field in dearth of committed practitioners

Statistics

- 45% of employers are losing more staff
- 27% need to refuse registration to families
- Low wages force many to quit

Consequences

A couple of dollars saved today may have far reaching consequences on the development of young children

Opinion

It's not "an anyone can do it" task. It requires skill and expertise that influences a practitioner's behaviour & disposition

Solutions

- Professional development can be the game changer in equipping the educators with the required skills and competence.
- Government support in acknowledging Early Childhood as mainstream occupation with fair compensation

Advocacy

Childcare professionals are the heart of BCs childcare sector. They play a crucial role in shaping the future of young children. Our children deserve nothing but the best

Crucial

Dont jeopardize the future of young children as no amount of quantity can substitute quality. Don't make that compromise

Focus

Reconsider the framework for recruitment & retention of an adequate & stable workforce comprising qualified educators.

Wonderings

- Is unqualified staff a good solution to overcome staff shortages?
- Can the importance of quality education in the early years be overlooked?

Bottom Line

A qualified workforce is critical to the success of all components of childcare, hence educators should obtain adequate training and undertake ongoing professional development to maintain competent standards

Resources



Test your knowledge of
THE ECE WORKFORCE

Canada's Children Need a Professional Early Childhood Education Workforce



ECEBC | early childhood
educators of BC

Standing Strong Together

The Hub



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Supporting, Facilitating & Connecting Early Childhood Educators in BC

New Online Education Support Fund (Bursary)
Application System Has Now Launched!
Find out more on the [Education Support Fund page](#).

ECEBC provides professional development opportunities, training and resources for early childhood educators across BC with a vision for a society where early childhood educators thrive in a supportive



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DAP: Defining Developmentally Appropriate Practice



NAEYC defines “developmentally appropriate practice” as methods that promote each child’s optimal development and learning through a strengths-based, play-based approach to joyful, engaged learning. Educators implement developmentally appropriate practice by recognizing the multiple assets all young children bring to the early learning program as unique individuals and as members of families and communities. Building on each child’s strengths—and taking care to not harm any aspect of each child’s physical, cognitive, social, or emotional well-being—

DEVELOPMENTALLY APPROPRIATE PRACTICE (DAP) POSITION STATEMENT

Purpose

Position

[Defining DAP](#)

References

- https://www2.gov.bc.ca/assets/gov/family-and-social-supports/child-care/support-for-eces/6337_earlycareandlearningrecruitment_andretentionstrategy_report_web.pdftitle bit of body text
- <https://ecereport.ca/en/workforce-report/>
- <https://search.app/c8ScBwkphzi224797>
- <https://www.ecebc.ca/news-events/labour-market/media-release-findings-recent-report-evaluation-early-care-learning-recruitment-retention-strategy-bc-2024>
- <https://search.app/Baa8q34UkzxAV2jg8>
- https://www.ecdaofpei.ca/user-content/events/Article_Club_Oct_18_2016_2.pdf