

How can BC retain Early Care & Learning (ECL) Professionals?



BC GOVERNMENT LAUNCHED ECL RECRUITMENT & RETENTION STRATEGY

In 2018, the BC Government made an initial investment of \$136M in funding for the province's ECL sector.



ANNUAL SECTOR SURVEY

Every fall since 2019, the ECL workforce provides feedback on issues affecting recruitment and retention in BC.



INCREASE PAY

Wage enhancements are improving satisfaction with income however low pay is still the top reason for leaving the sector.



RECOGNIZE THE VALUE OF RELATIONSHIPS

Early Learning Professionals have high satisfaction with the relationships they have built with families, co-workers, and with the childcare philosophy of their workplace.



REDUCE WORKLOAD

Rates of burnout among ECL professionals have been steadily rising since 2019.



Find the full report online here or at ecebc.ca



IMPROVE BENEFITS

Satisfaction with benefits is low at 64% and is a key way to enhance retention in the sector.



GOAL

Passionate, well-educated professionals are excited to remain in the sector, new recruits are attracted in.

[The wage enhancement] makes a difference ... Any time the government recognizes childcare as a priority, you have to celebrate it.
- ECL Manager

MORE ACTION IS URGENTLY NEEDED The number of ECL professionals who expect to leave the field within one year is growing.

Add your voice to the sector survey at ecebc.ca/sectorsurvey.

Findings from the Evaluation of the ECL Recruitment and Retention Strategy.



ECEBC | early childhood educators of BC

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