

Early Childhood Educator Workforce Strategy Engagement Summary

Background

Region of Waterloo (RoW) Children's Services is focused on improving recruitment and retention of Early Childhood Educators (ECE). Ryelle Strategy Group conducted a review of the Region's workforce initiatives to assess short-term impacts while considering & developing inputs to a long-term strategy.

497 ECE
Survey
Responses

4 Focus
Groups with
ECEs, EYCC
Supervisors &
Operators

7
Stakeholder
Interviews

Workforce Themes

Strengths

- Region's leadership and dedication to quality of care
- Opportunities for professional learning
- Collaborative early years environment
- Valuable partnerships

Challenges

- Staff recruitment
- Workload
- Staff retention

Opportunities

- Salary & benefit increase
- Region as advocate
- Public awareness of ECE's role
- More staff input

Moving Forward: Areas of Focus

Recognition

Responding to
Needs

Working Together

Advocacy

Continuous
Improvement

To read the full report, please visit
the [Children's Services website](#).



Region of Waterloo
COMMUNITY SERVICES

