



**Training for Quality: Building
Ladders and Navigating
Intersections**

**Summer Institute: Balancing
Access & Quality
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**Glory Ressler
Director of Education,
Training & Data**

WHY?

We need to balance increased access to with quality pre- and in-service training because of:

- More employer demand for RECEs than supply
- Ongoing recruitment and retention challenges
- Large variance in practitioner qualifications, experience and practice
- Staffing requirements and system expansion plans as outlined in: Renewed Policy Framework, CCEYA,
- Out of primary home care could be beneficial or an issue for children (Innocenti Report Card 8: Unicef, 2008)



WHAT?

We are being called to consider the following when developing and offering quality training programs:

- Minimum staff qualifications and specialized training standards matter (OECD, 2014)
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- CECE equivalency, readiness to practice/program review and accreditation initiatives and plans
- Centres of Excellence directions on quality,
- Skills/knowledge gaps among existing staff and new graduates



WHO?

If we are to meet the current and anticipated need for trained/registered professionals able to offer quality programming, we need to retain and upgrade current staff, attract and quickly train new staff (trained and/or registered).

Internationally trained individuals are a key demographic to explore.



HOW?

Current staff upgrading needs are currently being addressed through the following:

- **Employer secondments**
- **ConEd / PT Diploma programs**
- **Apprenticeship programs**
- **Employer training programs**
- **Specialized certificate programs**

New internationally trained individuals are obtaining training and access to the sector via:

- **Enhanced Language Training**
- **Home Based Child Care**
- **ECA certificate programs**
- **Diploma and Degree programs**



HOW? cont'd

These are some of the projects Mothercraft is involved in:

Sector specific Enhanced Language Training, including placement, transportation support and child care subsidy eligibility

Expanded access to introduction to Home Based Child Care, including Licensing Agency presentations, via interest free loans for tuition and start-up costs

Articulation agreements

Career Pathways Exploration project



WHAT ELSE?

Other strategies for creating a baseline of qualifications and a first step towards higher training and a career ladder for existing and new staff?



