

Catch up with the AECEO!

This special newsletter contains highlights of the policy work the AECEO did this Fall, showcasing the various ways we bring ECEs voices to the forefront. [Click here to become a member & get involved!](#)



PUBLIC POLICY & ECE

Public policy is what governments do or do not do to address issues affecting the population. This includes laws, regulations, funding priorities, etc. Government representatives are also referred to as decision-makers: their job is to listen to the needs of their communities and make decisions to address those needs. ECE is a publicly regulated profession, so public policy can directly shape ECEs' experiences at work. As the professional association for ECEs in Ontario, the AECEO represents your interests in the policy development process.

The introduction of a federally-funded early learning & child care (ELCC) system - a transformative initiative advocates have championed for decades - is one of the biggest public policy developments in recent Canadian history.

There is no ELCC system without early childhood educators and child care workers, making it **more important than ever that decision-makers hear educators' voices**. By taking part in AECEO consultations and sharing your perspective/experiences with us, *you are actively participating* in the system-building process.

Over the past few months, the AECEO joined meetings with federal and provincial representatives, collaborated with partners on policy recommendations, and created opportunities for educators to share their expertise and build on leadership skills. We invite you to read this document and explore the resources linked throughout to learn more about the ways our policy, advocacy and community work support Ontario ECEs.



We want to hear from you! Let us know your thoughts on the seasonal newsletter format via [Facebook](#) or [Instagram](#)!

MEETING ON \$10ADAY CHILD CARE WITH PRIME MINISTER

November 2024

Alana Powell, RECE, Executive Director of the AECEO, recently joined a meeting with Prime Minister Justin Trudeau in Ottawa. Other attendees at this meeting included social policy experts, researchers, child care advocates, and sector stakeholders from across the country.



Prime Minister Trudeau & Alana Powell

The group celebrated the initial successes of the \$10-a-day child care program and discussed the critical need for further action, particularly regarding the workforce: While some provinces and territories have made strides in improving wages, pensions, and benefits for educators, most of Ontario's early childhood educators (ECEs) are still waiting for professional pay and decent work conditions.

Why is this important? A guiding principle of the Canada Early Learning and Child Care Act is to “support the provision of high-quality early learning and child care programs and services that foster the social, emotional, physical and cognitive development of young children, including through the recruitment and retention of a qualified and well-supported early childhood education workforce, *recognizing that working conditions affect the provision of those programs and services*”. Your working conditions are children's learning conditions: It is crucial that workforce experiences are taken into consideration in ELCC policy development.

By meeting with the Prime Minister and sharing the challenges, hopes, ideas and needs of the Ontario early childhood workforce, **the AECEO is bringing your voices directly to policy makers** and contributing to building a system that centres quality care for children with good jobs, professional pay and supportive working conditions for everyone who works in the ELCC system.

Without ECEs like YOU, there is no early learning & child care.

As your professional association, the AECEO remains steadfast in advocating for ECEs' voices to be heard and their needs prioritized as the \$10-a-day system continues to evolve. The AECEO is committed to ensuring that ECEs and ELCC staff, *the heart of this system*, receive the recognition and support they deserve.

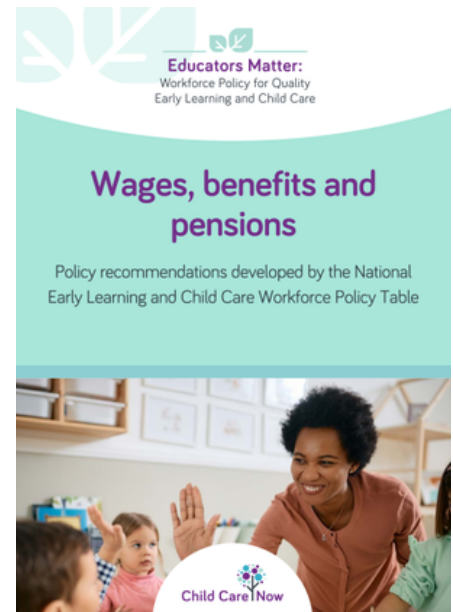


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WAGES, BENEFITS AND PENSIONS: RECOMMENDATIONS FROM THE NATIONAL ELCC WORKFORCE POLICY TABLE

November 2024

Educators Matter: Workforce Policy for Quality ELCC is a 3-year project led by Child Care Now that aims to develop policy solutions to address retention and recruitment challenges and support the implementation of a high-quality Canada-wide ELCC system. As part of this project, Child Care Now convened a new National Early Learning and Child Care Workforce Policy Table, bringing together educators, advocates, and policy experts from across the country, recognizing that each jurisdiction has its unique context. **The AECEO is proud to bring YOUR voice to the Policy Table.** The **Wages, benefits and pensions** report brings the first set of policy recommendations created by the Policy Table.



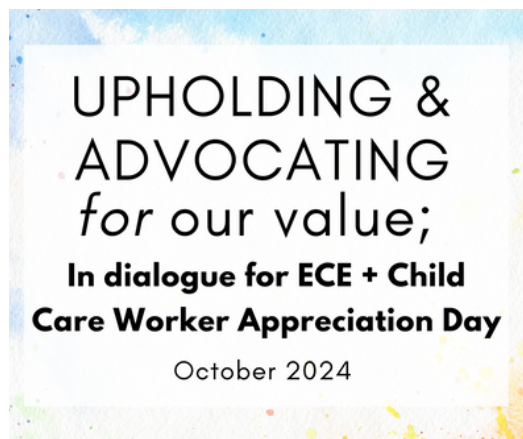
Why does this work matter? The \$10aDay plan has made licensed child care *significantly more affordable* and now more families want to access the program. In order to offer affordable child care to every community, the ongoing child care staffing crisis needs to be solved: Expanding this program *depends* on supporting the people who make ELCC possible - the workforce. By joining this project, the AECEO is bringing your needs and experiences to *national policy dialogue spaces*. Contributing to the policy debate and collaborating with other provinces/territories on policy recommendations can help inform the federal government of solutions that support the ELCC workforce.

Learn more: In October 2023, following extensive consultation with the Ontario ELCC sector, the AECEO & the OCBCC released two publications describing the root causes of the staffing crisis and outlining a comprehensive workforce strategy to address it.

- [Position Paper on a Publicly-Funded Salary Scale](#)
- [Policy Brief 1: Recommendations for a Publicly Funded Salary Scale](#)

APPRECIATION DAY 2024: LIVE WEBINAR WITH SPECIAL GUEST, FEDERAL MINISTER JENNA SUDDS

October 2024



"Without early childhood educators, there is no child care system in this country, because **you are the heart and soul of this system**"

Minister Jenna Suds

The AECEO and the OCBCC hosted an Appreciation Day webinar for our members on October 22nd. The event included opening remarks by special guest Minister of Families, Children and Social Development, the Honourable Jenna Suds.

[Click here to watch the webinar recording!](#)

RECEs Kryzia Barrameda, Amanda Quance, Amy Williams and Christina Bourgeois-Davis joined AECEO Community Organizer Erin Filby for a conversation about their work, why it matters, and what being valued looks & feels like to them. Following the roundtable, Min. Suds asked panelists what is the number one thing they would like to see improved in the system. Panelist Amanda Quance - toddler RECE & parent in Ottawa - starts her response with: "Honestly, **ECEs need to be paid decently** and we need a pension plan **so we can stay in the job we love** until we retire". Watch the recording for Amanda's full answer, plus a contextualized recap of recent advocacy wins for Ontario ECEs and a snapshot of how other jurisdictions are addressing workforce issues.

Why is this important? Early childhood educators, child care staff and home child care providers are *uniquely positioned* to shape the development of ELCC policies because these policies *shape your work* every day. **Your expertise and lived experience are crucial to improving working conditions in ELCC.** Creating opportunities for ECEs to bring their needs directly to decision-makers is part of the AECEO's role as your professional association.

- [Subscribe to the AECEO YouTube channel](#)
- [Watch *Community of Care* \(Meike's story\)](#)
- [Fill out the CARE Collective interest form to get connected](#)



[Together we are stronger! Become an AECEO member today.](#)

TECHNICAL BRIEFING ON ONTARIO FUNDING FORMULA WITH ASSISTANT DEPUTY MINISTER

September 2024

Shortly after the release of the new Ontario Child Care & Early Years Funding Guidelines, the AECEO and OCBCC had a technical briefing with the Ontario Ministry of Education's Assistant Deputy Minister. In this meeting, our policy teams received a walkthrough of the new guidelines and had opportunity to ask questions and gained better understanding of key elements of the new funding formula, including the overall goal and intent of the new approach.



First edition
July 2021



ONTARIO COUNCIL FOR
BETTER CHILD CARE



aeceo
Association of Early Childhood Educators Ontario

The questions we brought forward to the Ministry of Education related to our policy positions on an Ontario ELCC Salary Scale and a cost-based funding formula, elements we deemed insufficiently addressed in the new guidelines. The AECEO & the OCBCC reasserted the need for a salary scale or wage grid for the ELCC workforce, an essential policy solution needed to address retention and recruitment challenges, and appropriately value the work of ECEs and child care staff/providers.

The policy changes needed to build a high-quality universal child care system in Ontario are outlined by the AECEO & the OCBCC in our Roadmap series. Stay tuned for new publications in 2025!

Why does this matter? Understanding the policy and funding frameworks that shape ELCC program delivery and how ECEs are experiencing those policies is essential to our work. When the AECEO creates opportunities for ECEs to connect, we are also looking to hear directly from you about what you need to feel supported in your ELCC program and learn of any challenges or barriers you/your community might be facing. When we review, respond, or make policy recommendations, **our work is guided by YOUR experiences!**

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