



June 16, 2020

The Early Childhood Educators of BC (ECEBC) is pleased to share the report ***Next Step - A Competitive, Publicly Funded Provincial Wage Grid is the Solution to BC's ECE Shortage.***

Since 1969, ECEBC has been promoting decent wages and working conditions as key to recruitment and retention for the sector. The B.C. government has made a \$136M investment in an Early Care and Learning Recruitment and Retention Strategy for BC's Early Childhood Educators. This is part of a larger 10-year plan to increase access to quality, affordable child care spaces. B.C. will require an additional 12,000 early childhood educators to achieve government's commitment to a universal child care system.

The COVID- 19 crisis has highlighted even more how inadequate wages have led to the challenge we now face recruiting and retaining qualified educators. This report considers the design and implementation of a competitive provincial wage grid for certified educators working in licensed child care programs.

Violet Jessen, ECEBC Chair, states, "Our long-term goal is to have the \$10aDay Child Care Plan implemented fully. This includes a provincial wage grid that honours the education and experience of early childhood educators and ensures they are compensated fairly for their unique knowledge and relationship to children, family and community."

"Our research also highlights the importance of public funding to raise ECE wages" notes Lynell Anderson, CPA, CGA and primary author of the report. "It's critical that the cost of implementing a wage grid does not lead to increased parent fees or compromised quality."

Report findings confirm that a competitive, publicly funded provincial wage grid not only raises wages, but provides consistency and recognition of the essential and valuable work of ECEs. We have foundations in place to help us build this ECE wage grid in BC. and this recommended wage grid provides an immediate **next step** since higher wages are needed now!

To find the full report please find it here at www.ecebc.ca/wage-grid.pdf or <http://www.10aday.ca/wagegrid>

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