

Child Care Human Resources Sector Council

2004-2005 Annual Report



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Child Care Human Resources Sector Council

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Canada 

The opinions and interpretations in this publication are those of the author
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Message from the Chairperson and the Executive Director

We are pleased to share the first annual report of the Child Care Human Resources Sector Council. After completing 18 months as an incorporated sector council we can reflect positively on a close to ten year journey that began with the original sector study, *From Recognition to Remuneration (1995-1998)*. Over the years we have now evolved from the Child Care Human Resources Round Table to a full-fledged sector council that underscores the substantive contribution the child care sector makes to the Canada's economy and the importance of the 300,000 strong workforce.

We have accomplished a lot. By our year-end, we had launched an impressive well researched examination of the workforce, *Working for Change*. This informative report became the basis for the council's Labour Market Strategy, a 3-5 year strategic approach to responding to the research recommendations. Two projects are currently underway: *Supporting Administration and Management in Child Care and Communications and Web site development*.

Our 18-member volunteer board of directors continues to actively work with our national, provincial child care and labour organizations and other partners involved in training, research

and social policy. We have also expanded our staff to include Samantha Peek, our Communication and Project Officer and Kathryn Ohashi, our Financial and Project Officer. Together we have worked hard to address the significant issues facing the child care workforce and to ensure their voice is captured and visible in all our work from research, to community-based outreach and to government consultations.

This has been a truly remarkable year for child care in Canada. It began with a commitment from the federal government to develop a quality early learning and child care system and ended with anticipation of the signing

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of bilateral agreements. This investment means that now, more than ever, we must work to address critical recruitment and retention challenges. To respond to those challenges a comprehensive training strategy and a career awareness initiative will be next year's focus. A strong, well remunerated and skilled workforce is central to achieving a high quality child care system for children and their families.

Joanne Morris

Joanne Morris
Chair

Diana J. Carter

Diana Carter
Executive Director



Who We Are

The Child Care Human Resources Sector Council (CCHRSC) is a pan-Canadian, non-profit organization dedicated to moving forward on pressing human resources issues in the child care sector.

Our 18-member volunteer board brings together national child care and labour organizations, trainers, government, child care providers, employers, and other stakeholders from across the country. Through our projects, we develop tools and initiatives designed to meet the needs of the child care workforce and to achieve our organizational goals.

Our Partners

Canadian Child Care Federation
Child Care Advocacy Association
of Canada
Canadian Union of Public Employees
Confédération des syndicats nationaux
National Union of Public and General
Employees



Our Goals

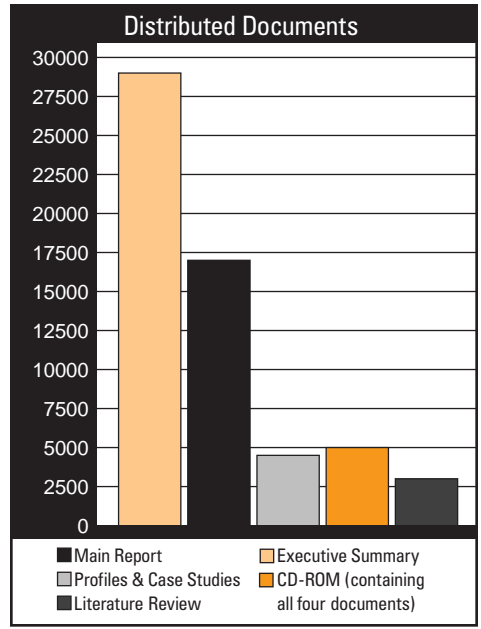
- Promote better wages, benefits and working conditions for child care providers
- Promote increased respect and recognition of the workforce
- Enhance the sector’s capacity to address workforce issues
- Increase public awareness of the important role of the workforce
- Support the development of a well-trained and skilled workforce
- Support the workforce to meet the changing child care needs of families

Our Projects 2004

Labour Market Update

In November 2004, the sector council released *Working for Change: Canada’s Child Care Workforce*. Working for Change profiled the child care workforce, the environment they work in, and the challenges they face.

The report updated the groundbreaking 1998 study *Our Child Care Workforce: From Recognition to Remuneration*—the first ever completed on the child care workforce. Both reports look at child care from the caregiver’s perspective and make key recommendations on wages and



working conditions, training and education, public policy, and research.

Released at a time when child care was high on the government agenda, the report garnered widespread media coverage across the country. Attention and support from stakeholders, government, and the child care workforce was overwhelming.

Labour Market Strategy

Drawing on key recommendations made in *Working for Change*, the sector council’s labour market strategy was developed. Designed to guide the work of the council and to provide a clear

roadmap for building a quality child care workforce in Canada, the strategy focuses on four key areas:

- Sector development to improve recruitment, retention, wages, benefits, and working conditions;
- Research to increase knowledge of labour market trends, human resource issues, and the role of the workforce;
- Communications strategies to increase awareness of the child care workforce;
- Outreach and partnership development to create dialogue and consensus among decision makers, analysts, researchers, and the education and child care sectors.

Supporting Administration and Management (SAM) in Child Care

The SAM project represents an important step in ensuring that supervisors, managers, and administrators have access to the skills they need to do their jobs effectively. In fall 2004, Phase 1 of this three-phase project began:

- Phase 1: an occupational analysis on leadership positions
- Phase 2: identifying training and curriculum gaps; and
- Phase 3: developing tools to address them.



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The project builds on the Canadian Child Care Federation's *Occupational Standards for Child Care Practitioners*. Phase 1 will lead to the development and validation of *Occupational Standards for Administrators and Managers in Child Care* by Spring 2006.

Communications & Web Site Expansion

The communications and web project represents an important step in ensuring that all sector council communication and outreach activities are designed with key audiences, like child care organizations, researchers, government, and trainers, in mind.

This project includes the development of a communications strategy, a branding initiative, and a complete redesign and expansion of our web site by Winter 2006.

Approved for 2005

The sector council has secured funding to launch four new projects in 2005:

- ***A training strategy*** designed to increase the capacity of the child care workforce;
- ***A career awareness strategy*** designed to increase awareness and understanding of the value of a child care career;



- A project focused on *building connections with First Nations, Inuit, and Metis child care*;
- A *labour market research agenda* that will create an expert panel to evaluate and improve labour market information available on the child care sector.

Making connections:

This year the sector council was an active member of the following groups:

- Association of Canadian Community Colleges: Affinity group on child care
- The Alliance of Sector Councils (TASC)

The sector council presented labour market update information to the groups and conferences listed below:

- Early Childhood Educators of BC, Vancouver, BC (May 2004)
- Child Care for a Change! Conference, Winnipeg, MB (November 2004)
- Human Resources and Skills Development Canada (November 2004/April 2005)
- Members of parliament (November 2004)
- Provincial/territorial directors of early learning and child care (November 2004)
- Social Development Canada (November 2004)



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- Social Development Canada's Child Care Taskforce (November 2004)
- National Consultation on Career Development – NATCON, Ottawa, ON (January 2005)
- Yukon Child Care Association Conference, Whitehorse, YK (January 2005)
- Winter Recharge, Association of Early Childhood Educators of Halton, Ontario (February 2005)
- Child Care: the Heart of the Matter Conference, Surrey, BC (February 2005)

Board members

Executive Committee

Joanne Morris

Sector Council Chair
(Director at Large)
Faculty, Early Childhood Education,
College of the North Atlantic
Newfoundland and Labrador

Gyda Chud

Sector Council Vice-Chair
(Director at Large)
Director – Continuing Studies,
Vancouver Community College
British Columbia

Raymonde Leblanc

Sector Council Secretary-Treasurer
Representative: Confédération
des syndicats nationaux
Conseillère syndicale, Confédération
des syndicats nationaux
Quebec

Maryann Bird

(May – September)
Representative: Child Care Advocacy
Association of Canada
Executive Director, Child Care
Advocacy Association of Canada
British Columbia

Christine McLean

(September – April)
Representative: Child Care Advocacy
Association of Canada
Past chair, Child Care Advocacy
Association of Canada
Newfoundland and Labrador

Sandra Griffin

(May – September)
Representative: Canadian Child Care
Federation
Executive Director, Canadian Child
Care Federation
Ontario

Barb Coyle

(September – April)
Representative: Canadian Child Care Federation
Executive Director,
Canadian Child Care Federation
Ontario

Jamie Kass

Representative : Canadian Union of Public Employees
Child Care Coordinator CUPW
Ontario

Council Members

Karen Chandler

Representative: Canadian Child Care Federation
Professor, George Brown College
Ontario

Sheila Davidson

Representative: Child Care Advocacy Association of Canada
Child and Youth Advocate,
City of Vancouver
British Columbia

Mary Goss-Prowse

Representative: Canadian Child Care Federation
Registrar of Certification,
Association of Early Childhood Educators, Newfoundland and Labrador

Marta Juorio

Representative: Child Care Advocacy Association of Canada
Director of Child Care,
YWCA Child Development Centre
Saskatchewan

Marcia Lopez

Representative: Canadian Union of Public Employees
Home Child Care Coordinator,
Toronto Home Child Care Office
Family Day Care Services
Ontario

Dixie Mitchell

Director at Large
Child Care Consultant
New Brunswick

Noreen Murphy

Director at Large
Executive Director, Churchill Park
Family Care Society
Alberta

Gay Pagan

Representative : National Union of Public and General Employees
Child Care Worker Organizer,
Manitoba Government and General Employees' Union
Manitoba

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Jasbir Randhawa

Director at Large
Co-Chair, Yukon Child Care
Association
Yukon

Kathy Reid

Provincial/Territorial Director
(Director at Large)
Director - Child Day Care Program,
Dept. of Family Services and Housing
Manitoba

Josée Roy

Representative : Confédération
des syndicats nationaux
Adjointe à l'exécutif, Confédération
des syndicats nationaux
Québec

Trista Thompson

Representative: National Union
of Public and General Employees
B.C. Government and Service
Employees' Union
British Columbia

History

The Child Care Human Resources Sector Council (CCHRSC) was established in 2003, but its history goes back to February, 1996. That's when the federal government agreed to fund a sector study to investigate human resource issues in child care. In May, 1998, the final report, *Our Child Care Workforce: From Recognition to Remuneration* was launched.

A transition committee led the sector to the next phase, creating a Child Care Human Resources Round Table. The Round Table was launched at an April 2000 symposium in Ottawa with a mandate to find ways to act on the sector study's recommendations. The Child Care Human Resources Sector Council grew out of the Round Table and was established in November 2003 when the federal government changed their funding requirements. The new sector council was very good news for child care because it meant that there was stable funding for an organization dedicated to human resource issues.

Thanks

Well respected in the child care community, these individuals made a tremendous contribution not only to shaping the organizational structure of the Sector Council, but in helping us broaden and deepen our understanding of human resource issues in our sector.

Their experience, knowledge and analyses enabled us to draw the links between recruitment, retention, respect, remuneration and recognition and the ways in which these are fundamental to providing high quality child care for Canada's young children and families.

Jane Beach
Jane Bertrand
Maryann Bird
Ron Blatz
Josée Belleau
Louise Bourgon

Rachel Cox
Bozica Costigliola
Gillian Doherty
Lee Dunster
Barry Forer
Sandra Griffin

Debra Mayer
Cindy MagLoughlin
Donna Michal
Carol Oberg
Jocelyne Tougas



AUDITORS' REPORT

To the Directors of
Child Care Human Resources Sector Council:

We have audited the statement of financial position of Child Care Human Resources Sector Council as at March 31, 2005 and the statement of revenue and expense for the year then ended. These financial statements are the responsibility of the Council's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the Council as at March 31, 2005 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Ottawa, Ontario
May 3, 2005

OUSELEY HANVEY CLIPSHAM DEEP LLP
Chartered Accountants

STATEMENT OF FINANCIAL POSITION

AS AT MARCH 31, 2005

	2005
CURRENT ASSETS	
Cash	\$ 6,935
Amounts receivable	144,435
	\$ 151,370
CURRENT LIABILITIES	
Accounts payable and accrued liabilities	151,370
	151,370
NET ASSETS	
Unrestricted	-
	-
	\$ 151,370

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STATEMENT OF REVENUE AND EXPENSE FOR THE YEAR ENDED MARCH 31, 2005

	2005
REVENUE	
Contributions – Government of Canada	\$ 490,351
Interest	26
Other	3,000
	<hr/> \$ 493,377
EXPENSE	
Salaries and benefits	144,833
Contract personnel and professional fees	127,251
Promotion, production and dissemination	19,681
Overhead	126,686
Travel	74,926
	<hr/> 493,377
EXCESS OF REVENUE OVER EXPENSE FOR THE YEAR	\$ -

ECONOMIC DEPENDENCE

During the year the Council received approximately 99% of its revenue from Human Resources and Skills Development Canada. This revenue was applied to expenses in the following areas:

Infrastructure	\$ 405,081
Communications Framework and Website Development	28,449
Supporting Administration and Management in Child Care	57,517
Core	2,330
	<hr/> \$ 493,377

