

Key Research Findings

This analysis was based on the pre-determined criteria and measures listed below:

Section	Description	Measures
Student Demand	<p>Includes an assessment of OCAS (2007 - 2011) enrolment data at other colleges in terms of mean growth rate with a specific focus on Fleming's direct competitors where appropriate (Georgian, Sheridan, Seneca and Durham)</p> <p>Trends in certificate, diploma, degree, apprenticeship and continuing education (where available).</p> <p>Click Below to Access Full Source Document: Fall Enrollment Trend</p>	<ul style="list-style-type: none"> ● Strong = Fleming enrolment growth is outpacing system and is equal to or greater than 3% ● Moderate = Fleming enrolment growth is equivalent to system demand and is between 1.0 to 2.9% ● Weak = Fleming enrolment growth is less than the system demand and is less than 1%
Labour Market	<p>Includes projected employment rate growth based on a consolidation of various Ontario, Canadian, and US sources including HRSDC, Sector Council Reports US Bureau of Labour Statistics, and the MTCU Employment Profile.</p>	<ul style="list-style-type: none"> ● Strong = Between 5-6 positive labour market indicators ● Moderate = Between 3-5 positive labour market indicators ● Weak = Between 1-2 or no positive labour market indicators
Competitive Analysis	<p>Includes the number of actual colleges offering the program as well as the ratio of applications to acceptances at Fleming compared to other colleges and specific comment about Fleming's direct competitors where appropriate (Georgian, Sheridan, Seneca and Durham)</p> <p>Click Below to Access Full Source Document: Fall Conversion Report</p>	<ul style="list-style-type: none"> ● Strong = Fleming conversion ratio is greater than 2 below the system ● Moderate = Fleming conversion ratio is 1 above, below or equal to the system ● Weak = Fleming conversion ratio is greater than 2 above than the system
Financial Analysis	<p>Includes a review of Contribution to Overhead (CTO) for existing programs (2010-11)</p> <p>Click Below to Access Full Source Document: Costing Analysis</p>	<ul style="list-style-type: none"> ● Strong = CTO is greater than 35% ● Moderate = CTO is between 30 - 34% ● Weak = CTO is between 20 – 30% <p>No Contribution = 19% or less</p>

Key Research Findings

Key Performance Indicators	<p>Includes KPI trends from the Key Performance Indicator Summary 5 Year Historical Overview KPI Data from Reporting Years 2008-2012.</p> <p>Click Below to Access Full Source Document: Key Performance Indicators</p>	<ul style="list-style-type: none">● Strong = Above system average in 6-7 indicators● Moderate = Above system average in 3-5 indicators● Weak = Above system average in 0-2 indicators.
Resource Analysis	<p>Requires school level assessment regarding space, technology, capital equipment and human resources. Recommendations from recent Program Review Reports included here</p>	

Key Research Findings

Early Childhood Education (51211)

Student Demand¹

• **MODERATE**

The following information consists of OCAS yearly student fall registration data as well as a mean growth rate and average student registration for each program under these categories:

Certificate

- Centennial and George Brown are the only two colleges that currently offer a certificate program, which is called Early Childhood Assistant

Diploma

- Twenty-four colleges offer this program, including all four of Fleming's main competitors
- Fleming has a **5%** mean growth rate, slightly higher than the system's **4%**
- Out of the key competitors, Georgian and Seneca have the highest mean growth rate (**3%**) and Sheridan has the lowest (**-3%**)
- Overall, Northern has the highest mean growth rate (**58%**) and Canadore has the lowest rate (**-4%**)
- Sheridan has the highest average registration with **352 students** and Northern the lowest with **17 students**

Graduate Certificate

- Two colleges offer graduate certificate for Early Childhood Education
- Niagara has the lowest mean growth rate (**-23%**)
- Both schools have approximately the same amount of average registrations

Degree

- Out of the three schools that offer a degree program, George Brown is the most successful, with a high mean growth of **179%** and average student registration of 36 students
- Sheridan has the lowest mean growth of **-53%** and student registration of **12 students**

Apprenticeship

- 9 colleges are currently offering an apprenticeship program for Early Childhood Education
- 2 of Fleming's direct competitors offer an apprenticeship program, Georgian and Seneca

¹ Registration data obtained from the Program Counts by Applicant Type Report (RPT0050P) in the OCAS Reporting and Analytics Cube December 7, 2011. Some programs/colleges may not be included because they were missing MCU codes in the OCAS dataset Prepared by Fleming Data Research (07-2012)

Key Research Findings

Diploma

Program: 51211 - EARLY CHILDHOOD EDUCATION														
	2007 2008 % Change (07-08)			2008 2009 % Change (08-09)			2009 2010 % Change (09-10)			2010 2011 % Change (10-11)			% Mean Growth Rate (07-11)	5 Year Average Reg. Students
ALGONQUIN	175	168	-4	168	176	5	176	177	1	177	299	69	18	199
CAMBRIAN	84	131	56	131	102	-22	102	97	-5	97	116	20	12	106
CANADORE	78	73	-6	73	61	-16	61	67	10	67	64	-4	-4	69
CENTENNIAL	162	192	19	192	161	-16	161	164	2	164	156	-5	0	167
COLLÈGE BORÉAL	41	44	7	44	52	18	52	56	8	56	88	57	23	56
CONESTOGA	104	112	8	112	128	14	128	144	13	144	156	8	11	129
CONFEDERATION	95	60	-37	60	107	78	107	55	-49	55	115	109	25	86
DURHAM	133	126	-5	126	139	10	139	140	1	140	127	-9	-1	133
FANSHAWE	107	110	3	110	112	2	112	116	4	116	134	16	6	116
FLEMING	76	78	3	78	80	3	80	87	9	87	91	5	5	82
GEORGE BROWN	233	261	12	261	276	6	276	257	-7	257	262	2	3	258
GEORGIAN	122	98	-20	98	100	2	100	118	18	118	134	14	3	114
HUMBER	168	206	23	206	183	-11	183	223	22	223	245	10	11	205
LA CITÉ COLLÉGIAL	60	61	2	61	71	16	71	74	4	74	72	-3	5	68
LAMBTON	50	44	-12	44	54	23	54	70	30	70	86	23	16	61
LOYALIST	56			47			47	39	-17	39	63	62	22	51
MOHAWK	144	158	10	158	203	28	203	142	-30	142	188	32	10	167
NIAGARA	140	128	-9	128	115	-10	115	144	25	144	130	-10	-1	131
NORTHERN	7	18	157	18	16	-11	16	14	-13	14	28	100	58	17
SAULT	23	36	57	36	39	8	39	42	8	42	36	-14	15	35
SENECA	316	326	3	326	326	0	326	342	5	342	362	6	3	334
SHERIDAN	346	356	3	356	355	0	355	439	24	439	264	-40	-3	352
ST. CLAIR	137	154	12	154	145	-6	145	154	6	154	150	-3	3	148
ST. LAWRENCE	136	123	-10	123	118	-4	118	133	13	133	155	17	4	133
Total	2993	3063	2	3063	3166	3	3166	3294	4	3294	3521	7	4	3207

Graduate Certificate

Program: 71214 - EARLY CHILDHOOD EDUCATION RESOURCE TEACHER														
	2007 2008 % Change (07-08)			2008 2009 % Change (08-09)			2009 2010 % Change (09-10)			2010 2011 % Change (10-11)			% Mean Growth Rate (07-11)	5 Year Average Reg. Students
NIAGARA	27			27	22	-19	22	16	-27	16			-23	22
Total	27			27	22	-19	22	16	-27	16			-23	22

Program: 71225 - EARLY CHILDHOOD EDUCATION - SPECIAL NEEDS														
	% Change 2007 2008 (07-08)			% Change 2008 2009 (08-09)			% Change 2009 2010 (09-10)			% Change 2010 2011 (10-11)			% Mean Growth Rate (07-11)	5 Year Average Reg. Students
HUMBER	20	15	-25	15	19	27	19	26	37	26	24	-8	8	21
Total	20	15	-25	15	19	27	19	26	37	26	24	-8	8	21

Key Research Findings

Degree

Program: 81211 - BACHELOR OF APPLIED ARTS (EARLY CHILDHOOD LEADERSHIP)														
	% Change 2007 2008 (07-08)			% Change 2008 2009 (08-09)			% Change 2009 2010 (09-10)			% Change 2010 2011 (10-11)			% Mean Growth Rate (07-11)	5 Year Average Reg. Students
FANSHAWE										15				15
GEORGE BROWN							19			19 53 179			179	36
SHERIDAN							17			17 8 -53			-53	12
Total							36			36 76 111			111	56

Labour Market

• **STRONG**

Employment Ontario²

Early Childhood Educators and Assistants (NOC – 4214)

- Employment Ontario Rating (2009-2013):
 - **Good**
- Education and Training
 - “In Ontario, early childhood educators are regulated by the College of Early Childhood Educators. Early childhood educators must hold a college diploma in early childhood education or a bachelor's degree in education. It is also possible to obtain certification through apprenticeship training. Progression to senior positions, such as day care supervisor, is possible with experience. Supervisors or directors require two years' experience in addition to the educational requirement.”
- Demand
 - “Opportunities for employment in this occupation are expected to be good over the period from 2009 to 2013. Job prospects in this occupation are dependent upon public support of child care, the provision of pre-kindergarten schooling and whether early childhood educators or teachers teach kindergarten and pre-kindergarten children.”
 - “This occupational group consists of a relatively young workforce, reflecting the entry-level character of jobs and relatively low salary levels in this industry. Many workers who leave the occupation will need to be replaced. Computers are being introduced into nursery schools as a learning aid for children. Early childhood educator assistants will need to learn how to use computers as teaching devices.”

²“4214 Early Childhood Educators and Assistants.” *Employment Ontario*. N.p., 2009. Web. 14 June 2012.
<http://www.tcu.gov.on.ca/eng/labourmarket/ojf/pdf/4214_e.pdf>.

Key Research Findings

HRSDC³

Early Childhood Educators and Assistants (NOC – 4214)

- Job Openings (2011/2020): **171,200**
- Job Seekers(2011/2020):**154,893**
- Post-Secondary Education Graduates:**137,222 (89%)**
- “The annual difference between supply and demand is very small, representing only 0.4% of employment in 2010. Job openings will arise from strong employment growth as well as retirements. Expansion demand will be above the average, given the major needs in the social services sector and the increased demand for daycare service workers as a result of the recent increase in births. While the number of retirements will be high, the retirement rate will be slightly lower than the average as workers in this occupation are generally younger. In terms of supply, the majority of job seekers over the projection period will come from the school system. Immigrants will also represent an appreciable source of job seekers. However, a large number of workers will leave this occupation for others, in particular, to become social workers (NOC 415), which will create additional replacement needs in this occupation. In fact, this occupation accepts many graduates who have a university diploma, but are unable to find a job related to their field of study.”

US Bureau of Labour⁴

Preschool Teachers (SOC – 25-2011)

- Employment Growth (2010/2020):**Increase 25%**
 - **465,800 (2010) to 570,400 (2020)**
- “The population of children ages 3 to 5 is expected to increase. Because children between these ages are typically enrolled in preschool, increases to that population will increase the demand for preschool teachers.”

Sector Report Council⁵

- Some recommendations being implemented by the Ontario government regarding early childhood education are:
 - Full-day learning for 4-5 year olds to improve academic performance
 - Before-and-after-school and summer programs for school-age children
 - Consolidated quality programs for younger children into Best Start Child and Family Centres network to help support early development
 - Enhanced parental leave by 2020, expanding coverage and flexibility

³"Paralegals, Social Services Workers And Occupations In Education And Religion, N.E.C. (421)." *Human Resources and Skills Development Canada*.N.p., 22 May 2012. Web. 22 May 2012. <<http://www23.hrsdc.gc.ca/occupationssummarydetail.jsp?&tid=61>>.

⁴Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, 2012-13 Edition, Preschool Teachers, Web.<http://www.bls.gov/ooh/education-training-and-library/preschool-teachers.htm> , May 22, 2012.

⁵Pascal, Charles E. "An Early Learning Plan for Ontario "With Our Best Future in Mind"." Ontario.ca. N.p., June 2009. Web. 23 May 2012. <http://www.london.ca/Child_Youth_Network/PDFs/DrCharlesPascal_FullReport_WithOurBestFutureInMind.pdf>.

Key Research Findings

Employment Profile⁶

In 2010-2011, **44.4%** of graduates were employed in a full time position which related to this program of study provincially

Education

Total Graduates:	3,458	Total Graduates in Survey:	2,538	Response Rate:	74.1%
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594 graduates were reported after the survey window had closed. While program information for these graduates has been included wherever possible, these graduates are not included in survey results, such as response rates.

Programs in Education

Programs	Duration	Total Grads	Total in Survey	Total in Labour Force	Colleges
Day Care Assistant	1 Year	73	59	30	Centennial, George Brown
Early Childhood Administration	Post Diploma	6	2	2	Fanshawe, Niagara
Early Childhood Education	2 Years	2,861	2,091	1,548	All 24 colleges
Early Childhood Education – Special Needs	Post Diploma	24	20	16	Humber
Early Childhood Education Resource Teacher	Post Diploma	34	25	23	Conestoga, Fanshawe, Niagara
Educational Assistant	2 Years	254	186	160	Boréal, Confederation, Durham, Mohawk, Northern, Sheridan, Sir Sandford Fleming, St. Clair
Educational Assistant	Post Diploma	30	27	23	Fanshawe, Sheridan
Educational Resources And Special Needs	2 Years	68	48	39	Niagara
Montessori Early Childhood Teacher Education	Post Diploma	1	–	–	Sheridan
Teachers Of Adults	1 Year	3	3	3	Lambton
Teachers Of English As A Second/Foreign Language	Post Diploma	89	62	55	Algonquin, Conestoga, Humber
Training And Adult Education	Post Diploma	15	15	13	George Brown

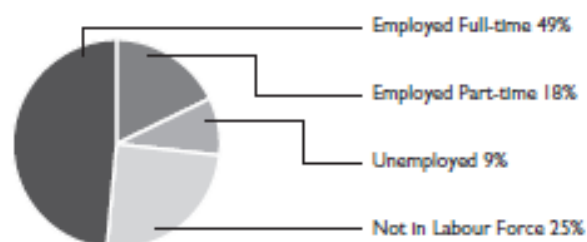
⁶"Employment Profile." Ontario. N.p., 2011. Web. 19 July 2012.

<<http://www.tcu.gov.on.ca/pepg/audiences/colleges/serials/eprofile09-10/profile10.pdf>>.

Education**Summary of Survey Data**

	Program Cluster	All Programs
Survey Population	2,538	50,622
Labour Force Participation	75%	74%
Employment Rate^a	89%	83%
Employed Part-time ^a	24%	18%
Employed Full-time ^a	65%	65%
Average Annual Earnings – Total	\$28,135	\$33,199
Average Annual Earnings – Female	\$28,112	\$31,897
Average Annual Earnings – Male	\$28,584	\$34,607
Graduate Satisfaction	91%	79%
Employer Satisfaction	95%	93%

a. As a percentage of graduates in the labour force.

Graduate Outcomes for Program Cluster (as a percentage of all respondents)**Top Five Industries of Employment**

	#	%
Social Assistance	1,034	63.1%
Educational Services	270	16.5%
Food Services and Drinking Places	55	3.4%
Food and Beverage Stores	28	1.7%
Clothing and Clothing Accessories Stores	25	1.5%

Top Five Occupational Categories

	#	%
Early Childhood Educators and Assistants	1,079	65.4%
Elementary and Secondary School Teacher Assistants	128	7.8%
Cashiers	38	2.3%
Retail Salespersons and Sales Clerks	38	2.3%
Community and Social Service Workers	33	2.0%

Key Research Findings

Education

Summary of Graduate Outcomes by Program

	Full-time Employed, Program Related		Full-time Employed, Program Unrelated		Part-time Employed, Program Related		Part-time Employed, Program Unrelated		Unemployed		Not In Labour Force	
	#	%	#	%	#	%	#	%	#	%	#	%
Day Care Assistant	8	13.6	4	6.8	3	5.1	4	6.8	11	18.6	29	49.2
Early Childhood Education	928	44.4	133	6.4	235	11.2	98	4.7	154	7.4	543	26.0
Early Childhood Education – Special Needs	9	45.0	3	15.0	2	10.0	–	–	2	10.0	4	20.0
Early Childhood Education Resource Teacher	7	28.0	3	12.0	8	32.0	1	4.0	4	16.0	2	8.0
Educational Assistant – 2 Year	68	36.6	23	12.4	24	12.9	22	11.8	23	12.4	26	14.0
Educational Assistant – Post Diploma	11	40.7	1	3.7	6	22.2	1	3.7	4	14.8	4	14.8
Educational Resources And Special Needs	23	47.9	4	8.3	9	18.8	2	4.2	1	2.1	9	18.8
Teachers Of English As A Second/Foreign Language	5	8.1	6	9.7	26	41.9	4	6.5	14	22.6	7	11.3
Training And Adult Education	–	–	–	–	8	53.3	2	13.3	3	20.0	2	13.3
All Programs In Cluster*	1,059	41.8	177	7.0	321	12.7	134	5.3	216	8.5	626	24.7

* Does not include 3 programs with fewer than 5 graduates in the labour force.

Earnings of Full-time Employed Participants

Program	Average – Females	Average – Males	Median – Females	Median – Males	Average for Program	Median for Program
Day Care Assistant	\$21,082	–	\$21,066	–	\$21,082	\$21,066
Early Childhood Education	\$27,785	\$27,141	\$27,114	\$27,114	\$27,770	\$27,114
Early Childhood Education – Special Needs	\$34,041	–	\$34,023	–	\$34,041	\$34,023
Early Childhood Education Resource Teacher	\$27,862	–	\$28,000	–	\$27,862	\$28,000
Educational Assistant – 2 Year	\$31,219	–	\$30,457	–	\$31,076	\$30,000
Educational Assistant – Post Diploma	\$34,434	–	\$36,865	–	\$34,434	\$36,865
Educational Resources And Special Needs	\$28,278	–	\$29,456	–	\$27,450	\$28,024
Teachers Of English As A Second/Foreign Language	\$27,079	\$35,067	\$26,463	\$39,000	\$31,436	\$33,600
Training And Adult Education	–	–	–	–	–	–
All Programs in Cluster*	\$28,106	\$28,359	\$27,245	\$27,375	\$28,114	\$27,310

* Does not include 3 programs with fewer than 5 graduates in the labour force.

Key Research Findings

Working in Canada⁷

Early Childhood Educators and Assistants (NOC – 4214)

Location	Employment Potential
Hamilton--Niagara Peninsula Region	Good
Kingston - Pembroke Region	Good
Kitchener--Waterloo--Barrie Region	N/A
London Region	Fair
Muskoka-Kawarthas Region	Fair
Northeast Region	Good
Northwest Region	Good
Ottawa Region	Good
Stratford--Bruce Peninsula Region	Good
Toronto Region	Fair
Windsor-Sarnia Region	Good

• Wage Range by Region:

Location	Wage (\$/hr)		
	Low	Median	High
Ontario	10.25	15.00	26.54
Hamilton--Niagara Peninsula Region	10.25	14.00	22.00
Kingston - Pembroke Region	10.25	15.00	26.54
Kitchener--Waterloo--Barrie Region	10.25	14.75	28.57
London Region	10.60	14.00	21.63
Muskoka-Kawarthas Region	10.25	15.00	26.54
Northeast Region	10.25	15.00	25.37
Northwest Region	10.25	15.00	26.54
Ottawa Region	10.25	15.85	27.47
Stratford--Bruce Peninsula Region	10.25	15.00	26.54
Toronto Region	10.25	15.75	27.47
Windsor-Sarnia Region	10.25	13.00	23.00

⁷"Early Childhood Educators and Assistants. (4214)" Working in Canada. N.p., 30 Apr. 2012. Web. 22 May 2012.

<<http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=4214&action=final&ln=1@ionKeyword=Peterborough%2C+Ontario&s=2&source=3&titleKeyword=early+childhood+educator#outlook>>.

Key Research Findings

Competitive Analysis⁸

• **MODERATE**

The following information consists of OCAS yearly fall application and registration data as well as a conversion ratio for each program under this category:

Diploma

- Fleming's ratio was equal to the system's **(5:1)** in 2011
- Out of the direct competitors, Durham and Georgian had the highest conversion ratio in 2011 **(4:1)**, and Sheridan and Seneca had the lowest **(5:1)**
- Overall, Cambrian, Boreal, Confederation, Lambton and Northern had the best ratio in 2011 **(3:1)**, and George Brown had the lowest **(9:1)**

Graduate Certificate

- Niagara's graduate certificate program has the best conversion ratio in 2010 **(4:1)** compared to Humber's in the same year **(7:1)**

Degree

- Out of the three schools offering this program, Fanshawe has the best conversion ratio in 2011 **(9:1)** and Sheridan has the lowest ratio **(23:1)**

⁸ Application data obtained from OCAS College Count Cube October 19, 2011 Registration data obtained from the Program Counts by Applicant Type Report (RPT0050P) in the OCAS Reporting and Analytics Cube December 7, 2011. Some programs/colleges may not be included because they were missing MCU codes in the OCAS dataset Prepared by Fleming Data Research (07-2012)

Key Research Findings

Diploma

Program: 51211 - EARLY CHILDHOOD EDUCATION															
	App. 2007	Reg. 2007	Conversion Ratio	App. 2008	Reg. 2008	Conversion Ratio	App. 2009	Reg. 2009	Conversion Ratio	App. 2010	Reg. 2010	Conversion Ratio	App. 2011	Reg. 2011	Conversion Ratio
ALGONQUIN	965	175	6:1	913	168	5:1	1018	176	6:1	1058	177	6:1	1321	299	4:1
CAMBRIAN	354	84	4:1	399	131	3:1	340	102	3:1	362	97	4:1	349	116	3:1
CANADORE	309	78	4:1	302	73	4:1	240	61	4:1	255	67	4:1	244	64	4:1
CENTENNIAL	1231	162	8:1	1139	192	6:1	1154	161	7:1	1160	164	7:1	1269	156	8:1
COLLÈGE BORÉAL	134	41	3:1	151	44	3:1	145	52	3:1	146	56	3:1	225	88	3:1
CONESTOGA	503	104	5:1	532	112	5:1	541	128	4:1	621	144	4:1	756	156	5:1
CONFEDERATION	340	95	4:1	195	60	3:1	317	107	3:1	196	55	4:1	298	115	3:1
DURHAM	563	133	4:1	531	126	4:1	503	139	4:1	518	140	4:1	475	127	4:1
FANSHAWE	862	107	8:1	760	110	7:1	768	112	7:1	783	116	7:1	919	134	7:1
FLEMING	445	76	6:1	433	78	6:1	429	80	5:1	468	87	5:1	434	91	5:1
GEORGE BROWN	2208	233	9:1	2208	261	8:1	2138	276	8:1	2353	257	9:1	2372	262	9:1
GEORGIAN	438	122	4:1	392	98	4:1	424	100	4:1	479	118	4:1	522	134	4:1
HUMBER	1522	168	9:1	1412	206	7:1	1417	183	8:1	1591	223	7:1	1901	245	8:1
LA CITÉ COLLÉGIAL	196	60	3:1	179	61	3:1	234	71	3:1	216	74	3:1	291	72	4:1
LAMBTON	234	50	5:1	208	44	5:1	195	54	4:1	256	70	4:1	268	86	3:1
LOYALIST	339	56	6:1	315			208	47	4:1	251	39	6:1	252	63	4:1
MOHAWK	654	144	5:1	763	158	5:1	800	203	4:1	778	142	5:1	800	188	4:1
NIAGARA	555	140	4:1	502	128	4:1	493	115	4:1	502	144	3:1	551	130	4:1
NORTHERN	77	7	11:1	69	18	4:1	67	16	4:1	69	14	5:1	90	28	3:1
SAULT	108	23	5:1	126	36	4:1	127	39	3:1	132	42	3:1	127	36	4:1
SENECA	1777	316	6:1	1682	326	5:1	1597	326	5:1	1679	342	5:1	1710	362	5:1
SHERIDAN	1448	346	4:1	1485	356	4:1	1534	355	4:1	1574	439	4:1	1338	264	5:1
ST. CLAIR	624	137	5:1	622	154	4:1	580	145	4:1	640	154	4:1	540	150	4:1
ST. LAWRENCE	571	136	4:1	545	123	4:1	488	118	4:1	595	133	4:1	601	155	4:1
Total	16457	2993	5:1	15863	3063	5:1	15757	3166	5:1	16682	3294	5:1	17653	3521	5:1

Graduate Certificate

Program: 71214 - EARLY CHILDHOOD EDUCATION RESOURCE TEACHER															
	App. 2007	Reg. 2007	Conversion Ratio	App. 2008	Reg. 2008	Conversion Ratio	App. 2009	Reg. 2009	Conversion Ratio	App. 2010	Reg. 2010	Conversion Ratio	App. 2011	Reg. 2011	Conversion Ratio
NIAGARA	42			75	27	3:1	73	22	3:1	70	16	4:1	42		
Total	42			75	27	3:1	73	22	3:1	70	16	4:1	42		

Key Research Findings

Program: 71225 - EARLY CHILDHOOD EDUCATION - SPECIAL NEEDS															
	App. 2007 Reg. 2007 Conversion Ratio			App. 2008 Reg. 2008 Conversion Ratio			App. 2009 Reg. 2009 Conversion Ratio			App. 2010 Reg. 2010 Conversion Ratio			App. 2011 Reg. 2011 Conversion Ratio		
HUMBER	123	20	6:1	117	15	8:1	122	19	6:1	186	26	7:1	205	24	9:1
Total	123	20	6:1	117	15	8:1	122	19	6:1	186	26	7:1	205	24	9:1

Degree

Program: 81211 - BACHELOR OF APPLIED ARTS (EARLY CHILDHOOD LEADERSHIP)															
	App. 2007	Reg. 2007	Conversion Ratio	App. 2008	Reg. 2008	Conversion Ratio	App. 2009	Reg. 2009	Conversion Ratio	App. 2010	Reg. 2010	Conversion Ratio	App. 2011	Reg. 2011	Conversion Ratio
FANSHAWE	0			0			0			0			136	15	9:1
GEORGE BROWN	0			0			0			31	19	2:1	576	53	11:1
SHERIDAN	0			0			0			18	17	1:1	184	8	23:1
Total	0			0			0			49	36	1:1	896	76	12:1

Financial Analysis

• **STRONG/ NO CONTRIBUTION**

Source: Program Costing Analysis 2010/2011

Sutherland Campus

- Contribution to Overhead – 37.8%
- Program Weight – 1.3
- Funding Unit – 1.6

Frost Campus

- Contribution to Overhead – 16.7%
- Program Weight – 1.3
- Funding Unit – 1.6

Key Research Findings

Key Performance Indicators

• MODERATE / • WEAK

Source: Key Performance Indicator Summary 5 Year Historical Overview KPI Data from Reporting Years 2008-2012

Sutherland Campus

KPI1-Graduation Rate	-13% below system
KPI2-Working	+1% above system
KPI3-Working Related	+6% above system
KPI4-Grad. Satisfaction	+1% above system
KPI8-Student Satisfaction-Learning	-10% below system
KPI9-Student Satisfaction- Teachers	-18% below system
KPI11-Grad. Satisfaction-Program	Even with system

Frost Campus

KPI1-Graduation Rate	-13% below system
KPI2-Working	+7% above system
KPI3-Working Related	+18% above system
KPI4-Grad. Satisfaction	-3% below system
KPI8-Student Satisfaction-Learning	-5% below system
KPI9-Student Satisfaction- Teachers	-6% below system
KPI11-Grad. Satisfaction-Program	-1% below system

Resource Analysis

Equipment

Staffing

Space

Key Research Findings

Appendix

The following is the original environmental scan conducted by the Library Researchers to form the basis of the previous summary of Key Research Findings Report.

Overview of the Profession:

NOC 2011: 4214

<http://www5.hrsdc.gc.ca/NOC/English/NOC/2011/ProfileNocCode.aspx?val=4&val1=4214&val17=4214&val18=1&val19=0>

Early childhood educators perform some or all of the following duties:

- Develop and implement child-care programs that support and promote the physical, cognitive, emotional and social development of children
- Lead activities by telling or reading stories, teaching songs, taking children to local points of interest and providing opportunities to express creativity through the media of art, dramatic play, music and physical activity
- Plan and maintain an environment that protects the health, security and well-being of children
- Assess the abilities, interests and needs of children and discuss progress or problems with parents and other staff members
- Observe children for signs of potential learning or behavioural problems and prepare reports for parents, guardians or supervisor
- Guide and assist children in the development of proper eating, dressing and toilet habits
- Establish and maintain collaborative relationships with co-workers and community service providers working with children
- May plan and organize activities for school-age children in child-care programs before and after regular school hours
- May supervise and co-ordinate activities of other early childhood educators and early childhood educator assistants.

Early childhood educator assistants perform some or all of the following duties:

- Support early childhood educators in carrying out programs that promote the physical, cognitive, emotional and social development of children
- Engage children in activities by telling stories, teaching songs and preparing crafts
- Prepare snacks and arrange rooms or furniture for lunch and rest periods
- Assist with proper eating, dressing and toilet habits
- Submit written observations on children to early childhood educators or supervisors
- Maintain daycare equipment and assist in housekeeping and cooking duties
- Attend staff meetings to discuss progress and problems of children
- May assist early childhood educators or supervisors in keeping records.

Common Job Titles

- child care worker assistant
- child care worker, daycare
- daycare helper

Key Research Findings

- daycare supervisor
- daycare teacher
- daycare worker
- early childhood assistant
- early childhood education worker
- early childhood educator (E.C.E.)
- early childhood educator – preschool
- early childhood educator assistant
- early childhood program staff assistant
- early childhood supervisor
- preschool helper
- preschool supervisor

Typical Employers

- municipal governments
- day care centres
- nursery schools
- non-institutional social services organizations
- elementary schools
- personal and household service firms
- private households

Labour Market

Working in Canada

1. Employment potential for the Muskoka-Kawarthas-Peterborough Area is “Fair” (Working in Canada)
<http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=4214&action=final&ln=l®ionKeyword=Peterborough%2C+Ontario&s=2&source=3&titleKeyword=early+childhood+educator#outlook>

HRSDC

2. National Outlook – 10-Year Projection (2011-2020)
<http://www23.hrsdc.gc.ca/occupationsummarydetail.jsp?&tid=61>

This occupation (ECE) is part of a larger occupational group called **Paralegals, Social Services Workers and Occupations in Education And Religion, N.E.C. (421)**

Occupations in this group	Paralegal and Related Occupations (4211) Community and Social Service Workers (4212) Employment Counsellors (4213) Early Childhood Educators and Assistants (4214) Instructors and Teachers of Disabled Persons (4215) Other Instructors (4216) Other Religious Occupations (4217)
Employment (non-student) in 2010	398,786

Key Research Findings

Median Age of workers in 2010	39.3
Average Retirement Age in 2010	62

3. Estimated that there will be more jobs than job seekers in this field for the 2011-2020 periods (job openings are expected to total **167,830**. It is expected that **154,893** job seekers will be available to fill these job openings). The majority of job seekers will come from the school system (89%) and 12% from immigration. Immigrants will represent an appreciable source of job seekers.
4. A large number of workers will leave this occupation for others, namely to become social workers (NOC 415), which will create additional replacement needs in this occupation. In fact, this occupation accepts many graduates who have a university diploma, but are unable to find a job related to their field of study.
5. The hourly wage in this occupation is low in relation to comparable occupations and is well below the overall occupational average. According to key labour market indicators, the number of job seekers was sufficient to fill job openings in this occupation (2008).
6. Based on projections and considering that labour supply and demand in this occupation were balanced, it is expected that the number of job seekers will remain sufficient to fill the job openings over the 2009-2018 period. The annual difference between supply and demand is very low, representing only 0.5% of employment in 2008.
7. Job openings will arise from strong employment growth as well as retirements. Expansion demand will be above the average, given the major needs in the social services sector and the increased demand for daycare service workers, as a result of the recent increase in births. While the number of retirements will be high, the retirement rate will be slightly lower than the occupational average, as workers in this occupation are generally younger.
8. According to Employment Ontario (Estimates 2006), 67% are Full-Time, 29% are Part-Time, 78% are Employees with only 22% Self-Employed
http://www.tcu.gov.on.ca/eng/labourmarket/ojf/pdf/6472_e.pdf
9. Local wage for Peterborough/Kawartha Region 2010:
 - Low: \$12.00 Average: \$15.19 High: \$ 18.96<http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=4214&action=final&ln=1®ionKeyword=Peterborough%2C+Ontario&s=1&source=3&titleKeyword=early+childhood+educator#wages>

US Bureau of Labour

<http://www.bls.gov/ooh/education-training-and-library/preschool-teachers.htm>

Job Outlook:

Employment of preschool teachers is expected to grow by 25 percent from 2010 to 2020, faster than the average for all occupations.

It is widely accepted that early childhood education is important for a child's intellectual and social development. As a result, there has been increasing demand for preschool programs, which is expected to create demand for preschool teachers.

In addition, the population of children ages 3 to 5 is expected to increase. Because children between these ages are typically enrolled in preschool, increases to that population will increase the demand for preschool teachers.

The following are the growth rates from 2010 to 2020 for the industries employing the most preschool teachers:

Child day care services	30%
Religious, grantmaking, civic, professional,	17

Key Research Findings

and similar organizations

Elementary and secondary schools; state, local, and private 12

Job Prospects

Workers who have postsecondary education, particularly those with a bachelor's degree, should have better job prospects than those with less education. In addition, workers with the Child Development Associate (CDA) or Child Care Professional (CCP) credential should have better prospects than those without these certifications.

Industry Standards:

The occupation is **regulated** in Ontario and is one of 2 provinces (Newfoundland & Labrador) in Canada which regulate ECE's.

Certification is administered and regulated by the [College of Early Childhood Educators](#)

Professional Associations:

[Canadian Education Association](#)

[Canadian Association of Family Resource Programs \(FRP Canada\)](#)

[Association of Day Care Operators of Ontario](#)

[Association of Early Childhood Educators of Ontario](#)

[Ontario Coalition for Better Child Care \(OCBCC\)](#)

[Child Care Human Resources Sector Council](#)

[Canadian Child Care Federation](#)

[Ontario Early Years Centres](#)

Employment Requirements

Employment requirements are prerequisites generally needed to enter an occupation.

- Early childhood educators
- A bachelor's degree or college diploma in early childhood education is required.
- Progression to senior positions, such as day-care supervisor, is possible with experience.
- Early childhood educator assistants
- Completion of secondary school is usually required.
- Experience in child care, such as babysitting, is required.
- Completion of an early childhood education assistant certificate program may be required.

Skills Requirements

There are often specific abilities, aptitudes and knowledge that are prerequisites to obtain employment in an occupation.

Most employers who advertise are looking for workers who have the following experience and skills:

Experience:

0-2 years

Early Childhood Education Skills:

Provide supervision and guidance of daily activities, field trips and special activities. Provide opportunity for creative expression through the mediums of art, dramatic play and music. Plan and develop child

Key Research Findings

care and nursery school programs.

Early Childhood Educator Assistant Skills:

Prepare craft materials and assist children to use them. Conduct and monitor activity programs designed for young children. Guide children in development of proper eating, dressing and toilet habits.

Additional Skills:

Assist in housekeeping duties. Maintain day care supplies and equipment. Assist in maintaining records of children.

Working Conditions

According to the census, over 25% of people in this occupation are aged 45 or over in the Muskoka-Kawartha area. Almost all are female. Most work in the health care and social assistance industry, specifically in child day-care services. Just under half work full-time on a full year basis while another 25 percent work full time for part of the year.

About one quarter of people in this occupation are self-employed. In Ontario, anyone who cares for more than five unrelated children under the age of 10 years has to be licensed by the Ministry of Children and Youth Services. Licensed childcare providers have to meet certain provincial health, safety and caregiver training standards. For further information visit:

<http://www.edu.gov.on.ca/childcare/licensingstandards.html>

Early Childhood Educators and Assistants work both inside and outside with young children. Although employment in day care centres and schools normally follow the normal workweek, jobs at recreational settings may require shifts on weekends and evenings. Teaching and leading activities for toddlers is normally fast-paced, with employees spending much of their time on their feet. ECEs must be able to lift and carry infants and toddlers. Early childhood educators strive to provide an encouraging social and educational environment while ensuring the safety of the children.

http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=4214&action=final®ionKeyword=Peterborough%2C+Ontario&s=5&source=3&titleKeyword=early+childhood+educator#report_tabs_container2

Educational Programs Leading to this Occupation

N/A

Educational Competitors

Individual Community College/Institute Information

(Click on Program Title to view college program page)

24 Ontario Colleges currently offer this Certificate Program (including Fleming)

- Includes Highlights of unique program characteristics.

Algonquin

[Early Childhood Education](#) Diploma

Key Research Findings

Boreal

[Early Childhood Education](#) Diploma

Cambrian

[Early Childhood Education](#) Diploma

[Early Childhood Education – Alternate delivery](#) (5 Semesters Diploma)

[Native Early Childhood Education](#) Diploma

Canadore

[Early Childhood Education](#) Diploma

[Early Childhood Education Intensive](#) 1 Year Diploma

- Graduates of any Bachelor of Education or Bachelor of Arts program can complete this hands-on, intensive program in one year

Centennial

[Early Childhood Education](#) Diploma

[Early Childhood Assistant](#) Certificate

Conestoga

[Early Childhood Education](#) Diploma

[Early Childhood Education](#) Fast Track

- Admission requirements: a degree in the social sciences (psychology, sociology), or equivalent, from an accredited college or university.

[Early Childhood Education Resource Teacher](#) Certificate (4 month)

- This program provides Post-Graduate Early Childhood Educators with the knowledge and techniques necessary to work with children who have special needs. The curriculum will focus on the inclusion of both individuals and groups.

Confederation

[Early Childhood Education Diploma](#)

Durham

[Early Childhood Education Diploma](#)

Fanshawe

[Early Childhood Education Diploma](#)

- The **Human Services Foundation** program is the preferred designated preparatory program for admission to the Early Childhood Education program.

[Early Childhood Leadership](#) Degree

- The goal of the program is to prepare early childhood professionals with program leadership ability to help them move into supervisory positions

George Brown

[Early Childhood Education Diploma](#)

- This program enables students to gain skills and knowledge through a unique system of alternating blocks of classroom theory and field practice, providing theoretical and practical training with infant, toddler, preschool and school-aged children.

Key Research Findings

- Each semester is divided into blocks of seven weeks. One block is for academic studies, the other is for field placement where students have the opportunity to work with children of all ages in a variety of settings.

[Early Childhood Education](#) Diploma/Consecutive Degree

- College-level tuition fees, rather than higher university fees, for the first two years.
- Classes with George Brown College faculty, who are national leaders in applied ECE education.
- Practical training in George Brown's nine state-of-the-art child care lab schools in Toronto.
- Graduate with both an ECE diploma and degree, which offers expanded career scope and direction.
- Graduates enter directly into Ryerson in the third year.

[Early Childhood Assistant](#) Certificate

- Emphasis is placed on basic skills development.
- Within each semester, the weeks are divided into three days of classroom theory and two days of field experience.
- In addition, there is a block field placement in each semester.
- This program is a "ladder" into the Early Childhood Education diploma program.

[Early Childhood Leadership](#) Degree

The goal of the program is to prepare early childhood professionals with program leadership ability. Graduates of this degree program will have a knowledge and practice base to influence pedagogy and curriculum. They will be prepared to move into supervisory/director positions in a full range of early childhood programs.

- The Early Childhood Leadership degree program is delivered in an applied learning environment.
- Case studies, demonstrations and practice opportunities are integral to most courses.
- Students have two field experiences, including a 14-week full-time work internship, that are aligned with the progressive complexity of the course content.

Georgian

[Early Childhood Education](#) Diploma

Humber

[Early Childhood Education](#) Diploma

- Our program has the benefit of two on-site inclusive child-care facilities for children birth to five years of age and an ECE Resource Centre filled with educational materials, books and equipment to be used for in-class assignments or field placement experiences.
- The daily operation of the resource centre is made possible through student involvement, providing students with the opportunity to develop organizational and leadership skills while working collaboratively with peers.
- Both the ECE Resource Centre and the Child Care Centres hire students throughout the year.

[ECE Advanced Studies in Special Needs](#) Certificate

[Early Childhood](#) Degree w/ U. of Guelph

La Cite

Key Research Findings

[Early Childhood Education](#) Diploma

Lambton

[Early Childhood Education](#) Diploma

- A video lab offers students the opportunity to observe children in Lambton College's Early Childhood Education Centre - an on-campus lab school for the program.
- The Parent and Professional Resource Centre offers valuable resources for activities, research and professional development.

Loyalist

[Early Childhood Education](#) Diploma

Mohawk

[Early Childhood Education](#) Diploma

Niagara

[Early Childhood Education](#) Diploma

Northern

[Early Childhood Education](#) Diploma

Sault

[Early Childhood Education](#) Diploma

Seneca

[Early Childhood Education](#) Diploma

- Seneca's two lab schools are model child care centres that provide you with opportunities for observation and programming

Sheridan

[Early Childhood Education](#) Diploma

- Sheridan has a formalized partnership with the High/Scope Educational Research Foundation, which allows you to study this renowned, research-based developmentally appropriate curriculum. This opportunity is unique in the Ontario college system. Graduates may continue their studies in the High/Scope approach and receive additional accredited High/Scope credentials.

St. Clair

[Early Childhood Education](#) Diploma

St. Lawrence

[Early Childhood Education](#) Diploma

APS#	MTCU Code	Approved Program Name	Program Weight	Funding Unit	Degree Factor	Institution
1038	51211	Early Childhood Education	1.30	1.60	2.00	ALGONQIN

Key Research Findings

1024	51211	Early Childhood Education	1.30	1.60	2.00	BOREAL
1018	51211	Early Childhood Education	1.30	1.60	2.00	CAMBRIAN
1161	51211	Early Childhood Education - BinoojiinyagKinoomaadwin	1.30	1.60	2.00	CAMBRIAN
1012	51211	Early Childhood Education	1.30	1.60	2.00	CANADORE
1037	51211	Early Childhood Education	1.30	1.60	2.00	CENTENNIAL
1015	51211	Early Childhood Education	1.30	1.60	2.00	CONESTOGA
1057	71214	Early Childhood Education Resource Teacher	1.20	0.60	1.00	CONESTOGA
1019	51211	Early Childhood Education	1.30	1.60	2.00	CONFEDERATION
1095	71214	Early Childhood Education Resource Teacher	1.20	0.60	1.00	CONFEDERATION
1070	51211	Early Childhood Education	1.30	1.60	2.00	DURHAM
1133	71214	(P-T) Early Childhood Education Resource Consultant	1.20	0.60	1.00	FANSHAWE
1028	51211	Early Childhood Education	1.30	1.60	2.00	FANSHAWE
1006	51211	Early Childhood Education	1.30	1.60	2.00	FLEMING
1027	51211	Early Childhood Education	1.30	1.60	2.00	GEORGE BROWN
1024	51211	Early Childhood Education	1.30	1.60	2.00	GEORGIAN
1025	51211	Early Childhood Education	1.30	1.60	2.00	HUMBER
1184	71225	Early Childhood Education - Special Needs	1.40	0.70	1.00	HUMBER
1017	51211	Early Childhood Education	1.30	1.60	2.00	LA CITE
1166	71212	Gestion des services de garde à l'enfance	1.20	0.50	1.00	LA CITE
1010	51211	Early Childhood Education	1.30	1.60	2.00	LAMBTON
1015	51211	Early Childhood Education	1.30	1.60	2.00	LOYALIST
1096	71214	(P-T) Early Childhood Education Resource Teacher	1.20	0.60	1.00	MOHAWK
1022	51211	Early Childhood Education	1.30	1.60	2.00	MOHAWK
1021	51211	Early Childhood Education	1.30	1.60	2.00	NIAGARA
1142	51211	Early Childhood Education - Native Concentration	1.30	1.60	2.00	NIAGARA
1097	71214	Early Childhood Education - Resource Teacher	1.20	0.60	1.00	NIAGARA
1062	51211	Early Childhood Education	1.30	1.60	2.00	NORTHERN

Key Research Findings

1016	51211	Early Childhood Education	1.30	1.60	2.00	SAULT
1123	71214	(P-T) Early Childhood Education Resource Teacher	1.20	0.60	1.00	SENECA
1033	51211	Early Childhood Education	1.30	1.60	2.00	SENECA
1024	51211	Early Childhood Education	1.30	1.60	2.00	SHERIDAN
1161	51211	BinoojiingyagKinoomaadwin Native Early Childhood Education	1.30	1.60	2.00	ST CLAIR
1020	51211	Early Childhood Education	1.30	1.60	2.00	ST CLAIR
1024	51211	Early Childhood Education	1.30	1.60	2.00	ST LAWRENCE

Employment Postings:

On May 8th, 2012, there were 1 jobs listed locally in the Job Bank (48 jobs in Ontario, 624 jobs in Canada).

Source: jobbank.gc.ca

Job Number: 6389297

Title: Early childhood educator assistant ([NOC: 4214](#))

Terms of Employment: Casual, Part Time leading Full Time, On Call, Day, Evening

Salary: \$10.25 to \$10.50 Hourly for 5 hours per week

Anticipated Start Date: As soon as possible

Location: Oshawa, Ontario (2 vacancies)

Skill Requirements:

Education: Completion of high school

Credentials (certificates, licences, memberships, courses, etc.): Cardiopulmonary Resuscitation (CPR) Certificate, First Aid Certificate, Not required

Experience: 1 year to less than 2 years

Languages: Speak English, Read English, Write English

Work Setting: Child care centre, Kindergarten, Day-care centre

Children's Ages: Newborn, 3-11 months, 1 year, 2 years, 3 years, 4 years, 5 years

Early Childhood Educator Assistant Skills: Bathe, diaper and feed infants and toddlers, Prepare craft materials and assist children to use them, Guide children in development of proper eating, dressing and toilet habits, Prepare and serve snacks, Arrange transition periods such as lunch and rest for children, Observe children and report on observations to supervisor, Discuss progress and problems of children at staff meetings

Additional Skills: Assist in housekeeping duties

Key Research Findings

Security and Safety: Criminal record check, Child welfare check, Immunization records, Tuberculosis test

Transportation/Travel Information: Own transportation, Public transportation is available

Essential Skills: Reading text, Document use, Numeracy, Writing, Oral communication, Working with others, Problem solving, Decision making, Critical thinking, Job task planning and organizing, Significant use of memory

Employer: Magic Pencils Daycare

How to Apply:

Please apply for this job only in the manner specified by the employer. Failure to do so may result in your application not being properly considered for the position.

By Mail:

11 Celina St.
Oshawa, Ontario
L1H 4M9

By Fax: (905) 436-6810

By E-mail: info@magicpencils.ca

Advertised until: 2012/05/08

Job Number: 6405023

Title: Assistant, early childhood educator (for summer family resource program) ([NOC: 4214](#))

Terms of Employment: Seasonal, Full Time, Day

Salary: \$10.50 Hourly for 34 hours per week

Anticipated Start Date: 2012/06/25

Location: Toronto, Ontario (1 vacancy)

Skill Requirements:

Education: Some high school, Completion of high school, Some college/CEGEP/vocational or technical training, Some university

Credentials (certificates, licences, memberships, courses, etc.): Cardiopulmonary Resuscitation (CPR) Certificate, First Aid Certificate

Experience: 7 months to less than 1 year

Languages: Speak English, Read English, Write English

Children's Ages: Newborn, 3-11 months, 1 year, 2 years, 3 years, 4 years, 5 years

Early Childhood Education Skills: Plan and develop child care and nursery school programs

Early Childhood Educator Assistant Skills: Conduct and monitor activity programs designed for young children, Prepare craft materials and assist children to use them, Prepare and serve snacks

Additional Skills: Maintain day care supplies and equipment, Assist in housekeeping duties, Leadership skills, Interpersonal skills

Key Research Findings

Security and Safety: Criminal record check

Work Conditions and Physical Capabilities: Physically demanding, Attention to detail, Bending, crouching, kneeling

Work Site Environment: Outdoors, Noisy

Transportation/Travel Information: Public transportation is available

Work Location Information: Urban area

Ability to Supervise: 5-10 people

Essential Skills: Reading text, Numeracy, Oral communication, Working with others, Problem solving, Decision making, Critical thinking, Job task planning and organizing, Significant use of memory

Other Information: Conditions of funding require that applicants be current students in the 2011-2012 academic year and returning to school in September 2012.

Employer: Central Eglinton Community Centre

How to Apply:

Please apply for this job only in the manner specified by the employer. Failure to do so may result in your application not being properly considered for the position.

By Mail:

160 Eglinton Ave. E.
Toronto, Ontario
M4P 3B5

By Fax: (416) 392-0514

By E-mail: hiring@centraleglinton.com

Web Site: <http://www.centraleglinton.com>

Advertised until: 2012/05/16

Experienced Early Childhood Educators

PLASP Child Care Services is a not-for-profit, community organization, providing high quality child care before school, at lunchtime and after school, for children up to 12 years of age. We have over 180 School Age locations and 20 full day early learning child care centres. PLASP has been operating programs for over 30 years.

We are now recruiting experienced E.C.E.s for our Early Learning and Child Care Centres in Peel. PLASP Early Learning and Child Care Centre programs implement a High/Scope active learning approach that promotes physical, social and intellectual well-being.

Responsibilities:

- To assist in establishing and maintaining a safe, warm, and caring environment in which a high quality child care program can operate
- To work co-operatively with the Program Director and other CCC staff to plan, develop, and implement a program of stimulating activities for young children which will promote their physical, social, emotional and intellectual well-being

Qualifications:

Key Research Findings

- E.C.E. Diploma
- 5 + years of post-graduate work experience
- Knowledge of the High/Scope curriculum an asset
- Proven leadership abilities
- Excellent organizational and administrative skills
- Supervisory experience an asset
- Well-developed problem-solving skills
- Flexible and energetic approach to work
- Above average communication skills
- Positive and sensitive attitude towards children and staff
- Physically able to participate with children in the centre and outdoors

How To Apply:

To apply please send a covering letter and resume, quoting reference PR121-ECECV.

E-mail: resumes@plasp.com or by Fax: 905-890-6947

PLASP Child Care Services

Job Categories: Childcare Sports / Recreation

Position Type: Full Time

Job Region: ON - Peel Region

Location(s): Brampton and Mississauga

Career Level: Experienced (Non-manager)

Ad Online Since: 04/04/2012

Application Deadline: 06/06/2012

Applicants Should Quote: PR121-ECECV

Source: www.charityvillage.ca

Family Resource Worker

JOB POSTING – INTERNAL AND EXTERNAL SUMMER POSITION – CONTRACT

START DATE: JUNE 1st, 2012 TO AUGUST 31, 2012

ONTARIO EARLY YEARS CENTRE – FAMILY RESOURCE WORKER POSITION

Mothercraft Ottawa requires a full-time **(37.5 hours/week)** Early Years Centre Resource Worker. The incumbent works closely with the Early Years Centre team to ensure safe, educational and well-planned programs for young children and their parents/caregivers. Schedule includes working occasional Saturdays.

QUALIFICATIONS

Early Childhood Education diploma or equivalent is preferred. Bilingualism is an asset. Knowledge of the philosophy of Early Years activities (playgroups, resource services and lending libraries), CPR and First Aid Course and standard health and safety procedures. Good communication, interpersonal and leadership skills. Experience working with young children in a group environment. Experience relating directly to parents/caregivers. Experience with and sensitivity to minority groups and socio-economic groups. Knowledge of community resources. Proficiency in use of office equipment, computers and various software programs including MS Word, MS Excel. Car and valid driver's license is essential. Must be a student returning to studies in the Fall 2012.

Key Research Findings

Resumes to: Lena Turnbull, Program Manager
475 Evered Avenue
Ottawa, ON K1Z 5K9
Fax: (613) 728-0097
E-mail: lturnbull@mothercraft.com

By 12:00 p.m. (noon) on Friday, May 18, 2012.

Only those chosen for an interview will be contacted.

Source: www.charityvillage.ca