



# **BUILDING WORKFORCE SUSTAINABILITY IN CHILD CARE AND EARLY YEARS**

**A Collaborative Approach Between the  
Region of Waterloo & Ryelle Strategy  
Group**





# OBJECTIVES FOR TODAY

01

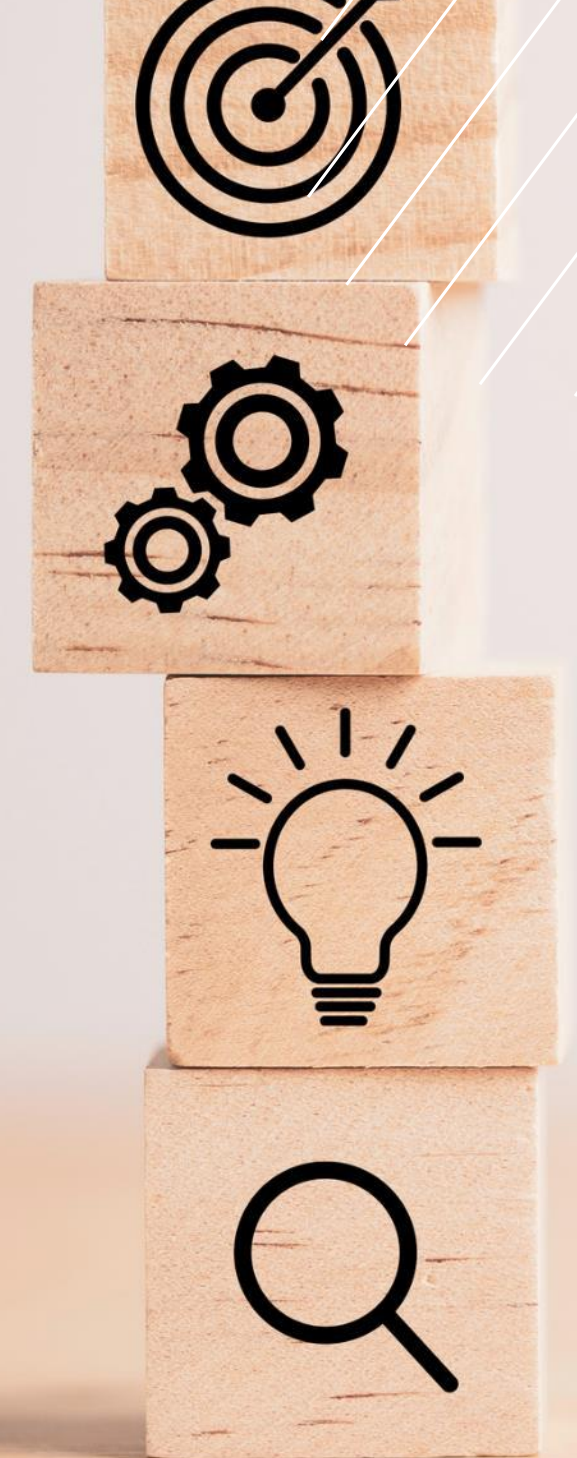
Foster networking opportunities to share approaches and challenges / barriers in moving the work forward

02

Co-create solutions around common issues, opening path for Service System Managers (SSMs) to collaborate together

03

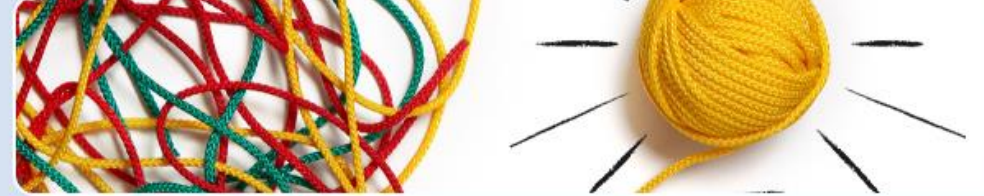
Discuss tools / frameworks that could be applied within your own setting



# WHILE WE PRESENT...



Please share **promising practises** that you are utilizing/implementing in your communities to support recruitment and retention of RECEs.



What are the **lessons learned** from the implementation of the promising practises? How did you overcome barriers or challenges?



How can municipalities **work better together** to address workforce challenges collectively, ultimately elevating the sector?



# THE WHY

## ▶ **Engagement**

We wanted to engage broadly with the EYCC sector

## ▶ **Assess Impact**

To assess the impact of workforce related programs, supports, and initiatives that we had rolled out

## ▶ **Input on Recommendations**

Looking to engage EYCC community in Waterloo Region for input/recommendations to support the creation of a long-term workforce recruitment and retention strategy





# THE APPROACH



Partnered with Ryelle  
Strategy Group in 2024



ROW and Ryelle worked  
collaboratively to shape  
and refine the process  
that would help us gather  
the information we  
wanted



Ryelle led the  
engagement phase of  
the work which  
consisted of a survey,  
interviews and focus  
groups





# INFORMING THE OUTCOMES

## Leveraging a 3rd party enabled:

- ▶ Confidentiality
- ▶ Capacity
- ▶ Objectivity
- ▶ Sector-wide Expertise
- ▶ Expertise in Methodology
- ▶ Strategic Alignment

# GOALS FOR THE PROJECT

01

Understanding the impact of the Region of Waterloo's work in influencing recruitment and retention of Early Years educators

02

Understand short term impacts of workforce support received

03

Inform the development of a long-term strategy





# ENGAGEMENT STRATEGY



## Interviews

10 interviews  
completed



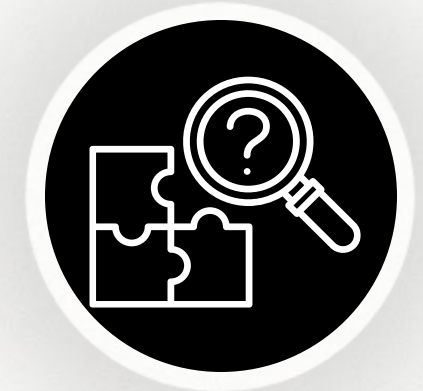
## Focus Groups

- 2 educators / facilitators
- 1 EYCC supervisors
- 1 EYCC operators



## Digital Survey

497 responses



## Analysis & Outcomes

Key themes and  
priorities synthesized





# ANALYSIS & OUTCOMES

- ▶ **Recruitment is challenging**
- ▶ **Increased workload impacting staff retention**
- ▶ **Region of Waterloo's role is fundamental to success**
- ▶ **Public awareness of ECE's role is vital**
- ▶ **Salary increases needed**
- ▶ **Staff retention: non-financial benefits an asset**
- ▶ **Staff appreciate opportunities for input**




Already doing (Y/N)	If yes, ne expand

- 
- A decorative graphic in the bottom right corner of the page. It features a large blue triangle pointing towards the top right. Overlaid on the white background to the left of the triangle is a grid of small dots. Some dots are dark grey, while others are light grey, arranged in a pattern that suggests a grid or a specific data set.

A 4x3 grid of dots, consisting of 12 dots arranged in 4 rows and 3 columns.

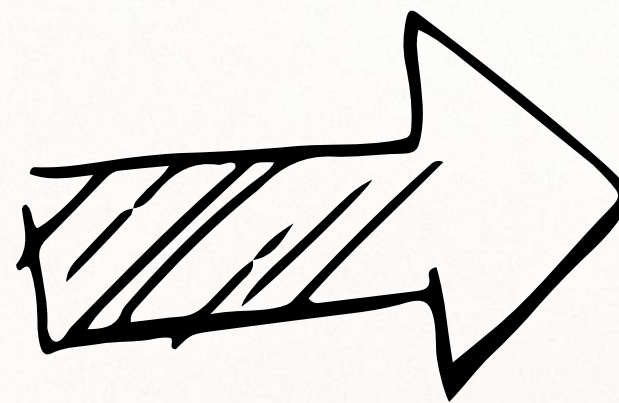


# IMPLEMENTING OUTCOMES



## March 2025

Shared the results with the EYCC community via a teleconference and provided access to the Ryelle Final report as well as the Knowing your Numbers (KON) Data reports.



## April 2025

Launched a Workforce Taskforce – consisting of Leaders across the EYCC sector.



# DISCUSSION POPCORN STYLE

- ▶ *Where do you see the biggest synergies / areas of alignment in your municipality?*
- ▶ *Are there unique issues / challenges that you are seeing your community?*
- ▶ *Where is the biggest opportunity for everyone to work together to address?*



Let's  
discuss



# THANK YOU!



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