

National Day of Action 2022: Stories from Our Community

This is the second of two documents of information the Early Learning Quality Initiative (ELQI) is sharing for the National Day of Action 2022. This document is sharing stories and perspectives from educators and staff working within our early learning and child care community in the City of Kawartha Lakes and County of Haliburton.

The first document (titled: National Day of Action 2022 Data) highlights data specific to our local early learning and childcare community as collected by the Data Analysis Coordinator (City of Kawartha Lakes) and an additional graph to show the wages in 1991 compared to 2015 across the country.

ELQI is taking the National Day of Action (November 30, 2022) as an opportunity to share local data and some stories from our local community in hopes it shines a light to the on-going crisis facing our local early learning and childcare community. We already know how important the role of quality childcare programs is within the community to support the economy; we want to be a part of finding a solution to this staffing crisis.

As the Early Learning Coordinator in the ELQI, I hear countless stories throughout my days. So many stories of how educators are coming together to support one another, how creative thinking and resourcefulness can be a starting point to think about challenges differently, hearing about the joy being found in work being done each and every day, and so many more heart-warming stories. Along with these positive stories, I am also hearing stories of burn out of educators and staff at an alarming rate, hearing how programs are doing their very best to try to juggle the limited staff they have to meet the ratios needed without closing rooms (which is not always possible to do and rooms need to be closed temporarily), the impact all of this (and the accumulation of the last few years of this pandemic) has had on families and stories of why educators are making the decision to leave this profession. Our profession is undervalued and underpaid for the important work they do each and every day. All of the educators and staff working within our community need to be recognized for not only providing a service to families, but also for the incredible work they do with children and families.

We hope you take the time to read both documents to have a better understanding of why it is so important to address this staffing crisis now.

If you would like more information about our local early learning and childcare community, I encourage you to reach out.

One of our educators shared this quote in their story to be shared in this document and it is very fitting to share here to ensure it is seen: "The secret of change is to focus not on fighting the old but on building the new!" -Socrates

Sincerely,

Beckie Kellett RECE
Early Learning Coordinator
Early Learning Quality Initiative
Community Living Trent Highlands

From: Alisha Chapman at Kids in Motion Child Care

What is a success or good news story you would like to share about your centre/program?

Even with all of the issues at hand our staff show up and provide engaging learning environments for our families. These children and their caregivers are a part of our child care family and we show up each and every day in order to support them in every way that we possibly can.

What feedback would you like to share with our MP/MPP and publicly to help advocate for our local community?

The shortage and lack of respect for our Child Care workers (not just RECE's)

Is there anything else you would like to share?

Day of Action- What the last two years has been like in child care

"Every Educator should feel he or she belongs, is a valuable contributor, and deserves the opportunity to engage in meaningful work"- How Does Learning Happen? (2014)

To say that the last two years working in child care has been rough is an understatement.

All of the Covid restrictions, closures, additional cleaning, co-horting and screening was exhausting. Then you add the feeling of disrespect and lack of empathy from the government for what our Registered Early Childhood Educators do on a daily basis it was quite literally a slap in the face and disheartening.

Not once were Early Childhood Educators thanked for being professionals and the engaging learning environments that they provided for these children. They were thanked for showing up to work so that the professionals could do their jobs. Just reiterating again to the public that we are nothing more than babysitters, a place to keep their children so they can go to work.

As restrictions started to ease and the CWELCC came into effect this government set a base floor rate for these professionals of \$16.00/hour, .50 cents off of minimum wage is what your diploma will get you. Tell me how that is encouraging anyone who is thinking about choosing Early Childhood Education as a career path, that this is the field for you?

Most of these staff used up all of their paid sick time and vacation last winter with Covid and sickness so are now having to take unpaid time off when they or their children are sick or schools are closed. In a time where inflation is at an all-time high, they are unable to make ends meet working in this field.

All of the news outlets write stories about how the schools need more RECEs and how we need to create more child care spaces but no one is talking about the real issue at hand, where are the RECEs to work in these spaces? There is a real shortage of Early Childhood Educators in this province and the ones that have not already left the field are burnt out and tired of being disrespected time and time again. Those of us who work in the field that have put weeks upon weeks of overtime in just to make ratios and keep our doors open to our families recognize the issue at hand, and we're exhausted. We're tired of choosing the field over our families and tired of having more and more responsibilities placed on us with no light at the end of the tunnel or even a thank you.

Families on wait lists who are constantly asking if there is a spot for their child yet have not been informed that even though there are vacant spots available there are not staff to support those spots. There are no RECE's available to hire so we are left to hire unqualified staff to fill the void. We are hiring individuals with little experience and hoping they continue to work and foster our vision and values when working with our children. It puts more responsibility on our current supervisors and RECEs to help train and support these new unqualified staff, and again they are already burnt out. We have had a number of unqualified staff last 2 days in the program as they had no idea the responsibilities that would be placed on them for such little money, they leave to go back to what they were doing before.

We are now awaiting our annual licensing inspection and wondering what have we missed this year, what are we behind in? With all hands-on deck covering ratios there is no administrative time yet one more stressor added to the pile. Will the government only listen when programs and rooms are closed down by program advisors due to lack of staff and not being able to meet standards?

Children are the future of our communities and now we need to support the individuals who are working so hard to help them learn and develop during the most important years of their lives. We need to recognize Early Childhood Educators as professionals and invest in them and therefore invest in our children and their future.

Sincerely,

Kids in Motion Child Care

From: an anonymous educator within our local early learning and child care community

What is a success or good news story you would like to share about your centre/program?

Home child care was not mandated to close during COVID-19 and we were able to continue providing quality licensed home child care throughout these difficult times.

What feedback would you like to share with our MP/MPP and publicly to help advocate for our local community?

There will always be a need for child care in our communities, and our RECE and child care staff are essential in providing the quality, educational, safe, welcoming and supportive programs, homes, and centres that we expect and rely on when we send our children out into the world. They are #worthmore!

From: an anonymous educator within our local early learning and child care community

What is a success or good news story you would like to share about your centre/program?

I would love to share that educators are truly the backbone to our economy. Without our educators showing up to work everyday, many more families (even though there are already a lot) would not have access to childcare, which in return could prevent them from working, meeting the needs of their families, and providing for them. Which as we know trickles down into the workforce and businesses.

Educators are so passionate about the children's well-being. I always hold close to my heart when educators take that extra 5 -10 minutes in their day, that they don't have to spare to comfort a child who really just needs a hug. Or stays late because a parent is late picking up and the child is having a difficult time.

What feedback would you like to share with our MP/MPP and publicly to help advocate for our local community?

Educators are worth more. Child care centres are absolutely in survival mode right now. When working in an environment where you don't feel valued or appreciated, what does this then do to the level of commitment and your work? It's affecting the care being provided and that's to no fault of the educators, we need more funding. Educators are working 10-12 hour days sometimes to cover due to lack of staff. Some educators are coming to work ill, violently ill because there is no coverage and they feel guilty for taking care of themselves. This is not okay.

Just the other day there was an educator at work who was running to the washroom every 2-5 minutes to vomit and felt as though she could not leave due to the lack of staff to cover her shift and needing to meet ratio. At what point is this not okay? Rooms are needing to close; programs are needing to close due to the staff shortage.

Now let me be clear, we do not just want anyone to come in and work in childcare, as we know as RECE's our role and impact on children's development is more impactful and pivotal then we will ever know. However, we do need a living and appropriate wage for the work we do that will keep trained, quality educators from leaving the field all together.

From: April Patrick at Bobcaygeon Nursery School and Daycare

What is a success or good news story you would like to share about your centre/program?

- Treat like a family

What feedback would you like to share with our MP/MPP and publicly to help advocate for our local community?

- More pay, not enough staff that we can take sick days

Is there anything else you would like to share?

- Don't get enough credit for the work we do, we are shafted our time and can't take time off because we are too short staffed and no one wants to work

From: Erica Shatraw RECE at Bobcaygeon Nursery School and Daycare

What is a success or good news story you would like to share about your centre/program?

We are extremely lucky to operate our program in a very supportive community. We've been out and about in our community and getting reacquainted with our neighbours since most health and safety mandates have been lifted. We created a display for the Bobcaygeon Fall Fair, all of our programs from infant to school age have visited Settlers Village and the nature trail numerous times to explore and to also read the story walks put on by the library, the local fire department paid a fun visit to our school age program, we've visited the Bobcaygeon library branch, participated in summer programs offered by the library, had bake sales to raise money for our programs and have visited the Splash pad many times on hot summer days and were all very excited to visit the new and improved Tommy Anderson Park since its reopening on November 1.

What feedback would you like to share with our MP/MPP and publicly to help advocate for our local community?

Since the influx of families to our area during Covid, we have been OVER RUN with calls from families who require childcare and our waitlist gets longer by the day. It's extremely disheartening to tell a family there is no room for their children in our programs, knowing that their chances of getting a spot are slim to none. Families are desperate for care for their children, especially given the ever-increasing costs of food, housing and fuel which means that most families need a double income to provide basic necessities for their children.

We were lucky enough to open an additional 25 childcare spaces (10 infant and 15 toddler) in the spring of 2021 by building an addition to our current space and we were very excited to offer these spaces to families on our waitlist. We closed our old infant and toddler rooms to open the new rooms and were unable to reopen the old toddler room for close to one year and the infant room for over a year due to staffing shortages despite having so many families on our list. We are unable to hire or retain qualified staff and continue to have staffing issues leading us to precariously balance between enrolling to keep our centre viable while being acutely aware of our staffing shortage and whether or not we will have staff to cover new enrollments. Without decent wages, benefits or a pension plan, new ECE graduates are not enticed to work in non-profit centres and are instead opting to work for school boards where those benefits are available to them.

We don't have a supply list so when staff call in sick, we have to close rooms. For instance, on Tuesday November 22, 4 staff called in sick and we had to close an infant room to make sure we met ratios, were able to offer staff their lunch break and several staff had to stay past their quit time to ensure ratios were met when families were late picking up their children. Both the supervisor and assistant administrator had to work on the floor in programs to meet ratios and do so on a regular basis (5 days per week usually) causing a backlog of the never ending administrative duties, including Ministry requirements, Health Unit requirements, staff and children's scheduling, waitlist and enrollments, building maintenance and upkeep, budgets, invoicing, and payroll, menu planning, supporting staff and programs, and answering concerns and questions from families which all take an incredible amount of time and focus to do well. We have incredibly supportive and passionate staff members who feel awful when they are sick and have to call in because they know the strain it puts on the rest of our team when someone

is away and this shouldn't happen. We shouldn't have to feel guilty for calling in sick knowing that we're leaving our centre short staffed and letting families down on top of being too sick to work, missing a day's wages and often still having to pay for childcare for the day.

All of this strain and stress has led to extremely high levels of burnout. We're finding that staff no longer find joy or contentment in the important work they are doing to support families and are seeking new careers in altogether different fields. We have been participating in many of the wellness opportunities including the beautiful wellness retreat put together by the COKL and CLTH in October 2022, but it's a temporary reprieve from the never-ending stress our sector is under.

Affordable, quality childcare is the backbone of Ontario's work force and should be treated as such. Child care was there during the teacher strike of 2019/2020, during the pandemic to support front line workers and children's virtual learning, and most recently during the labor dispute between CUPE and the government of Ontario. We were prepared to offer emergency childcare once again putting our own political opinions aside and despite being chronically short staffed, burned out and dealing with an increase in illnesses among staff, all to support families who require child care in order to keep Ontario's economy running. To treat us as anything less than the professionals we are is insulting to our profession, and to the passionate ECEs and childcare workers who show up every day to teach, love and support the development of our future generations.

Is there anything else you would like to share?

I already know what has been done to support the early learning and child care sector and families in recent years; I want to hear about what else is going to be done.

We need to know that plans are in the works to better support our sector once CWELCC has been rolled out and the kinks have been worked out. We need to know that the work we do is valued and important because it is valued and important.

How are waitlists going to be addressed? If the plan is to open more childcare spaces, who is going to staff them? How will the government entice new graduates to work in non-profit child care? We are all looking forward to your responses.

Erica Shatraw, RECE

From: Amanda Douglas at Compass Early Learning and Care, Minden Centre

What is a success or good news story you would like to share about your centre/program?

We provide one of the few licensed early childcare services in the area, and we could be serving more families on our wait list if we had more staff to meet that higher ratio.

What feedback would you like to share with our MP/MPP and publicly to help advocate for our local community?

Ideally there should be 3 teachers per room to allow for proper ratio and more time and focus on creative pedagogy development and documentation. Sometimes there's only 1 teacher in a room covering an opening shift, but when they leave, the class has to be collapsed and merged with another when there aren't enough staff to cover the closing shift for that room. This negatively affects the type of quality care that we want to provide the children and families. That means less time for artistic expression and learning intrigue. When our cook cannot make it in, an educator has to be pulled from somewhere to cover those duties.

More funding leads to more staff to watch more children so more parents can get to work in our communities and grow our local economy. Minden and the surrounding areas are not just a retirement destination, but a growing youthful community that needs support to thrive and be welcoming to young families. Our services are essential to the community we serve but we collectively do not feel valued or compensated for the work that we do. That leads to the mass exodus of ECEs in our field, seeking different employment or changing careers altogether, severing the emotional bonds made with the children, which impacts their emotional wellbeing. A step in the right direction would be to recognize our field not as a nanny service, but as the professional specialized regulated scope of practice that it is. Provide adequate funding to pay us proportionately for the services that all our ongoing training and knowledge provide. Provide funding for \$30/hour starting wages, similar to other white-collar professions.

From: Mary Hughes at Fenelon Langton Child Care Centre

What is a success or good news story you would like to share about your centre/program?

The toddlers whom I work with have been learning about gravity and risk play. I learn new things from them in day in their play and everyday is exciting and new for me.

What feedback would you like to share with our MP/MPP and publicly to help advocate for our local community?

At our centre we have many dedicated staff who are not compensated for the work they do. We are not recognized fully for the dedication to children's lives and social well-being. We worked through the pandemic without recognition or praise and continue to come to work each day with patience and enthusiasm for the job we do. ECEs deserve more and so do the children they work with.

Is there anything else you would like to share?

Our centre has a growing waitlist and no room to grow. We are attached to a school that needs an expansion to easily run an additional child care program for two more preschool age groups.

From: Kylie Lott at Compass Early Learning and Care Rolling Hills

What is a success or good news story you would like to share about your centre/program?

We have polled our staff and had them answer some important questions about why they do the job they do and what keeps them here.

Here are some of Kay's answers that she has said I could share:

1) Why is it that you do the job that you do?

I'm passionate about school age and admin and enjoy my split shift which allows me to support both. I feel it is important for all children, staff and families to feel welcomed, included and taken care of. Relationships are extremely important along with stability and consistency.

2) What are some reasons that you are in this field of work?

My passion started because I became a mother myself which grew into the relationships I created along the way. Becoming an Early Childhood Educator is one of my most rewarding paths in life. I've become aware of so much knowledge and education and I bring all of that into life each day.

3) What path led you here?

Children are full of such joy and life. I learn something new each day with the great families and educators I've dedicated my many years to this field. I feel we are a very important part of the community and it has shown with the consistent staff and families in the past years.

Cassidy:

1) Why is it that you do the job you do?

It has been my passion for as long as I can remember. I enjoy working with children and meeting new people. Everyday is a new journey that leads to the next adventure.

2) What are some of the reasons that you are in this field of work?

I enjoy watching the children grow and develop in the time they spend in the infant room. Every year is a new experience with many firsts as the children explore their environment around them. For some it could be the first time they have ever seen snow. I also love creating connections with peers and educators.

3) What path has lead you here?

Highschool business class through Fleming college. We were asked to create a "fake business." I chose to create a daycare for this project and the next thing I knew I was applying to Fleming college for the ECE program. I always felt that this would be a part of my learning journey. I just never really gave it much thought until I gained a bigger perspective.

Jamie:

1) Why is it that you do the job you do?

I love making a connection with the children in my care. Being able to see them grow and overcome any challenges they may face and the pride they share when they master something new.

2) What are some of the reasons that you are in this field of work?

I have an admiration for children's minds. They are so eager to learn and will ask a million questions before their curiosity is satisfied. I love the daily challenges. Everyday is different and brings new challenges but also opportunities to grow and learn with the children and as an educator.

3)What path has led you here?

I've loved working with children since I started babysitting at 13. I moved to volunteering at community events and nanny positions throughout university. My first position in a daycare satisfied my love for working with groups of children and I find my calling in the childcare setting.

What feedback would you like to share with our MP/MPP and publicly to help advocate for our local community?

There is such a shortage on staff that we have several positions that have not been able to be filled that are essential in the operation of our center and directly affect that early learning environment that children deserve. Currently we have available DNFRP funding that we are unable to find staffing for. These children deserve lower ratios to support their success in learning and social environments in our program.

We are lucky here at Compass that we have a co-lead model that allows us to have 2 full time leads on site. These leads are constantly pulled into ratio to avoid closing classrooms which in turn pulls them away from their roles. We also have to pull our DNFRP often to support meeting ratios.

Is there anything else you would like to share?

Early childhood educators and child care staff all deserve a living wage. Our work is incredibly important to build a foundation for learning for children and it is essential that the government looks deeply at the broken system we have. We are reaching a point of crisis where families will not be able to have care as there will not be enough staff which will negatively affect our economy as well as families well being. How will families access safe shelter and food for their family if they cannot work. Turning a blind eye to the childcare crisis is irreversibly damaging to our community and province. We plead with the government to hear us before the child care system crumbles.

From: Kaiti Card at Fenelon Langton Child Care Centre

What is a success or good news story you would like to share about your centre/program?

All our programs are full and our staff are showing up each day to provide stimulating and enriching activities for children. We are currently doing a gift basket raffle to raise funds.

What feedback would you like to share with our MP/MPP and publicly to help advocate for our local community?

We need better compensation for our educators. We also need more space to enroll and being attached to a school means no spaces and a growing waiting list.

Is there anything else you would like to share?

We are pleased to have opted in for the \$10 a day child care program and happy to have affordable childcare for families. Next steps are to offer higher paying wages to draw in more workers and retain the ones we currently have.

From: Donna Armstrong at Bobcaygeon Nursery School and Daycare

What is a success or good news story you would like to share about your centre/program?

Recently we were able to host our Annual General Meeting in person. It seems like it's been a long time since we have been able to have in person meetings. We invited parents to come and were pleasantly surprised with the turn out of parents. The AGM featured a guest speaker Kinga Bariza (Early Learning Coordinator), the focus of the presentation was the importance of play for young children and how educators observe and document the children's interests when choosing materials for their classroom. The educators had their classrooms set up with invitations to play, parents had the opportunity to tour each room and had time to play and explore the materials. Parents had a chance to speak with educators and board members. There was lots of documentation for parents to see their children participating in our programs and how our program is following the How Does Learning Happen document.

With a lot of the Covid restrictions being lifted we have really tried to be out and about in our community, visiting the green spaces, the new library, fall fair and Settlers Village. In the summer the school age program held a bake sale, and the community support was amazing.

What feedback would you like to share with our MP/MPP and publicly to help advocate for our local community?

Waitlist- Our waitlist continues to grow almost daily. Families are desperate for care and are often upset when we tell them that the waitlist is long. Families are looking for care that are new to the area, thinking about moving here, or the new CWELCC program offering more affordable child care for families.

Programs- In 2021 we were able to expand our child care centre by adding an additional 25 spaces, 10 more infants and 15 more toddlers. At first we were struggling to fill the new rooms because of the concerns families had during the pandemic. And as restrictions have lifted, we are continuing to struggle finding staff and keeping staff.

The recent CUPE actions have impacted our programs greatly. The communication from the school board to us has been frustrating, one email we received we were able to open and offer care for our school age families that attend our programs and a half an hour later we received an email to say no we would not be allowed. So staff were left scrambling to contact parents and let them know that the plan had yet again changed and we would not be able to offer care. As you can imagine parents were not very pleased and let our staff know. We are expected to get full day programs ready with the snap of a finger it seems, not sure why people do not realize the work and planning that goes into operating a full day program. The extra staff it requires, the extra food, and planning. Most times it seems we are not allowed to use the classrooms that we have licensed which then we are sent to use the ~~gym-gym~~. Where we are expected to run programs out of without tables and chairs and limited toys and equipment unless we get it set up before the program starts but we are not allowed into the building before programs start.

The CUPE educators who we work along side with and support their efforts to receive a better wage, benefits, pension and working conditions. The Registered Early Childhood Educators that are working in daycares get little to no acknowledgement of the work they are doing. We are working in the same working conditions as the CUPE educators are. We are under staffed,

under paid, we struggle at times supporting children with special needs, long days, no benefits or pension for us.

The CWELCC program has announced that it is going to offer some raises to help retain E.C.E.'s which is great but why should we not be supported with some kind of benefit and pension package? We are expected to be able to provide emergency care with very little notice and despite being chronically short staffed and burned out. Educators know parents need to go to work to keep our economy running. Parents have to know that their children are safe and being well cared for so they can do their best at their jobs.

As a registered E.C.E. I pay my membership fee each year to the College of Early Childhood Educators. The membership fee keeps going up, we are encouraged to do professional learning and to better ourselves professionally. There are mandatory modules, and training that must be completed, portfolios that must be up to date and ready for a random audit. I struggle and push through to go to work when I am exhausted because I feel bad for my team mates who are feeling the same way , and it would be selfish of me to leave them scrambling to meet ratio . IF WAGES, BENEFITS AND PENSIONS WERE ALL THE SAME FOR ALL EDUCATORS REGARDLESS OF WHETHER YOU ARE UNIONIZED OR NOT, THAT WOULD HELP TO SUPPORT EARLY CHILDHOOD EDUCATORS AND KEEP THEM IN THE FIELD.

Professional burn out is at an all time high, dealing with all of the regulations and constant changing protocols during the pandemic, educators are burnt out , tired and frustrated with the demands of the job. Educators who are working in this field are strong, resilient , and able to adapt to the changes that come from the Ministry, the School Board, the Health Unit. Early Childhood Educators show up everyday to teach, love and support the development of our future generations.

We have been working with the local colleges to try and find qualified educators, we work with long distance learning and apprenticeship programs to help support individuals who are interested in obtaining their E.C.E. We have a website posting employment opportunities, we use an online advertising platform with an ongoing advertisement for help. This profession needs to be recognized for the important work we are doing.

Is there anything else you would like to share?

CWELCC program has begun, there are concerns about funding and viability if funding isn't available. The price of groceries, hydro, oil/propane, insurance, rent and general maintenance costs continue to rise. If we can't get or keep staff how will our programs be viable?

Educators need to know that they are valued! The work must be recognized for the importance it has.

From: an anonymous educator within our local early learning and child care community

What is a success or good news story you would like to share about your centre/program?

Educators are always so engaged with children, parents can be rest assured that their children are taken care at all times. As tired as these educators are, they always make sure that children are well taken care of and nurtured as they would their own children.

What feedback would you like to share with our MP/MPP and publicly to help advocate for our local community?

There are so many things I would, like to bring up that I would need days to talk it through with MP/MPP, Prime minister, Ministry of education.

I have been in the education system for 16 years in Canada and 7 in Europe where I came from. I left my country because Canada was the land of opportunities, I wanted my child to grow up. I soon realized that I needed to redo my schools here in Canada to be able to teach. I graduated with honors as an Early Childhood Educator and started working in childcare in various of roles. I slowly realized that I could not raise my child how I thought I could because he couldn't have the basic needs a child has the right to have. Even with hard work and millions of extra working hours, I needed to use the foodbank to at least help us live from day to day. It wasn't easy and not easy however I dedicated my life to children, and I believe that children deserve to have the best care, best educators, the best health care system and its their RIGHT to have it!!! I never left the field and not intending to leave the field. I am who I am because of the children. Teaching in the early years is my passion!!

I often ask what kind of society we want our children to grow up? Is this what they deserve, is this what educators deserve? Is this what families deserve?

Asking these questions because these educators are burnt out and they still show up at work, lots of the educators leaving the field, which will not be for the benefit of children. What is quality?

Sitting here and thinking how can we do this together? How can we retain these precious educators who just like me barely can meet ends meet.

We all chose this PROFESSION because we love children but with the struggles, we all face, I wonder how long we can do this important job we do day in and day out! When will we be as Early Childhood Educator recognized as Professionals and treated as professionals!

I really hope there is a way to raise awareness of the importance of education in the early years, and the importance of Early Childhood Educators in the Education sector!

Thank you for taking the time to read this!

Is there anything else you would like to share?

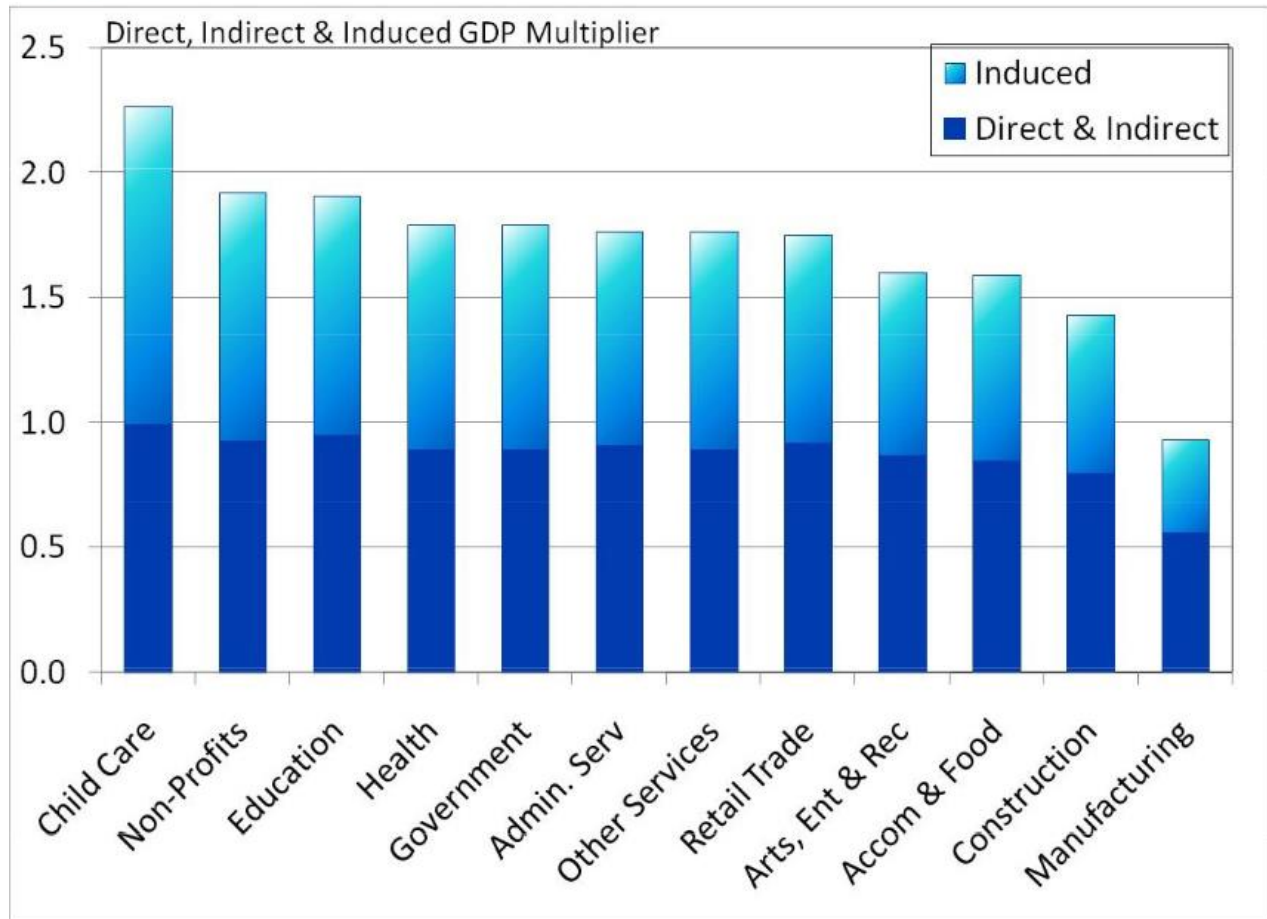
"The secret of change is to focus not on fighting the old but on building the new!" -Socrates

From: an anonymous educator within our local early learning and child care community

To recognize and acknowledge the benefits of a quality early childhood education program.
Robert Fairholm, from the Centre for Spatial Economics back in 2012, reported the following:

- Barnett (2008) reports that meta-analyses found preschool education to produce an average immediate improvement of about half a standard deviation (SD) on cognitive development. This is equivalent to 7 or 8 point on an IQ test, or a move from the 30th to the 50th percentile for achievement test scores. For the social and emotional domains estimated effect average about 0.33 SD.
 - Meaning savings on primary education (grade retention, special education, higher future earnings)
- Barnett (2008) also reported the estimated effects decline as students move from immediate experience to elementary school, to adolescence, and to adulthood follow-up. Long-term effects are roughly 0.10 to 0.20 SD for cognitive abilities, 0.15 for school progress, and 0.15 to 0.20 on social behaviour including delinquency and crime.
- Short-term Economic Effects:
 - Short-run impact measured by multipliers – GDP (gross domestic product) and Employment
 - GDP multiplier is the overall increase in GDP cause by a \$1 increase in expenditure or output in a sector
 - Employment multiplier is the number of jobs created per \$million
 - Direct Early Learning (ELC) and Care multiplier is large -
 - Indirect ELC is small because most expenditures are related to labour costs
 - Employment multiplier is large per \$million
 - ELC (child care outside the home) is ranked **5th** best for short-term multipliers on the GDP.
 - For the employment multipliers, ELC (child care outside the home) is marked **1st**
 - ELC Total GDP Multiplier is the largest of major sectors for Ontario.

(continued on the next page)



Fairholm concludes by saying a dollar invested in the ELC sector has a larger impact on Canadian economy than:

- A dollar used to support most of the other major sectors
- Most government programs
- Short-term impact from taxes via stimulus effects

Long term societal effects exceed costs by more than 2 to 1

Cleveland and Krashinsky (1998) estimated high quality child care in Canada would return over \$2 for every dollar invested.