
Top 3 Roadblocks for Hiring in Childcare and Practical Solutions

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Introduction

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Agenda Review

Housekeeping

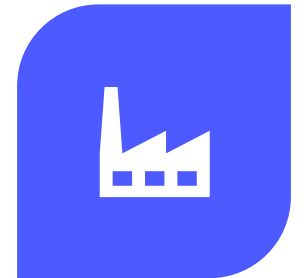
Top Three Challenges



TIME AND KNOWLEDGE



EMPLOYER EXPECTATIONS
AND APPLICANT
QUALIFICATIONS



COMPETITIVE JOB MARKET

The Time and Knowledge Challenge



Managing a childcare centre is demanding and HR or Recruitment is often not part of initial training or skillset



Scheduling and staffing can be challenging without adding in recruitment- advertising, reviewing resumes, scheduling interviews, preparing questions and interviewing is additional demand



Knowing where to post, how to write a job description, what to look for, how to screen and interview and how to make a hiring decision when you are busy with other things can be extra difficult

Overcome the Time and Knowledge Challenge



Taking time to prepare upfront can save you time later



A well thought out process results in a good hire more often- create a plan that includes:

A well thought out job description

An advertising plan

Interview questions and mapped out competencies

Decision making criteria



Understand the concept of "cognitive load"



Know what you don't know and seek information- employment standards, human rights, interview styles



Being prepared results in knowing what you are looking for and moving through the steps quickly and easily

Challenges with Expectations vs. Candidate Qualifications

Employers are looking for:

- ECE's, sometimes with IT or Special Needs, or Diploma preferred
- Experienced
- Committed and able to develop relationships with families
- Living in the Community – housing is a challenge and what if they don't stay?
- Ideally not on work permit with Immigration considerations and process to manage

Challenges with Expectations vs. Candidate Qualifications

Candidates Show up As:

- ECEA or ECE sometimes with IT or Special Needs if a Diploma, often not
- Inexperienced, fresh out of school, or no Canadian experience
- Will need training to be able to develop relationships with families as preferred
- Moving to the area or willing to move to the area and need some connections to potential housing
- Often on a work permit with Immigration considerations and a process to manage

Expectations and Applicant Qualifications

The ideal candidate

Acceptable learning curves and compromise

Competency chart and guiding decisions

The value of training and investing in people

Internal promotions and growth

Understanding different personalities and building cohesive jobs

Assessing resumes and interviews- pleasant surprises and not so pleasant surprises

Moving quickly

A Note About Temporary Foreign Workers



Definition



What it means



What to
consider



Learn more
about it



**Some
resources:**

IRCC-
promotion@cic.bc.c
a

Immigration Lawyers

Employment
Lawyers

CNIB

Community Futures

Competitive Job Market

New Spaces Funding-
increase in jobs
across the province

ECE Programs- many
online with residents
in lower mainland and
high numbers of
International students

Local Diploma
programs produce
graduate cohorts
every two years –
some online

Demand for ECE's
outweighs the local
supply

Competing with other
local childcare
providers

Solutions for Competitive Job Markets



RETENTION PROGRAMS-
NEXT WEBINAR!



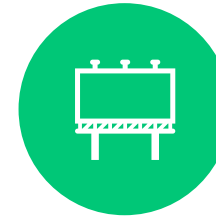
WHAT ARE YOU
OFFERING- BE
COMPETITIVE ON WAGES,
BENEFITS, PERKS, AND
EMPLOYEE ASSISTANCE



WE HAVE THE CBT WAGE
ENHANCEMENT FOR
SOME POSITIONS-
HIGHLIGHT THIS



GREAT CULTURE AND
EFFECTIVE LEADERSHIP -
MOST PEOPLE LEAVE
BECAUSE OF MANAGERS
AND CULTURE NOT
BECAUSE OF THE PAY- BE
A REASON TO STAY NOT A
REASON TO LEAVE



ADVERTISE YOUR
STRENGTHS!



SEEK OUT CANDIDATES
AND TALK UP YOUR JOBS

Questions?

