

Early Childhood Educators

An employment guide for newcomers to British Columbia



Contents

1. What Would I Do?	2
2. Am I Suited For This Job?.....	4
3. What Are The Wages And Benefits?	4
4. What Is The Job Outlook In BC?	6
5. How do I become an early childhood educator?	7
6. How Do I Find A Job?	9
Networking, Volunteering and Temporary Agencies.....	12
7. Applying for a Job	13
8. Where Can This Job Lead?.....	14
9. Where Can I Find More Information?.....	14

Early Childhood Educators (NOC 4214)

Early childhood educators may also be called:

- early childhood assistant
- early childhood supervisor
- child-care worker,
- day care worker
- day-care supervisor / coordinator
- preschool teacher
- nursery school teacher
- infant and toddler educator

1. What Would I Do?

Early childhood educators plan and deliver programs for children between the ages of infancy and 12 years. You provide care for infants and preschool- to school-age children to ensure their security and well-being. You also lead activities that develop their intellectual, physical and emotional growth.

Early childhood educator assistants provide care for children, with guidance from early childhood educators.

Early childhood educators' duties include:

- 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

Early childhood educator assistants' duties include:

- 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

More information:

WorkBC Career Profile for Early Childhood Educators and Assistants

<https://www.workbc.ca/careers/4214>

2. Am I Suited For This Job?

Early childhood educators should:

- enjoy working with children
- have strong communication skills
- be patient and understanding
- be physically fit as you are required to stand, walk, bend and lift items throughout the work day

As an early childhood educator you may work varied hours. Preschool and school-based programs typically operate only during the school year, offering approximately nine months of work to both full- and part-time workers.

Daycare centres are generally open throughout the year and may have extended hours to accommodate the needs of working parents.

Although working with young children can be very rewarding, it can also be physically and emotionally tiring as working with children requires a great deal of patience.

Sources:

- WorkBC Career Profile for Early Childhood Educators and Assistants
<https://www.workbc.ca/careers/4214>
- **Career Cruising** – Profile for Early Childhood Educator
<http://www.vpl.ca/digital-library/career-cruising>
Available from the VPL Digital Library | Explore our Digital Library page

3. What Are The Wages And Benefits?

In British Columbia, the median annual salary is \$35,360. Your hourly wages can range from \$13 to \$25.

In BC's regions, you can expect to make:

**Early Childhood Educators & Assistants NOC 4214
 Hourly Wages**

Community/Area	Wages (\$/hour)		
	Low	Median	High
Cariboo Region	13.85	16.49	38.00
Kootenay Region	13.85	18.00	26.00
Lower Mainland–Southwest Region	13.85	18.00	26.00
Nechako Region	14.00	17.00	25.63
North Coast Region	14.00	17.00	25.63
Northeast Region	16.00	17.00	38.46
Thompson–Okanagan Region	13.85	18.00	24.00
Vancouver Island and Coast Region	15.00	17.00	28.00
British Columbia	13.85	18.00	26.00

Chart from Job Bank, Wage Report <https://www.jobbank.gc.ca/marketreport/wages-occupation/5172/BC>

Your earnings can vary widely, depending on experience, level of education, type of employer, and geographic location. Some full-time early childhood educators receive benefits, such as sick days and extended health care coverage.

Depending on where you work, you may belong to a union. This means that your wage rates and benefits are negotiated on your behalf by union representatives.

Sources:

- WorkBC Career Profile for Early Childhood Educators and Assistants
<https://www.workbc.ca/careers/4214>
- **Career Cruising** – Profile for Early Childhood Educator
<http://www.vpl.ca/digital-library/career-cruising>
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4. What Is The Job Outlook In BC?

According to JobBank Canada, the employment outlook will be good for early childhood educators and assistants (NOC 4214) in British Columbia for the 2018-2020 period.

Some job openings will result from high worker turnover (due to the low pay and the physically and emotionally challenging nature of the work)

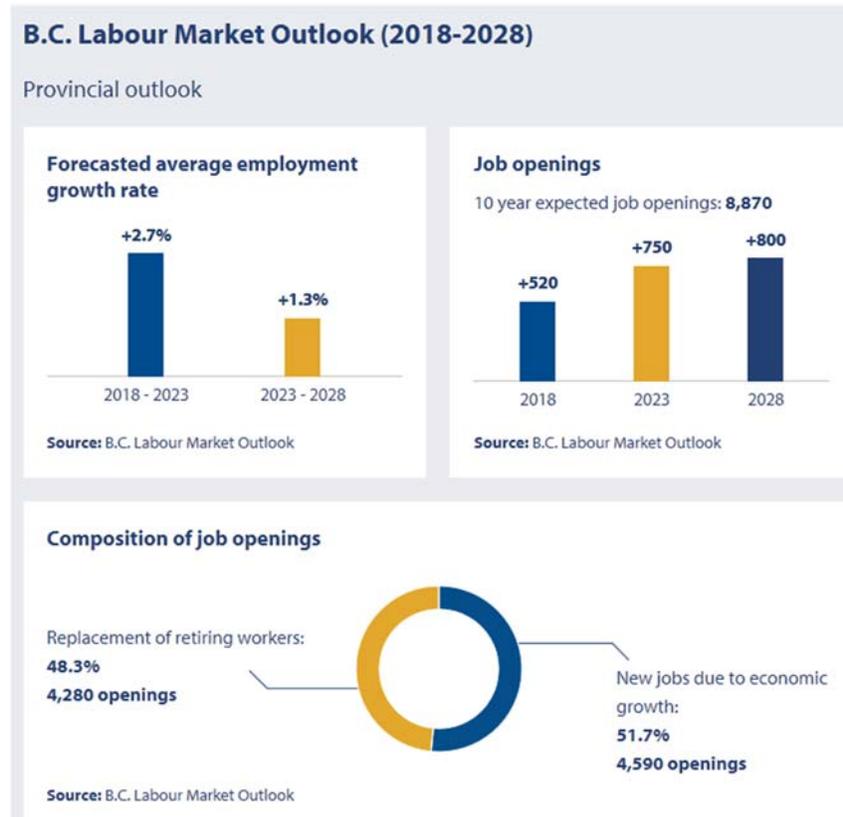
Growth may be negatively affected by both a declining birth rate and a reduction in the number of women with pre-school-age children entering the workforce.

However, an increasing number of single-parent families will continue to be an additional source of job growth.

A decrease in the number of people enrolling in recognized early childhood care programs in some areas of the province has led to increased demand for workers in these occupations. In particular, the more northern rural communities in B.C. are experiencing a shortage of qualified workers.

Employment Outlook

Employment Outlook - Early Childhood Educators & Assistants NOC 4214



Sources:

- WorkBC Career Profile for Early Childhood Educators and Assistants
<https://www.workbc.ca/careers/4214>
- JobBank Canada <http://www.jobbank.gc.ca/>

5. How do I become an early childhood educator?

Early childhood educators must have a college diploma in early childhood education (ECE) or have a bachelor's degree.

Other requirements may include:

- a clear criminal record check
- current first aid and CPR certifications

Early childhood educator assistant may require completion of an early childhood education assistant certificate

In BC, certification as an **Early Childhood Educator (ECE)** or an **Early Childhood Educator Assistant (ECEA)** is available through the Early Childhood Educator Registry, administered by the BC Ministry of Children and Family Development. For more information, see:

- <https://www2.gov.bc.ca/gov/content/education-training/early-learning/teach/training-and-professional-development/become-an-early-childhood-educator>

Early Childhood Educator (ECE) Certificate Requirements

Three types of certificates are available:

- **ECE Certificate** ('5 year'): completion of an ECE program from a recognized educational institution **PLUS** 500 hours under the supervision of a Canadian certified early childhood educator
- **'One Year ECE Certificate'** for early childhood educator **without 500 hours of supervised work experience**
 - requirements: graduation from a recognized basic and/or post-basic ECE program
 - One-Year ECE Certificate allows a person to act in the position of a fully-certified ECE while working towards their 500 hours – it can only be renewed once.
- **Infant & Toddler and/or Special Needs Educator:** completion of all requirements for 'Five year ECE' **PLUS** completion of an Infant & Toddler and/or Special Needs program from an approved educational institution

https://www2.gov.bc.ca/assets/gov/education/early-learning/teach/ece/ece_application_five_year_infant_special_needs.pdf

Early Childhood Educator Assistant (ECEA) Certificate Requirements

As a first time applicant you must have completed, within the previous five years:

- one course of a basic early childhood education program in either child development, child guidance or child health, safety and nutrition through a recognized educational institute

https://www2.gov.bc.ca/assets/gov/education/early-learning/teach/ece/ece_application_renewal_assistant_certificate.pdf

Renewal of these certificates is required every five years; *at renewal, applicants must have completed 400 hours of relevant work experience.*

See: <https://www2.gov.bc.ca/gov/content/education-training/early-learning/teach/training-and-professional-development/become-an-early-childhood-educator/renew-maintain-ece-certification>

For information on evaluation of ECE education received outside Canada:

<https://www2.gov.bc.ca/gov/content/education-training/early-learning/teach/training-and-professional-development/become-an-early-childhood-educator/apply-for-ece-ecea-certificate>

6. How Do I Find A Job?

Where would I work?

Early childhood educators work in a variety of settings including:

- licensed daycare centres
- infant and toddler centres
- before- and after-school programs
- nursery schools and preschool facilities
- community centres
- recreational facilities

Finding Advertised Jobs

Jobs are advertised in a variety of sources including newspapers, magazines and online job sites.

Local Newspapers

You can look at the *Vancouver Sun & the Province* at Vancouver Public Library for free. Check the job postings daily, the careers section in the *Vancouver Sun* on Wednesdays and Saturdays and, in *The Province* on Sundays.

Job White Pages

Available in print at the Central Library or online at

JOB Freeway.com

<http://www.vpl.ca/digital-library/jobfreewaycom>

Available from the VPL Digital Library | Explore our Digital Library page

NOTE: Access at VPL locations only

Online Job Postings

- **BC Aboriginal Child Care Society**
<https://www.acc-society.bc.ca/services/job-postings/>
- **Early Childhood Educators of BC - ECEBC**
<http://www.ecebc.ca/jobs.html>
- **Vancouver Society of Children's Centres**
http://www.vsocc.org/vsocc_careers_topnav.html
- **Westcoast Child Care Resource Centre**
https://www.wstcoast.org/job_postings/search
- **YMCA of Greater Vancouver**
provider of daycare, preschool & after school care in Metro Vancouver region
<https://gv.ymca.ca/Careers/Working-with-YMCA/>
- **Council of Parent Participation Preschools of BC**
<http://cpppreschools.bc.ca/job-postings/>
- **Indeed.com**
http://ca.indeed.com/advanced_search
- **Neuvoo.ca** <http://neuvoo.ca>
- **BC JobConnect**
<https://www.bcjobconnect.ca> **must have permanent resident number**

newcomers can post their skills, education and work experience to BC employers looking for workers

Finding "Hidden Jobs"

Many job vacancies are not advertised. The resources below will help you with finding jobs in this "hidden" job market.

Using Directories to Create a List of Potential Employers

You can use company directories to produce lists of employers who employ early childhood educators in Vancouver or the Lower Mainland. Contact them directly to find out if they're hiring.

- **Child Care Map – BC Ministry of Children & Family Development**

<https://www2.gov.bc.ca/gov/content/family-social-supports/caring-for-young-children/how-to-access-child-care/search-for-child-care>

regional map with contact information for child care centres; search by city and by age of children in care

- **Vancouver Society of Children's Centres**

childcare centres for *City of Vancouver*

http://www.vsocc.org/vsocc_locations_topnav.html

- **Westcoast Child Care Resource Centre**

childcare centres for *City of Vancouver*

<https://www.wstcoast.org/choosing-child-care/search>

- **YMCA of Greater Vancouver**

<http://www.vanymca.org/childcare/earlychildhood.html> - child care centres

<https://gv.ymca.ca/Programs/Categories/Child-Care>

- **Reference Canada**

<http://www.vpl.ca/digital-library/reference-canada>

Click on "Start Search" beside Canadian Businesses, then select the "Advanced Search" button. Select both "Keyword/SIC/NAICS" under Business Type and "City" under Geography. In the top search box enter "child care" and click SEARCH. Select the appropriate headings. Lower down, select the Province, choose the cities, and click the "View Results" button.

Available from the VPL Digital Library | Explore our Digital Library page

NOTE: *You can access this database from a Library computer. If you are using a computer from outside the Library, you will need a Vancouver Public Library card to login to this database. After clicking on the database name, you will be asked to enter your library card number and PIN (usually last four digits of your telephone number).*

Networking, Volunteering and Temporary Agencies

Many positions are filled by people who have been recommended by someone they know. Networking, working as a volunteer or registering with a temporary employment agency are good ways of helping you find jobs and meet people in your industry.

Networking and the Hidden Job Market:

When looking for work, be sure to talk to friends, relatives and neighbours. They may know someone who is hiring! Working as a volunteer, attending events, and joining clubs and associations are good ways to gain "Canadian experience." They are also good ways to meet people to learn about the local job market.

Volunteer opportunities

- **Volunteer BC**

<http://www.volunteerbc.bc.ca/>

- **GoVolunteer.ca**

<http://govolunteer.ca/>

- **YMCA of Greater Vancouver**

Volunteer opportunities may be available in child care centres (50 locations), family programs and community services

<http://www.vanymca.org/giving/volunteerwithus.html>

- **YWCA of Metro Vancouver**

Volunteer opportunities may be available in the YWCA's Family Services

programs and their four licensed child care centres

<http://www.ywcavan.org/help/volunteer/volunteer-opportunities>

- **Family Services of Greater Vancouver**

<https://fsgv.ca/volunteer/>

- **Public Recreation Centres and Parks**

go to your local city/town website and search for 'parks' or 'recreation' or 'community centre'; when you locate your local recreation centre, search for 'volunteer'

- **School Districts/Boards:** complete list of school districts available at:

www.bced.gov.bc.ca/apps/imcl/imclWeb/Home.do

go to your local school district website and search for 'volunteer'

For additional tips see:

- **Networking for Employment**

Go to <http://skilledimmigrants.vpl.ca>

[Search Networking for Employment]

- **Getting Canadian Work Experience**

Go to <http://skilledimmigrants.vpl.ca>

[Search Getting Canadian Work Experience]

7. Applying for a Job

In Canada, employers usually expect to receive a resume and a cover letter that identifies the position you are applying for and summarizes your experience. Use the library catalogue, <http://vpl.bibliocommons.com/> to find books on writing resumes and cover letters specific to your industry.

For more information see:

- **Writing Resumes and Cover Letters**

Go to <http://skilledimmigrants.vpl.ca>

[Search Writing Resumes and Cover Letters]

8. Where Can This Job Lead?

With training and formal education, *early childhood educators* can take on the management of several programs within an agency or advance to the position of executive director of an agency. *Early childhood educator assistants* can become early childhood educators.

With experience you may progress to senior positions such as:

- infant development consultant
- supported child development coordinator
- daycare supervisor
- administrator for early childhood education centres
- ECE instructor

You may also become a private daycare operator.

9. Where Can I Find More Information?

- **Early Childhood Educators of BC**
<http://www.ecebc.ca/>
- **BC Aboriginal Child Care Society**
<http://www.acc-society.bc.ca/>
- **BC Family Child Care Association**
<http://www.bcfcca.ca/>
- **Westcoast Child Care Resource Centre**
<http://www.wstcoast.org/>
- **Learn More About Working in BC and Canada**
Go to <http://skilledimmigrants.vpl.ca>
[Search Learn More About Working in BC and Canada]

Questions? Please ask the Information Staff at the Central Library or telephone 604-331-3603.

Please note that the information in this guide is also available online through the Skilled Immigrant InfoCentre website at <http://skilledimmigrants.vpl.ca/>.