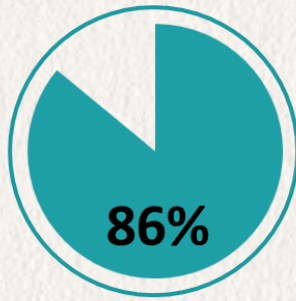
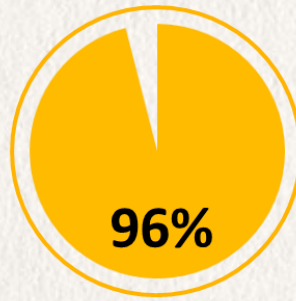


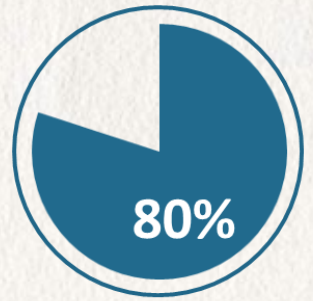
are satisfied with their job.



took some professional development in the last year.



say their centre or home offers a well-rounded program for kids.



feel respected as a professional

## Child care centres report difficulty recruiting key staff

Directors who say it's hard to hire early childhood educators with management skills

83%

Directors who say it's hard to hire inclusion facilitators

71%

Directors who say it's hard to hire early childhood educators

69%

Directors who have operated their centre with a conditional licence due to staff shortages

49%

**50%**

Family child care providers who plan to continue operating for four years or more.

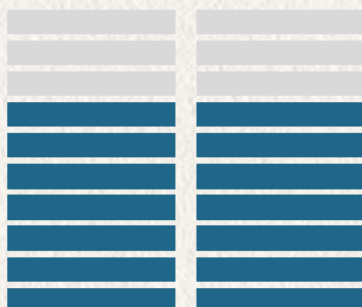


### Source:

Online survey of 600 MCCA members including CCAs, ECEs, directors and family care providers, conducted by Probe Research Inc., October 6 – 21, 2016. Margin of error: ± 3.6, 19 times out of 20.

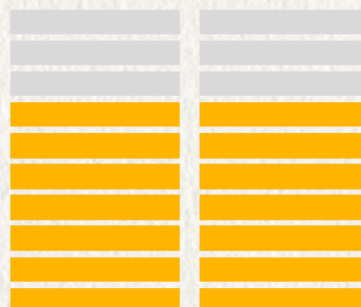
## Directors are most worried about...

**73%**



Increasing operating costs

**71%**



Paying competitive wages

**57%**



Long wait lists