

# Early Years Employment Initiative

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E Y E I 2025

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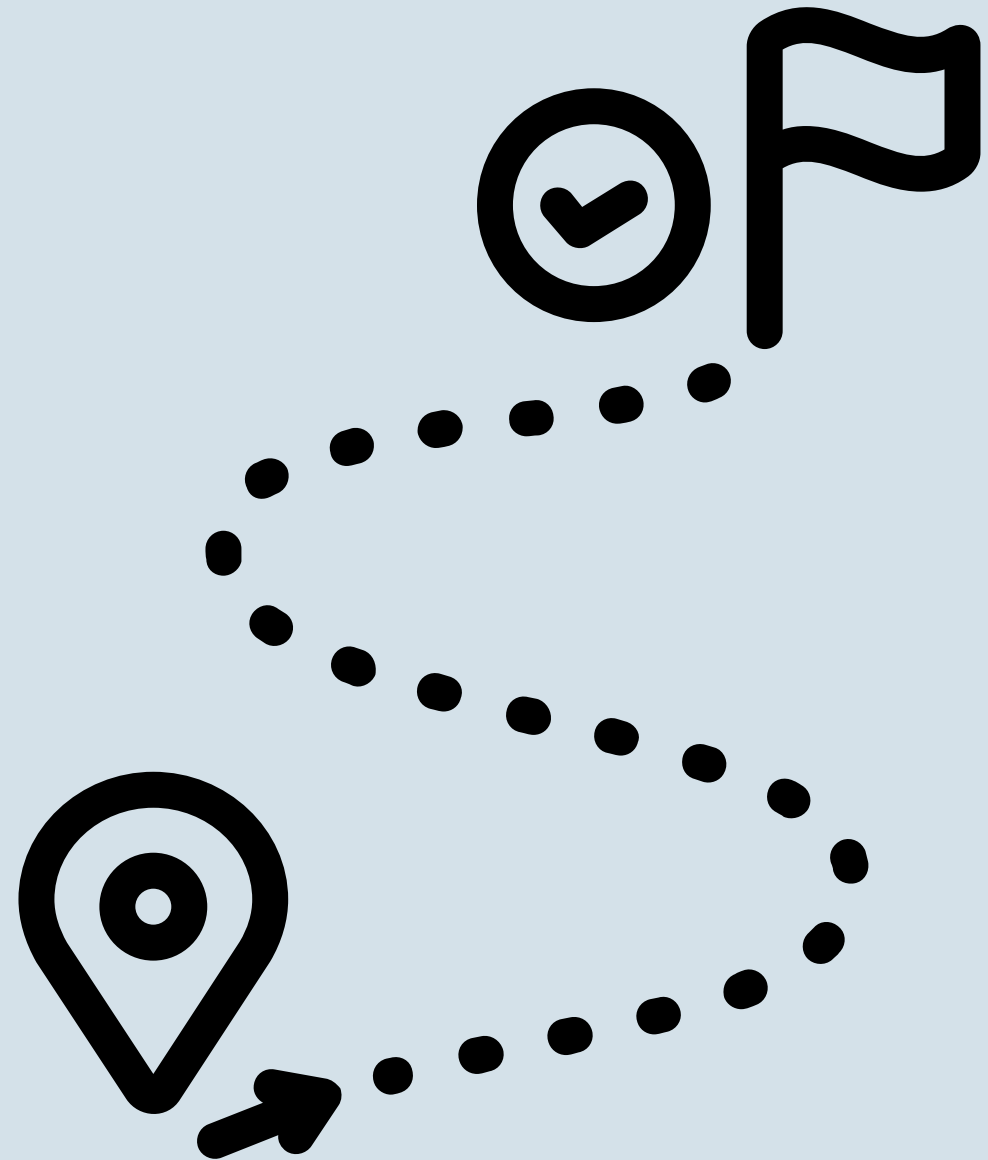
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Key Observations

# The Why

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## Groundwork

- 2022 workforce initiative funding was introduced
- An employment crisis in Child Care
- Discussions with other communities.
  - How do we adapt this to our community?
  - What are *our* community needs?

# The Who



## Partners in success

- Watton Employment Services Inc.
- YMCA Northumberland
- Five Counties Children's Centre
- Fleming College
- Ontario Works - Northumberland
- Early Years Services - Northumberland

## Supporting partners

- Local High schools/Guidance Counsellors
- Local Child Cares (Guest Speakers)
- Local Health Unit (HKPR\*)



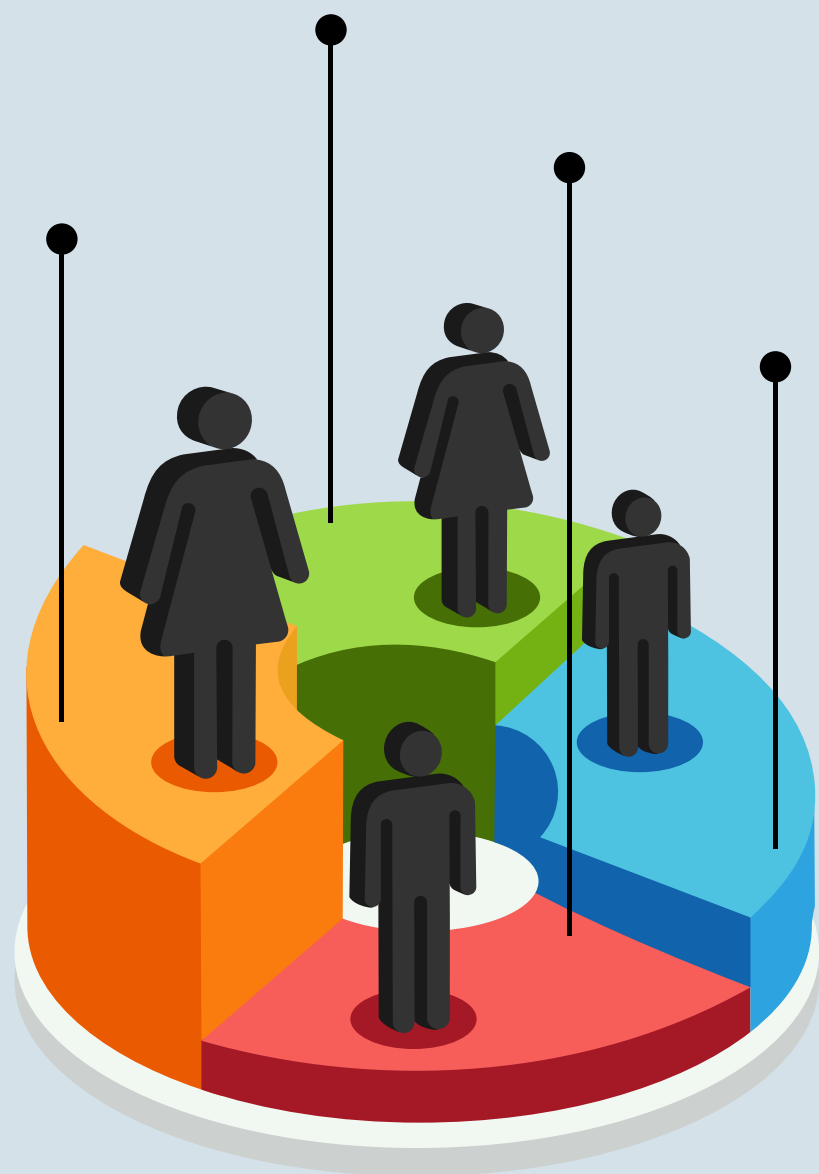
# The Who

## Targeted Demographic

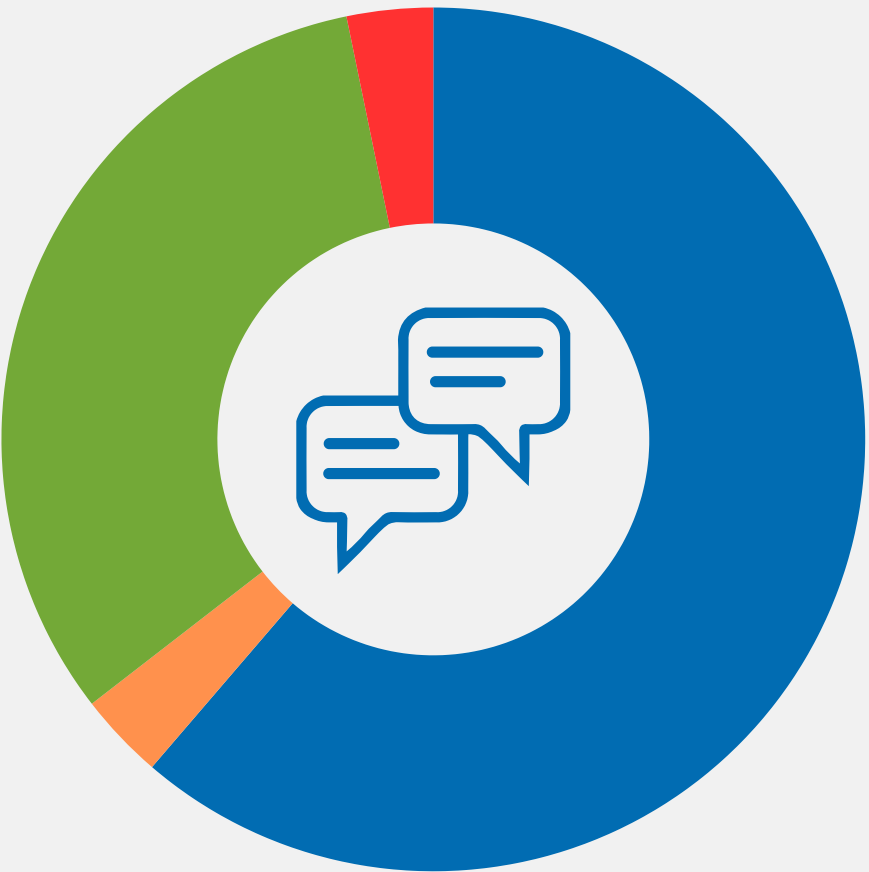
**Pilot Year:** Individuals who have been out of the workforce for years but possibly had family life skills. (Focus on OW clients)

**Year 2:** Opened registration to high school students in Grade 11 and 12 as well as OW clients and any Watton Referrals.

**Year 3:** Continued with high school, OW and Watton referrals with an early bird registration period for OW and Watton clients.



# 2022 -2024



Enrollment type over 3 years

- OW
- ODSP
- High school
- Employment Services

Enrollment Type	
OW	19
ODSP	1
High School	10
Employment Services	1
<hr/>	
TOTAL	31
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→ 9 no longer on OW

→ 15 engaged in EY workforce/education

# The What

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A program that provided:

- Training
  - WHMIS & Health/Safety
  - Food Handlers
  - CPR & First Aid Level C
  - Resume and interview workshop
  - Mini “Mock” interviews
- Introduction to theory with Fleming College
- Introduction to Self-Regulation
- Opportunities to talk to multiple people in different roles in the sector
  - **Two weeks** of in class time in an adult learning environment
  - **Four Weeks** of hands on job placement experience in a Child care or EarlyON setting
    - **6-weeks fully paid**
- Consistent support throughout the entire program

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## Early Years Employment Initiative

### The EYEI Program provides:

**FREE** training and experience to individuals interested in learning the many different career paths in the Early Learning sector.

This 6-week **PAID** program starts July 8th and offers two weeks of in-class training, followed by four weeks of job placement in an Early Years Centre.

**To register\* or learn more about this program, please contact:**

▶ Christine Mumford  
☎ 905-372-6846 ext. 2223  
✉ mumfordc@northumberland.ca

**\*Register ASAP** as spaces are limited!

### As a participant, you:

- Will discover the many career pathways that are available in Early Years programs.
- Will be provided with job readiness preparation, technical skills, knowledge, and a certification required to secure employment post program completion.
- May be provided access to fully funded childcare during the 6-week program.

Northumberland  
county

Community &  
Social Services

 **FLEMING**

 **WATTON**  
EMPLOYMENT SERVICES INC.



# Program Outline



DAY 1	Welcome & Onboarding WHMIS/Health & Safety Training
DAY 2	Power of Play & How Does Learning Happen: Introduction to Theories of Play
DAY 3	Food Handlers Certification
DAY 4	Mehrit Centre Certified Facilitated: Introduction of Self-Regulation
DAY 5	Child Development & How Does Learning Happen

DAY 6	Introduction to Nutrition Guide Documentation and Curriculum Overview
DAY 7	Power of Play & Outdoor Pedagogy
DAY 8	Workforce Preparation “How to Write a Resume, Cover Letter & Interview Prep”
DAY 9	Duty to Report & Code of Ethics Placement Preparation
DAY 10	YMCA Program Statement & Mini Interviews

**\*FOLLOWING THE TWO WEEKS OF IN-CLASS THEY HAVE TWO DAYS OF FIRST AID & CPR LEVEL C  
TRAINING, FOLLOWED BY A PLACEMENT**



# Barriers

- Travel/Transportation
- Food Security
- Wages.
- Child Care
- Seclusion/Isolation
- Mental Health/Trauma
- No/limited support Systems
- Post-Covid
- Immunization Records & Police Records

# Support Systems

- Arranging and paying for transportation (if needed)
- Lunches provided (during in-class)
  - Grocery cards for supporting children's lunches at camp
- Access to technology
- Consistent personal support
- Wages
- Child Care/camp (when possible)
- Adult learning environment
  - Consistency of location



# Emergent Support Systems

- A clothing expense (sponsored by Watton)
- Personal technology (if needed)
- Extra time/support/check-ins
  - Different learning styles
  - Different comfort levels
- Advocating for extra supports when needed
- Raising awareness of their own community supports
- Creating relationships



# Key Observations for Success

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- A warm hand off from an OW Caseworker.
  - “You would be great at this..there is a program I think you would succeed at...etc”
- Adult learning environment
- A genuine collaboration of partners - *A shared goal!*
  - Onboarding
  - Environment
  - Community
  - Higher-level support/partnership
- Striving to meet people where they are at and help them succeed to the best of our abilities.



# Testimonials

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## PARTICIPANT M.G, 2022

“Completely changed the trajectory of my life, dragged me out of a hole that I didn’t know how I was going to get out of” Currently at university in their 3rd year for child development and hoping to pursue their masters and even their PhD.

PHOTO  
HOLDER

PHOTO  
HOLDER

## PARTICIPANT K.D, 2023

“We had to live with my grandparents for the past 4 years, Covid hit hard and I didn’t know what to do. Now I am able to move out and live with my daughter on our own and support us - completely changed my life and I can’t picture myself doing anything else anymore” Currently working in a licensed Child care setting and hoping to go to school for ECE soon

## PARTICIPANT D.M, 2024

“The opportunities completely changed my life. A single mom raising multiple children, you can lose yourself sometimes so finding something I actually enjoyed doing was amazing. Currently working in a licensed Child care program

PHOTO  
HOLDER



# Thank you



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