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TO:	CHAIR AND MEMBERS COMMUNITY AND PROTECTIVE SERVICES COMMITTEE APRIL 22, 2013
FROM:	LYNNE LIVINGSTONE MANAGING DIRECTOR, NEIGHBOURHOOD, CHILDREN & FIRE SERVICES
SUBJECT:	EARLY CHILDHOOD EDUCATORS (ECE) LABOUR MARKET PARTNERSHIP (LMP) RESEARCH PROJECT

RECOMMENDATION

That, on the recommendation of the Managing Director of Neighbourhood, Children & Fire Services, the following actions **BE TAKEN** with respect to the ECE LMP Research Project:

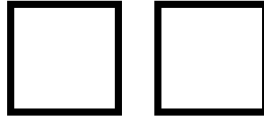
- a) The attached proposed by-law (Appendix "A") **BE INTRODUCED** at the Municipal Council meeting to be held on of April 30, 2013 to:
 - i. Authorize and approve a Research Project Agreement, substantially in the form attached as Schedule 1 to the by-law, for the ECE LMP Research Project, between the Corporation of the City of London and Her Majesty the Queen in Right of Ontario as represented by the Ministry of Training, Colleges and Universities; and
 - ii. Delegate authority to the Mayor and the City Clerk to execute the Agreement authorized and approved under section a)i), above;
- b) Civic Administration **BE AUTHORIZED** to enter into negotiations with MillierDickinsonBlais for the Early Childhood Labour Market Partnership Research Project in accordance with the "Procurement of Goods and Services Policy" Section 8.5 Approval Authority, clause b);
- c) Civic Administration **BE AUTHORIZED** to undertake all the administrative acts that are necessary in connection with this purchase; and
- d) Approval hereby given **BE CONDITIONAL** upon the Corporation entering into a formal contract or having a purchase order, or contract record with MillierDickinsonBlais.

PREVIOUS REPORTS PERTINENT TO THIS MATTER
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- Provincial Modernizing Child Care Policy Direction and Funding Announcements – September 10, 2012
- Barriers and Challenges in Accessing Child Care in London – June 14, 2011
- Overview of Child Care in London and the City of London's Role as a Consolidated Municipal Service Manager (CMSM) – February 15, 2011

BACKGROUND

As the Consolidated Municipal Service Manager (CMSM) for London and Middlesex, the City of London's Neighbourhood, Children and Fire Services area receives funding from the Ministry of Education to manage aspects of child care and early childhood education service delivery and planning.



The Early Childhood Education and Care sector in London and Middlesex County is facing enduring recruitment and retention challenges for Registered Early Childhood Educators (RECEs). The City of London continues to hear concerns about this acute labour shortage from child care centres across the community. As well, school boards are also starting to experience challenges in recruiting RECEs for their expanding Full Day Kindergarten programs. Staff shortages are especially acute in French Immersion and Francophone programs (schools and child care sectors) as well as in other culturally sensitive communities such as First Nations.

Labour Market Partnership (LMP) funding is available through the Ministry of Training, Colleges and Universities (MTCU) to help communities research and understand the causes for labour market shortages and to help develop implementable strategies to increase the availability of qualified workers. In November 2012 the City of London applied to MTCU for this funding – the application was approved in March 2013.

The specific intent of the research which will be conducted by an external consultant and overseen by the staff from Neighbourhood, Children and Fire Services is to:

- understand the demand for RECEs across all early learning programs in London and Middlesex over the next 5 years;
- understand the supply of RECEs over the next 5 years by reviewing training programs, understanding motivations for RECEs to work in the field or not; and,
- identify long term solutions and recommendations related to training programs and human resources strategies to help resolve the shortage over the next 5 years.

The MTCU provided preliminary concept approval of the research request in early 2013. Following City of London procurement policy, a Request for Proposal process was then undertaken by Neighbourhood, Children and Fire Services with Purchasing and a consultant, MillierDickinsonBlais (experts in labour market analysis and workforce development), was selected from a total of 8 proposals to undertake this work.

The MTCU has approved up to \$ 72,789 in funding for this project. The purpose of this report is to inform Council of this project, to gain approval for the contract with the selected consultant, and to request authority to enter into an agreement with the Province (MTCU) to conduct this research. It is noted that the agreement includes insurance and indemnification requirements – Risk Management has reviewed the relevant clauses and indicated these are acceptable to the Corporation.

Next Steps

Our child care community is very enthusiastic about this project. A London RECE Labour Market Partnership Project Steering Committee has been formed to lead the research project. The Steering Committee will oversee the work of the Consultant, guide their work and facilitate access to data, information and key contacts within the various sectors. Committee members include the school boards (French and English), child care centres (French and English), City of London, Colleges, First Nations child care centres, and College of Early Childhood Educators.

Once Council has approved the agreement, Purchasing will engage MillierDickinsonBlais and project will begin (spring of 2013) with anticipated completion in December 2013.

FINANCIAL IMPACT

London's Early Childhood Educators Labour Market Partnership project proposal has been approved and fully funded by the Ministry of Training Universities and Colleges for \$72,789. The LMP program is a cost-shared program where all partners are expected to demonstrate contributions; the City's contribution will be in-kind resources and staff time.

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SUBMITTED BY:	RECOMMENDED AND CONCURRED BY:
IAN GIBB MANAGER, CHILDREN'S SERVICES NEIGHBOURHOOD, CHILDREN & FIRE SERVICES	LYNNE LIVINGSTONE MANAGING DIRECTOR NEIGHBOURHOOD, CHILDREN & FIRE SERVICES

- c: Donna Baxter, Manager Policy & Research, Neighbourhood, Children & Fire Services
- Laure Eldik, Children's Services Analyst, Neighbourhood, Children & Fire Services
- Dave Purdy, Financial Business Administrator, Financial and Business Services
- Chris Ginty, Procurement Officer, Purchasing



APPENDIX A

Bill No.
2013

By-law No.

A By-law to approve the Partnership Agreement for labour market planning and partnership development activities with Her Majesty the Queen in Right of Ontario as represented by the Minister of Training, Colleges and Universities; and to authorize the Mayor and the City Clerk to execute the Agreement.

WHEREAS subsection 5(3) of the *Municipal Act, 2001*, S.O. 2001, c. 25, as amended, provides that a municipal power shall be exercised by by-law;

AND WHEREAS section 9 of the *Municipal Act, 2001* provides that a municipality has the capacity, rights, powers and privileges of a natural person for the purpose of exercising its authority under this or any other Act;

AND WHEREAS section 10 of the *Municipal Act, 2001* provides that the City may provide any service or thing that the City considers necessary or desirable for the public, and may pass by-laws respecting same, and respecting economic, social and environmental well-being of the City, and the health, safety and well-being of persons;

NOW THEREFORE the Municipal Council of The Corporation of the City of London enacts as follows:

1. The agreement to be entered into between The Corporation of the City of London and Her Majesty the Queen in Right of Ontario as represented by the Minister of Training, Colleges and Universities, for the undertaking of labour market planning and partnership development activities, attached as Schedule A to this By-law, is approved.
2. The Mayor and the City Clerk are authorized to execute the agreement approved under section 1 above.
3. This by-law shall come into force and effect on the day it is passed.

PASSED in Open Council

, 2013

Joe Fontana
Mayor

Catharine Sauders
City Clerk

First reading -
Second reading -
Third reading -