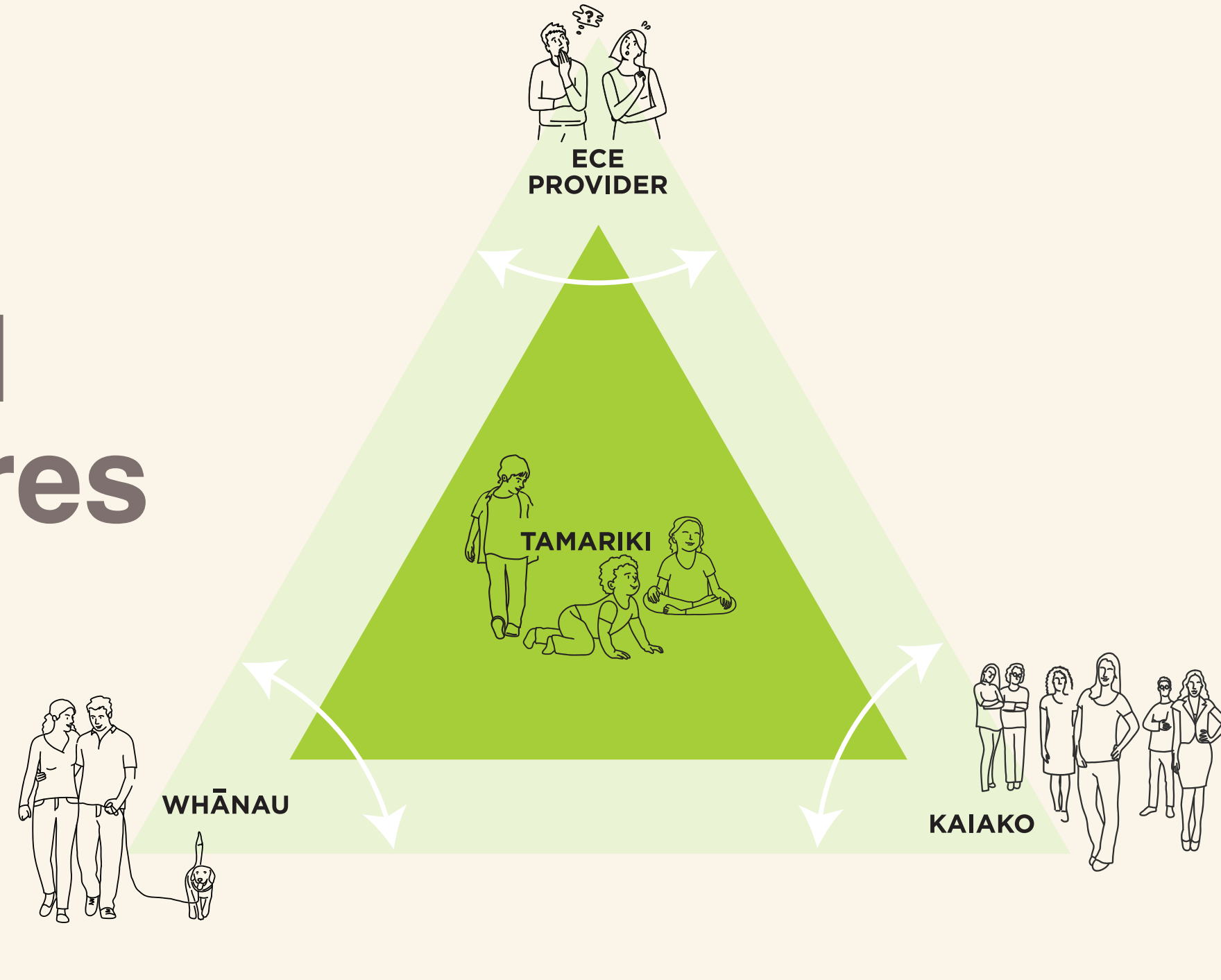


What we all want from our Early Childhood Education Centres

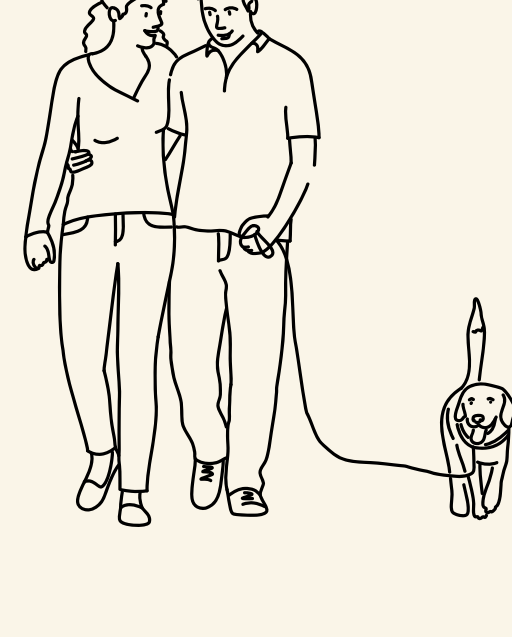


We thought it timely to bring you, our Gem's whānau, into the conversation around what is happening in the Early Childhood Education (ECE) sector. Below, we have attempted to graphically represent and communicate the complexities of the current issues faced. We strongly believe that it's important that we all understand the situation, before working collaboratively towards a more ideal world.



MINISTRY OF EDUCATION

- The best educational start for all children
- All children seen to be treated as equal
- All parents able to remain in careers, if they want to
- Dual-income families contributing to the economy.



WHĀNAU

- Affordable fees
- Convenient hours
- Tailored education to child
- More teachers per child
- Flexibility to increase/reduce hours.



ECE PROVIDER

- Sustainable business
- Re-invest in spaces/people
- Cover increasing operation and administrative costs
- Highest proportion of degree qualified staff.



KAIAKO

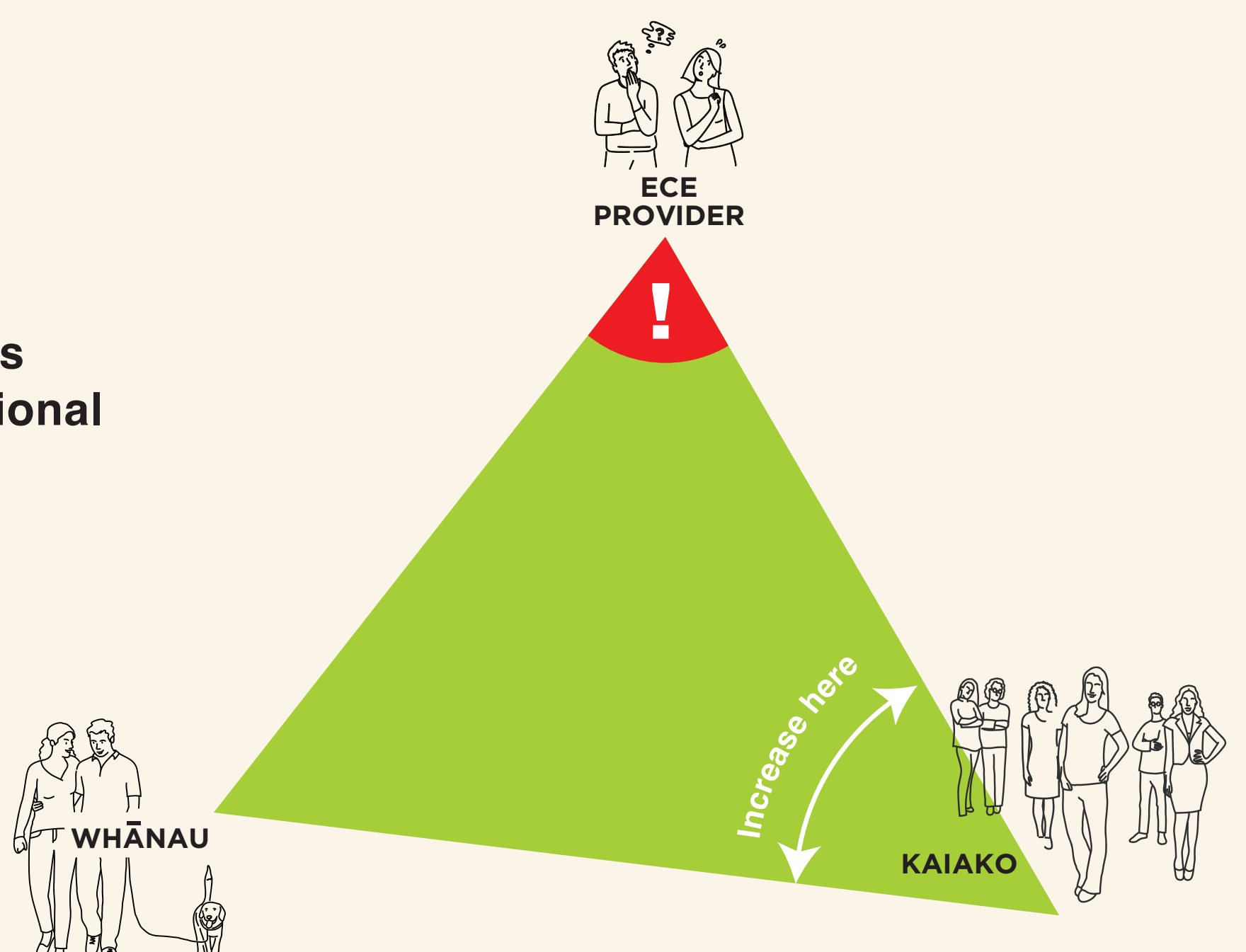
- Higher pay
- Healthy non-contact time
- Feel respected and valued
- Professional development
- Lots of adult help.

What are the trade-offs?

Scenario 1

ECE teachers obtain pay parity with Kindergarten and Primary School teachers and greater value placed on their professional growth and overall wellbeing.

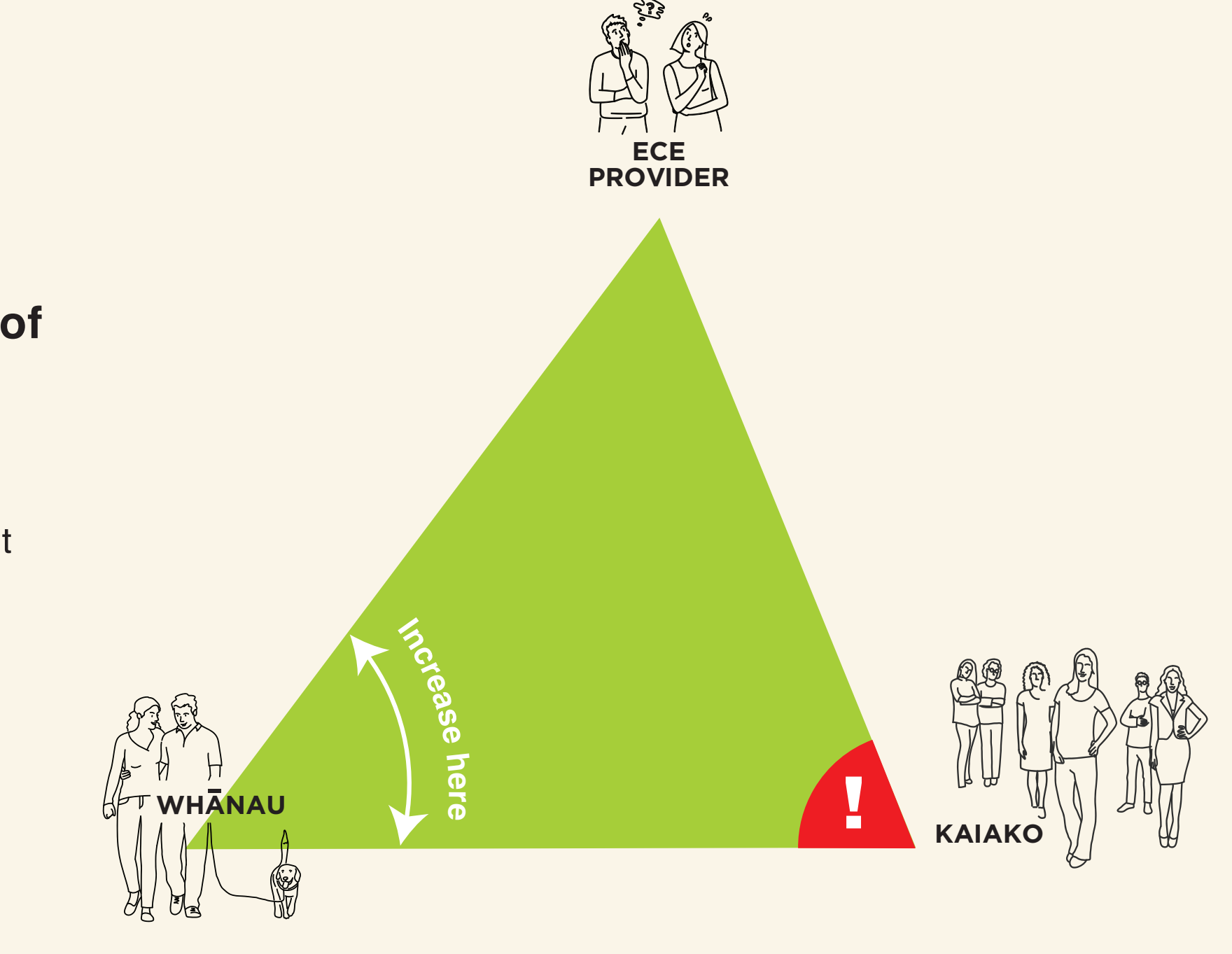
- Reduce costs to be viable
- Decrease teacher resources/support
- Reduce hours of operation
- Reduce ratios of teachers to children
- Reduce investment in staff
- Become stricter on enrolment rules
- Sell to a corporate who can centralise administration.



Scenario 2

Families have a convenient and cost effective solution to the education needs of their young children.

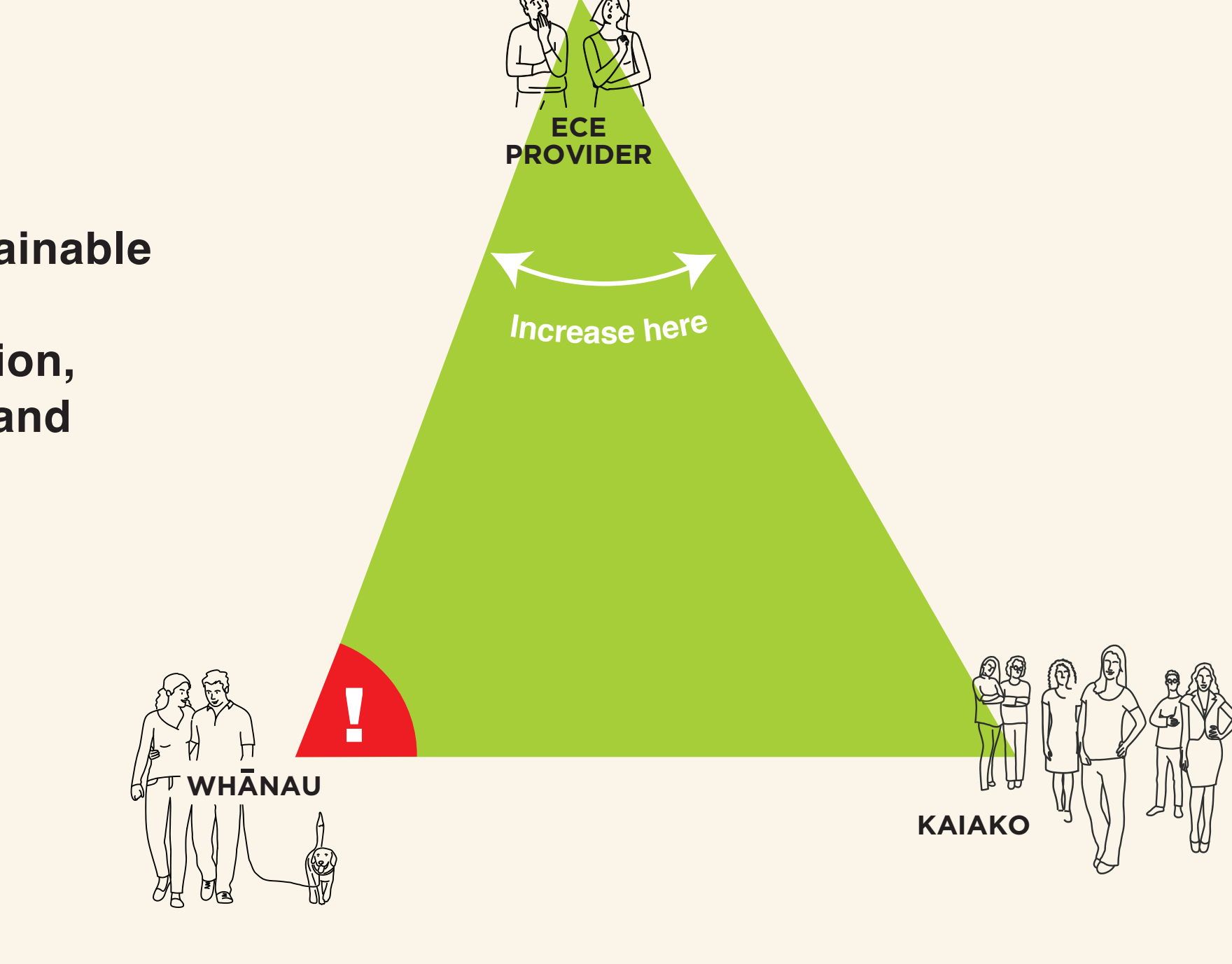
- Underpaid, undervalued staff are disengaged
- Centre Managers unsupported, high stress & burnout
- More children per teacher, less individualisation
- Less resources or ability to be creative at work
- Staff issues and shortage of staff
- Targets based on accounting measures
- Decrease in safety and quality of care
- Decrease in educational quality for children
- Wellbeing within the environment at risk.



Scenario 3

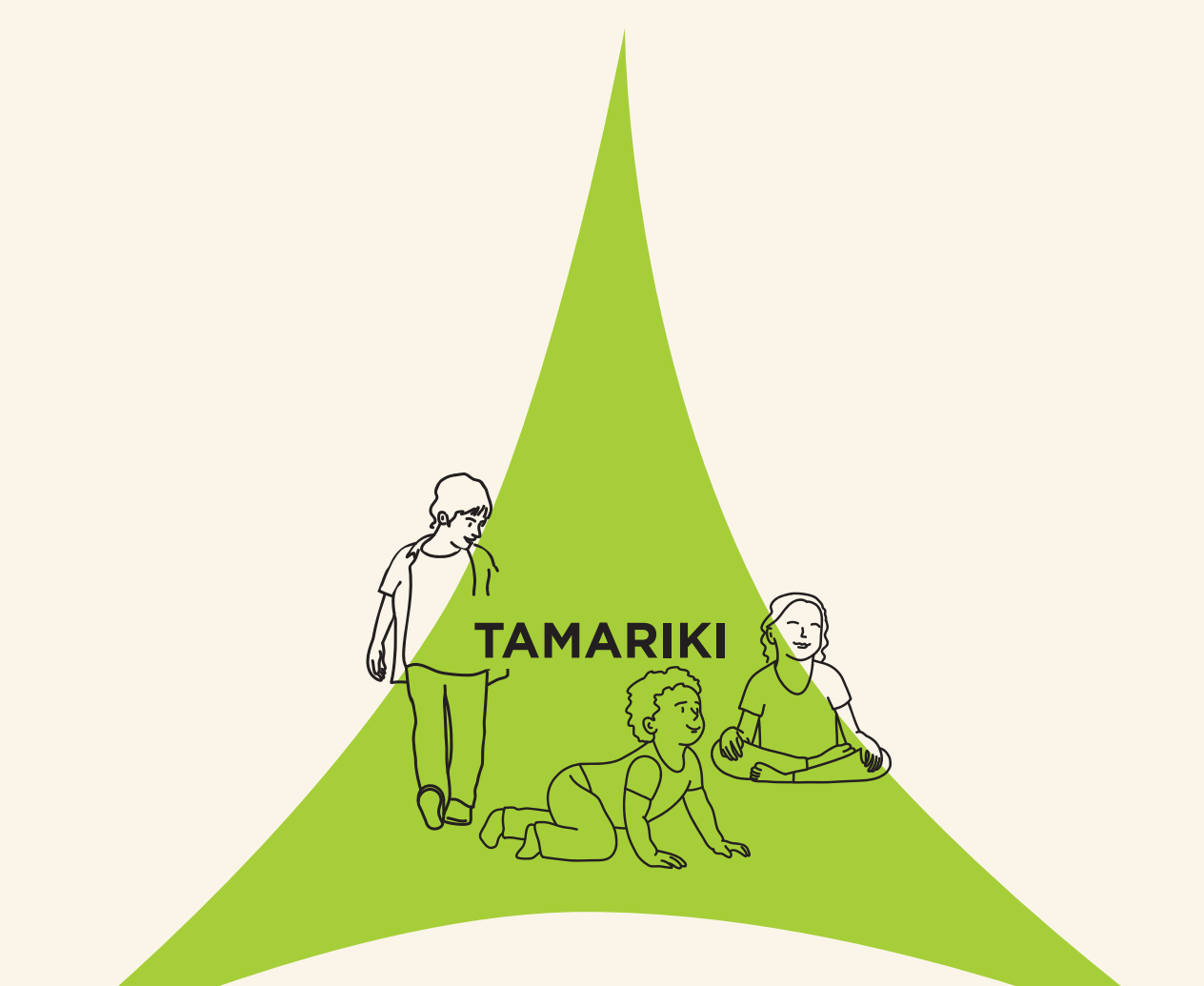
Locally run centres are able to run a sustainable business that invests in their people and resources. Delivering high quality education, adjusting to the needs of the community and individuals within it.

- Increase in fees, particularly above 6 hour day
- Potential reduction of centre hours
- Pay for all enrolled hours regardless
- Additional fee for no-shows
- No family discounts
- Reduced choice and little flexibility
- True user-pays model
- Higher service costs for those who can
- More pressure on two-income families who require the hours
- Increased pressure of family unit.



Basically, we won't accept a situation where any of our people are over-squeezed.

Least of all the little people, who are the reason for our being.

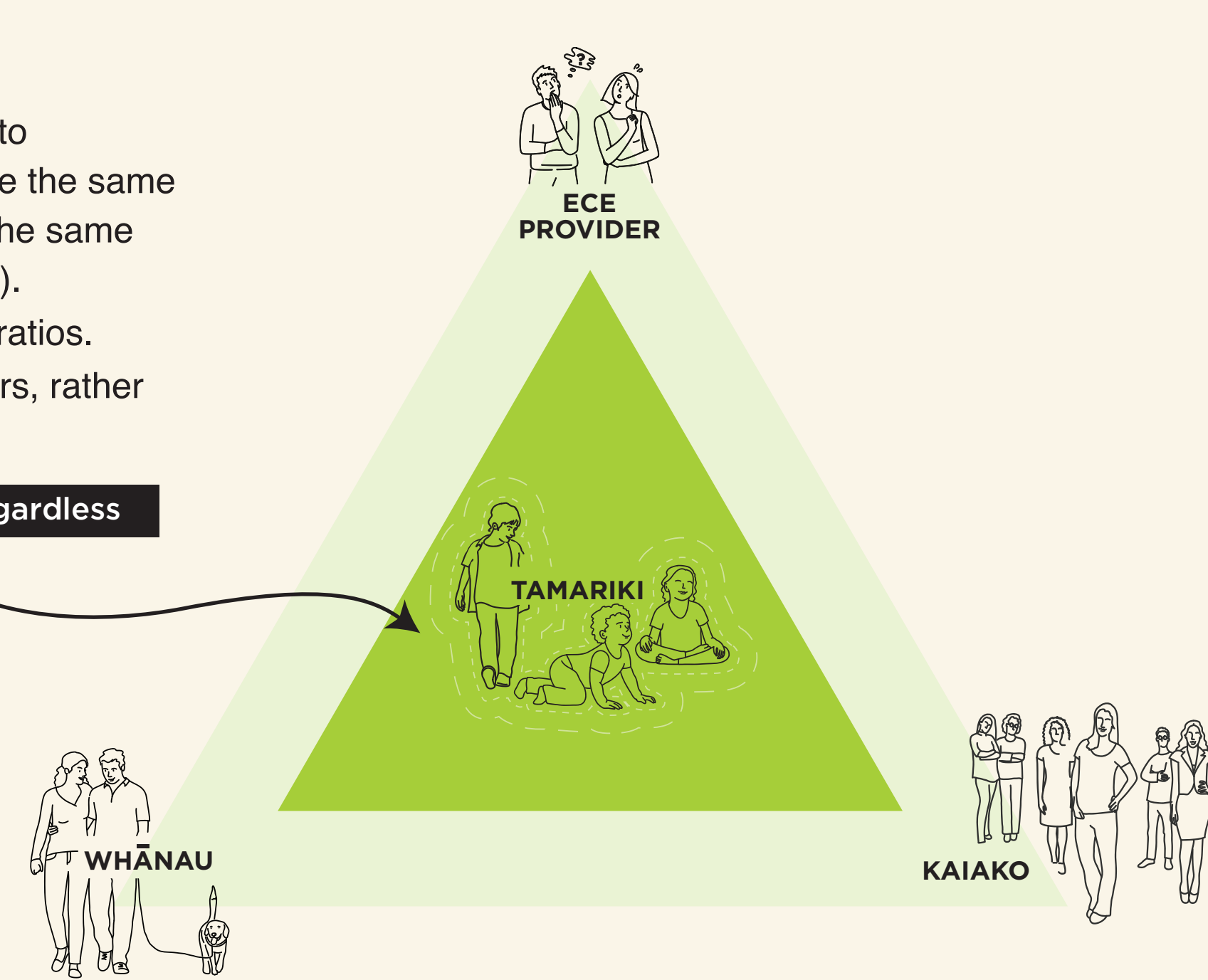


Government has a role to play in the solution...

Ministry of Education

- Value ECE teachers as 'equals' to Kindergarten teachers (who have the same qualifications, are governed by the same regulations and do the same job).
- Fund improved teacher-to-child ratios.
- Subsidise based on booked hours, rather than attended hours.

Goal = equal funding per child regardless



...but there are other things we can ALL do!



WHĀNAU

- Be aware of different party policies, seek insight and use your voice/vote
- We are only funded for hours 'attended' so only book what you actually need
- Choose the centre that best fits your needs. To have longer hours, flexibility and food, means the cost structure is higher
- Bring other people into the conversation.



ECE PROVIDER

- Help educate and inform (hey, we have already started!)
- Join the industry conversation and lobby for change
- Adjust offerings at centres to give greater options for families
- Find solutions that don't diminish the culture or level of service
- Absorb, adapt, evolve and shine.



KAIAKO

- Take all opportunities available to further individual education
- Support sector initiative and understand the implications
- Support each other and also encourage people into the industry. Positivity brings change.

Thanks for listening. Now let's talk.