

Child Care Educator

Supply, Part Time Hourly and Split Shift Salaried



Position Vacancy

Reports To: Child & Family Development Supervisor

Locations / Regions: Various YMCA Centre Locations in Durham, Halton (Milton, Georgetown, Acton), Dufferin, Peel, Toronto/Scarborough, and York

To Apply: Submit cover letter and resume via our [External Application Form](#) or email application to childcarejobs@ymcagta.org, specifying preferred city of work

Positions Available: Supply, Part Time Hourly, and Split Shift Salaried (less than 100% time portion) in our licensed Child Care and Before & After School Programs

Why Work For Our Charity?

The YMCA of Greater Toronto aspires to be a great work place committed to diversity, equity, and inclusion, where different backgrounds, experiences, and identities are appreciated and celebrated. Guided by our shared values — kindness, well-being, integrity, inclusiveness, respect, and optimism — the YMCA provides thousands of employees with meaningful jobs and the opportunity to make a difference in the lives of individuals and the health of our communities. We recognize the contributions of our staff through innovative practices, great benefits, and growth opportunities.

Nature and Scope

YMCA Child & Family Development has provided quality child care in the GTA for over 50 years, and is the largest not-for-profit provider of Licensed Child Care in Canada. With more than 300 locations, we offer a variety of programs for children 0-12 years of age: Early Learning and Care (Infant, Toddler, Preschool, and Nursery); Before and After School Care (Kindergarten and School Age); and Family Support programs.

The contribution of our staff in the delivery of child-centred programs is at the core of our success as a leader in early childhood education. We are committed to providing staff with the opportunity to further develop the knowledge and skills that will assist them in enhancing the experience of children and families, through our *YMCA Playing to Learn* and *YMCA A Place to Connect* curricula.

The *YMCA Playing to Learn* curriculum for 0-6 year olds, endorsed by the Elementary Teachers' Federation of Ontario, helps children develop and grow by using play as a way to learn. This method gives our early childhood educators insight into how kids learn, which we use to build a dynamic in-class environment to meet the specific needs of the child and ensure the child's interests help shape their learning experience.

The *YMCA A Place to Connect* curriculum for 6-12 year olds in YMCA Before and After School programs provides staff with the knowledge and skills to act as a mentor towards the children and help them develop life skills. This curriculum also helps shape YMCA Day Camps, Summer Club, and Overnight Camps.

The YMCA of Greater Toronto is looking to hire dedicated and passionate child care professionals to join our growing team. The Y is recognized as a top employer in the GTA and a top employer of young people in Canada, and our staff is the core of our success!

Required Availability

- Supply candidates **must** have at least **three** afternoons of availability to work weekly (Monday to Friday) from 2:00-6:00pm to be considered for a position. Morning and full day shifts also arise should staff have this availability.
 - YMCA Child Care utilizes an interactive web-based system, ShiftMatch, which allows supply staff the flexibility to determine their own schedules by entering their availability and selecting the YMCA locations where they would like to work.
- Part-Time Hourly candidates **must** be available to work Monday to Friday, between approximately 2:30-6:00pm.
- Split Shift Salaried candidates **must** be available to work Monday to Friday, between approximately 7:00-9:00am **AND** 2:30-6:00pm.

Responsibilities

- The YMCA of Greater Toronto offers licensed child care and before and after school programs for children in the following age groups: infant (0-18 months); toddler (18 months-2.5 years); preschool (2.5-4 years); kindergarten (4-5 years) and school age (6-12 years). Should you be selected for a position, the expectation is that staff are able to work with all age groups.
- Ensures all children and youth programs provide quality care, service and support to the participants and their families.
- Understands and complies with municipal and provincial legislation, including the Child Care and Early Years Act, as well as YMCA of Greater Toronto policies and procedures.
- Plans and implements a consistent child-centred program in accordance with YMCA curricula *Playing to Learn* and *A Place to Connect*.

- Attends required curriculum training and all other relevant professional development opportunities necessary for the position. Maintains qualifications and certifications as required by the YMCA and provincial standards.
- Completes required documentation of children's development and interactions.
- Participates in and applies knowledge from research to children's learning.
- Cleans and sanitizes child care spaces, focusing on frequently touched surfaces, equipment, toys, and any other areas or items deemed necessary, following YMCA health and safety protocols and procedures.
- Adheres to work schedule to ensure program stays within ratio and provides required adequate notice to supervisor regarding unexpected scheduling changes.
- Seeks opportunities to deepen connections and increase engagement of parents and children in care, providing further opportunities to get involved in other YMCA Programs.
- Identifies the indicators of abuse, and understands the legal responsibilities and moral imperative to report suspected child abuse to Child Protection Services.
- Demonstrates appropriate behaviours in line with our Mission, Vision and Values as reflected in our YMCA competencies; takes a member focused approach to increase their understanding of programs offered across the Association. Represents the YMCA and the Association in a professional manner.
- Understands and supports YMCA philanthropic commitments, connects with families and offers opportunities to give, either financially or their personal time, including participation in special events within the centre and the community.
- Understands the importance of the volunteer staff partnership and integrates the value of philanthropy and volunteerism in dealings with members, volunteers, donors and staff.
- Other duties as assigned.

Qualifications

Registered Early Childhood Educator Qualifications:

- Early Childhood Educator Diploma
- Must be registered and a member in good standing in the College of Early Childhood Educators (CECE)

Early Learning Facilitator Qualifications:

- Child and Youth Worker Diploma/Child and Youth Care Degree, Social Service Worker Diploma/Social Work Degree, Bachelor of Education, or Recreation and Leisure Diploma/Recreation Leadership Degree
- Candidates with a Bachelor of Education must be registered with the Ontario College of Teachers to be eligible for the Early Learning Facilitator rate of pay

Early Childhood Assistant Qualifications:

- High School Diploma
- Experience working with children in a child care or before and after school program setting an asset

General Qualifications:

- Minimum of six months' experience working with children
- Well-developed interpersonal, and relationship building skills; ability to establish rapport and excellent communication with members, staff and volunteers
- Excellent written communication skills
- Ability to use frequent light to medium physical effort: lifting up to 20 kg (44 lbs.), bending, stooping, pushing, carrying, and pulling
- Must be able to work outdoors for at least 2 hours daily year-round; may be exposed to heat, humidity or cold
- Commitment to working in a socially inclusive environment responding with sensitivity and personal awareness to the diverse needs of members including visible and non-visible dimensions of diversity
- A capacity to work within a team and be part of a large multi-service, charitable Association
- Flexibility regarding assigned working hours, early morning, mid-late afternoons, and evenings
- The position requires the following Association Competencies: fundamental competence in: Effective Interpersonal Communications; Ethics and Self-Management; being Member Focused; Relationship Building and Partnering; being Results Focused; Teamwork and Collaboration; Valuing Diversity and Social Inclusion
- Only those individuals legally entitled to work in Canada will be considered for employment with the YMCA of Greater Toronto

Job Requirements

Successful candidates will be required to provide the following prior to first day of work:

- Current Standard First Aid and CPR Level C certification
- Clear Police Records Check dated within 6 months of hire date
- Up-to-date immunizations and TB test, including proof of full vaccination against COVID-19 (or have a valid medical or other Human Rights Code-related exemption)

Salary and Benefits

- Work/life balance and family friendly policies including complimentary YMCA of Greater Toronto Health and Fitness membership
- Professional development and training opportunities specific to Early Childhood Education and play-based learning principles
- Potential for career growth into regular part-time, split shift, full-time, supervisory, and managerial roles
- Split Shift Salaried (less than 100% time portion) and Full-Time Salaried (100% time portion) staff are eligible for extended health care and dental benefits after a three month probationary period, as well as paid vacation, sick days, and program discounts.

Positions	Hourly Rate	Salary (100% time portion)
Early Childhood Assistant	\$18.25/hr	\$35,600/yr
Early Learning Facilitator <i>Ontario Certified Teacher with Bachelor of Education Child & Youth Worker diploma/Child & Youth Care degree Social Service Worker diploma/Social Work degree Recreation & Leisure diploma/degree</i>	\$21.64/hr	\$42,200/yr
Registered Early Childhood Educator	\$23.00/hr	\$44,850/yr

COVID-19 Considerations

As of March 21, 2022, the Government of Ontario is eliminating most mask mandates. The YMCA continues to follow the most current recommendations provided by Public Health, and has made changes to our Covid-19 health and safety measures. As the YMCA has done throughout the pandemic, we will continue to monitor the situation, and are prepared to reinstate additional protocols as required. Health and safety measures remaining in place include:

- The YMCA maintains the requirement for all new and existing staff, as well as volunteers, to be fully vaccinated against Covid-19
- All individuals should continue to self-screen and refrain from entering our centres if they are experiencing Covid-19 symptoms
- Staff, children, and visitors are encouraged to continue following appropriate hand hygiene and respiratory etiquette
- The enhanced cleaning and disinfecting protocols that have been in place throughout the pandemic continue
- Enhanced ventilation through the use of additional air filtration systems remain in place
- The Ministry of Education continues to supply PPE for staff and children's use in licensed child care centres
- Staff, children, and visitors are welcome to continue wearing PPE if they so choose, and will be supported in doing so. Staff, children, and visitors are encouraged to respect individuals' choices

How to Apply

Please submit your cover letter and résumé via [External Application Form](#) or email your application to childcarejobs@ymcagta.org, indicating your preference for a Supply, Part-Time Hourly, or Split Shift Salaried position, as well as your preferred city/location of work.

Your application will remain on file for three months, and you may be considered for current or future vacancies should your qualifications match a position vacancy in the area in which you live.

Visit: www.ymcagta.org/ECE to learn more about starting your career in child care at the YMCA of Greater Toronto.

Job offers are contingent upon the successful completion of a Police Records Check. Within the first four months and every three years thereafter, a Vulnerable Police Records Check is required.

If you are hired, prior to your start date and as a condition of your employment, you will be required to provide proof that you are fully vaccinated against COVID-19 or have a valid medical or other *Human Rights Code*-related exemption.

The YMCA of Greater Toronto values the diversity of people and communities and is committed to excellence and inclusion in our Association. We are committed to an environment that is barrier free. If you require accommodation at any stage during the hiring process, please inform us in advance to arrange reasonable and appropriate accommodation.

About the YMCA of Greater Toronto

The YMCA of Greater Toronto is a charity that ignites the potential in people, helping them grow, lead, and give back to their communities. As outlined in our 2020–2025 strategic plan, [Ignite the Light](#), we are focused on boosting well-being and promoting equity across the Greater Toronto Area (GTA). In the future we see for our region, everyone will have opportunities to shine their brightest.

Mirroring the diversity we're privileged to have in the GTA, our YMCA offers a variety of programs responding to the needs of our communities. For more than 165 years, the YMCA of Greater Toronto has provided opportunities for people to shine through a variety of programs and services including health and fitness, licensed child care, camps, employment and immigrant services, education and training, and services for youth, families, and seniors. When you donate to the YMCA of Greater Toronto, you help ensure more people get access to these vital programs that help them connect, grow, and reach their full potential.

Visit www.ymcagta.org to learn more about our work to build vibrant communities where everyone can shine.

