

Big demand for French-speaking daycare staff

by Ruby Arsenault

Centre Acadien de Prince-Ouest in Tignish is an early years learning centre located at École Pierre-Chiasson in Deblois. The centre offers service to 50 children, plus some who attend part-time.

There are eight full-time staff. “There is a huge demand across PEI for French daycare staff,” says **Tammy Shields**, Director. “At present, we are fully staffed, but we are in need of substitutes. If an employee leaves or gets ill, we will be scrambling to find a replacement.”

“It can be challenging to find French speaking staff. New hires do not have to pass a written test. We look for staff who can speak and instruct in French.”

The centre has six infants, two full classes of children aged 22 months to three years, a full class of three-year-olds and a full class of four-year-olds. “We are filled to capacity, and we do not have the ability to meet the demand to accept more infants. Other centres across PEI are also struggling to find enough educators and have long lists of waiting parents.”

Six French daycare centres are housed in the six French schools located in Deblois, Wellington, Rustico, Souris, Charlottetown, and Summerside.

What is required to work as a Daycare Instructor?

- two-year diploma in Early Childhood Care & Education
- Certified First Aid course
- A vulnerable sector criminal record clearance from the RCMP
- The ability to speak French

Early learning education programs

- **Collège de l'Île** offers a program in French in Wellington and Charlottetown
- **Holland College** offers a program in English in Charlottetown

“To be employed in a French-speaking daycare centre, a person does not have to take the program in French, as long as they can speak the language. We welcome applicants who speak Acadian French or are graduates of French immersion.”



From left, Instructor Jenny Hustler, Director Tammy Shields, and Early Childhood Educator Deborah Gaudet.

Tammy welcomes on-the-job training candidates who have a passion for working with children and are currently enrolled in programs such as Career Bridges or post-secondary programs that meet the requirements. “It is a very rewarding career,” says Tammy.

Benefits to being a daycare worker:

- Competitive salary for certified staff beginning at \$15.66/hr
- Three percent yearly salary raise
- Dental and medical coverage
- Paid holidays, statutory holidays
- Evenings and weekends off
- Working in a positive environment
- Contributing to children’s early learning and care.

Tammy encourages anyone who would like more information regarding the daycare facility or employment to contact her.

To apply as substitute, contact **Tammy Shields** at 902-882-0475 ext. 183 or email directionaacc@seperrey.org



Software company plans to double its workforce in the next five years

by Stacy Dunn

iWave Information Systems Inc. is a Charlottetown-based software product company with over 2,600 client organizations in the healthcare, education, and non-profit sectors. They currently employ 45 people and expect to hire an additional 45 in the next five years.

“Access to skilled labour and the ability to facilitate a growing resource base is our number one priority,” says **Ross Beattie**, President and CEO. “Our facility, which relocated to a prime location in downtown Charlottetown, is already yielding benefits by attracting top talent.”

Their core product is a fundraising software solution used internationally by organizations to gather philanthropic and wealth information about individuals, corporations and foundations to source major gifts. Clients include Yale University, the World Wildlife Fund, and the YMCA.

“This is a massive market and there are boundless opportunities to explore in both Canada and the US,” says **Gerry Lawless**, Chief Technology Officer. “We have a stacked team of individuals, many of whom left big companies to be a part of our culture. We are a software company but at the end of the day, we are helping our clients help people. iWave gets to be involved in the success of our clients who are literally changing the world.”

Giving back

The company is thankful for an ongoing relationship with the IWK Children’s Hospital. They have been a client for years and have seen growth and success in using the iWave tool. It is a two-way relationship as iWave makes a corporate donation every year to the IWK, and in fact, there are plans to name a room in the Kids’ Rehabilitation Centre after iWave.

About the staff

iWave is committed to diversity and has attracted top employees from across the globe. Females make up almost half of the workforce, and leadership roles within iWave are 40 percent female.

Job titles

- Software Developers
- Business Analysts
- Engineers
- Client Support
- Finance
- Strategic Partner & Channel Development Manager
- Software Architects
- Quality Assurance Testers
- Marketing & Sales
- Client Success
- Product Marketing Manager

Hiring needs

“On the technology side, we are looking for 12 people, from Developers to Quality Assurance Testers,” says Gerry.

“We offer competitive compensation packages to our employees.

“I belong to the board of **Propel ICT**, an Atlantic Canada technology startup incubator. Across the region, we see it’s a challenge to find staff with skill sets for various positions. Also, people don’t recognize the well-paying career opportunities in sales in the software field.”



Gerry Lawless, Chief Technology Officer, iWave. Submitted photo

Hiring practices

Jobs are advertised on the iWave website and on Career Beacon, Indeed, and social media. “We conduct an initial interview, an online behavioral test, and a ‘meet with the team’ session,” says Gerry. “For sales positions, candidates are also asked to do a pitch in front of a small team.

“These steps are to get an idea of the candidate’s fit for our fun and dynamic culture, as well as to allow the candidate to get an idea of what iWave is all about.

“We hire based on doing the job as advertised, a passion for doing the job, and a cultural fit. If a person does not quite meet the requirements but is a good cultural fit, we are sometimes willing to bring them onboard and help them grow into the role. iWave has also helped employees earn diplomas, degrees and certificates in special cases.”

For more information on **iWave Information Systems Inc.**, contact **Ross Beattie**, President and CEO, at 902-894-2610. To apply, email jobs@iwave.com. Visit www.iwave.com.

For the full interview, visit www.employmentjourney.com and search iWave.

