Trends, Opportunities and Challenges in Early Child Education

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The Early Childhood Education Report 2020 is the 4th assessment of provincial and territorial frameworks for early childhood education and care services (ECEC) in Canada.
CHANGE IN TOTAL ECEC SPENDING
2011 • 2014 • 2017 • 2020

Percent reflects change in spending from previous ECER edition.

$14B
$12B
$10B
$8B
$6B
$4B
$2B
$0

42.8%
9.1%
25.2%
Calculation based on most recent available enrolment figures.

*QC does not include school-age child care. Funding only reflects spending on spaces for children 0 to <5.
Includes centre-based, family and licensed child care for Kindergarten-age children.

a NT transfer of 4-year-olds into Junior Kindergarten
b NS transfer of 4-year-olds into pre-primary programs
c AB does not include children 2.8 to <5 years old enrolled in ECS programs provided under Alberta Education.
PERCENT OF 2- TO 4-YEAR-OLDS REGULARLY ATTENDING A GROUP EARLY CHILDHOOD PROGRAM BY PROVINCE/TERRITORY

2017 • 2020

Numbers do not include children attending family day care.
SK 2020 does not include children attending private/unregulated preschool.
JURISDICTIONS WHERE PUBLIC FUNDING FOR CHILD CARE IS CONDITIONAL ON INCLUDING CHILDREN WITH SPECIAL NEEDS

01 PRINCE EDWARD ISLAND
Early Years Centres only

02 MANITOBA
In all publicly funded child care programs

03 ALBERTA
Early Childhood Services programs only
The Impact of the Pandemic on ECEC

10%
In every city outside Quebec, there was at least a 10% drop in enrolment compared to before the pandemic.

20%
In 27 cities, an enrolment drop of 20% or more was seen.

33-66%
Ontario’s enrolment loss was most extreme with 1/3 to 2/3 loss depending on the city.

Enrolment factors
Driven by many factors: government closures, inability to find or retain staff willing to work in a pandemic, parental factors (job loss, health, safety).
High Parent Fees Remain a Driving Force Behind Parent’s Decisions to Stop Using Childcare
How do the children and youth of Canada stand?

Canada was not doing well before COVID-19

UNICEF Report Card 16

Canada
RANKED 30th

Chile
RANKED 38th

Netherlands
RANKED 1st

OVERALL RANK:

- MENTAL HEALTH AND HAPPINESS
  - Almost 1 in 4 children has low life satisfaction.
    - CANADA RANK: 26th
  - Canada has one of the highest rates of adolescent suicide.
    - CANADA RANK: 35th

- PHYSICAL HEALTH AND SURVIVAL
  - Canada's rate of infant mortality is 0.38 child deaths per 1,000 births.
    - CANADA RANK: 28th
  - Almost 1 in 3 children is overweight or obese.
    - CANADA RANK: 29th

OVERALL RANK:
- Canada
  - 18th

UNICEF, 2020
Inequity Gaps are Growing
we need responsible equitable policies

Justin Wong, age 8, grade 3
Inequity Gaps are Growing
we need responsible equitable responsive policies
What Families are Facing

Access
To technology

Safety
Increased abuse

Special Needs
Medically fragile, special needs

Resources
School and public library closures, breakfast/food programs

Parental Stress
Income loss, illness, conflict

Mental Health
Increases in challenges
Unequal social and economic burden of COVID-19 internationally
Including Canada

Social determinants of health: gender, SES, race/ethnicity, occupation, indigeneity, homelessness, play important roles in inequity of the impact of COVID-19

Long-lasting impact will be seen for decades

Responsive policies to COVID-19 may also be exacerbating inequities

TELCCS centres are among a few unique in Canada

- Toronto Early Learning and Child Care Services (TELCCS) centres are directly operated by the City of Toronto.

- Their primary mandate is to provide high-quality inclusive programs, particularly for vulnerable and high-risk communities, where families often face multiple challenges.

- TELCCS centres strive to meet the needs of families by linking them to services and resources within their communities as required.
TELCCS centres among few unique in Canada

- The 46 TELCCS centres have a capacity for 372 infants, 580 toddlers, 920 preschoolers, 189 kindergarteners, and 245 school-age children.

- TELCCS centres are geographically located in areas of Toronto that have higher rates of inequity.

- TELCCS are also more likely to be in areas with fewer child care centres. Non-profit and commercial child care centres are less likely to be in and remain viable in neighbourhoods with higher inequities and lower service levels.
MEAN QUALITY RATING (AQI)
BY AGE GROUPS AND CENTRE TYPES
All staff are registered with the CECE, surpassing legislative requirements. One-third of positions in ON centres do not meet minimum requirements.* Salaries on par with other City staff (non-STEM).

Highly Trained Staff

Visitation Program

TELCCS are part of the Attorney General’s Office for Visitation Access Program.

Serve Families Living in Poverty

One in three families served by TELCCS have an annual income of $10,000 or less.

Part of City’s Emergency Response Program

City partnerships include working with shelters, support & housing admin (SSHA), and provide support for families in crisis.

*Benchmarked study.
Professional development in TELCCS centres look very different than those of the community.

**TELCCS:** Anti-black racism reduction, supporting LGBTQ2 parents, supporting mental health and domestic violence, indigenous ways of knowing and being, language and language delays.

**Community:** Engaging parents, curriculum development, health and safety
INCORPORATING INDIGENOUS WAYS OF KNOWING AND BEING
TELCCS
nonprofit (no subsidies)
nonprofit (accepts subsidies)
commercial (no subsidies)
commercial (accepts subsidies)

MARCH 1, 2020

57%

22%

10%

8%

3%
PERCENT OF FOR-PROFIT VS NON-PROFIT CHILD CARE
BY PROVINCE/TERRITORY (0 TO 12 YEARS OF AGE)
2011 • 2014 • 2017 • 2020

SK, NU, and NT do not fund for-profit child care programs. QC figures do not include school-aged child care.
STRONG PUBLIC POLICY AND INFRASTRUCTURE THROUGH PUBLICLY OPERATED PROGRAMS AND SCHOOL BOARD EXPANSION TO THE YOUNGER YEARS IS VITAL TO SUPPORT CHILDREN AND FAMILIES IN NEED
The Early Childhood Workforce

202,765 Employed

3.8%

7,715 Unemployed

STATISTICS CANADA. NOC code 4214. ECEs and assistants
RATIO OF QUALIFIED ECES TO UNQUALIFIED STAFF IN PRESCHOOL AGE GROUPS IN REGULATED CHILD CARE

- NL
- PE
- NS
- NB
- AB
- BC
- N/A
- NU
- NT
- QC
- ON
- MB
- SK
- YT

a. Two of three staff must hold qualifications for groups of 24; one of two must hold qualifications for groups of 16.
b. Two of three staff must hold qualifications for groups of 9-12 children in centres serving children from 0 to <36 months; one of two staff must hold qualifications in centres serving children from 36 months to age 5.
# Additional Qualifications for Childcare Supervisors

<table>
<thead>
<tr>
<th>P/T</th>
<th>SUPERVISOR</th>
<th>DIRECTOR</th>
</tr>
</thead>
<tbody>
<tr>
<td>PE</td>
<td>2 YR DIPLOMA + 3,500 hours experience</td>
<td>Pending ECE Degree</td>
</tr>
<tr>
<td>NS</td>
<td>2 YR DIPOMA</td>
<td>Pending ECE Degree</td>
</tr>
<tr>
<td>MB</td>
<td>2 YR DIPLOMA + Management specialty</td>
<td></td>
</tr>
<tr>
<td>SK</td>
<td>2 YR DIPLOMA</td>
<td></td>
</tr>
<tr>
<td>AB</td>
<td>2 YR DIPLOMA + Supervisor certificate</td>
<td></td>
</tr>
<tr>
<td>NL</td>
<td>2 YR DIPLOMA + 2 YRS experience</td>
<td></td>
</tr>
<tr>
<td>ON</td>
<td>2 YR DIPLOMA + 2 YRS experience</td>
<td></td>
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Most jurisdictions require some form of professional certification, which must be renewed on a regular basis.

Except....
Reflects top salaries for qualified ECEs.
MAXIMUM HOURLY WAGE SUPPLEMENT FOR EARLY CHILDHOOD EDUCATORS

- YT: $12.11
- NL: $8.13
- AB: $6.62
- NB: $6.50
- NT: $6.24
- BC: $2.00
- ON: $2.00
- PE: WAGE GRID
- QC: WAGE GRID
- MB: WAGE FLOOR
- NS: WAGE FLOOR
- SK: WAGE FLOOR
- NU: WAGE FLOOR

- **a**: In April 2021, YT increased its maximum wage enhancement to $17.11 per hour
- **b**: The amount of the wage enhancement reflects the qualification level of the educator
- **c**: Educators earning more than $27.47 per hour do not receive the wage enhancement
- **d**: Wage grids are in EYCs (PE) and CPEs (QC) only
- **e**: Wage support may be included within operating grants
Salary Difference Needed to Reach Benchmark

- Northwest Territories: $40,000
- Saskatchewan: $25,000
- Nunavut: $18,000
- Ontario: $15,000
- Manitoba: $15,000
- Alberta: $15,000
- Nova Scotia: $12,000
- British Columbia: $12,000
- New Brunswick: $10,000
- Prince Edward Island: $7,000
- Newfoundland and Labrador: $5,000
- Yukon: $4,000
- Quebec: $1,000
What ECE Salaries are and What They Should Be

![ECE Salaries vs. What ECE Salaries Should Be](chart.png)
ECE Earnings Compared to Other Non-STEM Female Dominated Occupations

Median Salaries

- Early Childhood Educators and Assistants
- Animal health technologists and veterinary technicians
- Medical Administrative Assistant
- Administrative Assistant
- Administrative Officer
- Legal Administrative Assistant
- Licensed practical nurses
- Dental hygienists and dental therapists
- Executive Assistant
ECE Earnings Compared to Other Comparable Male Dominated Occupations

Median Salaries

- Early Childhood Educators and Assistants
- Land survey technologists and technicians
- Drafting technologists and technicians
- Plumbers
- Electricians (except industrial and power systems)
AVERAGE ANNUAL EARNINGS BY CENTRE TYPE (2018)

early childhood educators  child care aides/assistants

salaries and benefits

PUBLIC  NON-PROFIT  COMMERCIAL  UNIONIZED  MULTI-SITE AGENCY  LARGE MULTI-SITE  SIMILAR CENTRES  NON-PROFIT SIMILAR CENTRES

$0  $10,000  $20,000  $30,000  $40,000  $50,000  $60,000
YEARS OF SERVICE FOR TELCCS EMPLOYEES BY POSITION

- Supervisors
- Early childhood educator
- Child care aide

The diagram illustrates the years of service for employees in different positions at TELCCS. It shows the average, median, minimum, and maximum years of service for each category.
Respect
Broken down
82% of employers had trouble recruiting and retaining qualified staff in the past year.

62% of centres had to recruit staff in the last two years. Of those 30% had hiring difficulties.

6% of centres had unfilled vacancies lasting for more than 4 months.
67% say their salaries do not adequately reflect their work

22% think their pay is fair

19% left job due to lack of promotion

34% left job due to cultural/quality in centre

32% left job due to poor management

24% couldn’t reconcile own child care needs

Voices of Early Childhood Educators
Almost half of the 53,000 educators registered with Ontario’s College of ECEs do not work in licensed child care.

Nova Scotia’s universal pre-primary school program, recruited half its workforce from certified ECEs who returned to the profession. Many moved back to N.S. to work in the program.
<table>
<thead>
<tr>
<th>Province/Territory</th>
<th>4-year-old Population</th>
<th>Percent Attending 4-year PreK</th>
<th>5-year-old Population</th>
<th>Percent Attending 5-year-old Kindergarten</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>NL</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>PE</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>NS</strong></td>
<td>8,850</td>
<td>52%</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>NB</strong></td>
<td></td>
<td></td>
<td>7,333</td>
<td>100%</td>
</tr>
<tr>
<td><strong>QC</strong></td>
<td>90,703</td>
<td>10%</td>
<td>91,893</td>
<td>96%</td>
</tr>
<tr>
<td><strong>ON</strong></td>
<td>147,823</td>
<td>87%</td>
<td>149,359</td>
<td>90%</td>
</tr>
<tr>
<td><strong>MB</strong></td>
<td>17,566</td>
<td></td>
<td>17,758</td>
<td>86%</td>
</tr>
<tr>
<td><strong>SK</strong></td>
<td>31,295&lt;sup&gt;d&lt;/sup&gt;</td>
<td>16%</td>
<td>15,720</td>
<td>91%</td>
</tr>
<tr>
<td><strong>AB</strong></td>
<td></td>
<td></td>
<td>54,999</td>
<td>65%</td>
</tr>
<tr>
<td><strong>BC</strong></td>
<td></td>
<td></td>
<td>47,633</td>
<td>96%</td>
</tr>
<tr>
<td><strong>NU</strong></td>
<td></td>
<td></td>
<td>891</td>
<td>9%</td>
</tr>
<tr>
<td><strong>NT</strong></td>
<td>629</td>
<td>88%</td>
<td>606</td>
<td>98%</td>
</tr>
<tr>
<td><strong>YT</strong></td>
<td>472</td>
<td>14%</td>
<td>487</td>
<td>89%</td>
</tr>
</tbody>
</table>

<sup>a</sup> NL and PE’s plans for Prekindergarten were put on hold due to pandemic  
<sup>b</sup> NS Pre-Primary enrolment was 75% in 2021  
<sup>c</sup> QC committed to full-day Prekindergarten by 2023  
<sup>d</sup> SK population and Prekindergarten enrolment figures include 3- and 4-year-old children  
<sup>e</sup> YT to begin full-day Early Kindergarten for 4-year-old children in 2021 school year.
THANK YOU

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Margaret & Wallace McCain
Family Foundation

Atkinson Foundation