

ECE WAGE RATES COMPARED TO MARKET BASKET MEASURE (MBM) THRESHOLDS FOR 2 ADULTS/2 CHILDREN BY REGION

ABOUT THIS CHART

This chart assesses the adequacy of Early Childhood Educator (ECE) wages by region. It compares government-subsidized wage rates for qualified educators working in licensed group child care centres participating in the Canada-Wide Early Learning and Child Care plan with the most recently available cost of living in their communities.

Calculations are based on government-subsidized wage rates for an ECE with a two-year diploma or equivalent, with approximately 5 years of experience, and working a 7.5-hour day for 261 days a year. Where annual earnings or work hours are reported as part of a wage grid, that amount is used. Not all jurisdictions have mandated wage grids. Those that don't provide a wage subsidy. Subsidies may involve a top-up to the provincial/territorial minimum wage or be an additional hourly amount that governments provide. Many jurisdictions state a minimum rate that an educator may earn. Depending on the jurisdiction, wage subsidies and other wage policies may only apply to qualified ECEs, not support staff. Depending on the employer, some educators may earn more than the government-supported minimums.

The Market Basket Measure (MBM) is Canada's official poverty line, based on the cost of a basket of goods and services representing a basic standard of living for a family of two adults and two children. The MBM is developed by Employment and Social Development Canada (ESDC) and published annually by Statistics Canada. A family is considered to be living in poverty if they do not have enough income to purchase the basket of goods and services in their community.

Provincial/Territorial minimum wage rates are for information only and are not part of calculations.

Statistics Canada. Table 11-10-0066-01 Market Basket Measure (MBM) thresholds for the reference family by Market Basket Measure region, component and base year <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1110006601>. Other calculations by Atkinson Centre.

Region	2023 MBM adjusted for Inflation	Provincial minimum wage	ECE hourly rate	ECE Annual earnings (37.5 hr/week)	Difference between annual earnings and MBM	Percentage difference between ECE earnings and MBM	Sources
Newfoundland and Labrador, rural	\$50,597	\$15.60	\$26.01	\$50,915	\$318	1%	Level 2, ECE with 6+ years' experience. Effective January 1, 2023.*
Newfoundland and Labrador, population under 30,000	\$51,044			\$50,915	\$129	0.3%	
Newfoundland and Labrador, population 30,000 to 99,999	\$52,388			\$50,915	\$1,473	3%	
St. John's, Newfoundland and Labrador	\$53,037			\$50,915	\$2,122	4%	

*NFLD provides an annual \$5,000 Labrador allowance and a \$5,000 annual bonus to francophone educators working in francophone programs.

Region	2023 MBM adjusted for Inflation	Provincial minimum wage rate	ECE hourly rate	ECE annual earnings	Difference between annual earnings and MBM	Percentage difference between ECE earnings and MBM	Sources
Prince Edward Island, rural	\$51,111	\$16.00	\$30.81	\$60,311	\$9,200	18%	ECE 2-year diploma with 5+ years' experience. Effective April 1, 2024. *
Prince Edward Island, population under 30,000	\$52,020			\$60,311	\$8,291	16%	
Charlottetown, Prince Edward Island	\$53,106			\$60,311	\$7,205	14%	

*Rate applies to educators in Early Years Centres only. The grid includes rates for support staff and directors with post-diploma qualifications.

Region	2023 MBM adjusted for Inflation	Provincial minimum wage rate	ECE hourly rate	ECE annual earnings (37.5 hr/week)	Difference between annual earnings and MBM	Percentage difference between ECE earnings and MBM	Sources
Nova Scotia, rural	\$50,862	\$15.20	\$28.61	\$56,004	\$5,142	10%	ECE Level 2 with 5+ years' experience. Effective April 1, 2024.*
Nova Scotia, population under 30,000	\$51,936			\$56,004	\$4,068	8%	
Nova Scotia, population 30,000 to 99,999	\$52,244			\$56,004	\$3,760	7%	
Halifax, Nova Scotia	\$54,966			\$56,004	\$1,038	2%	
Cape Breton, Nova Scotia	\$50,634			\$56,004	\$5,370	11%	

*The grid includes rates for directors, assistant directors, and inclusion coordinators but does not include non-ECE support staff.

Region	2023 MBM adjusted for inflation	Provincial minimum wage rate	ECE hourly rate	ECE annual earnings (36hr/week)	Difference between annual earnings and MBM	Percentage difference between ECE earnings and MBM	Sources
New Brunswick, rural	\$49,794	\$15.30	\$25.35	\$49,623	\$171	0.3%	For qualified educators working in designated centres. Effective April 2024.
New Brunswick, population under 30,000	\$51,578			\$49,623	\$1,955	4%	
New Brunswick, population 30,000 to 99,999	\$51,313			\$49,623	\$1,690	3%	
Fredericton, New Brunswick	\$53,405			\$49,623	\$3,782	7%	
Saint John, New Brunswick	\$50,768			\$49,623	\$1,145	2%	
Moncton, New Brunswick	\$45,765			\$49,623	\$3,858	8%	

Qualified educators in New Brunswick have a one-year post-secondary certificate. This rate represents the minimum rate for educators working in designated facilities only. Wage rates are reviewed annually.

Region	2023 MBM adjusted for Inflation	Provincial minimum wage	ECE hourly rate	ECE annual earnings (37.5 hr/week)	Difference between annual earnings and MBM	Percentage difference between ECE earnings and MBM	Sources
Quebec, rural	\$45,765	\$15.75	\$24.48	\$47,920	\$2,155	5%	Rate for an ECE with 5 years' experience as of March 31, 2023*
Quebec, population under 30,000	\$45,281			\$47,920	\$2,639	6%	
Quebec, population 30,000 to 99,999	\$45,250			\$47,920	\$2,670	6%	
Quebec, population 100,000 to 499,999	\$45,821			\$47,920	\$2,099	5%	
Québec City, Quebec	\$47,768			\$47,920	\$152	0.30%	
Montréal, Québec	\$48,424			\$47,920	\$504	1%	

The last compensation update took effect on March 31, 2023. The rate applies to educators working in centres de la petite enfance only. All positions are covered.

Region	2023 MBM adjusted for Inflation	Provincial minimum wage	ECE hourly rate	ECE annual earnings (37.5 hr/week)	Difference between annual earnings and MBM	Percentage difference between ECE earnings and MBM	Sources
Ontario, rural	\$48,674	\$17.20	\$24.86	\$48,663	\$11	1%	2025 cap for a Registered ECE.*
Ontario, population under 30,000	\$49,467			\$48,663	\$804	2%	
Ontario, population 30,000 to 99,999	\$48,835			\$48,663	\$172	1%	
Ontario, population 100,000 to 499,999	\$51,421			\$48,663	\$2,758	5%	
Ontario, population 500,000 and over	\$53,678			\$48,663	\$5,015	9%	
Ottawa-Gatineau, Ontario part, Ontario/Quebec	\$56,468			\$48,663	\$7,805	14%	
Hamilton/Burlington, Ontario	\$52,069			\$48,663	\$3,406	7%	
Toronto, Ontario	\$57,531			\$48,663	\$8,688	15%	

*Applies only to ECEs working in programs participating in CWELCC. Rates will increase by \$1/hour each year to 2026.

A \$2 an hour wage grant is also available to ECEs earning under \$30.59 an hour.

Region	2023 MBM adjusted for Inflation	Provincial minimum wage	ECE hourly rate	ECE annual earnings (37.5 hr/week)	Difference between annual earnings and MBM	Percentage difference between ECE earnings and MBM	Sources
Manitoba, rural	\$47,181	\$15.80	\$22.90	\$44,827	\$2,354	5%	ECE II effective July 1, 2024.
Manitoba, population under 30,000	\$49,345			\$44,827	\$4,518	9%	
Manitoba, population 30,000 to 99,999	\$49,419			\$44,827	\$4,592	9%	
Brandon, Manitoba	\$48,759			\$44,827	\$3,932	8%	
Winnipeg, Manitoba	\$53,064			\$44,827	\$8,236	16%	

*Includes suggested rates for directors and assistant directors based on the size of the centre.

Region	2023 MBM adjusted for Inflation	Provincial minimum wage	ECE hourly rate	ECE annual earnings (37.5 hr/week)	Difference between annual earnings and MBM	Percentage difference between ECE earnings and MBM	Sources
Saskatchewan, rural	\$48,105	\$15.00	\$23.50	\$46,001	\$2,104	4%	Represents minimum wage plus <u>\$8.50 wage enhancement. Effective September 1, 2024.*</u>
Saskatchewan, population under 30,000	\$50,109			\$46,001	\$4,108	8%	
Saskatchewan, population 30,000 to 99,999	\$50,262			\$46,001	\$4,261	8%	
Saskatoon, Saskatchewan	\$54,292			\$46,001	\$8,291	15%	
Regina, Saskatchewan	\$53,324			\$46,001	\$7,323	13%	

*Applies to certified ECEs only.

Region	2023 MBM adjusted for Inflation	Provincial minimum wage	ECE hourly rate	ECE annual earnings (181 hours/month)	Difference between annual earnings and MBM	Percentage difference between ECE earnings and MBM	Sources
Alberta, rural	\$54,247	\$15.00	\$29.01	\$56,787	\$2,540	5%	Average wage for a ECE Level 3 with top up as of September 2024*
Alberta, population under 30,000	\$55,543			\$56,787	\$1,244	2%	
Alberta, population 30,000 to 99,999	\$53,963			\$56,787	\$2,824	5%	
Alberta, population 100,000 to 499,999	\$54,657			\$56,787	\$2,130	4%	
Edmonton, Alberta	\$57,341			\$56,787	\$554	1%	
Calgary, Alberta	\$57,909			\$56,787	\$1,122	2%	

*Additional support for professional development is available.

Region	2023 MBM adjusted for Inflation	Provincial minimum wage	ECE hourly rate	ECE annual earnings (37.5 hr/week)	Difference between annual earnings and MBM	Percentage difference between ECE earnings and MBM	Sources
British Columbia, rural	\$49,692	\$17.40	\$28.00*	\$54,810	\$5,118	10%	Includes \$6/ hour wage grant for certified ECEs effective January 2024.
British Columbia, population under 30,000	\$51,041			\$54,810	\$3,769	7%	
British Columbia, population 30,000 to 99,999	\$51,282			\$54,810	\$3,528	7%	
British Columbia, population 100,000 to 499,999	\$56,397			\$54,810	\$1,587	3%	
Vancouver, British Columbia	\$58,163			\$54,810	\$3,353	6%	

*Median wage: Wage grant applies to early childhood educators only. Additional grant funding is available to educators with specialized training.

Region	2023 MBM adjusted for Inflation	Minimum Wage	ECE hourly rate	ECE annual earnings (37.5 hr/week)	Difference between annual earnings and MBM	Percentage difference between ECE earnings and MBM	Sources
Yukon, rural north	\$63,430	\$17.59	\$34.70	\$67,925	\$4,495	7%	Early Childhood Educator Level 3.
Yukon, rural south	\$60,681		\$34.70	\$67,925	\$7,244	12%	
Whitehorse	\$62,220		\$32.90	\$64,649	\$2,429	4%	

*Personal correspondence Yukon Government. November 13, 2024.

Region	2023 MBM adjusted for inflation	Minimum wage	ECE hourly rate	ECE Annual earnings (37.5 hr/week)	Difference between annual earnings and MBM	Percentage difference between ECE earnings and MBM	Sources
Northwest Territories, Beaufort Delta	\$84,516	\$16.70	\$31.75	\$62,151	\$22,365	26%	Minimum rates of pay per hour for ELCC educator with 4 to 6 years' experience. Effective November 2024.
Northwest Territories, Sahtu	\$85,816		\$34.25	\$60,193	\$25,623	30%	
Northwest Territories, Tlicho	\$69,587		\$31.75	\$62,151	\$7,436	11%	
Northwest Territories, Dehcho	\$73,482		\$29.50	\$57,746	\$15,736	21%	
Northwest Territories, South Slave	\$69,547		\$28.50	\$55,789	\$13,758	20%	
Yellowknife, Northwest Territories	\$70,294		\$28.50	\$55,789	\$14,505	21%	

Region	2023 MBM adjusted for Inflation	Minimum wage	ECE hourly rate	ECE Annual earnings (37.5 hr/week)	Difference between annual earnings and MBM	Percentage difference between ECE earnings and MBM	Sources
Nunavut, Baffin (excluding Iqaluit)	\$116,368	\$19.00	\$35.73	\$69,941	\$46,427	40%	ECE Level 3. Effective April 1, 2024.
Nunavut, Kivalliq	\$102,122			\$69,941	\$32,818	32%	
Nunavut, Kitikmeot	\$108,582			\$69,941	\$38,641	38%	
Iqaluit, Nunavut	\$121,797			\$69,941	\$51,856	43%	

*A Northern Allowance ranging from \$7.70 to \$14.63 an hour is available.