

## 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, those amounts are 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 living in poverty if it does not have enough income to purchase the basket of goods and services in its 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 <a href="https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1110006601">https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1110006601</a>. Other calculations by the Atkinson Centre.



Region	2024 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	\$51,487			\$57,110	\$5,623	11%	
Newfoundland and Labrador, population under 30,000	\$51,942	¢16.00	\$26.53	\$51,932	\$10	0.02%	Level 2, ECE.
Newfoundland and Labrador, population 30,000 to 99,999	\$53,301	\$16.00		\$51,932	\$1,369	3%	Effective January 1, 2023.*
St. John's, Newfoundland and Labrador	\$53,941			\$51,932	\$2,009	4%	

<sup>\*</sup>NFLD provides an annual \$5,178 Labrador allowance and a \$5,178 annual bonus for administrators and francophone educators working in francophone programs.

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Region	2024 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
Prince Edward Island, rural	\$52,091			\$60,917	\$8,826	15%	ECE 2-year
Prince Edward Island, population under 30,000	\$53,016	\$16.50	\$31,12	\$60,917	\$7,295	14%	diploma with 5+ years' experience. Effective October
Charlottetown, Prince Edward Island	\$54,116			\$60,917	\$6,195	13%	1, 2025.*

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



Region	2024 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	\$51,836			\$57,139	\$5,303	10%	
Nova Scotia, population under 30,000	\$52,935			\$57,139	\$4,204	8%	
Nova Scotia, population 30,000 to 99,999	\$53,241	\$15.70	\$29.19	\$57,139	\$3,898	7%	ECE Level 2. Effective April 1, 2025.*
Halifax, Nova Scotia	\$56,013			\$57,139	\$1,126	2%	
Cape Breton, Nova Scotia	\$51,592			\$57,139	\$5,547	11%	

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

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Region	2024 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	\$50,759			\$50,719	\$40	0.08%		
New Brunswick, population under 30,000	\$52,582			\$50,719	\$1,863	4%		
New Brunswick, population 30,000 to 99,999	\$52,311	\$15.65	\$25.91	¢2E 01	\$50,719	\$1,592	3%	For qualified educators working in
Fredericton, New Brunswick	\$54,441	\$15.05		\$50,719	\$3,722	7%	designated centres. Effective April 1, 2025.*	
Saint John, New Brunswick	\$51,739			\$50,719	\$1,020	2%		
Moncton, New Brunswick	\$52,064			\$50,719	\$1,345	3%		

<sup>\*</sup>Qualified educators in New Brunswick have a one-year post-secondary certificate. This is the minimum rate, and applies only to educators working in designated facilities. Wage rates are reviewed annually.



Region	2024 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	\$46,496			\$56,846	\$10,350	19%	
Quebec, population under 30,000	\$46,001			\$56,846	\$10,845	24%	
Quebec, population 30,000 to 99,999	\$45,982		\$29.04	\$56,846	\$10,864	24%	ECE with diploma.
Quebec, population 100,000 to 499,999	\$46,567	\$16.10		\$56,846	\$10,279	22%	Effective March 31, 2025*
Québec City, Quebec	\$48,562			\$56,846	\$8,285	17%	
Montréal, Québec	\$49,234			\$56,846	\$7,612	15%	

<sup>\*</sup>Rate applies to educators working in centres de la petite enfance only. All positions are covered.

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Region	2024 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	\$49,691			\$52,853	\$3,162	6%		
Ontario, population under 30,000	\$50,503			\$52,853	\$2,350	5%		
Ontario, population 30,000 to 99,999	\$49,811			\$52,853	\$3,042	6%		
Ontario, population 100,000 to 499,999	\$52,444	447.60	\$27.00	4	\$52,853	\$409	1%	Registered ECEs
Ontario, population 500,000 and over	\$54,755	\$17.60		\$52,853	\$1,902	3%	<u>in 2025</u> .*	
Ottawa-Gatineau, Ontario part, Ontario/Quebec	\$57,560			\$52,853	\$4,707	8%		
Hamilton/Burlington, Ontario	\$53,092			\$52,853	\$239	0.4%		
Toronto, Ontario	\$58,659			\$52,853	\$5,806	10%		

<sup>\*</sup>In 2025, Ontario provides a wage floor of \$24.86/hour for RECEs working in licensed child care. A \$1.00/hour wage increase is available for RECEs earning under \$27.00/hour. Pre-CWELCC policy provides a \$2.00/hour wage grant for eligible RECEs earning under \$32.81/hour.



Region	2024 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	\$47,582			\$53,949	\$6,367	13%	
Manitoba, population under 30,000	\$49,770			\$53,949	\$4,179	8%	
Manitoba, population 30,000 to 99,999	\$49,844	\$16.00	\$27.56	\$53,949	\$4,105	8%	ECE II effective July 1, 2025.*
Brandon, Manitoba	\$48,227			\$53,949	\$4,722	10%	
Winnipeg, Manitoba	\$53,583			\$53,949	\$366	1%	

<sup>\*</sup>Suggested wage rate. Wage guidelines also include suggested rates for directors and assistant directors based on the size of the centre.

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Region	2024 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	\$48,762			\$46,001	\$2,761	6%	
Saskatchewan, population under 30,000	\$50,795			\$46,001	\$4,794	9%	Represents minimum wage
Saskatchewan, population 30,000 to 99,999	\$50,947	\$15.35	\$23.50	\$46,001	\$4,946	10%	plus \$8.50 wage enhancement. Effective
Saskatoon, Saskatchewan	\$55,031			\$46,001	\$9,030	15%	September 1, 2024.*
Regina, Saskatchewan	\$54,043			\$46,001	\$8,042	15%	

<sup>\*</sup>Applies to certified ECEs only.



Region	2024 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	\$55,772			\$56,787	\$1,015	2%	
Alberta, population under 30,000	\$57,106			\$56,787	\$319	1%	
Alberta, population 30,000 to 99,999	\$55,446		\$29.01	\$56,787	\$1,341	2%	Average reported
Alberta, population 100,000 to 499,999	\$56,150	\$15.00		\$56,787	\$637	1%	wage rate for a ECE Level 3 as of September 2024.
Edmonton, Alberta	\$58,891			\$56,787	\$2,104	4%	
Calgary, Alberta	\$59,471			\$56,787	\$2,684	5%	



Region	2024 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	\$50,790			\$54,810	\$4,020	8%	
British Columbia, population under 30,000	\$52,174		\$28.00*	\$54,810	\$2,636	5%	
British Columbia, population 30,000 to 99,999	\$52,444	\$17.85		\$54,810	\$2,366	5%	hour wage grant for certified ECEs
British Columbia, population 100,000 to 499,999	\$57,698			\$54,810	\$2,888	5%	effective January 2025.
Vancouver, British Columbia	\$59,508			\$54,810	\$4,698	8%	

<sup>\*</sup>Median wage: Wage grant applies to early childhood educators only. An additional \$3,000/year grant is available to educators with specialized training.



Region	2024 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	\$65,731		\$34.70	\$67,925	\$2,194	3%	
Yukon, rural south	\$62,886	\$17.94	\$34.70	\$67,925	\$5,039	8%	Early Childhood Educator Level 3.
Whitehorse	\$64,481		\$32.90	\$64,649	\$168	0.3%	



Region	2024 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, Zone D: Including Colville Lake	\$72,179		\$44.00	\$86,130	\$13,951	19%	
Northwest Territories, Zone C: Including Norman Wells	\$76,209	\$16.95	\$41.50	\$81,236	\$5,027	7%	Minimum hourly wage
Northwest Territories, Zone B: Including Fort Simpson	\$72,121		\$39.25	\$76,832	\$4,711	7%	rate, including geographical allowance.*
Northwest Territories, Zone A: Including Yellowknife	\$72,833		\$38.25	\$74,874	\$12,041	3%	

<sup>\*</sup>Centre-based employees may also be eligible for the Northern Experience Allowance and the Indigenous Educators Allowance.

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Region	2024 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)	\$120,183	\$19.75	\$38.45	\$75,266	\$44,917	37%	Minimum hourly rate for an ECE. Effective. April 1, 2025.
Nunavut, Kivalliq	\$105,469		\$50.46 (including top-up)*	\$98,775	\$6,694	6%	
Nunavut, Kitikmeot	\$112,144		\$51.91 (including top-up)*	\$101,614	\$10,530	9%	
Iqaluit, Nunavut	\$125,784		\$46.63 (including top-up)*	\$91,278	\$34,506	27%	

<sup>\*</sup>The Department of Education provided top-up rates reflecting the Northern Allowance. Child care staff receive the same Northern Allowance as government employees. Amounts are determined by community. The rates shown are the median rates adjusted to coincide with Statistics Canada MBM regions.

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