



INVESTMENT IN THE ECE WORKFORCE CENTRAL TO THE SUCCESS OF THE CANADA-WIDE EARLY LEARNING AND CHILD CARE PLAN

Dr. Emis Akbari

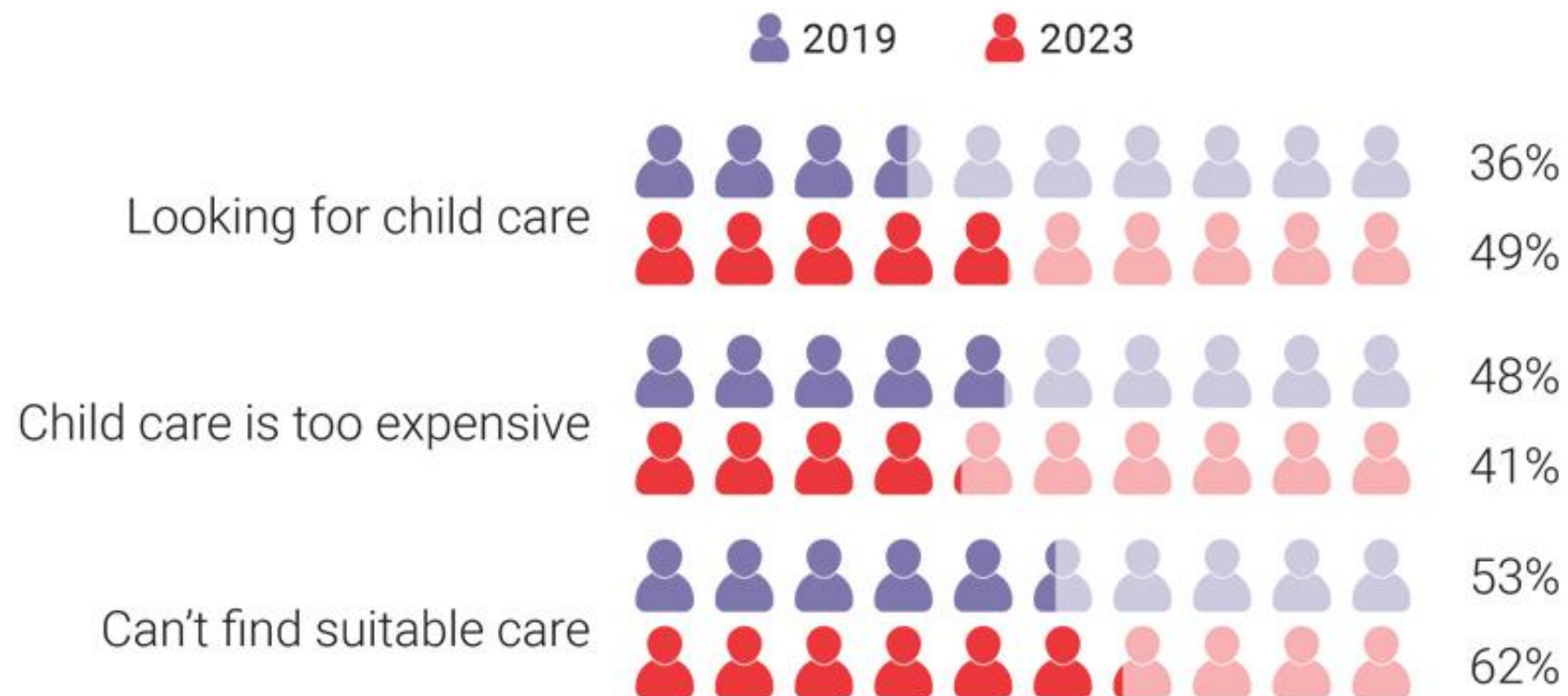
Professor & Program Coordinator
School of Early Childhood | George Brown College

Executive Director | Atkinson Centre
Adjunct Professor | Department of Applied Psychology and
Human Development

OISE | University of Toronto

Early childhood educators lay the foundation for all future learning—yet they remain among the most undervalued and underpaid professionals in our education system.

Parents Wanting, Affording, and Securing Child Care Canada 2019 and 2023



Source: Statistics Canada. Child care arrangements, 2023.



Fiscal year ^a	# of employed CECE members ^{b,c}	# of CECE members working in LCC ^b	Percentage of employed members working in LCC	# of CECE members ^d	# of new members ^d	# of LCC members who left the sector that year ^d
2023–2024	52,038	28,776	55%	61,661 ^e	2,527 ^e	825 ^e
2022–2023	50,413	29,041	58%	61,171	5,192	2,463
2021–2022	48,555	27,005	56%	59,547	5,468	2,200
2020–2021	49,942	27,546	55%	58,867	4,335	421
2019–2020	49,939	29,070	58%	57,594	5,599	1,329

Note: LCC = licensed child care

^a Begins July 1 and ends June 30.

^b As of October 31 of each fiscal year.

^c Captures only members who renew after their first year of registration. The CECE does not collect employment information from new members.

^d As of June 30 of each fiscal year. Includes new members and unemployed members.

^e As of December 2023.



Participant-Reported Hourly Wages by Auspice

All respondents, in descending order, by median wage

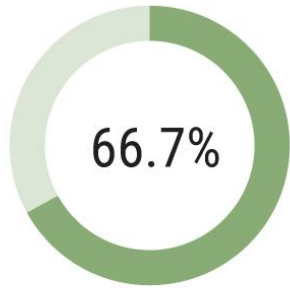
	Average	Minimum	25 th percentile	Median	75 th percentile
Post-secondary institution	\$29.17	\$18.00	\$25.00	\$30.00	\$32.00
CMSM/DSSAB	\$30.02	\$17.00	\$25.00	\$29.00	\$34.00
Non-profit	\$24.54	\$16.00	\$22.00	\$24.00	\$27.00
EarlyON	\$23.79	\$17.00	\$22.00	\$24.00	\$25.00
Provincial level	\$24.90	\$15.00	\$22.00	\$24.00	\$27.00
For-profit	\$22.37	\$16.00	\$20.00	\$22.00	\$24.00

Participant Reported Hourly Wages by Auspice Directors/Supervisors

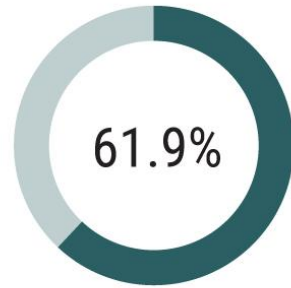


Percentage of RECEs and Non-RECEs Reporting Housing Security Concerns by Region

RECEs



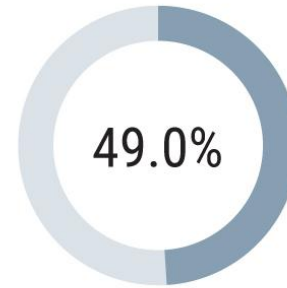
Central East



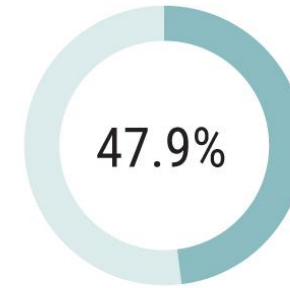
Central West



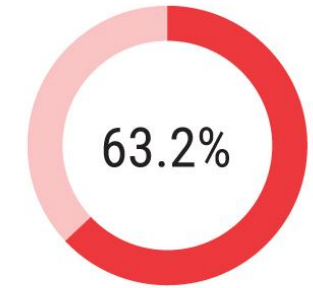
East



North

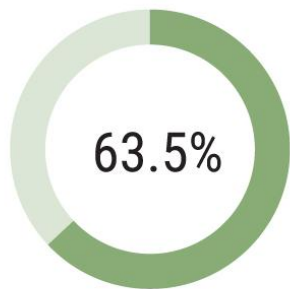


West

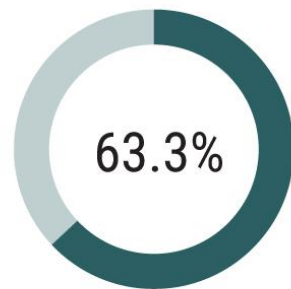


Lakeshore West

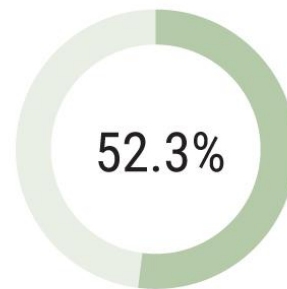
Non-RECEs



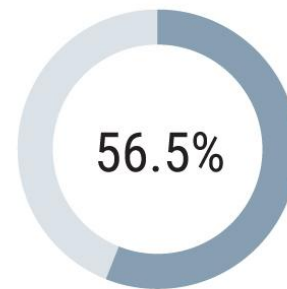
Central East



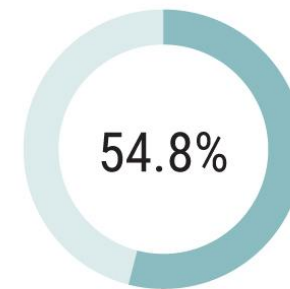
Central West



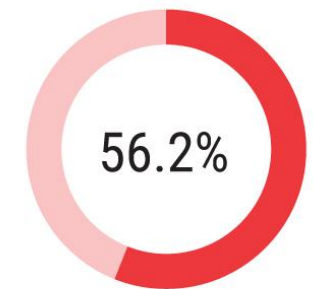
East



North



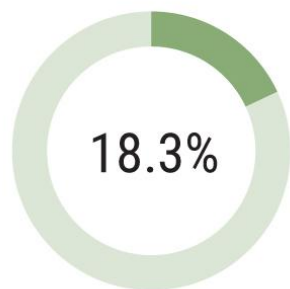
West



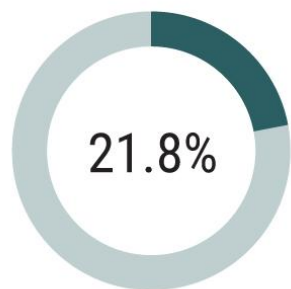
Lakeshore West

Percentage of RECEs and Non-RECEs Reporting Additional Employment by Region

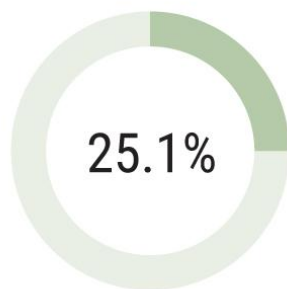
RECEs



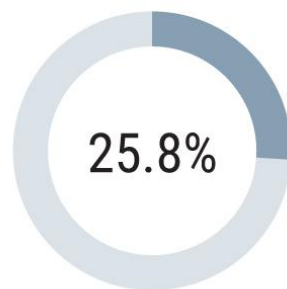
Central East



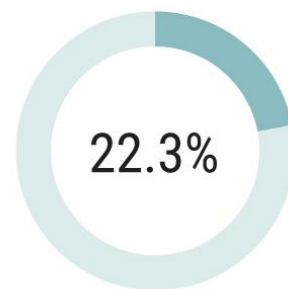
Central West



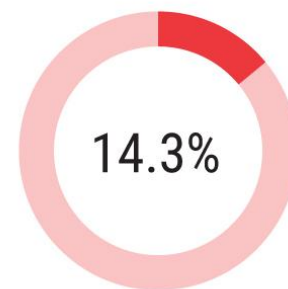
East



North

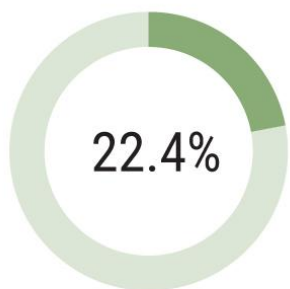


West

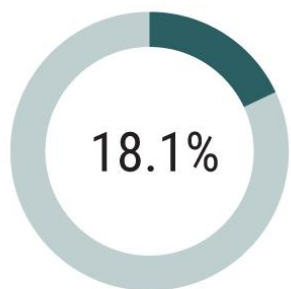


Lakeshore West

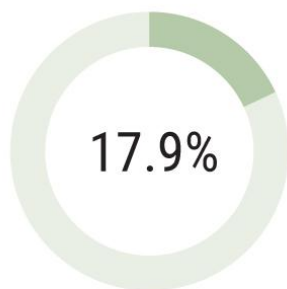
Non-RECEs



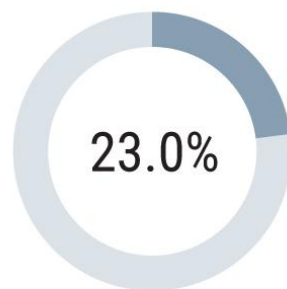
Central East



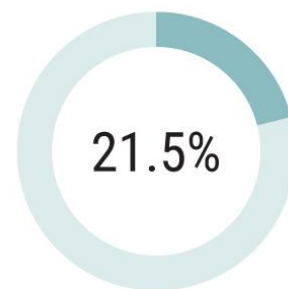
Central West



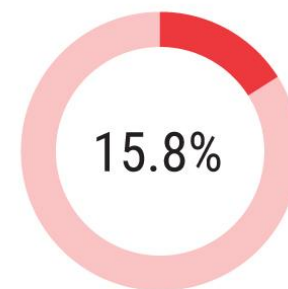
East



North



West



Lakeshore West

Average Hourly Wage by Auspice and Union Status for RECE Respondents in Licensed Child Care

Unionized wage rate

Non-unionized wage rate





knowing
numbers

Percentage of Access to Non-Mandatory Benefits by Auspice
All Respondents

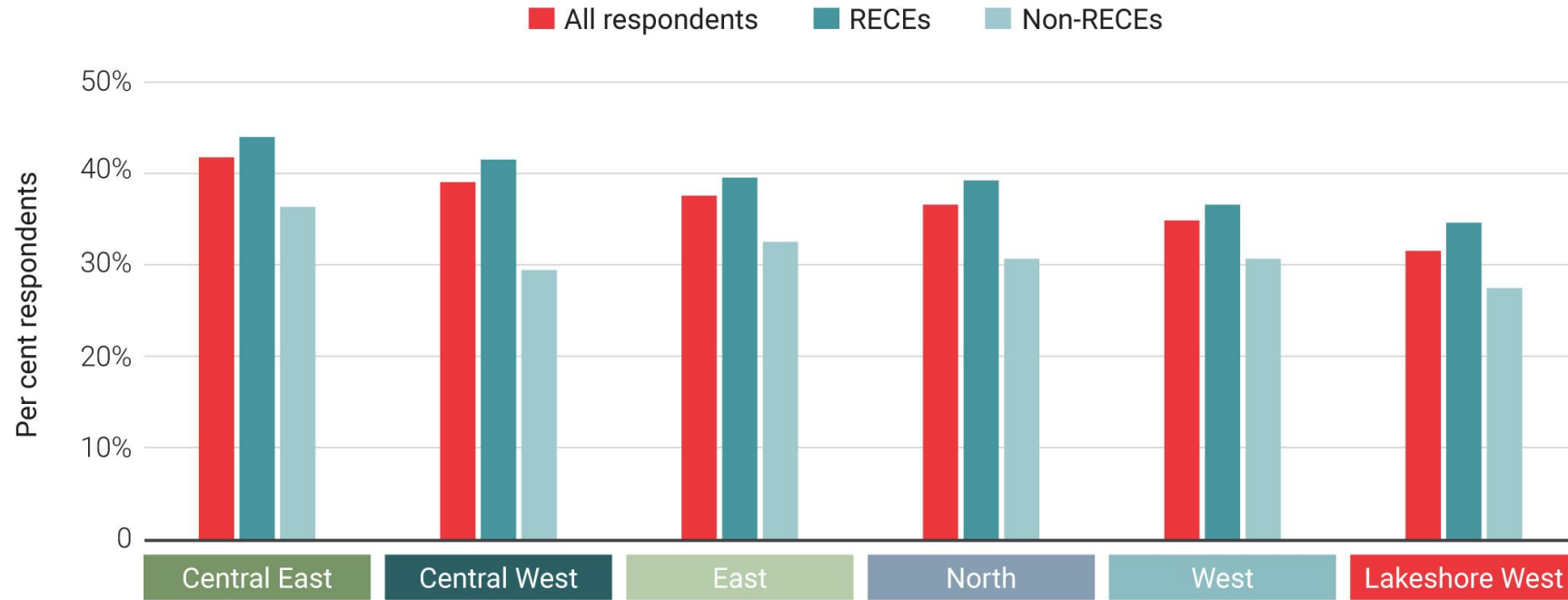
Benefit	For-profit	Non-profit	CMSM/ DSSAB	FDK	Unknown auspice	Study total
Paid sick days	59.1%	83.3%	83.0%	88.6%	75.0%	79.0%
Extended health benefits	50.8%	66.7%	78.4%	82.9%	58.9%	65.4%
Paid professional development	45.7%	63.5%	74.1%	52.9%	62.5%	60.3%
Paid bereavement leave	31.8%	63.9%	74.8%	79.1%	51.8%	59.5%
Pension benefit or RRSP contribution	23.3%	53.3%	71.8%	76.8%	62.5%	50.5%
Paid personal or mental health days	27.0%	52.5%	41.6%	49.4%	46.4%	46.8%
Paid programming time during workday	37.3%	49.2%	52.8%	9.9%	46.4%	45.0%
Paid meeting time during workday	38.6%	46.0%	63.0%	5.3%	60.7%	43.7%
Salary scale reflecting qualifications, responsibility, and seniority	13.9%	23.2%	46.2%	18.3%	19.6%	22.7%
Pay increase for obtaining new credential or degree in ECE	14.0%	14.1%	9.8%	1.5%	7.1%	13.0%
Parental leave top-up	5.6%	11.7%	24.9%	29.3%	12.5%	12.5%
Tuition assistance	7.1%	8.2%	21.6%	1.9%	12.5%	8.6%





knowing numbers	Equity, Diversity, and Inclusion Learning by Auspice				
	All Respondents				
Professional development received in the last 12 months	For profit	Non-profit	CMSM / DSSAB	FDK	All
Supporting vulnerable families	20.4%	27.2%	36.4%	30.0%	26.7%
Cultural diversity in Early Years settings	35.4%	43.0%	51.5%	43.0%	42.2%
Anti-bias/anti-racism/anti-oppression education	34.9%	46.4%	55.7%	60.5%	45.7%
Supporting newcomer families	14.8%	17.8%	19.0%	19.4%	17.4%
Critical trauma-informed practice	18.5%	26.7%	37.4%	32.3%	26.2%
Incorporating land-based learning	15.0%	19.5%	24.9%	22.1%	19.2%
Making workplaces more accessible	22.5%	25.7%	34.1%	22.4%	25.5%
Supporting 2SLGBTQIA+ children and families	19.3%	27.1%	32.5%	29.3%	26.2%
Indigenous ways of knowing and being and decolonization	21.4%	29.0%	44.6%	40.3%	29.3%
Incorporating Afrocentric ways of being	10.3%	9.7%	12.1%	14.8%	10.3%
Supporting children with disabilities	38.1%	46.2%	53.8%	41.8%	45.0%

Percentage of Respondents Reporting Experiences of Workplace Discrimination by Region



Management

Discrimination from management

63%



Colleagues

Discrimination from colleagues/staff

60%



Parents

Discrimination from parents/families

23%



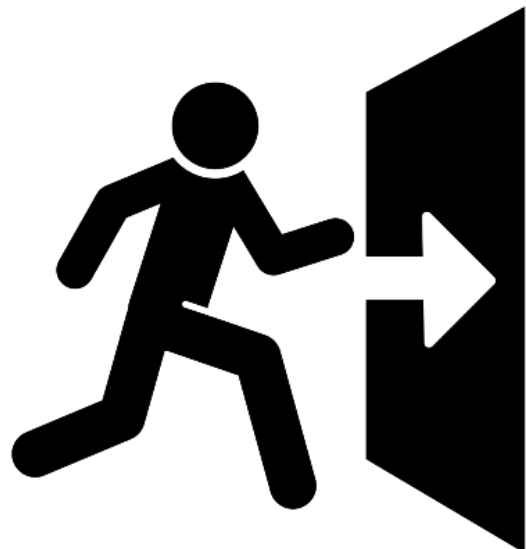
Children

Discrimination from children

7%



RECEs



64%

Non-RECEs

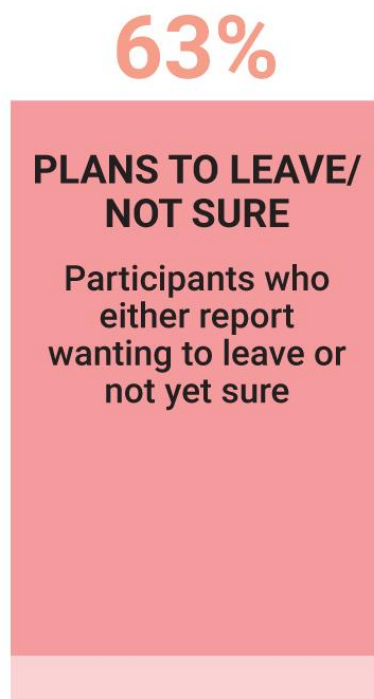


61%



Percentage of Workforce Planning to Leave Sector by Program Language All Respondents

ANGLOPHONE



FRANCOPHONE



Percentage of Workforce Respondents that Recommend a Career in the Early Years by RECE Status

	Yes	No	Not sure
Non-RECE	59.3%	17.5%	23.0%
RECE	43.4%	30.9%	25.7%
Average across RECE Status	48.0%	27.1%	25.0%

Note: All averages are weighted.

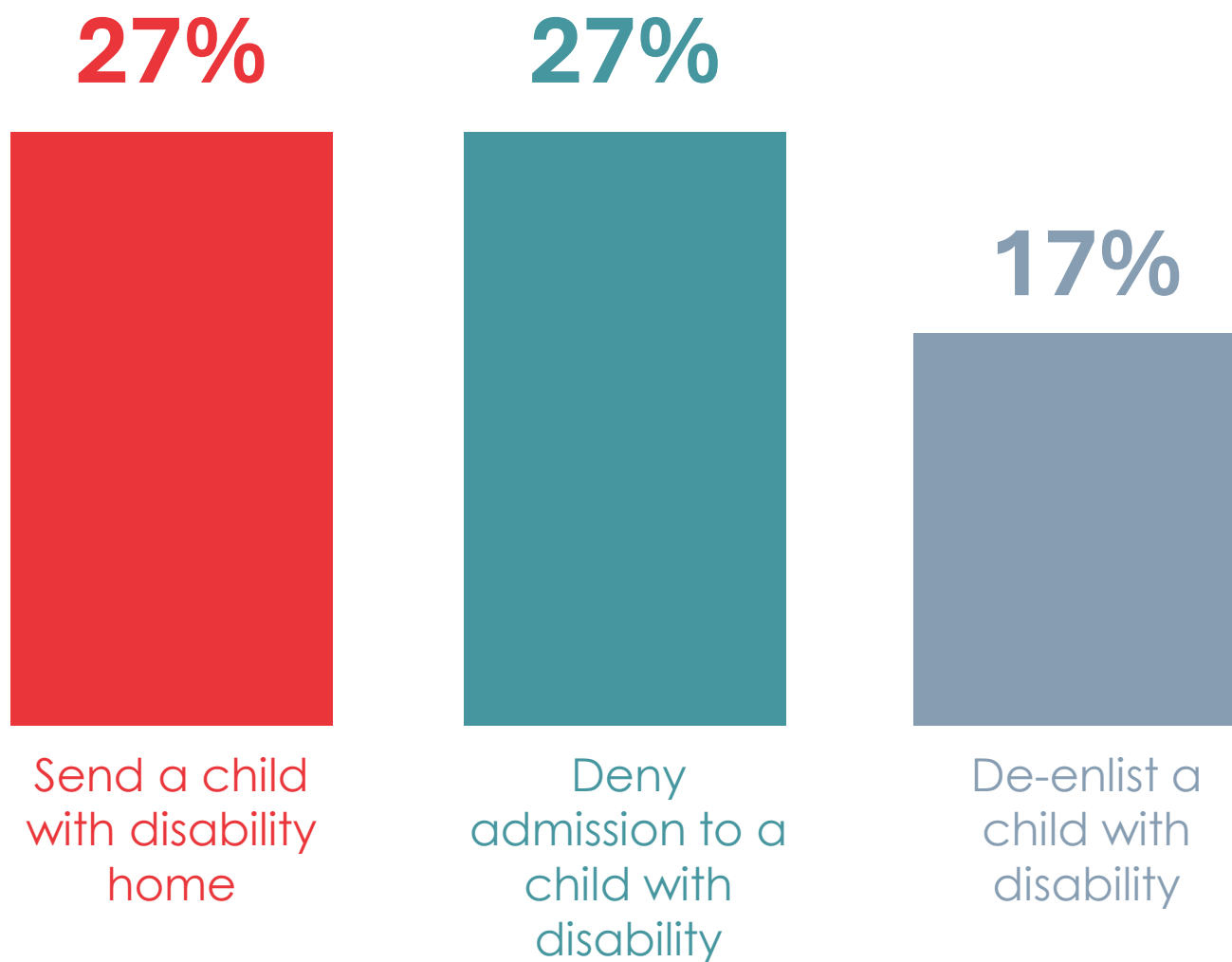
Fewer than 80% would recommend
their own program to a
family member or friend.

79.2%

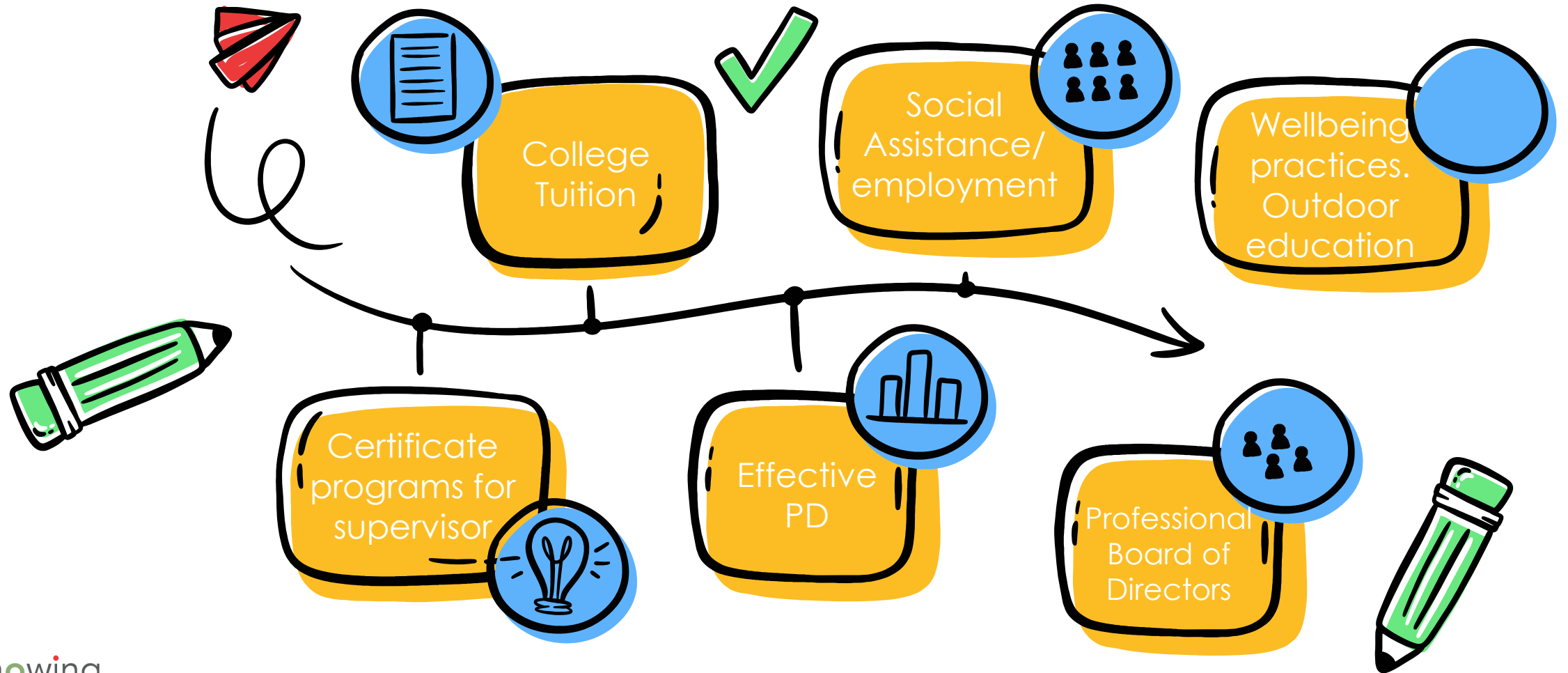
Recommend



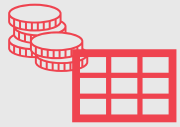
Amidst critical workforce shortages, program quality is increasingly compromised—disproportionately affecting the most vulnerable children.



Promising Practices – Recruitment/Retention



Promising Practices – Wages



Wage Grids

6 jurisdictions have a develop wage grids



MBM

Only 4 regions meet **Market Basket Measures (MBM)**



Supervisor Rate

PEI, NS, NL, MB, NT, NU have dedicated rates for supervisors



Rate Based on Centre Size

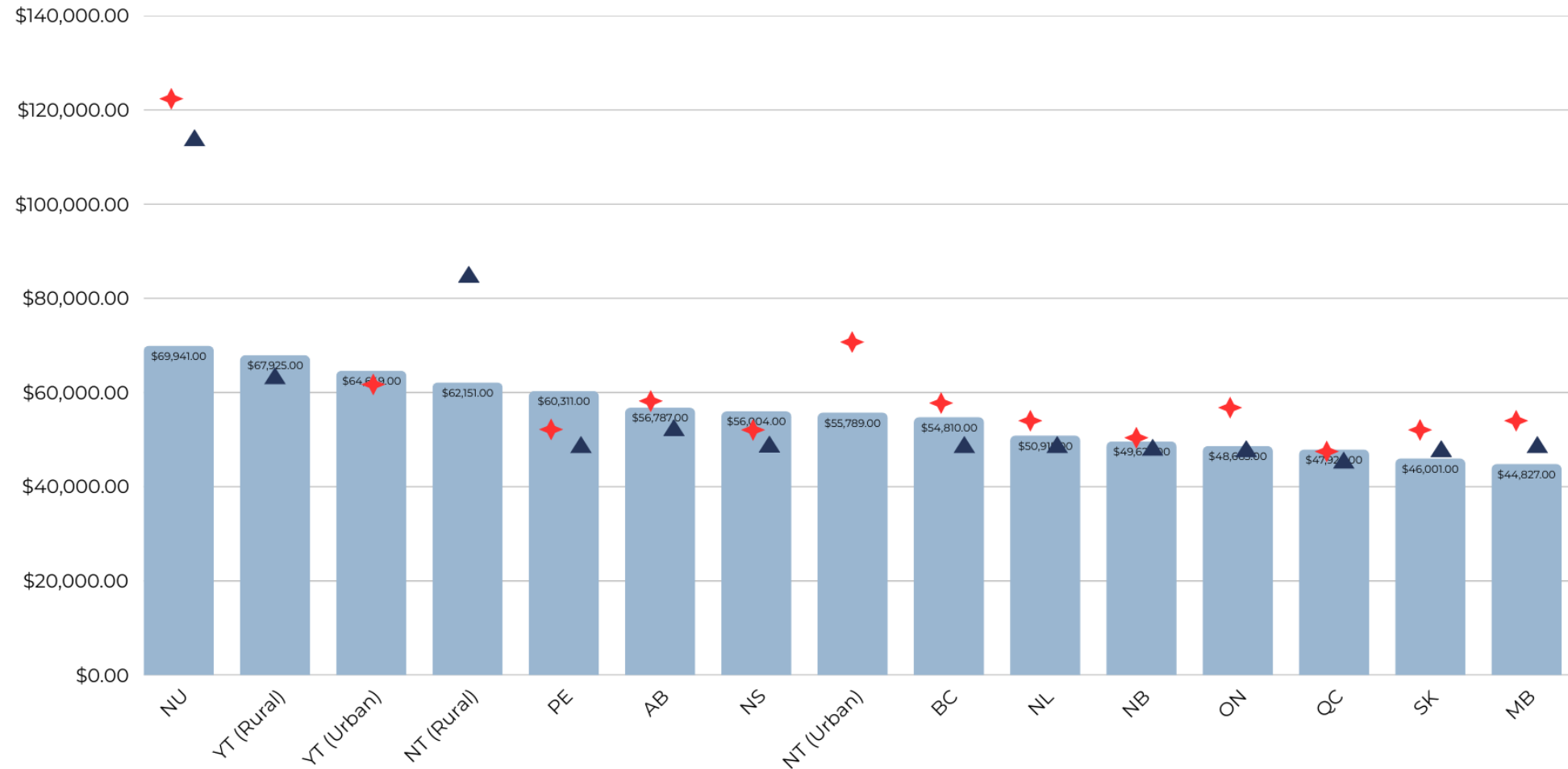
MB establish rates based on centre size & recognize assistant supervisors



Non-RECE Staff

Many compensation systems do not recognize non-RECE staff

Earnings of ECEs across Canada compared to poverty thresholds in urban (♦) and rural (▲) regions



The territories and NL provide a higher rate for remote areas



Promising Practices – Benefits



Only QC
(CPEs)
& NS
have a public
benefit plan



Some others
(including PEI &
NFL) are in
progress



MB funds a
defined
contribution
plan



Only PEI and QC
(CPEs) fund a
defined benefit
pension plan.

Lessons from PEI

Key Highlights from their recent survey and findings



Job Satisfaction: Director satisfaction increased by 19%, while staff satisfaction increased by 44%.



Benefits from Wage Increases: In 2019, 50% of individuals left the sector seeking better wages. In 2024, that number dropped to just 2%.



Recruitment Improvements: 88% of directors believe that recruitment and retention in the sector has improved since 2019.

THANK YOU

emis.akbari@georgebrown.ca
emis.akbari@utoronto.ca

knowing
numbers

connaître
chiffres

