

knowing numbers

A community approach to
understanding the early childhood
education workforce

Executive Report



connaître chiffres

Une approche communautaire pour
comprendre la main-d'œuvre dans le
domaine de l'éducation de la petite enfance

Rapport exécutif



Meet the KON Team!

Dr. Emis Akbari
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Investigator**



Kerry McCuaig
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Investigator**



Michelle Schurter
**Partnership
Liaison**



Stacey Mudie
**Project
Coordinator**



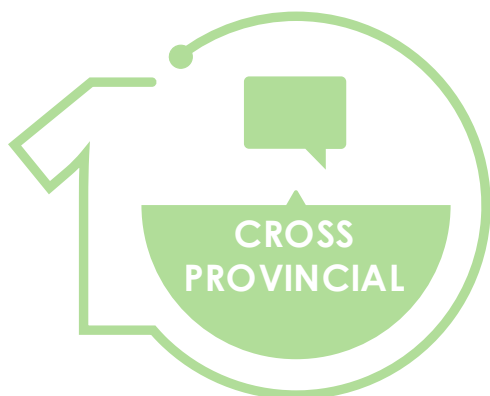
Dr. Petr Varmuza
**Quantitative Policy
Analyst**



Sophia Akbari
**Qualitative Policy
Analyst**



Knowing *Our* Numbers is a community approach to understanding the early childhood education workforce in Ontario



43/47 Ontario regions signed on to KON to support evidence-based policy planning



Captures the voices of the workforce across Ontario to better understand the challenges the sector faces

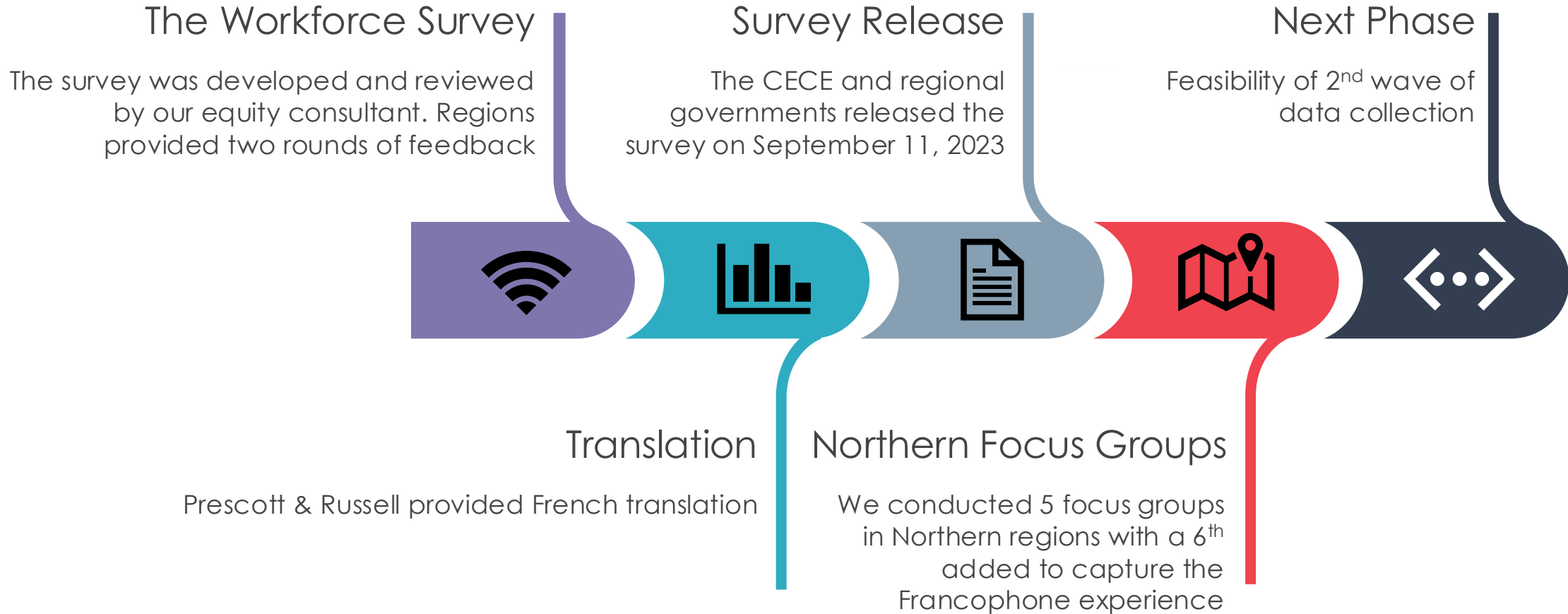


Within child care, FDK, EarlyON, licensed home providers, supervisors and directors, RECEs and non-RECEs



Regional reports capture the unique local challenges

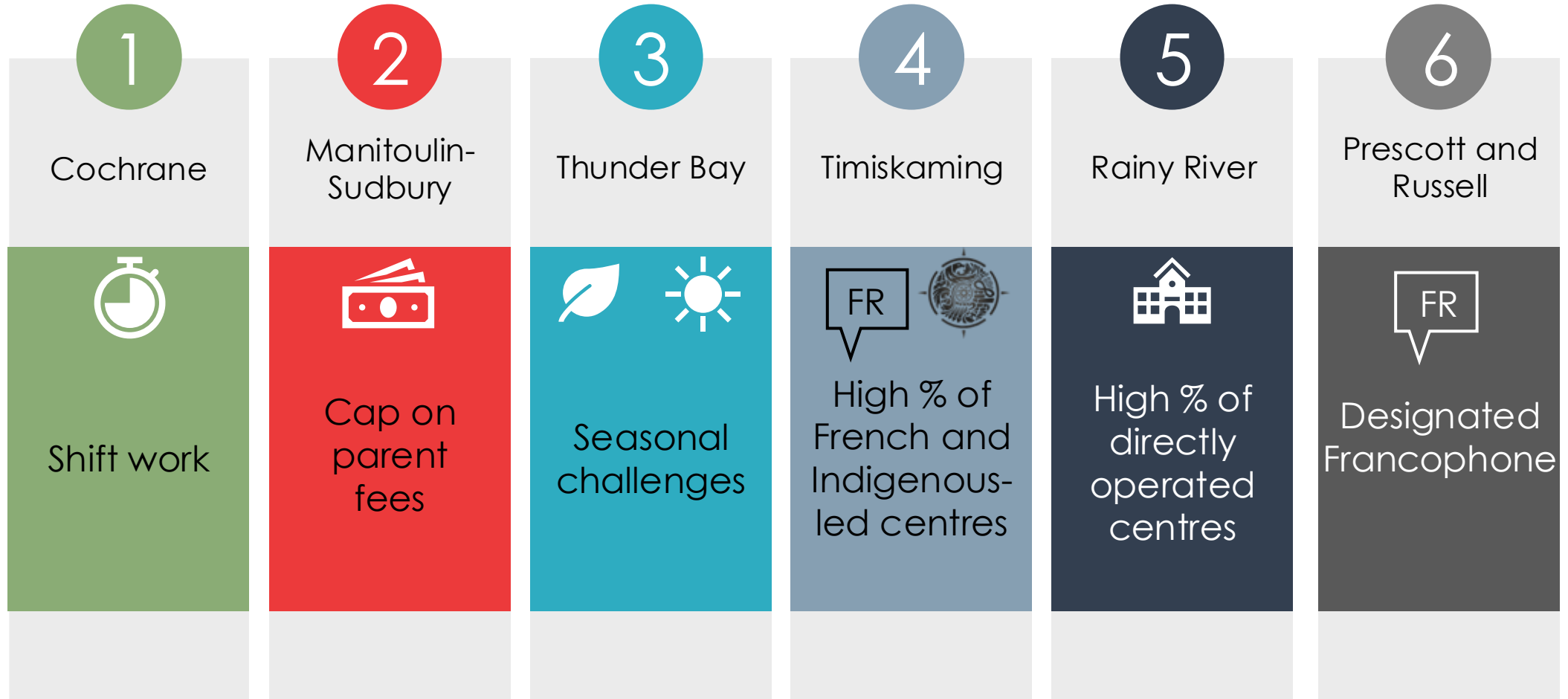
Study Details



Focus Groups



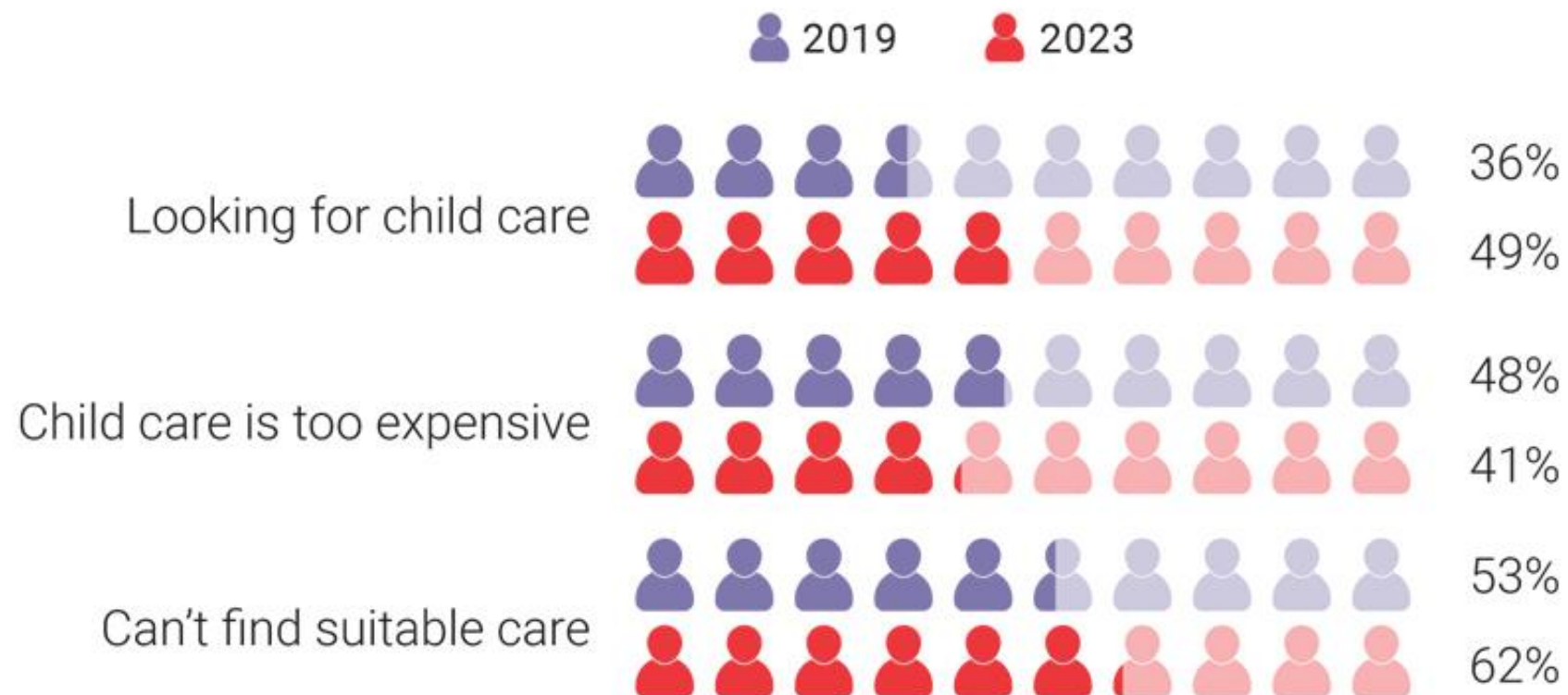
Selected Regions



Per Cent of Children Ages 0 to 5 Years Participating in Child Care (2019 and 2023)



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



Source: Statistics Canada. Child care arrangements, 2023.

302,000

work as early childhood educators,
early childhood assistants, or
home child care providers



1.6%

of Canadian workforce



2.3%

of Quebec workforce



76%

work full-time



95%

identify as female



2/3

have at least one child



25%

of child care workers are self-employed

15%

of workers in all other occupations are self-employed



32

average age



50%

are married or living common law



1/3

of child care workers are immigrants

1/4

of workers in all other occupations are immigrants



5%

of child care workers identify as Indigenous

4%

of workers in all other occupations identify as Indigenous



90%

of child care centres have difficulties filling vacant positions

5,150,110

children 0–12 years old in Canada

821,298

attend licensed child care centres

96,677

attend licensed home care

Sources:

Seward, B., Dhuey, E., Pan, A. (2023). *The Big Short: Expansion of Early Childhood Education in Post-Pandemic Canada*.

Statistics Canada. *Child care workers in Canada (2021)*.

Statistics Canada. *Number of children in Canada (2021)*.

Statistics Canada. *Canadian Survey on the Provision of Child Care Services (2022)*.



>75,000

are employed in the early education workforce in Ontario, including home providers



Early childhood educators

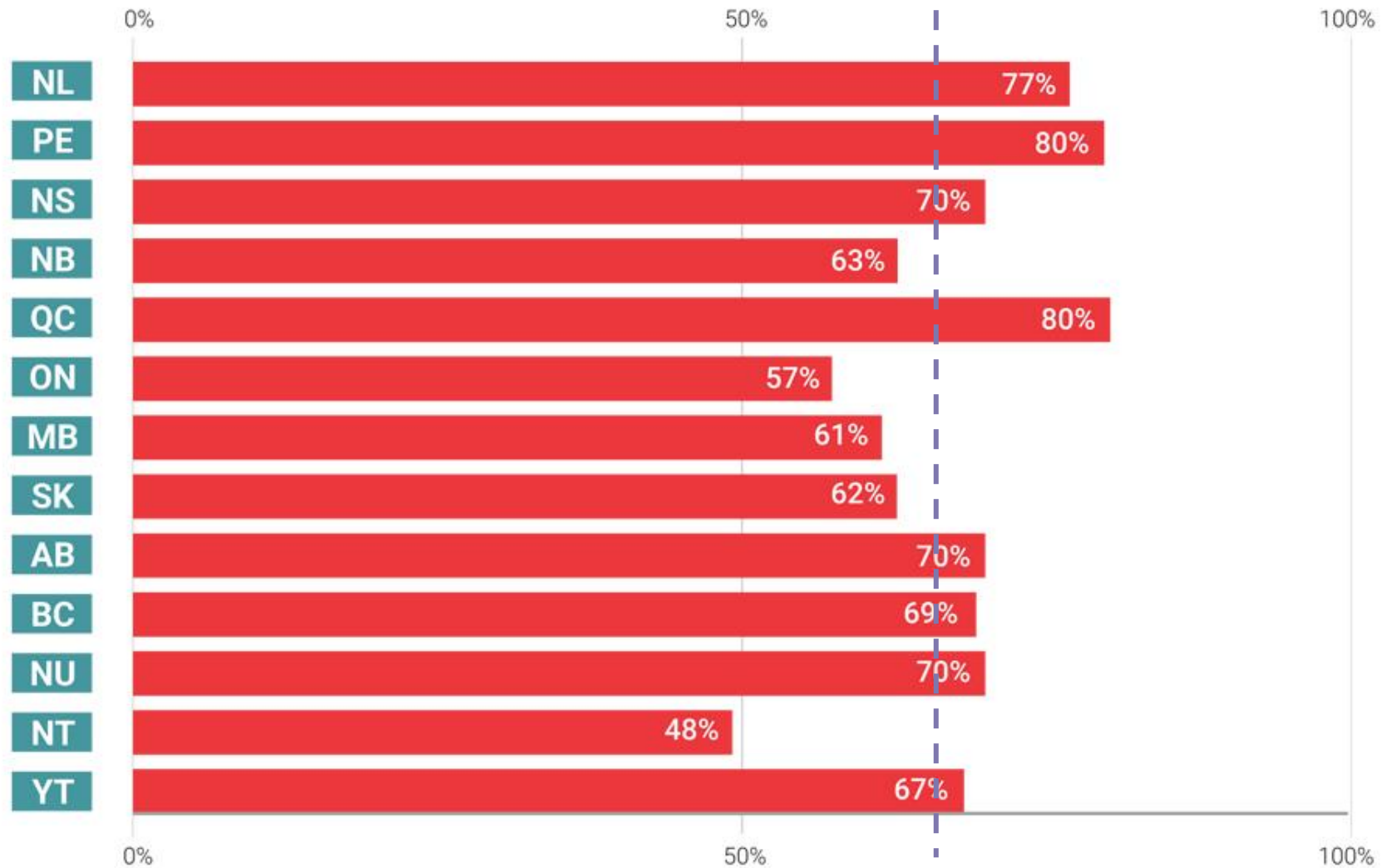


All occupations

Full-time workers	77%	81%
Part-time workers	23%	19%
Work all year	36%	63%
Work part of year	64%	37%
Average weeks worked by those working part of the year	37	43



ECE Annual Wage Rate as Per Cent of Teacher Wage 2023



^a ECE wages based on government-supported compensation for an FTE staff with legislated credentials and five years of experience.

^b Teacher wages are based on the latest collective agreement for staff at Level 5, with 5 years of experience.

Source: Akbari, E., McCuaig, K., & Mehta, S. (2024). *The Early Childhood Education Report 2023*. Ontario Institute for Studies in Education/University of Toronto.



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Policy and Per Cent Change in ECE Annual Wages
(2020 to 2023)

Province/ territory	Annual wage rate 2020	Annual wage rate 2023	Per cent change	Policy
NL	\$37,253	\$50,915	37%	Mandated wage grid
PE	\$42,765	\$64,085	50%	Mandated wage grid
NS	\$34,196	\$48,727	42%	Mandated wage grid
NB	\$42,369	\$46,313	9%	Mandated wage grid
QC	\$52,312	\$56,655	4%	Mandated wage grid
ON	\$43,243	\$44,512	3%	Wage floor/ Wage Enhancement Grant
MB	\$43,826	\$49,441	13%	Wage guidelines
SK	\$33,280	\$46,176	39%	Wage supplement
AB	\$34,691	\$56,140	62%	Wage supplement
BC	\$41,848	\$51,376	23%	Wage supplement
NU	\$50,502	\$71,531	42%	Mandated wage grid
NT	\$40,384	\$49,634	23%	Wage supplement Wage grid in development
YT	\$67,038	\$68,598	2%	Wage supplement

Note: ECE wages based on government-supported compensation for a FTE staff with legislated credentials with 5 years of experience.
Source: Akbari, E., McCuaig, K., & Mehta, S. (2024). *The Early Childhood Education Report 2023*. Ontario Institute for Studies in Education/University of Toronto.

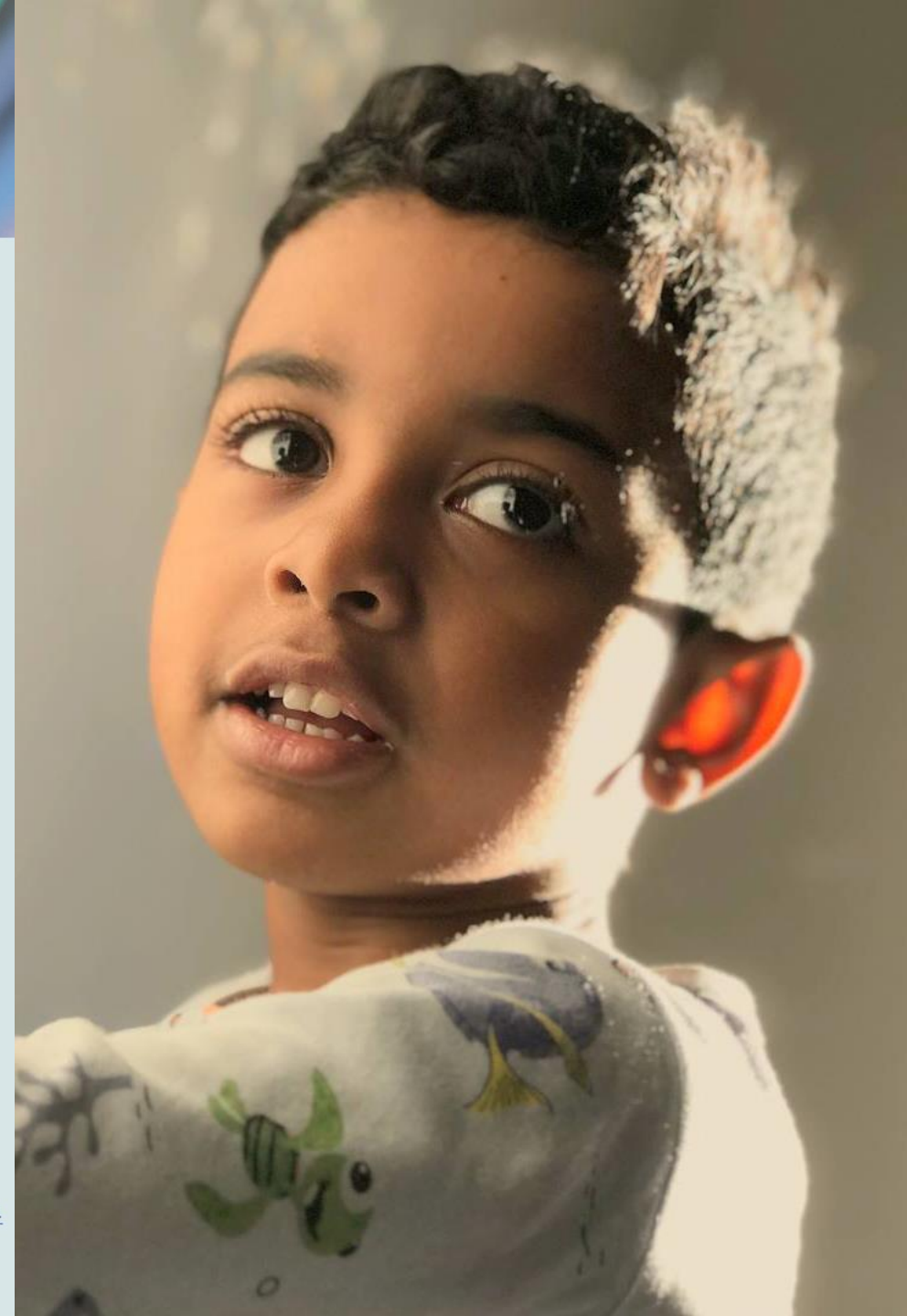


Median Hourly Wages for Licensed Practical Nurses and Paralegals by Region

Community/area	Licensed practical nurses ^a	Paralegals ^b
Ontario	\$30.00	\$32.44
Hamilton–Niagara Peninsula	\$30.81	\$27.88
Kingston–Pembroke	\$28.00	\$32.44
Kitchener–Waterloo–Barrie	\$30.10	\$32.44
London	\$31.00	\$30.16
Muskoka–Kawarthas	\$30.00	N/A
Northeast	\$28.00	\$27.67
Northwest	\$30.25	N/A
Ottawa	\$29.00	\$31.25
Stratford–Bruce Peninsula	\$30.10	\$32.44
Toronto	\$30.00	\$35.26
Windsor–Sarnia	\$26.00	N/A

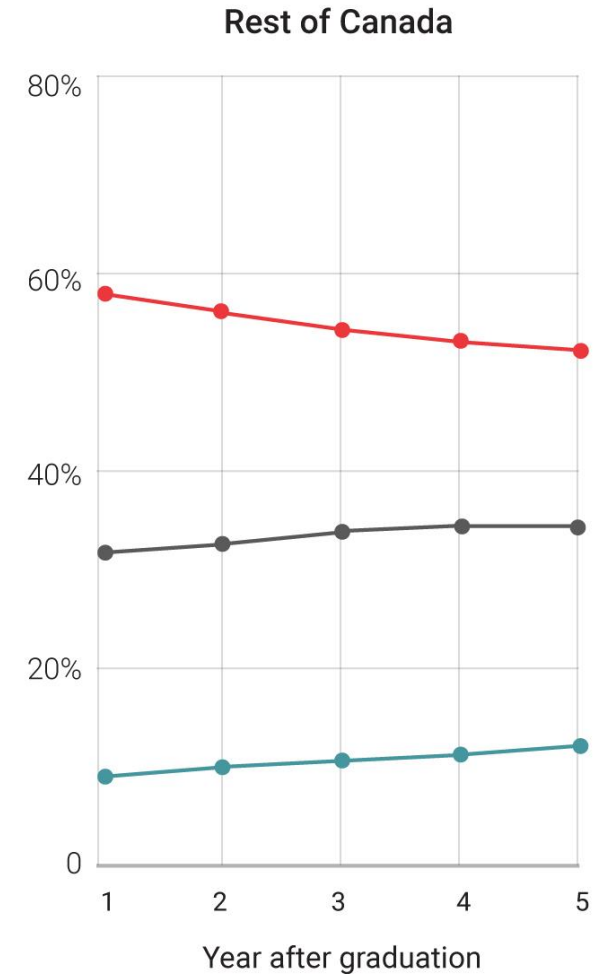
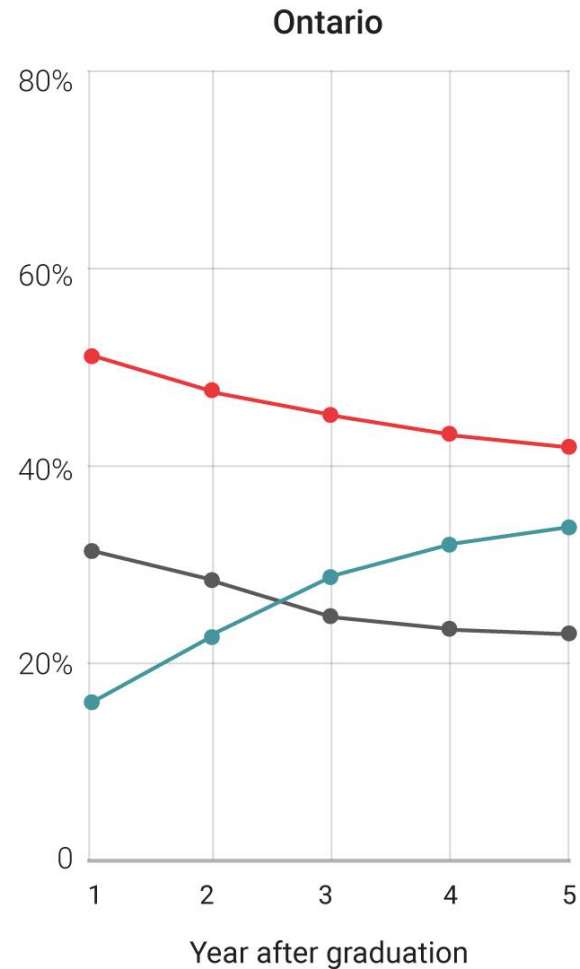
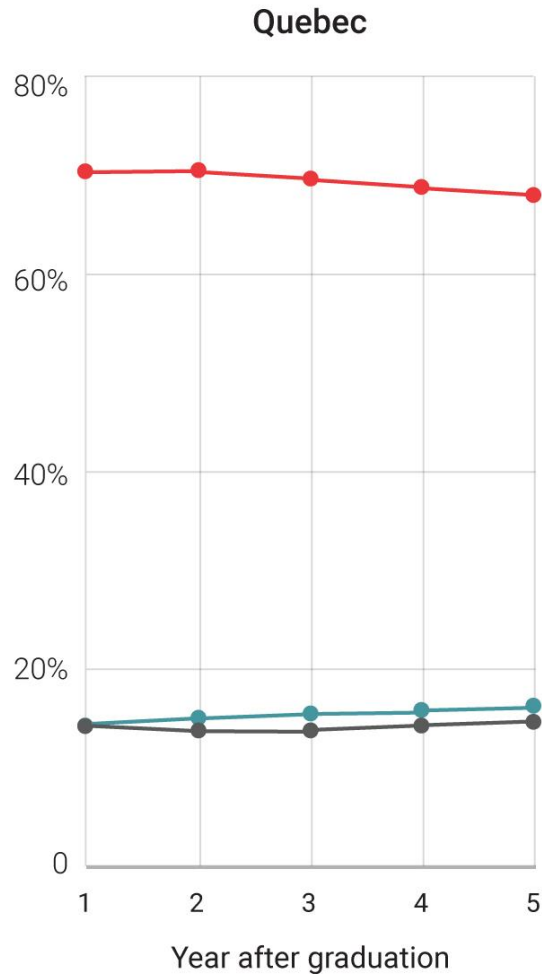
^a Government of Canada. Labour Force Survey. Licensed Practical Nurse (L.P.N.) in Ontario. NOC 32101. Reference period 2021–2022. Retrieved from: <https://www.jobbank.gc.ca/marketreport/wages-occupation/4383/ON>

^b Government of Canada. Labour Force Survey. Paralegal in Ontario. NOC 42200. Reference period 2021–2022. Retrieved from: <https://www.jobbank.gc.ca/marketreport/wages-occupation/16074/ON>



Career Trajectories of College ECE Graduates by Years Following Graduation

— Work in child care — Work in education — Work in other sectors





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.

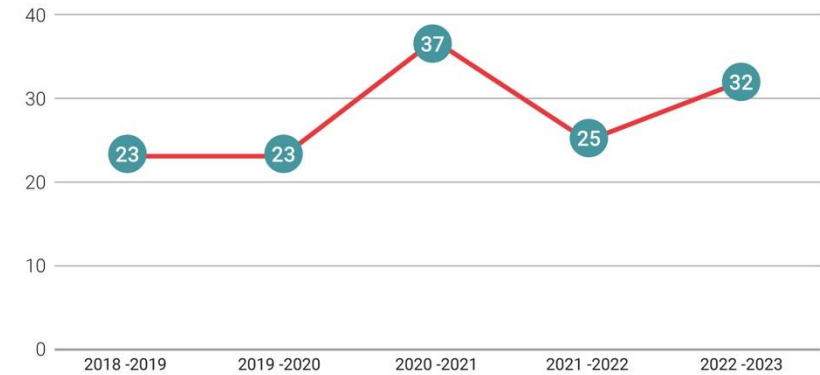
^e As of December 2023.





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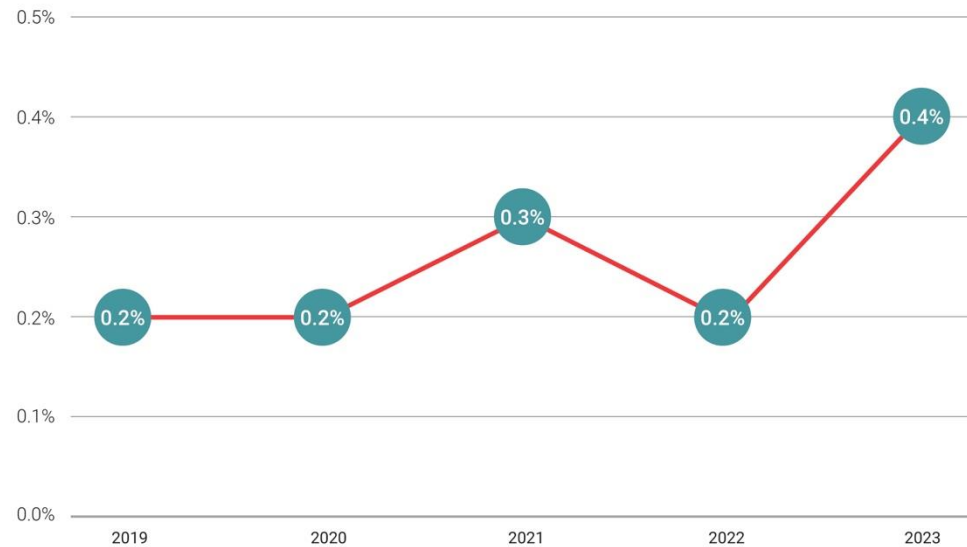
Number of Behaviour Guidance Complaints to the CECE as a Percentage of all Complaints (2018 to 2023)



Source: College of Early Childhood Educators. Annual Reports. Retrieved from: <https://www.college-ece.ca/about-us/annual-reports/>

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Percentage of Behaviour Guidance Concerns Compared to Total CECE Membership (2019 to 2023)









Source: Data provided by the College of Early Childhood Educators.

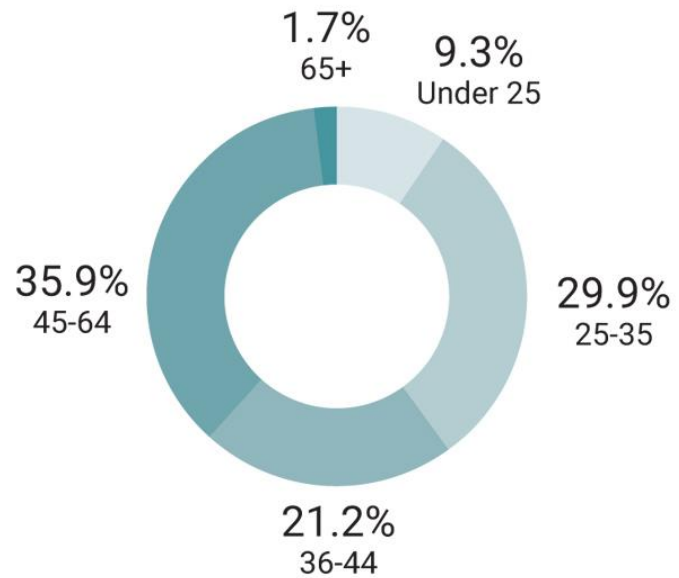


Findings



	Central East
	Central West
	East
	North
	West
	Lakeshore West

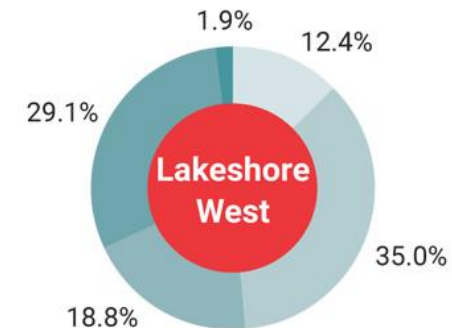
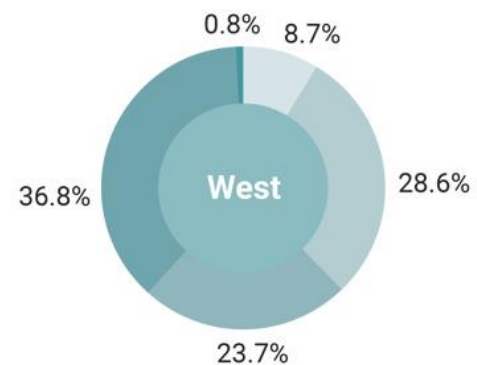
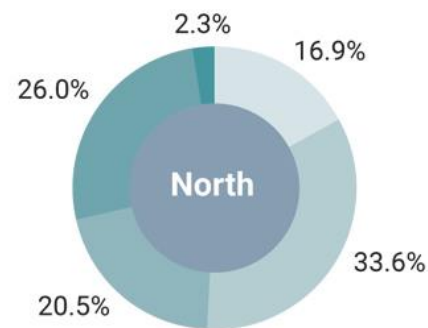
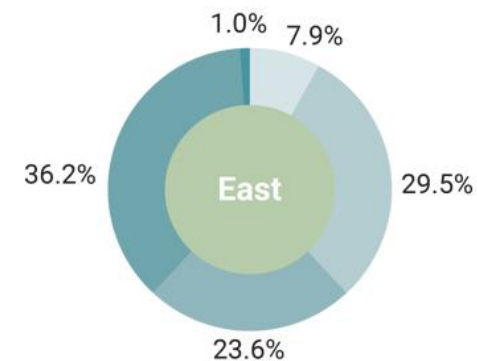
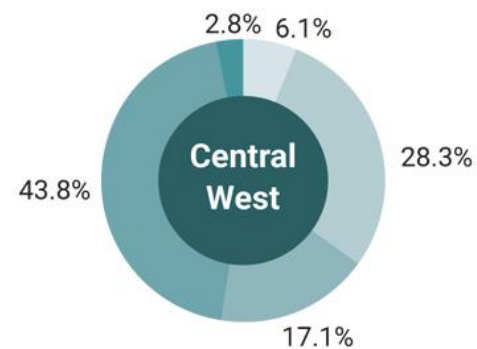
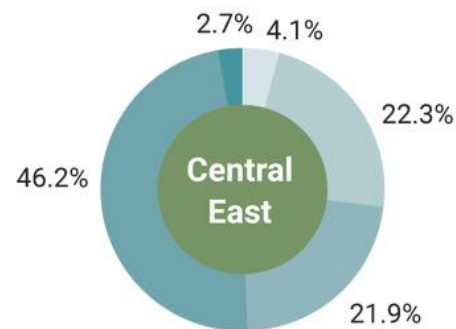
Age Distribution of RECE and non-RECE Participants





Percentage Age Distribution by Region All Respondents

Under 25 25-35 36-44 45-64 Over 64



Totals across regions:

Under 25	25-35	36-44	45-64	Over 64
9.3%	29.9%	21.2%	35.9%	1.7%

Note: Numbers do not sum to 100% due to missing data.

Racialization by Age RECEs

25+ years old

21.7%

Under 25 years old

39.1%

Racialization by Program Type Directors/Supervisors

Single-site programs

28.9%

Multi-site programs

20.2%

Multi-service agencies

17.2%

Years of Experience by Auspice and Region

All Respondents

	Auspice				Average across auspice
	For-profit	Non-profit	CMSM/DSSAB	FDK	
Central East	10.8	15.6	18.0	18.3	15.1
Central West	10.5	15.1	20.9	18.5	14.9
East	11.0	14.6	15.6	19.1	14.7
North	5.2	13.4	13.8	16.7	12.9
West	10.7	15.4	18.8	17.8	15.2
Lakeshore West	10.4	12.5	20.9	18.9	12.7
Average across regions	10.3	14.5	17.8	18.3	14.3

CMSM/DSSAB programs are directly operated by the regional government. Staff are public employees.

FDK = Full-day Kindergarten

Compensation



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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

Starting in January 2024, the wage floor for RECEs in Ontario working in programs participating in CWELCC readjusted to \$23.86 per hour.

Hourly Wages by Auspice and Region

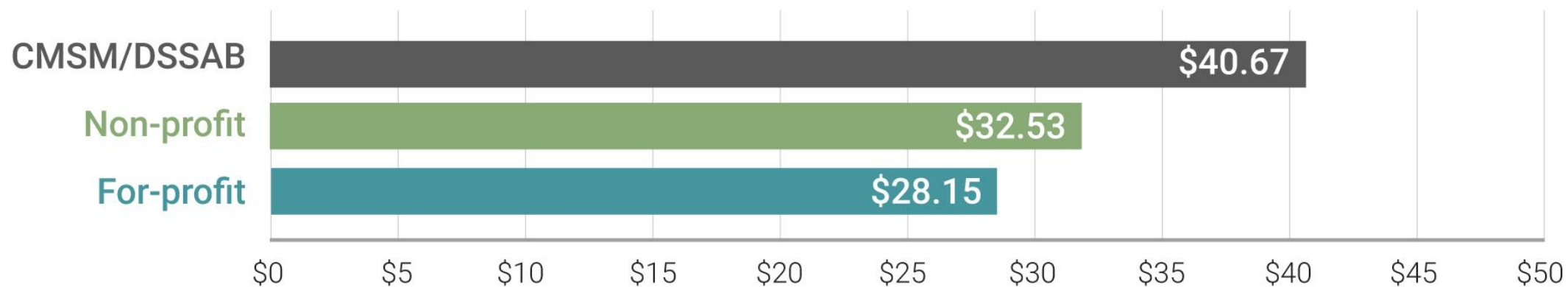
RECEs

	Auspice				Average across auspice
	For-profit	Non-profit	CMSM/DSSAB	FDK	
Central East	\$22.98	\$27.76	\$31.80	\$27.35	\$27.23
Central West	\$22.60	\$26.37	\$33.69	\$28.02	\$26.06
East	\$23.38	\$25.43	\$28.09	\$28.30	\$25.65
North	\$23.09	\$25.60	\$27.08	\$27.13	\$25.69
West	\$22.69	\$24.75	\$31.70	\$28.73	\$25.27
Lakeshore West	\$23.25	\$25.15	\$31.41	\$27.32	\$25.06
Average across regions	\$22.99	\$25.53	\$30.37	\$27.95	\$25.64

NOTE: Auspice breakdown by region does not include post-secondary due to low sample size.

Starting in January 2024, the wage floor for RECEs in Ontario working in programs participating in CWELCC readjusted to \$23.86 per hour.

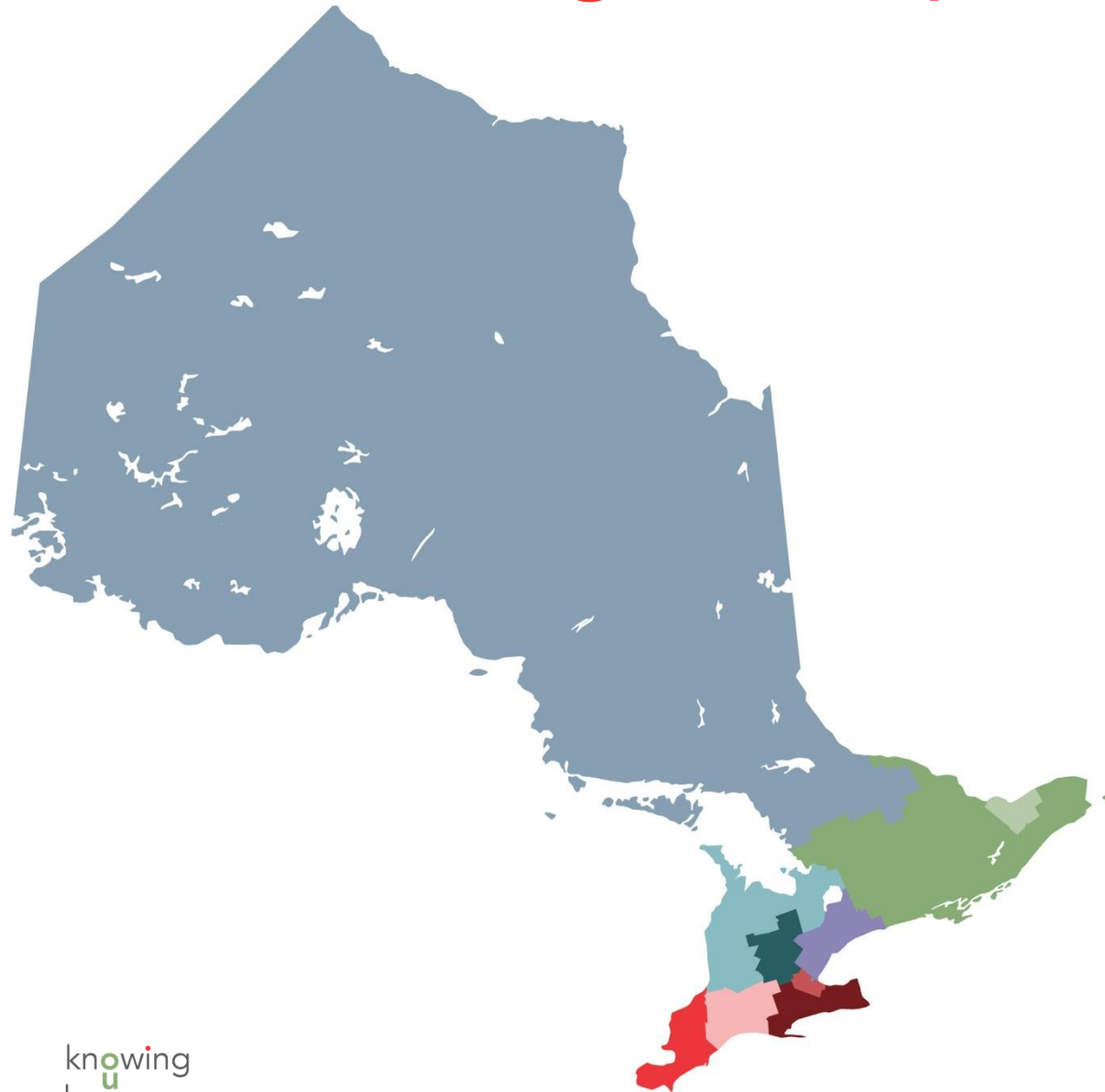
Participant Reported Hourly Wages by Auspice Directors/Supervisors



Almost 95% director respondents report they have been registered with the CECE for less than 5 years



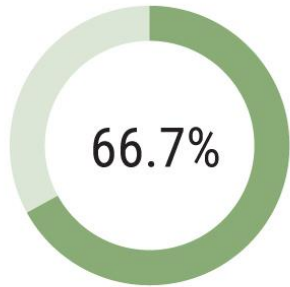
Living Hourly Wage by Region



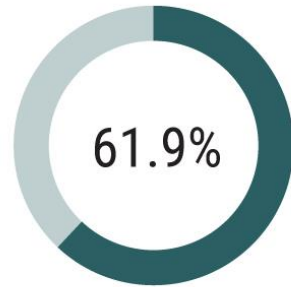
East	\$20.60
Dufferin Waterloo Guelph-Wellington	\$20.90
Brant Niagara Haldimand Norfolk	\$20.35
London Elgin Oxford	\$18.85
Southwest	\$18.65
Grey Bruce Perth Huron Simcoe	\$22.75
North	\$19.80
Ottawa	\$21.95
Greater Toronto Area	\$25.05
Hamilton	\$20.80

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

RECEs



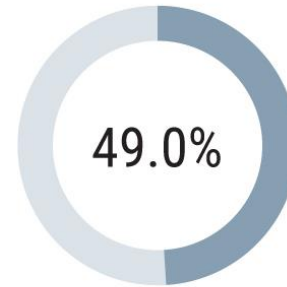
Central East



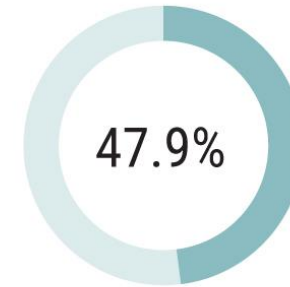
Central West



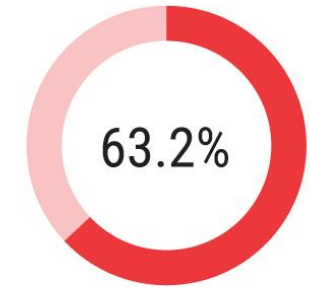
East



North

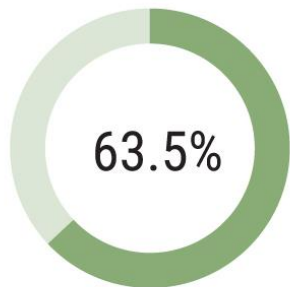


West

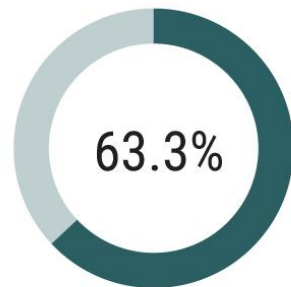


Lakeshore West

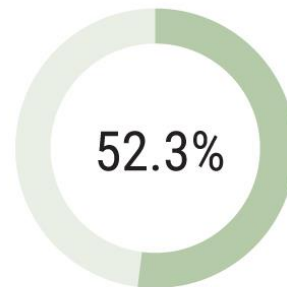
Non-RECEs



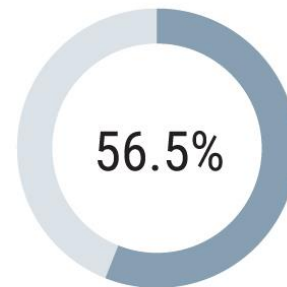
Central East



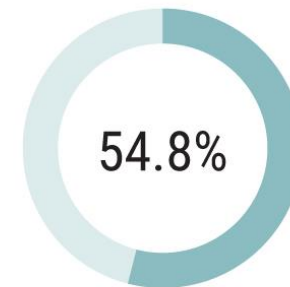
Central West



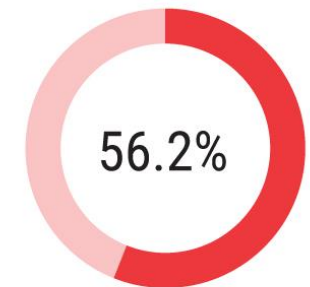
East



North



West



Lakeshore West

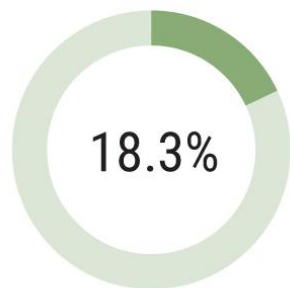
Percentage with Housing Security Concerns by Family Status

All Respondents

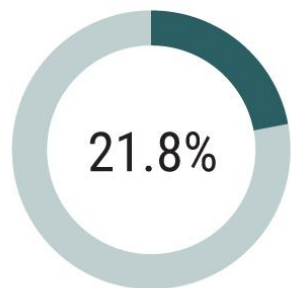


Percentage of RECEs and Non-RECEs Reporting Additional Employment by Region

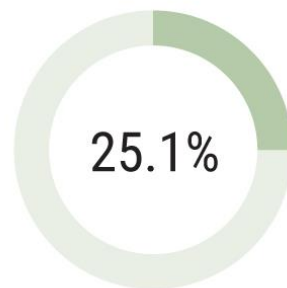
RECEs



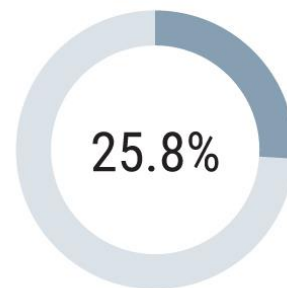
Central East



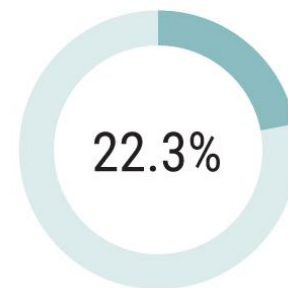
Central West



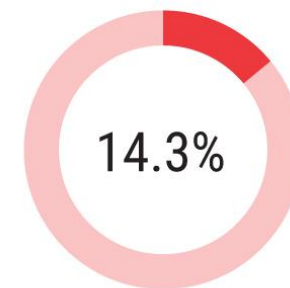
East



North

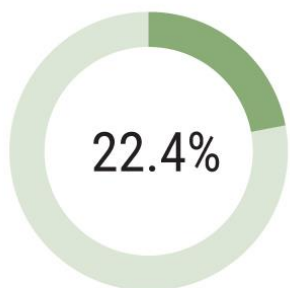


West

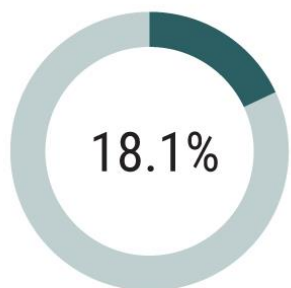


Lakeshore West

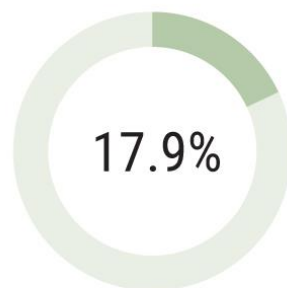
Non-RECEs



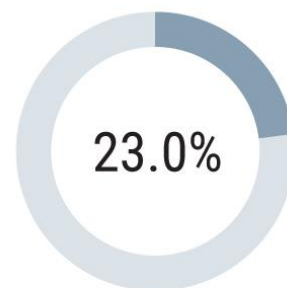
Central East



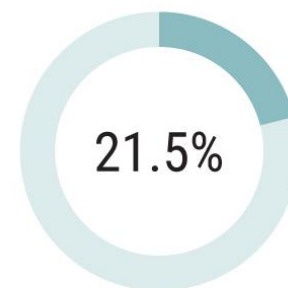
Central West



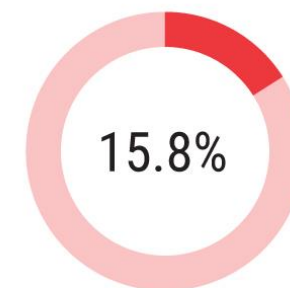
East



North



West



Lakeshore West

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



Starting in January 2024, the wage floor for RECEs in Ontario working in programs participating in CWELCC readjusted to \$23.86 per hour.



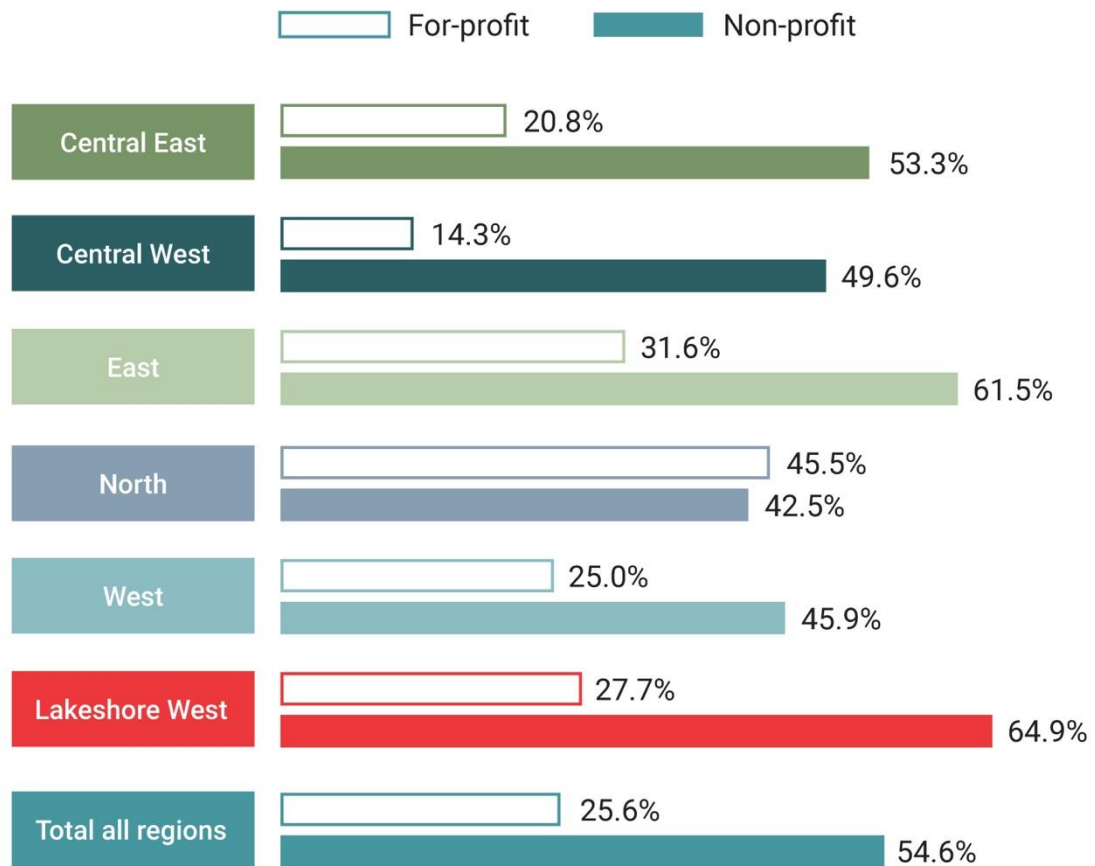
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Percentage of Access to Non-Mandatory Benefits by Auspice
All Respondents

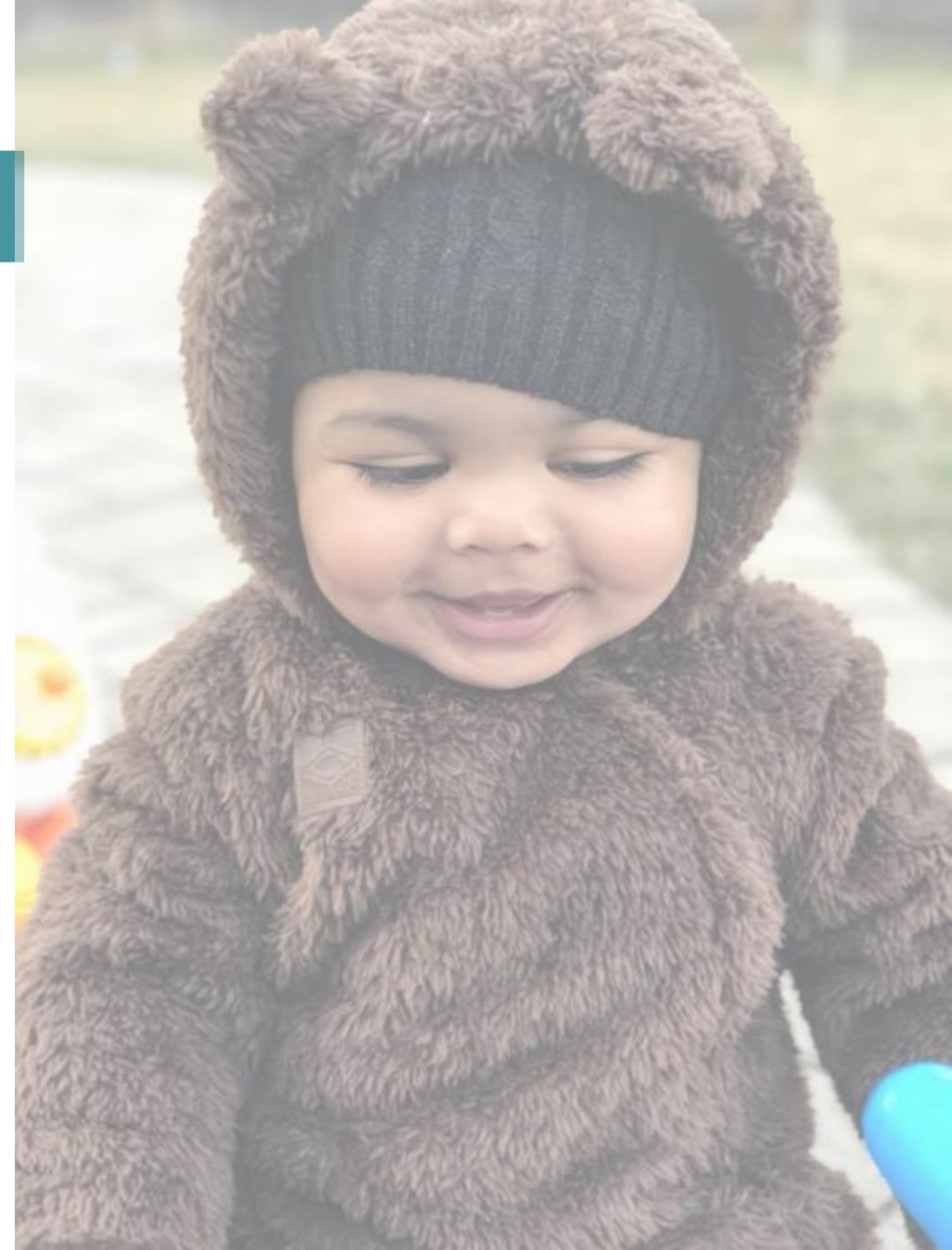
Benefit	For-profit	Non-profit	CMSM/ DSSAB	FDK	Unknown auspice	Study total
Paid sick days	59.1%	83.3%	83.0%	88.6%	75.0%	79.0%
Extended health benefits	50.8%	66.7%	78.4%	82.9%	58.9%	65.4%
Paid professional development	45.7%	63.5%	74.1%	52.9%	62.5%	60.3%
Paid bereavement leave	31.8%	63.9%	74.8%	79.1%	51.8%	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%



Availability of Retirement Benefits by Auspice and Region RECEs in licensed child care



Note: Northern findings should be interpreted with caution due to the small sample size of for-profit providers.



Work Environment



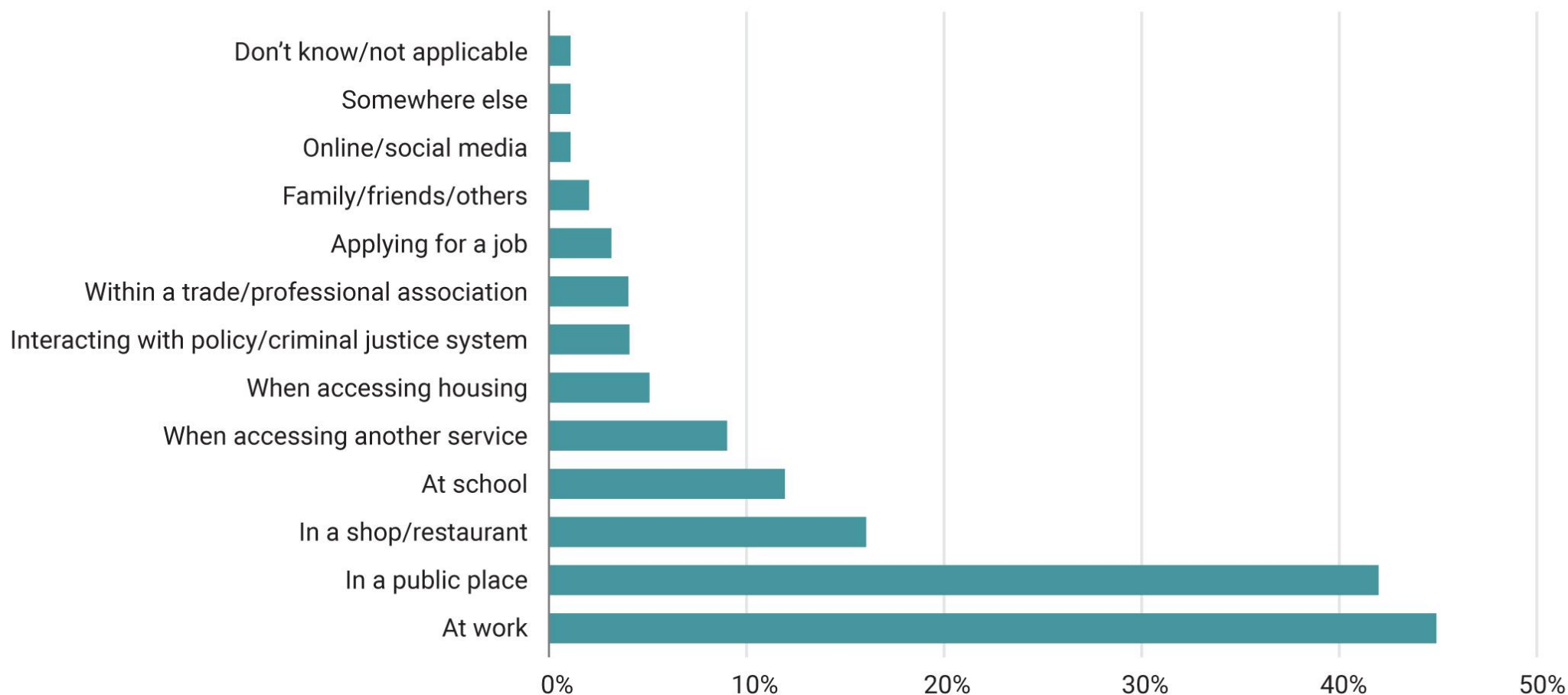
knowing numbers	Equity, Diversity, and Inclusion Learning by Auspice				
	All Respondents				
Professional development received in the last 12 months	For profit	Non-profit	CMSM / DSSAB	FDK	All
Supporting vulnerable families	20.4%	27.2%	36.4%	30.0%	26.7%
Cultural diversity in Early Years settings	35.4%	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%

<div> <div> <div>knowing</div> <div>numbers</div> </div> <div> <div>Equity, Diversity, and Inclusion Learning by Auspice</div> <div>All Respondents</div> </div> </div>					
Professional development wanted by study participants	For profit	Non-profit	CMMS / DSSAB	FDK	All
Supporting vulnerable families	51.5%	48.3%	47.5%	40.3%	48.3%
Cultural diversity in Early Years settings	39.8%	33.5%	35.4%	27.4%	34.4%
Anti-bias/anti-racism/anti-oppression education	36.6%	29.2%	29.5%	15.6%	29.8%
Supporting newcomer families	49.8%	46.0%	53.1%	36.1%	46.6%
Critical trauma-informed practice	48.5%	42.5%	45.3%	35.0%	43.4%
Incorporating land-based learning	43.0%	38.3%	43.6%	31.6%	39.2%
Making workplaces more accessible	37.2%	31.9%	32.1%	21.3%	32.3%
Supporting 2SLGBTQIA+ children and families	40.7%	37.4%	44.6%	30.8%	38.1%
Indigenous ways of knowing and being and decolonization	41.4%	38.9%	36.4%	29.3%	38.7%
Incorporating Afrocentric ways of being	42.4%	41.7%	49.8%	27.4%	41.6%
Supporting children with disabilities	44.0%	40.6%	37.4%	41.1%	41.1%

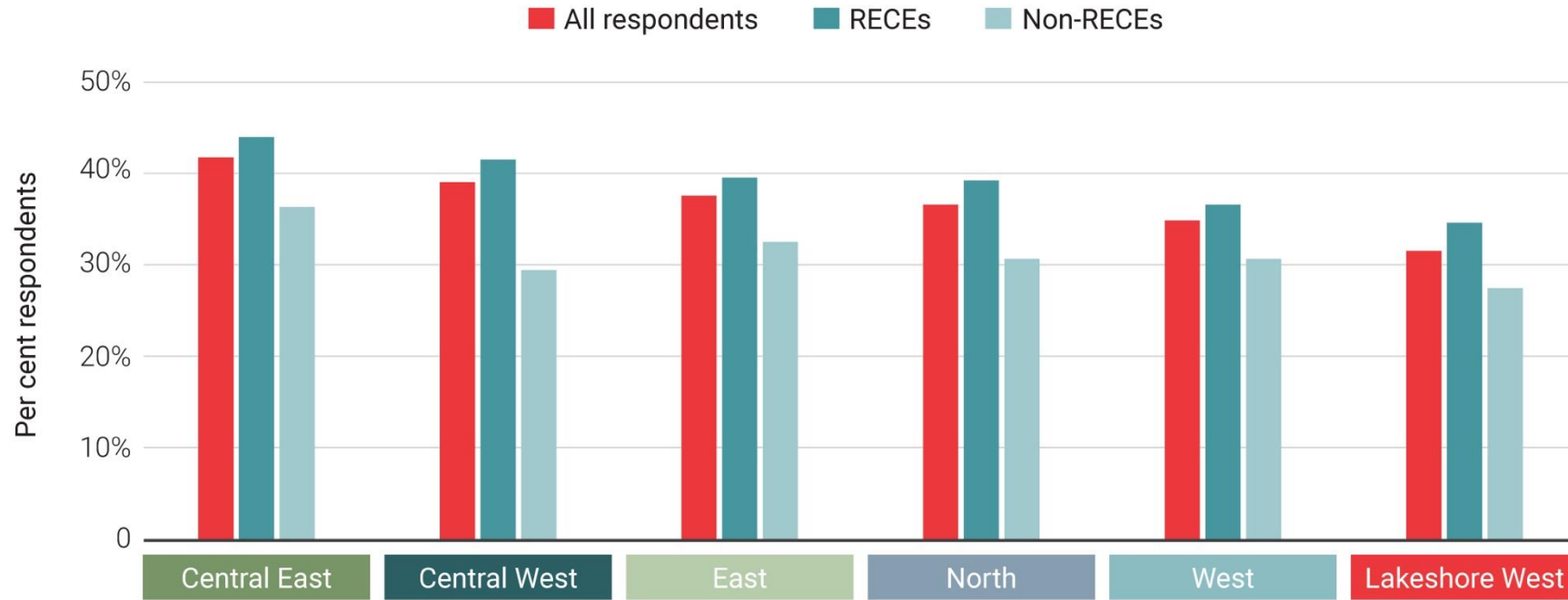


Location of Most Recent Experiences of Discrimination in Ontario

Study by the Ontario Human Rights Commission



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%



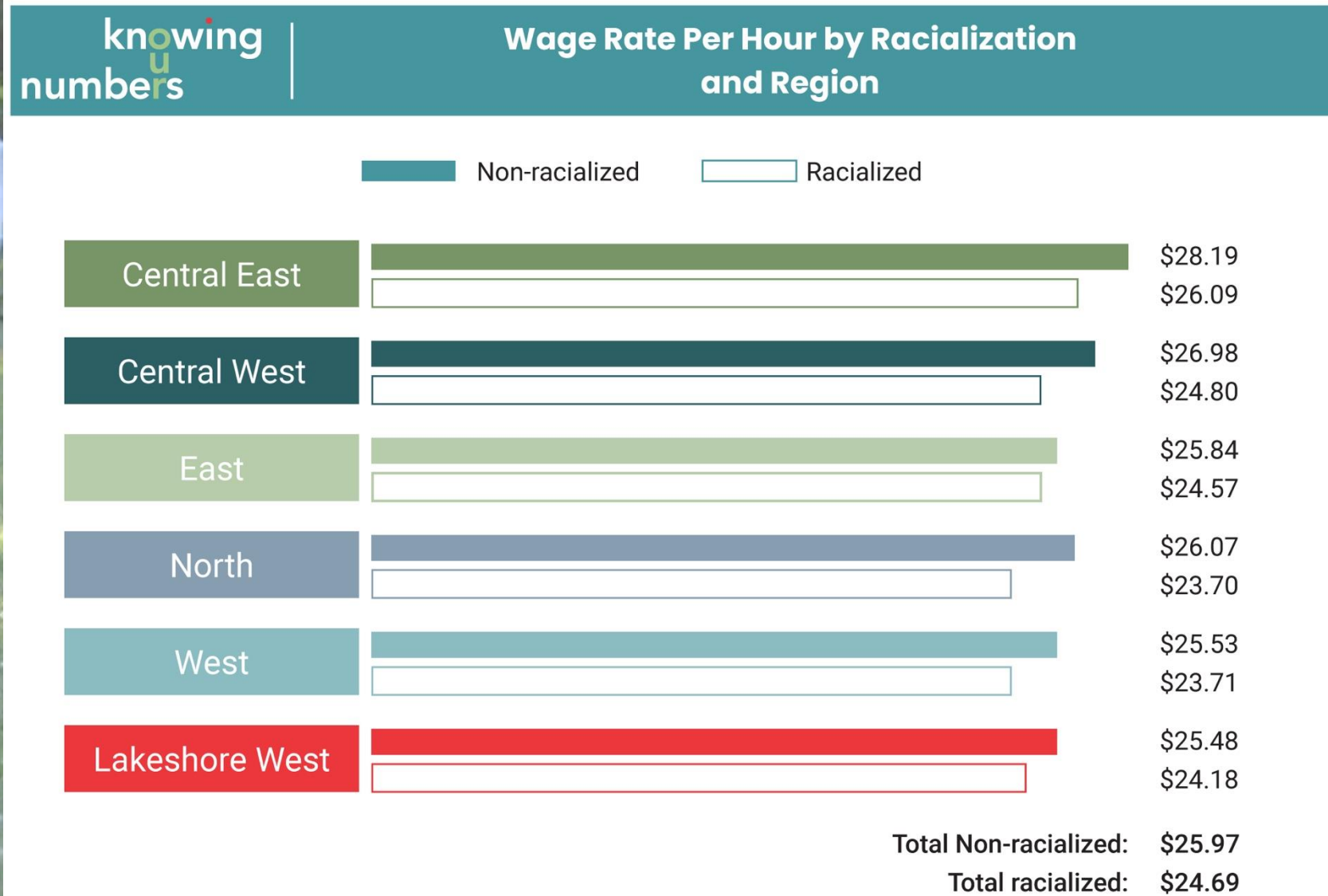
Children

Discrimination from children

7%



	% of those who reported discrimination	% of total sample
Bullying	54.3%	19.2%
Education or seniority	40.0%	14.1%
Mental health	21.8%	7.7%
Ageism	20.3%	7.2%
Racism	17.7%	6.3%
Weight/body prejudice	13.8%	4.9%
Language/accent	10.6%	3.8%
Sexism	8.2%	2.9%
Ableism	7.2%	2.6%
Religion or dress	7.1%	2.5%
Immigration	6.5%	2.3%
Homophobia	4.4%	1.6%



Percentage of Racialization by Region and Position

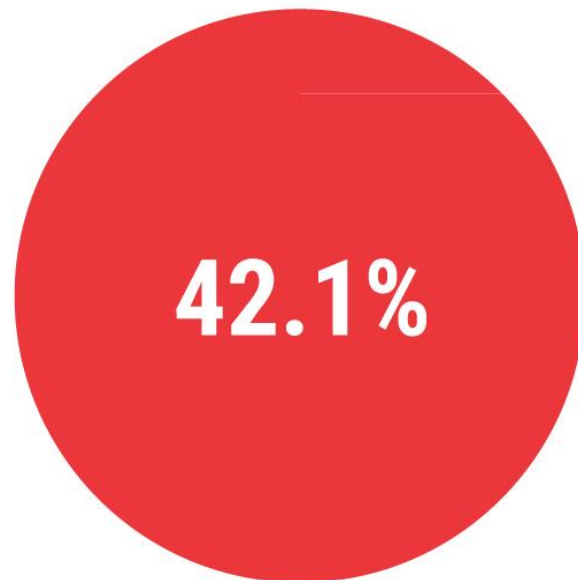
District	Non-RECEs	RECEs	Centre directors/supervisors
Central East	72.6%	47.0%	38.1%
Central West	65.1%	37.8%	33.3%
East	29.2%	11.8%	18.6%
North	26.5%	21.1%	15.7%
West	29.4%	10.8%	21.3%
Lakeshore West	44.2%	26.7%	24.1%
Average	42.6%	22.9%	24.6%

Note: Data for Directors/Supervisors was collected in a separate survey.

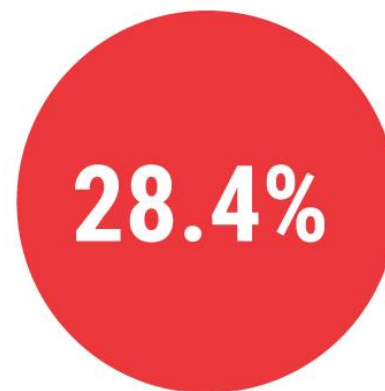
Racialization by Auspice in Single-Site Programs

All Respondents

For-profit



Non-profit



	Plans to stay	Plans to leave	Not sure
	RECEs		
Central East	33.2%	34.2%	32.7%
Central West	33.6%	30.4%	36.0%
East	37.1%	21.6%	41.3%
North	38.5%	18.7%	42.8%
West	37.4%	20.8%	41.8%
Lakeshore West	36.6%	21.0%	42.4%
Average	36.3%	23.7%	40.1%

64%

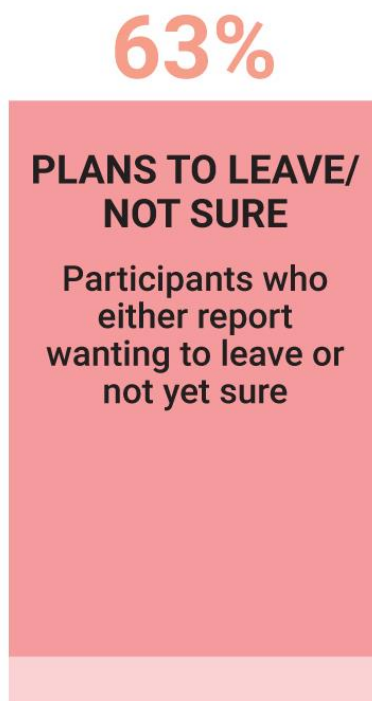
	Non-RECEs		
Central East	42.6%	22.8%	34.6%
Central West	39.5%	23.3%	37.2%
East	31.0%	26.9%	42.1%
North	45.7%	17.4%	37.0%
West	38.4%	23.5%	38.0%
Lakeshore West	38.3%	24.9%	36.8%
Average	38.7%	23.7%	37.7%

61%



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

ANGLOPHONE

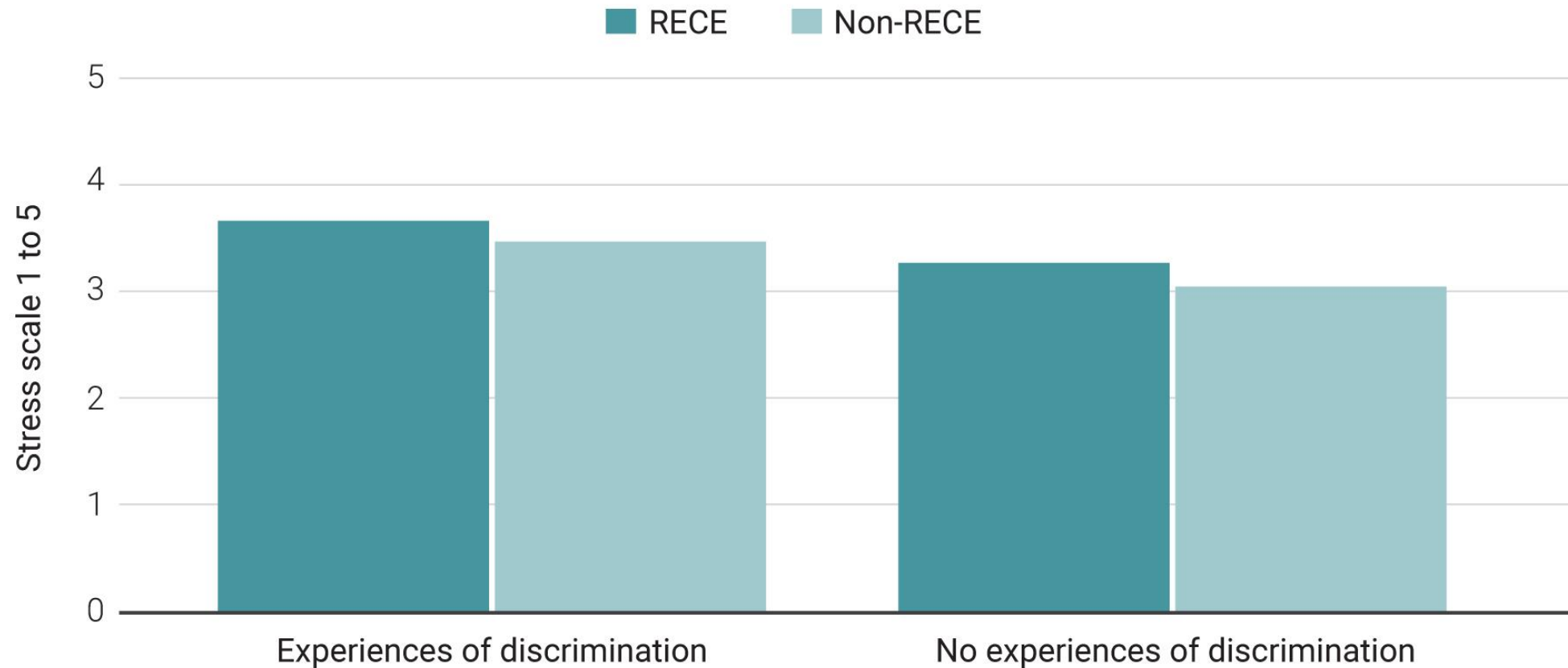


FRANCOPHONE

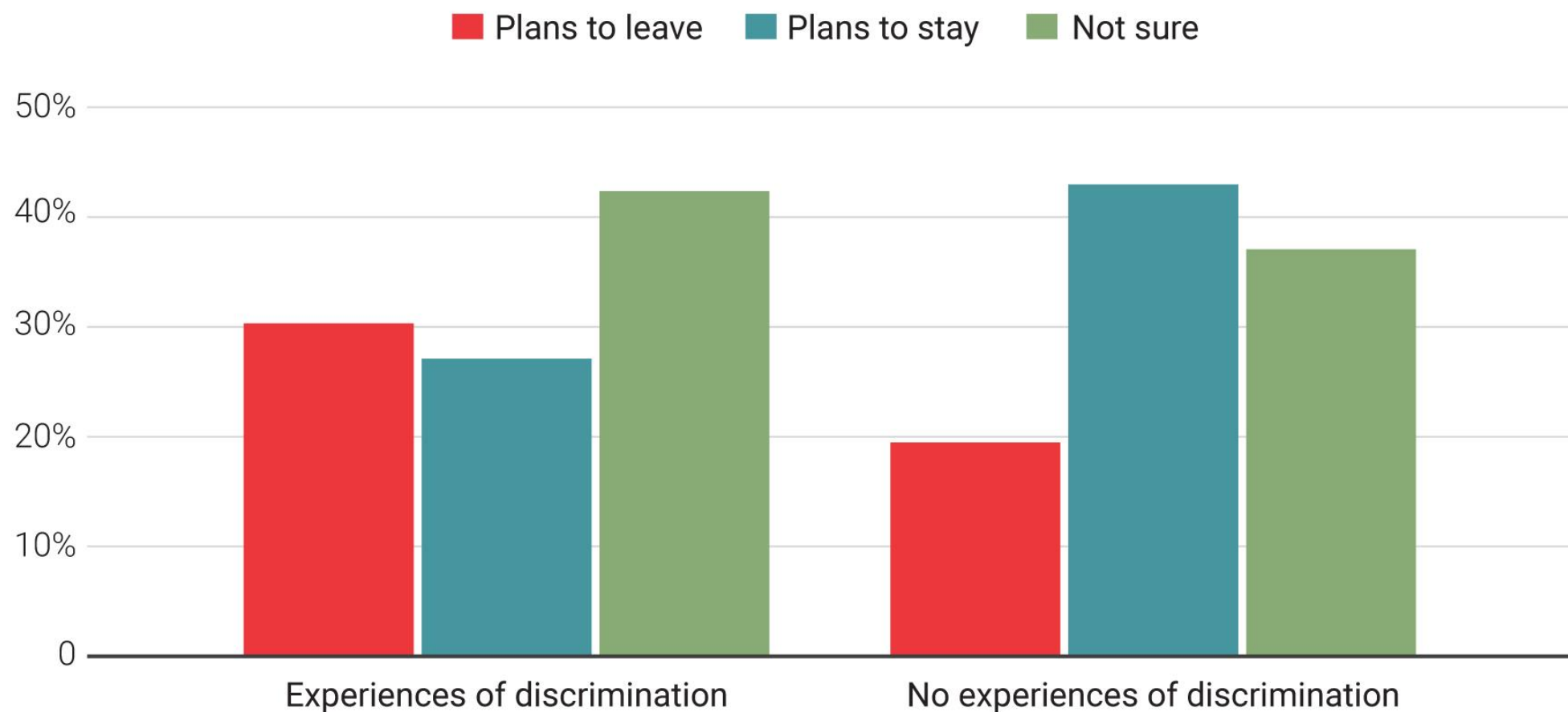


Stress Level by RECE Status and Discrimination Experience

Scale of 1 (low stress) to 5 (high stress)

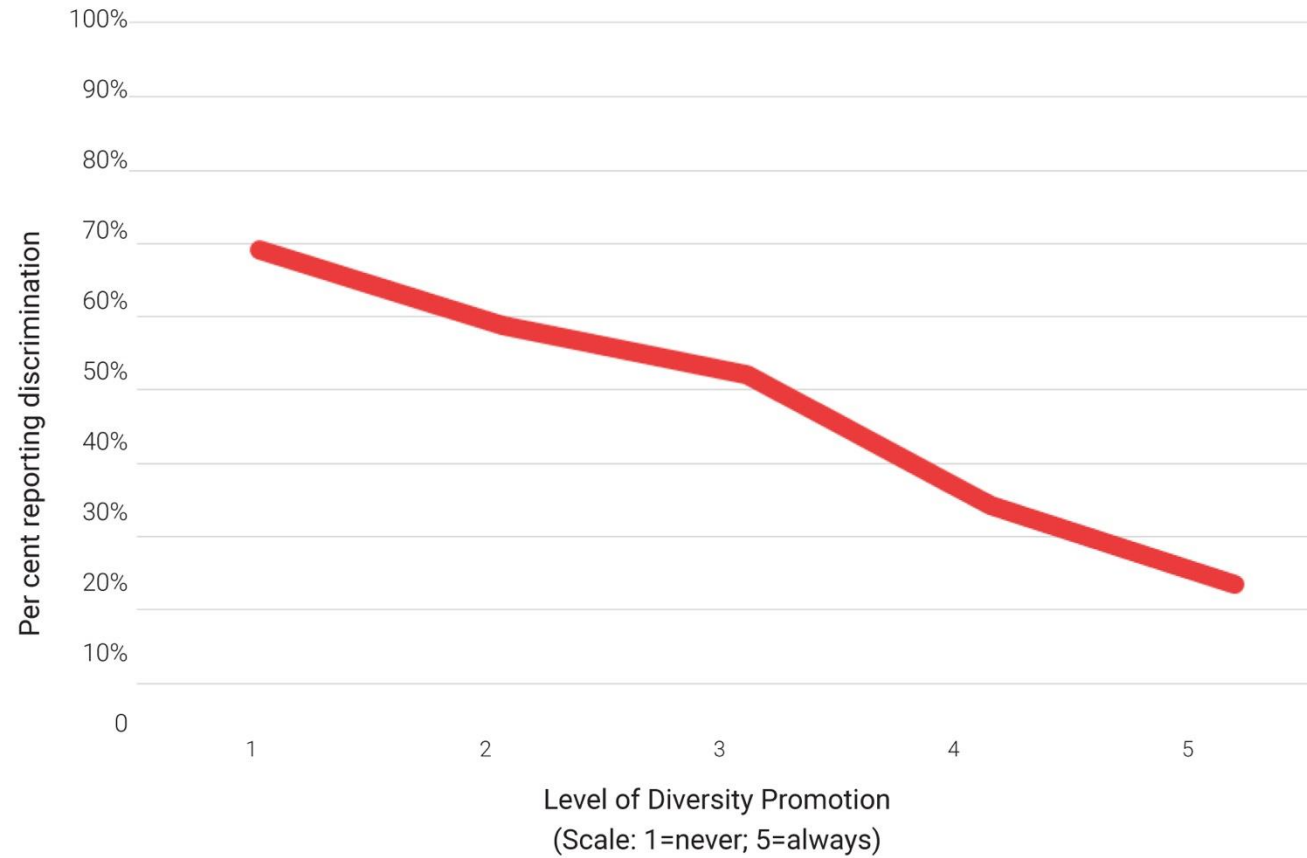


Percentage Experiencing Discrimination and Plans to Leave Sector

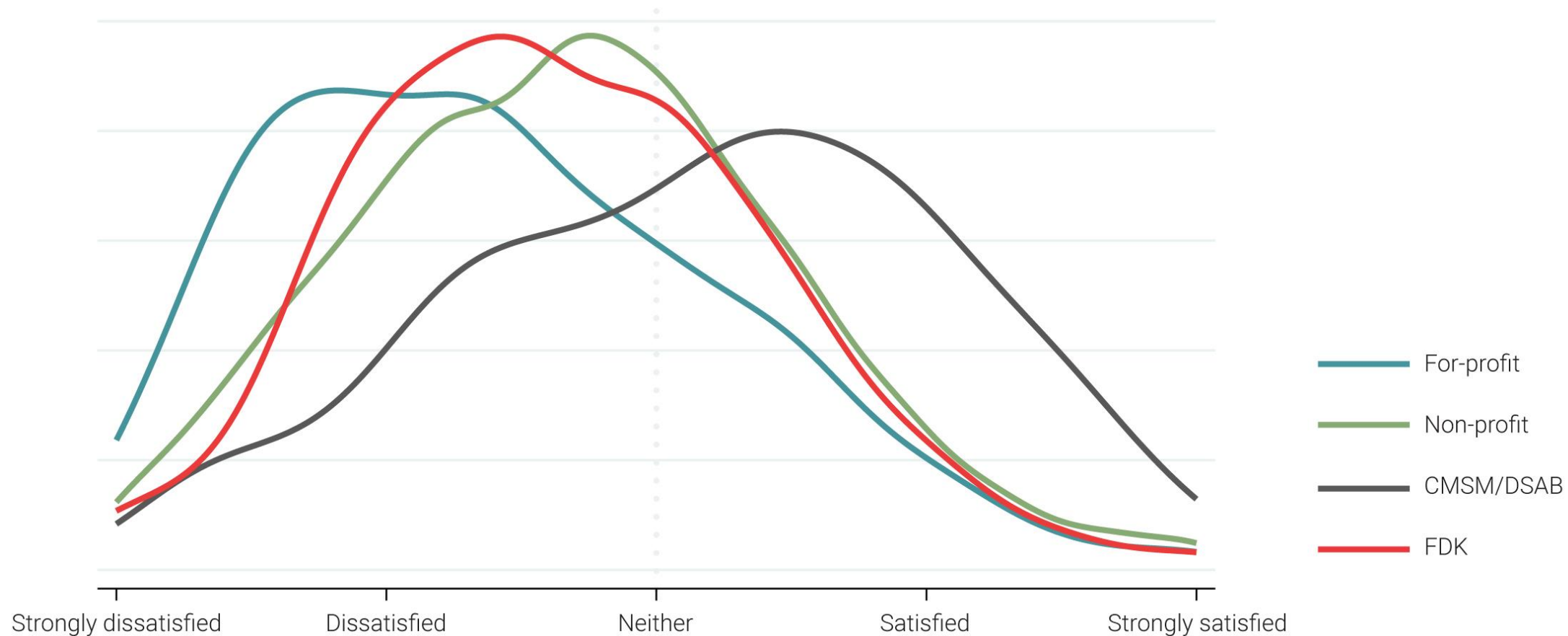


Discrimination by Level of Program Diversity, Equity, and Inclusion Promotion

All Respondents



I have good pay, benefits, and career opportunities



Note: This is presented as a Kernel Density Plot in which the area below each of the individual lines equals to 1. It allows comparisons of the shape of individual distributions regardless of the total number of respondents in each group.

RECEs Report the Work They do is Meaningful in the Lives of Children and Families

Scale of 1 (strongly disagree) to 5 (strongly agree)

Auspice

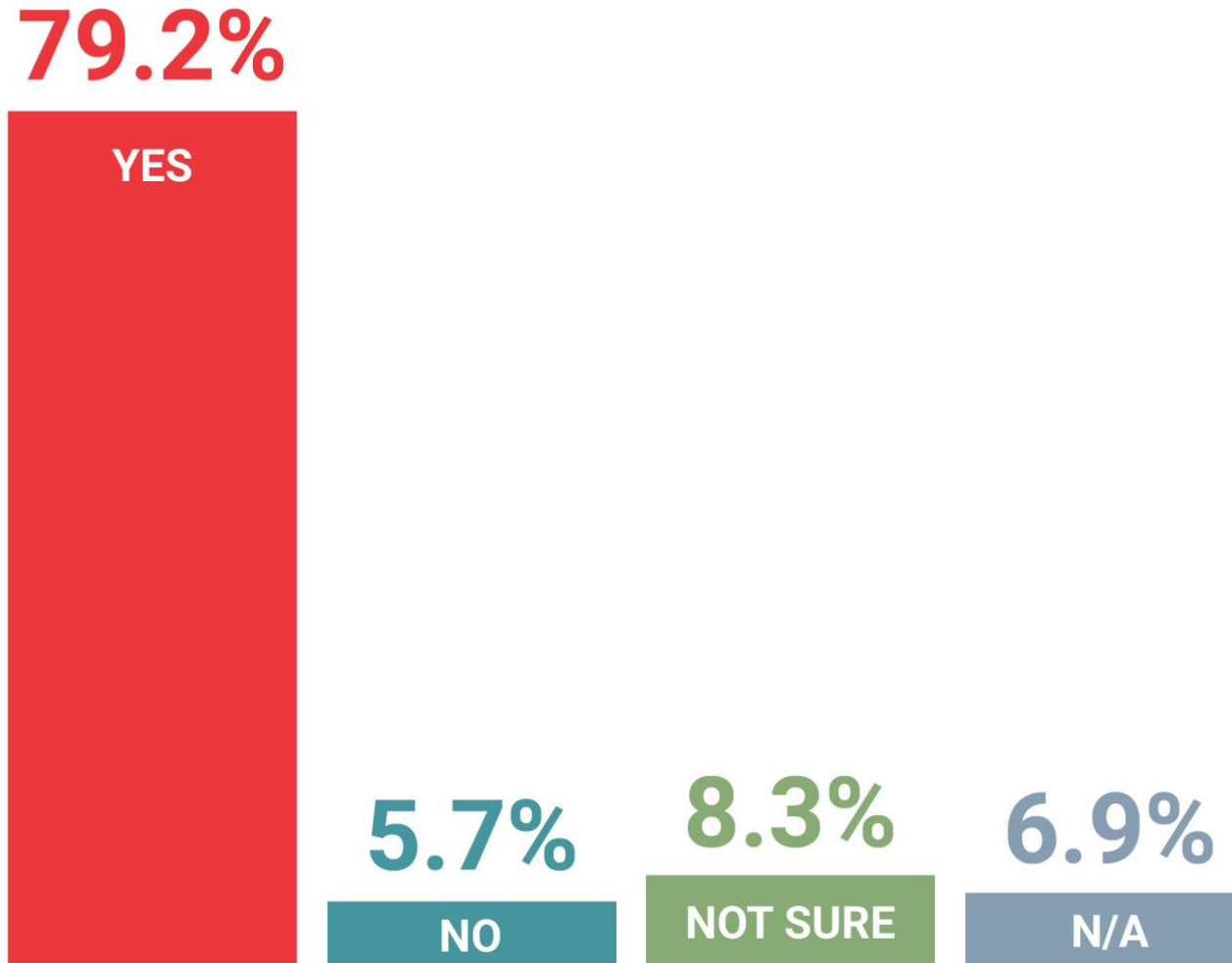
	For-profit	Non-profit	CMSM/DSSAB	FDK	Average across auspice
Central East	4.1	4.2	4.1	4.2	4.2
Central West	4.2	4.3	4.2	4.3	4.2
East	4.4	4.3	4.2	4.3	4.3
North	4.3	4.4	4.5	4.2	4.4
West	4.3	4.3	4.4	4.3	4.3
Lakeshore West	4.3	4.3	4.3	4.3	4.3
Average across regions	4.3	4.3	4.3	4.3	4.3

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%

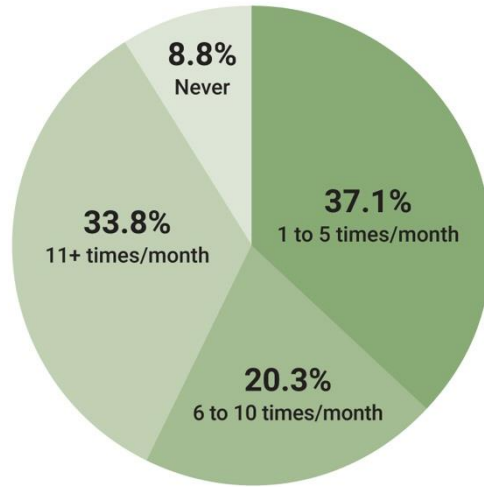
Note: All averages are weighted.

Percentage of Workforce Respondents Who Recommend
Their Early Years Program to a Family Member or Friend
All Respondents

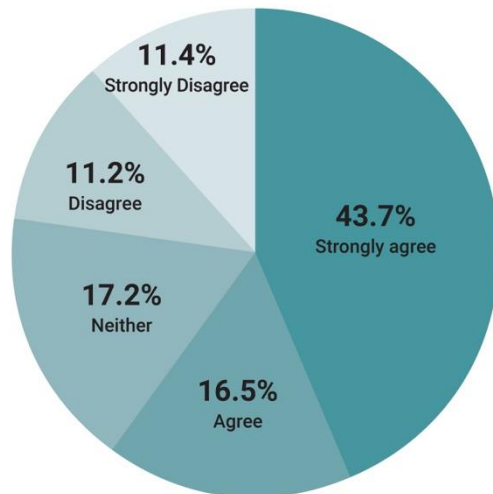


Workforce Shortages

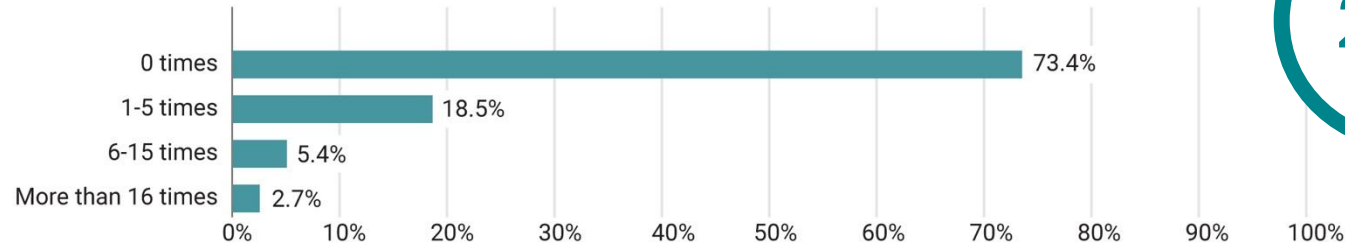
Number of Times per Month Directors/Supervisors Fill in Ratio



Staff Shortages Limit Program Operations—Directors/Supervisor

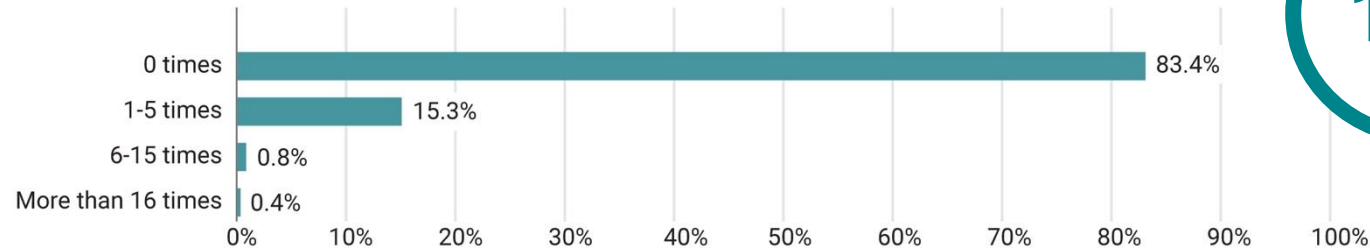


Percentage Reporting Frequency of Times in the Previous 12 Months Directors/Supervisors Sent Children with Disabilities Home Due to Staffing Shortages



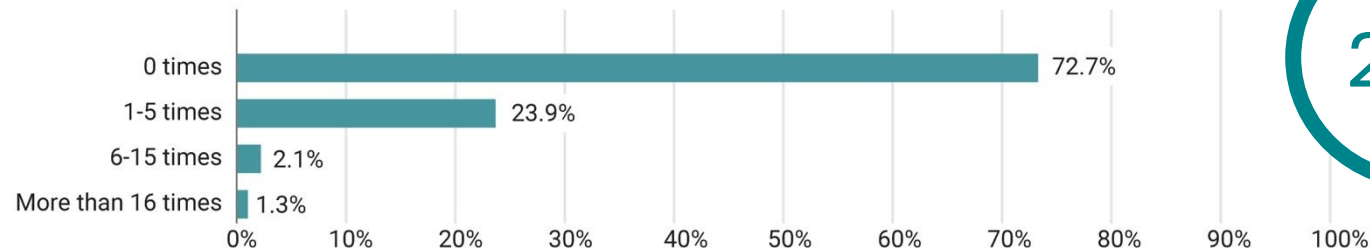
27%

Percentage Reporting Frequency of Times in the Previous 12 Months Directors/Supervisors De-enlisted Children with Disabilities Due to Staffing Shortages



17%

Percentage Reporting Frequency of Times in the Previous 12 Months Directors/Supervisors Denied Admission to Children with Disabilities Due to Staffing Shortages



27%



Top 10 Reported Factors That Would Improve Personal Job Satisfaction All Respondents

01 **Appropriate salary**
2,387 (52%)

02 **Improved benefits**
1,875 (41%)

03 **Support for children with
emotional and behavioural needs**
1,544 (34%)

04 **Supports for children with disabilities**
1,366 (30%)

05 **Paid preparation time**
1,366 (30%)

06 **Respect for the work**
1,355 (29%)

07 **Improved career opportunities**
1,289 (28%)

08 **Lower child to educator ratios**
1,194 (26%)

09 **Educator mental health support**
1,139 (25%)

10 **Regular paid breaks**
968 (21%)

Top 10 Reported Factors That Would Improve Workforce Job Satisfaction All Respondents

01 **Appropriate salary**
2,846 (62%)

02 **Respect for the work**
2,798 (61%)

03 **Support for children with
emotional and behavioural needs**
2,412 (52%)

04 **Supports for children with disabilities**
2,359 (51%)

05 **Improved benefits**
2,355 (51%)

06 **Lower child to educator ratios**
2,256 (49%)

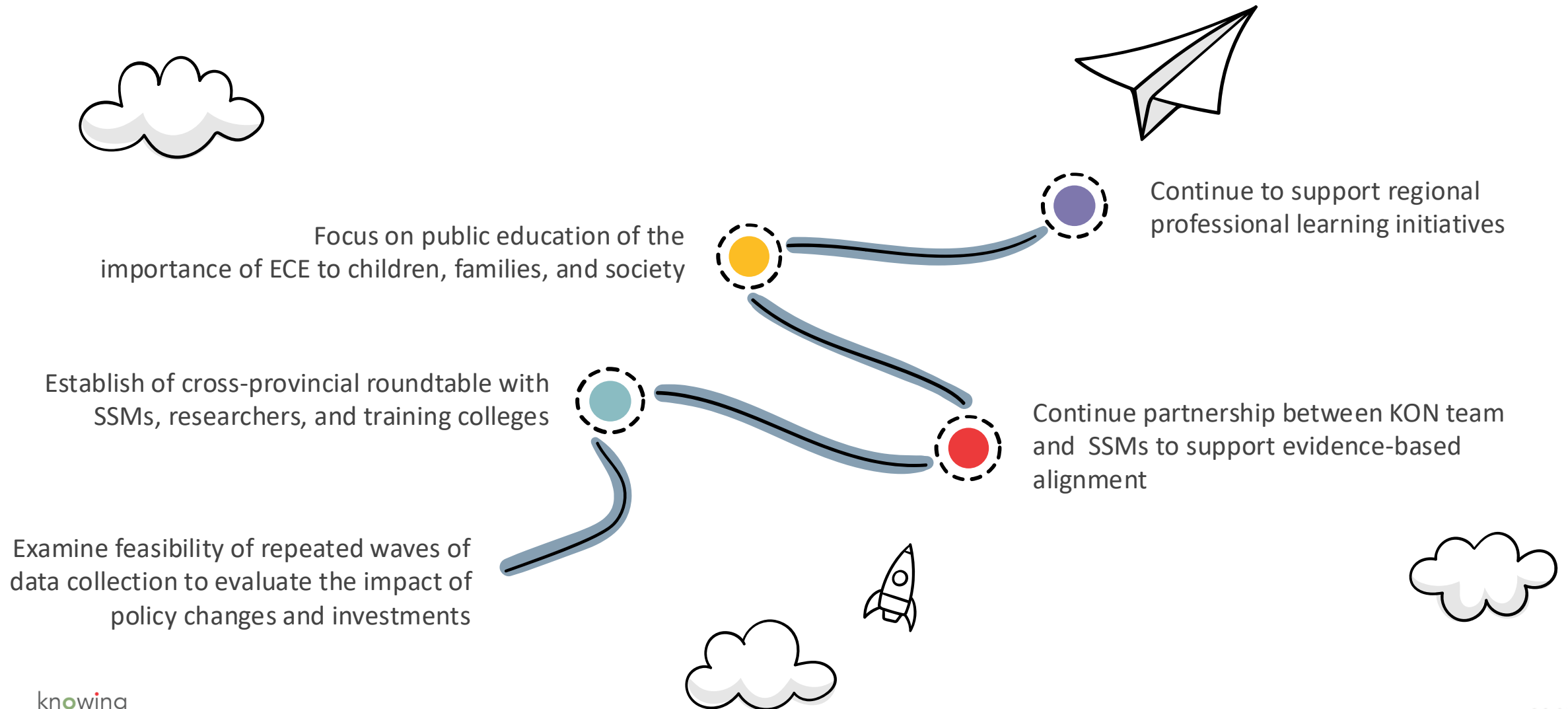
07 **Paid preparation time**
2,034 (44%)

08 **Improved career opportunities**
1,816 (40%)

09 **More full-time positions**
1,722 (37%)

10 **Educator mental health support**
1,633 (36%)

Next steps...



THANK YOU



For more information, please contact
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knowing
numbers

connaître
chiffres