

connaître  
chiffres

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

# Rapport exécutif



knowing  
u  
numbers

A community approach to  
understanding the early childhood  
education workforce

# Executive Report



# Meet the KON Team!

Dr. Emis Akbari  
**Principal  
Investigator**



Kerry McCuaig  
**Principal  
Investigator**



Michelle Schurter  
**Partnership  
Liaison**



Stacey Mudie  
**Project  
Coordinator**



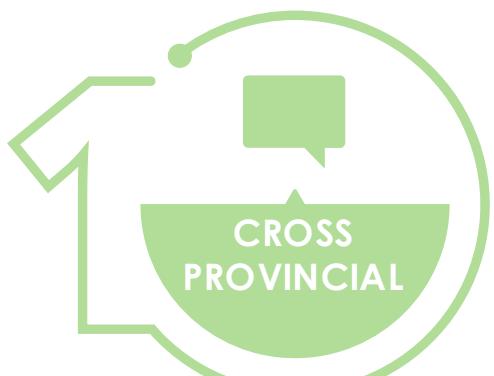
Dr. Petr Varmuza  
**Quantitative Policy  
Analyst**



Sophia Akbari  
**Qualitative Policy  
Analyst**



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



44/47 Ontario regions signed on to KON to support evidence-based policy planning



Captured 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 captured the unique local challenges

# Study Details

## The Workforce Survey

The survey was developed and reviewed by our equity consultant. Regions provided two rounds of feedback



## Survey Release

The CECE and regional governments released the survey on September 11, 2023



## Next Phase

Phase II will see the development of a publicly available platform with yearly data collection

## Translation

Prescott & Russell provided French translation

## Northern Focus Groups

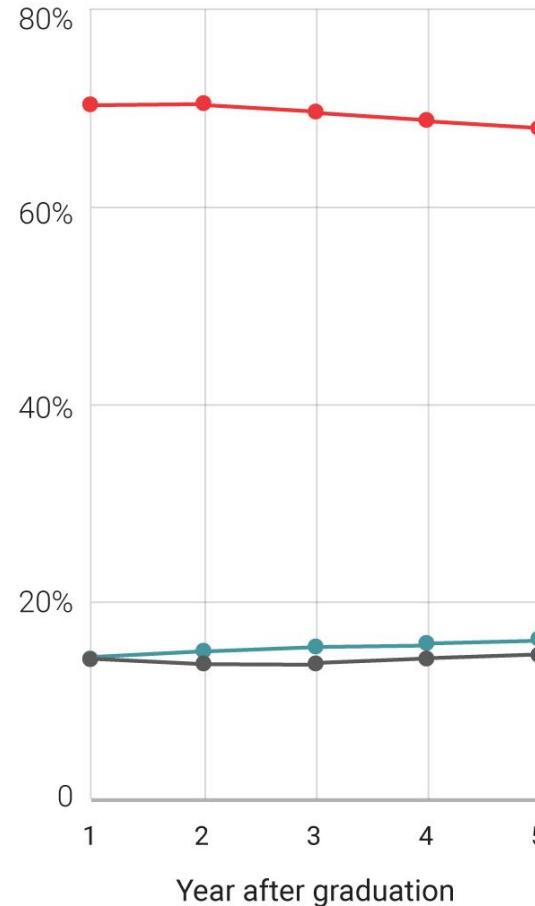
We conducted 5 focus groups in Northern regions with a 6<sup>th</sup> added to capture the Francophone experience

# Selected Regions for Focus Groups

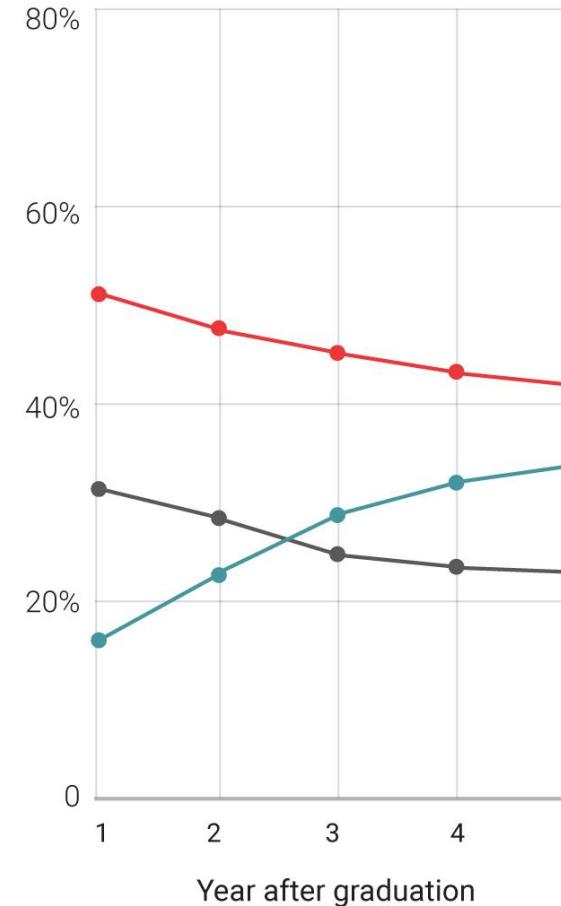


● Work in child care   ● Work in education   ● Work in other sectors

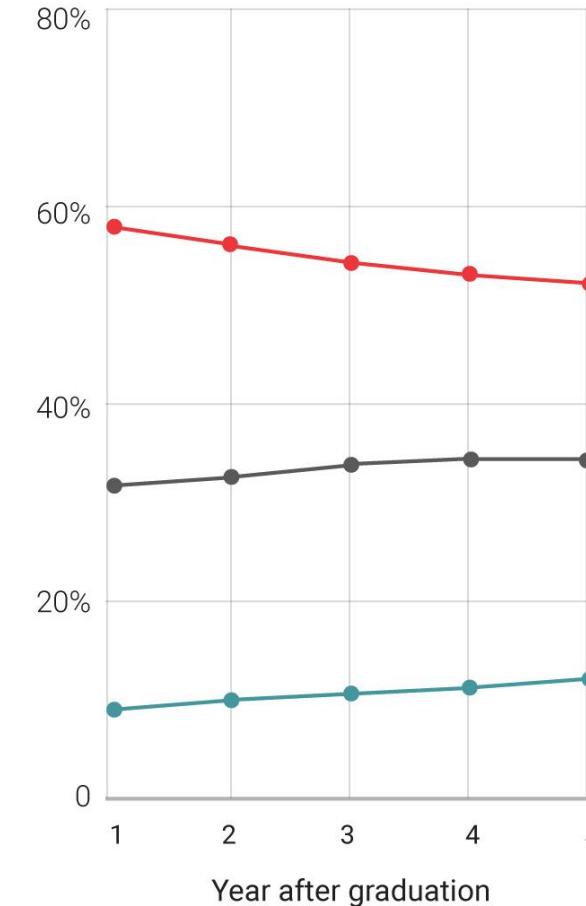
Quebec



Ontario



Rest of Canada





## Good Standing Registered Early Childhood Educators in Ontario

Data from the CECE



Fiscal year <sup>a</sup>	# of employed CECE members <sup>b,c</sup>	# of CECE members working in LCC <sup>b</sup>	Percentage of employed members working in LCC	# of CECE members <sup>d</sup>	# of new members <sup>d</sup>	# of LCC members who left the sector that year <sup>d</sup>
2023–2024	52,038	28,776	55%	61,661 <sup>e</sup>	2,527 <sup>e</sup>	825 <sup>e</sup>
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

<sup>a</sup> Begins July 1 and ends June 30.

<sup>b</sup> As of October 31 of each fiscal year.

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

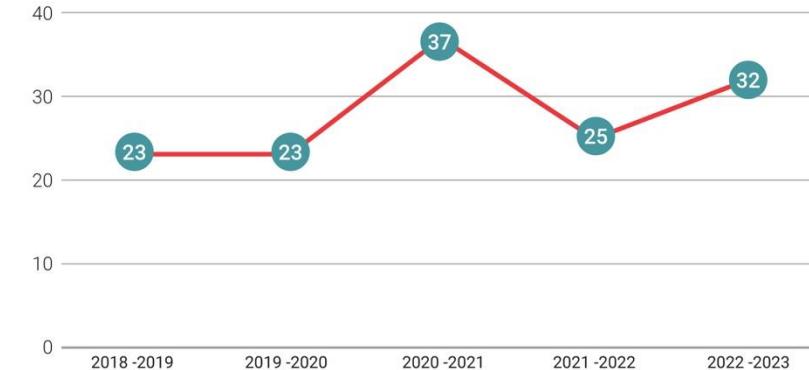
<sup>d</sup> As of June 30 of each fiscal year. Includes new members and unemployed members.

<sup>e</sup> As of December 2023.



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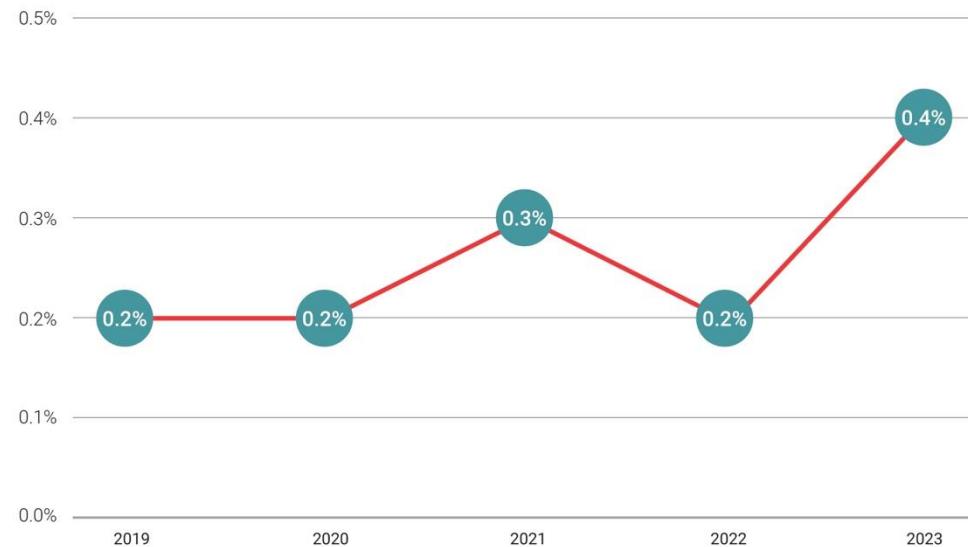
### Number of Behaviour Guidance Complaints to the CECE as a Percentage of all Complaints (2018 to 2023)



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)



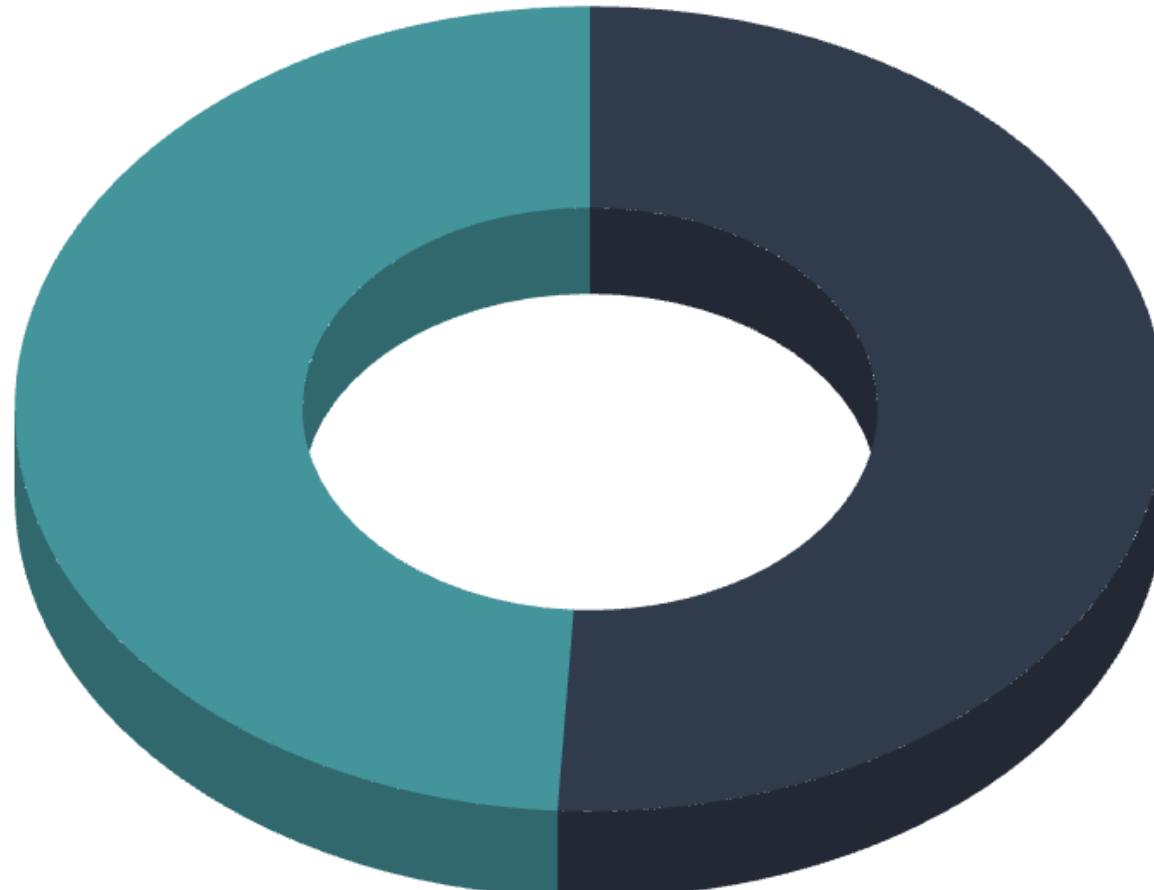
Source: Data provided by the College of Early Childhood Educators.



# *Francophone Participants by Position*

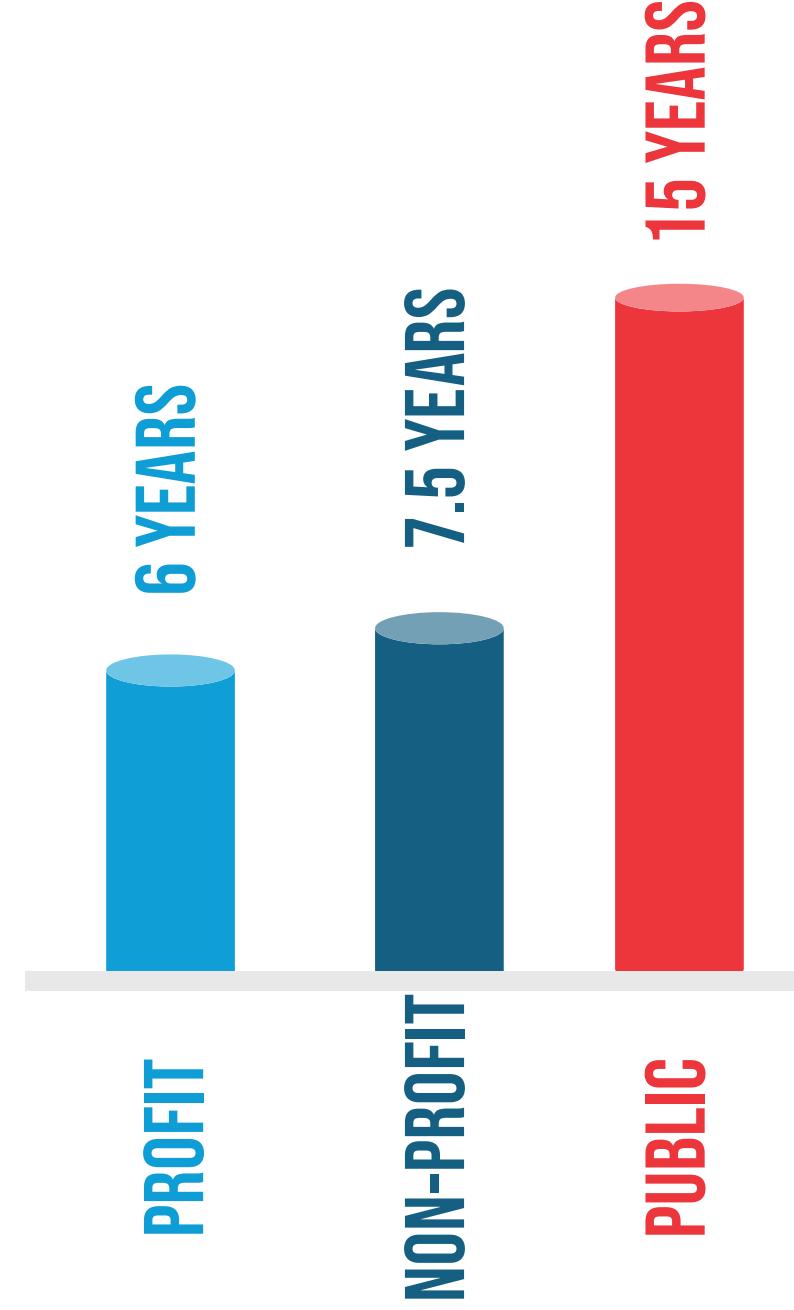
**49.1%**  
**Non-RECEs**

**50.9%**  
**RECEs**

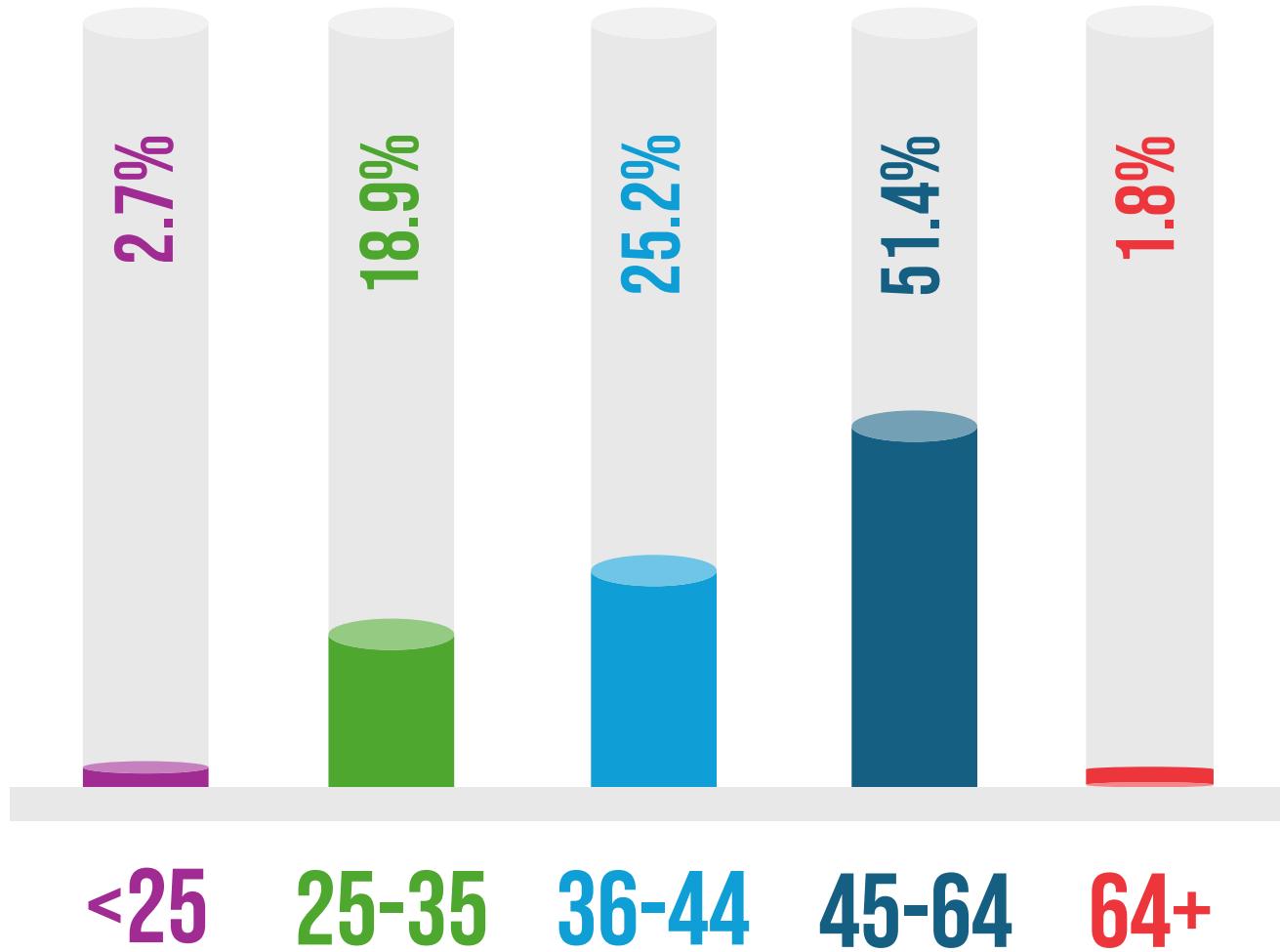




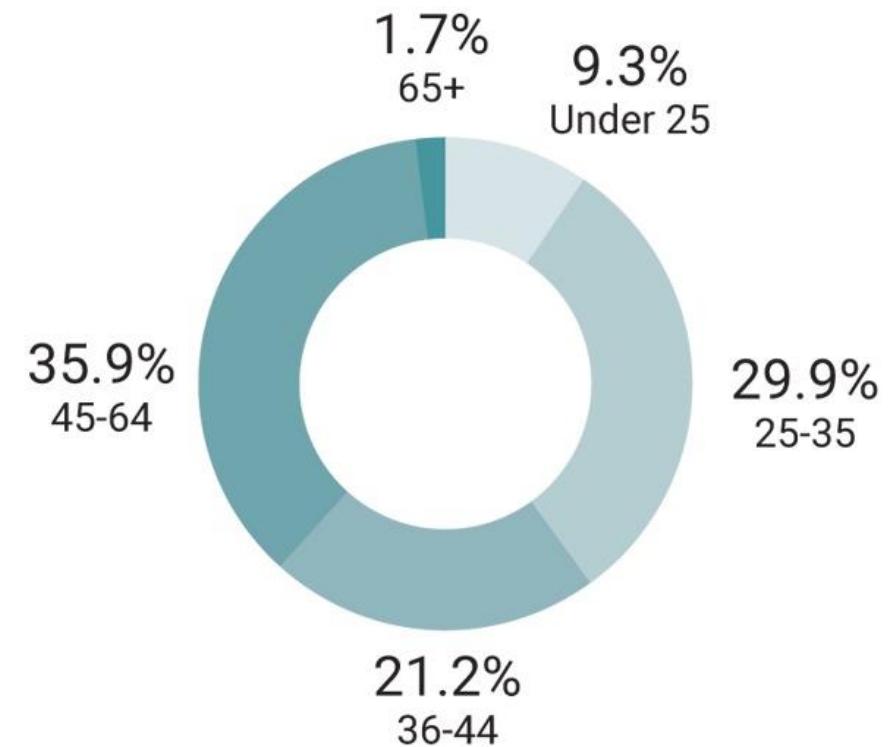
## YEARS OF EXPERIENCE *Francophone Participants*



## *Age Distribution of Francophone Participants*



## *Age Distribution of ALL Participants*



	Auspice				
	For-profit	Non-profit	CMSM/DSSAB	FDK	Average across auspice
Central East	\$22.98	\$27.76	\$31.80	\$27.35	<b>\$27.23</b>
Central West	\$22.60	\$26.37	\$33.69	\$28.02	<b>\$26.06</b>
East	\$23.38	\$25.43	\$28.09	\$28.30	<b>\$25.65</b>
North	\$23.09	\$25.60	\$27.08	\$27.13	<b>\$25.69</b>
West	\$22.69	\$24.75	\$31.70	\$28.73	<b>\$25.27</b>
Lakeshore West	\$23.25	\$25.15	\$31.41	\$27.32	<b>\$25.06</b>
Average across regions	<b>\$22.99</b>	<b>\$25.53</b>	<b>\$30.37</b>	<b>\$27.95</b>	<b>\$25.64</b>
Francophone Participants	\$23.00	\$25.15	\$30.75	-----	\$25.28

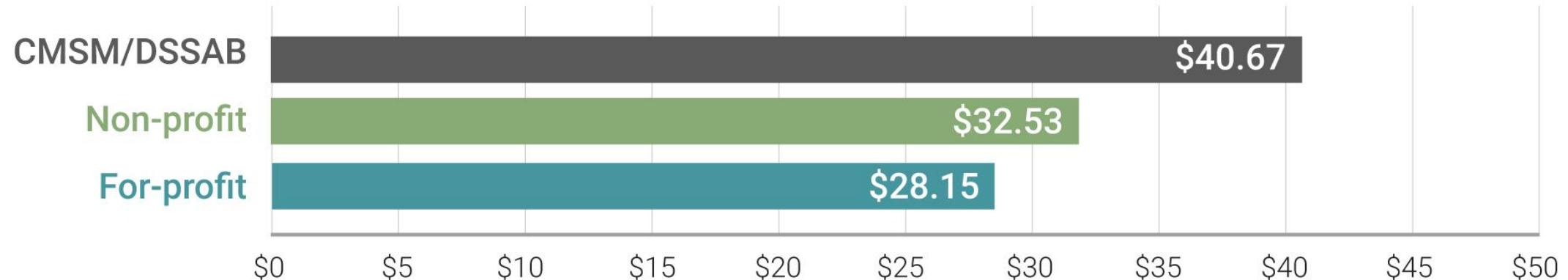
Non  
RECE  
\$24.34

RECE  
\$26.31

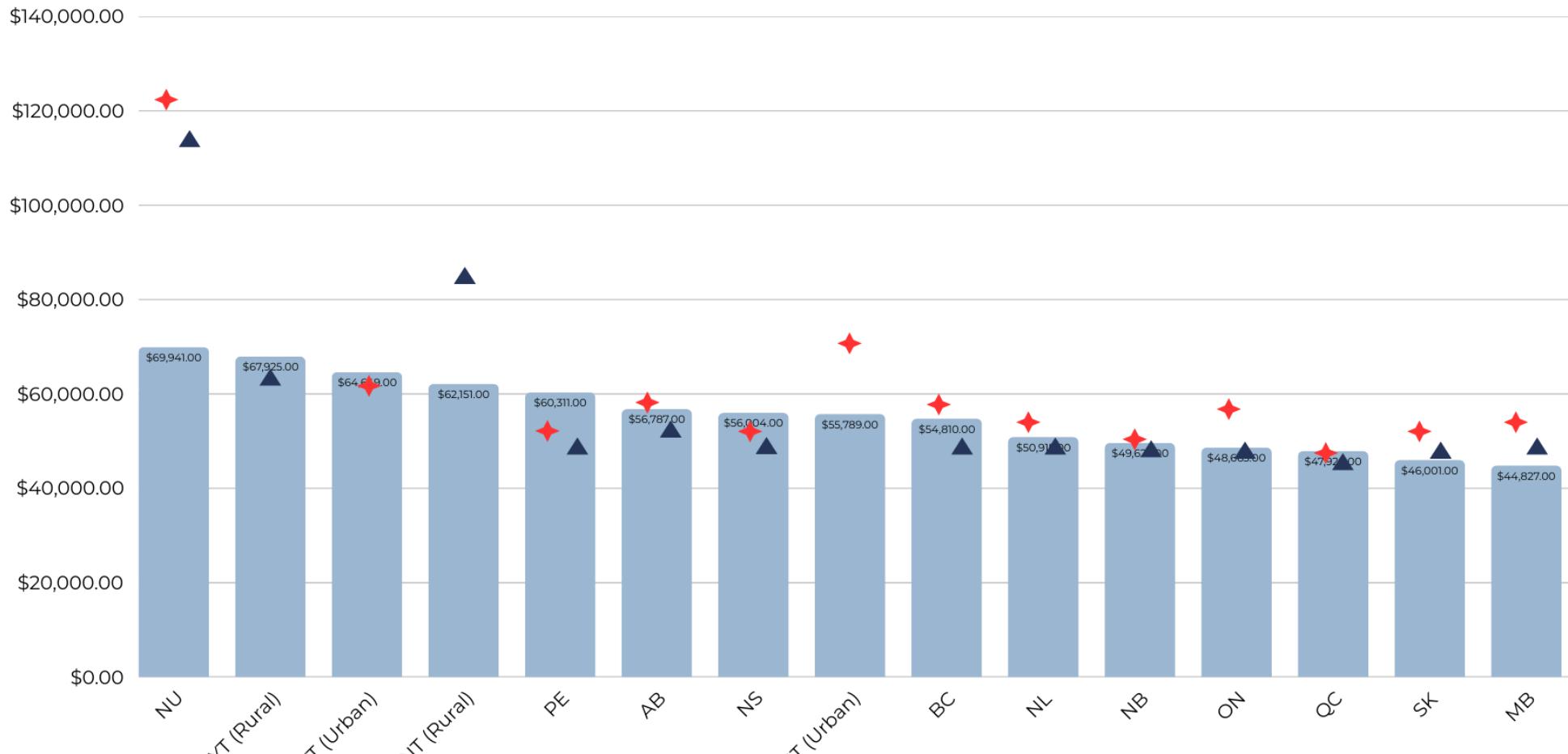
**+\$1.97**



## Participant Reported Hourly Wages by Auspice Directors/Supervisors



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



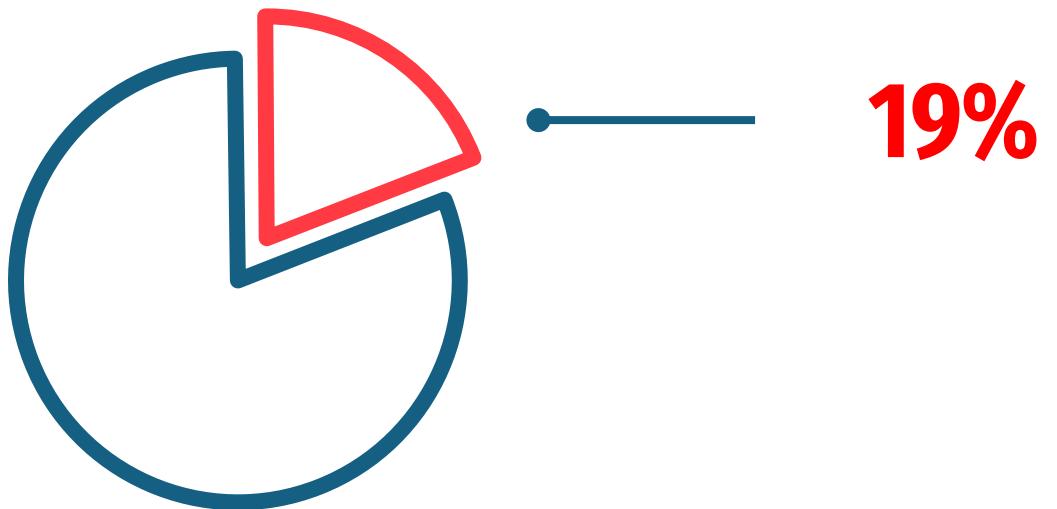
The territories and NL provide a higher rate for remote areas

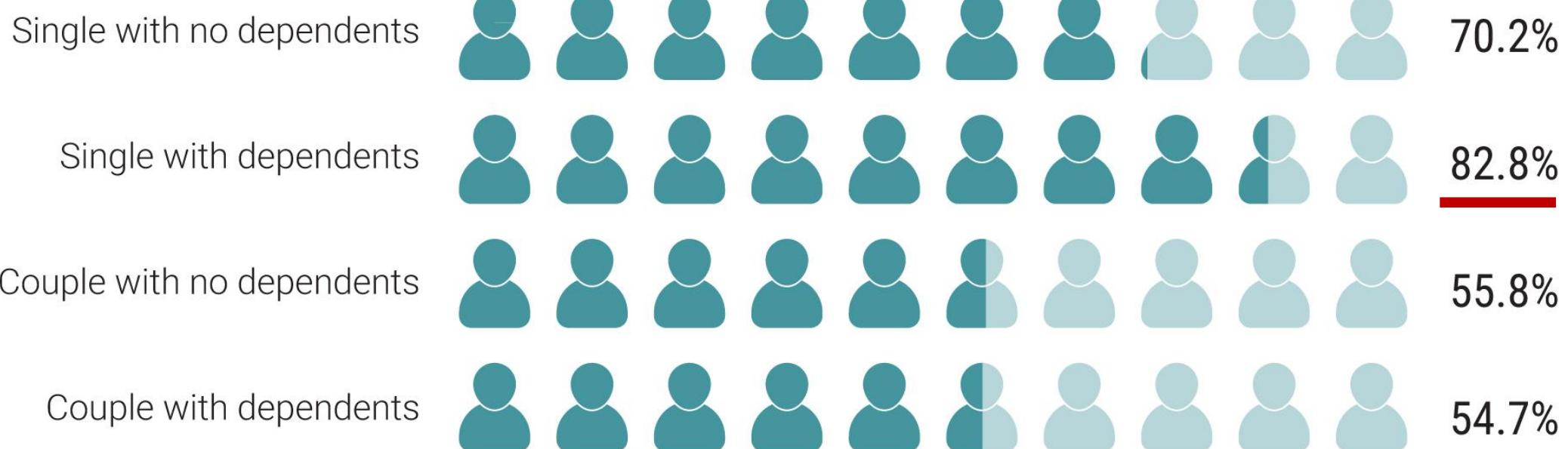
The Market Basket Measure (MBM) is used to establish poverty thresholds. The MBM is calculated based on the cost of a basket of food, clothing, shelter, transportation, and other items for a family of four that reflects a modest, basic standard of living.

For more detailed information:



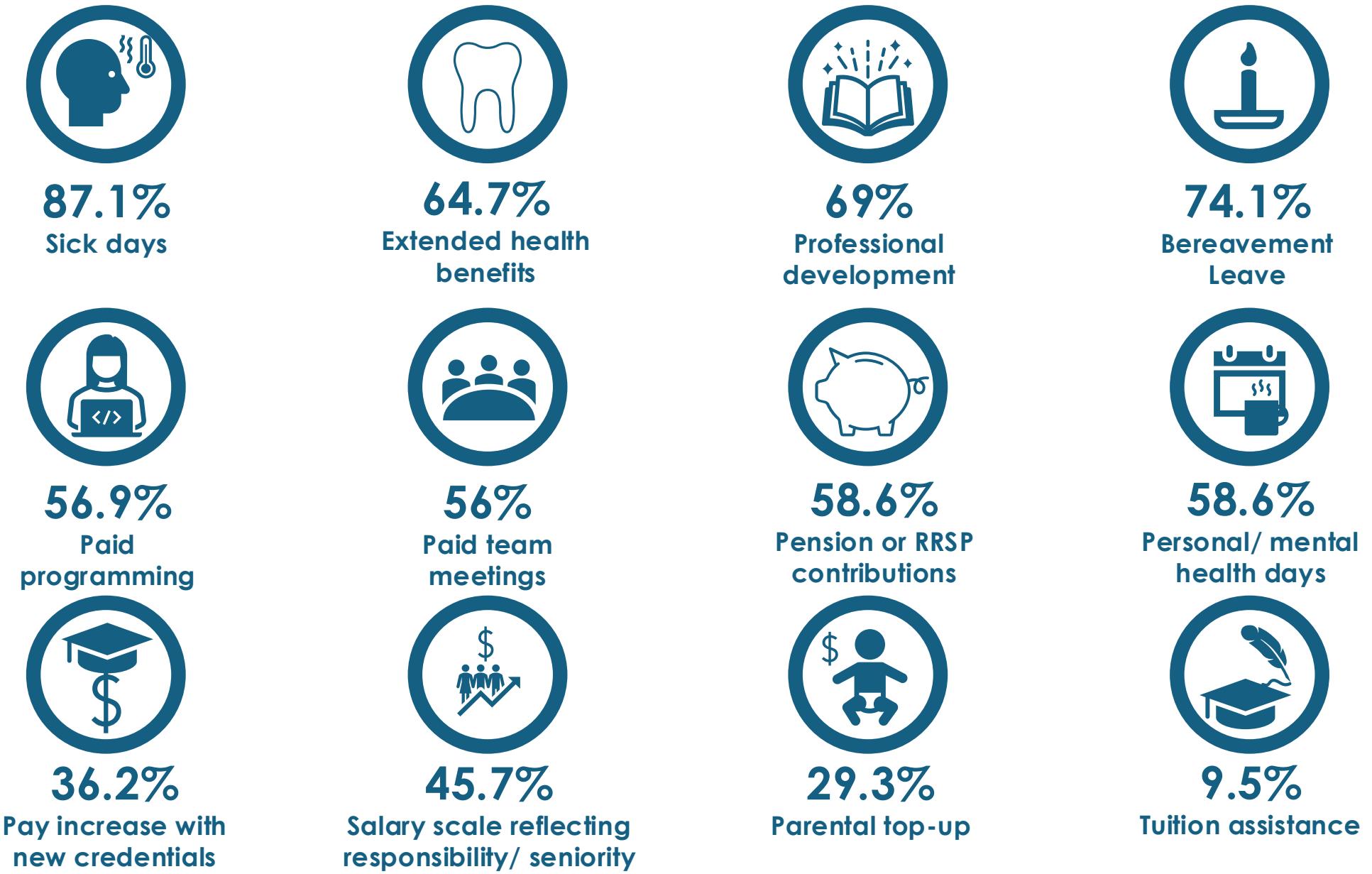
# *Additional Employment* Francophone Participants





## Percent with Access to Non-Mandatory Benefits

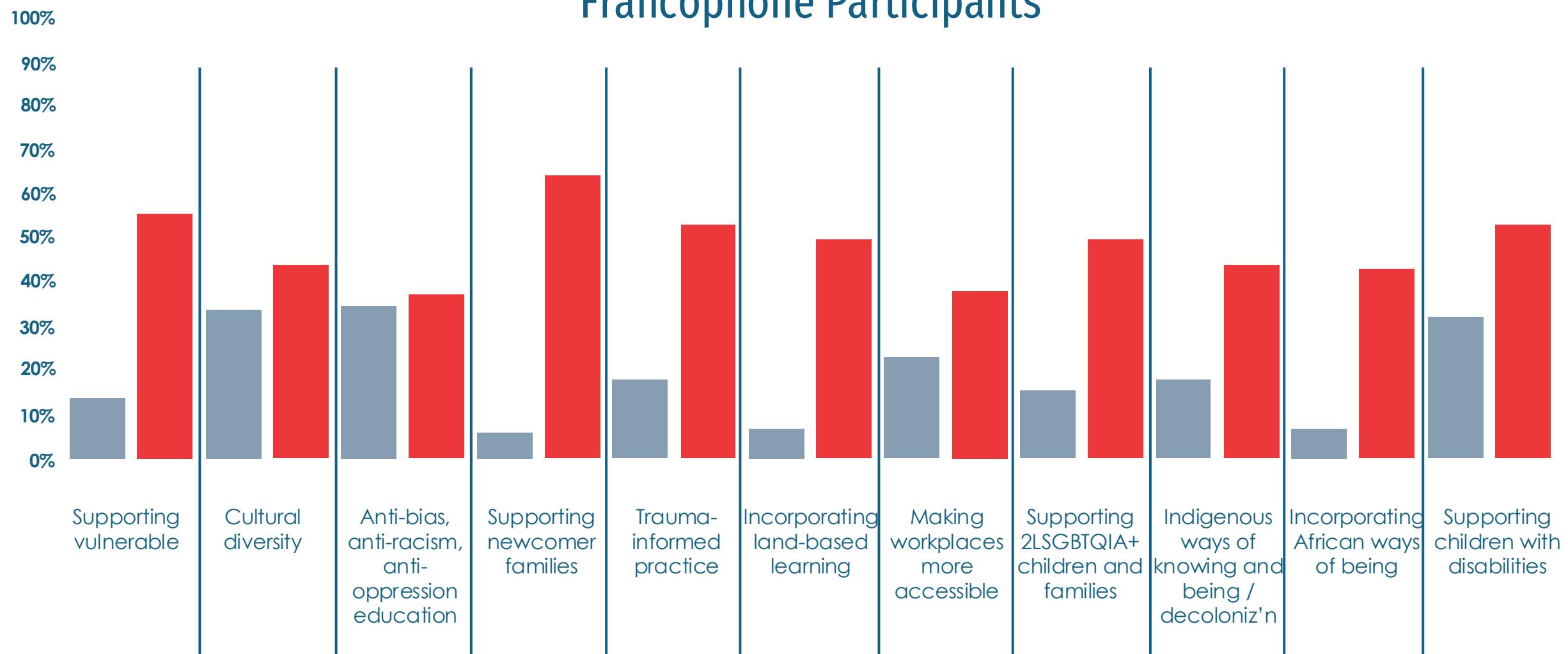
Francophone Participants



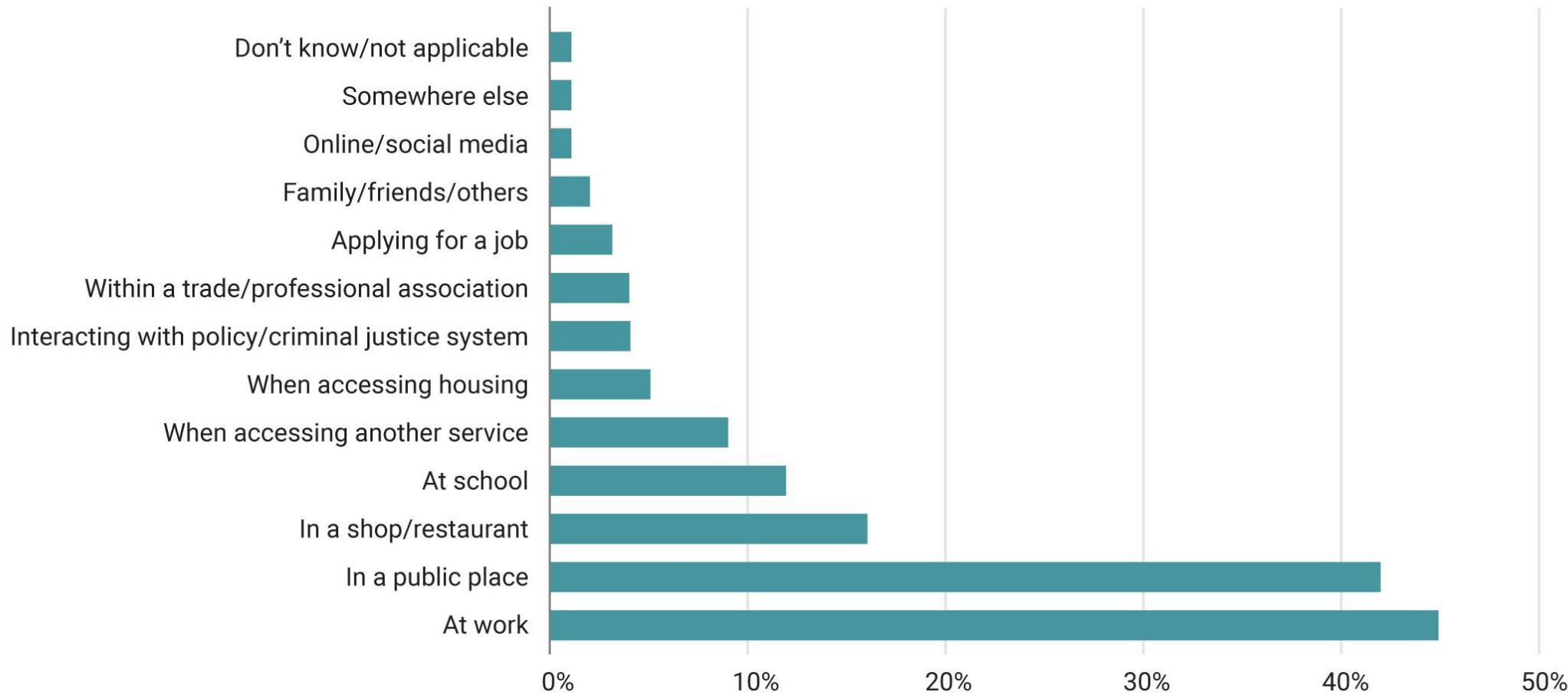
# Professional Learning

## Francophone Participants

PL Received  
PL Wanted



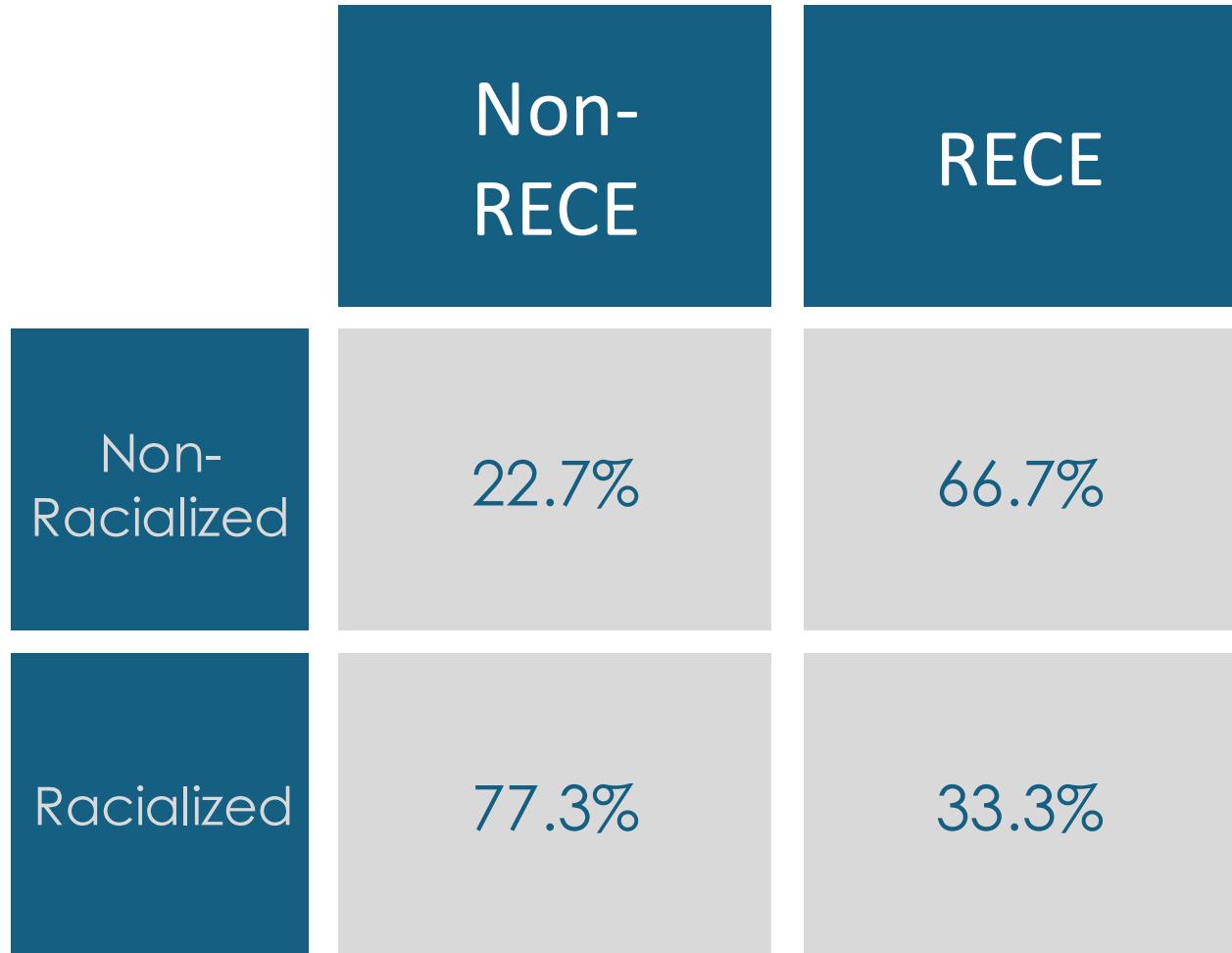
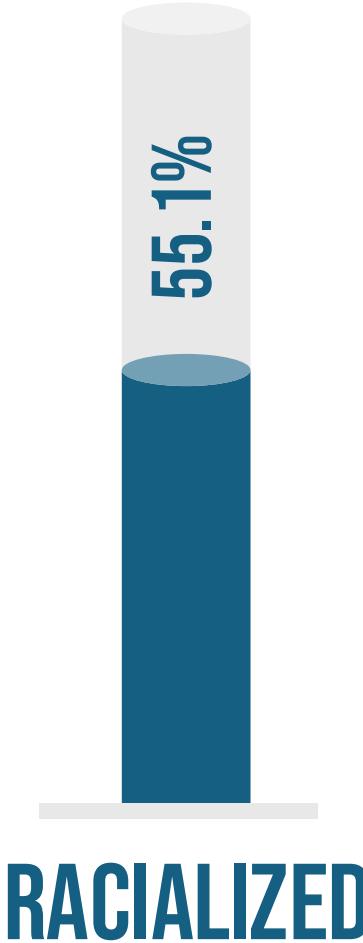
Study by the Ontario Human Rights Commission



Adapted from: The Ontario Human Rights Commission. *TAKING THE PULSE People's opinions on human rights in Ontario*. Retrieved from: [https://www3.ohrc.on.ca/sites/default/files/Taking%20the%20pulse\\_Peoples%20opinions%20on%20human%20rights%20in%20Ontario\\_accessible\\_2017\\_2.pdf](https://www3.ohrc.on.ca/sites/default/files/Taking%20the%20pulse_Peoples%20opinions%20on%20human%20rights%20in%20Ontario_accessible_2017_2.pdf)

# Racialization

## Francophone Participants



For-profit

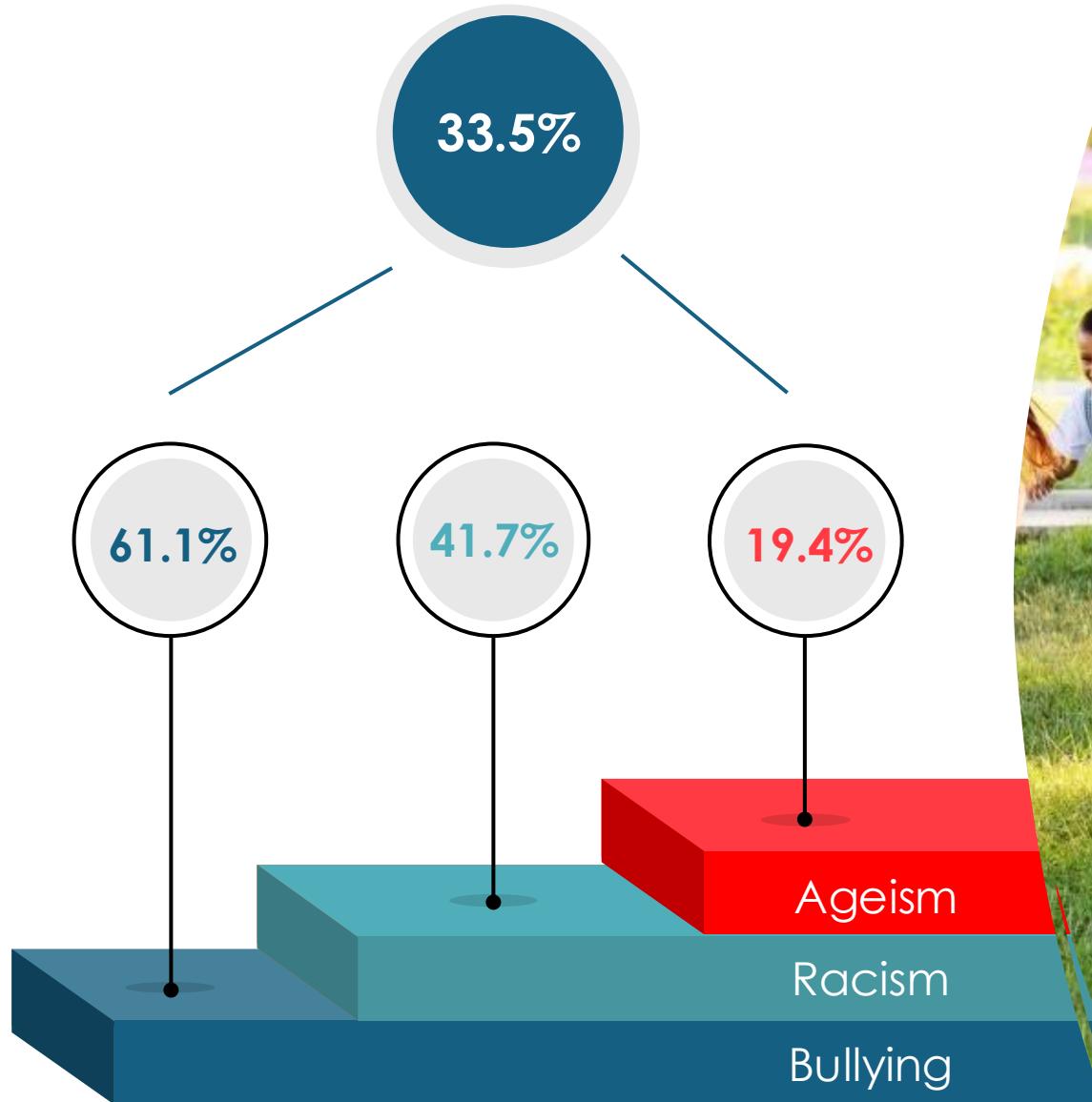


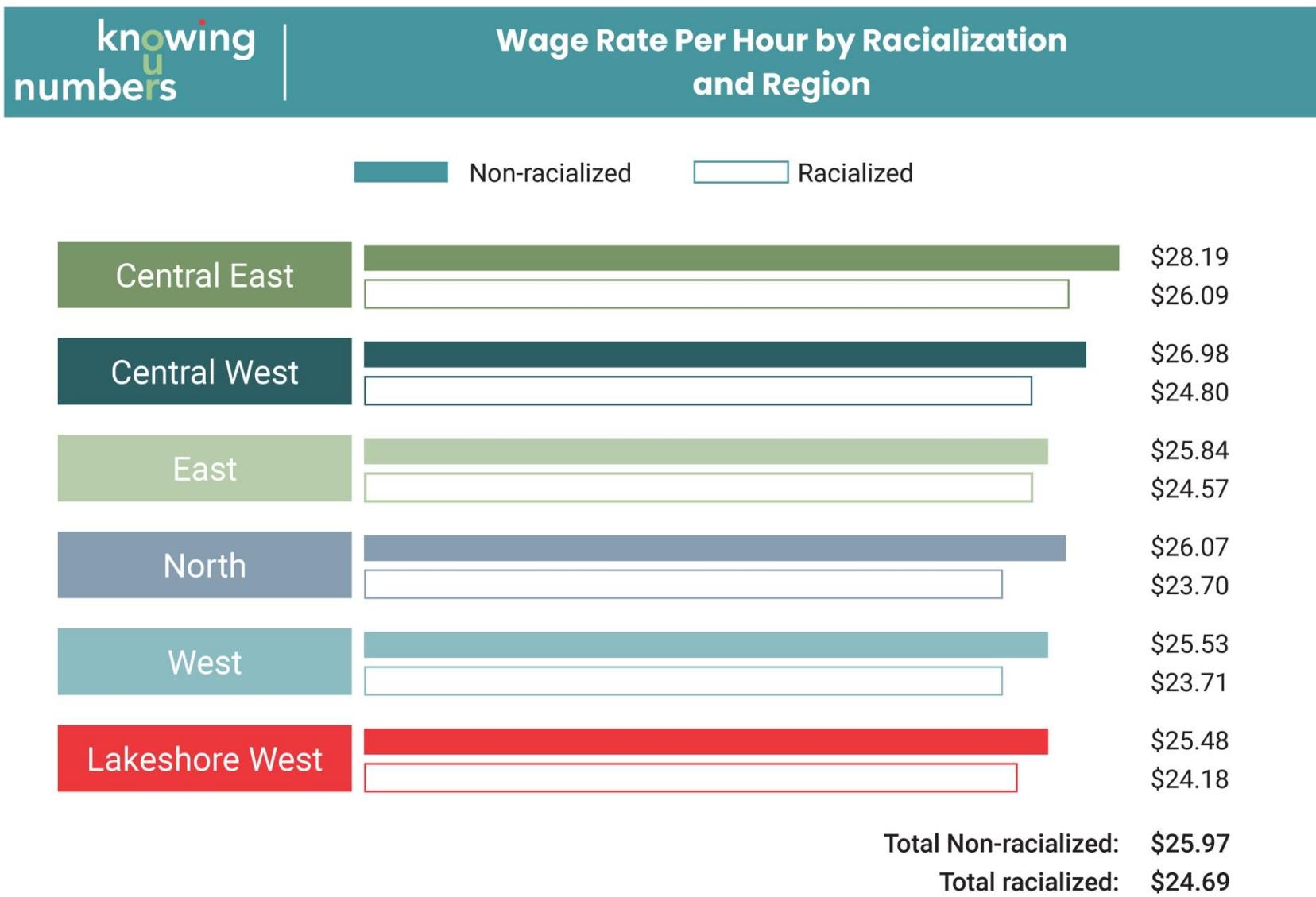
Non-profit



# Discrimination

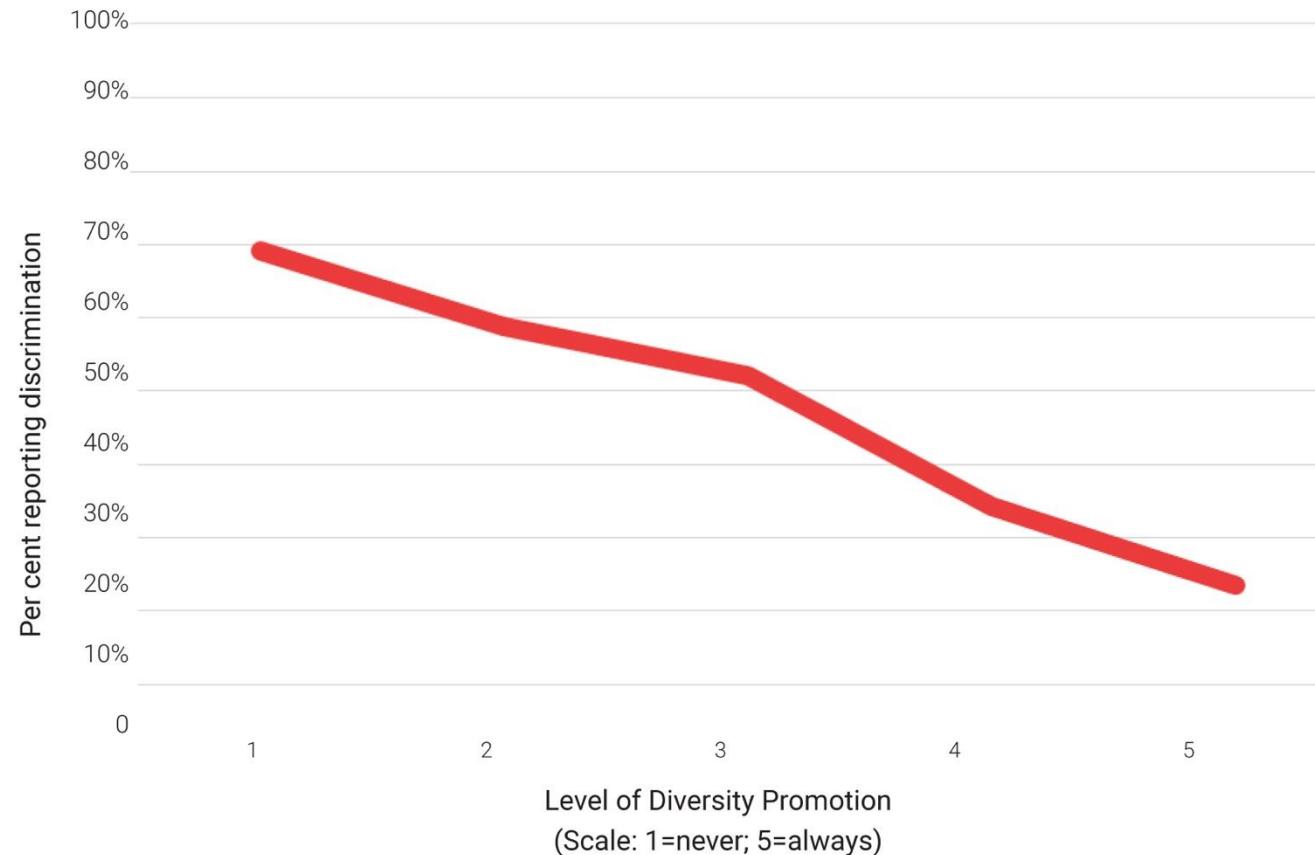
## Francophone Participants





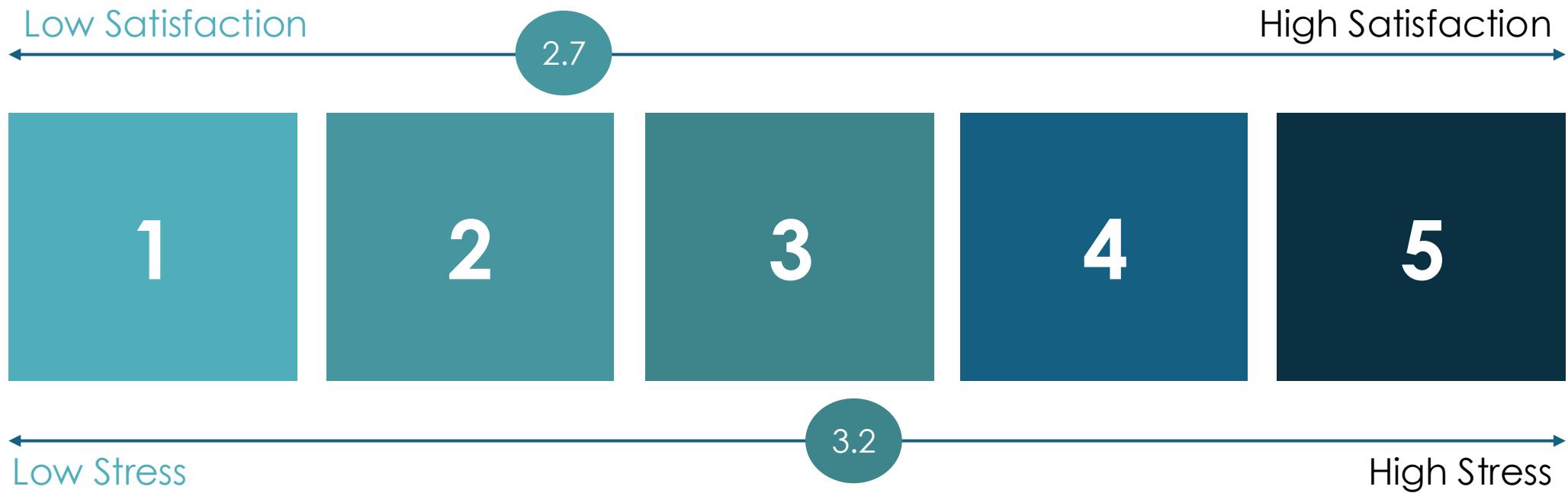
## Discrimination by Level of Program Diversity, Equity, and Inclusion Promotion

All Respondents



# Job Stress and Satisfaction

## Francophone Participants



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

### ANGLOPHONE

63%

#### PLANS TO LEAVE/ NOT SURE

Participants who  
either report  
wanting to leave or  
not yet sure

37%

#### PLANS TO STAY

Participants who  
report not wanting  
to leave the sector

### FRANCOPHONE

72%

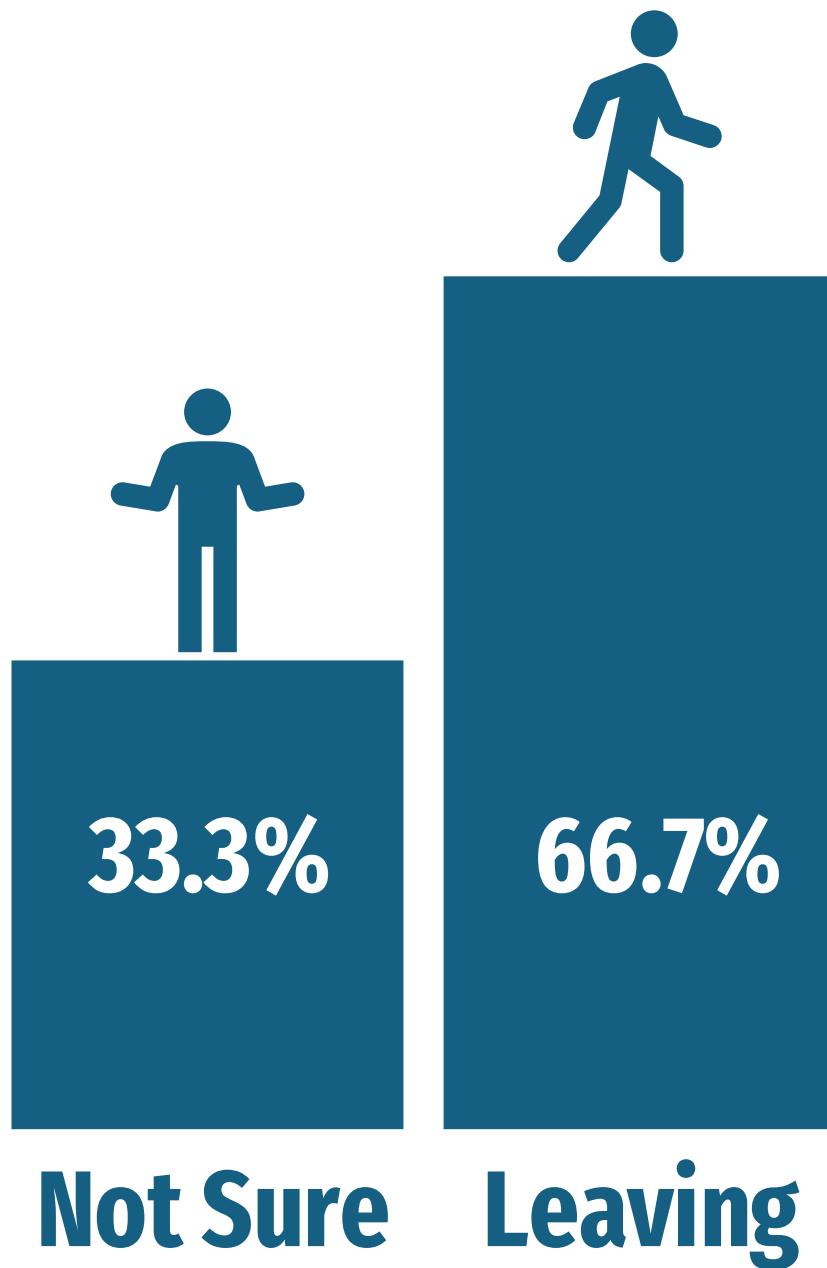
#### PLANS TO LEAVE/ NOT SURE

Participants who  
either report  
wanting to leave or  
not yet sure

28%

#### PLANS TO STAY

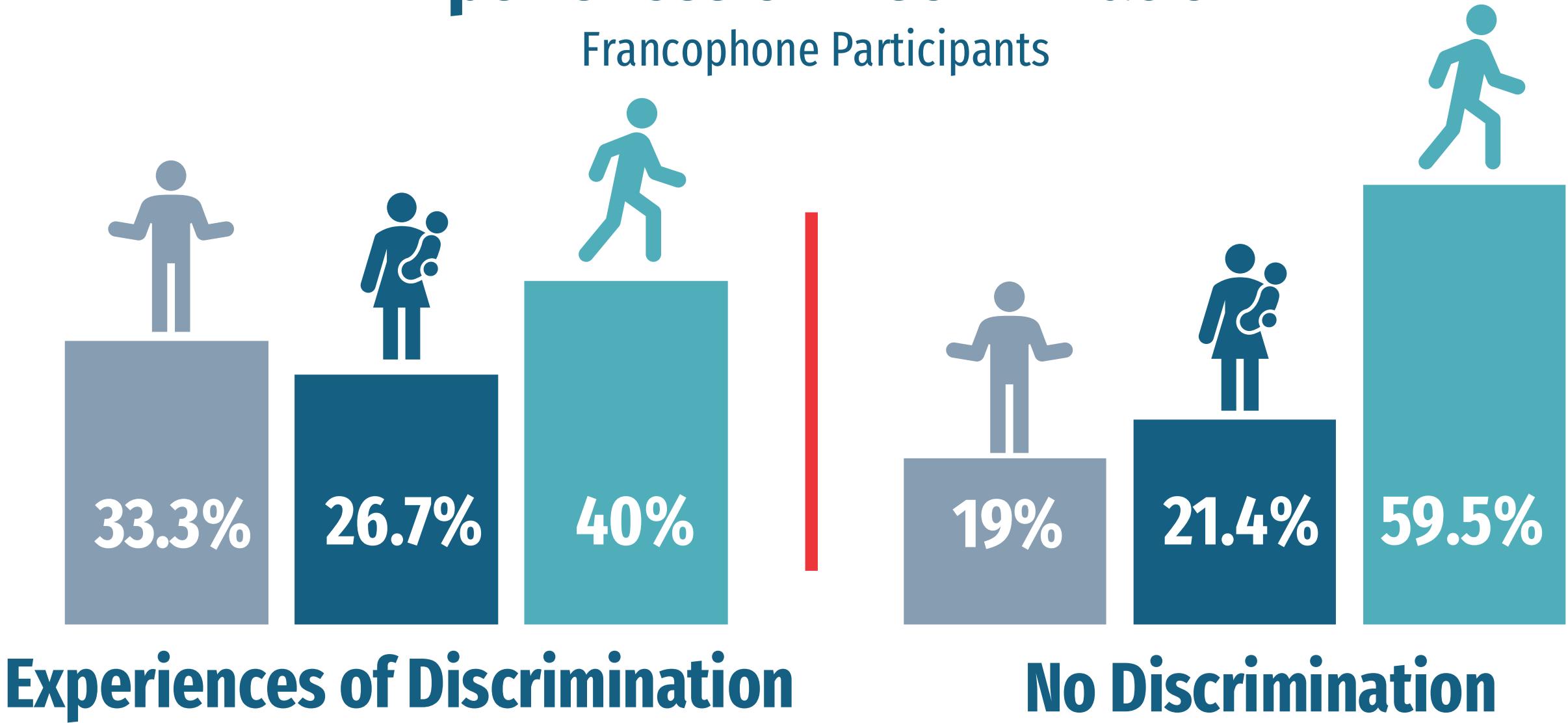
Participants who  
report not wanting  
to leave the sector



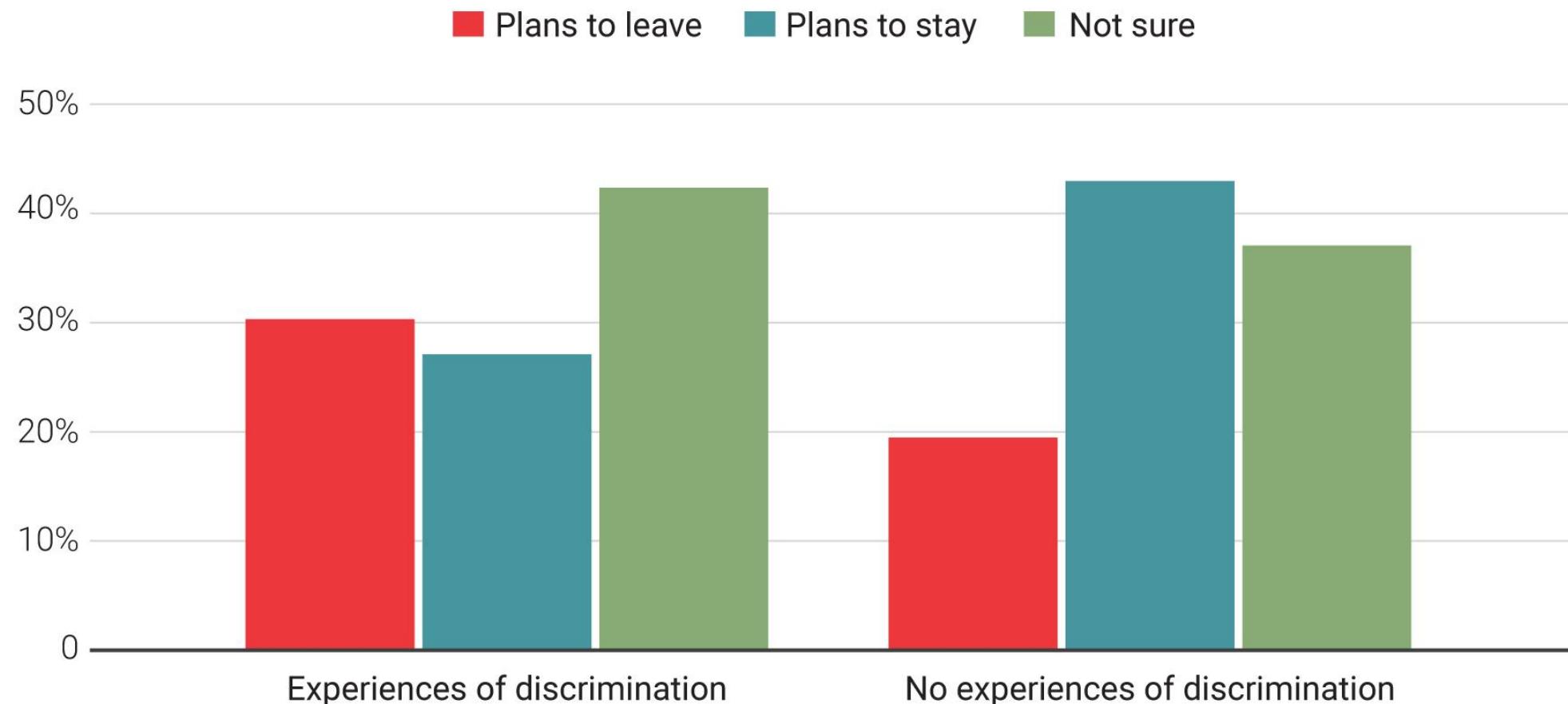
**Those Under 25 Most  
Likely to Report  
Plans to Leave**  
Francophone Participants

# No Difference Between Plans to Leave & Experiences of Discrimination

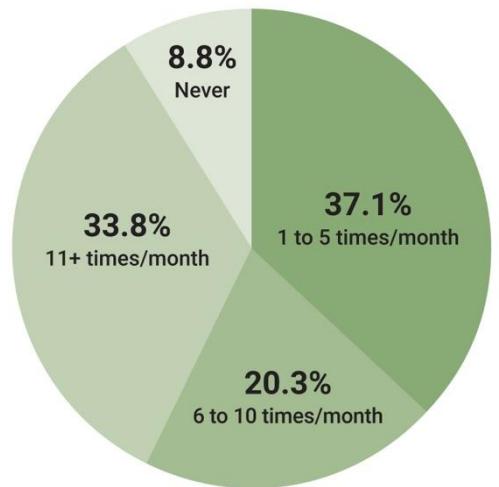
Francophone Participants



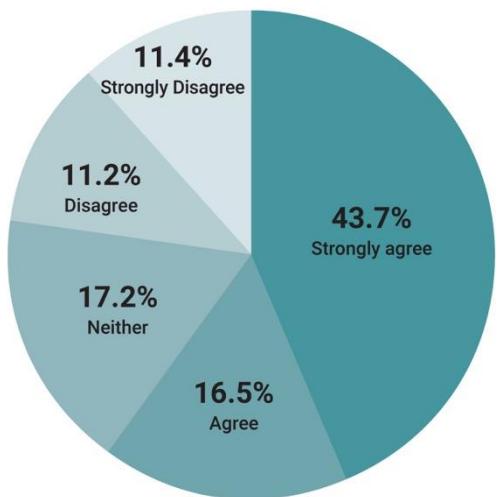
## Percentage Experiencing Discrimination and Plans to Leave Sector



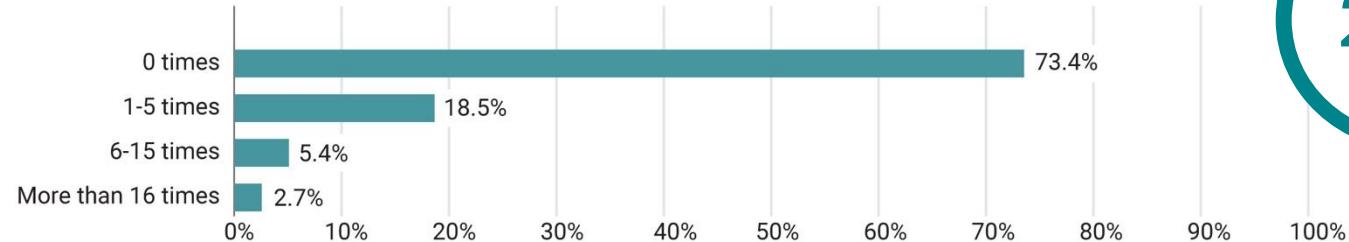
# Workforce Shortages



**knowing  
numbers** | **Staff Shortages Limit Program  
Operations—Directors/Supervisor**

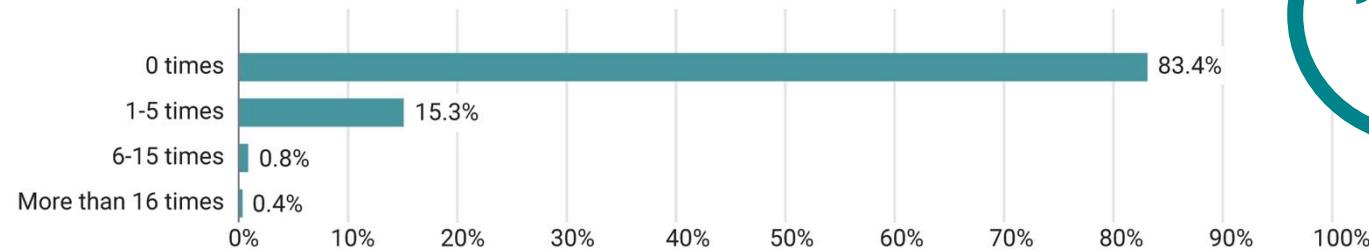


### Percentage Reporting Frequency of Times in the Previous 12 Months Directors/Supervisors Sent Children with Disabilities Home Due to Staffing Shortages



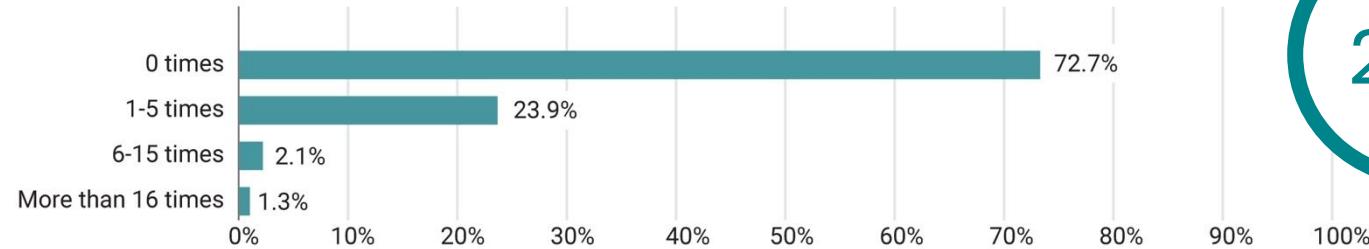
27%

### 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%



**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%)

T H A N K   Y O U



For more information, please contact  
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[Stacey.Mudie@ECE-RPA.ca](mailto:Stacey.Mudie@ECE-RPA.ca)

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