

Highlights from *Knowing Our Numbers*

Ontario's Early Childhood Education Workforce

CECE Membership

52,038¹

Employed ECEs Registered with the College of Early Childhood Educators (CECE)

28,776¹

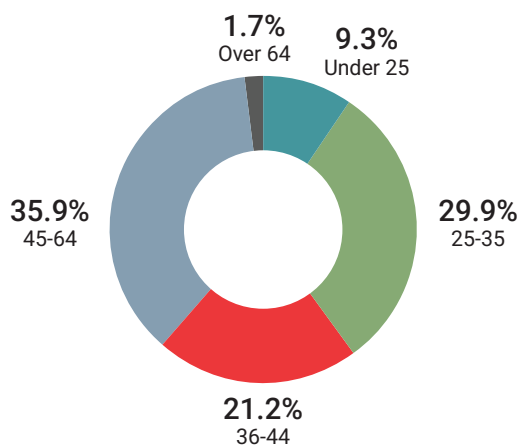
College of Early Childhood Educators (CECE) Members Working in Licensed Child Care

¹Data provided by the College of Early Childhood Educators. Current to October 31, 2023.

Sample Characteristics

AGE

Age Distribution of Respondents



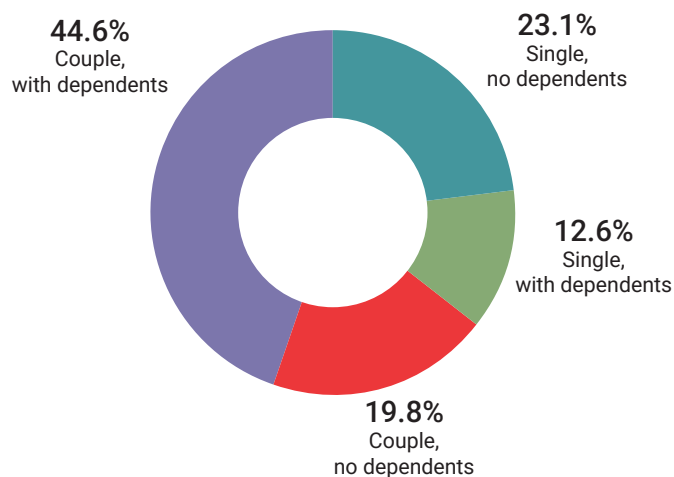
YEARS OF EXPERIENCE

Years of Experience by Auspice

Auspice	Years of experience
For-profit	10.3
Non-profit	14.5
CMSM/DSSAB	17.8
FDK	18.3
Average across auspice	14.3

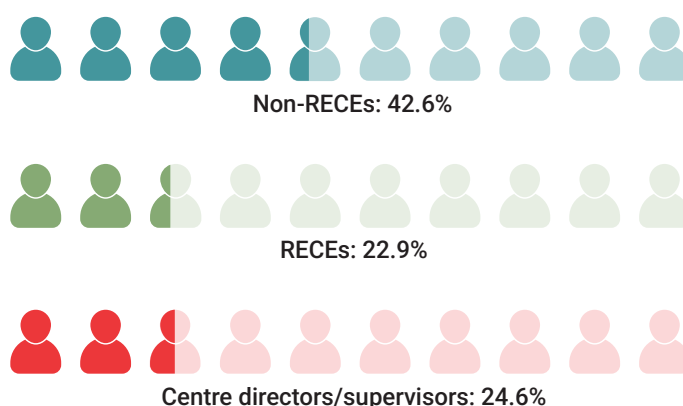
FAMILY STATUS

Percentage Family Status



RACIALIZATION

Percentage Racialized by Position



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Compensation

WAGES

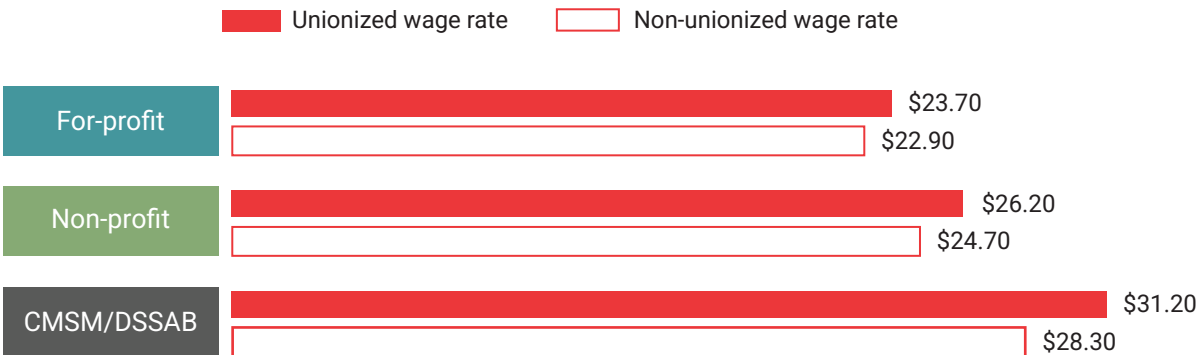
Reported Median Hourly Wage by Auspice Workforce

Auspice	Hourly Wage
Post-secondary institution	\$30.00
CMSM/DSSAB	\$29.00
Non-profit	\$24.00
EARLYON	\$24.00
Provincial level	\$24.00
For-profit	\$22.00

Reported Median Hourly Wage by Auspice Director/Supervisor

Auspice	Hourly Wage
CMSM/DSSAB	\$40.67
Non-profit	\$32.53
For-profit	\$28.15

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



Starting in January 2025, the wage floor for ECEs working in programs participating in CWELCC was \$24.86 an hour.

Hourly Wage by Racialization

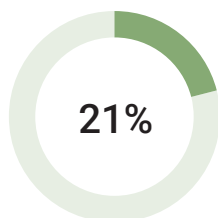


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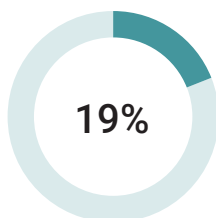
Ontario's Early Childhood Education Workforce

Compensation

Percentage of RECEs and Non-RECEs Reporting Additional Employment to Supplement Income

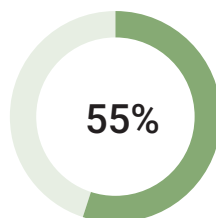


RECEs

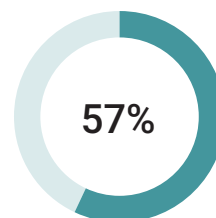


Non-RECEs

Percentage of RECEs and Non-RECEs Reporting Housing Security Concerns



RECEs



Non-RECEs

BENEFITS

Percentage of Access to Non-Mandatory Benefits



Paid sick days



Extended health benefits (e.g., dental, physiotherapy, etc.)



Paid professional development



Pension benefits or contributions to an RRSP



Paid programming time during the workday



Salary scale reflecting qualifications, responsibilities, and seniority



Pay increase for obtaining a new credential or degree in ECE

Average Number of Benefits ECEs Receive by Auspice and Unionization

Unionized Non-unionized

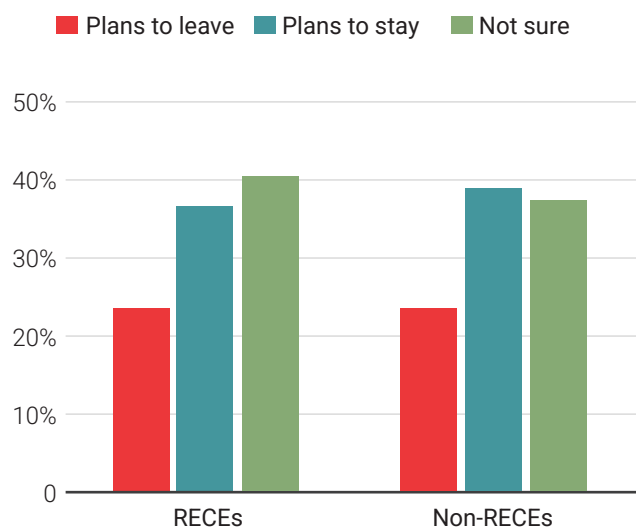


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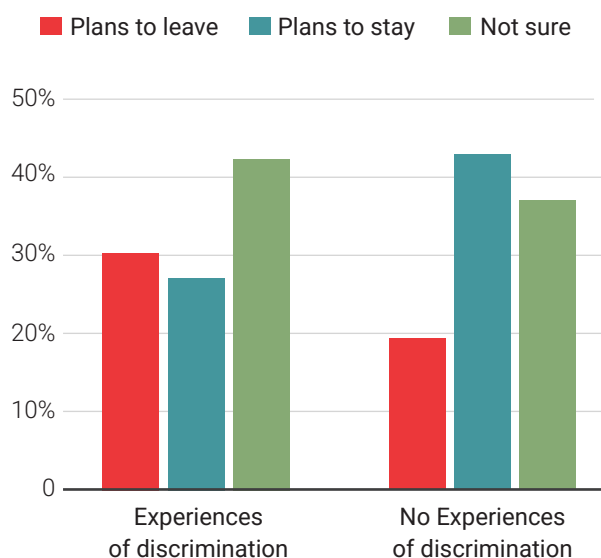
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Discrimination and Workforce Stability

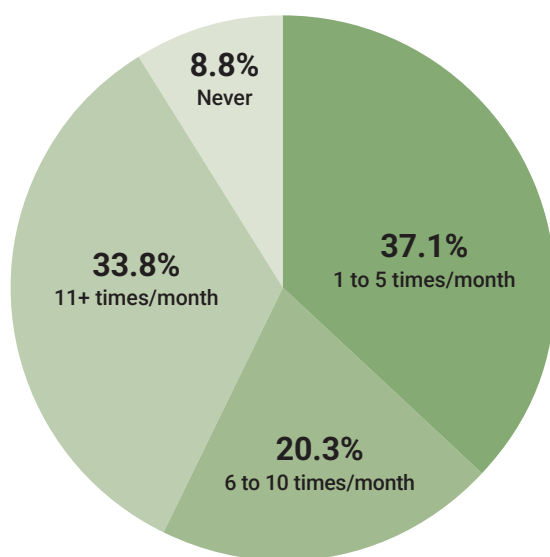
Percentage of Respondents with Plans to Stay in the Sector in the next 5 Years



Percentage of Respondents Experiencing Discrimination and Plans to Leave the Sector



Number of Times per Month Directors/Supervisors Fill in Ratio



Percentage of Respondents who would Recommend a Career in ECE



Percentage of Respondents who would Recommend Their Early Years Program to a Family Member or Friend



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Ontario's Early Childhood Education Workforce

Professional Development CONTENT OF PROFESSIONAL LEARNING

Equity, Diversity and Inclusion Learning by Region

Professional learning received in the previous 12 months	Central East	Central West	East	North	West	Lakeshore West	Ontario
Supporting vulnerable families	27%	27%	28%	23%	27%	28%	27%
Cultural diversity in early years settings	46%	44%	41%	35%	40%	46%	43%
Anti-bias/anti-racism/anti-oppression education	52%	48%	45%	37%	47%	46%	46%
Supporting newcomer families	19%	21%	14%	12%	18%	18%	17%
Critical trauma-informed practice	26%	27%	29%	23%	28%	25%	27%
Incorporating land-based learning	20%	20%	19%	22%	18%	18%	19%
Making workplaces more accessible	26%	27%	26%	20%	23%	28%	25%
Supporting 2SLGBTQIA+ children and families	27%	22%	25%	19%	25%	34%	27%
Indigenous ways of knowing and being and decolonization	27%	32%	31%	29%	30%	29%	30%
Incorporating Afrocentric way of being	17%	15%	7%	4%	8%	11%	10%
Supporting children with disabilities	44%	46%	46%	43%	45%	47%	45%

Professional development wanted by study participants	Central East	Central West	East	North	West	Lakeshore West	Ontario
Supporting vulnerable families	48%	49%	50%	58%	47%	45%	49%
Cultural diversity in early years settings	33%	32%	36%	42%	35%	33%	35%
Anti-bias/anti-racism/anti-oppression education	28%	27%	31%	38%	29%	31%	30%
Supporting newcomer families	50%	43%	49%	53%	44%	47%	47%
Critical trauma-informed practice	41%	42%	44%	52%	43%	42%	44%
Incorporating land-based learning	39%	39%	40%	46%	38%	38%	39%
Making workplaces more accessible	33%	29%	32%	39%	33%	32%	33%
Supporting 2SLGBTQIA+ children and families	37%	38%	42%	48%	37%	34%	38%
Indigenous ways of knowing and being and decolonization	42%	36%	42%	44%	38%	36%	39%
Incorporating Afrocentric way of being	41%	38%	43%	48%	41%	42%	42%
Supporting children with disabilities	38%	38%	44%	48%	43%	38%	41%