

# knowing u numbers

A community approach to understanding  
the early childhood education workforce

## Municipality of Chatham-Kent



## County of Lambton





# Municipality of Chatham-Kent and the County of Lambton

The regional data presented here are part of the larger provincial early childhood education workforce study **Knowing Our Numbers** (KON). The Municipality of Chatham-Kent and the County of Lambton are two of 43 regional children's service districts that participated in the study. In total they represent over 91% of all regions in Ontario. Details on the project, methodology, and province-wide results can be found [here](#). The data from the regions of Chatham-Kent and Lambton were merged in consultation with regional officials. In the **Executive Report**, they are part of the 'West' data region. Census data provided on the following pages allow readers to put the results into the context of regional demographics.

## This report should be cited as:

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# Regional Municipality of Chatham-Kent

## Population and Family

<b>Population</b>		<b>Average number of children per family</b>	1.8
2021	104,316	<b>One-parent families</b>	17.3%
2016	102,042	<b>Lone-parent families</b>	
<i>Change since 2016:</i>	<i>+2.20%</i>	Women	13.3%
		Men	4.0%
<b>Population density per sq km</b>	42.3	<b>Marital status</b>	
<b>Median age</b>	46.4 years	Married or living common-law	57.9%
<b>Racialized population</b>	6.6%	Not married or living common-law	42.1%
<b>Multi-generational households</b>	1.8%	Married or common-law with children	35.9%
<b>Immigrant population</b>	9.1%	<b>Language most often spoken at home</b>	
<b>Indigenous identity</b>	4.5%	English	94.9%
<b>Education</b>		French	0.4%
No certificate, diploma, or degree	21.4%	Other	3.6%
High school diploma or equivalent	32.2%	<i>*Estimates associated with Indigenous languages are more affected than most by the incomplete enumeration of certain reserves and settlements in the Census of Population.</i>	
Post secondary certificate, diploma or degree	46.3%	<b>Home ownership</b>	
<i>*15+ years old</i>		Owner	72.0%
<b>Education obtained outside Canada</b>	3.5%	Renter	27.9%
<i>*25-64 years old</i>		<b>Spending more than 30% on shelter costs</b>	15.7%

## Employment and Income

<b>Labour force participation rate</b>		<b>Commuting duration (mins)</b>	<b>Total %</b>	<b>% Men</b>	<b>% Women</b>
Women	53.3%	Less than 15	48.8	44.4	53.9
Men	61.6%	15 to 29	26.7	27.0	26.3
<b>Unemployment rate</b>		30 to 44	14.5	15.7	13.0
Women	11.3%	45 to 59	5.0	6.0	3.7
Men	10.1%	60 minutes and over	5.2	6.9	3.1
<b>Prevalence of low income (LIM)</b>		<b>Income distribution</b>	<b>Total %</b>	<b>% Men</b>	<b>% Women</b>
0-17	13.2%	In bottom half of the distribution	57.9	56.8	58.9
0-5	15.6%	In bottom decile	10.1	9.9	10.2
18-64	11.2%	In second decile	12.7	11.8	13.5
<i>*LIM: Low Income Measure reflects those whose incomes are below half of the median of the adjusted income distribution</i>		In third decile	12.6	12.5	12.8
<b>Median employment income</b>	\$31,200	In fourth decile	11.9	11.8	11.9
<b>Median employment income in 2020 for full-year full-time workers</b>	\$54,800	In fifth decile	10.6	10.8	10.5
<b>Median total income of household in 2020</b>	\$71,500	In top half of the distribution	42.1	43.2	41.1
<b>Median after-tax income of household in 2020</b>	\$65,000	In sixth decile	9.9	10.2	9.7
		In seventh decile	9.4	9.6	9.2
		In eighth decile	9.0	9.2	8.8
		In ninth decile	8.0	8.2	7.7
		In top decile	5.8	6.0	5.6

Reference: <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?LANG=E&GENDERlist=1,2,3&STATISTIClist=1,4&DGUIDlist=2021A00033536&HEADERlist=0&SearchText=chatham%20kent>

# County of Lambton

## Population and Family

<b>Population</b>		<b>Average number of children per family</b>	1.8
2021	128,154		
2016	126,638	<b>One-parent families</b>	15.5%
<i>Change since 2016:</i>	<i>+1.20%</i>		
<b>Population density per sq km</b>	42.7	<b>Lone-parent families</b>	
		Women	11.6%
<b>Median age</b>	46.4 years	Men	3.9%
<b>Racialized population</b>	5.7%	<b>Marital status</b>	
<b>Multi-generational households</b>	1.6%	Married or living common-law	59.4%
<b>Immigrant population</b>	9.7%	Not married or living common-law	40.6%
<b>Indigenous identity</b>	4.8%	Married or common-law with children	35.8%
<b>Education</b>		<b>Language most often spoken at home</b>	
No certificate, diploma, or degree	14.6%	English	96.3%
High school diploma or equivalent	30.6%	French	0.3%
Post secondary certificate, diploma or degree	54.9%	Other	3.4%
<i>*15+ years old</i>		<i>*Estimates associated with Indigenous languages are more affected than most by the incomplete enumeration of certain reserves and settlements in the Census of Population.</i>	
<b>Education obtained outside Canada</b>	5.3%	<b>Home ownership</b>	
<i>*25-64 years old</i>		Owner	74.4%
		Renter	25.2%
		<b>Spending more than 30% on shelter costs</b>	15.4%

## Employment and Income

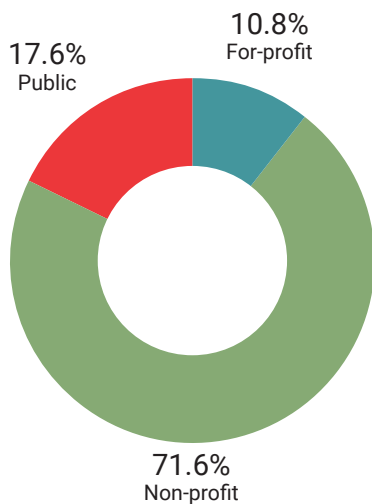
<b>Labour force participation rate</b>		<b>Commuting duration (mins)</b>	<b>Total %</b>	<b>% Men</b>	<b>% Women</b>
Women	52.0%	Less than 15	46.2	40.5	53.2
Men	60.3%	15 to 29	35.6	38.7	31.7
<b>Unemployment rate</b>		30 to 44	11.4	12.4	10.1
Women	12.5%	45 to 59	3.1	3.7	2.3
Men	9.9%	60 minutes and over	3.8	4.8	2.7
<b>Prevalence of low income (LIM)</b>		<b>Income distribution</b>	<b>Total %</b>	<b>% Men</b>	<b>% Women</b>
0-17	10.7%	In bottom half of the distribution	48.1	46.4	49.9
0-5	11.7%	In bottom decile	8.8	8.6	9.0
18-64	9.5%	In second decile	9.5	8.5	10.5
<i>*LIM: Low Income Measure reflects those whose incomes are below half of the median of the adjusted income distribution</i>		In third decile	9.8	9.4	10.2
		In fourth decile	9.9	9.8	10.0
<b>Median employment income</b>	\$33,200	In fifth decile	10.1	10.1	10.1
<b>Median employment income in 2020 for full-year full-time workers</b>	\$65,500	In top half of the distribution	51.9	53.6	50.1
<b>Median total income of household in 2020</b>	\$83,000	In sixth decile	10.1	10.3	9.9
<b>Median after-tax income of household in 2020</b>	\$73,000	In seventh decile	10.6	10.8	10.4
		In eighth decile	10.6	11.0	10.2
		In ninth decile	10.7	11.1	10.2
		In top decile	9.9	10.4	9.5

Reference: <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=Lambton&DGUIDlist=2021A00033538&GENDERlist=1,2,3&STATISTIClist=1&HEADERlist=0>

# Sample Characteristics

A total of 74 individuals working in early years services in the Municipality of Chatham-Kent and County of Lambton responded to the survey (referred to as the 'workforce survey'). Of these, 86.5% are RECEs and 13.51% are non-RECEs (referred to as the 'workforce'). Most respondents are from non-profit programs (71.6%). Additionally, 24 directors responded to the survey. As the number of respondents who are licensed home child care providers in the regions is low (n=3), data are not presented here; these data are included in the [Executive Report](#).

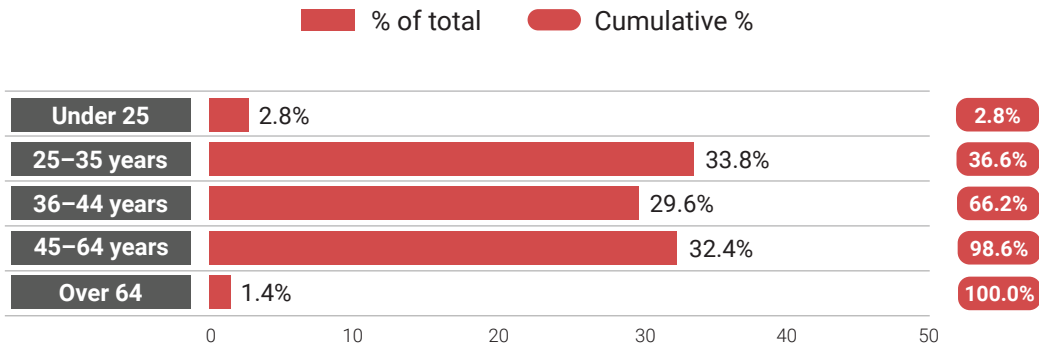
Percentage Respondents by Auspice  
*Workforce*



## AGE

Approximately 66% of *workforce* respondents are under the age of 45. Director/supervisor respondents in the regions are older than the provincial average sample. Across provincial participating jurisdictions, 42.7% of director/supervisor participants are under the age of 45 years compared to 30% in the Municipality of Chatham-Kent and Lambton. Over 65% of the directors/supervisor respondents in these regions are 45 to 64 years of age.

### Age Distribution of Respondents *Workforce*



Data for age distribution by auspice are not included due to the small sample size.



## YEARS OF EXPERIENCE

Participants who work in for-profit and non-profit programs have the least mean amount of experience. In contrast, public programs tend to have more experienced educators.

**Years of Experience by Auspice**  
*Workforce*

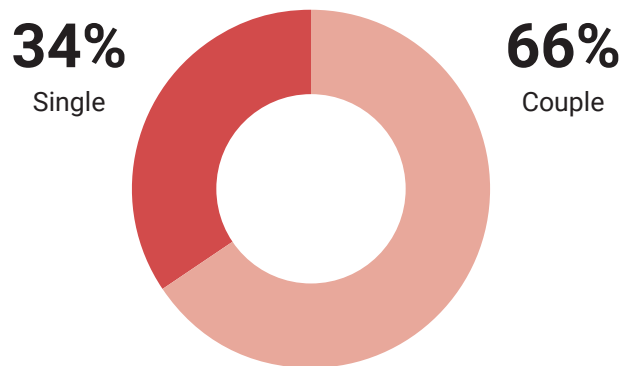
Auspice	Mean	Median
For-profit	13.4	12.0
Non-profit	12.8	12.0
Public	18.8	20.0

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## FAMILY STATUS

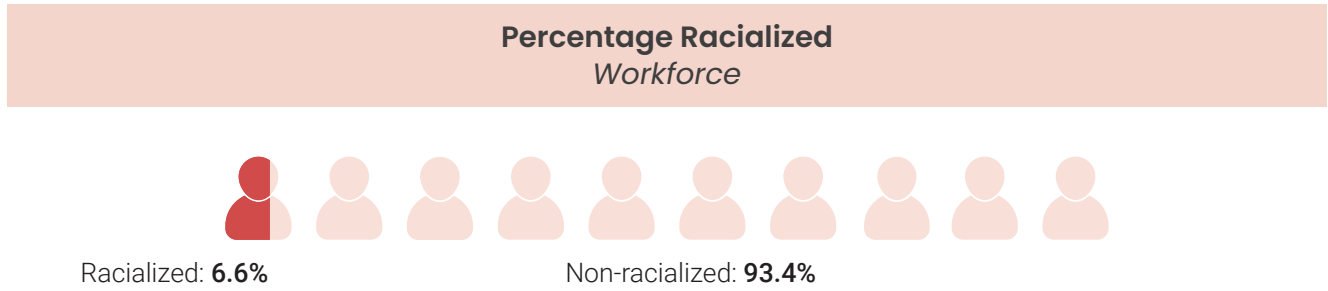
A total of 34% of the *workforce* survey respondents are single.

**Respondents' Family Status**  
*Workforce*



## RACIALIZATION

Almost 7% of the *workforce* sample identify as racialized.



Data on participants who identify as racialized by RECE status are not presented due to the small sample size. However, the provincial findings presented in the [Executive Report](#) reveal that non-RECEs are more likely than RECEs to identify as racialized.

Of the 24 directors/supervisors who responded to the survey, 91.7% report they are RECEs. This result is similar to the 94.7% average across all 43 participating regions. Of those who are RECEs, 91.7% have been registered with the College of Early Childhood Educators for less than five years.





# Compensation

## WAGES

Wages of RECEs are higher than for non-RECEs. Those working in public programs report the highest hourly wages. Approximately 22% of respondents report having additional employment to supplement their primary wages.

### Hourly Wages by Auspice and RECE Status Workforce

Auspice	RECE status		Average across RECE status
	Non-RECE	RECE	
For-profit	\$21.00	\$21.71	\$21.63
Non-profit	\$20.50	\$23.06	\$22.67
Public	\$26.00	\$29.67	\$28.20
<b>Average across auspice</b>	<b>\$21.78</b>	<b>\$23.30</b>	<b>\$23.04</b>

The median wage of directors/supervisors in the two regions is the same as that reported across all provincial participating regions, with smaller variances. The median director/supervisor hourly wage in the provincial findings is \$30 per hour, with a minimum of \$18 per hour and a maximum of \$80 per hour.

### Municipality of Chatham-Kent and County of Lambton Director/Supervisor Wage Range by Position

Position	Average	Minimum	25th percentile	Median	75th percentile	Maximum
Director	\$30.07	\$21.00	\$28.00	\$30.00	\$32.00	\$40.00
Assistant Director	\$25.00	\$22.00	\$22.00	\$25.00	\$28.00	\$28.00
<b>Average across position</b>	<b>\$29.22</b>	<b>\$21.00</b>	<b>\$25.00</b>	<b>\$29.00</b>	<b>\$32.00</b>	<b>\$40.00</b>

\*Assistant Directors should be interpreted with caution due to the small sample size.

## BENEFITS

Almost 83% of *workforce* respondents report having access to paid sick days. Almost 69% report having pensions or RRSP contributions through their employer. About three-quarters (74.3%) report having access to paid professional learning opportunities and extended health benefits. Pay increases for obtaining a new credential or degree in early education are rare (8.6%).

### Percentage of Respondents with Access to Non-Mandatory Benefits *Workforce*



**82.9%**

Paid sick days



**80.0%**

Paid bereavement leave



**74.3%**

Paid professional development



**74.3%**

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



**68.6%**

Pension benefits or contributions to an RRSP



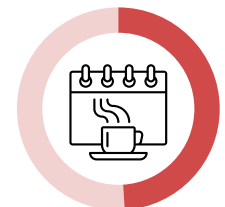
**62.9%**

Paid programming time during the workday



**62.9%**

Paid team meeting time during the workday



**48.6%**

Paid personal or mental health days



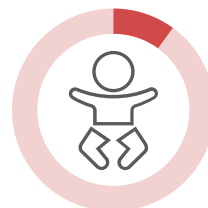
**37.1%**

Salary scale with regular guaranteed increases reflecting my qualifications, responsibilities, and seniority



**15.7%**

Tuition assistance



**10.0%**

Parental leave top-up



**8.6%**

Pay increase for obtaining a new credential or degree in early childhood education

# Workforce Stability, Stress, and Job Satisfaction

## DISCRIMINATION

Almost 46% of *workforce* respondents report having experienced workplace discrimination. The types of discrimination experienced vary, with bullying being the most common (57.1%), followed by education/seniority (37.1%) and mental health (22.9%). Note that bullying may involve, or be rooted in, other forms of discrimination (e.g., racism or ageism).

### Percentage of Respondents Reporting Experiences of Workplace Discrimination *Workforce*



Experiencing discrimination: **45.9%**    Not experiencing discrimination: **54.1%**

### Types of Discrimination *Workforce*

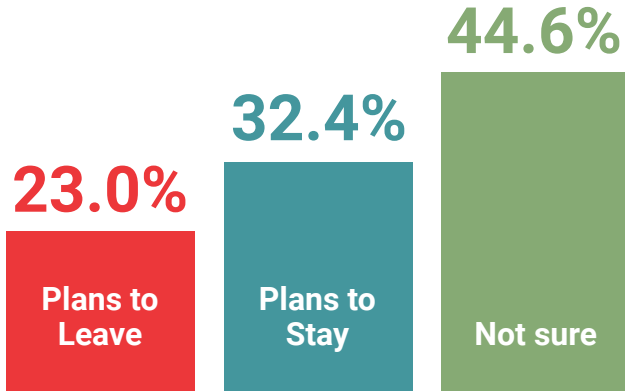
Bullying	57.1%
Education/seniority	37.1%
Mental health	22.9%
Body prejudice	11.4%
Ageism	11.4%
Sexism	5.7%
Racism	2.7%
Religious belief	2.7%
Immigration status	2.7%
Homophobia	0.0%
Ableism	0.0%



## JOB SATISFACTION

Across all auspice types only 32.4% of respondents report plans to stay in the sector over the next five years. Data on plans to leave the sector by auspice are not presented due to small sample sizes.

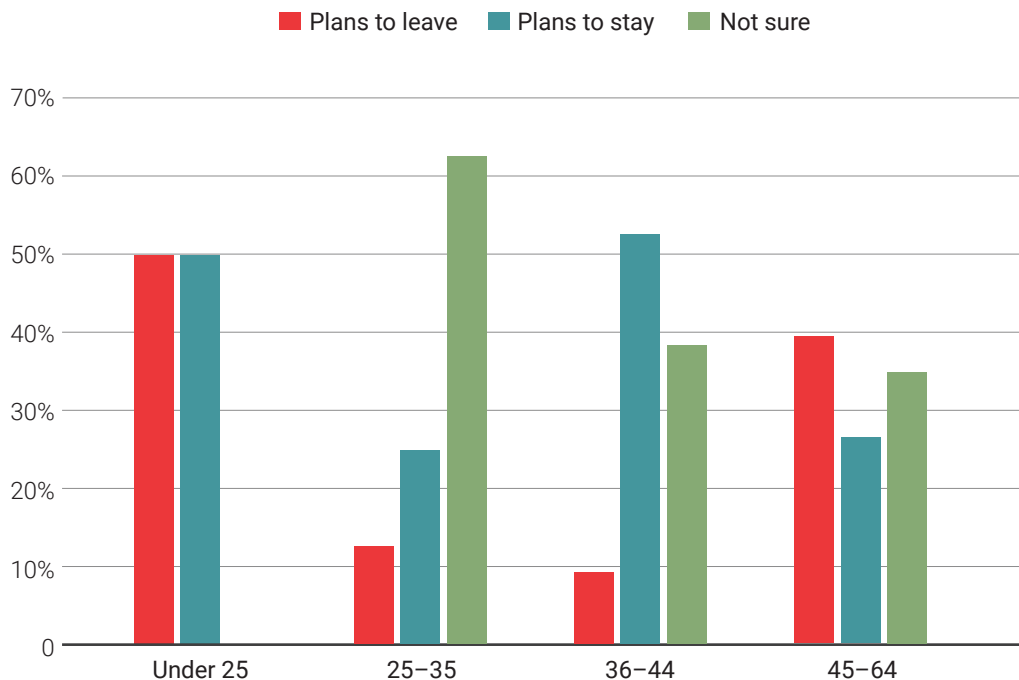
### Plans to Leave the Sector in the Next Five Years *Workforce*





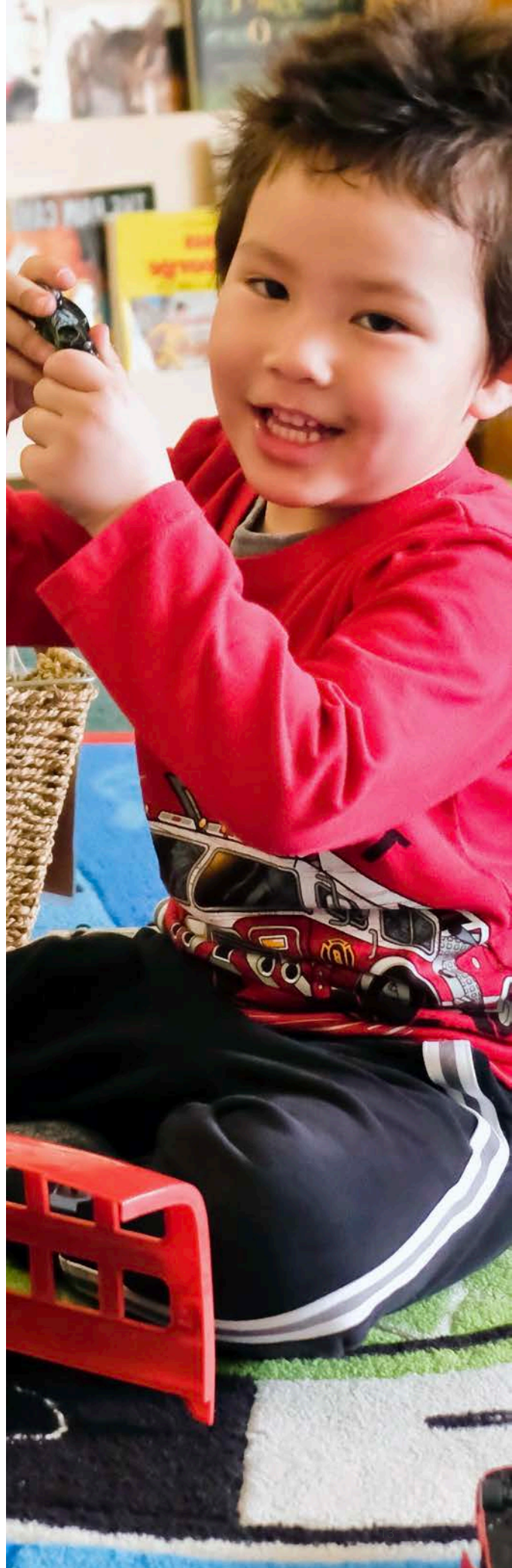
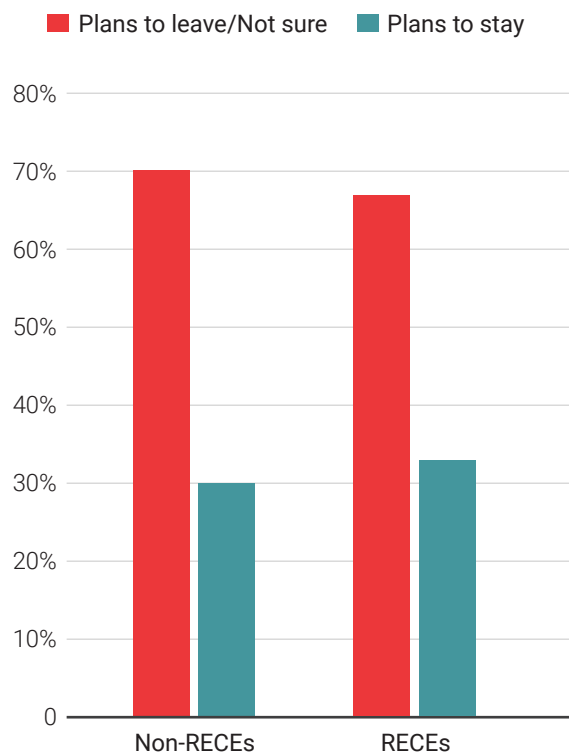
Those under the age of 25 years are much more likely to report plans to leave the sector (50%). Of concern are those between the ages of 45 and 64 years, where just over 39% report plans to leave with another 34.8% reporting they are unsure. This age group is likely to have the most experience in the early years sector. Note that those 65+ are not included in these findings as plans for retirement would confound results.

### Plans to Leave the Sector by Age of Respondent *Workforce*



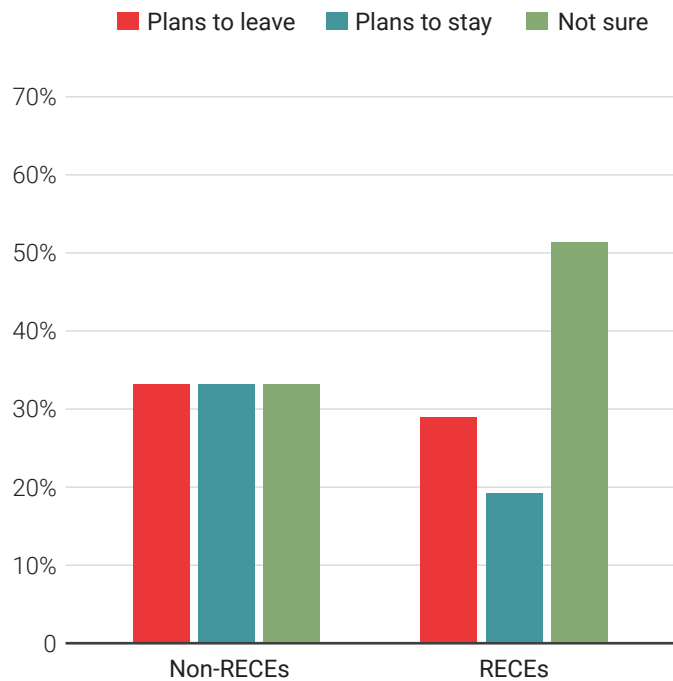
Overall, only 32.8% of RECE respondents report plans to stay in the sector, with 67.2% either planning to leave or being unsure. Similar trends are seen amongst non-RECE respondents.

### Plans to Leave the Sector by RECE Status *Workforce*



Plans to leave the sector are associated with experiences of workplace discrimination. RECEs who experience discrimination are more likely to report plans to leave the sector in the next five years (29%), with 51.6% reporting they are unsure. This has implications for professional learning and human resource management. More detailed discussion can be found in the [Executive Report](#).

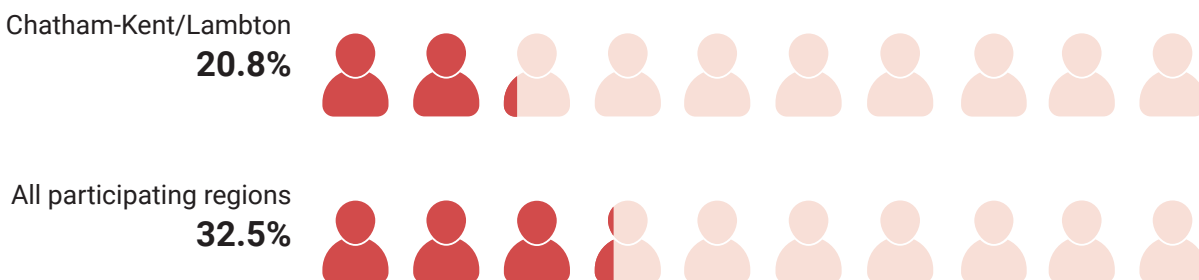
### Plans to Leave the Sector by Those Who Experience Workplace Discrimination by RECE Status Workforce



\*Should be interpreted with caution due to small sample size.

Only 20.8% of director/supervisor respondents in Chatham-Kent and Lambton report wanting to stay in the sector compared with 32.5% across all participating regions. It is important to note that 45.8% report uncertainty about staying in the sector. This has important implications for policy development and investment in retention strategies.

### Percentage of Directors/Supervisors with Plans to Stay in the Sector Chatham-Kent/Lambton Versus All Participating Regions

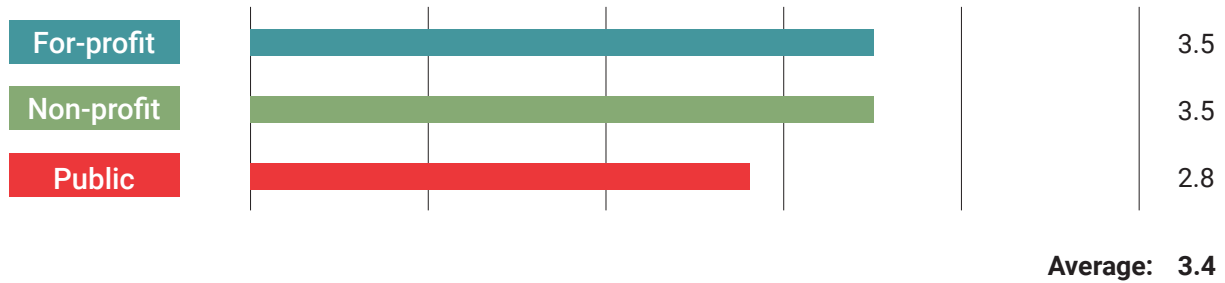


## WORKPLACE STRESS

Those working in publicly-operated programs report the lowest levels of stress on a scale of 1 (low stress) to 5 (high stress). RECEs report slightly higher levels of stress compared to non-RECEs.

### Average Level of Stress by Auspice Workforce

(1=low stress; 5=high stress)



### Average Level of Stress by RECE Status Workforce

(1=low stress; 5=high stress)



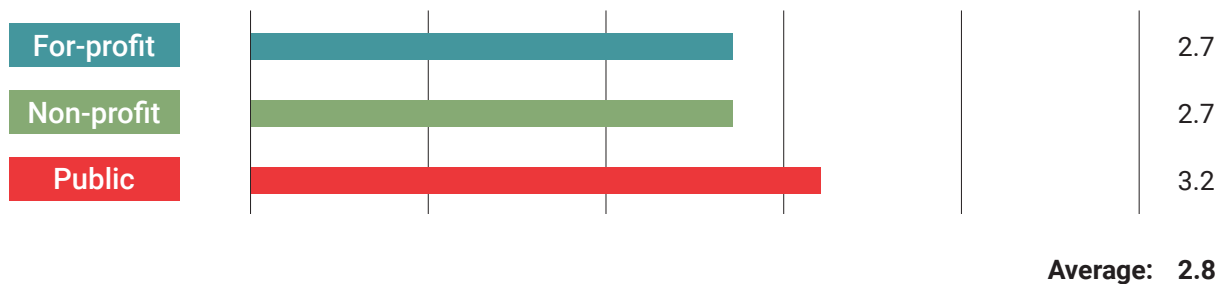




Participants in the two regions generally report low levels of job satisfaction. On a scale of 1 (low job satisfaction) to 5 (high job satisfaction), participants' average level of satisfaction is 2.8 out of 5. Respondents from public programs report the highest levels of job satisfaction, while RECEs and non-RECEs report similar levels of job satisfaction.

### Average Level of Job Satisfaction by Auspice Workforce

(1=low job satisfaction; 5=high job satisfaction)



### Average Level of Job Satisfaction by RECE Status Workforce

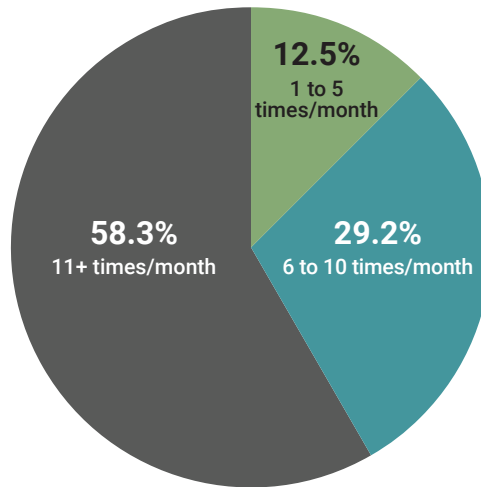
(1=low job satisfaction; 5=high job satisfaction)



## WORKPLACE STABILITY

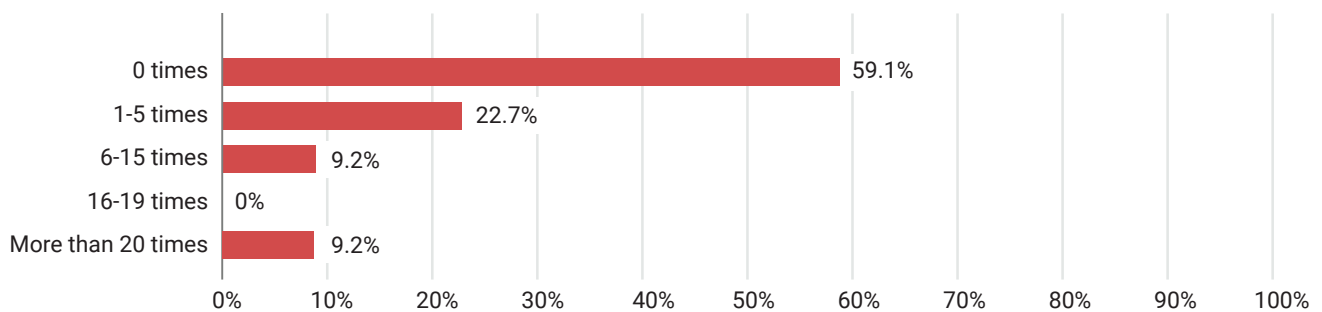
Directors often stand in for absent staff to cover ratio, taking them away from their leadership and administrative duties. Over 87% of management staff report having to fill in more than six times per month to maintain ratios, with over 58% reporting this occurs more than 11 times per month. This finding is higher than provincial level findings.

### Number of Times per Month Directors/Supervisors Fill in Ratio



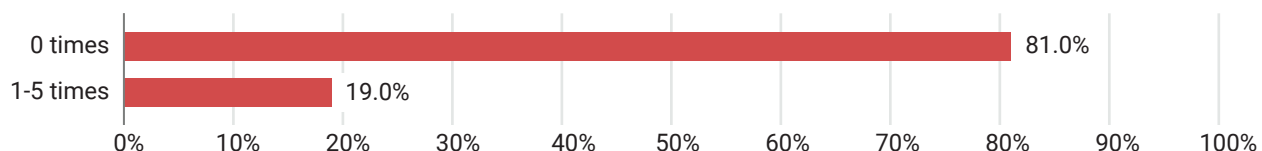
Staff shortages also have deleterious effects on the inclusion of children with disabilities or varying needs. Over 40% of director/supervisor respondents report they have had to send a child(ren) with a disability home due to staffing shortages. This is higher than the provincial average of 26.6%.

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



Almost 19% of Chatham-Kent and Lambton director/supervisor respondents report they have de-enlisted at least one child with a disability from their program in the previous 12 months due to staffing shortages. This is higher than the provincial sample average of 15.8%. Furthermore, 25% (compared to 27.3% in the provincial findings) report they have had to deny admission to a child with a disability in the previous 12 months due to workforce shortages (data not shown).

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



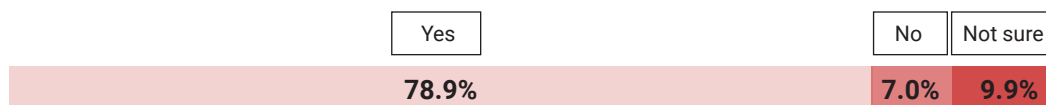
Less than half (44.9%) of *workforce* respondents in the two regions report they would recommend a career in the early years to others. Almost one-third (32.4%) would not recommend early education as a career option, with an additional 25.7% stating they are unsure.

### Percentage of Workforce Respondents that Recommend a Career in the Early Years



Over three-quarters of *workforce* respondents (78.9%) state they would recommend their program to a family member or friend looking for child care.

### Percentage of Workforce Respondents that Recommend Their Early Years Program to a Family Member or Friend



Note: Totals do not add up to 100 due to missing data.

# Professional Development

## FORMS OF PROFESSIONAL LEARNING

Chatham-Kent and Lambton respondents report that the most common form of professional learning in the previous 12 months was online delivery (90.5%), followed by performance reviews (71.6%). Only 9.5% of respondents report having taken a course in the previous 12 months. Just over 17% report participating in structured mentoring.

Although online delivery is the most common form of professional learning received in the previous 12 months, respondents report it is the least desired format (12.2%). Respondents prefer taking courses (39.2%), small group coaching conversations (29.7%), attending conferences (29.7%), opportunities for team discussions (28.4%), and structured mentoring (28.4%), all of which are forms of collective learning.

**Forms of Professional Learning Received by Region in the Previous 12 Months and Desired Forms of Professional Learning**  
*Workforce*



## CONTENT OF PROFESSIONAL LEARNING

More than half of respondents from the two regions report receiving anti-bias/anti-racism/anti-oppression education (56.8%), supporting vulnerable families (52.7%), and cultural diversity training (55.4%) in the previous 12 months. Almost half report receiving professional learning centred around supporting children with disabilities (46%) and Indigenous ways of knowing/decolonization. In contrast, participants report the least amount of professional learning in the areas of supporting newcomer families (6.8%) and incorporating Afrocentric ways of being (4.1%).

The most wanted professional learning reported is centred around critical trauma-informed practice (55.4%), supporting newcomer families (51.4%), and incorporating Afrocentric ways of being (51.4%). Almost half of participants also report wanting more professional learning centred around supporting children with disabilities (40.5%). Over one-third of participants want to learn more about incorporating land-based learning (39.2%), Indigenous ways of knowing/decolonization (35.1%), and supporting 2LSGBTQIA+ children and families (36.5%).

### Equity, Diversity, and Inclusion Learning of Respondents in the Municipality of Chatham-Kent and the County of Lambton Workforce

In the previous 12 months

