

# knowing u numbers

A community approach to understanding  
the early childhood education workforce

## County of Dufferin



## County of Wellington





## Counties of Dufferin and Wellington

The regional data presented here are part of the larger provincial early childhood education workforce study **Knowing Our Numbers** (KON). The Counties of Dufferin and Wellington 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](#). In the **Executive Report**, these adjacent Counties are part of the ‘Central West’ (Dufferin) and ‘West’ (Wellington) data regions. 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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# County of Dufferin

## Population and Family

|   |               |   |       |
|---|---------------|---|-------|
| <b>Population</b>                             |               | <b>Average number of children per family</b>  | 1.8   |
| 2021  | 66,257        |   |       |
| 2016  | 61,735        | <b>One-parent families</b>  | 15.3% |
| <i>Change since 2016:</i>                     | <i>+7.30%</i> |   |       |
| <b>Population density per sq km</b>           | 44.6          | <b>Lone-parent families</b>   |       |
|   |               | Women   | 11.7% |
| <b>Median age</b>                             | 40.4 years    | Men   | 3.6%  |
| <b>Racialized population</b>                  | 15.9%         | <b>Marital status</b>   |       |
| <b>Multi-generational households</b>          | 5.4%          | Married or living common-law  | 60.9% |
| <b>Immigrant population</b>                   | 16.1%         | Not married or living common-law  | 39.0% |
| <b>Indigenous identity</b>                    | 2.1%          | Married or common-law with children   | 48.6% |
| <b>Education</b>                              |               | <b>Language most often spoken at home</b>   |       |
| No certificate, diploma, or degree            | 15.7%         | English   | 93.8% |
| High school diploma or equivalent             | 32.7%         | French  | 0.3%  |
| Post secondary certificate, diploma or degree | 51.5%         | Other   | 5.9%  |
| <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>      | 6.9%          | <b>Home ownership</b>   |       |
| <i>*25-64 years old</i>                       |               | Owner   | 82.5% |
|   |               | Renter  | 17.5% |
|   |               | <b>Spending more than 30% on shelter costs</b>  | 22.6% |

## Employment and Income

|   |           |                                    |                |              |                |
|---|-----------|------------------------------------|----------------|--------------|----------------|
| <b>Labour force participation rate</b>  |           | <b>Commuting duration (mins)</b>   | <b>Total %</b> | <b>% Men</b> | <b>% Women</b> |
| Women   | 64.4%     | Less than 15                       | 28.8           | 21.4         | 38.6           |
| Men   | 74.4%     | 15 to 29                           | 17.0           | 14.8         | 20.0           |
| <b>Unemployment rate</b>  |           | 30 to 44                           | 18.2           | 19.5         | 16.4           |
| Women   | 12.3%     | 45 to 59                           | 16.2           | 18.7         | 12.8           |
| Men   | 7.9%      | 60 minutes and over                | 19.8           | 25.6         | 12.2           |
| <b>Prevalence of low income (LIM)</b>   |           | <b>Income distribution</b>         | <b>Total %</b> | <b>% Men</b> | <b>% Women</b> |
| 0-17  | 6.8%      | In bottom half of the distribution | 38.8           | 37.6         | 39.9           |
| 0-5   | 6.8%      | In bottom decile                   | 5.6            | 5.4          | 5.7            |
| 18-64   | 5.4%      | In second decile                   | 7.1            | 6.6          | 7.7            |
| <i>*LIM: Low Income Measure reflects those whose incomes are below half of the median of the adjusted income distribution</i> |           | In third decile                    | 7.5            | 6.9          | 8.0            |
| <b>Median employment income</b>   | \$42,000  | In fourth decile                   | 8.9            | 8.8          | 9.0            |
| <b>Median employment income in 2020 for full-year full-time workers</b>   | \$68,000  | In fifth decile                    | 9.7            | 9.8          | 9.6            |
| <b>Median total income of household in 2020</b>   | \$108,000 | In top half of the distribution    | 61.2           | 62.3         | 60.1           |
| <b>Median after-tax income of household in 2020</b>   | \$93,000  | In sixth decile                    | 10.9           | 11.0         | 10.8           |
|   |           | In seventh decile                  | 11.8           | 11.9         | 11.8           |
|   |           | In eighth decile                   | 12.9           | 12.9         | 12.8           |
|   |           | In ninth decile                    | 13.9           | 14.3         | 13.4           |
|   |           | In top decile                      | 11.8           | 12.2         | 11.3           |

Reference: <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=Dufferin&DGUIDist=2021A00033522&GENDERlist=1,2,3&STATISTIClist=1&HEADERlist=0>

# County of Wellington

## Population and Family

|   |               |   |       |
|---|---------------|---|-------|
| <b>Population</b>                             |               | <b>Average number of children per family</b>  | 1.9   |
| 2021  | 241,026       |   |       |
| 2016  | 222,726       | <b>One-parent families</b>  | 13.9% |
| <i>Change since 2016:</i>                     | <i>+8.20%</i> |   |       |
| <b>Population density per sq km</b>           | 90.4          | <b>Lone-parent families</b>   |       |
|   |               | Women   | 10.8% |
| <b>Median age</b>                             | 40.0 years    | Men   | 3.2%  |
| <b>Racialized population</b>                  | 17.6%         | <b>Marital status</b>   |       |
| <b>Multi-generational households</b>          | 3.2%          | Married or living common-law  | 59.5% |
| <b>Immigrant population</b>                   | 18.8%         | Not married or living common-law  | 40.5% |
| <b>Indigenous identity</b>                    | 1.6%          | Married or common-law with children   | 44.9% |
| <b>Education</b>                              |               | <b>Language most often spoken at home</b>   |       |
| No certificate, diploma, or degree            | 16.3%         | English   | 88.0% |
| High school diploma or equivalent             | 28.1%         | French  | 0.2%  |
| Post secondary certificate, diploma or degree | 55.7%         | Other   | 9.2%  |
| <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>      | 9.9%          | <b>Home ownership</b>   |       |
| <i>*25-64 years old</i>                       |               | Owner   | 72.4% |
|   |               | Renter  | 27.6% |
|   |               | <b>Spending more than 30% on shelter costs</b>  | 20.5% |

## Employment and Income

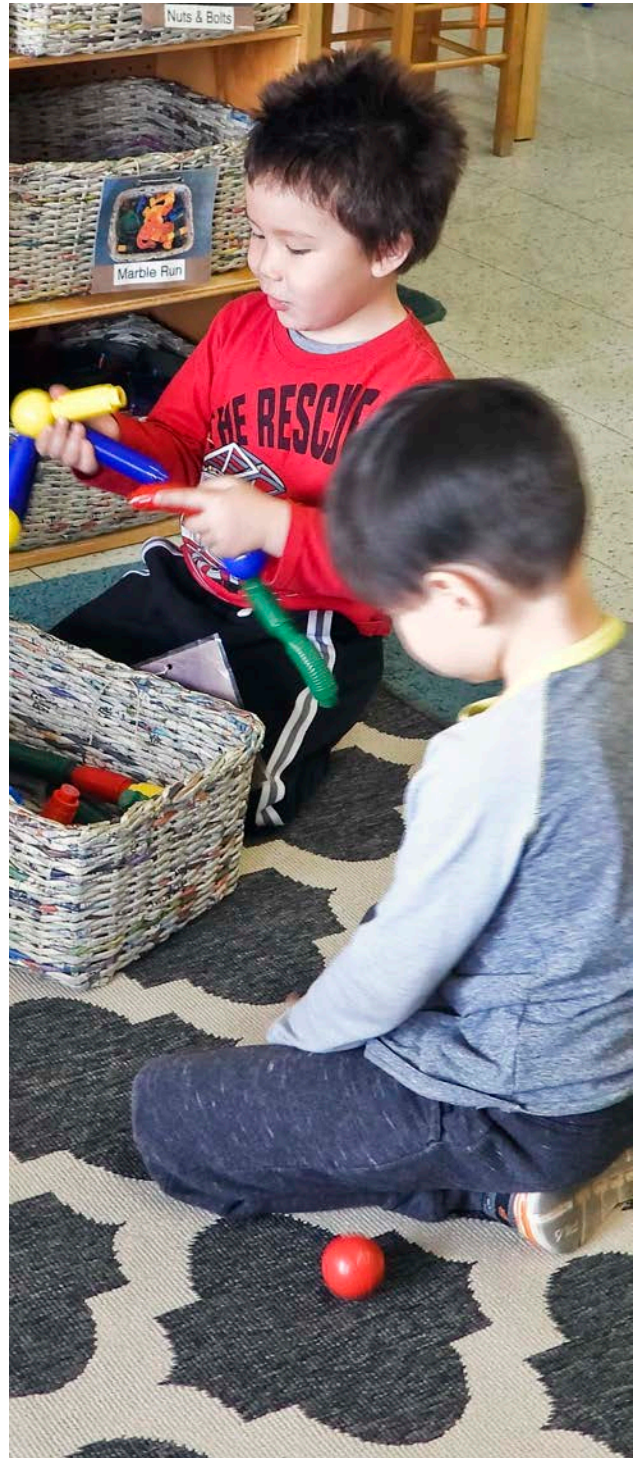
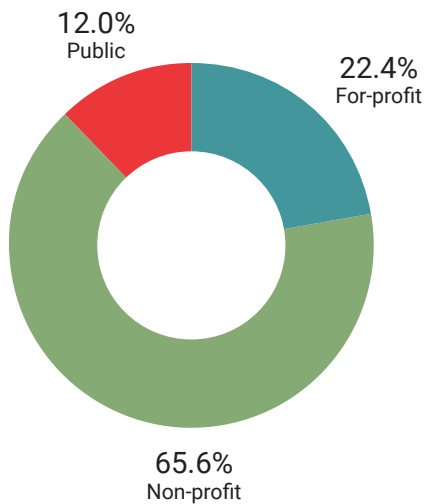
|   |          |                                    |                |              |                |
|---|----------|------------------------------------|----------------|--------------|----------------|
| <b>Labour force participation rate</b>  |          | <b>Commuting duration (mins)</b>   | <b>Total %</b> | <b>% Men</b> | <b>% Women</b> |
| Women   | 62.6%    | Less than 15                       | 37.0           | 32.4         | 42.8           |
| Men   | 72.0%    | 15 to 29                           | 30.5           | 30.5         | 30.4           |
| <b>Unemployment rate</b>  |          | 30 to 44                           | 16.0           | 16.9         | 14.8           |
| Women   | 10.5%    | 45 to 59                           | 8.1            | 9.5          | 6.4            |
| Men   | 8.1%     | 60 minutes and over                | 8.4            | 10.6         | 5.6            |
| <b>Prevalence of low income (LIM)</b>   |          | <b>Income distribution</b>         | <b>Total %</b> | <b>% Men</b> | <b>% Women</b> |
| 0-17  | 8.7%     | In bottom half of the distribution | 42.8           | 41.6         | 43.9           |
| 0-5   | 9.9%     | In bottom decile                   | 7.6            | 7.4          | 7.8            |
| 18-64   | 7.0%     | In second decile                   | 7.8            | 7.2          | 8.4            |
| <i>*LIM: Low Income Measure reflects those whose incomes are below half of the median of the adjusted income distribution</i> |          | In third decile                    | 8.6            | 8.3          | 8.8            |
|   |          | In fourth decile                   | 9.1            | 9.0          | 9.2            |
| <b>Median employment income</b>   | \$41,200 | In fifth decile                    | 9.7            | 9.7          | 9.7            |
| <b>Median employment income in 2020 for full-year full-time workers</b>   | \$65,000 | In top half of the distribution    | 57.2           | 58.4         | 56.1           |
| <b>Median total income of household in 2020</b>   | \$97,000 | In sixth decile                    | 10.4           | 10.5         | 10.3           |
| <b>Median after-tax income of household in 2020</b>   | \$85,000 | In seventh decile                  | 10.9           | 11.0         | 10.7           |
|   |          | In eighth decile                   | 11.7           | 12.0         | 11.5           |
|   |          | In ninth decile                    | 12.4           | 12.8         | 12.1           |
|   |          | In top decile                      | 11.7           | 12.1         | 11.4           |

Reference: <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=wellington&DGUIDist=2021A00033523&GENDERlist=1,2,3&STATISTIClist=1&HEADERlist=0>

# Sample Characteristics

A total of 126 individuals working in early years services in the Counties of Dufferin and Wellington responded to the survey (referred to as the 'workforce survey'). Of these, 81% are RECEs and 19% are non-RECEs (referred to as the 'workforce'). Most respondents are from non-profit programs (65.6%). Additionally, 22 directors responded to the survey. As the number of respondents who are licensed home child care providers in the Counties is low (n=10), data are not presented here; these data are included in the [Executive Report](#).

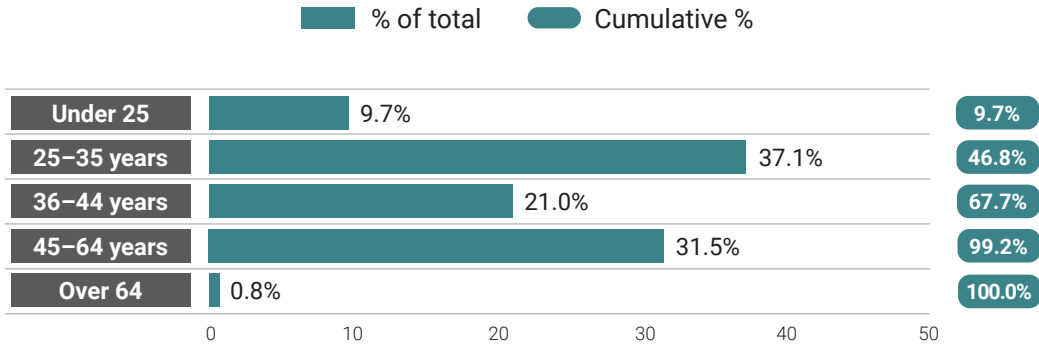
Percentage Respondents by Auspice Workforce



## AGE

Approximately 68% of *workforce* respondents are under the age of 45. Director/supervisor respondents in Dufferin and Wellington Counties are older than the provincial findings. Across participating regions, 57.3% of director/supervisor participants are over the age of 45 years compared to 66.7% in the two Counties (data not shown).

### Age Distribution of Respondents *Workforce*

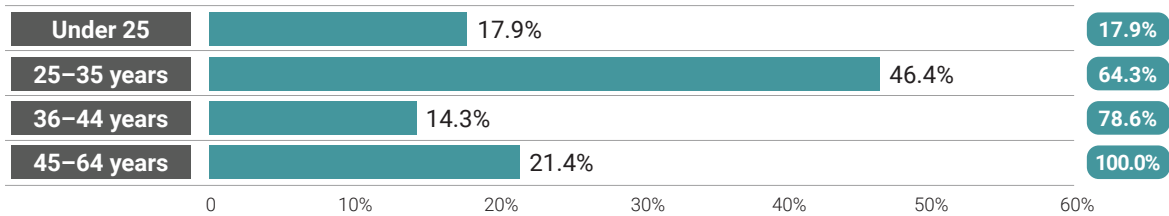


Respondents working in for-profit organizations are more likely to be younger. Almost 79% of *workforce* participants from for-profit programs are under the age of 45 years. By comparison, 65.4% and 64.3% are under 45 years of age in non-profit and public programs respectively.

### Age Distribution by Auspice Workforce

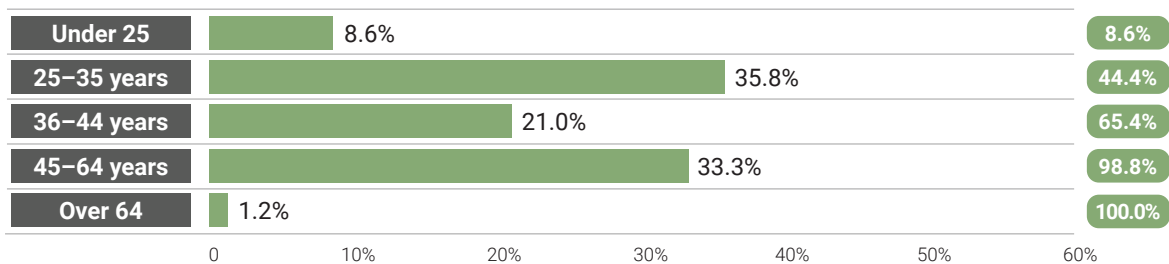
#### For-Profit

■ % of total    ● Cumulative %



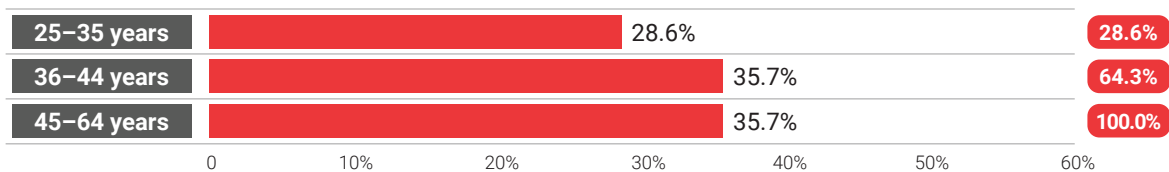
#### Non-Profit

■ % of total    ● Cumulative %



#### Public

■ % of total    ● Cumulative %



## YEARS OF EXPERIENCE

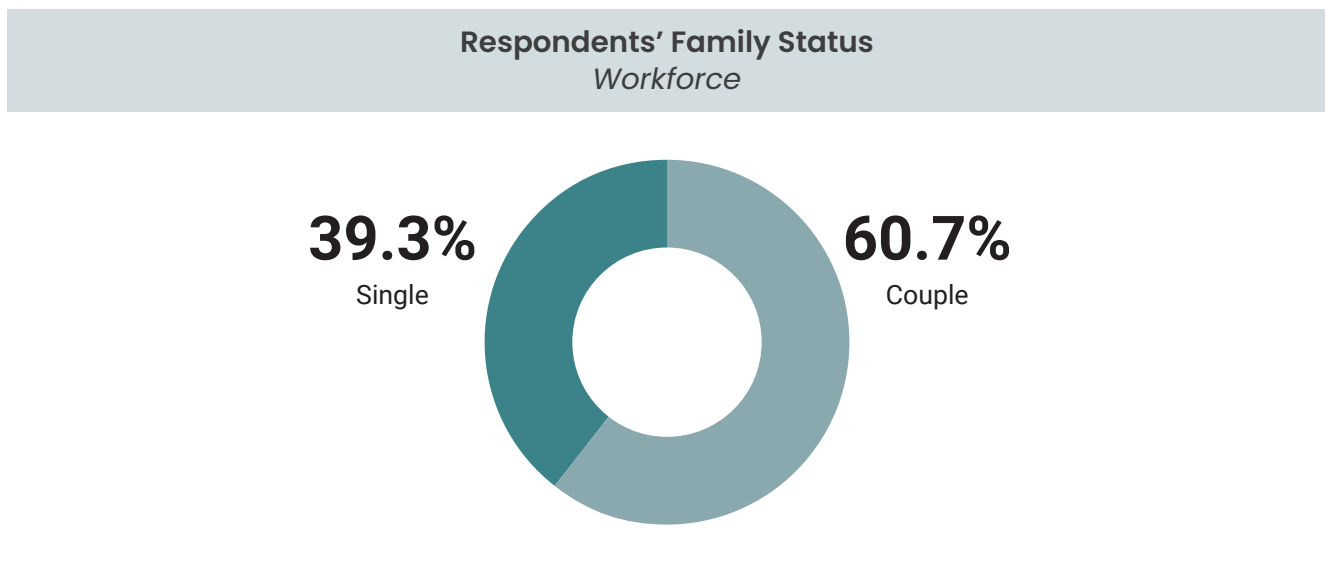
Participants who work in for-profit programs have the fewest median years of experience. In contrast, public programs tend to have more experienced educators.

| Years of Experience by Auspice<br><i>Workforce</i> |      |         |                 |        |                 |         |
|--|------|---------|-----------------|--------|-----------------|---------|
| Auspice  | Mean | Minimum | 25th percentile | Median | 75th percentile | Maximum |
| For-profit   | 13.0 | 0.0     | 4.0             | 8.5    | 19.5            | 35.0    |
| Non-profit   | 12.9 | 0.0     | 5.0             | 9.5    | 18.0            | 42.0    |
| Public   | 15.3 | 1.0     | 8.0             | 12.0   | 18.0            | 39.0    |

All directors/supervisors who responded to the survey have been registered with the College of Early Childhood Educators for less than five years.

## FAMILY STATUS

Approximately 39% of the *workforce* survey respondents are single.

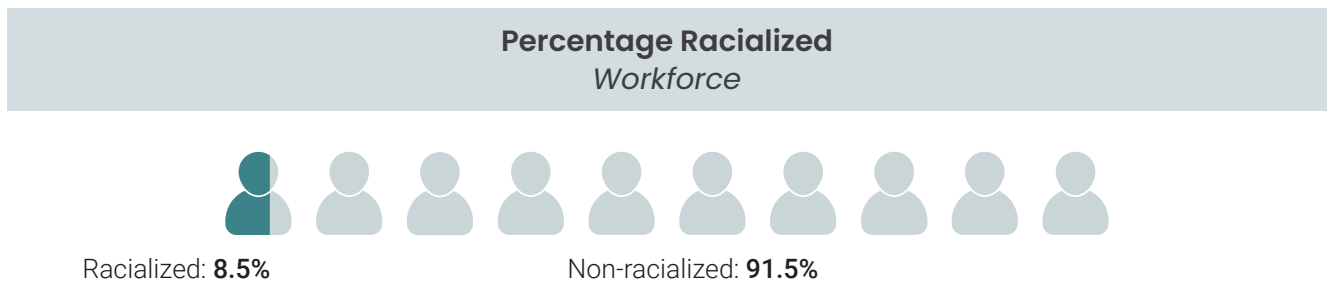






## RACIALIZATION

Only 8.5% of the *workforce* sample identify as racialized.



The number of respondents who identify as racialized is too low to present findings regarding racialization by RECE status. The provincial findings presented in the [Executive Report](#) reveal that non-RECEs are more likely to identify as racialized than RECEs.

# Compensation

## WAGES

Wages of RECEs are higher than for non-RECEs. Those working in for-profit programs have the lowest 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                    | \$20.33        | \$23.06        | \$22.08                    |
| Non-profit                    | \$22.71        | \$25.22        | \$24.95                    |
| Public                        | \$30.00        | \$33.92        | \$33.64                    |
| <b>Average across auspice</b> | <b>\$21.88</b> | <b>\$26.13</b> | <b>\$25.43</b>             |

Reported director/supervisor median wages in Dufferin and Wellington Counties are slightly higher (\$33 per hour) than those in provincial participating regions. The median director/supervisor hourly wage in the overall provincial findings is \$30 per hour, with a minimum of \$18 per hour and a maximum of \$80 per hour.

**Counties of Dufferin and Wellington Director/Supervisor Wage Range by Position**

| Position | Average | Minimum | 25th percentile | Median  | 75th percentile | Maximum |
|----------|---------|---------|-----------------|---------|-----------------|---------|
| Director | \$35.40 | \$21.00 | \$28.00         | \$33.00 | \$41.00         | \$72.00 |

## BENEFITS

Almost 84% of *workforce* respondents report having access to paid sick days. Almost 60% have extended health benefits, and 51.2% report having pensions or RRSP contributions through their employer. Over half (56.9%) have access to paid professional learning opportunities. Almost 62% have paid bereavement leave. Less than half have paid programming time during the workday (46.3%). Pay increases for obtaining a new credential or degree in early education (8.1%) and tuition assistance (12.2%) are rare.

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



**83.7%**

Paid sick days



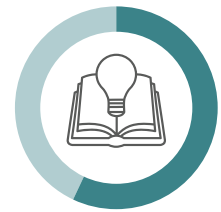
**61.8%**

Paid bereavement leave



**59.4%**

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



**56.9%**

Paid professional development



**51.2%**

Pension benefits or contributions to an RRSP



**51.2%**

Paid personal or mental health days



**46.3%**

Paid programming time during the workday



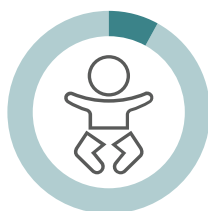
**35.8%**

Paid team meeting time during the workday



**22.0%**

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



**16.3%**

Parental leave top-up



**12.2%**

Tuition assistance



**8.1%**

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

# Workforce Stability, Stress, and Job Satisfaction

## DISCRIMINATION

Approximately 39% of *workforce* respondents report having experienced workplace discrimination. The types of discrimination experienced vary, with bullying being the most common (54%), followed by education/seniority (46%), and mental health (36%). 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: **38.9%**    Not experiencing discrimination: **61.1%**

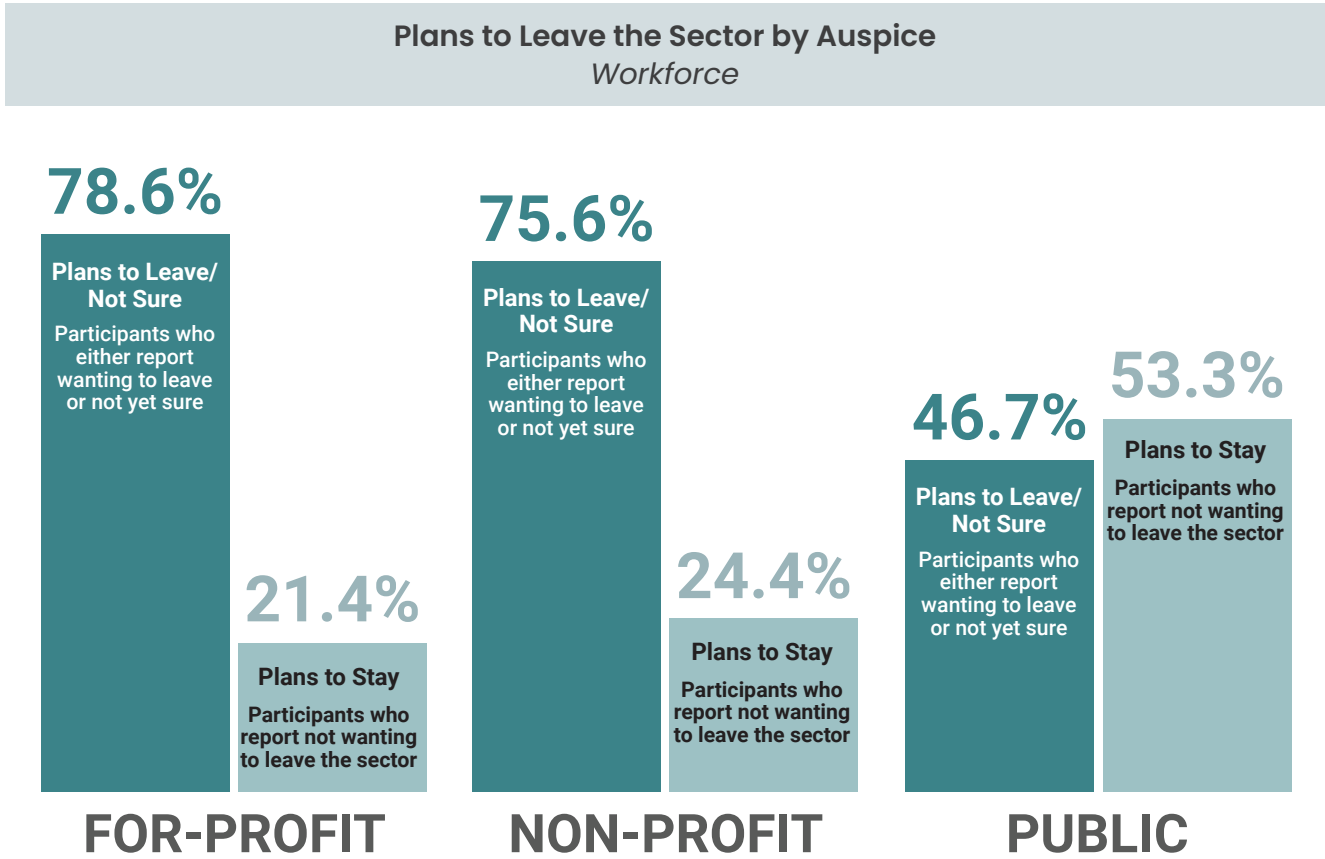
### Types of Discrimination *Workforce*

|                     |     |
|---------------------|-----|
| Bullying            | 54% |
| Education/seniority | 46% |
| Mental health       | 36% |
| Body prejudice      | 20% |
| Ableism             | 20% |
| Ageism              | 18% |
| Racism              | 8%  |
| Homophobia          | 6%  |
| Immigration status  | 4%  |
| Sexism              | 4%  |
| Religious belief    | 2%  |



## JOB SATISFACTION

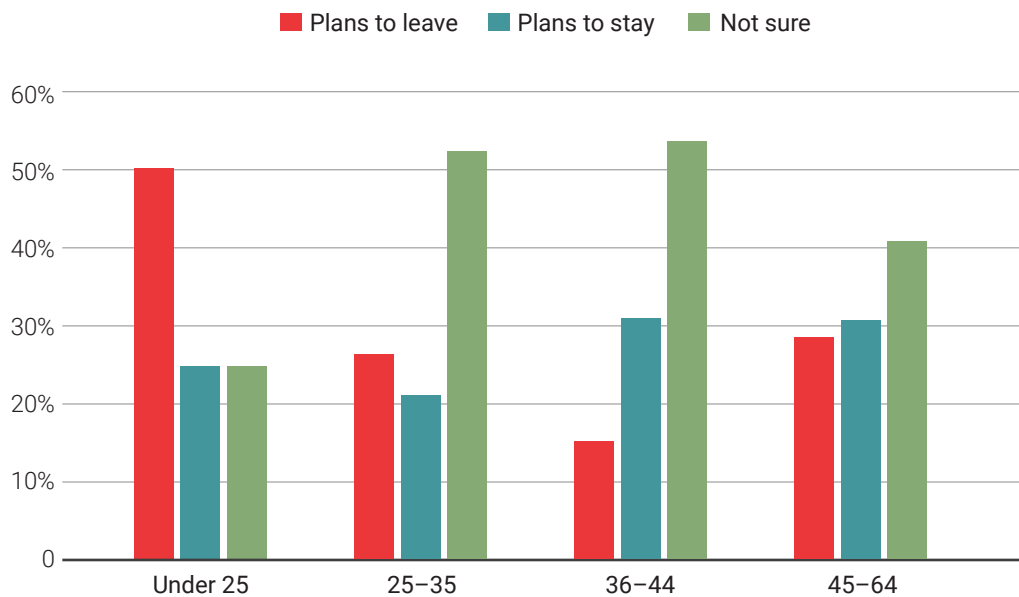
Across all auspices, only 27% of respondents from the Counties report plans to stay in the sector over the next five years. Almost 27% plan to leave, while another 46% report they are unsure. Those who work in for-profit programs are most likely to report plans to leave or say they are unsure (78.6%). Those who work in public programs are most likely to report plans to stay in the sector (53.3%). These findings have important implications for retention strategies.





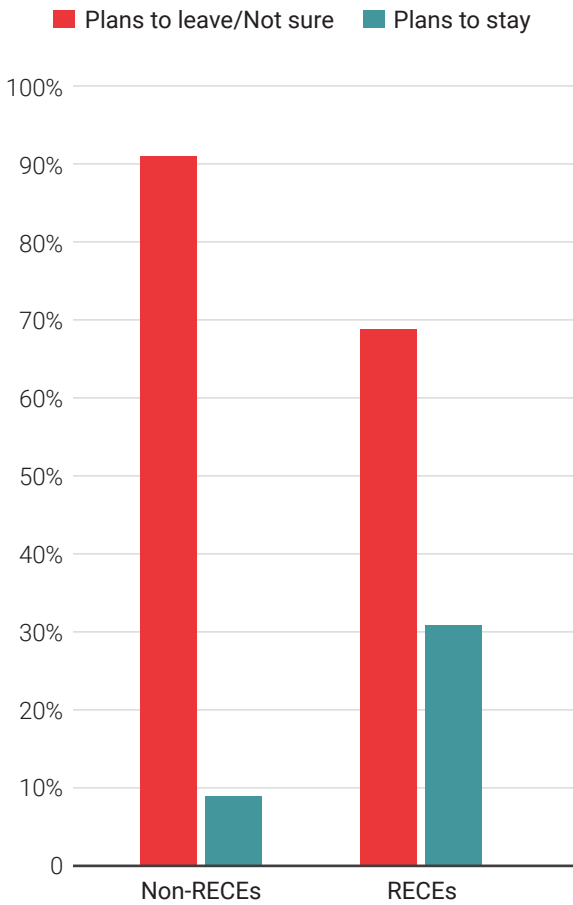
Those under the age of 25 years are much more likely to report plans to leave the sector (50%). A large percentage report uncertainty in their plans, especially those who are 25 years and older. This has important implications for policy development and investment in retention strategies. Note that those 65+ are not included in these findings as plans for retirement would confound results.

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



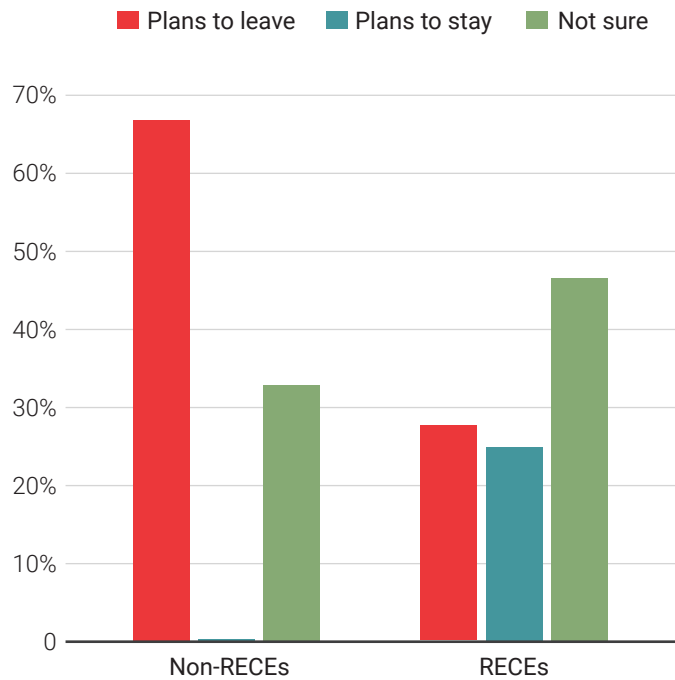
Overall, only 31.4% of RECE respondents report plans to stay in the sector, with 68.6% either planning to leave or reporting they are unsure. Non-RECE respondents are much less likely to report plans to stay in the sector (8.7%).

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



Plans to leave the sector may be associated with experiences of workplace discrimination. Non-RECEs who experience discrimination are more likely to report plans to leave the sector in the next five years (66.7%). This has implications for professional learning and human resource management. More detailed discussion can be found in the [Executive Report](#).

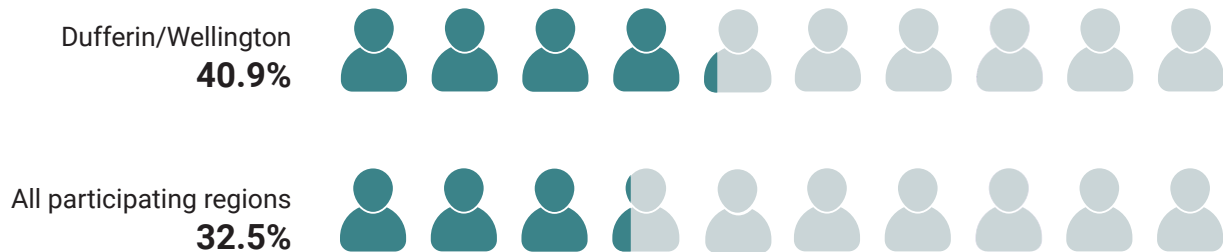
### Plans to Leave the Sector by Those Who Experience Workplace Discrimination by RECE Status Workforce



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

Approximately 41% of director/supervisor respondents in Dufferin and Wellington report wanting to stay in the sector compared with 32.5% across all participating regions. However, it is important to note that 31.8% 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 Dufferin/Wellington Versus All Participating Regions



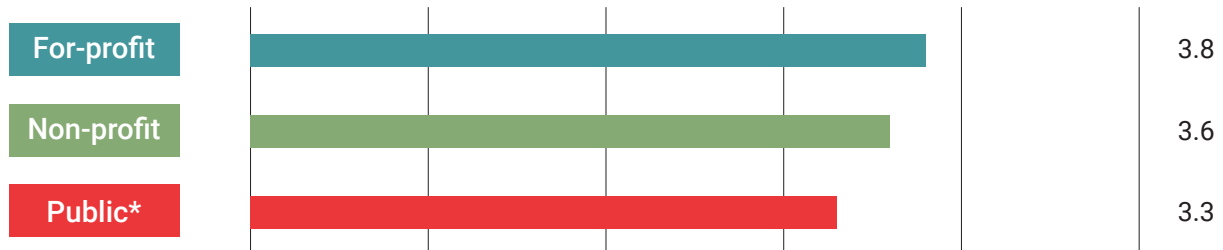


## WORKPLACE STRESS

Those working within public auspices report the lowest levels of stress on a scale of 1 (low stress) to 5 (high stress). In addition, non-RECEs respondents report higher levels of stress than RECEs.

### Average Level of Stress by Auspice Workforce

(1=low stress; 5=high stress)



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

**Total: 3.6**

### Average Level of Stress by RECE Status Workforce

(1=low stress; 5=high stress)



Participants in the two counties generally report a low level of job satisfaction. On a scale of 1 (low job satisfaction) to 5 (high job satisfaction), participants' level of satisfaction is 2.6 out of 5. Those in public programs report higher levels of job satisfaction.

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

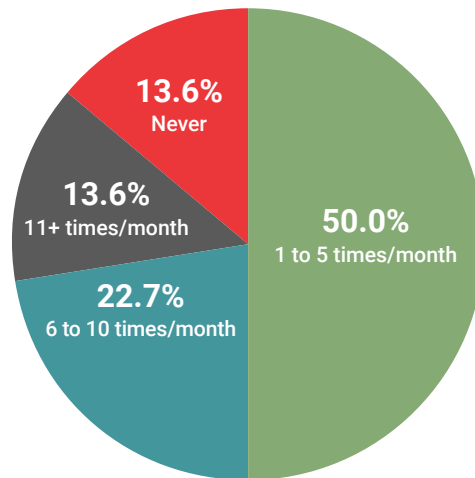
(1=low job satisfaction; 5=high job satisfaction)

| Auspice                       | RECE status |            | Average across RECE status |
|-------------------------------|-------------|------------|----------------------------|
|                               | Non-RECE    | RECE       |                            |
| For-profit                    | 2.2         | 2.2        | 2.2                        |
| Non-profit                    | 2.6         | 2.6        | 2.6                        |
| Public                        | 3.6         | 3.2        | 3.3                        |
| <b>Average across auspice</b> | <b>2.4</b>  | <b>2.6</b> | <b>2.6</b>                 |

## WORKPLACE STABILITY

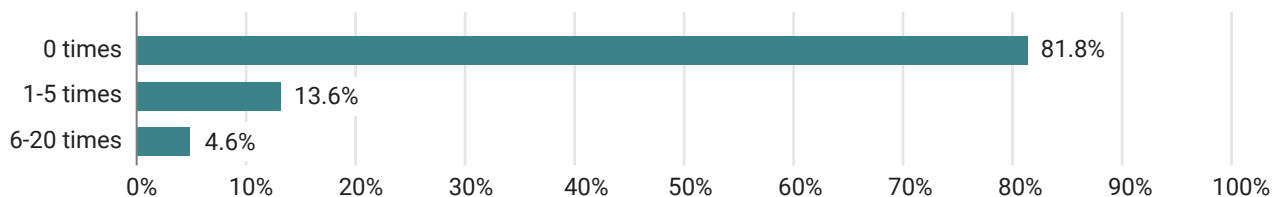
Directors often stand in for absent staff by necessity, taking them away from their leadership and administrative duties. Over 36% of management staff report having to fill in six or more times per month to maintain ratios, with almost 14% reporting this occurs more than 11 times per month. This is lower 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. Only 5% of director/supervisor respondents report they have had to either send a child(ren) home or de-enlist a child(ren) with a disability due to staffing shortages over the previous 12 months. This is less than the provincial sample average of 16.5%. In addition, 18.2% report they have had to refuse admission to a child(ren) with a disability over the previous 12 months due to workforce shortages. This is less than the provincial average of 27.3%.

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



In Dufferin and Wellington Counties, less than half (40.5%) of *workforce* respondents report they would recommend a career in the early years to others who are interested, while the same percentage report they would not. The remaining 19.1% are unsure if they would recommend child care as a career option.

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



Almost three-quarters of *workforce* respondents (72.8%) 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

Respondents from Dufferin and Wellington Counties report that online delivery (82.5%) was the dominant form of professional learning in the previous 12 months, followed by self-study (64.3%). Only 14.3% of respondents report having taken a course in the previous 12 months, while 15.9% report having structured mentorship.

Although online delivery is the most common form of professional learning received in the previous 12 months, respondents report it, along with self-study, as the least desired formats (18.3%). Respondents prefer structured mentoring (38.9%), regular and scheduled opportunities for team discussions (38.9%), small group coaching conversations (36.5%), 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

About 43% of respondents report receiving training in anti-bias/anti-racism. Approximately one-third of respondents report receiving training centred around supporting children with disabilities (37.3%) and cultural diversity in early years settings (31%). Participants report the least amount of professional learning in the areas of incorporating Afrocentric ways of being (10.3%), incorporating land-based learning (11.9%), supporting newcomer families (10.3%), making workplaces more accessible (13.5%), and supporting vulnerable families (15.9%) in the previous 12 months. Census data for the region help contextualize results.

The most wanted professional learning reported is centred around supporting vulnerable (58.7%) and newcomer families (58.7%), as well as critical trauma-informed practice (57.9%). About half of participants also report wanting more professional learning centred around making workplaces more accessible (46%), Indigenous ways of knowing and being/decolonization (53.2%), incorporating land-based learning (52.4%), and incorporating Afrocentric ways of being (51.6%).

### Equity, Diversity, and Inclusion Learning of Respondents in Dufferin and Wellington Counties Workforce

