

knowing u numbers

A community approach to
understanding the early childhood
education workforce

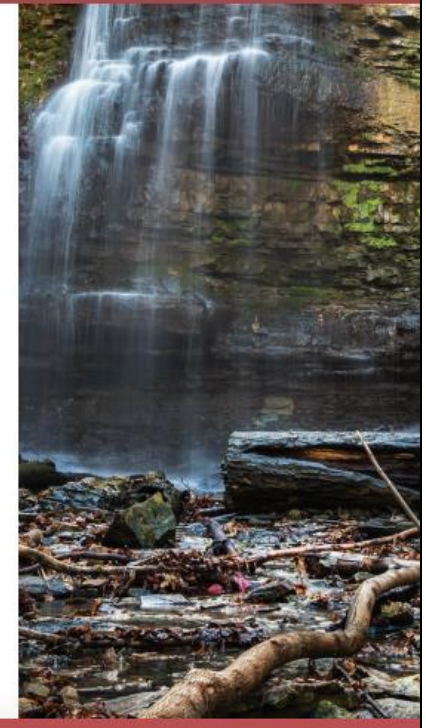
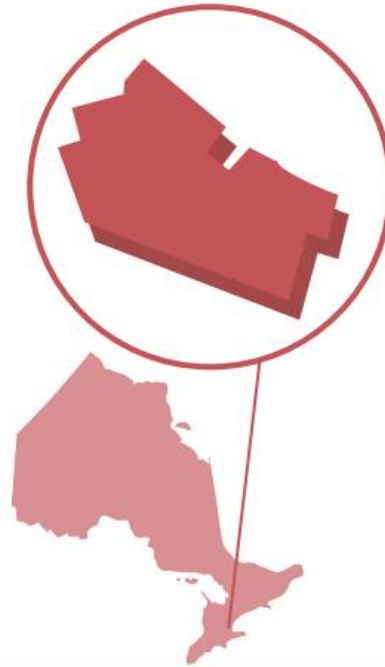
Executive Report



knowing u numbers

A community approach to understanding
the early childhood education workforce

City of Hamilton





**The Early Childhood
Education Workforce
in Ontario**

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



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

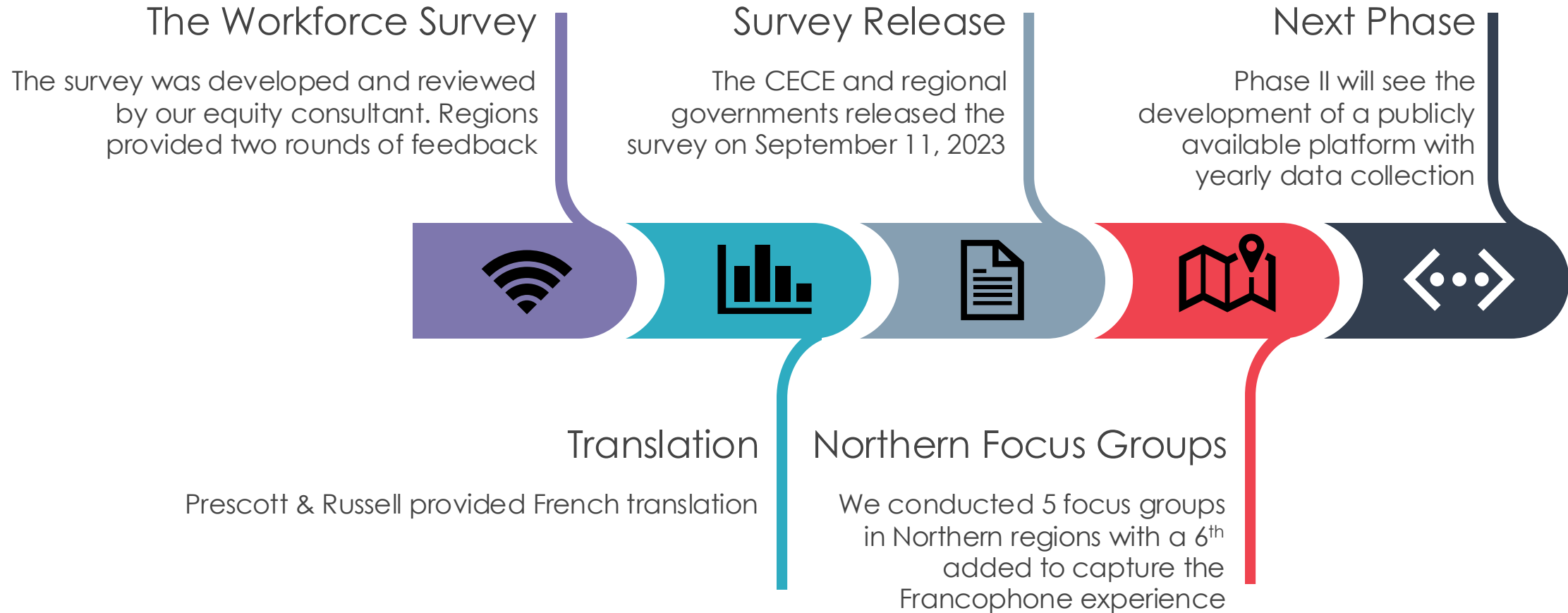


Within childcare, FDK, EarlyON, licensed home providers, supervisors and directors, RECEs and non-RECEs

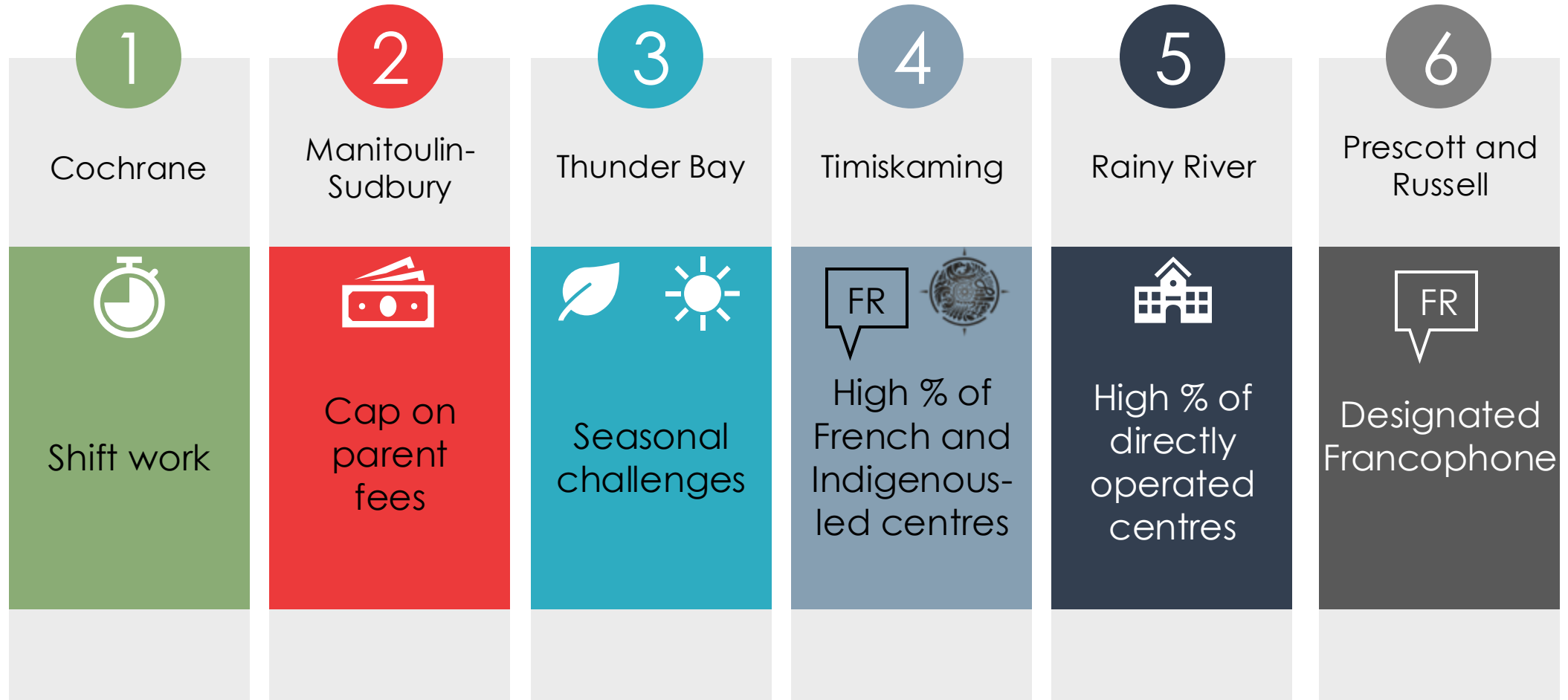


Regional reports capture the unique local challenges

Study Details



Selected Regions for Focus Groups





Good Standing Registered Early Childhood Educators in Ontario Data from the CECE



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.



Number of CECE Members Working in Licensed Child Care by District

District	Fiscal year				
	2023–2024 ^a	2022–2023	2021–2022	2020–2021	2019–2020
1. North and Northeast Region	1,549	1,662	1,534	1,510	1,727
2. East Region	2,467	2,561	2,393	2,375	2,658
3. Southeast Region	892	949	881	918	992
4. Central East Region	4,919	5,026	4,674	4,823	5,361
5. Toronto Region	7,635	7,347	6,842	7,173	7,809
6. Central West Region	5,452	5,484	5,090	5,004	5,472
7. Hamilton/Niagara Region	2,611	2,631	2,447	2,568	2,841
8. Southwest Region	3,160	3,242	3,001	3,107	3,412
99. Members who work out of the province	91	139	143	68	136

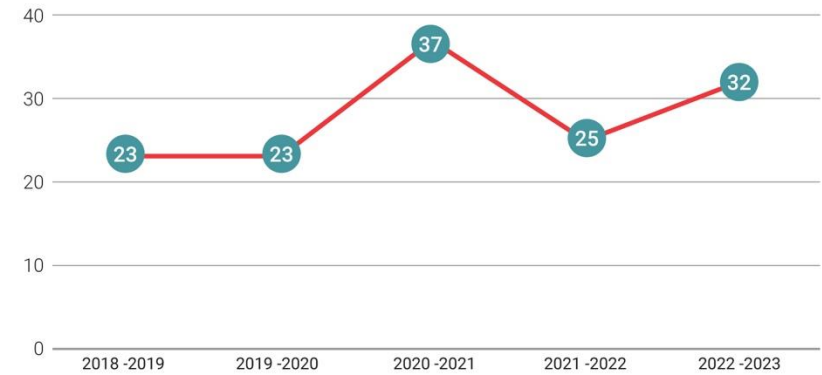
Note: All data as of October 31 of each fiscal year.

^a Data as of December 31, 2023.



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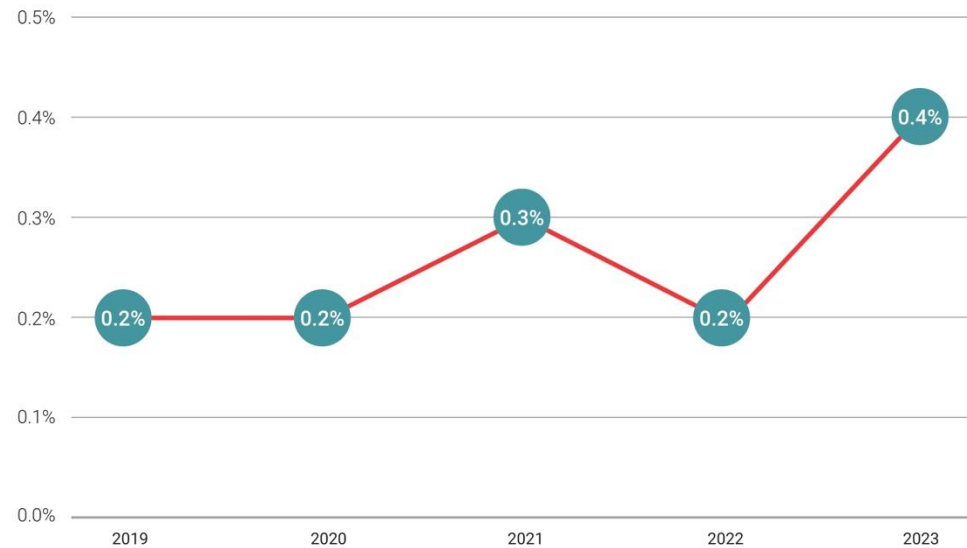
Number of Behaviour Guidance Complaints to the CECE as a Percentage of all Complaints (2018 to 2023)



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)

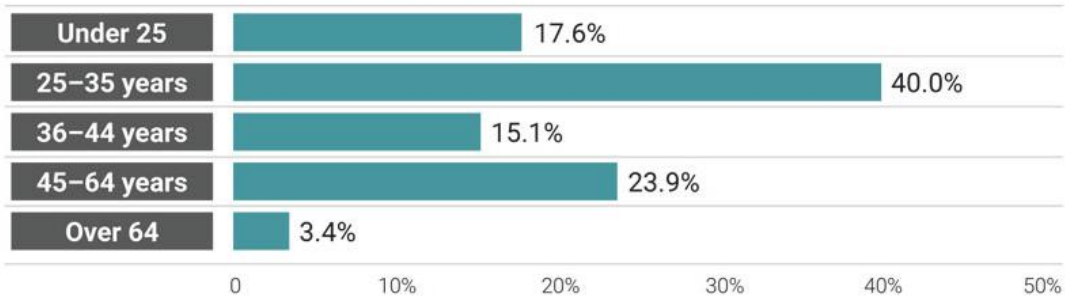


Source: Data provided by the College of Early Childhood Educators.



For-Profit

■ % of total ● Cumulative %



17.6%

57.6%

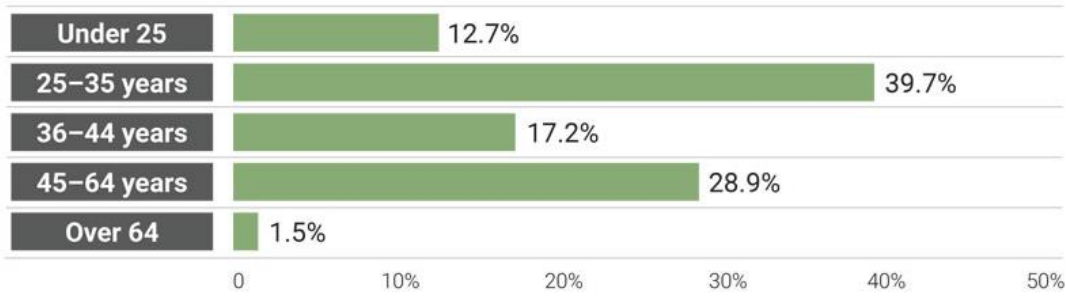
72.7%

96.6%

100.0%

Non-Profit

■ % of total ● Cumulative %



12.7%

52.5%

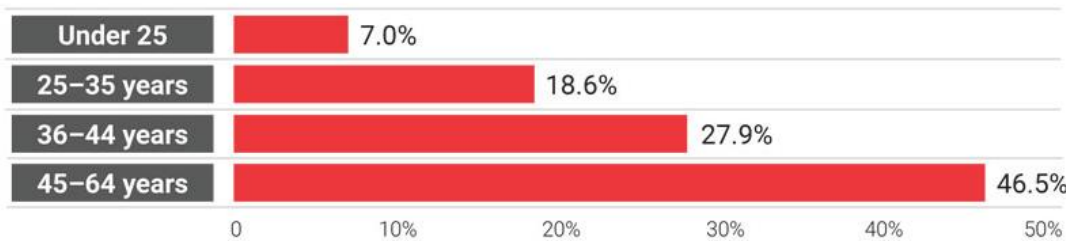
69.7%

98.5%

100.0%

Public

■ % of total ● Cumulative %



7.0%

25.6%

53.5%

100.0%

AGE DISTRIBUTION BY AUSPICE



Hourly Wages by Auspice and RECE Status *Workforce*

Auspice	RECE status	
	Non-RECE	RECE
For-profit	\$22.68	\$23.67
Non-profit	\$23.35	\$25.17
Public	N/A	\$28.77
Average across auspice	\$23.46	\$25.04

↑ **\$1.58**



Hamilton Director/Supervisor Wage Range by Position

Position	Average	Minimum	25th percentile	Median	75th percentile	Maximum
Director	\$31.38	\$21.00	\$27.00	\$30.00	\$33.00	\$59.00
Assistant Director	\$29.29	\$23.00	\$23.00	\$25.00	\$39.00	\$45.00
Other	\$25.00	\$17.00	\$20.00	\$25.00	\$30.00	\$33.00



Percentage of Respondents with Access to Non-Mandatory Benefits Workforce



80.4%

Paid sick days



68.8%

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



66.2%

Paid professional
development



60.5%

Paid bereavement leave



60.4%

Paid programming time
during the workday



58.3%

Paid team meeting time
during the workday



55.4%

Pension benefits or
contributions to an RRSP



46.7%

Paid personal or
mental health days



16.9%

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



16.5%

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



9.5%

Parental leave top-up



7.5%



Tuition assistance

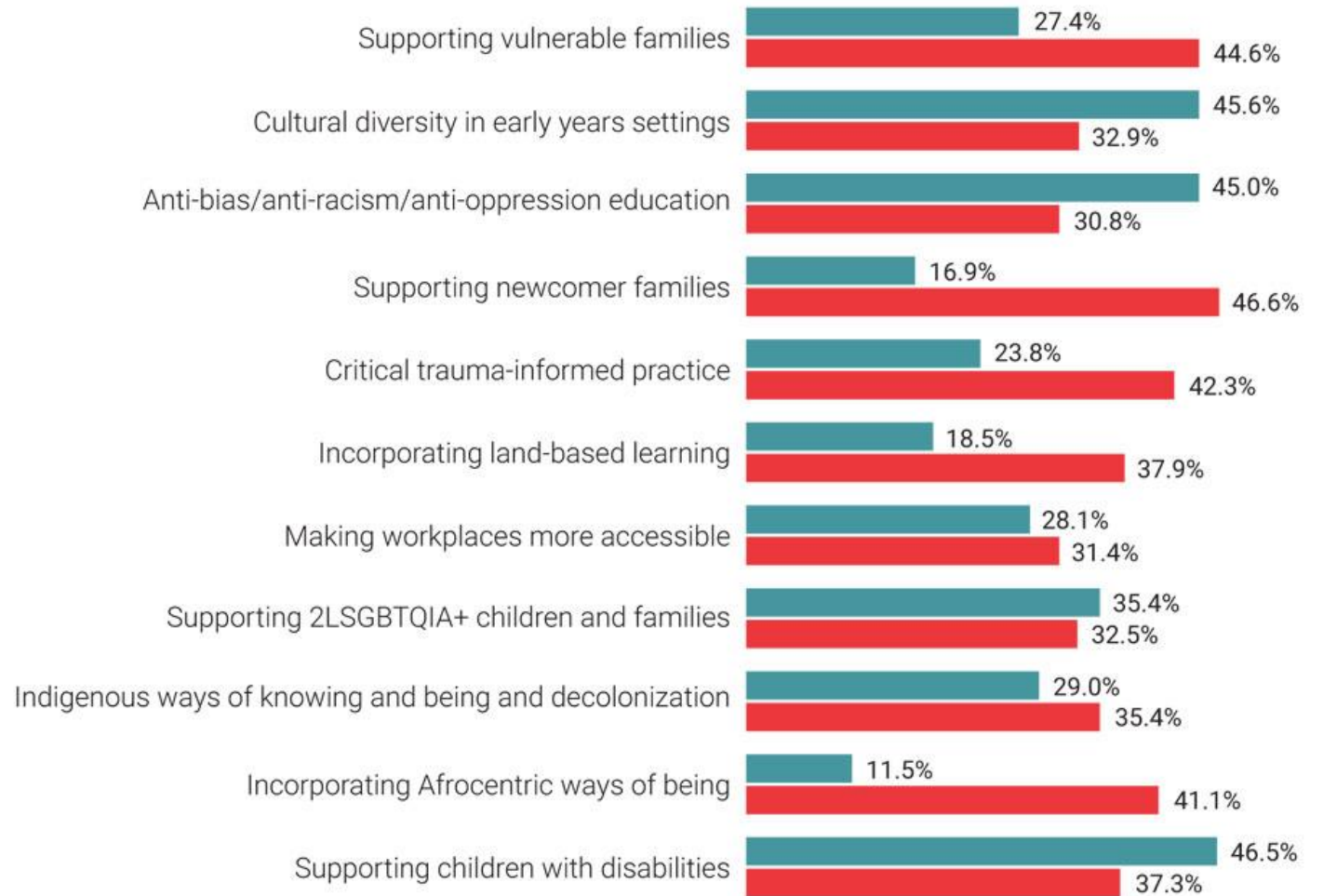




Equity, Diversity, and Inclusion Learning of Respondents in Hamilton *Workforce*

In the previous 12 months

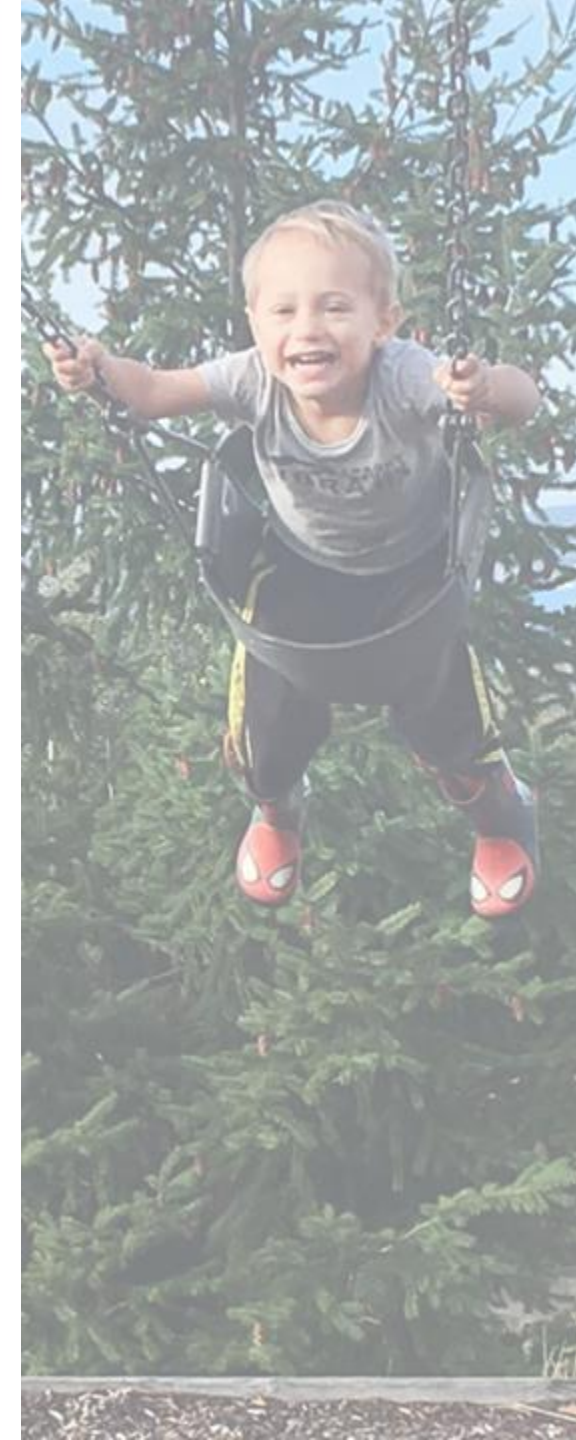
 % respondents who report having had this training
 % respondents who would like to learn about this area



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

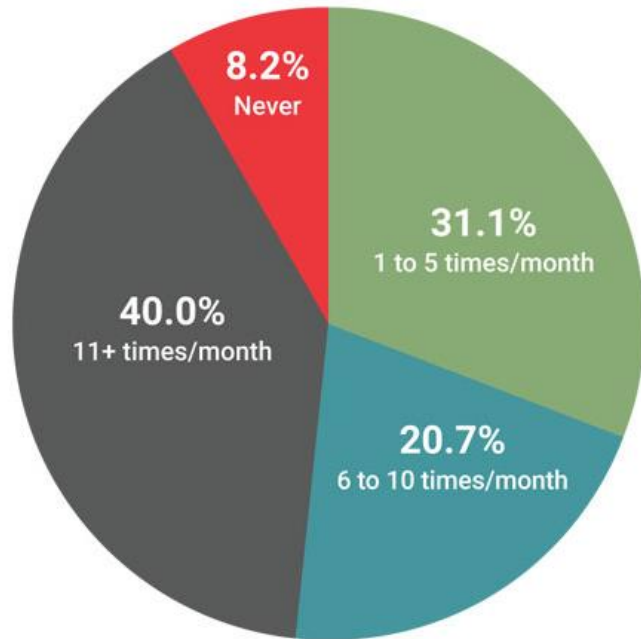
Workforce

Forms of professional learning received Forms of professional learning desired

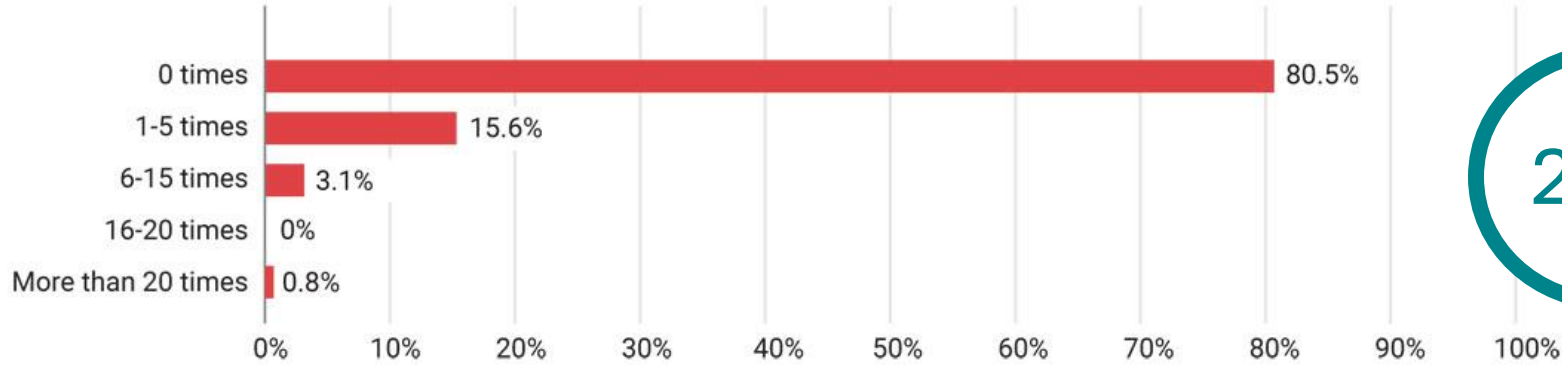


Work Environment

Number of Times per Month Directors/Supervisors Fill in Ratio

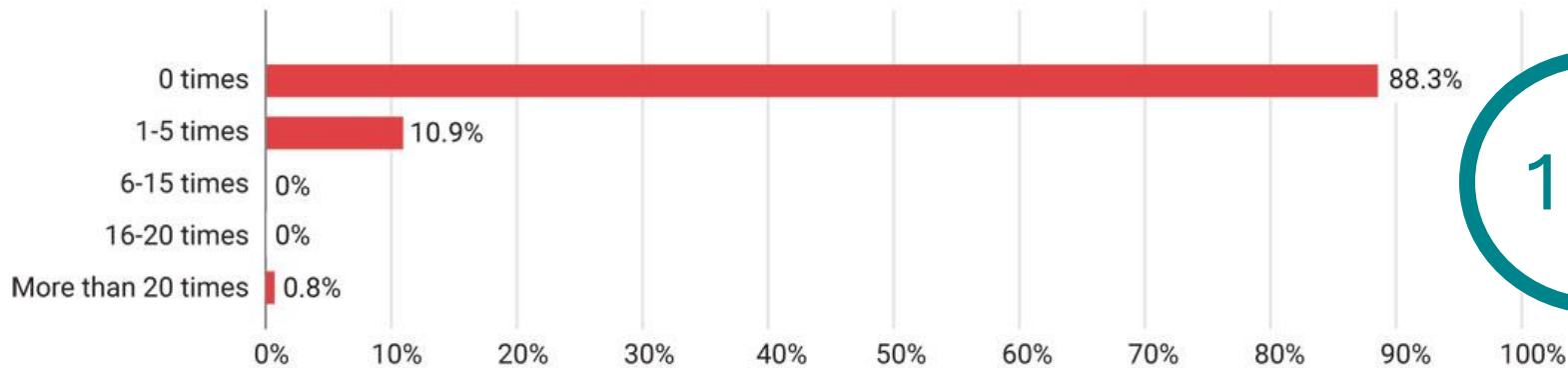


Percentage Reporting Frequency of Times in the Previous 12 Months
Directors/Supervisors Sent Children with Disabilities Home Due to Staffing Shortages



27%

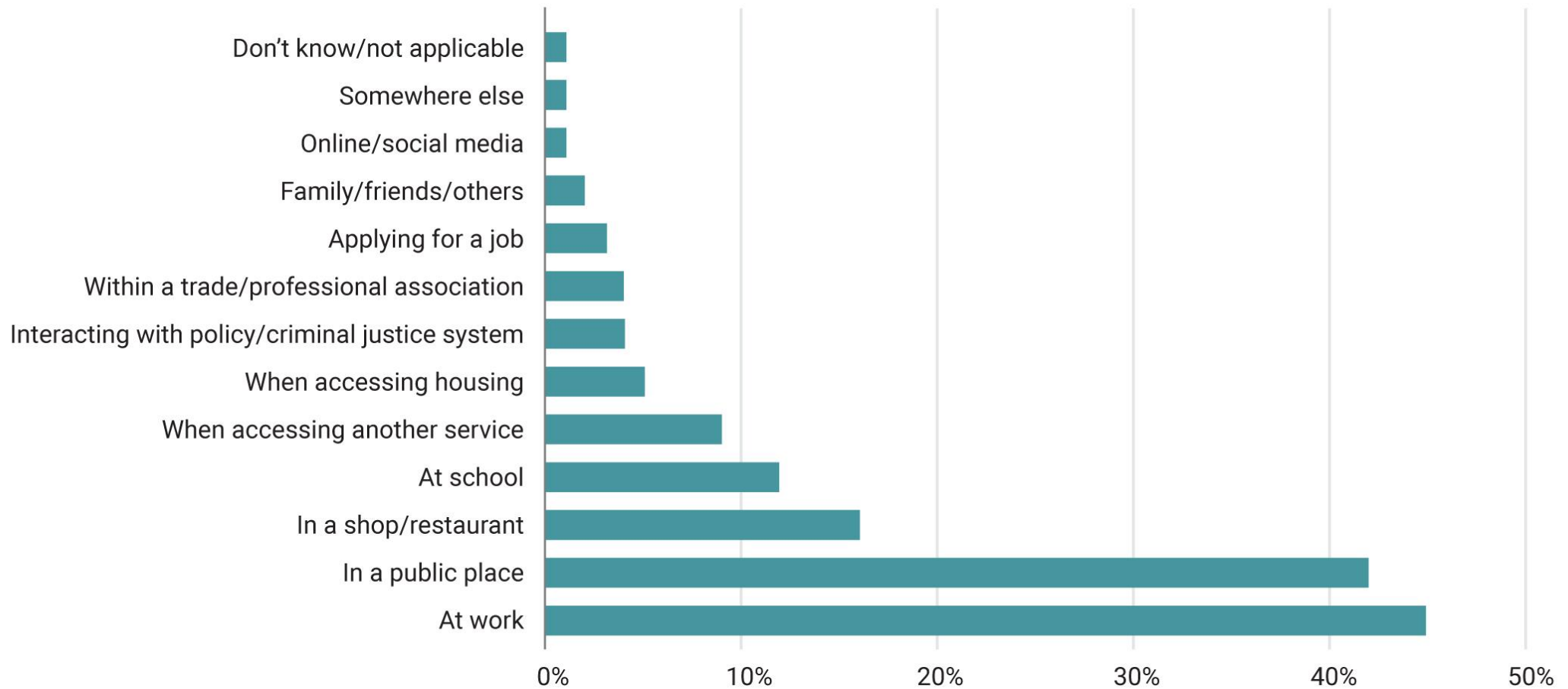
Percentage Reporting Frequency of Times in the Previous 12 Months
Directors/Supervisors De-enlisted Children with Disabilities Due to Staffing Shortages



17%

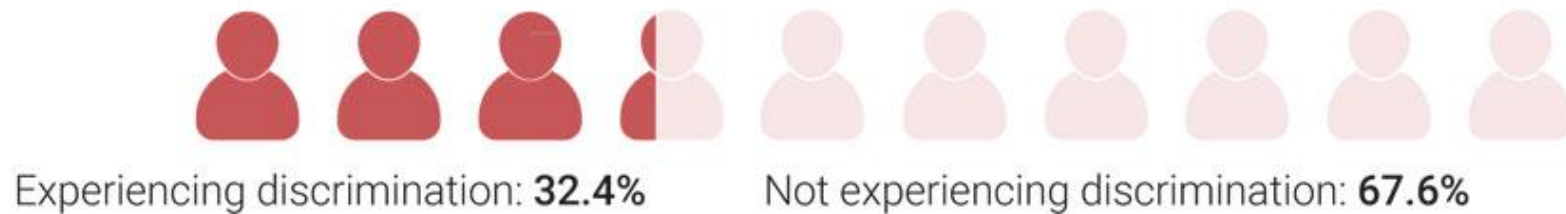


Study by the Ontario Human Rights Commission



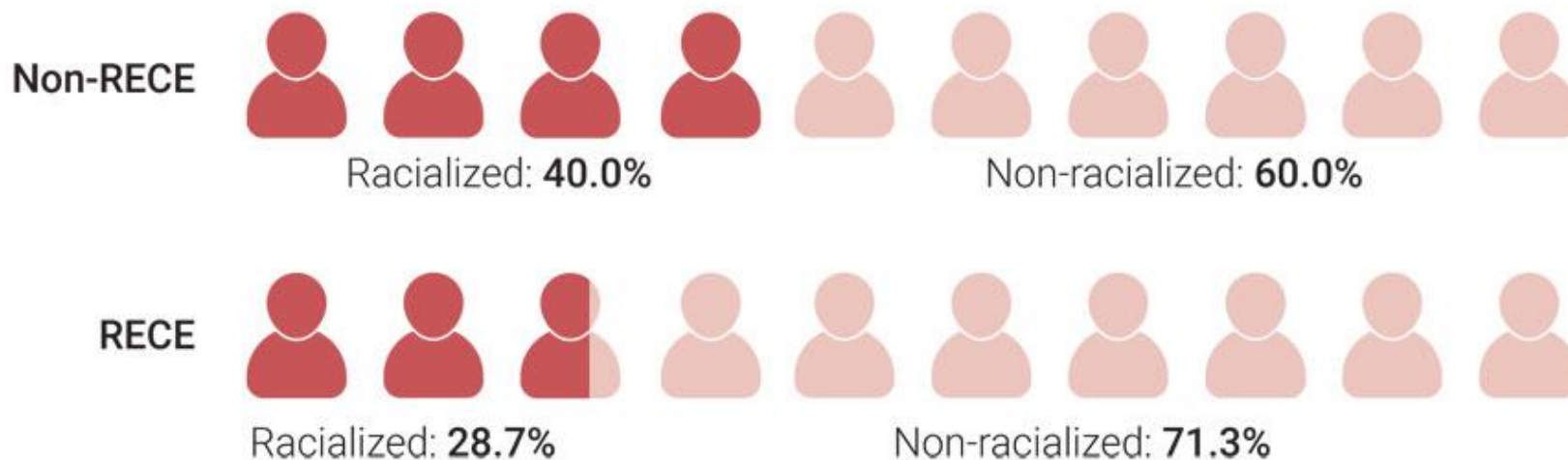
Percentage of Respondents Reporting Experiences of Workplace Discrimination

Workforce



Percentage Racialized by RECE Status

Workforce





Average Level of Stress by Auspice *Workforce*

(1=low stress; 5=high stress)

RECE status

Auspice	Non-RECE	RECE	Average across RECE status
For-profit	3.2	3.3	3.3
Non-profit	3.1	3.6	3.4
Public	3.1	3.5	3.4
Average across auspice	3.2	3.5	3.4

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

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

RECE status

Auspice	Non-RECE	RECE	Average across RECE status
For-profit	2.4	2.6	2.5
Non-profit	2.8	2.7	2.7
Public	2.9	3.0	3.0
Average across auspice	2.7	2.7	2.7

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

	RECE status		Average across RECE status
	Non-RECE	RECE	
Yes	63.0%	47.2%	52.9%
No	13.4%	26.5%	21.7%
Not sure	23.6%	26.3%	25.3%

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



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



Plans to Leave the Sector by Auspice
Workforce

62.2%

Plans to Leave/
Not Sure

Participants who
either report
wanting to leave
or not yet sure

37.8%

Plans to Stay

Participants who
report not wanting
to leave the sector

FOR-PROFIT

63.6%

Plans to Leave/
Not Sure

Participants who
either report
wanting to leave
or not yet sure

36.4%

Plans to Stay

Participants who
report not wanting
to leave the sector

NON-PROFIT

63.8%

Plans to Leave/
Not Sure

Participants who
either report
wanting to leave
or not yet sure

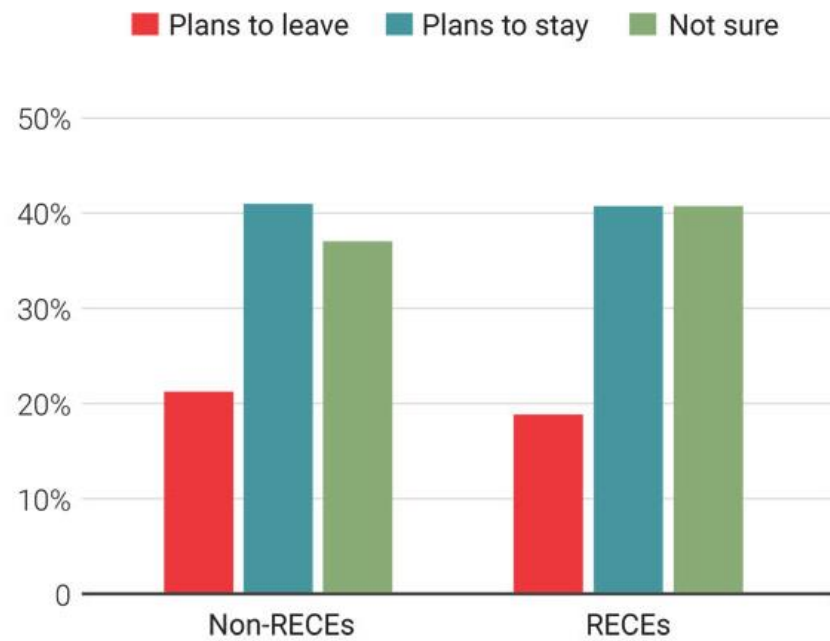
36.2%

Plans to Stay

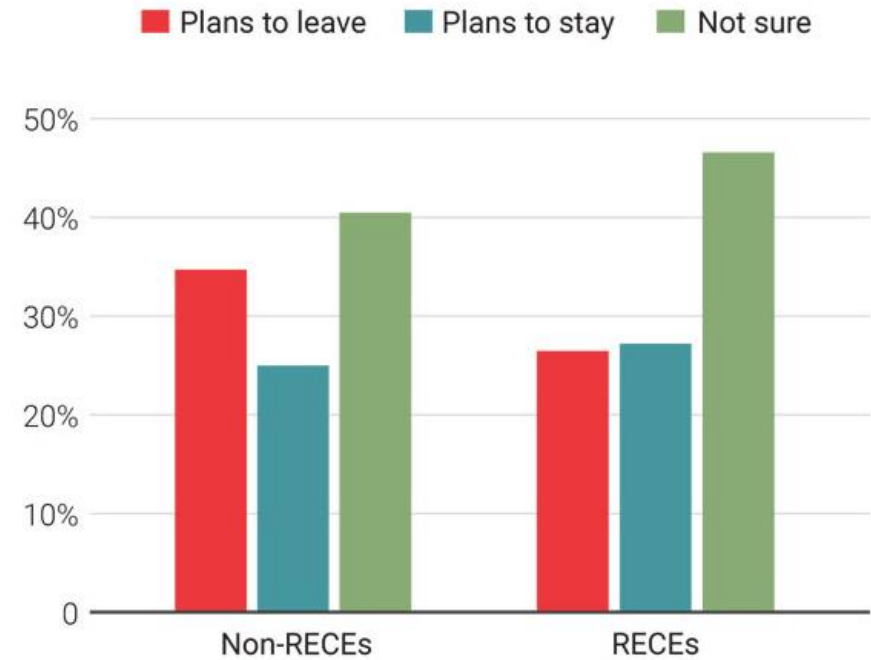
Participants who
report not wanting
to leave the sector

PUBLIC

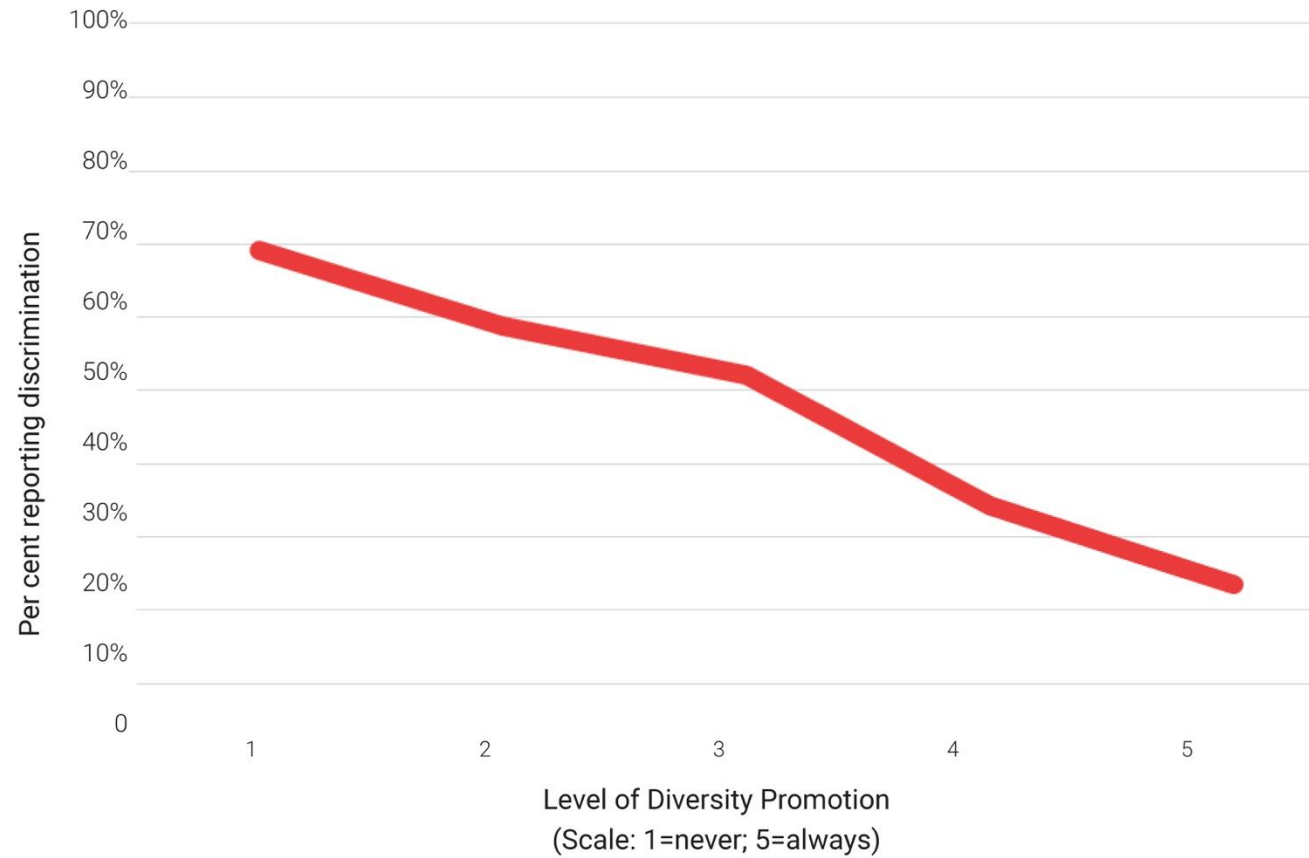
Plans to Leave the Sector by Those Who Don't Experience Workplace Discrimination by RECE Status *Workforce*



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



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



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%)

THANK YOU



For more information, please contact
Stacey Mudie, Project Coordinator
Stacey.Mudie@ECE-RPA.ca



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