

# knowing u numbers

A community approach to understanding  
the early childhood education workforce

## County of Bruce



## County of Grey







## Counties of Bruce and Grey

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

### **This report should be cited as:**

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# County of Bruce

## Population and Family

<b>Population</b>		<b>Average number of children per family</b>	1.9
2021	73,396		
2016	68,147	<b>One-parent families</b>	11.3%
Change since 2016:	+7.70%		
<b>Population density per sq km</b>	18.0	<b>Lone-parent families</b>	
		Women	8.4%
<b>Median age</b>	48.0 years	Men	2.9%
<b>Racialized population</b>	3.8%	<b>Marital status</b>	
<b>Multi-generational households</b>	1.6%	Married or living common-law	64.4%
<b>Immigrant population</b>	7.6%	Not married or living common-law	35.6%
<b>Indigenous identity</b>	4.5%	Married or common-law with children	36.2%
<b>Education</b>		<b>Language most often spoken at home</b>	
No certificate, diploma, or degree	17.1%	English	95.5%
High school diploma or equivalent	28.0%	French	0.2%
Post secondary certificate, diploma or degree	55.0%	Other	3.6%
<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>	4.5%	<b>Home ownership</b>	
<i>*25-64 years old</i>		Owner	81.1%
		Renter	18.3%
		<b>Spending more than 30% on shelter costs</b>	15.1%

## 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	38.8	32.4	46.9
Men	62.2%	15 to 29	31.3	31.3	31.2
<b>Unemployment rate</b>		30 to 44	18.9	21.9	14.9
Women	9.5%	45 to 59	6.3	7.7	4.5
Men	6.5%	60 minutes and over	4.8	6.6	2.5
<b>Prevalence of low income (LIM)</b>		<b>Income distribution</b>	<b>Total %</b>	<b>% Men</b>	<b>% Women</b>
0-17	12.4%	In bottom half of the distribution	45.4	43.9	46.9
0-5	13.7%	In bottom decile	9.1	8.7	9.4
18-64	9.8%	In second decile	9.2	8.5	9.9
<i>*LIM: Low Income Measure reflects those whose incomes are below half of the median of the adjusted income distribution</i>		In third decile	9.0	8.6	9.3
<b>Median employment income</b>	\$33,200	In fourth decile	9.0	9.0	9.0
<b>Median employment income in 2020 for full-year full-time workers</b>	\$64,000	In fifth decile	9.1	9.1	9.2
<b>Median total income of household in 2020</b>	\$87,000	In top half of the distribution	54.6	56.1	53.2
<b>Median after-tax income of household in 2020</b>	\$76,000	In sixth decile	9.6	9.6	9.6
		In seventh decile	9.7	9.8	9.6
		In eighth decile	10.2	10.3	10.1
		In ninth decile	12.0	12.5	11.5
		In top decile	13.1	13.8	12.3

Reference: <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=Bruce&DGUIDlist=2021A00033541&GENDERlist=1,2,3&STATISTIClist=1&HEADERlist=0>

# County of Grey

## Population and Family

<b>Population</b>		<b>Average number of children per family</b>	1.9
2021	100,905		
2016	93,830	<b>One-parent families</b>	13.3%
Change since 2016:	+7.50%		
<b>Population density per sq km</b>	22.4	<b>Lone-parent families</b>	
		Women	9.9%
<b>Median age</b>	49.6 years	Men	3.3%
<b>Racialized population</b>	4.2%	<b>Marital status</b>	
<b>Multi-generational households</b>	2.2%	Married or living common-law	62.0%
<b>Immigrant population</b>	8.5%	Not married or living common-law	38.0%
<b>Indigenous identity</b>	2.6%	Married or common-law with children	35.3%
<b>Education</b>		<b>Language most often spoken at home</b>	
No certificate, diploma, or degree	19.4%	English	95.1%
High school diploma or equivalent	30.4%	French	0.2%
Post secondary certificate, diploma or degree	50.2%	Other	4.7%
<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>	4.0%	<b>Home ownership</b>	
<i>*25–64 years old</i>		Owner	78.1%
		Renter	21.9%
		<b>Spending more than 30% on shelter costs</b>	19.1%

## Employment and Income

<b>Labour force participation rate</b>		<b>Commuting duration (mins)</b>	<b>Total %</b>	<b>% Men</b>	<b>% Women</b>
Women	53.4%	Less than 15	39.4	34.3	45.6
Men	61.7%	15 to 29	29.2	27.6	31.2
<b>Unemployment rate</b>		30 to 44	15.1	15.9	14.0
Women	10.6%	45 to 59	6.1	7.2	4.8
Men	8.0%	60 minutes and over	10.3	14.9	4.5
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18-64	11.1%	In second decile	11.3	10.6	12.0
<i>*LIM: Low Income Measure reflects those whose incomes are below half of the median of the adjusted income distribution</i>		In third decile	11.0	10.9	11.2
<b>Median employment income</b>	\$31,200	In fourth decile	10.7	10.4	10.9
<b>Median employment income in 2020 for full-year full-time workers</b>	\$55,200	In fifth decile	10.2	10.3	10.0
<b>Median total income of household in 2020</b>	\$78,000	In top half of the distribution	46.6	47.7	45.6
<b>Median after-tax income of household in 2020</b>	\$70,000	In sixth decile	10.0	10.1	9.8
		In seventh decile	9.7	9.9	9.6
		In eighth decile	9.4	9.6	9.2
		In ninth decile	8.7	9.0	8.4
		In top decile	8.8	9.1	8.5

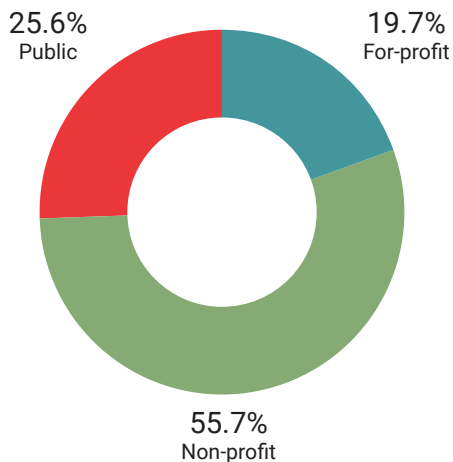
Reference: <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=Grey&DGUIDlist=2021A00033542&GENDERlist=1,2,3&STATISTIClist=1&HEADERlist=0>



# Sample Characteristics

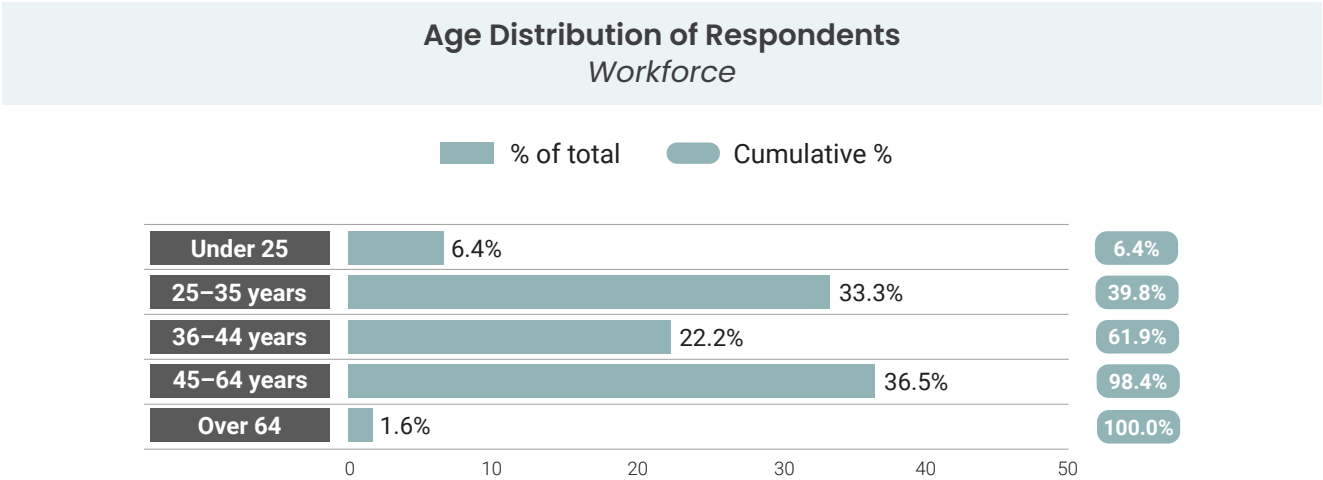
A total of 65 individuals working in early years services in the Bruce and Grey Counties responded to the survey (referred to as the 'workforce survey'). Of these, 76.9% are RECEs and 23.1% are non-RECEs (referred to as the 'workforce'). Over half of the respondents are from non-profit programs (55.7%). Additionally, 15 directors responded to the survey. As the number of respondents who are licensed home child care providers in the counties is low (n=9), data are not presented here; these data are included in the [Executive Report](#).

**Percentage Respondents by Auspice Workforce**



AGE

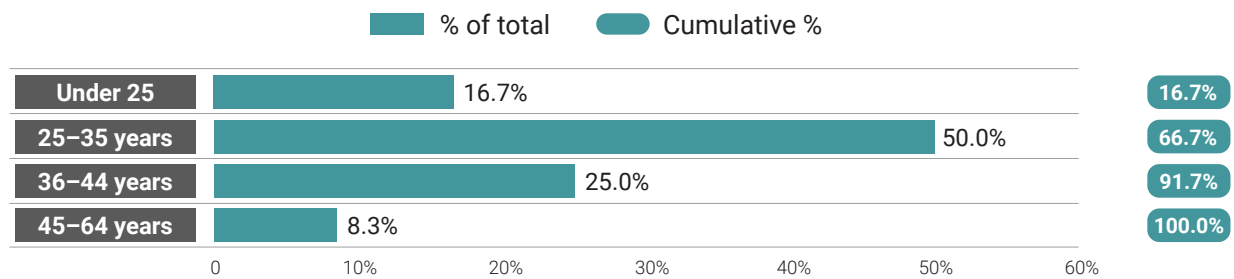
Approximately 62% of *workforce* respondents are under the age of 45. Due to low numbers of participants, data are not presented by auspice. The age of director/supervisor respondents in the counties is on par with the provincial findings. Across participating regions, 42.7% of director/supervisor participants are under the age of 45 years compared to 40% in Bruce and Grey Counties.



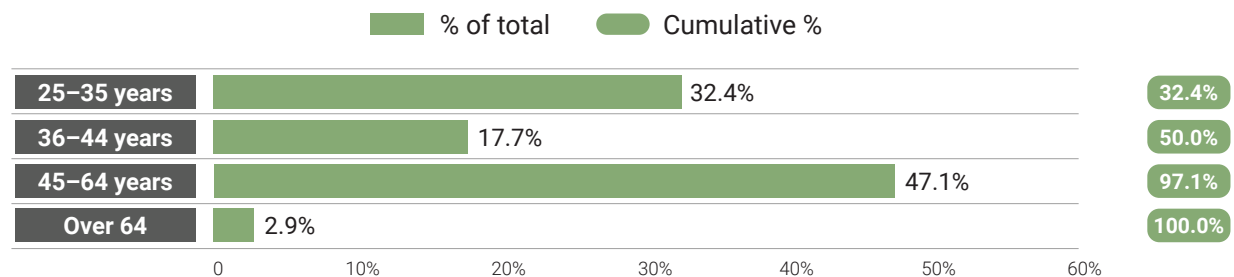
Respondents working in for-profit organizations are much more likely to be younger. Approximately 92% of workforce participants from for-profit programs are under the age of 45 years. By comparison, 50% and 60% are under 45 years of age in non-profit and public programs respectively.

## Age Distribution by Auspice Workforce

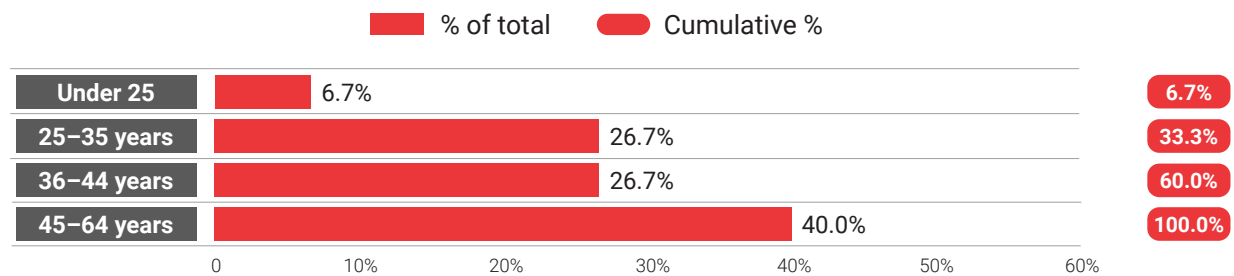
### For-Profit



### Non-Profit



### Public



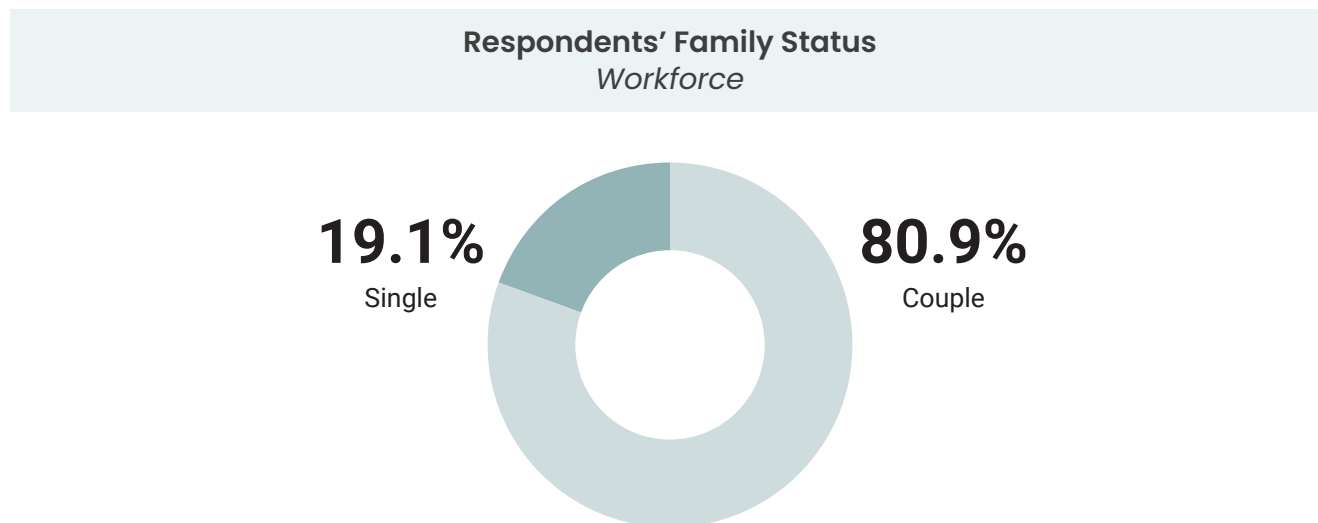
## YEARS OF EXPERIENCE

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

Years of Experience by Auspice <i>Workforce</i>						
Auspice	Mean	Minimum	25th percentile	Median	75th percentile	Maximum
For-profit	6.2	0.0	2.0	6.0	9.0	17.0
Non-profit	17.7	1.0	8.0	17.0	25.0	38.0
Public	17.2	1.0	7.0	16.0	30.0	41.0

## FAMILY STATUS

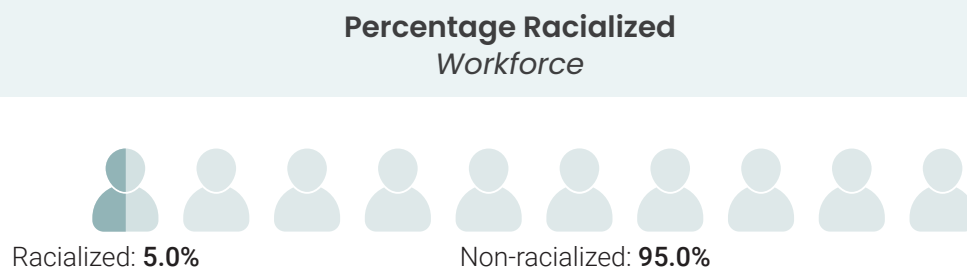
Approximately 19% of the *workforce* survey respondents are single.



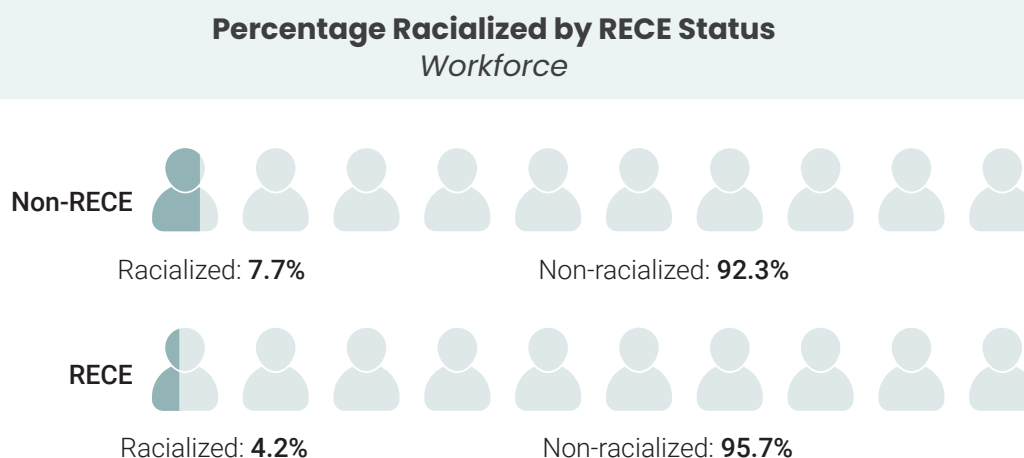


## RACIALIZATION

Only 5% of the *workforce* sample identify as racialized.



Non-RECEs are more likely than RECEs to identify as racialized. This is similar to the province-wide findings. However, data should be interpreted with caution due to low numbers of racialized workforce participants in this region.



Of the 15 directors/supervisors who responded to the survey, 13 report they are RECEs. Of these, all have been registered with the College of ECE for less than five years.



# Compensation

## WAGES

Wages of RECEs are higher than for non-RECEs, while those working in for-profit programs have the lowest wages. However, in Bruce and Grey Counties, RECE respondents working in non-profit programs have the lowest wages. Approximately 17% of *workforce* 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	\$21.30	\$25.70	\$23.90
Non-profit	\$24.30	\$24.00	\$24.00
Public	\$19.00*	\$29.20	\$28.50
<b>Average across auspice</b>	<b>\$22.80</b>	<b>\$25.80</b>	<b>\$25.20</b>

\*Interpret with caution. Low number of participants.

Note: All averages are weighted.

Reported director/supervisor median wages in Bruce and Grey Counties are on par with provincial findings. The provincial median director/supervisor hourly wage is \$30 per hour, with a minimum of \$18 per hour and a maximum of \$80 per hour.

### Counties of Bruce and Grey Director/Supervisor Wage Range

Position	Average	Minimum	25th percentile	Median	75th percentile	Maximum
Director	\$33.67	\$22.00	\$29.50	\$30.50	\$39.50	\$52.00

## BENEFITS

The majority (80%) of *workforce* respondents report having access to paid sick days. In addition, about 69% have extended health benefits. Fewer than half (46.2%) report having pensions or RRSP contributions through their employer. Almost three-quarters (73.9%) have access to paid professional learning opportunities. Approximately 59% of respondents have paid programming time during the workday, while 62% have paid meeting time. Pay increases for obtaining a new credential or degree in early education is not common (21.5%) and tuition assistance is rare (9.2%).

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



**80.0%**

Paid sick days



**73.9%**

Paid professional development



**69.2%**

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



**61.5%**

Paid team meeting time during the workday



**58.5%**

Paid programming time during the workday



**52.3%**

Paid bereavement leave



**50.8%**

Paid personal or mental health days



**46.2%**

Pension benefits or contributions to an RRSP



**32.3%**

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



**21.5%**

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



**9.2%**

Parental leave top-up



**9.2%**

Tuition assistance



# Workforce Stability, Stress, and Job Satisfaction

## DISCRIMINATION

Twenty per cent of *workforce* respondents report having experienced workplace discrimination. The types of discrimination experienced vary, with education/seniority being the most common, followed by mental health and ageism. 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: **20.0%**

Not experiencing discrimination: **80.0%**

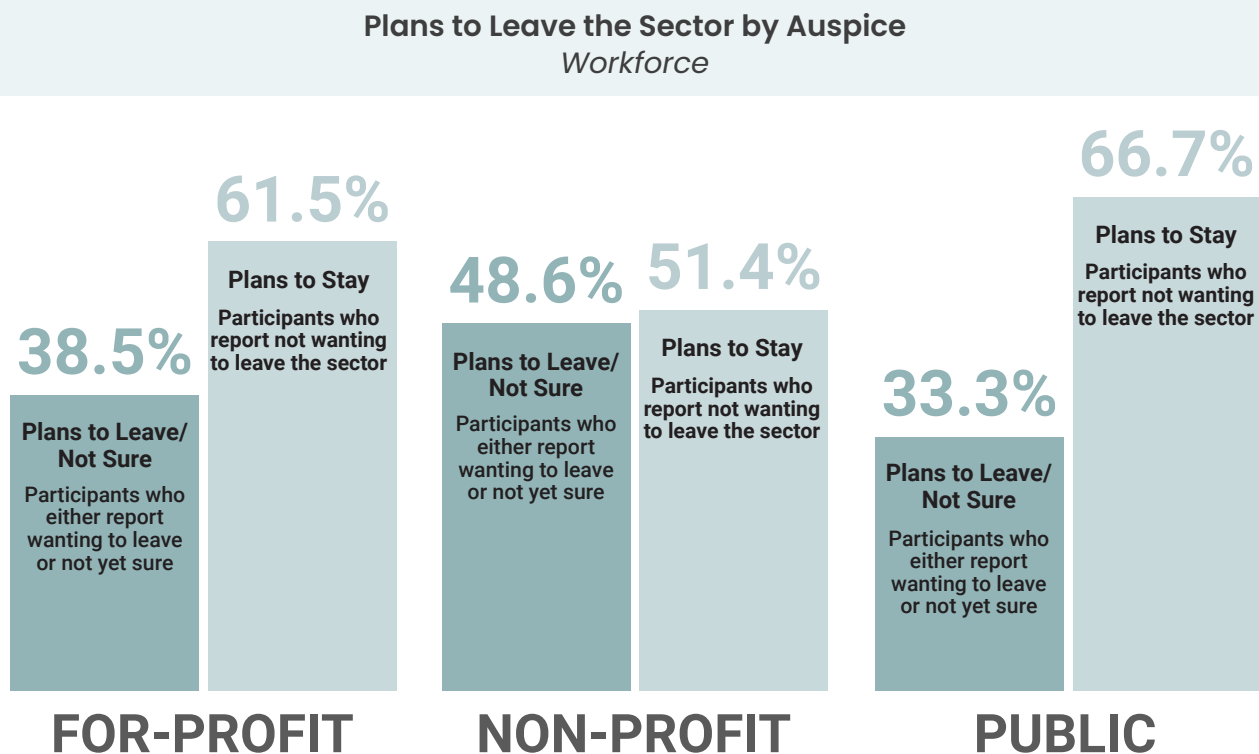
### Types of Discrimination *Workforce*

Education/seniority	38.5%
Mental health	23.1%
Ageism	23.1%
Bullying	15.4%
Homophobia	15.4%
Racism	7.7%
Sexism	7.7%
Body prejudice	7.7%
Religious belief	0.0%
Ableism	0.0%
Immigration status	0.0%



## JOB SATISFACTION

Across all auspices, only 55% of respondents report plans to stay in the sector, with 24.6% stating they are unsure. Those who work in non-profit programs are most likely to report plans to leave or say they are unsure (48.6%). Those who work in public programs are most likely to report plans to stay (66.7%). While the differences among auspice types are trends, they do not reach statistical significance.

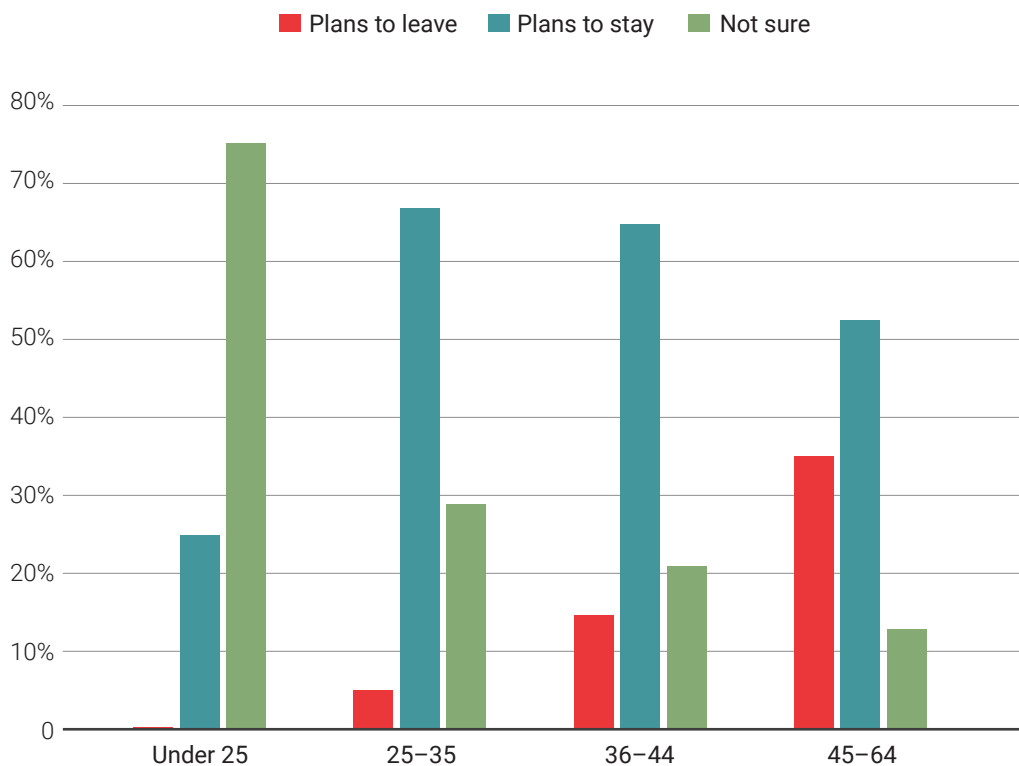






Those between the ages of 45 and 64 are more likely to report plans to leave the sector (34.8%). This is of concern as this age group is much more likely to have established experience in the early years sector. Those under 25 years of age are not definite in their intentions to leave the section, but are much more likely to report uncertainty in their plans. Note that those 65+ are not included in these findings as plans for retirement would confound results.

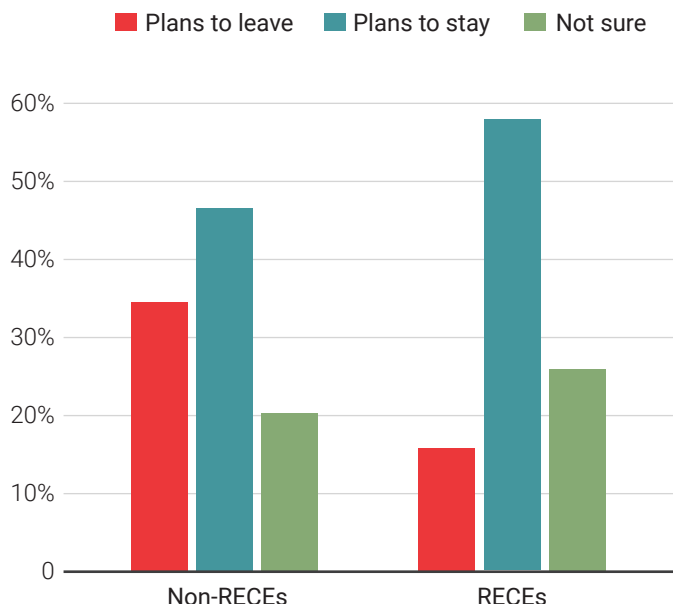
### Plans to Leave the Sector by Age of Respondent *Workforce*





Non-RECEs are more likely to report plans to leave the sector (33.3%) compared with RECEs (16%). Note that plans to leave the sector by experiences of discrimination are not reported due to the small sample size.

### Plans to Leave by RECE Status Workforce



Only 6.6% of director/supervisor respondents in Bruce and Grey Counties report wanting to stay in the sector compared with 32.5% across all participating regions. In addition, over half (60%) report they are unsure. This has important implications for policy development and investment in retention strategies.

### Percentage of Directors/Supervisors with Plans to Stay in the Sector Counties of Bruce and Grey Versus All Participating Regions

Counties of Bruce and Grey

**6.7%**



All participating regions

**32.5%**



## WORKPLACE STRESS

Workplace stress is known to impact staff retention. On a scale of 1 (low stress) to 5 (high stress), non-RECEs report higher stress levels than RECEs except for in public programs. The lowest levels of stress are reported by those in for-profit programs.

### Average Level of Stress by Auspice Workforce

(1=low stress; 5=high stress)

Auspice	RECE status		Average across RECE status
	Non-RECE	RECE	
For-profit	3.1	2.5	2.9
Non-profit	3.6	2.9	3.1
Public	2.5	3.3	3.3
<b>Average across auspice</b>	<b>3.3</b>	<b>3.0</b>	<b>3.1</b>

Note: All averages are weighted.

Participants in Bruce and Grey Counties generally report a low level of job satisfaction. On a scale of 1 (low job satisfaction) to 5 (high job satisfaction), study participants' level of satisfaction is 2.93 out of 5.

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

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

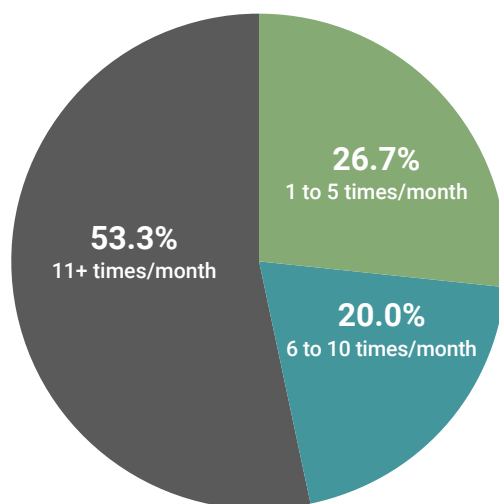
Auspice	RECE status		Average across RECE status
	Non-RECE	RECE	
For-profit	2.6	3.1	2.8
Non-profit	3.0	2.9	2.9
Public	3.7	3.0	3.0
<b>Average across auspice</b>	<b>2.9</b>	<b>3.0</b>	<b>2.9</b>

Note: All averages are weighted.

## WORKPLACE STABILITY

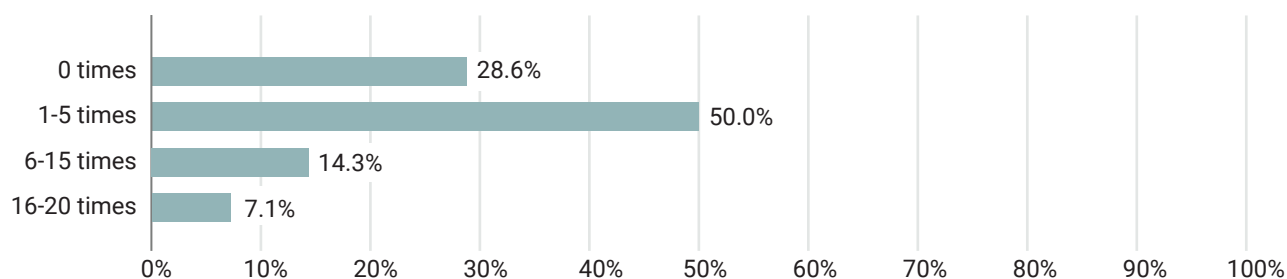
Directors often stand in for absent staff by necessity, taking them away from their leadership and administrative duties. Almost three-quarters of management staff report having to fill in six times or more per month to maintain ratios, with over 50% reporting this occurs more than 11 times per month. This is higher than the overall provincial 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. Almost 72% of director/supervisor respondents report they have had to send a child(ren) with a disability home due to staffing shortages over the last 12 months. This is much higher than the provincial sample average of 26.6%.

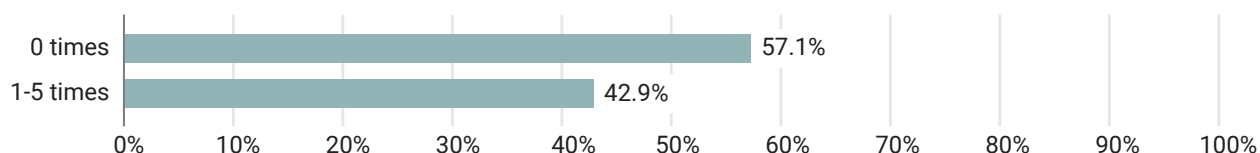
**Percentage Reporting Frequency of Times in the Previous 12 Months  
Directors/Supervisors Sent Children with Disabilities Home Due to Staffing Shortages**





Almost 43% of Bruce and Grey County 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, 80% report they have refused admission to a child with a disability in the previous 12 months. Again, this is much higher than the provincial sample average of 27.3%.

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



Over half (56.9%) of *workforce* respondents in Bruce and Grey Counties report they would recommend a career in the early years to others who are interested. Another 31% state they are unsure if they would recommend child care as a career option.

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



The vast majority of respondents (92.2%) state they would recommend their program to a family member or friend looking for child care (data not shown).



# Professional Development

## FORMS OF PROFESSIONAL LEARNING

Bruce and Grey County respondents report that the most common form of professional learning in the previous 12 months was online delivery (92.3%), followed by in-person workshops (72.3%). Just over 61% of respondents engage in ongoing communities of practice and performance reviews. Less than one-quarter of respondents report having taken a course in the previous 12 months.

Although online delivery is the most common form of professional learning received, respondents report it is among the least desired formats (16.9%) – second only to self-study (15.4%). Respondents prefer regular and scheduled opportunities for team discussions for reflective practice (36.9%) and small group coaching conversations (32.3%), both 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

Over half of respondents report receiving training in supporting children with disabilities (52.3%) in the previous 12 months. Other types of training include cultural diversity (43.1%), anti-bias/anti-racism (41.5%), and Indigenous ways of knowing and being and decolonization (40%). Participants report the least amount of professional learning in the areas of incorporating Afrocentric ways of being (6.2%) and supporting 2LSGBTQIA+ children and families (13.9%). Census data for the regions help contextualize results.

The most wanted professional learning is centred around critical trauma-informed practice (49.2%) and supporting children with disabilities (46.2%). Participants also report wanting more professional learning centred around supporting 2LSGBTQIA+ children and families (44.6%), supporting vulnerable families (43.1%), supporting newcomer families (40%), incorporating land-based learning (41.5%), and incorporating Afrocentric ways of being (40%).

### Equity, Diversity, and Inclusion Learning of Respondents in Bruce and Grey Counties Workforce

In the previous 12 months

