

connaître
chiffres

Une approche communautaire pour
comprendre la main-d'œuvre dans le
domaine de l'éducation de la petite enfance

Rapport exécutif



knowing
numbers

A community approach to
understanding the early childhood
education workforce

Executive Report



Meet the KON Team!

Dr. Emis Akbari
**Principal
Investigator**



Kerry McCuaig
**Principal
Investigator**



Michelle Schurter
**Partnership
Liaison**



Stacey Mudie
**Project
Coordinator**



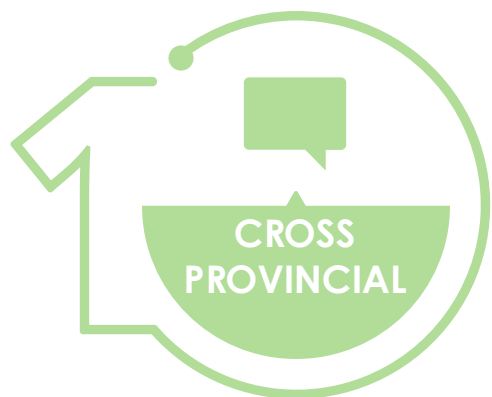
Dr. Petr Varmuza
**Quantitative Policy
Analyst**



Sophia Akbari
**Qualitative Policy
Analyst**



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



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

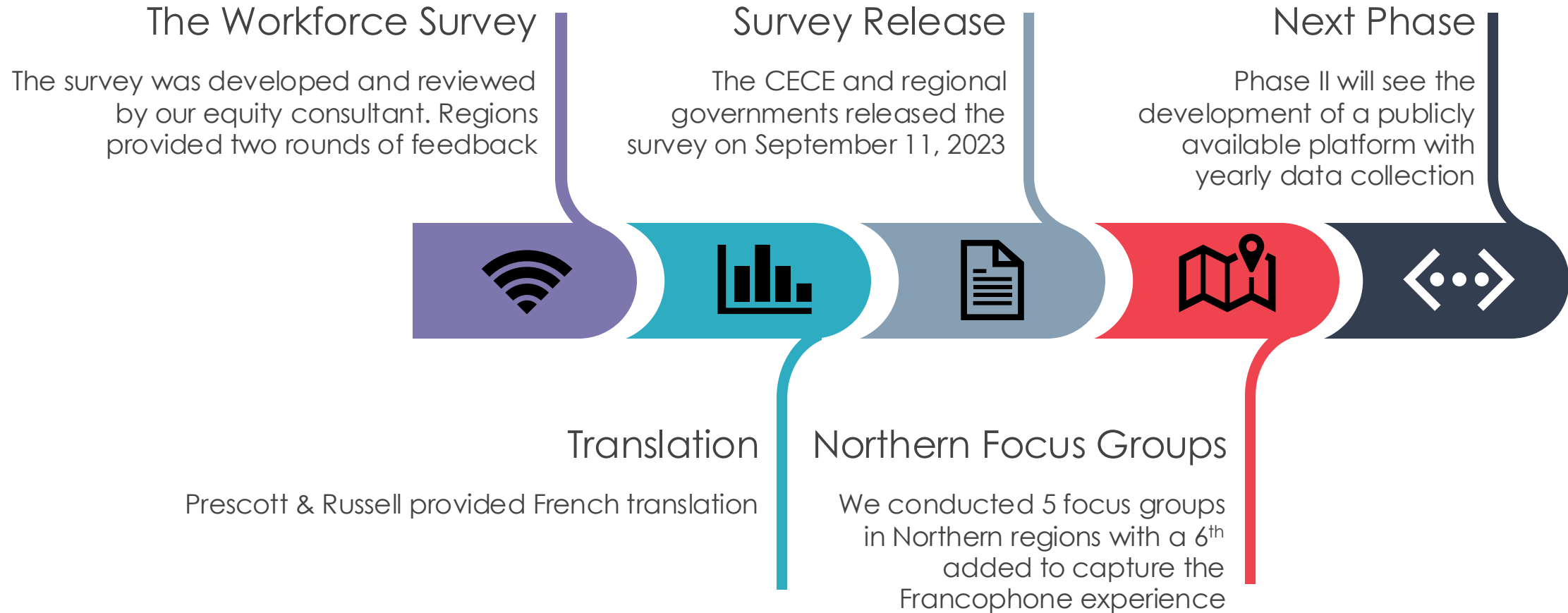


Within child care, FDK, EarlyON, licensed home providers, supervisors and directors, RECEs and non-RECEs

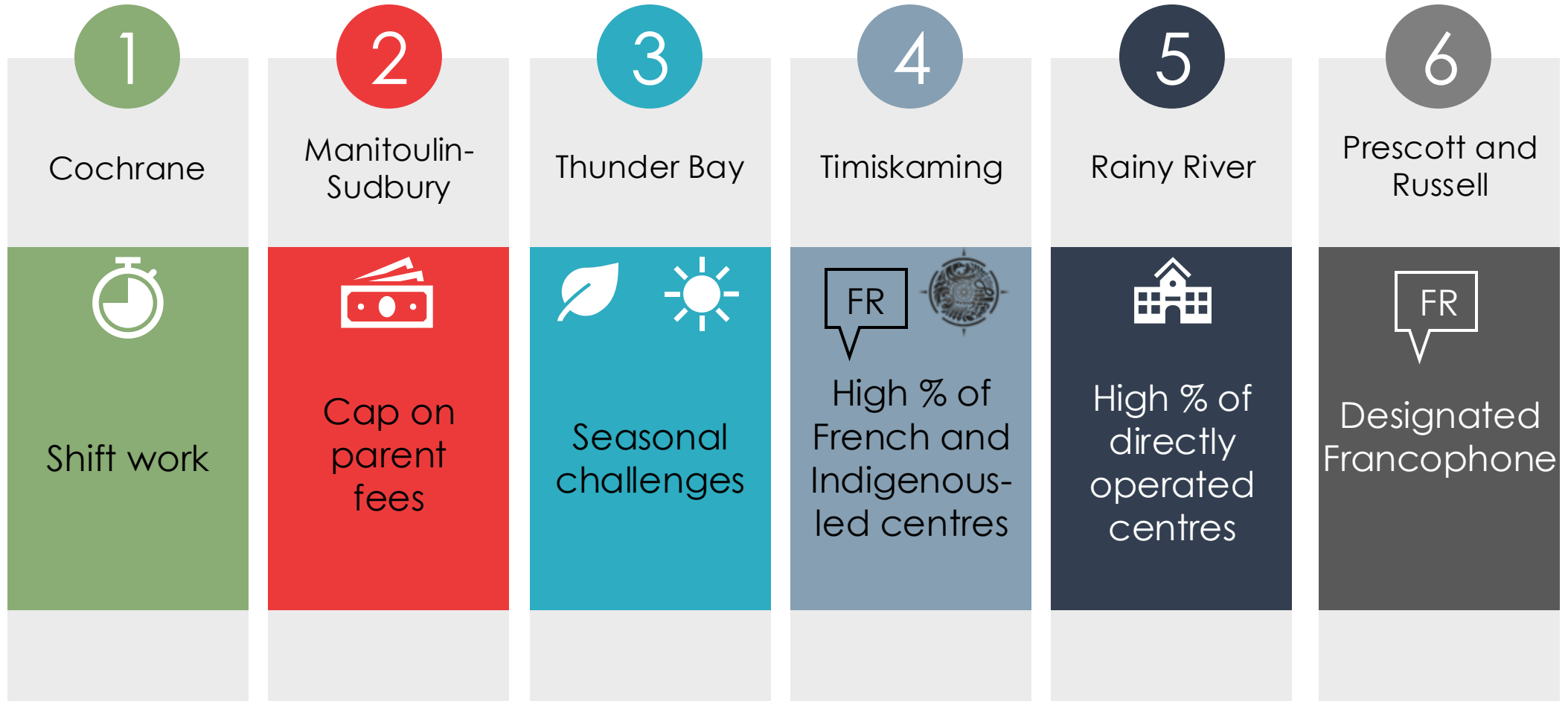


Regional reports captured the unique local challenges

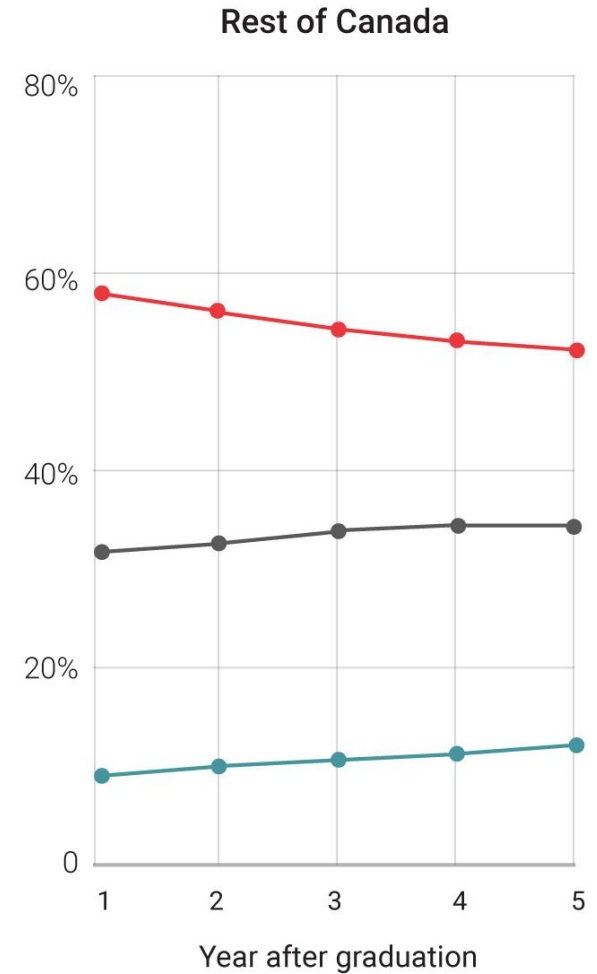
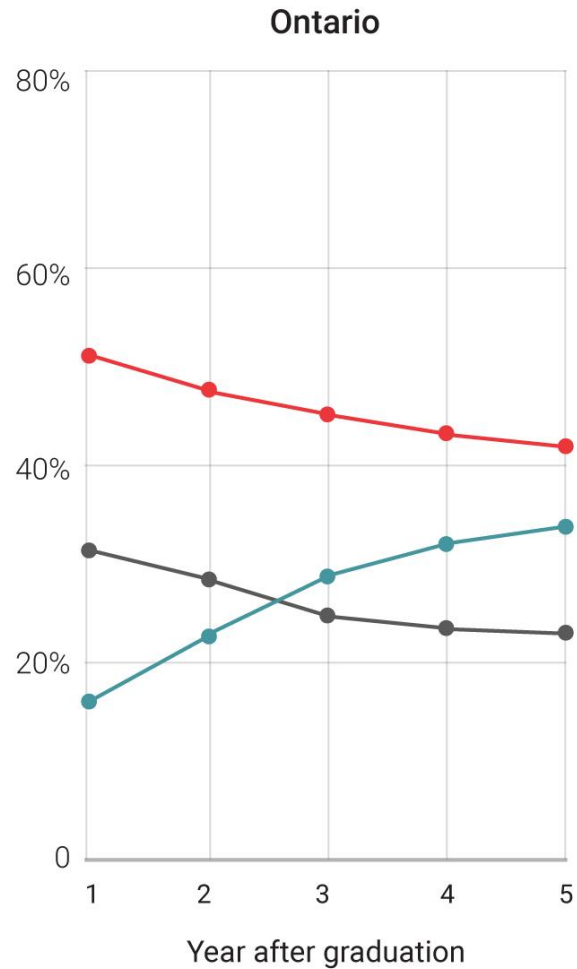
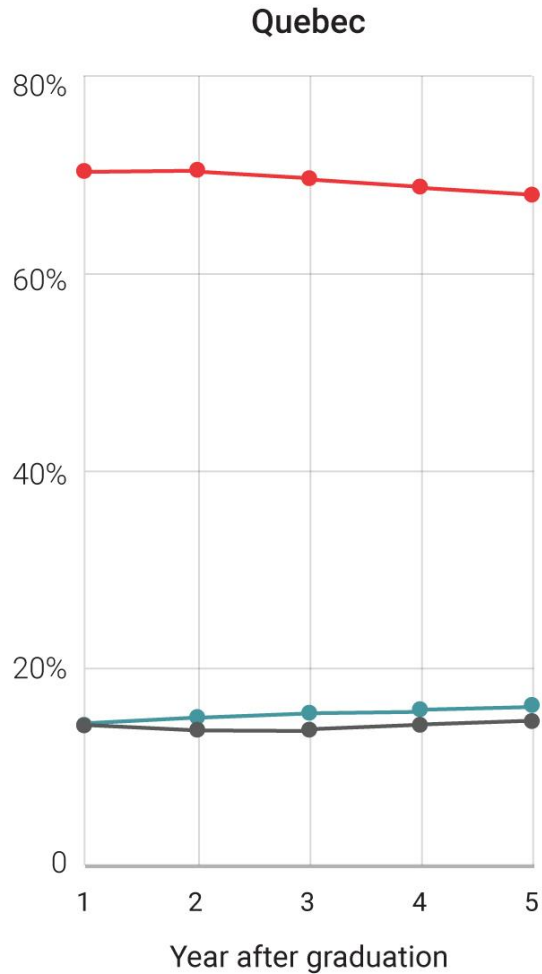
Study Details



Selected Regions for Focus Groups



—●— Work in child care —●— Work in education —●— Work in other sectors





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.

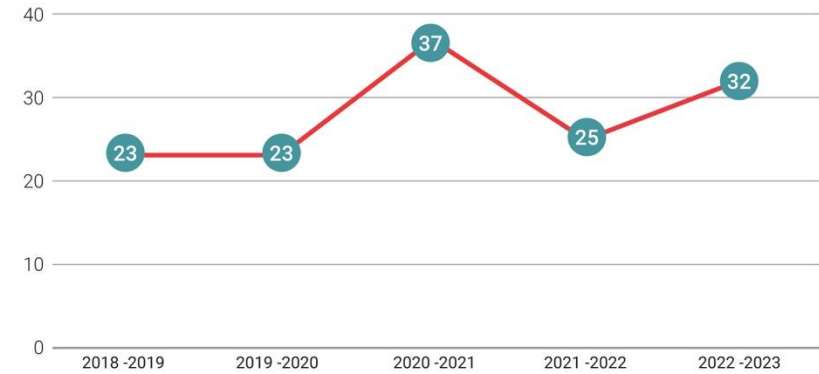
^d As of June 30 of each fiscal year. Includes new members and unemployed members.

^e As of December 2023.



knowing
numbers

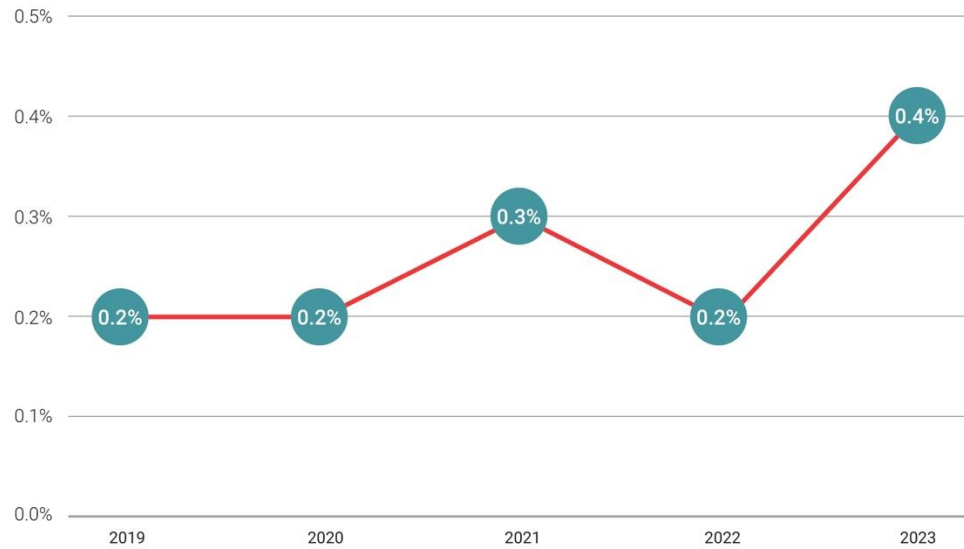
Number of Behaviour Guidance Complaints to the CECE
as a Percentage of all Complaints
(2018 to 2023)



Source: College of Early Childhood Educators. Annual Reports. Retrieved from: <https://www.college-ece.ca/about-us/annual-reports/>

knowing
numbers

Percentage of Behaviour Guidance Concerns Compared to
Total CECE Membership (2019 to 2023)



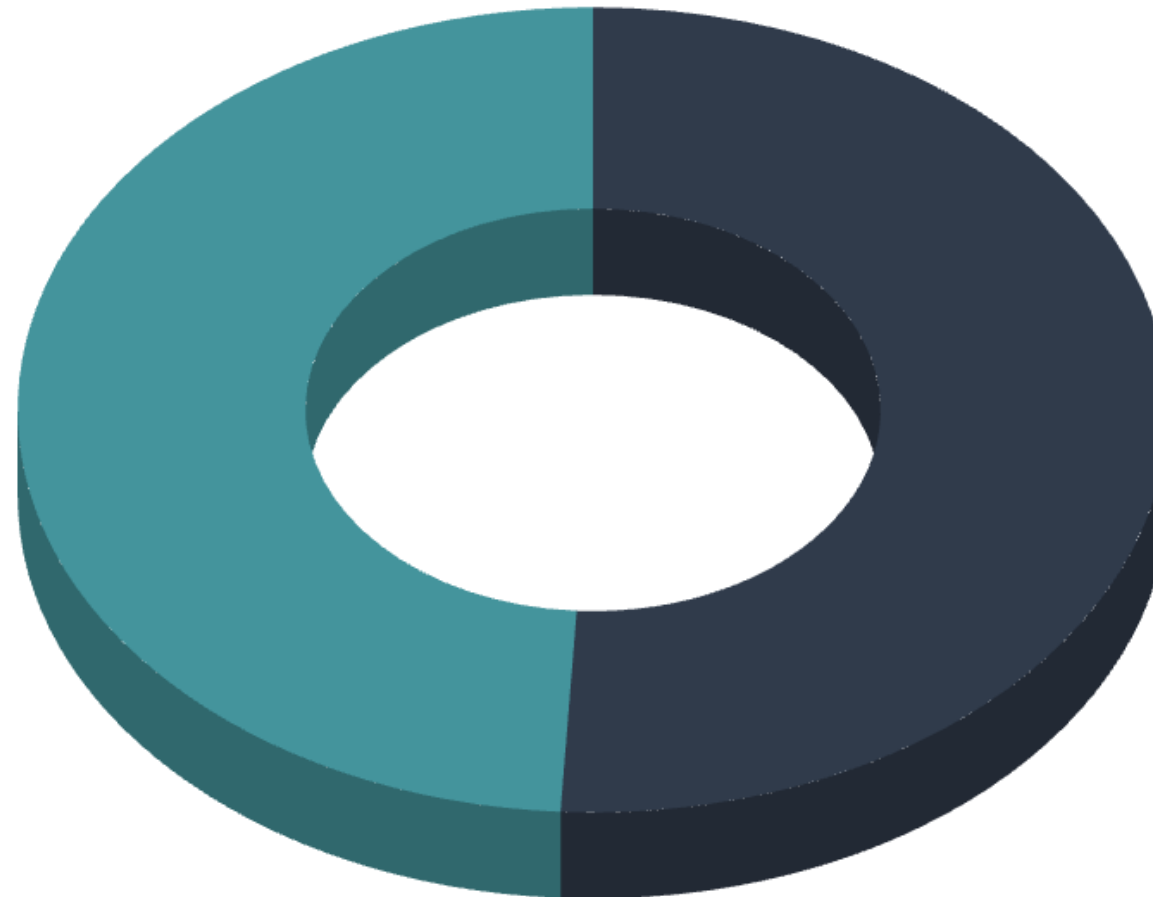
Source: Data provided by the College of Early Childhood Educators.



Francophone Participants by Position

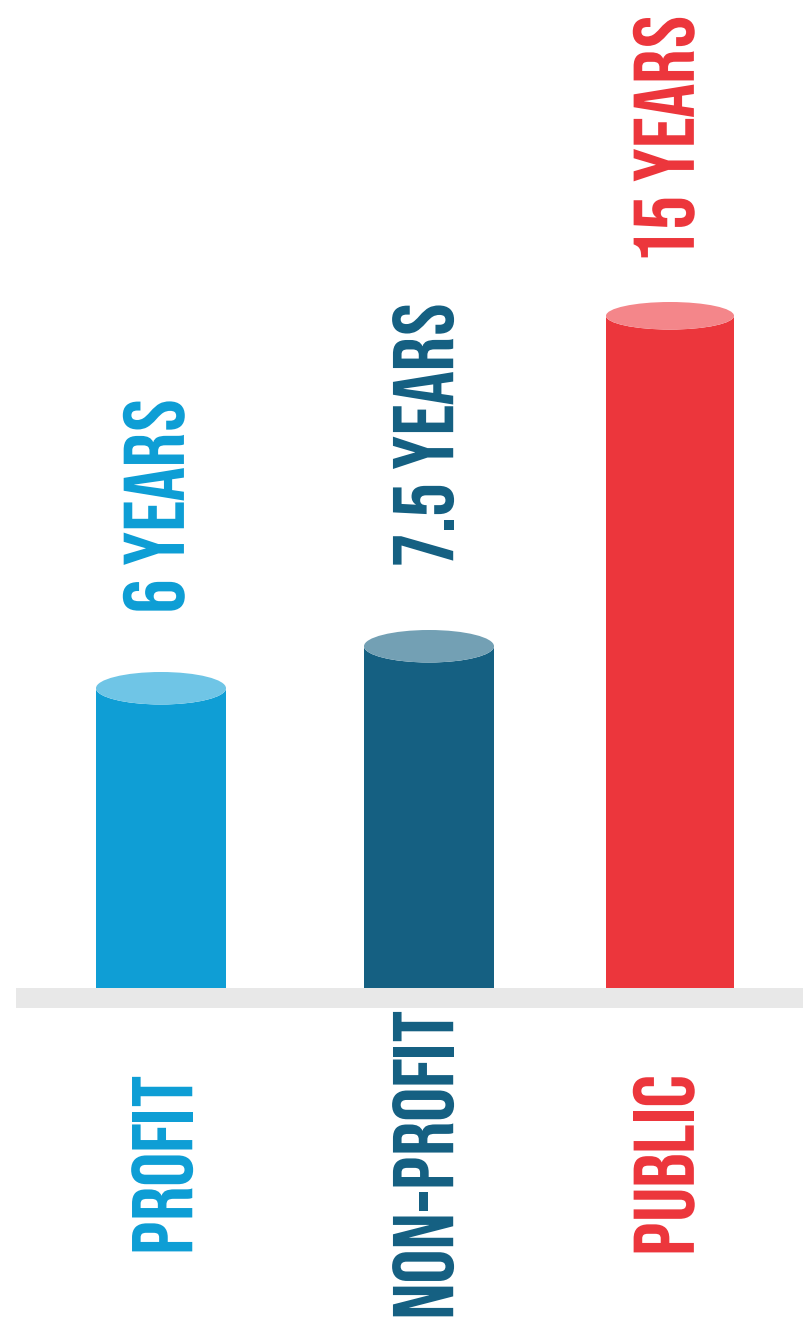
49.1%
Non-RECEs

50.9%
RECEs

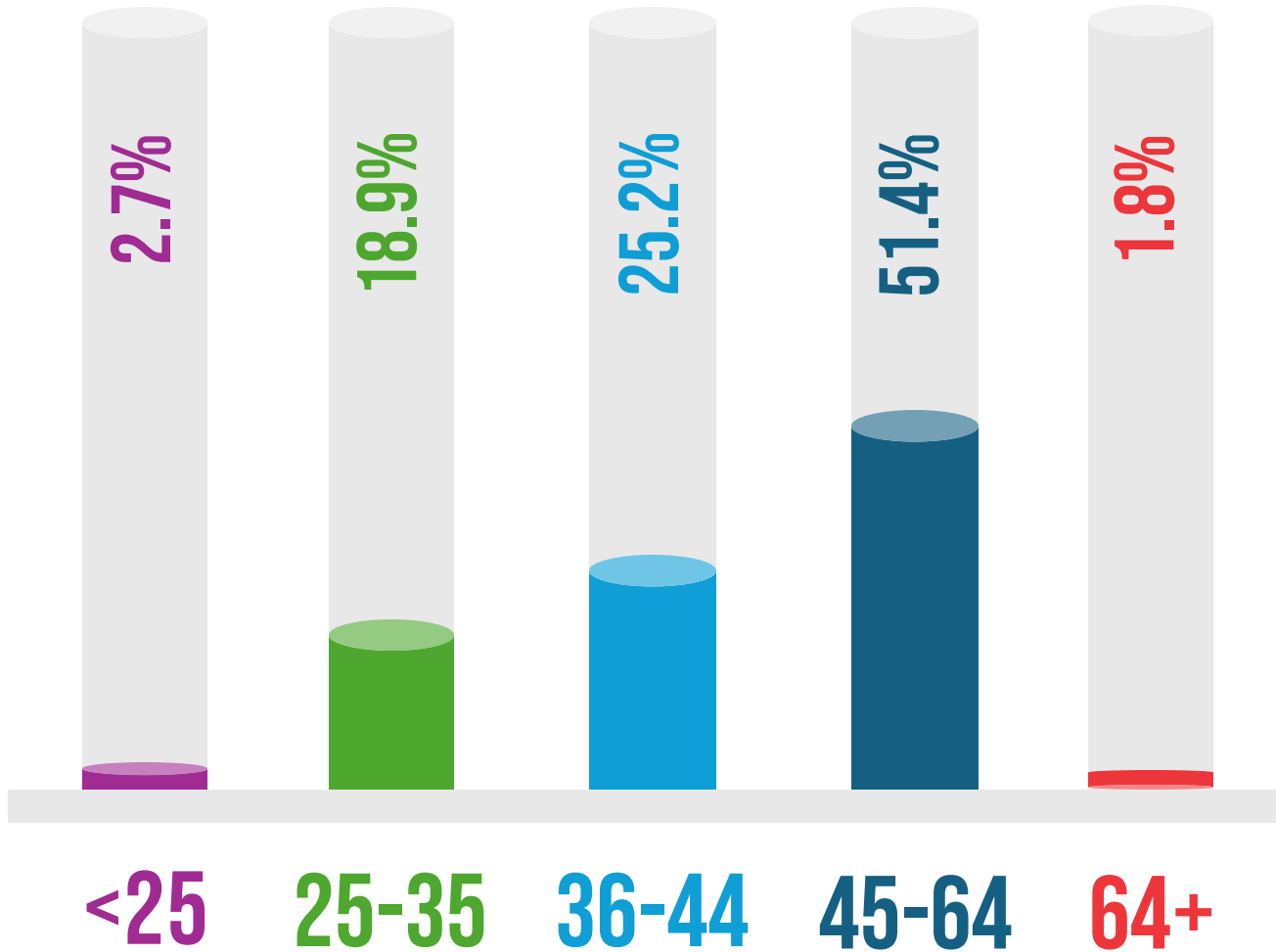




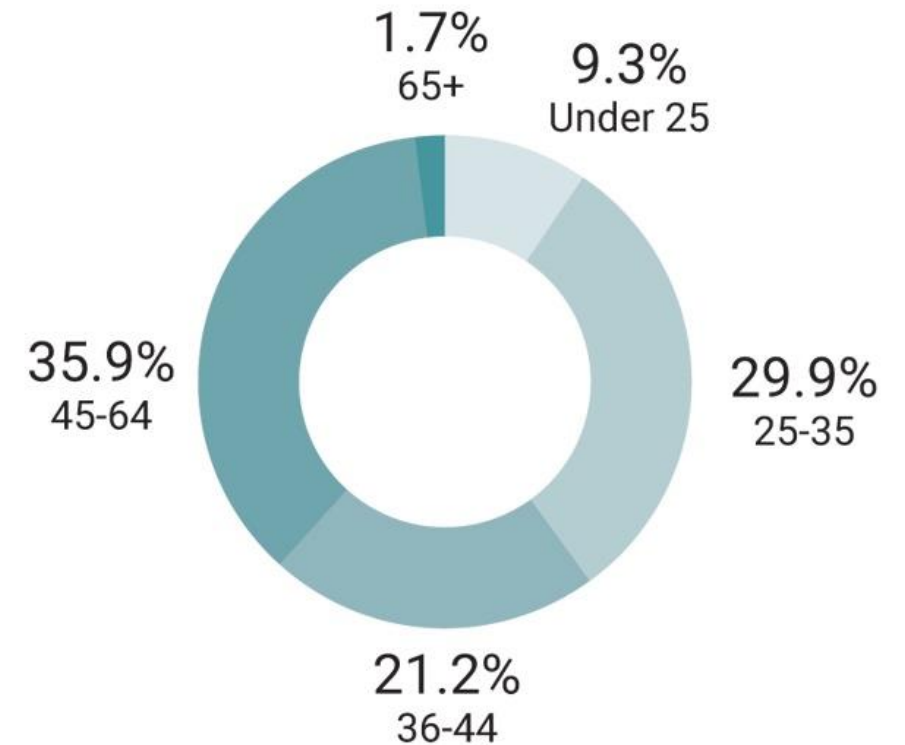
YEARS OF EXPERIENCE Francophone Participants



Age Distribution of Francophone Participants



Age Distribution of ALL Participants



Hourly Wages by Auspice and Region RECEs

	Auspice				Average across auspice
	For-profit	Non-profit	CMSM/DSSAB	FDK	
Central East	\$22.98	\$27.76	\$31.80	\$27.35	\$27.23
Central West	\$22.60	\$26.37	\$33.69	\$28.02	\$26.06
East	\$23.38	\$25.43	\$28.09	\$28.30	\$25.65
North	\$23.09	\$25.60	\$27.08	\$27.13	\$25.69
West	\$22.69	\$24.75	\$31.70	\$28.73	\$25.27
Lakeshore West	\$23.25	\$25.15	\$31.41	\$27.32	\$25.06
Average across regions	\$22.99	\$25.53	\$30.37	\$27.95	\$25.64
Francophone Participants	\$23.00	\$25.15	\$30.75	-----	\$25.28

Non
RECE
\$24.34

RECE
\$26.31

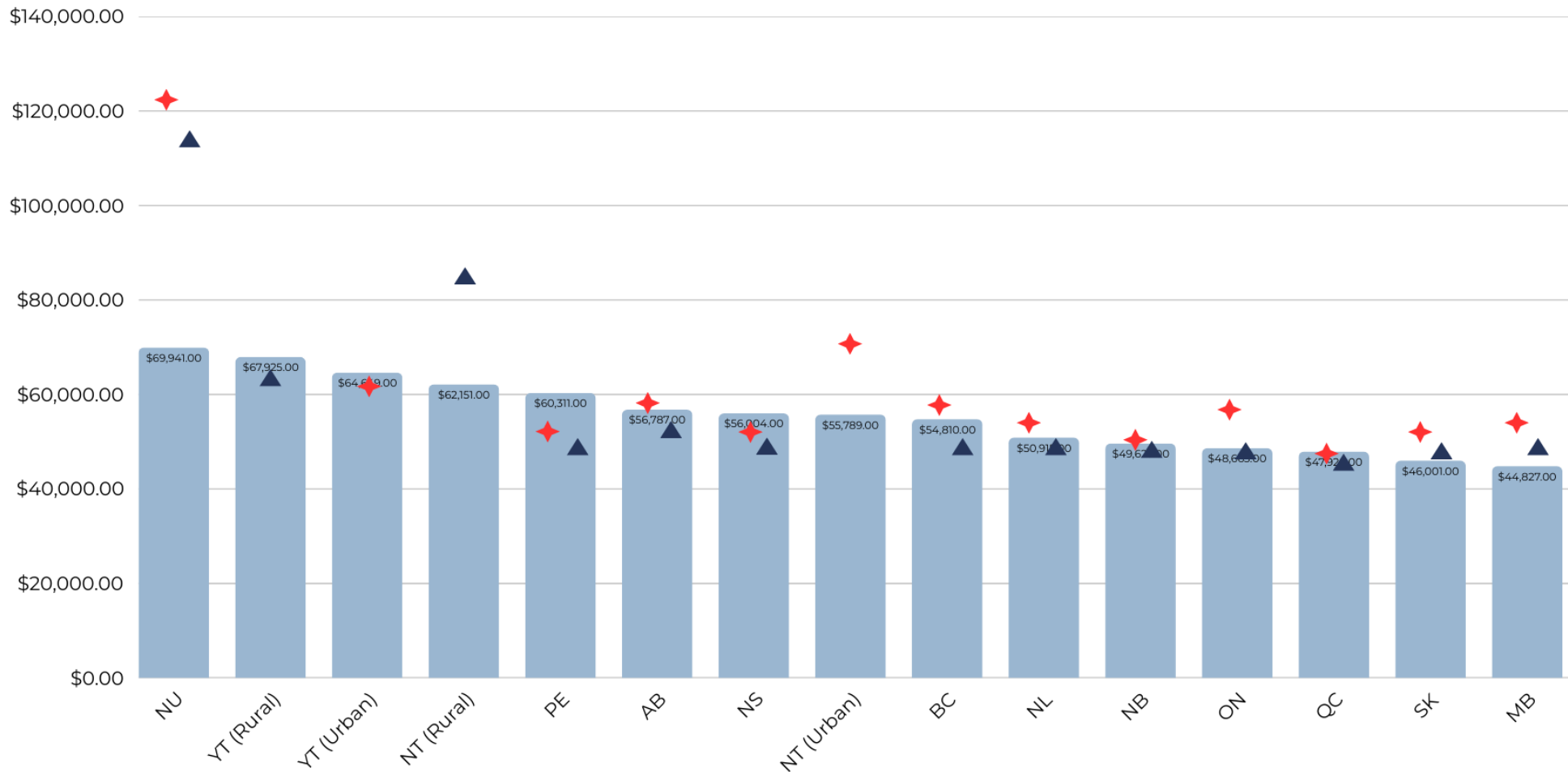
+ \$1.97



Participant Reported Hourly Wages by Auspice Directors/Supervisors



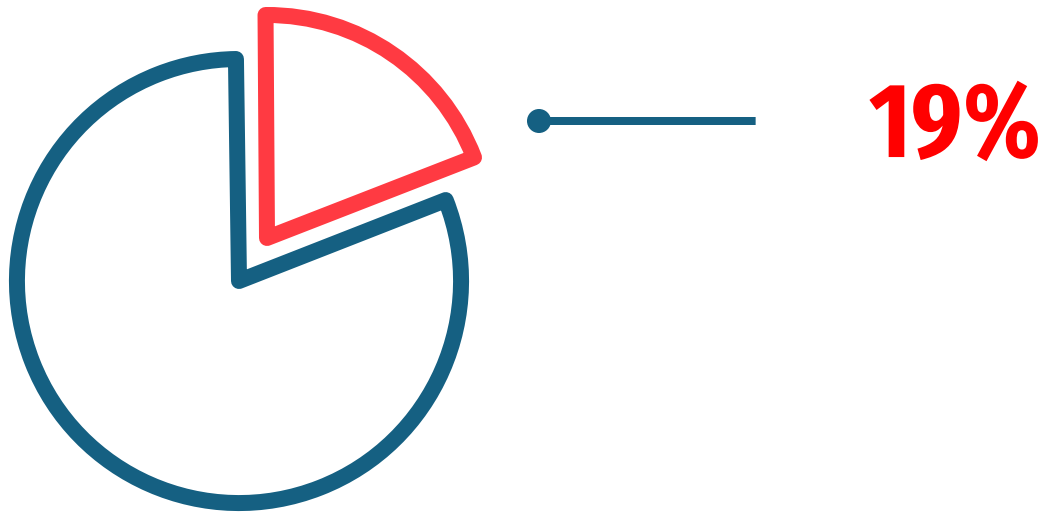
Earnings of ECEs across Canada compared to poverty thresholds in urban (♦) and rural (▲) regions



The territories and NL provide a higher rate for remote areas

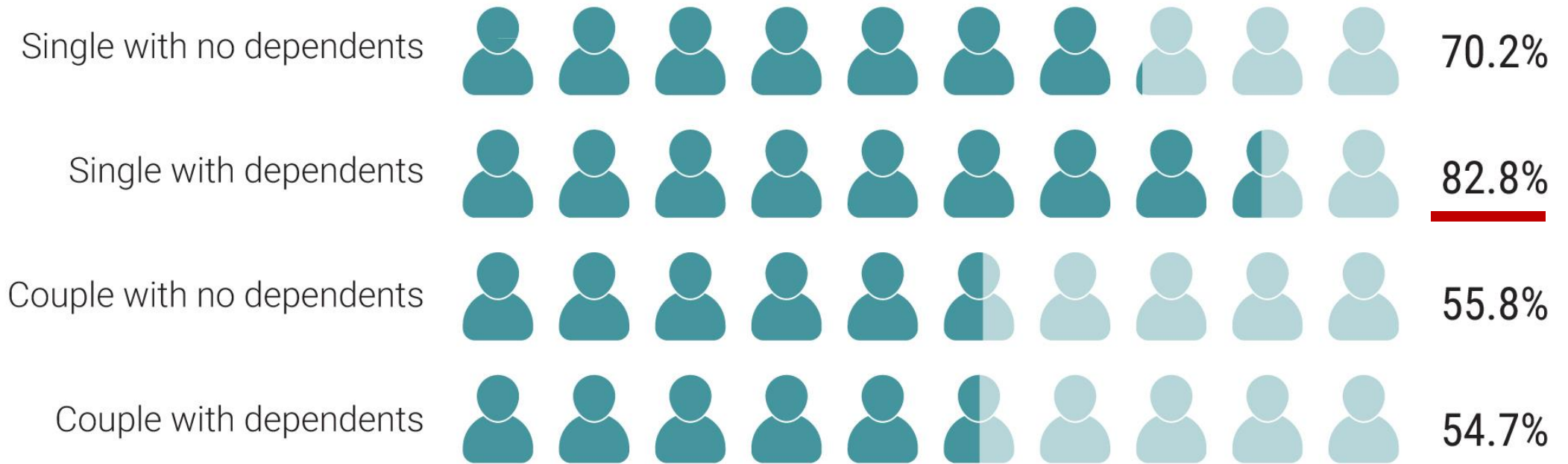


Additional Employment Francophone Participants



Percentage with Housing Security Concerns by Family Status

All Respondents



Percent with Access to Non-Mandatory Benefits

Francophone Participants



87.1%

Sick days



64.7%

Extended health benefits



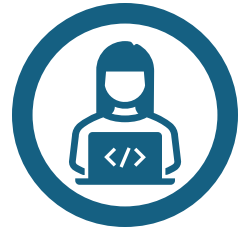
69%

Professional development



74.1%

Bereavement Leave



56.9%

Paid programming



56%

Paid team meetings



58.6%

Pension or RRSP contributions



58.6%

Personal/ mental health days



36.2%

Pay increase with new credentials



45.7%

Salary scale reflecting responsibility/ seniority



29.3%

Parental top-up



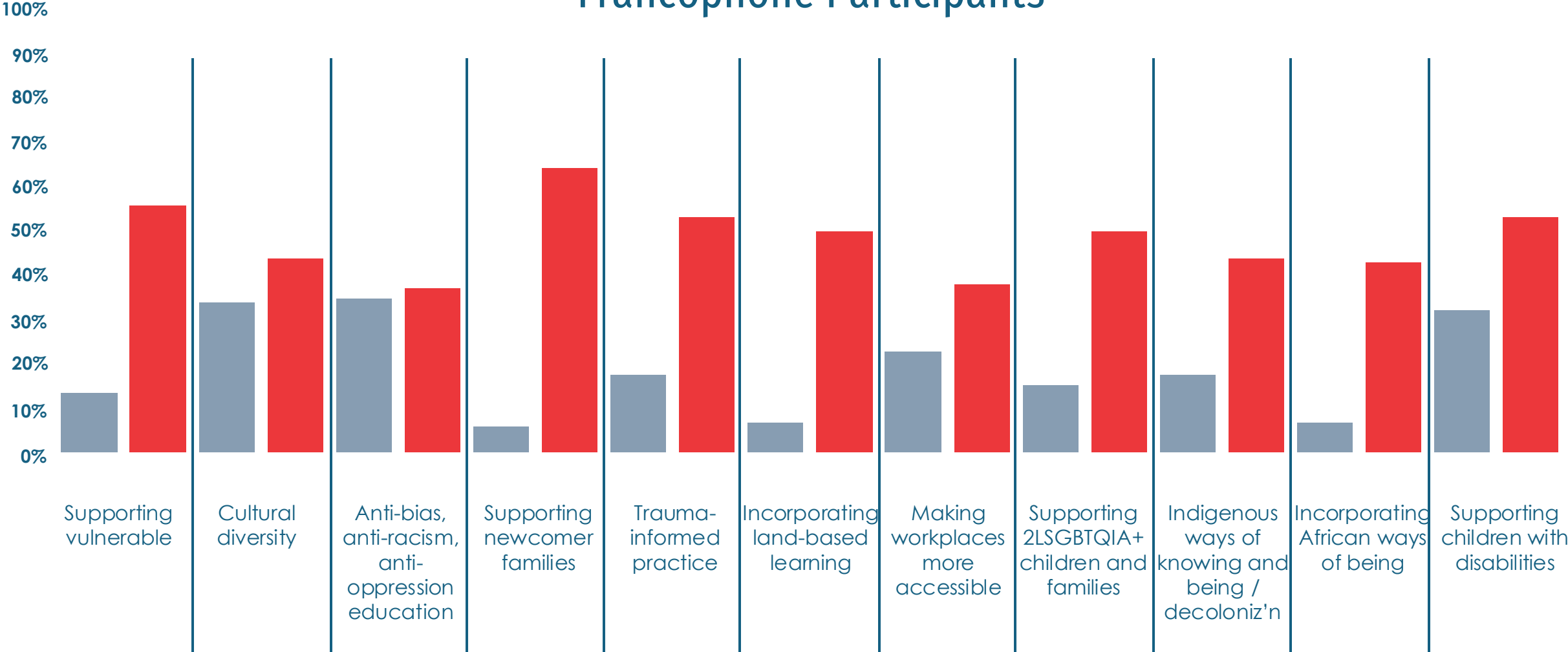
9.5%

Tuition assistance

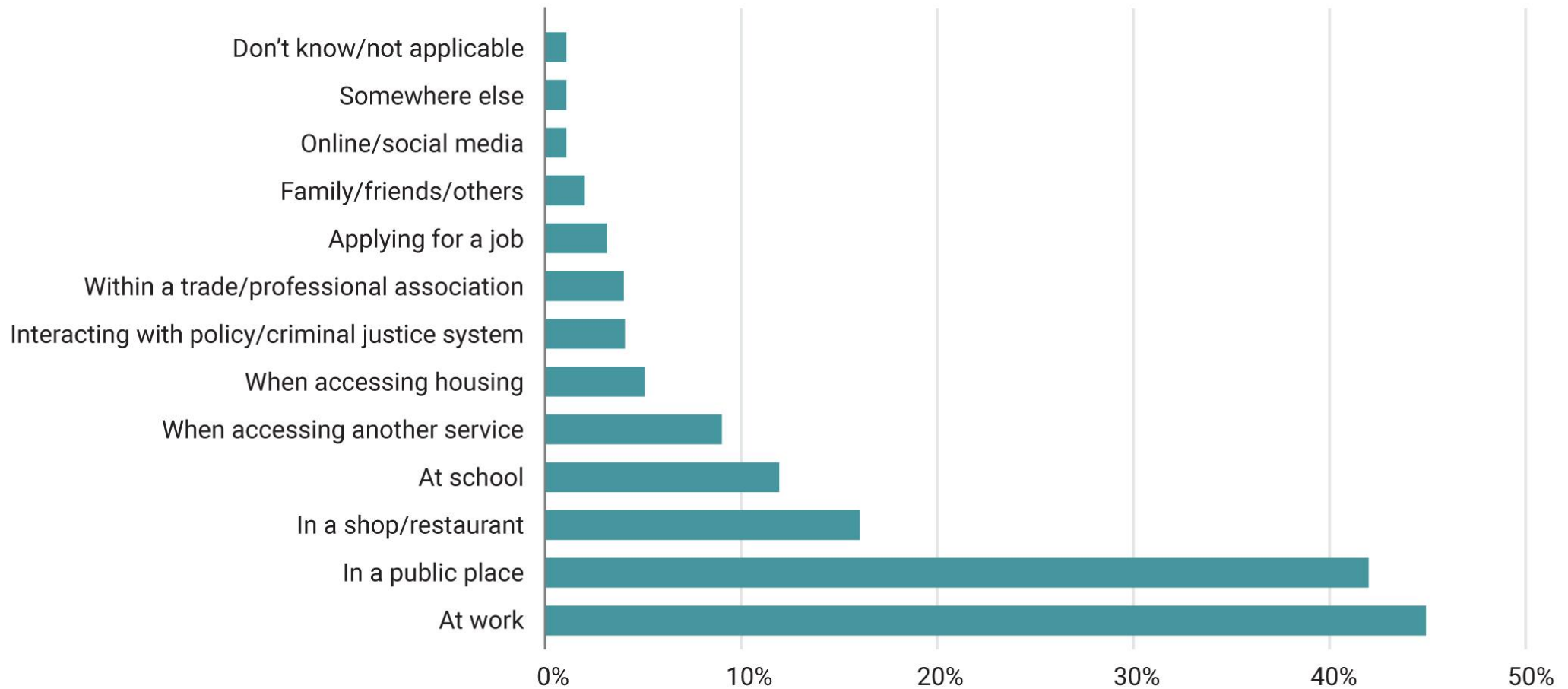
Professional Learning

Francophone Participants

PL Received
PL Wanted

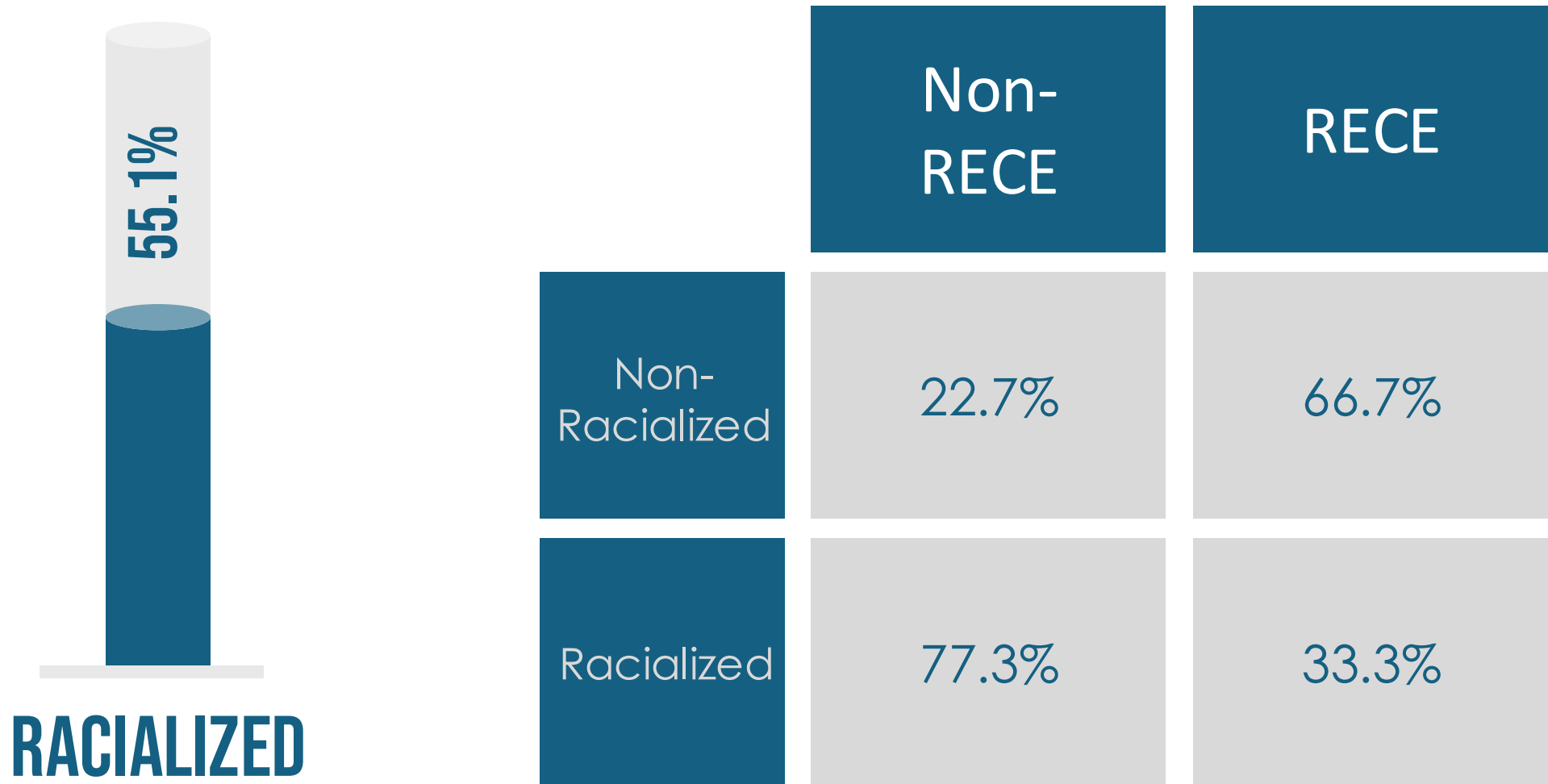


Study by the Ontario Human Rights Commission



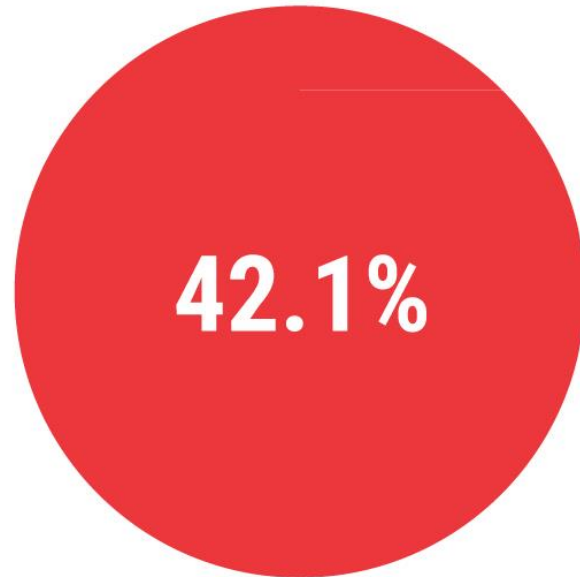
Racialization

Francophone Participants

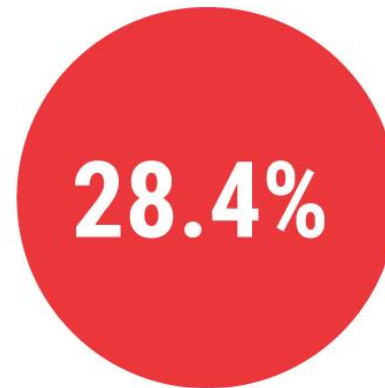


Racialization by Auspice in Single-Site Programs All Respondents

For-profit

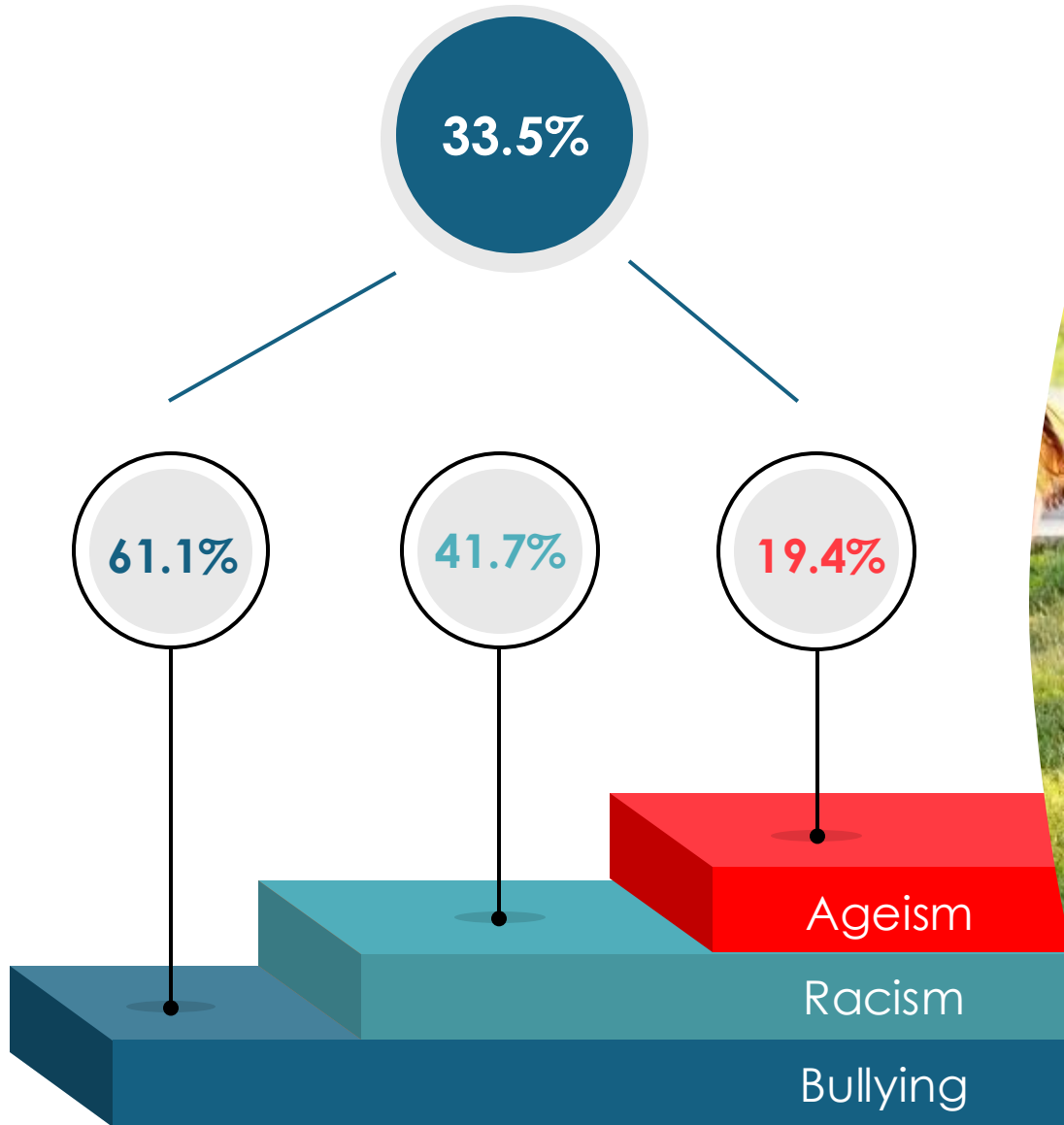


Non-profit



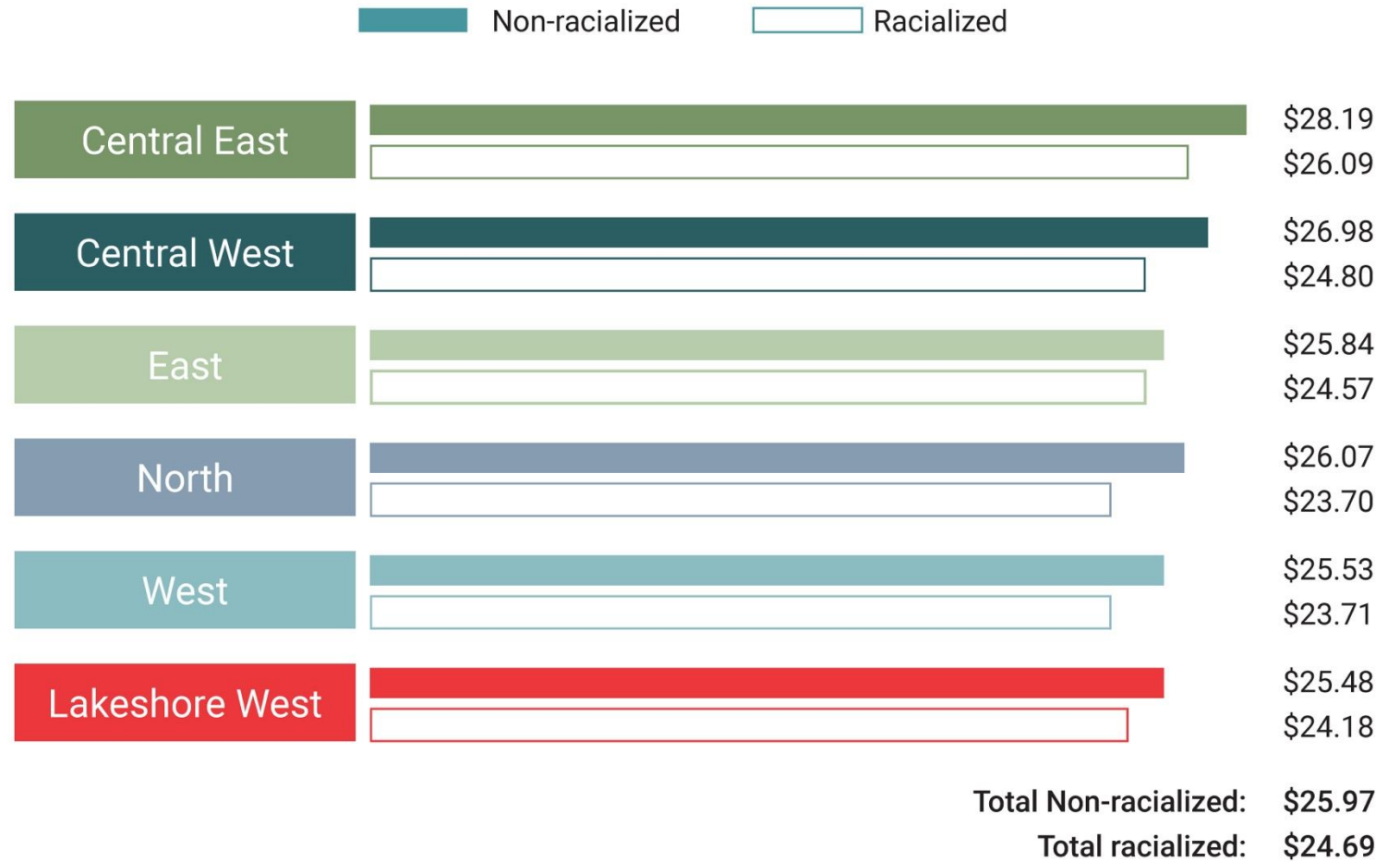
Discrimination

Francophone Participants



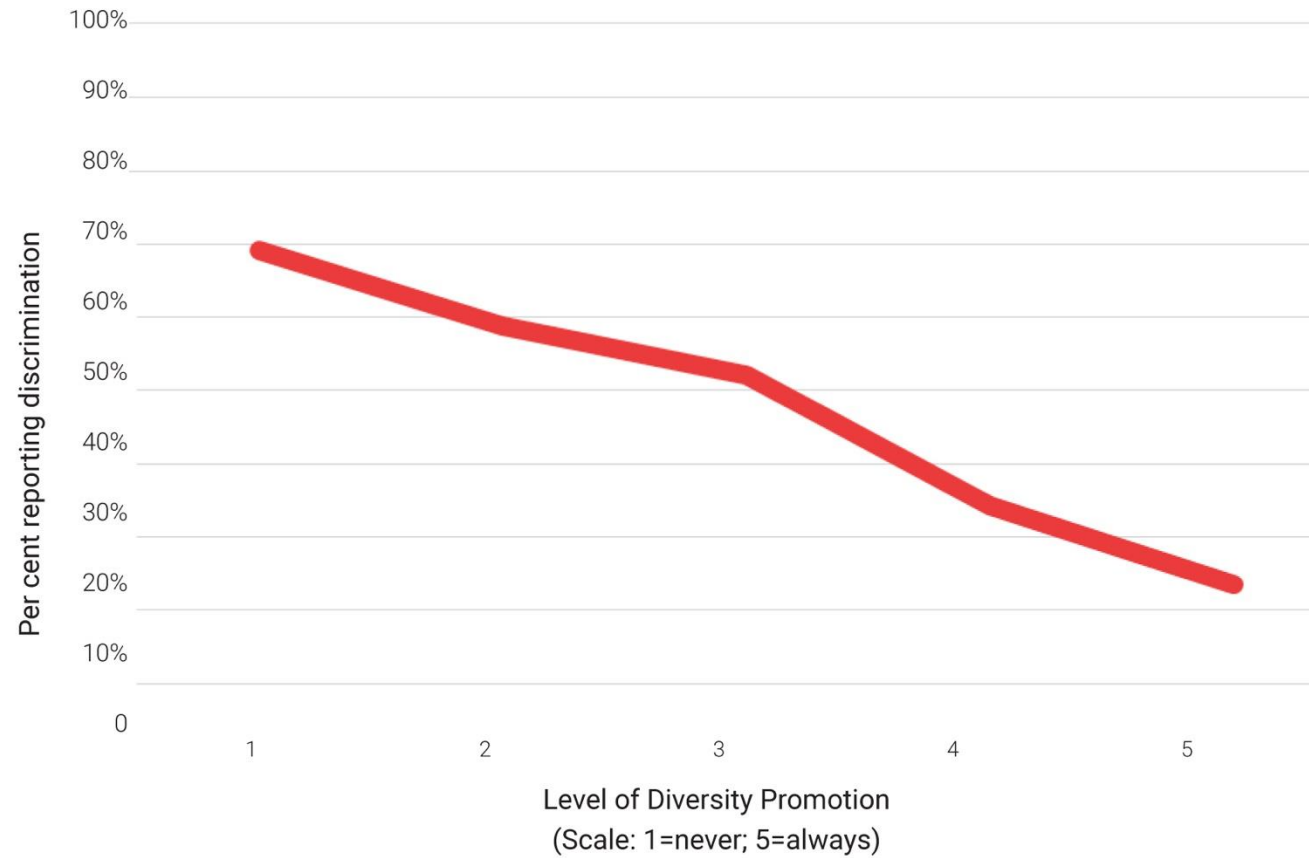


Wage Rate Per Hour by Racialization and Region

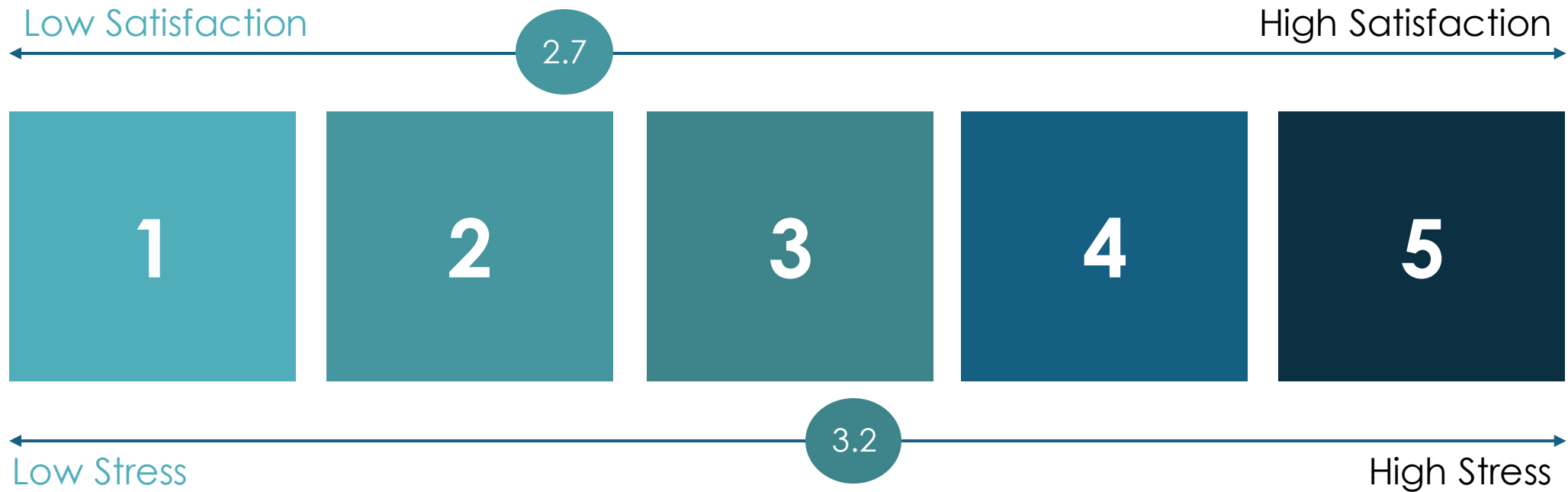


Discrimination by Level of Program Diversity, Equity, and Inclusion Promotion

All Respondents



Job Stress and Satisfaction Francophone Participants

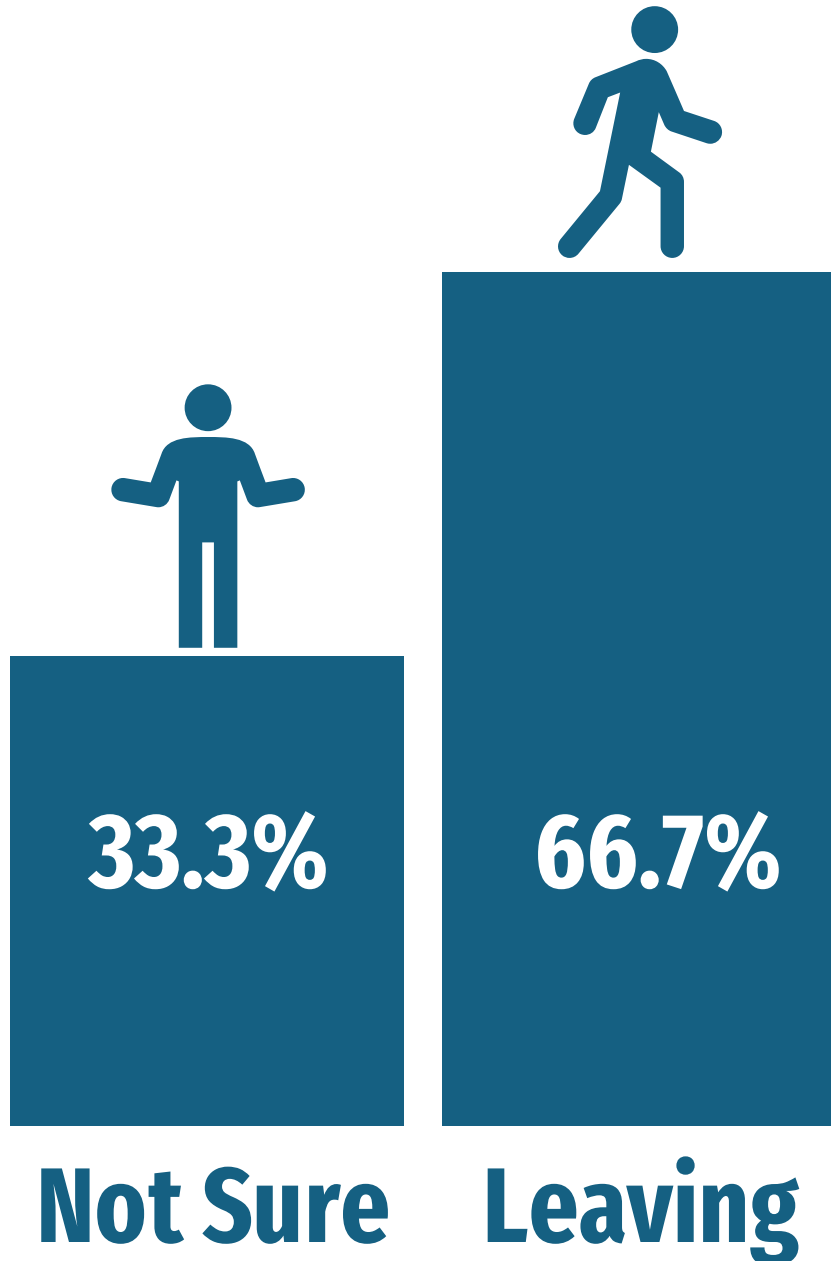


Percentage of Workforce Planning to Leave Sector by Program Language All Respondents

ANGLOPHONE

FRANCOPHONE

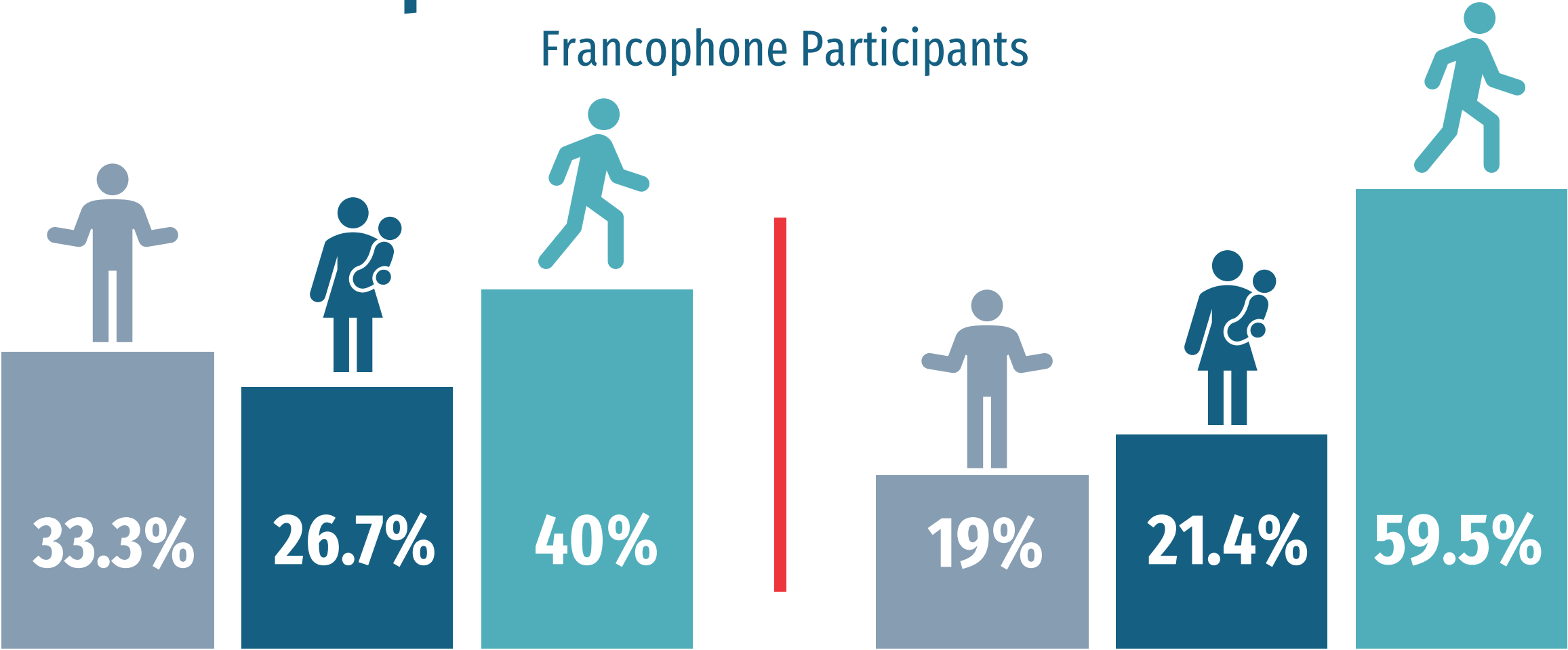




Those Under 25 Most Likely to Report Plans to Leave
Francophone Participants

No Difference Between Plans to Leave & Experiences of Discrimination

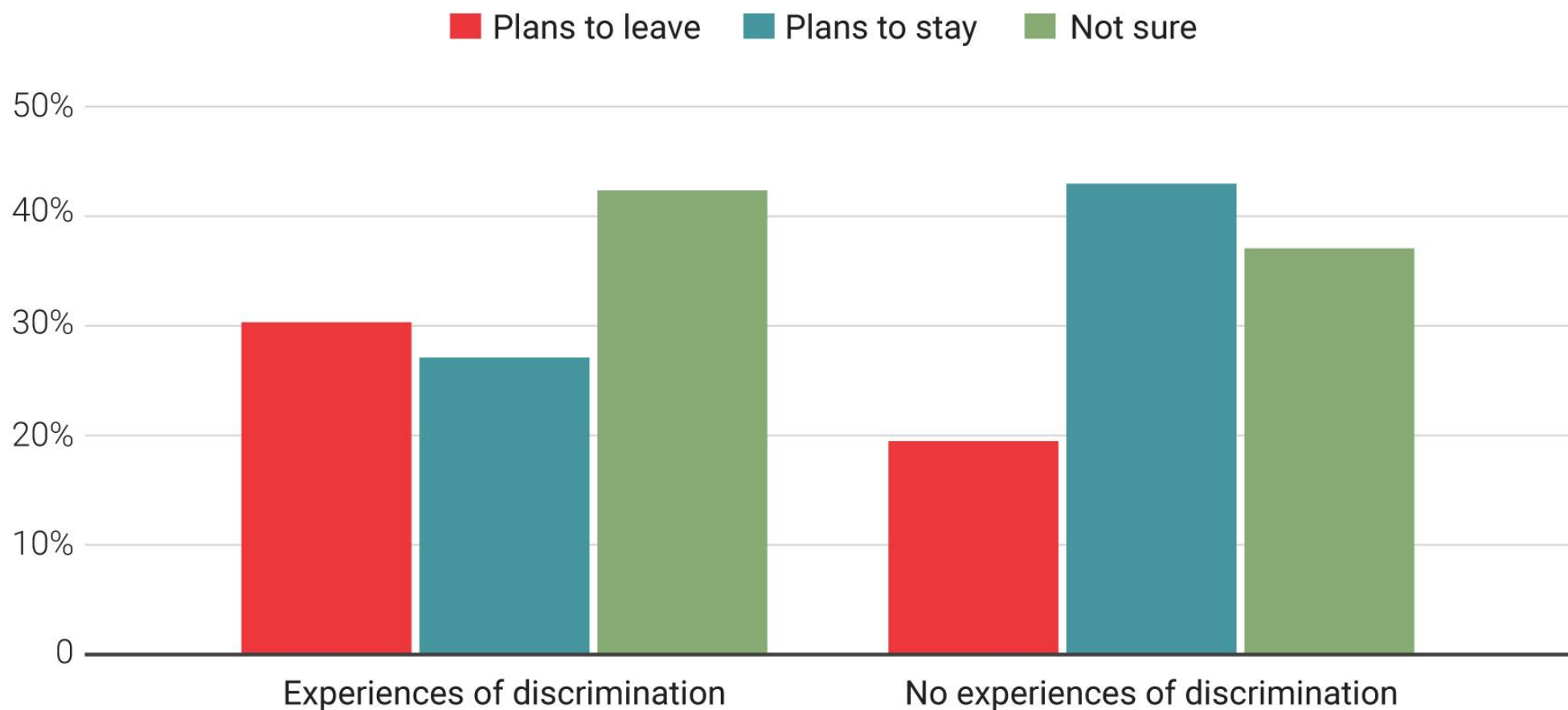
Francophone Participants



Experiences of Discrimination

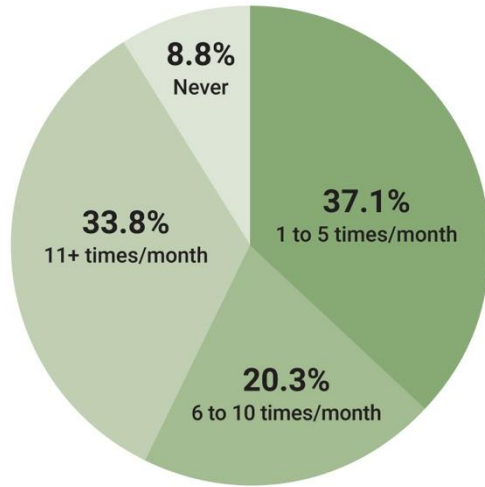
No Discrimination

Percentage Experiencing Discrimination and Plans to Leave Sector

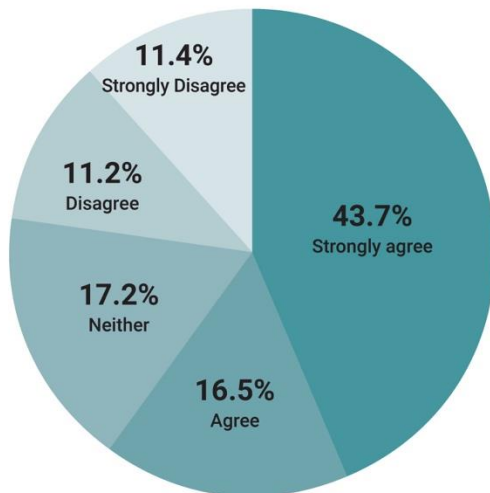


Workforce Shortages

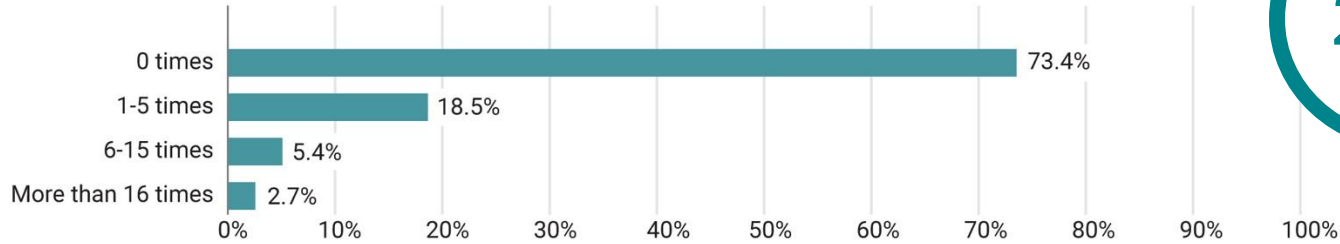
Number of Times per Month
Directors/Supervisors Fill in Ratio



Staff Shortages Limit Program
Operations—Directors/Supervisor

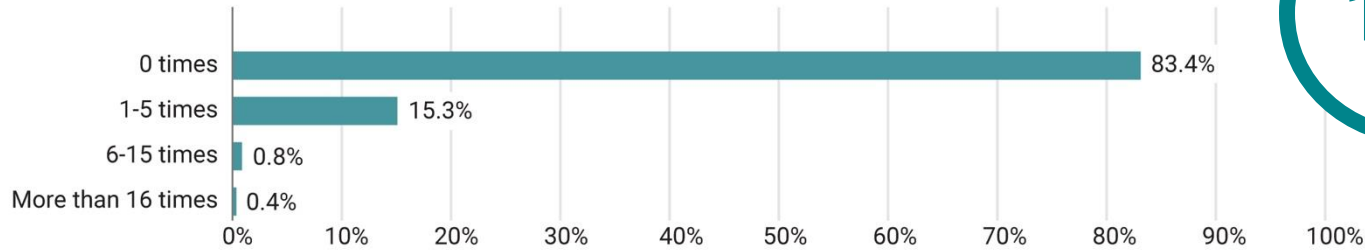


Percentage Reporting Frequency of Times in the Previous 12 Months Directors/Supervisors Sent Children with Disabilities Home Due to Staffing Shortages



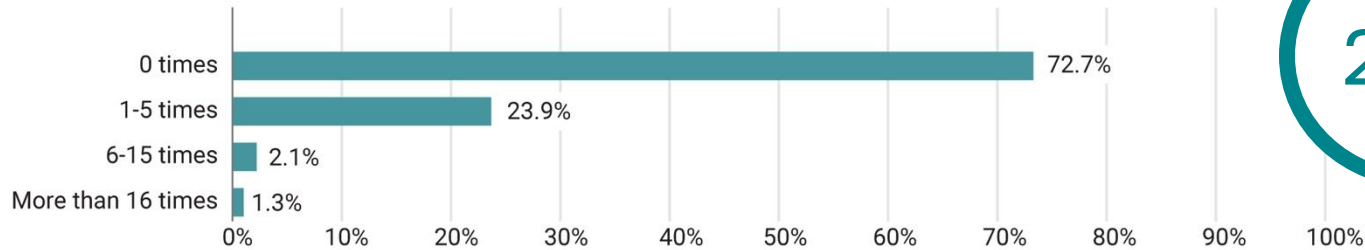
27%

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



17%

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



27%



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



knowing
numbers

connaître
chiffres