

# knowing u numbers

A community approach to understanding  
the early childhood education workforce

## City of Cornwall



## United Counties of Leeds and Grenville







# City of Cornwall United Counties of Leeds and Grenville

The regional data presented here are part of the larger provincial early childhood education workforce study **Knowing Our Numbers** (KON). The City of Cornwall and the United Counties of Leeds and Grenville 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 City of Cornwall and the United Counties of Leeds and Grenville were merged in consultation with regional officials. In the **Executive Report**, the two regions are part of the 'East' 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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# City of Cornwall

## Population and Family

<b>Population</b>		<b>Average number of children per family</b>	1.8
2021	114,637		
2016	113,448	<b>One-parent families</b>	16.5%
<i>Change since 2016:</i>	<i>+1.00%</i>		
<b>Population density per sq km</b>	34.6	<b>Lone-parent families</b>	
		Women	12.3%
<b>Median age</b>	47.6 years	Men	4.2%
<b>Racialized population</b>	5.5%	<b>Marital status</b>	
<b>Multi-generational households</b>	2.3%	Married or living common-law	59.0%
<b>Immigrant population</b>	6.9%	Not married or living common-law	41.0%
<b>Indigenous identity</b>	4.4%	Married or common-law with children	34.8%
<b>Education</b>		<b>Language most often spoken at home</b>	
No certificate, diploma, or degree	19.0%	English	85.5%
High school diploma or equivalent	32.9%	French	9.5%
Post secondary certificate, diploma or degree	48.1%	Other	2.4%
<i>*15+ years old</i>			
<b>Education obtained outside Canada</b>	4.0%		
<i>*25-64 years old</i>		<b>Home ownership</b>	
		Owner	70.4%
		Renter	29.6%
		<b>Spending more than 30% on shelter costs</b>	17.2%

*\*Estimates associated with Indigenous languages are more affected than most by the incomplete enumeration of certain reserves and settlements in the Census of Population.*

## Employment and Income

<b>Labour force participation rate</b>		<b>Commuting duration (mins)</b>	<b>Total %</b>	<b>% Men</b>	<b>% Women</b>
Women	53.6%	Less than 15	40.9	36.3	46.7
Men	61.9%	15 to 29	30.1	30.0	30.3
<b>Unemployment rate</b>		30 to 44	13.6	14.5	12.4
Women	10.7%	45 to 59	7.4	8.6	5.9
Men	8.3%	60 minutes and over	8.0	10.7	4.7
<b>Prevalence of low income (LIM)</b>		<b>Income distribution</b>	<b>Total %</b>	<b>% Men</b>	<b>% Women</b>
0-17	14.8%	In bottom half of the distribution	56.6	55.4	57.7
0-5	16.1%	In bottom decile	10.7	10.3	11.0
18-64	11.3%	In second decile	12.8	11.9	13.6
		In third decile	11.4	11.3	11.5
		In fourth decile	10.8	10.9	10.8
		In fifth decile	10.9	11.0	10.8
		In top half of the distribution	43.4	44.6	42.3
		In sixth decile	10.3	10.4	10.1
		In seventh decile	9.9	10.1	9.7
		In eighth decile	9.2	9.5	9.0
		In ninth decile	8.2	8.6	7.9
		In top decile	5.8	6.0	5.6
<b>Median employment income</b>	\$35,200				
<b>Median employment income in 2020 for full-year full-time workers</b>	\$56,000				
<b>Median total income of household in 2020</b>	\$73,500				
<b>Median after-tax income of household in 2020</b>	\$66,000				

*\*LIM: Low Income Measure reflects those whose incomes are below half of the median of the adjusted income distribution*

Reference: <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=stormont&DGUIDlist=2021A00033501&GENDERlist=1,2,3&STATISTIClist=1,4&HEADERlist=0>

# United Counties of Leeds and Grenville

## Population and Family

<b>Population</b>		<b>Average number of children per family</b>	1.7
2021	104,070		
2016	100,527	<b>One-parent families</b>	14.2%
<i>Change since 2016:</i>	<i>+3.50%</i>		
<b>Population density per sq km</b>	31.0	<b>Lone-parent families</b>	
		Women	10.5%
<b>Median age</b>	50.8 years	Men	3.7%
<b>Racialized population</b>	3.1%	<b>Marital status</b>	
<b>Multi-generational households</b>	2.2%	Married or living common-law	61.5%
<b>Immigrant population</b>	7.3%	Not married or living common-law	38.5%
<b>Indigenous identity</b>	3.5%	Married or common-law with children	34.9%
<b>Education</b>		<b>Language most often spoken at home</b>	
No certificate, diploma, or degree	14.9%	English	97.3%
High school diploma or equivalent	30.8%	French	0.9%
Post secondary certificate, diploma or degree	54.3%	Other	1.1%
<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>	3.5%	<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>	16.1%

## Employment and Income

<b>Labour force participation rate</b>		<b>Commuting duration (mins)</b>	<b>Total %</b>	<b>% Men</b>	<b>% Women</b>
Women	53.9%	Less than 15	35.3	30.6	40.8
Men	61.1%	15 to 29	28.9	28.1	29.8
<b>Unemployment rate</b>		30 to 44	18.6	20.4	16.6
Women	11.1%	45 to 59	9.6	11.2	7.6
Men	9.6%	60 minutes and over	7.7	9.7	5.3
<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	49.1	47.8	50.3
0-5	11.2%	In bottom decile	8.6	8.6	8.7
18-64	8.9%	In second decile	9.6	8.9	10.2
<i>*LIM: Low Income Measure reflects those whose incomes are below half of the median of the adjusted income distribution</i>		In third decile	10.0	9.6	10.5
		In fourth decile	10.5	10.4	10.6
<b>Median employment income</b>	\$35,600	In fifth decile	10.3	10.3	10.4
<b>Median employment income in 2020 for full-year full-time workers</b>	\$60,000	In top half of the distribution	50.9	52.2	49.7
<b>Median total income of household in 2020</b>	\$82,000	In sixth decile	10.4	10.4	10.3
<b>Median after-tax income of household in 2020</b>	\$72,500	In seventh decile	11.0	11.2	10.8
		In eighth decile	10.7	11.0	10.5
		In ninth decile	10.6	11.0	10.2
		In top decile	8.2	8.6	7.8

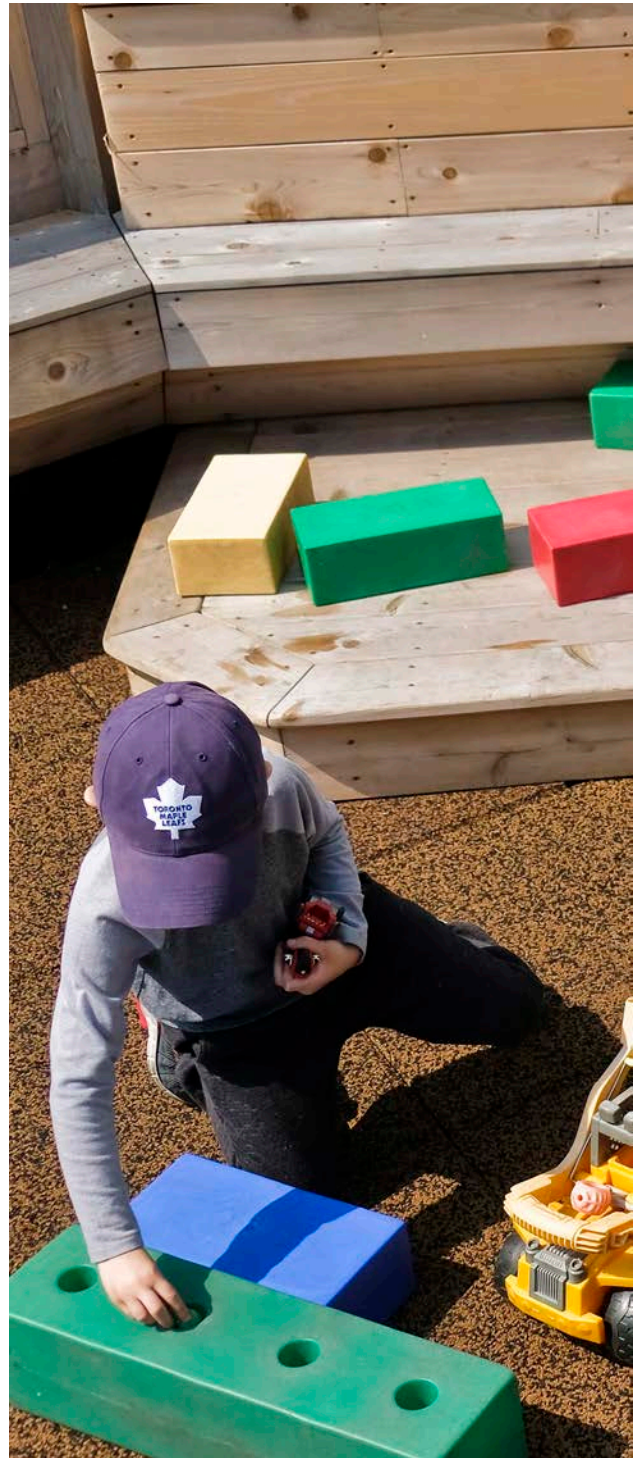
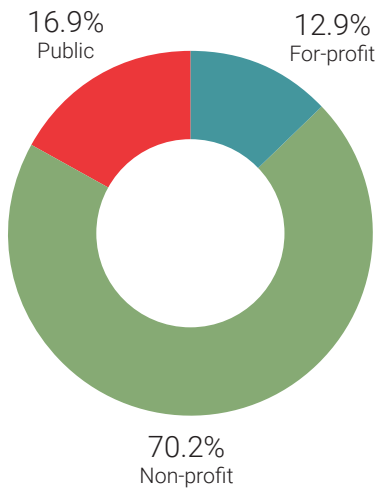
Reference: <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?LANG=E&GENDERlist=1,2,3&STATISTIClist=1,4&DGUIDlist=2021A00033507&HEADERlist=0&SearchText=Leeds%20and%20Grenville>



# Sample Characteristics

A total of 126 individuals working in early years services in the City of Cornwall and the United Counties of Leeds and Grenville responded to the survey (referred to as the 'workforce survey'). Of these, 67.5% are RECEs, and 32.5% are non-RECEs (referred to as the 'workforce'). Most respondents are from non-profit programs (70.2%). Additionally, 32 directors participated in 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](#).

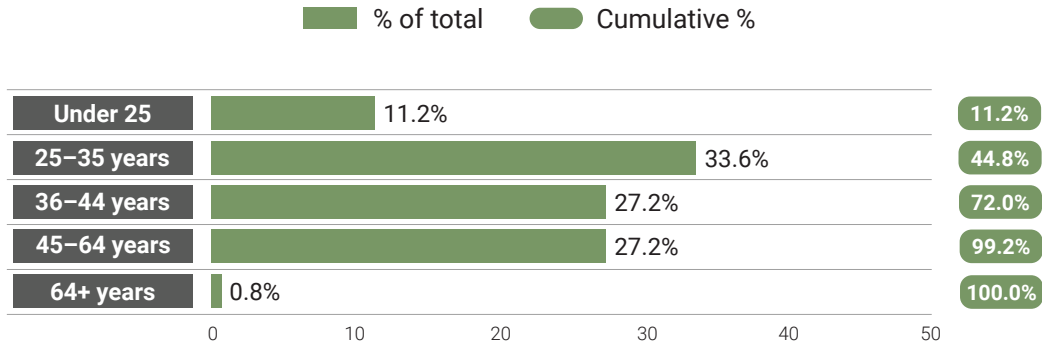
1 – Percentage Respondents by Auspice Workforce



## AGE

The majority (72%) of *workforce* respondents are under the age of 45. Director/supervisor respondents in Cornwall, and Leeds and Grenville are similar in age to the provincial average sample. Across participating regions, 42.7% of director/supervisor participants are under the age of 45 years compared to 45.2% in the two regions.

### 2 – Age Distribution of Respondents *Workforce*

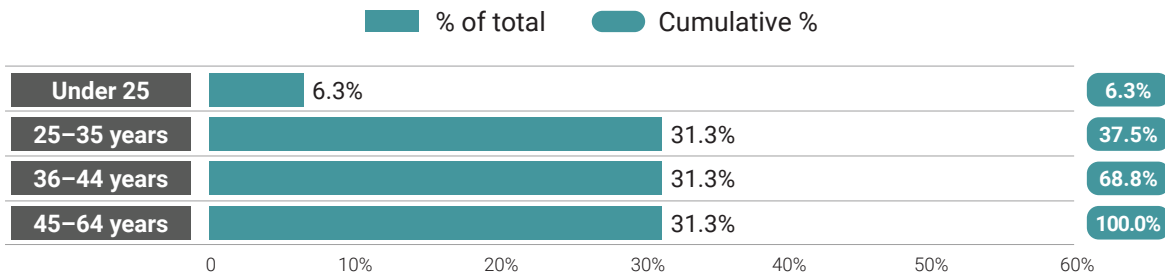




Respondents working in non-profit programs are more likely to be younger. Approximately 77% of *workforce* participants from non-profit programs are under the age of 45 years. By comparison, 68.8% working in for-profit and 57.1% in public programs are under 45 years of age.

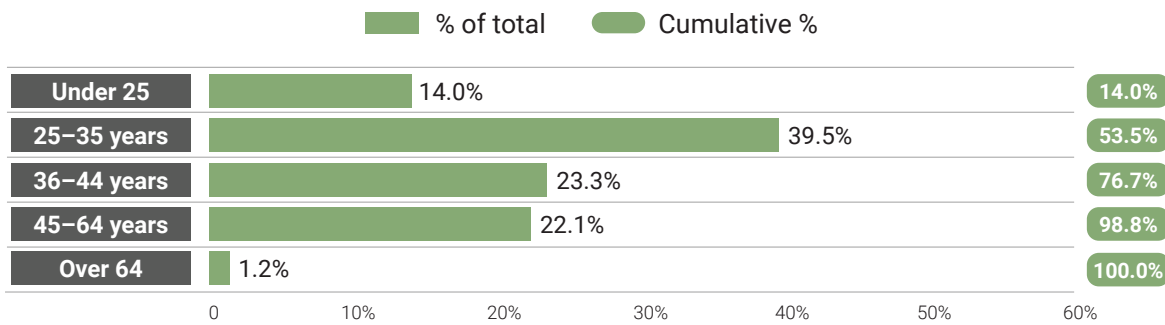
### 3 – Age Distribution by Auspice *Workforce*

#### For-Profit

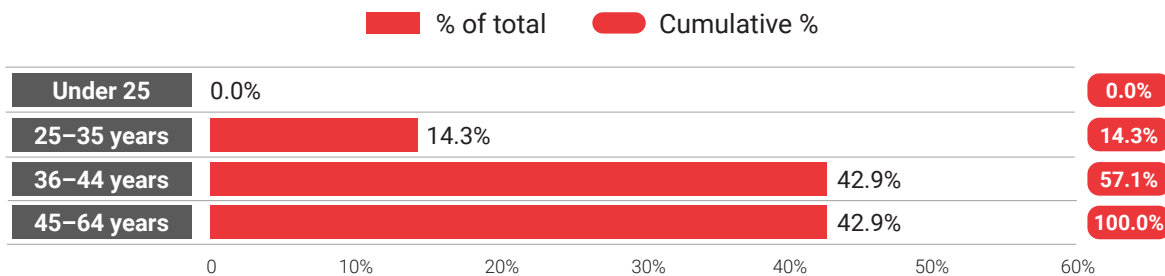


Note: Totals may not add to 100% due to rounding.

#### Non-Profit



#### Public



## YEARS OF EXPERIENCE

Participants who work in for-profit programs have the fewest median years of experience (6 years). In contrast, public programs tend to have more experienced educators (18 years).

### 4 – Years of Experience by Auspice *Workforce*

Auspice	Mean	Minimum	25th percentile	Median	75th percentile	Maximum
For-profit	6.3	0.0	1.0	5.0	12.0	16.0
Non-profit	9.6	0.0	2.0	7.0	15.0	42.0
Public	20.5	7.0	16.0	18.0	25.0	36.0

Of the 32 directors/supervisors who responded to the survey, 93.8% report they are RECEs compared to 94.7% across all 43 participating regions. Of those who are RECEs, 96.8% have been registered with the College of Early Childhood Educators for less than five years.

## FAMILY STATUS

Approximately 32% of the *workforce* survey respondents are single.

### 5 – Respondents' Family Status *Workforce*





## RACIALIZATION

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

### 6 – Percentage Racialized *Workforce*



Racialization by RECE status is not available due to a low sample size. However, province-wide results indicate that non-RECEs are more likely to be racialized than their RECE counterparts.



# Compensation

## WAGES

Wages of RECEs are higher than for non-RECEs. Among RECEs, those working in public programs have the highest hourly wage. Approximately 16% of respondents report having additional employment to supplement their primary wages.

### 7 – Hourly Wages by Auspice and RECE Status Workforce

Auspice	RECE status	
	Non-RECE	RECE
For-profit	\$20.50	\$22.25
Non-profit	\$19.54	\$23.27
Public*	\$31.00	\$30.28
<b>Average across auspice</b>	<b>\$20.74</b>	<b>\$24.99</b>

\* Interpret with caution due to the small sample size.

Note: All averages are weighted.

Reported director/supervisor median wages in Cornwall, and Leeds and Grenville are slightly lower than those across 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.

### 9 – Cornwall and Leeds and Grenville Director/Supervisor Wage Range by Position

Position	Average	Minimum	25th percentile	Median	75th percentile	Maximum
Director etc.	\$29.87	\$21.00	\$25.00	\$29.00	\$32.00	\$42.00
Assistant Director	\$21.67	\$20.00	\$20.00	\$22.00	\$23.00	\$23.00

Assistant Directors should be interpreted with caution due to the low sample size.

## BENEFITS

About 77% of *workforce* respondents report having access to paid sick days. Fewer than half (44.4%) report having pensions or RRSP contributions through their employer. Just under 65% have access to health benefits. Almost three-quarters have opportunities for paid professional development (72.2%). Pay increases for obtaining a new credential or degree in early education are not very common (18.3%), while tuition assistance is rare (10.4%).

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



**77.4%**

Paid sick days



**72.2%**

Paid professional development



**71.3%**

Paid bereavement leave



**67.8%**

Paid personal or mental health days



**64.4%**

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



**62.6%**

Paid programming time during the workday



**44.4%**

Pension benefits or contributions to an RRSP



**39.1%**

Paid team meeting time during the workday



**24.4%**

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



**18.3%**

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



**10.4%**

Tuition assistance



**10.4%**

Parental leave top-up



# Workforce Stability, Stress, and Job Satisfaction

## DISCRIMINATION

Over one-third (36%) of *workforce* respondents report having experienced workplace discrimination. The types of discrimination experienced vary, with bullying (60%) being the most common, followed by education/seniority (31.1%), and mental health (20%). Note that bullying may involve, or be rooted in, other forms of discrimination (e.g., racism or ageism).

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



#### Types of Discrimination *Workforce*

Bullying	60.0%
Education/seniority	31.1%
Mental health	20.0%
Ageism	17.8%
Other*	17.8%
Body prejudice	13.3%

\*Combined due to low sample size. Includes racism, sexism, religious belief, ableism, immigration status, and homophobia.



## JOB SATISFACTION

Only 42.1% of respondents report plans to stay in the sector over the next five years. Those who work in for-profit programs are more likely to report plans to leave or say they are unsure.

### 11 – Plans to Leave the Sector by Auspice Workforce

**75.0%**

**Plans to Leave/  
Not Sure**

Participants who  
either report  
wanting to leave  
or not yet sure

**25.0%**

**Plans to Stay**  
Participants who  
report not wanting  
to leave the sector

**FOR-PROFIT**

**55.2%**

**Plans to Leave/  
Not Sure**

Participants who  
either report  
wanting to leave  
or not yet sure

**44.8%**

**Plans to Stay**  
Participants who  
report not wanting  
to leave the sector

**NON-PROFIT**

**57.2%**

**Plans to Leave/  
Not Sure**

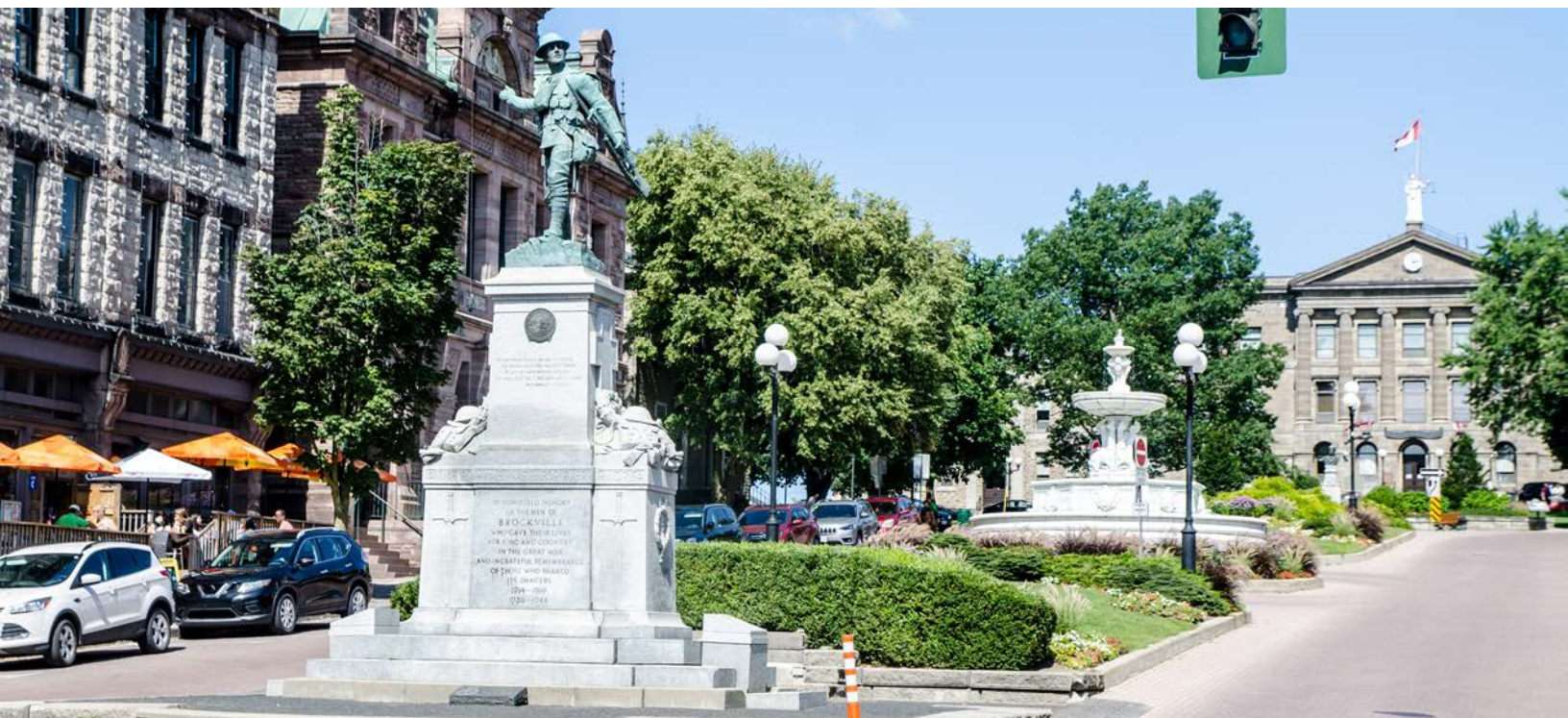
Participants who  
either report  
wanting to leave  
or not yet sure

**42.9%**

**Plans to Stay**  
Participants who  
report not wanting  
to leave the sector

**PUBLIC**

Note: Percentages do not add up to 100% due to rounding.

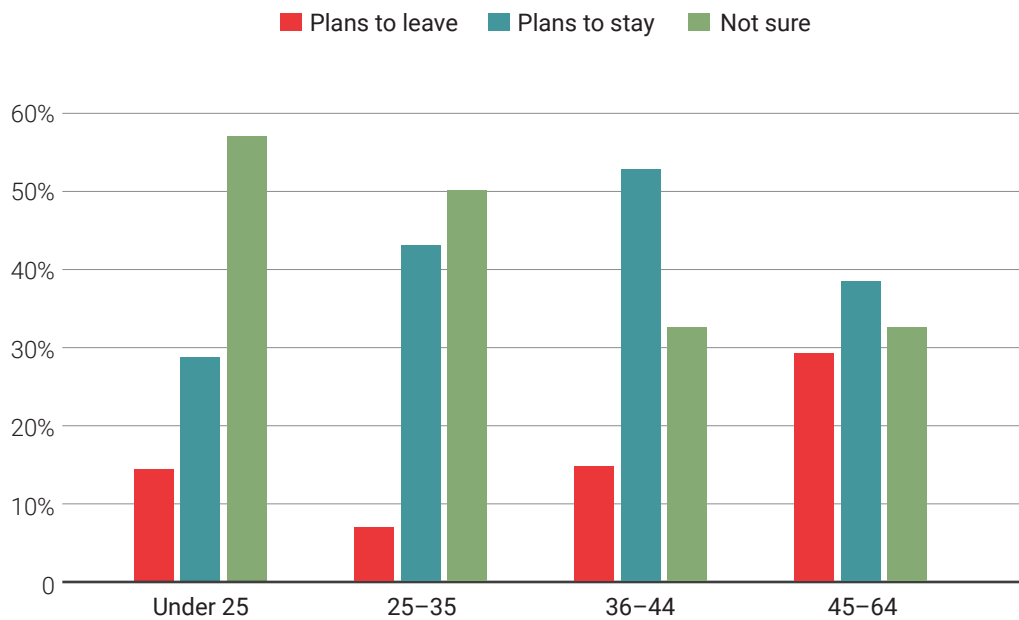






The majority of those who plan to leave the sector are between the ages of 45 and 65. Respondents between the ages of 36 and 44 are most likely to report they are unsure of their plans. Note that those 65+ are not included in these findings, as retirement plans could confound results.

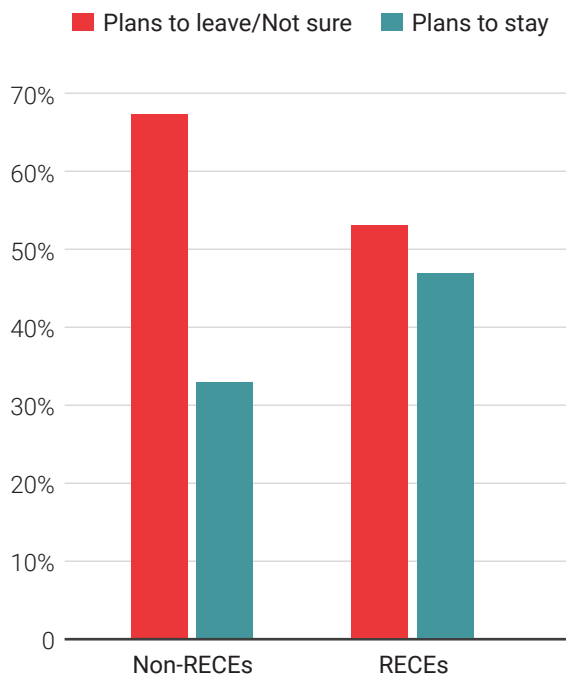
## 12 – Plans to Leave the Sector by Age of Respondent *Workforce*





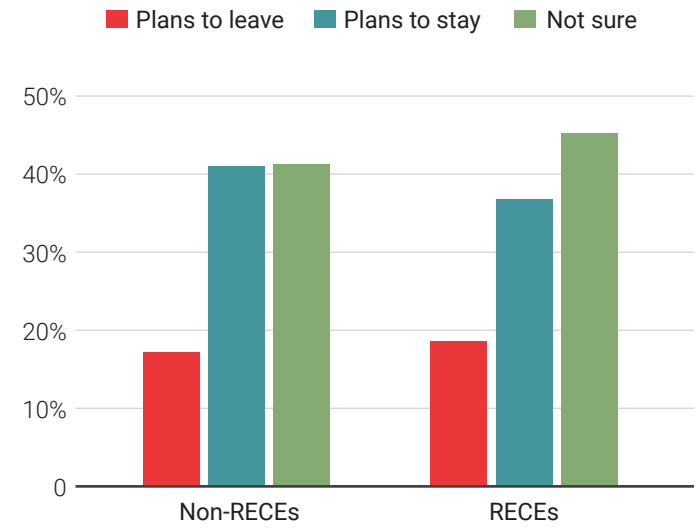
Overall, about 47% of RECE respondents report plans to stay in the sector, with 52.9% either planning to leave or being unsure. Non-RECE respondents are less likely to report plans to stay in the sector (32.5%).

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



Plans to leave the sector are not associated with experiences of workplace discrimination in the two regions. However, provincial-level results find that those who experience discrimination are more likely to report plans to leave. This has implications for professional learning and human resource management. More detailed discussion can be found in the [Executive Report](#).

**14 – Plans to Leave by Those Who Experience Workplace Discrimination by RECE Status**  
*Workforce*



Note: Percentages do not add up to 100% due to rounding.

About 40.6% of director/supervisor respondents in the two regions report wanting to stay in the sector, compared with 32.5% across all participating regions.

**15 – Percentage of Directors/Supervisors with Plans to Stay in the Sector**  
**City of Cornwall and the United Counties of Leeds and Grenville**  
**Versus All Participating Regions**



## WORKPLACE STRESS

Those working within for-profit programs have higher levels of stress on a scale of 1 (low stress) to 5 (high stress). RECES working in for-profit programs report the highest level of stress (3.4 out of 5). There are little differences between RECES and non-RECES in terms of stress levels.

### 16 – 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	3.2	3.4	3.3
Non-profit	3.0	3.1	3.1
Public	3.1	3.0	3.0
<b>Average across auspice</b>	<b>3.1</b>	<b>3.1</b>	<b>3.1</b>

Note: Averages are weighted.

Participants in the two regions 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 have the highest levels of job satisfaction.

### 17 – 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	2.1	2.1	2.1
Non-profit	2.5	2.7	2.6
Public	3.3	3.0	3.0
<b>Average across auspice</b>	<b>2.4</b>	<b>2.7</b>	<b>2.6</b>

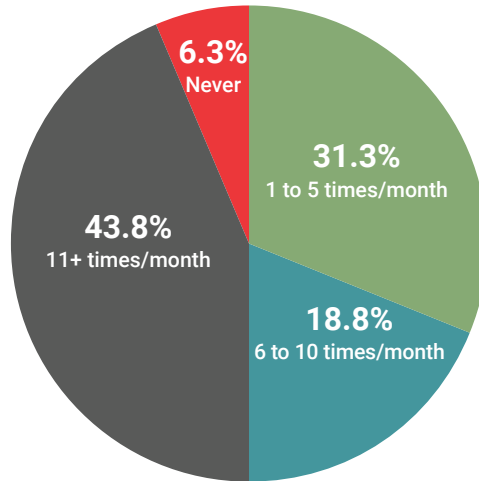
Note: Averages are weighted.



## WORKPLACE STABILITY

Directors often stand in for absent staff by necessity, taking them away from their leadership and administrative duties. Almost 63% of management staff report having to fill in six or more times per month to maintain ratios, with 43.8% reporting this occurs more than 11 times per month.

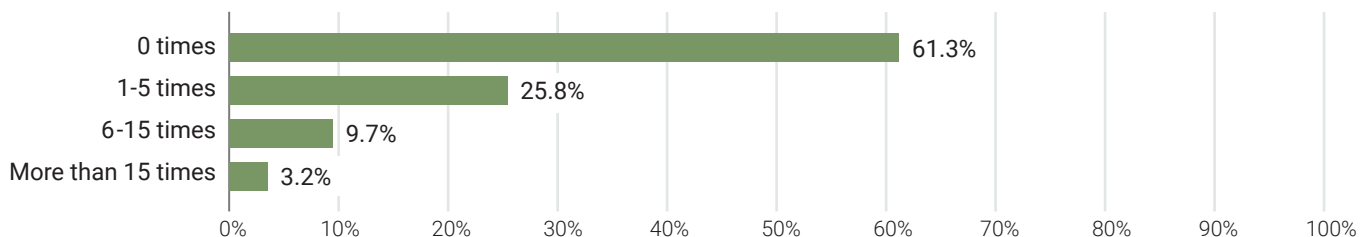
### 18 – Number of Times per Month Directors/Supervisors Fill in Ratio



Note: Numbers may not add up to 100% due to rounding.

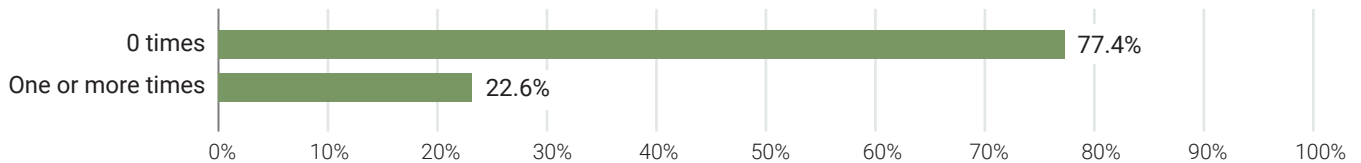
Staff shortages also have deleterious effects on the inclusion of children with disabilities or varying needs. Almost 39% of director/supervisor respondents report they have sent a child(ren) with a disability home due to staffing shortages. This is higher than the provincial sample average of 26.6%. Just under 13% have sent a child with a disability home more than six times in the previous 12 months.

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



Almost a quarter (22.6%) of Cornwall, and Leeds and Grenville 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 16.5%. Furthermore, 28.1% (compared to 27.3% in provincial findings) report they have refused admission to a child with a disability in the previous 12 months due to workforce shortages. About 3% of respondents have denied admission to a child more than five times in the previous 12 months (data not shown).

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



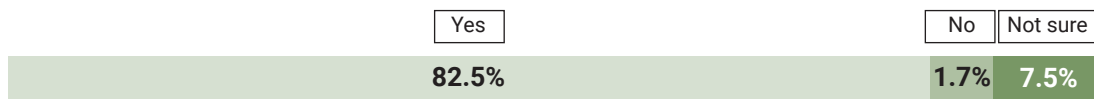
Only 58.1% of *workforce* respondents in the two regions report they would recommend a career in the early years to others who are interested.

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



About 83% of *workforce* respondents state they would recommend their program to a family member or friend looking for child care.

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



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

# Professional Development

## FORMS OF PROFESSIONAL LEARNING

Cornwall, and Leeds and Grenville respondents report that the most common form of professional learning in the previous 12 months was online delivery (77%), followed by self-study (60.3%). Only 20.6% of respondents report having had access to structured mentoring in the previous 12 months, while 26.2% took a course.

Although online delivery is the most common form of professional learning received in the previous 12 months, respondents report it is among the least desired format (19.8%), second only to self-study (16.7%). Respondents prefer ongoing communities of practice (38.9%), structured mentoring (34.9%), and small group conversations (32.5%), 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

Less than one-quarter of respondents report having professional learning on issues of inequity, diversity, and inclusion in the previous 12 months, other than supporting children with disabilities (41.3%). Only 2.4% and 8.7% of respondents report having professional learning centred around incorporating Afrocentric ways of being and supporting newcomer families in the previous 12 months, respectively. Census data for the region help contextualize results.

Respondents in the two regions report wanting more professional learning in these areas. The most wanted professional learning reported is centred around supporting vulnerable (58.7%) and newcomer families (50.8%). Participants also want more training in critical trauma-informed practice (47.6%), Indigenous ways of knowing and being and decolonization (48.4%), incorporating Afrocentric ways of being (46.8%), supporting 2LSGBTQIA+ children and families (46%), anti-bias/anti-racism/anti-oppression education (45.2%), supporting children with disabilities (45.2%), cultural diversity (44.4%), incorporating land-based learning (42.9%), and making workplaces more accessible (40.5%).

### 25 – Equity, Diversity, and Inclusion Learning of Respondents in Cornwall, and Leeds and Grenville Workforce

In the previous 12 months

