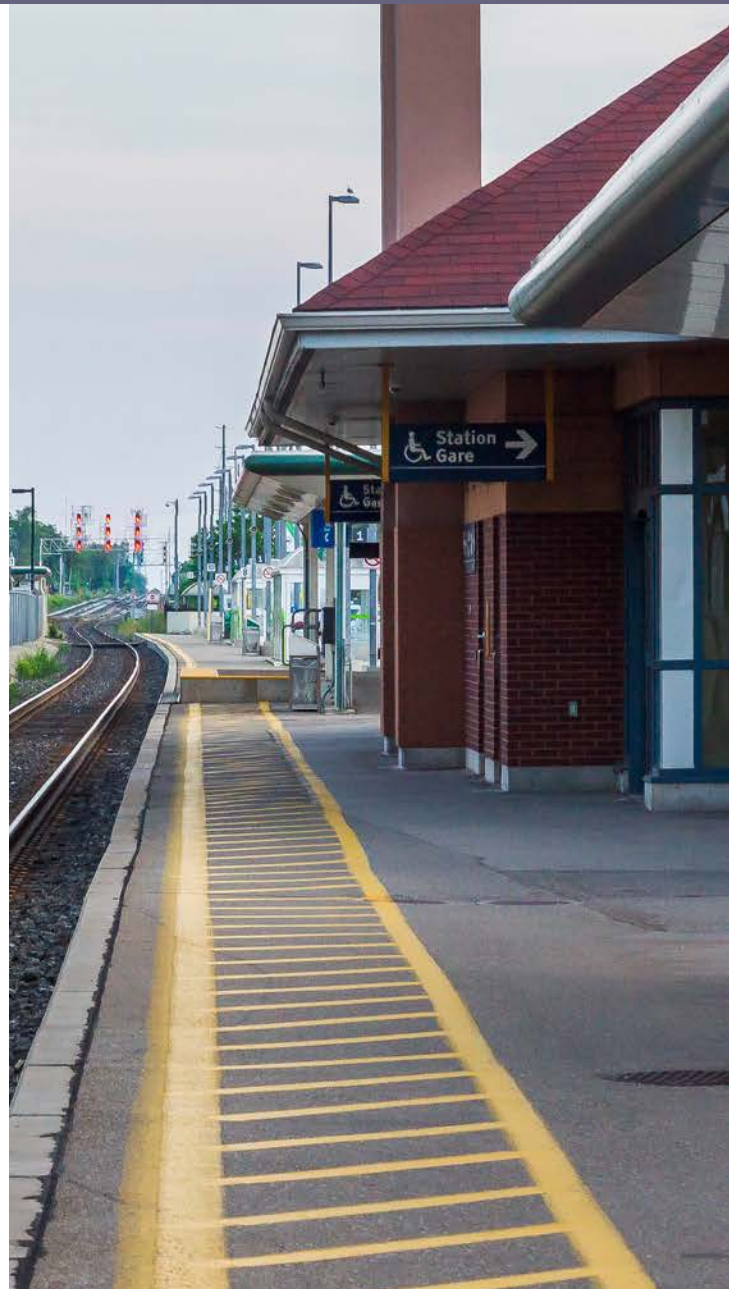
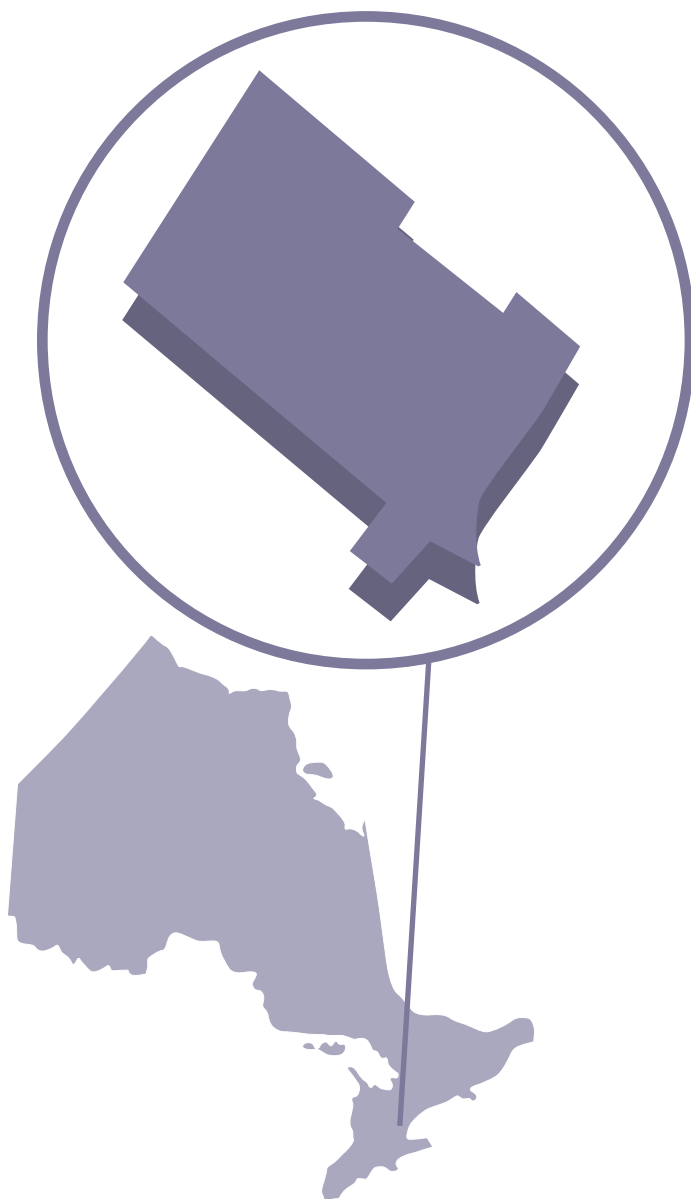


# knowing u numbers

A community approach to understanding  
the early childhood education workforce

## Regional Municipality of Halton







## Regional Municipality of Halton

The regional data presented here are part of the larger provincial early childhood education workforce study **Knowing Our Numbers** (KON). The Regional Municipality of Halton is one 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**, Halton is part of the 'Lakeshore 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:**

Akbari, E., McCuaig, K., Schurter, M. Varmuza, P., Akbari, S., Mudie, S. (2024). *Knowing Our Numbers: A Provincial Study with a Local Lens on the Early Childhood Education Workforce in Ontario. The Regional Municipality of Halton.*

All communication and inquiries should be made to  
Dr. Emis Akbari — [emis.akbari@ece-rpa.ca](mailto:emis.akbari@ece-rpa.ca)  
and Kerry McCuaig — [kerry.mccuaig@ece-rpa.ca](mailto:kerry.mccuaig@ece-rpa.ca)

# Regional Municipality of Halton

## Population and Family

<b>Population</b>		<b>Average number of children per family</b>	1.8
2021	596,637		
2016	548,435	<b>One-parent families</b>	13.6%
Change since 2016:	+8.80%		
<b>Population density per sq km</b>	617.8	<b>Lone-parent families</b>	
		Women	10.8%
<b>Median age</b>	40.8 years	Men	2.8%
<b>Racialized population</b>	35.5%	<b>Marital status</b>	
<b>Multi-generational households</b>	4.4%	Married or living common-law	61.7%
<b>Immigrant population</b>	34.2%	Not married or living common-law	38.3%
<b>Indigenous identity</b>	1.0%	Married or common-law with children	54.3%
<b>Education</b>		<b>Language most often spoken at home</b>	
No certificate, diploma, or degree	11.2%	English	79.0%
High school diploma or equivalent	23.9%	French	0.5%
Post secondary certificate, diploma or degree	64.9%	Other	20.5%
<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>	23.3%	<b>Home ownership</b>	
<i>*25–64 years old</i>		Owner	78.5%
		Renter	21.5%
		<b>Spending more than 30% on shelter costs</b>	24.2%

## Employment and Income

<b>Labour force participation rate</b>		<b>Commuting duration (mins)</b>	<b>Total %</b>	<b>% Men</b>	<b>% Women</b>
Women	62.2%	Less than 15	28.2	24.0	33.4
Men	71.9%	15 to 29	30.5	28.6	32.8
<b>Unemployment rate</b>		30 to 44	22.5	25.5	18.9
Women	12.4%	45 to 59	9.7	11.0	8.1
Men	9.8%	60 minutes and over	9.1	10.8	6.9
<b>Prevalence of low income (LIM)</b>		<b>Income distribution</b>	<b>Total %</b>	<b>% Men</b>	<b>% Women</b>
0-17	7.7%	In bottom half of the distribution	32.9	31.6	34.1
0-5	7.4%	In bottom decile	5.9	5.7	6.2
18-64	6.0%	In second decile	5.8	5.3	6.2
<i>*LIM: Low Income Measure reflects those whose incomes are below half of the median of the adjusted income distribution</i>		In third decile	6.3	6.0	6.6
		In fourth decile	7.0	6.8	7.1
<b>Median employment income</b>	\$47,600	In fifth decile	7.9	7.8	8.0
<b>Median employment income in 2020 for full-year full-time workers</b>	\$82,000	In top half of the distribution	67.1	68.4	65.9
<b>Median total income of household in 2020</b>	\$121,000	In sixth decile	8.9	8.9	9.0
<b>Median after-tax income of household in 2020</b>	\$103,000	In seventh decile	10.4	10.4	10.4
		In eighth decile	12.2	12.4	12.0
		In ninth decile	15.1	15.4	14.8
		In top decile	20.5	21.3	19.8

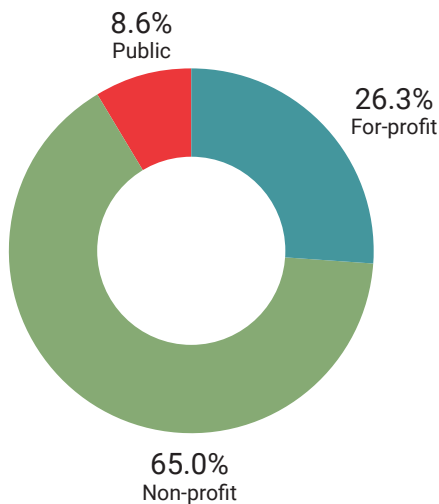
Reference: <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=halton&GENDERlist=1,2,3&STATISTIClist=1,4&DGUIDlist=2021A00033524&HEADERlist=0>



# Sample Characteristics

A total of 160 individuals working in early years services in the Regional Municipality of Halton responded to the survey (referred to as the 'workforce survey'). Of these, 61% are RECEs and 39% are non-RECEs (referred as the 'workforce'). Most respondents work in non-profit programs (65%). Additionally, 50 directors responded to the survey. As the number of respondents who are licensed home child care providers in Halton is low (n=12), data are not presented here; these findings are included in the [Executive Report](#).

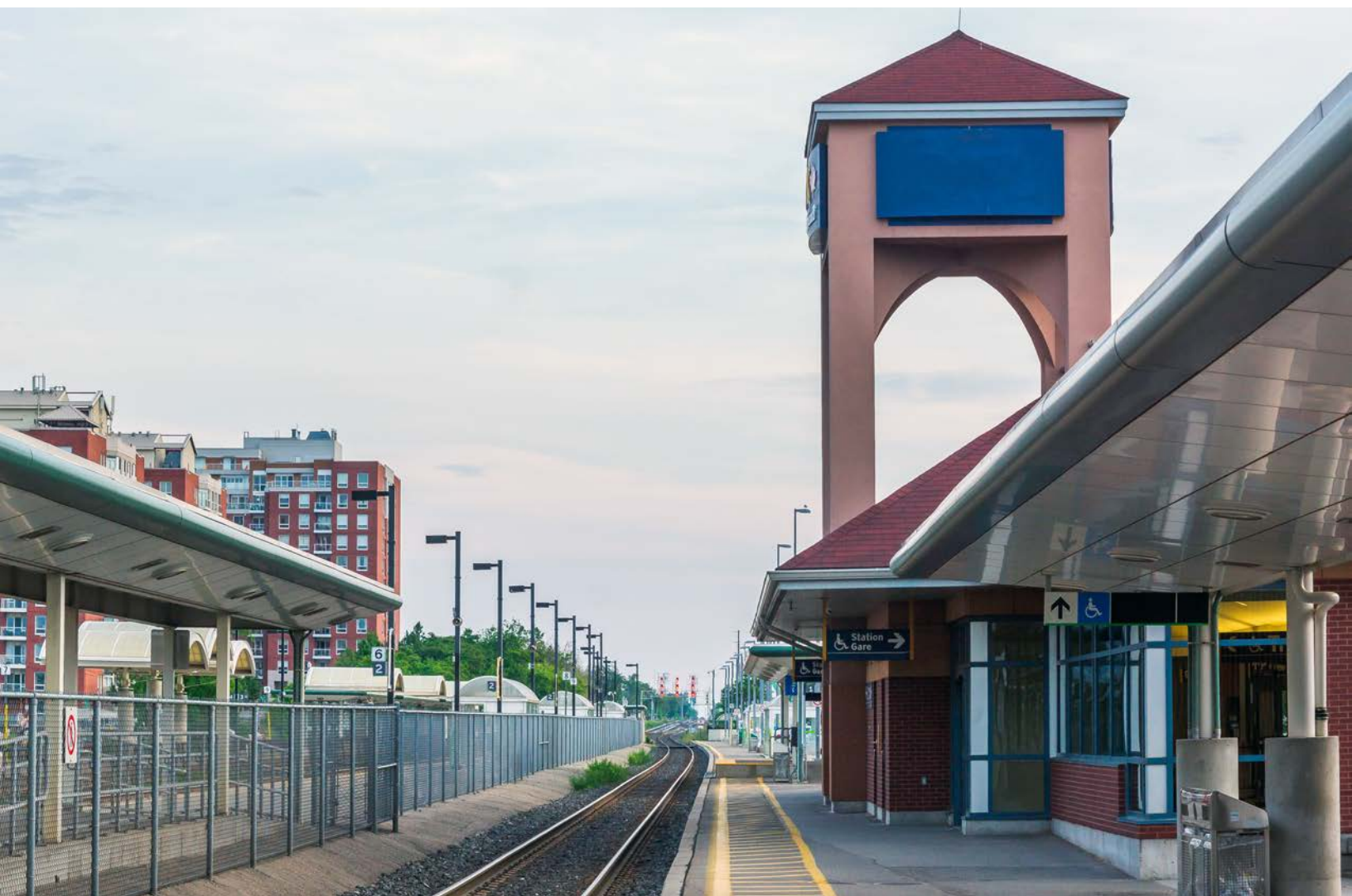
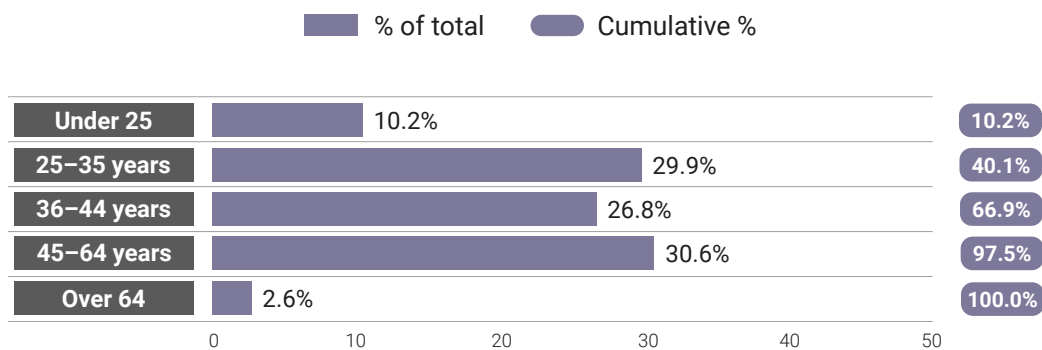
**Percentage Respondents by Auspice Workforce**



## AGE

Approximately 67% of *workforce* respondents are under the age of 45. Just over 40% of director/supervisor respondents in Halton are under the age of 45 years (on par with provincial findings of 42.7%).

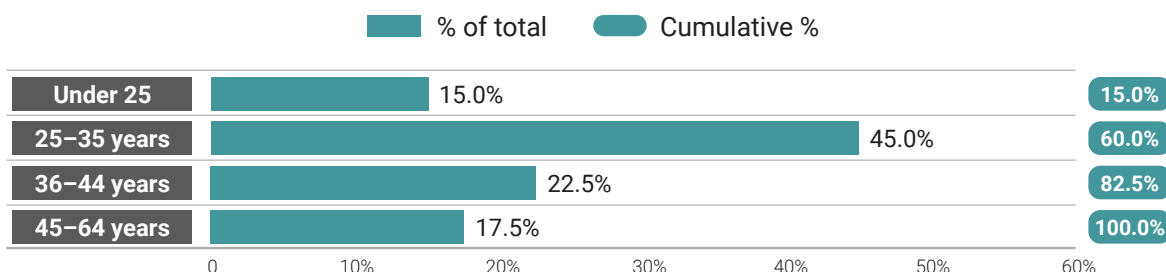
### Age Distribution of Respondents *Workforce*



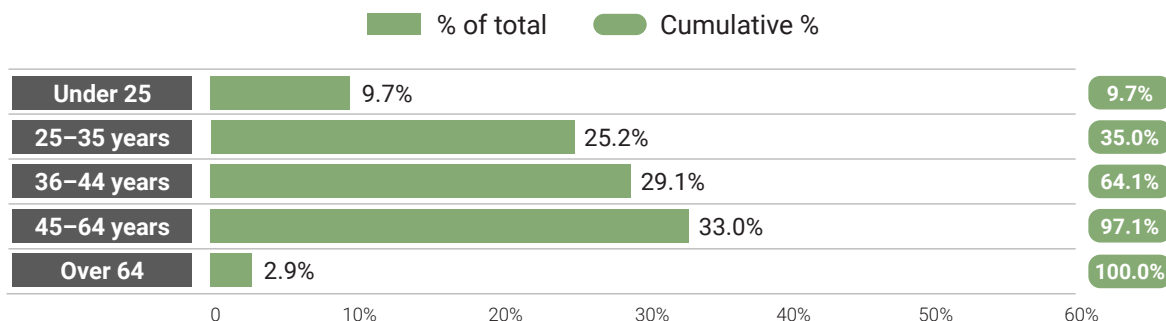
Respondents working in for-profit organizations are more likely to be younger. Almost 83% of *workforce* participants from for-profit programs are under the age of 45 years. By comparison, 64.1% in non-profit and 42.9% in public programs are under 45 years of age.

## Age Distribution by Auspice Workforce

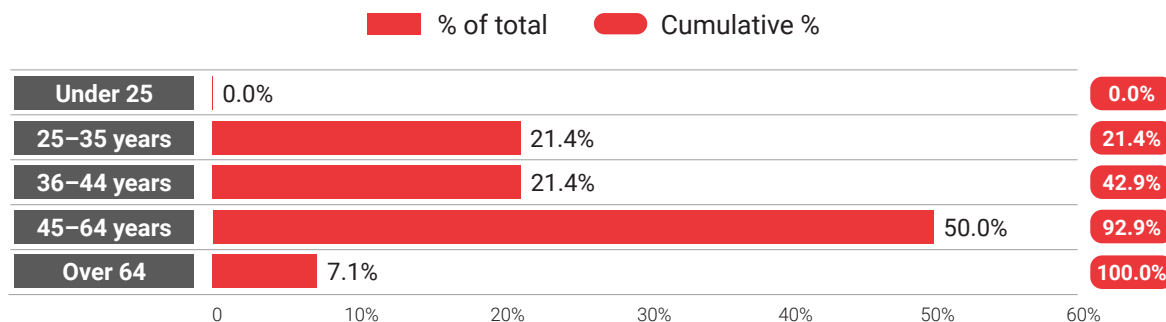
### For-Profit



### Non-Profit



### Public



## YEARS OF EXPERIENCE

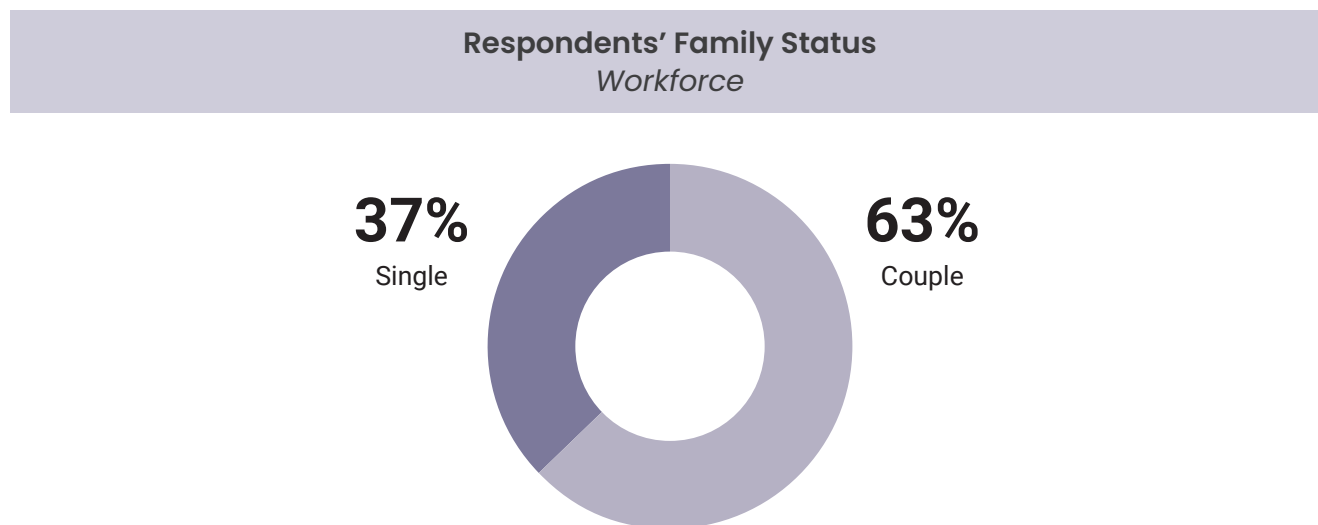
Participants who work in for-profit programs have the fewest years of experience. In contrast, public programs tend to have more experienced educators.

Years of Experience by Auspice <i>Workforce</i>						
Auspice	Mean	Minimum	25th percentile	Median	75th percentile	Maximum
For-profit	9.4	0.0	2.0	5.5	12.0	38.0
Non-profit	11.6	0.0	4.0	9.0	18.0	40.0
Public	18.9	4.0	12.0	18.5	24.0	36.0

Of the 50 directors/supervisors who responded to the survey, 86% report they are RECEs compared to 94.7% across all 43 participating regions. In addition, 6% report they are otherwise approved (director's approval). Of those who are RECEs, about 90% have been registered with the College of Early Childhood Educators for less than five years.

## FAMILY STATUS

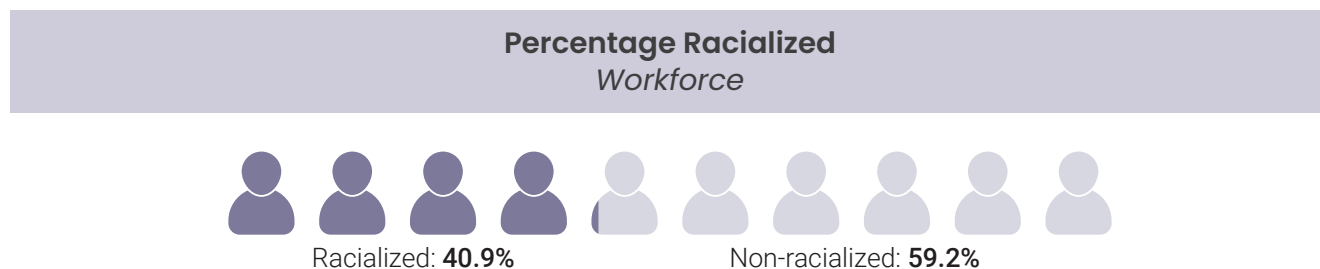
Approximately 37% of the *workforce* survey respondents are single.



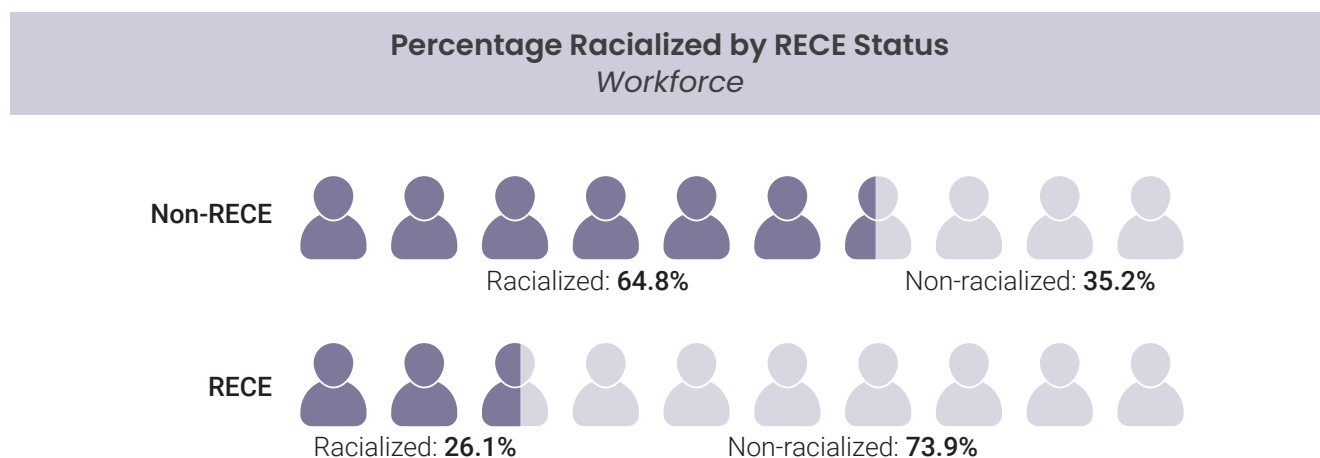


## RACIALIZATION

About 41% of the *workforce* sample identify as racialized.



Non-RECEs are much more likely than RECEs to identify as racialized. This is similar to the province-wide findings.





# Compensation

## WAGES

Wages of RECEs are higher than for non-RECEs. Those working in for-profit programs have the lowest hourly wages. Approximately 17% of respondents report having additional employment to supplement their primary wages.

### Hourly Wages by Auspice and RECE Status Workforce

Auspice	RECE status	
	Non-RECE	RECE
For-profit	\$20.38	\$21.67
Non-profit	\$22.06	\$25.71
Public	\$22.00	\$30.55
Average across auspice	\$21.62	\$25.33

Director/supervisor wages reported in Halton Region are slightly lower than provincial findings. The median director/supervisor hourly wage in the provincial findings is \$30 per hour, with a minimum of \$18 per hour and a maximum of \$80 per hour. In contrast, the maximum wage in Halton for directors/supervisors is \$45 per hour.

### Halton Director/Supervisor Wage Range by Position

Position	Average	Minimum	25th percentile	Median	75th percentile	Maximum
Director	\$28.90	\$18.00	\$26.00	\$28.00	\$32.00	\$45.00
Assistant Director	\$25.50	\$23.00	\$23.00	\$25.00	\$28.00	\$29.00
Average across position	\$28.40	\$18.00	\$25.00	\$28.00	\$32.00	\$45.00

## BENEFITS

Just over 80% of *workforce* respondents report having access to paid sick days. Around half (53.2%) have extended health benefits, paid personal/mental health days (51.3%), and paid team meetings during the workday (50.6%). Almost two-thirds (64.7%) have paid professional development opportunities. Fewer than half (44.2%) have paid programming time during the workday and only 36.5% report having pensions or RRSP contributions through their employer. Tuition assistance (6.4%) and pay increases for obtaining a new credential or degree in the field (14.1%) are rare.

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



**80.8%**

Paid sick days



**64.7%**

Paid professional development



**53.2%**

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



**51.3%**

Paid personal or mental health days



**50.6%**

Paid team meeting time during the workday



**44.2%**

Paid bereavement leave



**44.2%**

Paid programming time during the workday



**36.5%**

Pension benefits or contributions to an RRSP



**21.8%**

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



**14.1%**

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



**6.4%**

Tuition assistance



**5.8%**

Parental leave top-up

# Workforce Stability, Stress, and Job Satisfaction

## DISCRIMINATION

Approximately 24% of *workforce* respondents report having experienced workplace discrimination. The types of discrimination experienced vary, with bullying (48.7%) being the most common, followed by education/seniority (43.6%) and ageism (28.2%). 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*



### Types of Discrimination *Workforce*

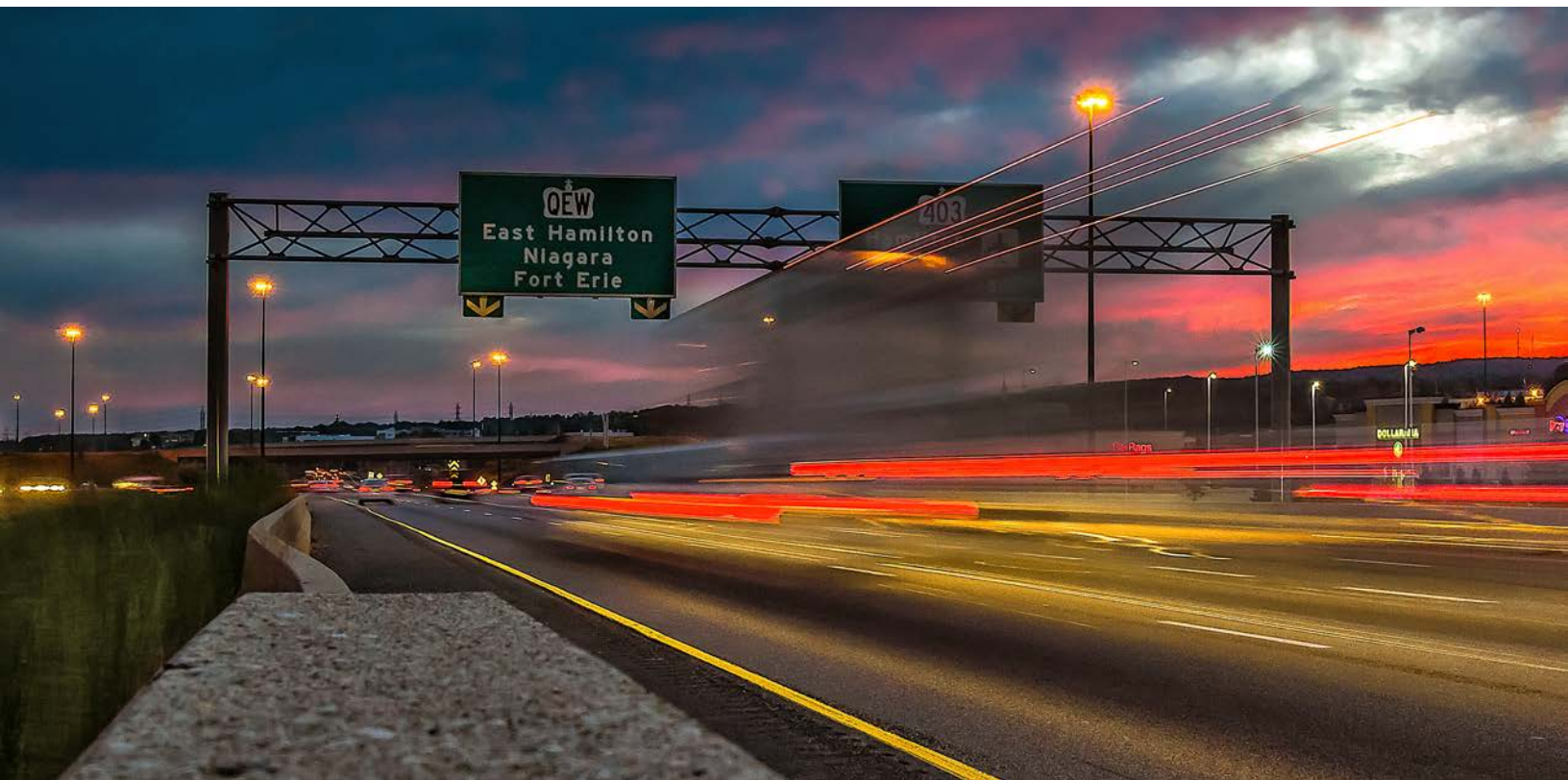
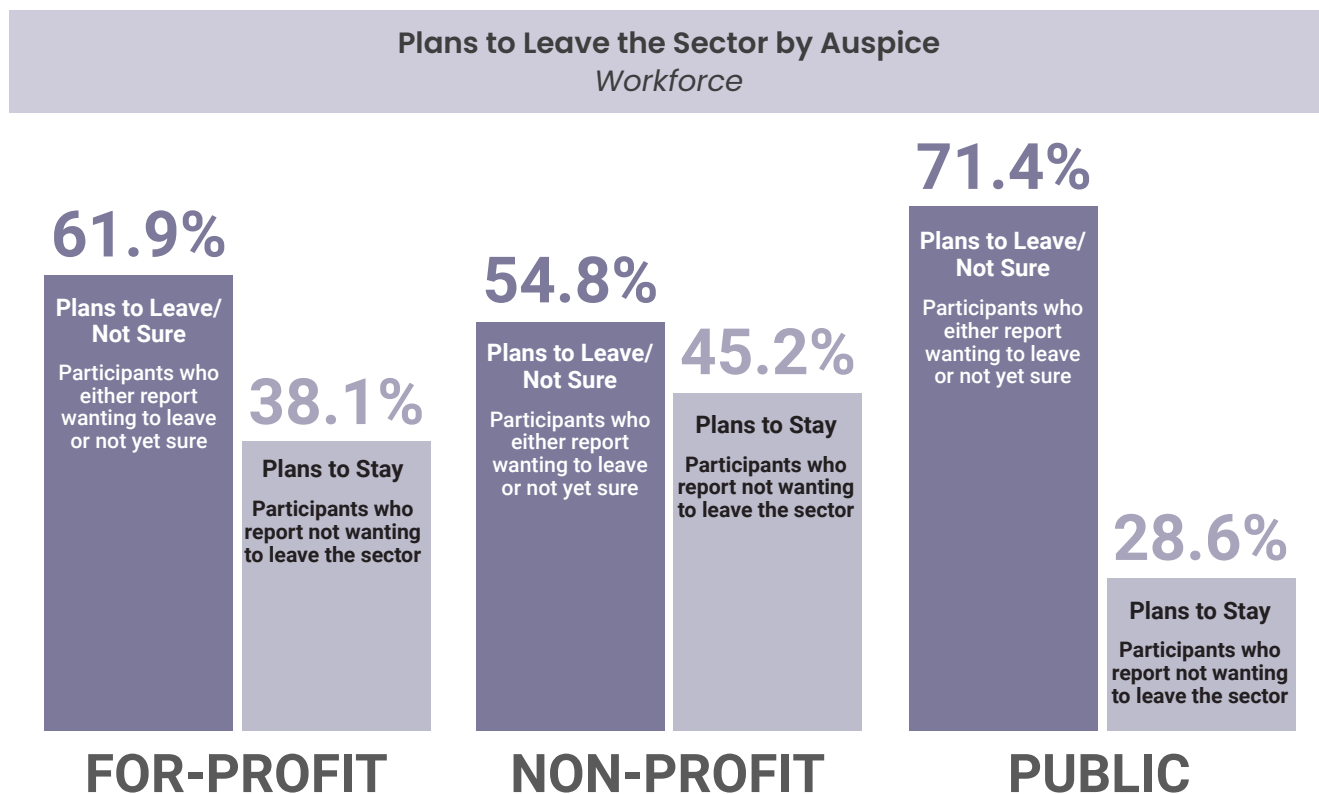
Bullying	48.7%
Education/seniority	43.6%
Ageism	28.2%
Racism	23.0%
Ableism	18.0%
Mental health	18.0%
Sexism	15.4%
Body prejudice	15.4%
Religious belief	10.3%
Homophobia	10.3%
Immigration status	7.7%





## JOB SATISFACTION

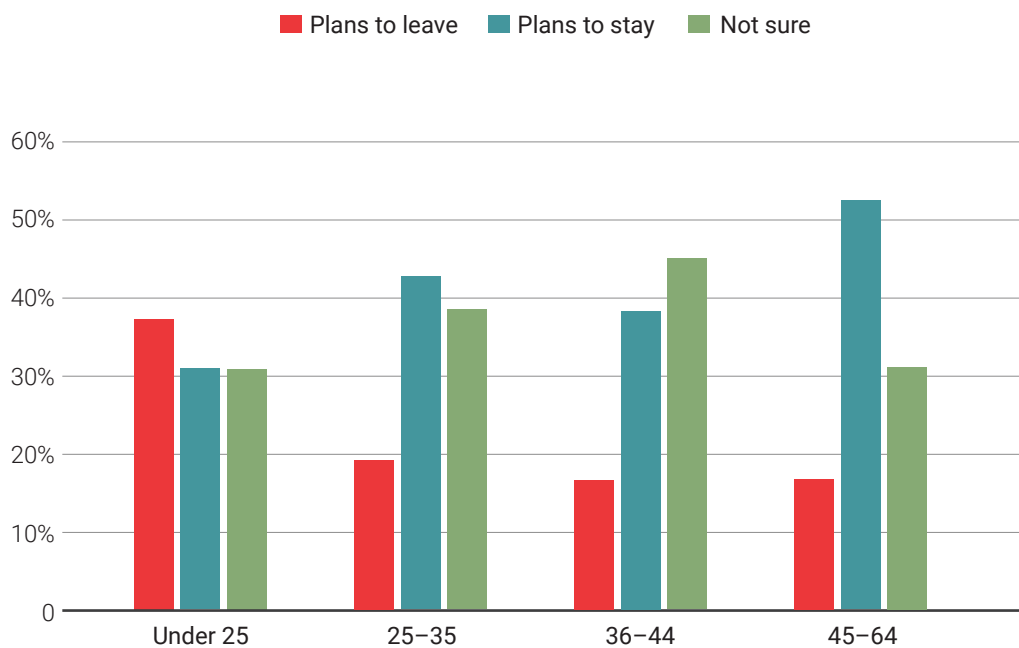
Only 41.9% of respondents report plans to stay in the sector over the next five years. Those who work in public programs are more likely to report plans to leave or say they are unsure.





Those under the age of 25 years are more likely to report plans to leave the sector (37.5%). Only 31.3% in this age group plan to stay, while another 31.3% report being unsure. Note that those 65+ are not included in these findings as plans for retirement would confound results.

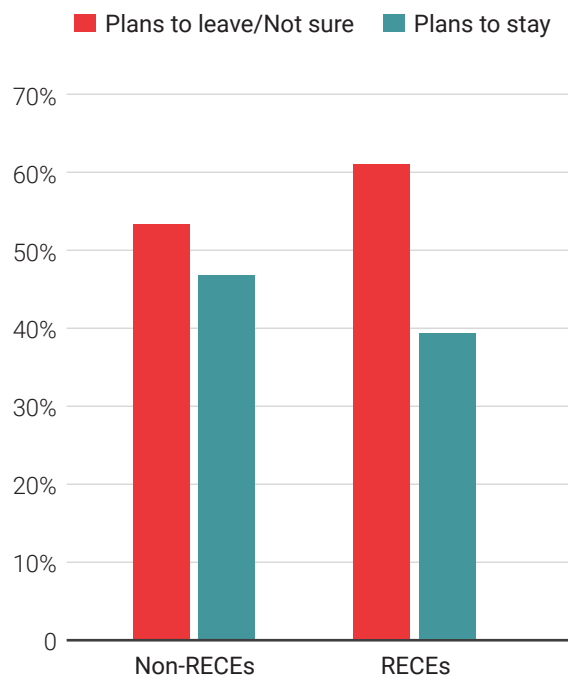
### Plans to Leave the Sector by Age of Respondent *Workforce*





Overall, only 39.2% of RECE respondents report plans to stay in the sector, with 60.8% either planning to leave or reporting they are unsure. Non-RECE respondents are more likely to report plans to stay in the sector (46.8%).

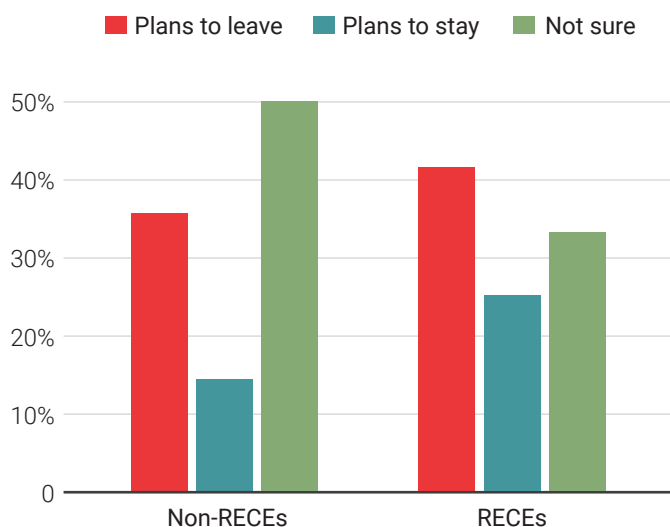
### Plans to Leave the Sector by RECE Status *Workforce*





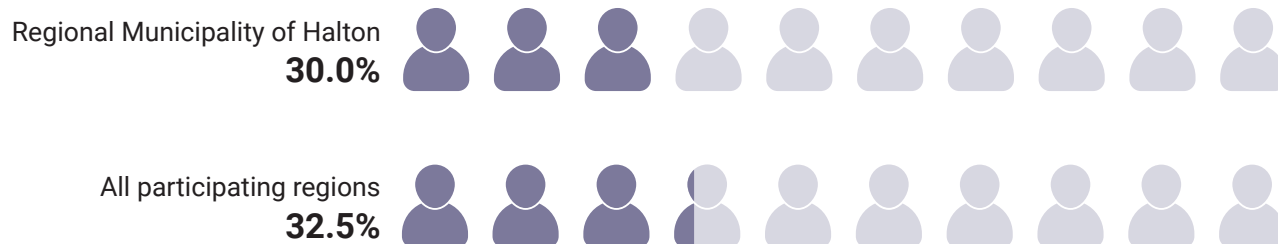
Plans to leave the sector are associated with experiences of workplace discrimination. Those who experience discrimination are more likely to report plans to leave the sector in the next five years. Of these, RECEs are more likely to report plans to leave compared to non-RECEs. This has implications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

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



Only 30% of director/supervisor respondents in Halton report wanting to stay in the sector, which is on par with 32.5% across all participating regions. However, 48% of respondents in Halton report they are uncertain of their plans to stay in the sector. This has important implications for retention strategies and investments.

### Percentage of Directors/Supervisors with Plans to Stay in the Sector Regional Municipality of Halton Versus All Participating Regions



## WORKPLACE STRESS

Those working within public programs report the highest levels of stress on a scale of 1 (low stress) to 5 (high stress). RECEs and non-RECEs report about the same levels of stress (3.2 versus 3.0, respectively).

### 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	3.1	3.1
Non-profit	2.9	3.2	3.1
Public	3.9	3.3	3.3
<b>Average across auspice</b>	<b>3.0</b>	<b>3.2</b>	<b>3.1</b>

Note: all averages are weighted.

Participants in Halton 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.

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

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

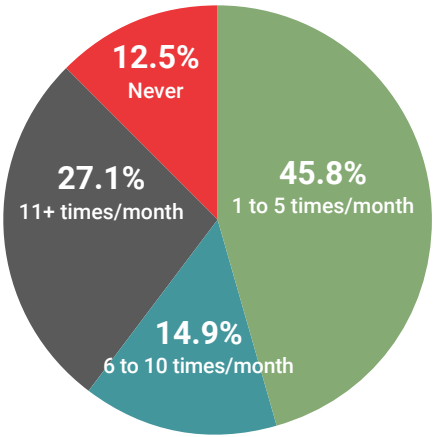
Auspice	RECE status		Average across RECE status
	Non-RECE	RECE	
For-profit	2.4	2.3	2.4
Non-profit	2.7	2.7	2.7
Public	2.6	2.5	2.5
<b>Average across auspice</b>	<b>2.6</b>	<b>2.6</b>	<b>2.6</b>

Note: all averages are weighted.

# WORKPLACE STABILITY

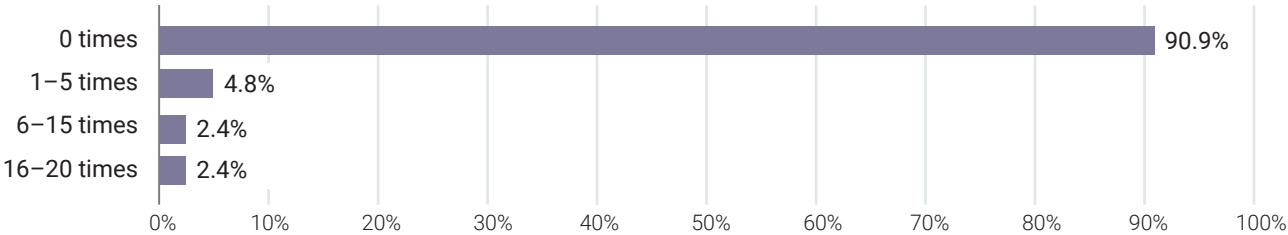
Directors often stand in for absent staff by necessity, taking them away from their leadership and administrative duties. Forty per cent of management staff report having to fill in more than six times per month to maintain ratios, with 27.1% reporting this occurs more than 11 times per month.

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 10% of director/supervisor respondents report they have sent a child(ren) with a disability home due to staffing shortages. This is lower than the provincial sample average of 26.6%.

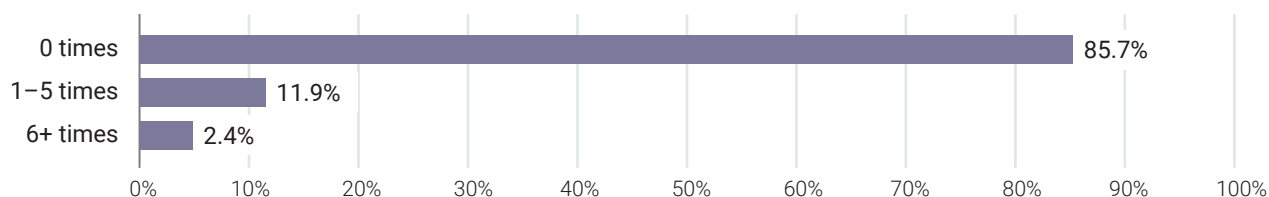
Percentage Reporting Frequency of Times in the Previous 12 Months Directors/Supervisors Sent Children with Disabilities Home Due to Staffing Shortages





Almost 15% of Halton 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 on par with the provincial sample average of 16.5%. Furthermore, 16.3% (compared to 27.3% in provincial findings) report that they have refused admission to a child with a disability in the previous 12 months. Just over 2% of respondents denied admission more than six times in the previous 12 months (data not shown).

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



About half (50.6%) of *workforce* respondents in Halton report that they would recommend a career in the early years to others who are interested.

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



About half (53.8%) of *workforce* respondents state that they would recommend their program to a family member or friend looking for child care. However, RECEs (39.8%) are much less likely to recommend their program to friends and family than non-RECEs (67.7%). This is of concern, as RECEs have better knowledge and training overall in the early years sector.

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

	RECE status		
	Non-RECE	RECE	Average across RECE status
Yes	67.7%	39.8%	50.6%
No	16.1%	34.7%	27.5%
Not sure	16.1%	25.5%	21.9%

Note: Numbers may not total 100 due to rounding.

# Professional Development

Halton Region respondents report that the most common form of professional learning in the previous 12 months was online delivery (83.1%), followed by performance reviews (71.3%). Only 18.8% of respondents report having taken a course in the previous 12 months.

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 (22.5%), second only to performance reviews (20.6%). Respondents prefer attending conferences (37.5%), in-person workshops (33.8%), taking courses (31.3%), and ongoing communities of practice (31.8%) for their continued learning, 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

Around half of respondents report receiving training in cultural diversity (51.3%), anti-bias/anti-racism (48.1%), and supporting children with disabilities (46.9%) in the previous 12 months. In contrast, participants report the least amount of professional learning in the areas of incorporating Afrocentric ways of being (10.6%) and land-based learning (20%). Census data for the region help contextualize results.

The most wanted professional learning reported is centred around supporting newcomer (48.8%) and vulnerable families (48.1%), and critical trauma-informed practice (47.5%). Almost half of participants also report wanting more professional learning centred around incorporating Afrocentric ways of being (46.3%) and supporting children with disabilities (44.4%).

### Equity, Diversity, and Inclusion Learning of Respondents in Halton Workforce

In the previous 12 months

