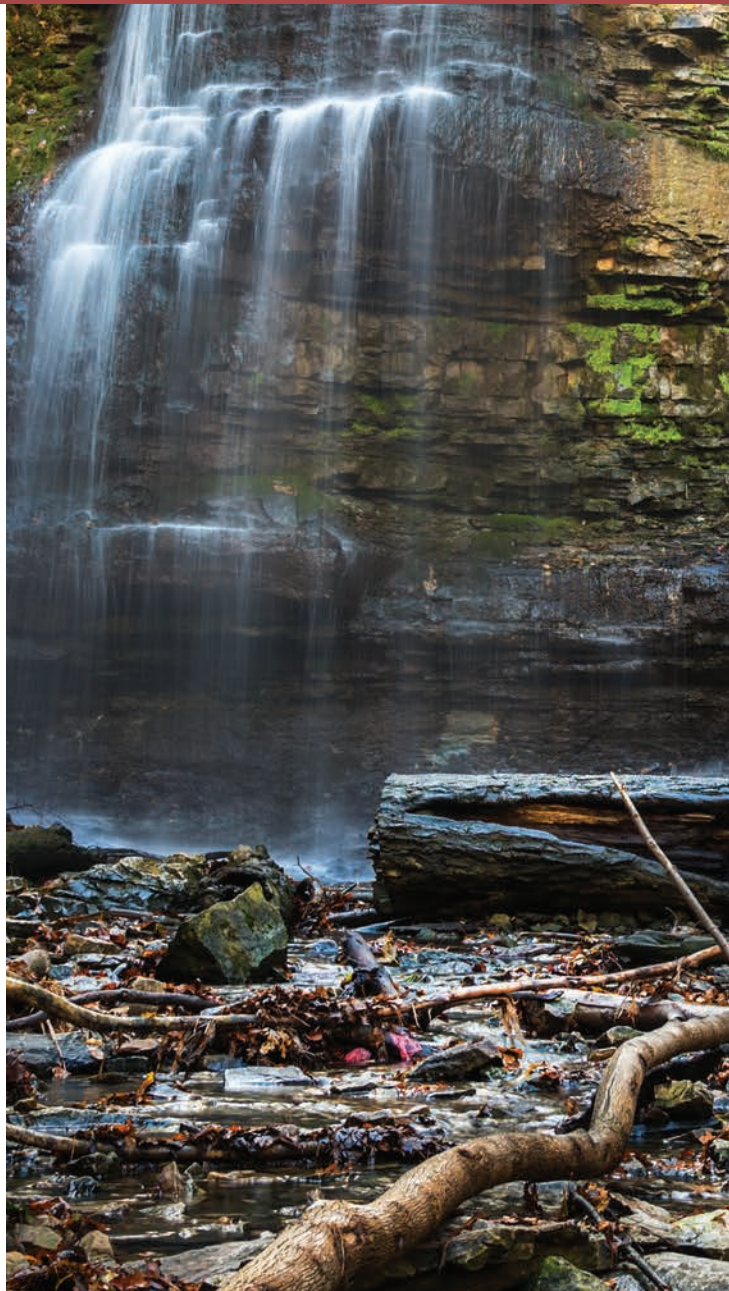
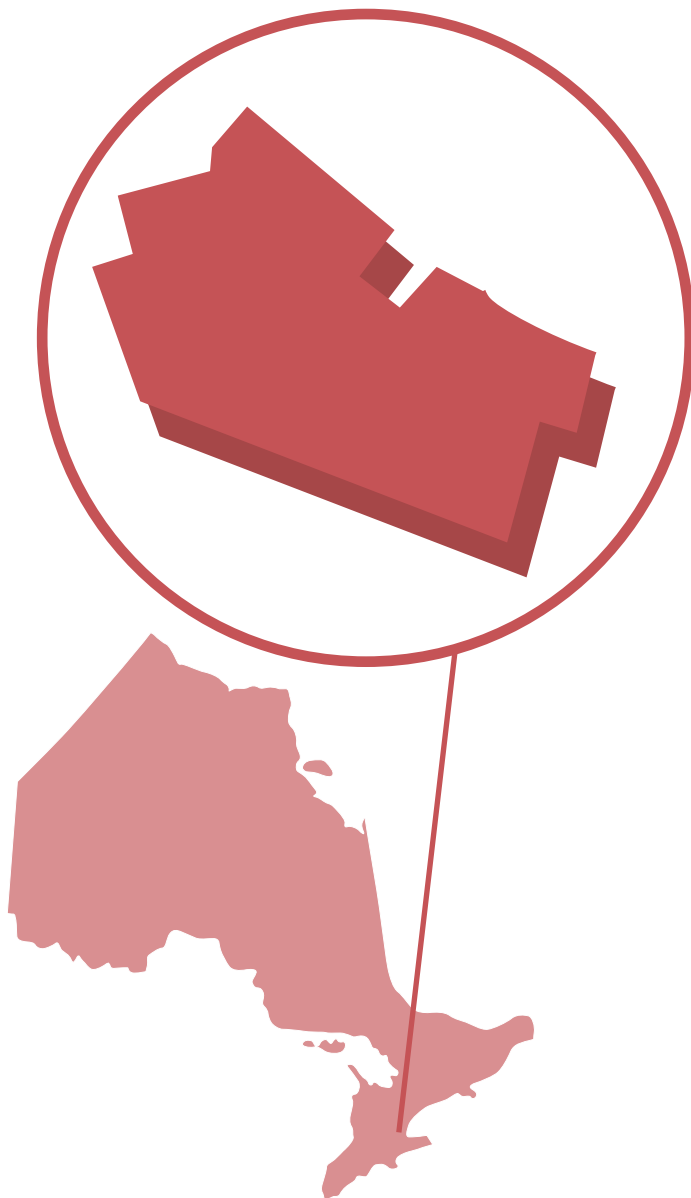


knowing u numbers

A community approach to understanding
the early childhood education workforce



City of Hamilton





City of Hamilton

The regional data presented here are part of the larger provincial early childhood education workforce study **Knowing Our Numbers** (KON). The City of Hamilton is one 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](#). In the **Executive Report**, the City of Hamilton 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 City of Hamilton.*

All communication and inquiries should be made to
Dr. Emis Akbari – emis.akbari@ece-rpa.ca
and Kerry McCuaig – kerry.mccuaig@ece-rpa.ca

City of Hamilton

Population and Family

Population		Average number of children per family	1.8
2021	569,353		
2016	536,917	One-parent families	19.2%
<i>Change since 2016:</i>	<i>+6.00%</i>		
Population density per sq km	509.1	Lone-parent families	
		Women	15.3%
Median age	40.8 years	Men	3.9%
Racialized population	25.1%	Marital status	
Multi-generational households	3.7%	Married or living common-law	54.5%
Immigrant population	25.9%	Not married or living common-law	45.5%
Indigenous identity	2.2%	Married or common-law with children	43.8%
Education		Language most often spoken at home	
No certificate, diploma, or degree	17.2%	English	83.2%
High school diploma or equivalent	27.9%	French	0.4%
Post secondary certificate, diploma or degree	54.9%	Other	12.5%
<i>*15+ years old</i>			
Education obtained outside Canada	11.8%		
<i>*25-64 years old</i>		Home ownership	
		Owner	65.7%
		Renter	34.3%
		Spending more than 30% on shelter costs	23.2%

**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

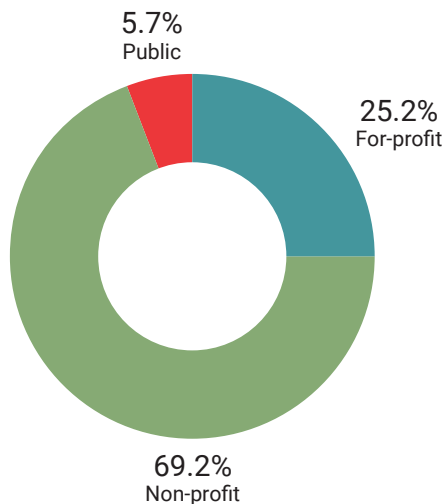
Labour force participation rate		Commuting duration (mins)	Total %	% Men	% Women
Women	58.0%	Less than 15	25.2	21.4	29.7
Men	66.1%	15 to 29	40.1	38.1	42.4
Unemployment rate		30 to 44	18.4	20.0	16.4
Women	13.0%	45 to 59	7.9	9.6	5.8
Men	11.7%	60 minutes and over	8.5	10.8	5.8
Prevalence of low income (LIM)		Income distribution	Total %	% Men	% Women
0-17	13.0%	In bottom half of the distribution	48.4	47.3	49.4
0-5	13.7%	In bottom decile	9.7	9.6	9.7
18-64	9.7%	In second decile	9.7	9.0	10.3
<i>*LIM: Low Income Measure reflects those whose incomes are below half of the median of the adjusted income distribution</i>		In third decile	9.6	9.4	9.8
		In fourth decile	9.7	9.6	9.8
Median employment income	\$37,600	In fifth decile	9.6	9.6	9.7
Median employment income in 2020 for full-year full-time workers	\$64,500	In top half of the distribution	51.6	52.7	50.6
Median total income of household in 2020	\$86,000	In sixth decile	10.1	10.2	10.1
Median after-tax income of household in 2020	\$75,500	In seventh decile	10.3	10.5	10.2
		In eighth decile	10.6	10.8	10.4
		In ninth decile	10.8	11.1	10.6
		In top decile	9.7	10.1	9.4

Reference: <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&GENDERlist=1&STATISTIClist=1&HEADERlist=0&DGUIDlist=2021A00033525&SearchText=Hamilton>

Sample Characteristics

A total of 844 individuals working in early education and child care services in the City of Hamilton responded to the survey (referred to as the 'workforce survey'). Of these, 63.4% are RECEs and 36.6% are non-RECEs (referred as the 'workforce'). Most respondents are from non-profit programs (69.2%). Additionally, 138 directors and 70 licensed home child care providers responded to the survey.

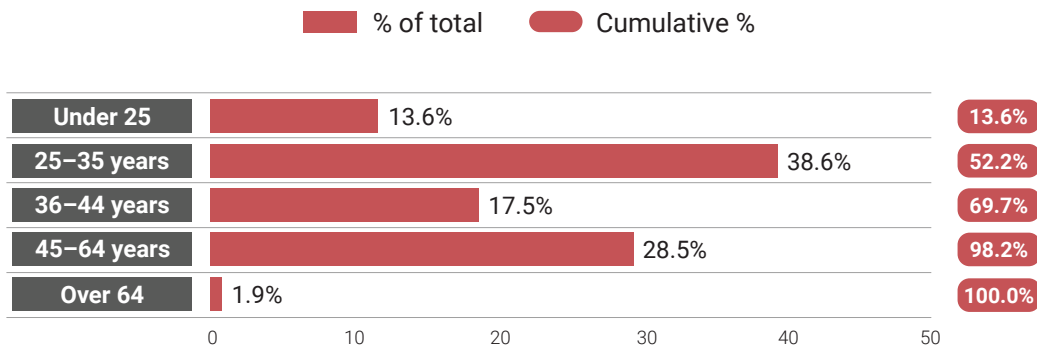
Percentage Respondents by Auspice
Workforce



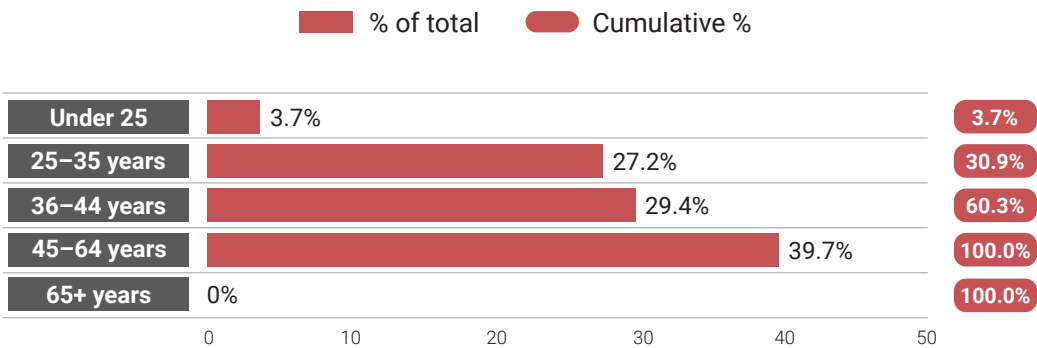
AGE

Approximately 70% of *workforce* respondents are under the age of 45. Director/supervisor respondents in Hamilton are also younger than the provincial average sample. Across all participating regions, 42.7% of director/supervisor participants are under the age of 45 years compared to 60.3% in Hamilton.

Age Distribution of Respondents *Workforce*



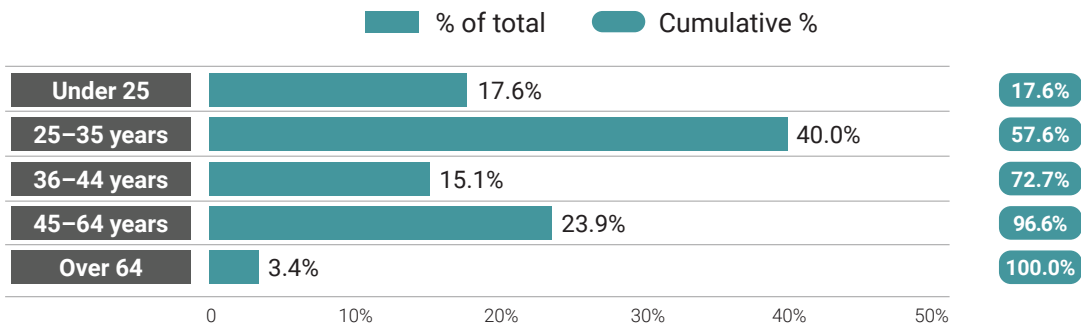
Age Distribution of Respondents *Directors/Supervisors*



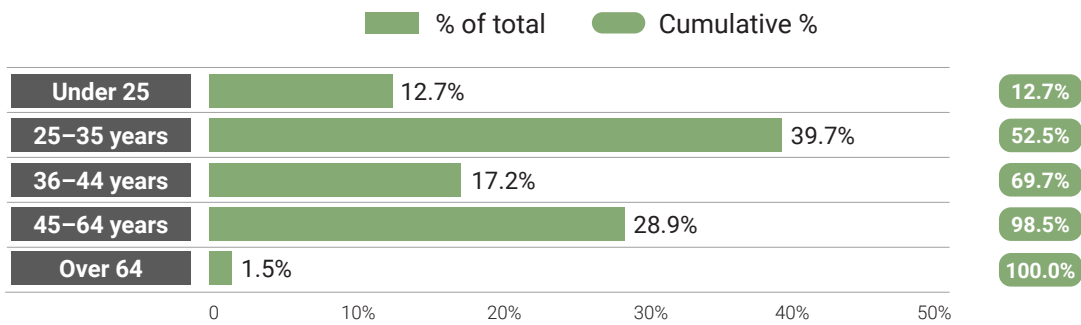
Respondents working in public programs are older. Approximately 54% of *workforce* participants from public programs are under the age of 45 years. By comparison, 72.7% and 69.7% are under 45 years of age in for-profit and non-profit programs respectively.

Age Distribution by Auspice *Workforce*

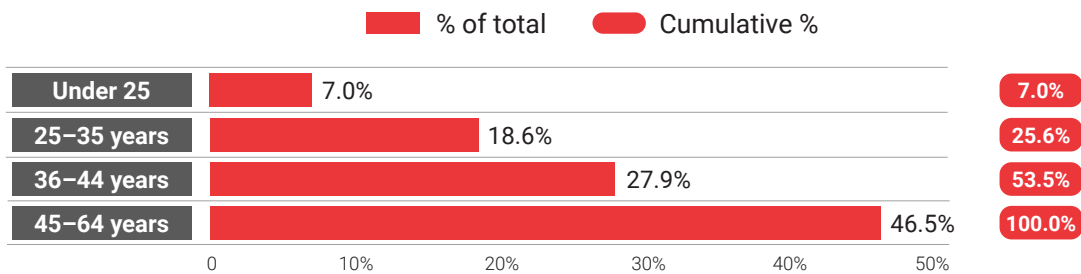
For-Profit



Non-Profit



Public



YEARS OF EXPERIENCE

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

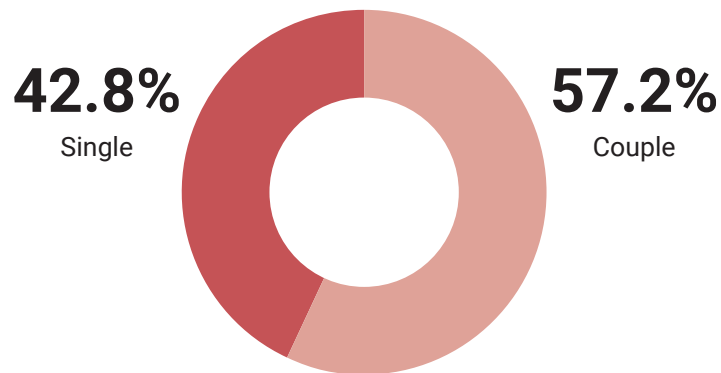
Years of Experience by Auspice
Workforce

Auspice	Mean	Minimum	25th percentile	Median	75th percentile	Maximum
For-profit	9.0	0.0	2.0	6.0	13.0	48.0
Non-profit	10.4	0.0	3.0	7.0	15.0	46.0
Public	16.9	0.0	7.0	15.0	28.0	41.0

FAMILY STATUS

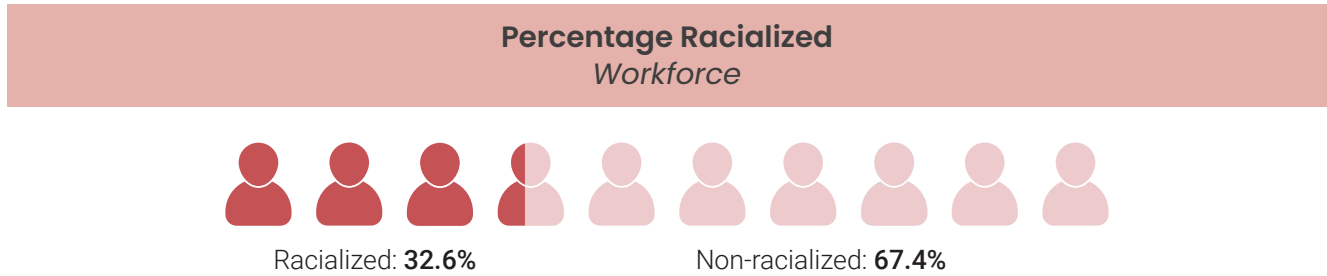
Less than half (42.8%) of the *workforce* survey respondents are single.

Respondents' Family Status
Workforce

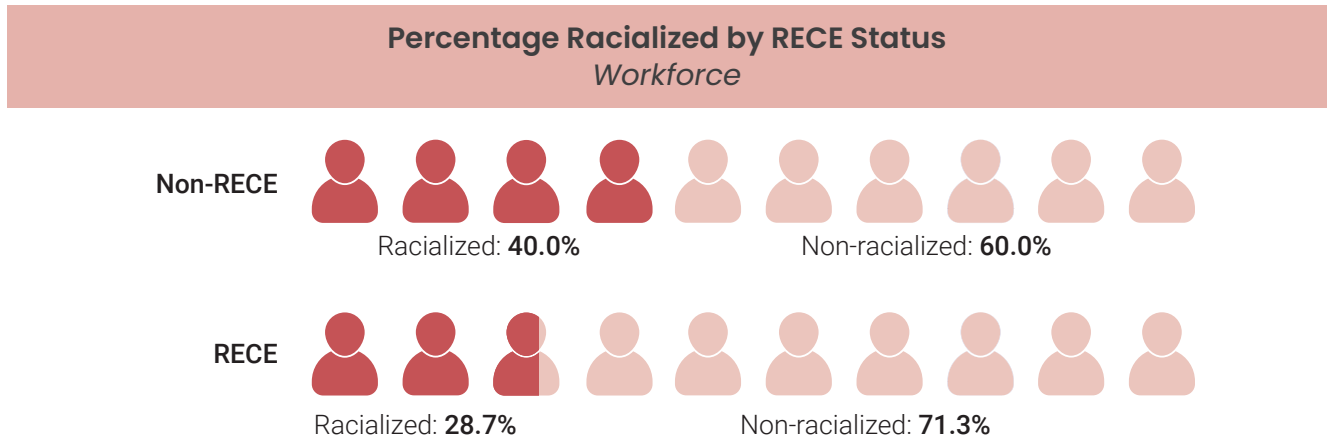


RACIALIZATION

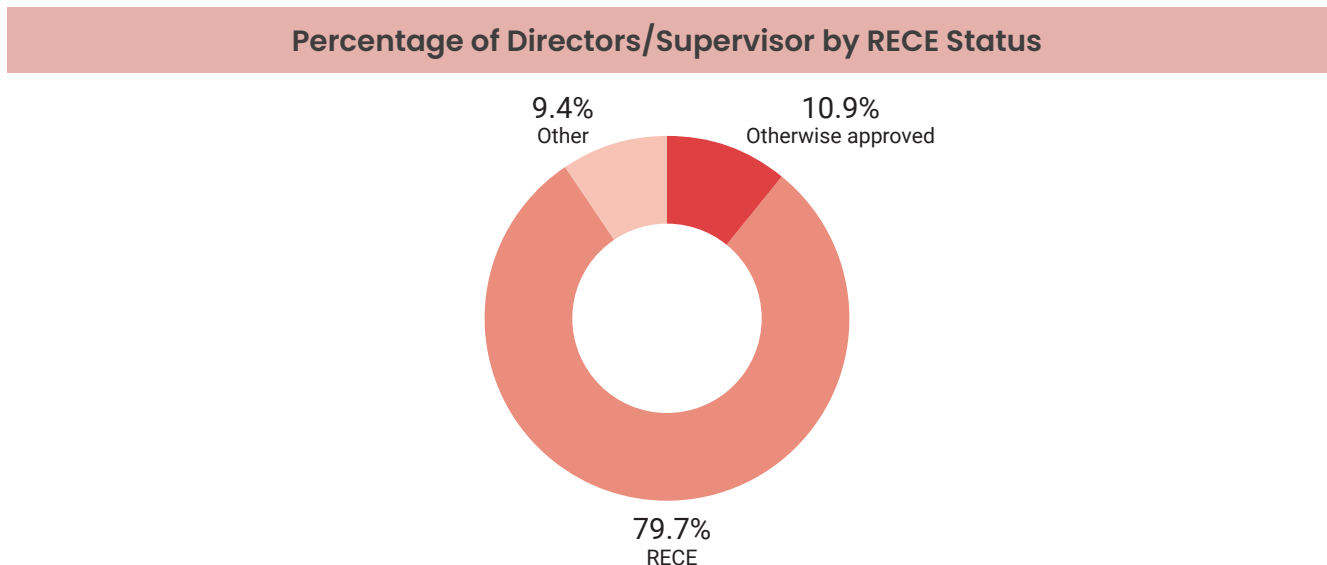
About one-third (32.6%) of the *workforce* sample identify as racialized.



Non-RECEs (40%) are more likely than RECEs (28.7%) to identify as racialized. This is similar to the province-wide findings.



Of the 138 directors/supervisors who responded, 79.7% report they are RECEs compared to 94.7% across all 43 participating regions. Almost 11% report they are otherwise approved (director's approval), with another 9.4% responding 'other'. Of those who are RECEs, 94.7% have been registered with the College of Early Childhood Educators for less than five years.



Compensation

WAGES

Wages of RECEs are slightly higher than for non-RECEs. Those working in for-profit programs have the lowest hourly wages. Centre-based staff wages are similar to the entire workforce sample. Approximately 14% 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	\$22.68	\$23.67
Non-profit	\$23.35	\$25.17
Public	N/A	\$28.77
Average across auspice	\$23.46	\$25.04

Note: All averages are weighted.

Hourly Wages by Auspice and RECE Status *Centre-based Staff Only*

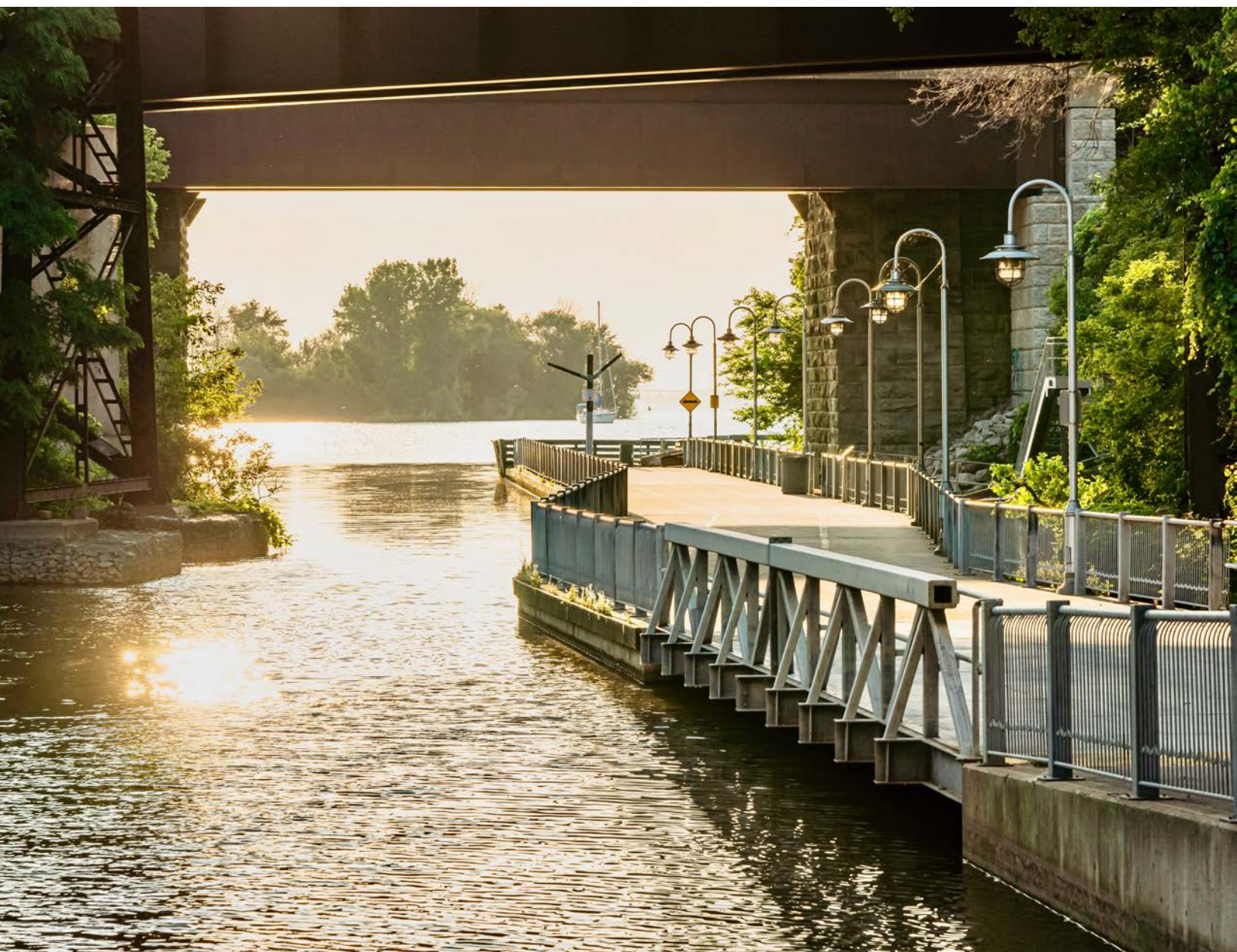
Auspice	RECE status	
	Non-RECE	RECE
For-profit	\$22.68	\$23.53
Non-profit	\$22.85	\$25.04
Public	N/A	\$28.50
Average across auspice	\$22.82	\$24.85

Note: All averages are weighted.

Reported median director/supervisor wages in Hamilton are on par with those in the provincial study. 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.

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



BENEFITS

Just over 80% of *workforce* respondents report having access to paid sick days. About two-thirds report having paid professional development (66.2%) and extended health benefits (68.8%). In addition, 60.4% report having access to paid programming time during the workday, while 58.3% have paid team meeting time during the workday. Just over half (55.4%) report having pension benefits or RRSP contributions from their employer. Parental leave top-ups (9.5%) and tuition assistance (7.5%) are rare.

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



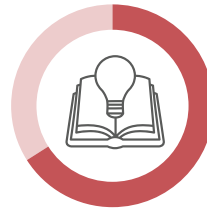
80.4%

Paid sick days



68.8%

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



66.2%

Paid professional
development



60.5%

Paid bereavement leave



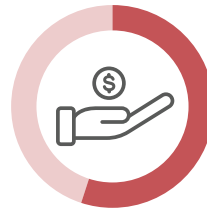
60.4%

Paid programming time
during the workday



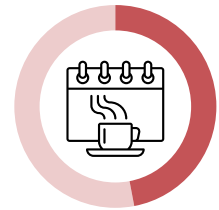
58.3%

Paid team meeting time
during the workday



55.4%

Pension benefits or
contributions to an RRSP



46.7%

Paid personal or
mental health days



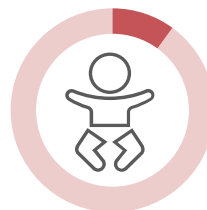
16.9%

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

Workforce Stability, Stress, and Job Satisfaction

DISCRIMINATION

Approximately 32% of *workforce* respondents report having experienced workplace discrimination. The types of discrimination experienced vary, with bullying (50.8%) being the most common, followed by education/seniority (42.8%), and mental health (24.8%). 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: **32.4%**

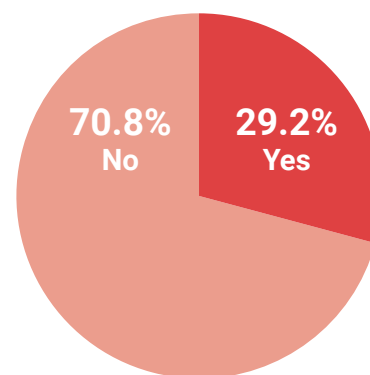
Not experiencing discrimination: **67.6%**

Types of Discrimination *Workforce*

Bullying	50.8%
Education/seniority	42.8%
Mental health	24.8%
Ageism	21.0%
Racism	17.2%
Body prejudice	14.5%
Immigration status	9.5%
Religious belief	7.6%
Sexism	7.3%
Ableism	6.5%
Homophobia	5.3%

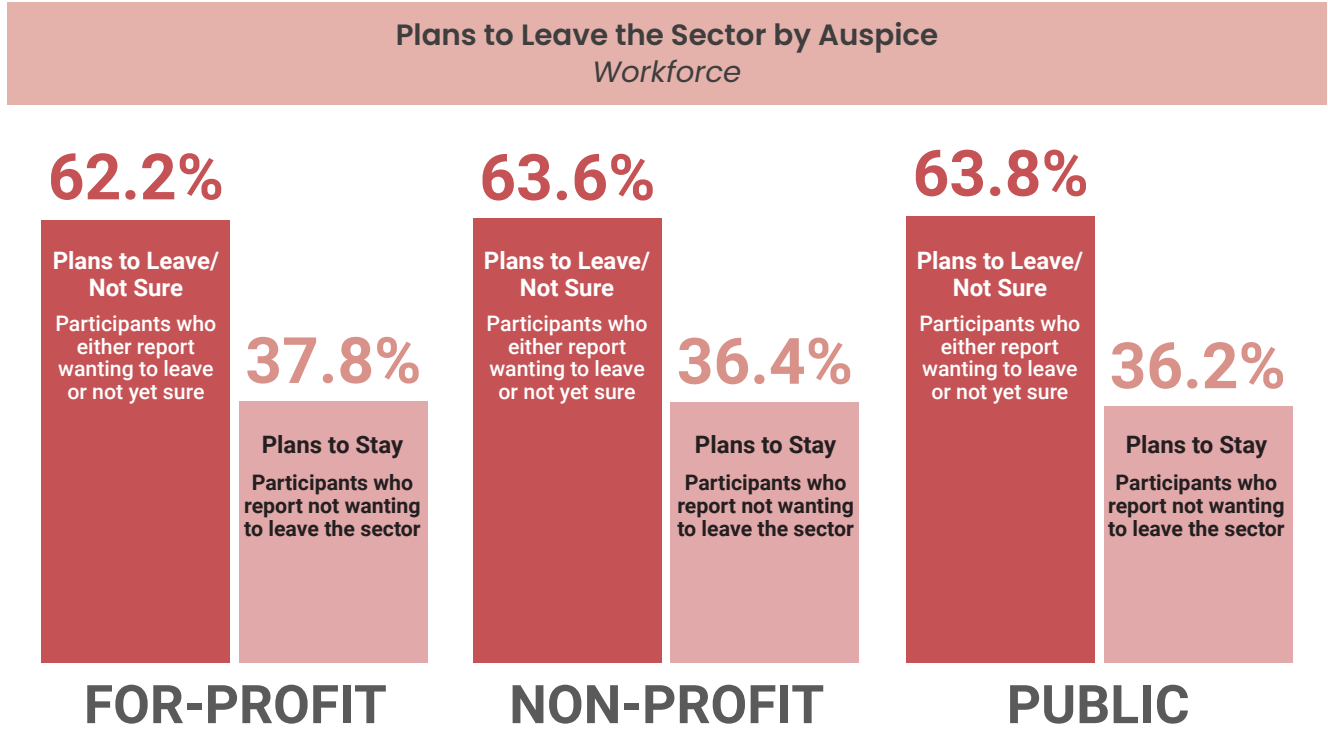
Just over 29% of director/supervisor respondents also report experiences of workplace discrimination.

Percentage of Respondents Reporting Experiences of Workplace Discrimination *Directors/Supervisors*



JOB SATISFACTION

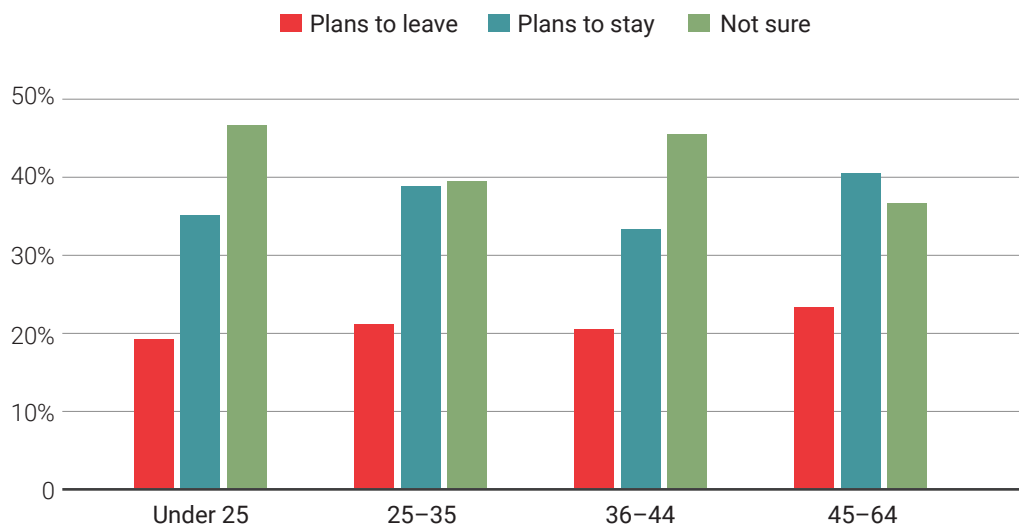
Only 36.7% of respondents across all auspices in Hamilton report plans to stay in the sector over the next five years. Those who work in public programs are slightly more likely to report plans to leave. Many respondents from all auspices report they are uncertain if they will leave the sector. This has implications for retention strategies and investments.





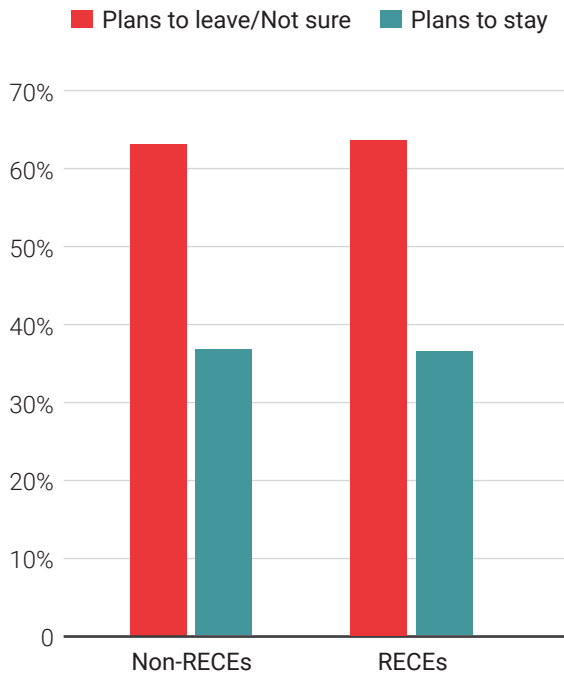
Those between the ages of 45 and 64 are most likely to report plans to leave (23.4%). Uncertainty about plans to leave the sector is high across all age groups, ranging from 36% to over 46%. Note that those 65+ are not included in these findings as plans for retirement would confound results.

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



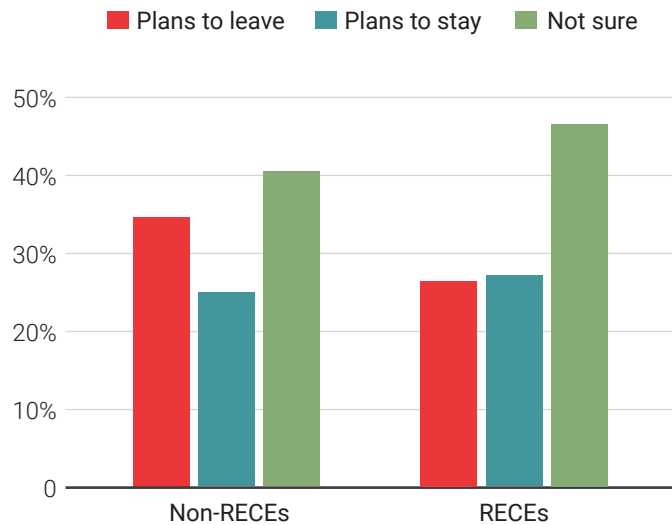
Overall, only 36.2% of RECE respondents report plans to stay in the sector, with 63.9% either planning to leave or reporting they are unsure. Similar results are found for non-RECEs. This has important implications for retention strategies.

Plans to Leave the Sector by RECE Status *Workforce*

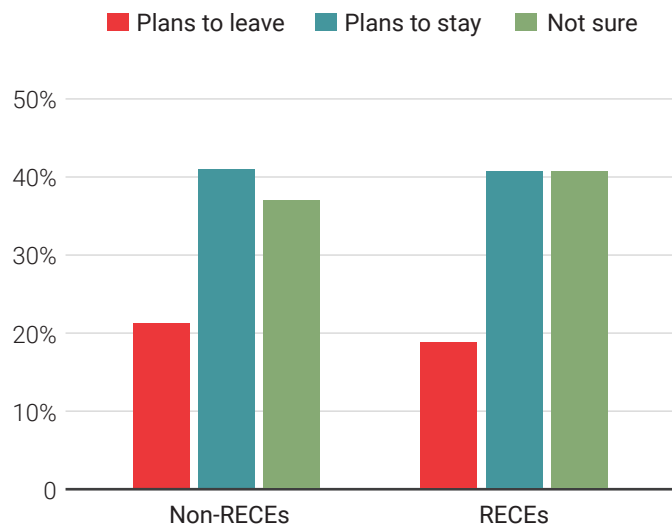


Plans to leave the sector are associated with experiences of workplace discrimination. Those who experience discrimination are more likely to report plans to leave the sector in the next five years, while those who have not experienced discrimination are much more likely to report plans to stay. Similar patterns are seen regardless of RECE status. This has implications for professional learning and human resource management. More detailed discussions of this issue can be found in the [Executive Report](#).

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



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



Only 38% of director/supervisor respondents in Hamilton report wanting to stay in the sector (data not shown).

WORKPLACE STRESS

Those working within for-profit auspices report very slightly lower levels of stress compared to the other auspices on a scale of 1 (low stress) to 5 (high stress). In addition, RECEs report higher stress levels than non-RECEs.

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	3.3	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

Note: All averages are weighted.

Respondents from Hamilton 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 2.7 out of 5. Overall, there is very little difference between RECEs and non-RECEs in terms of job satisfaction. Those working in public programs report slightly higher levels of satisfaction.

Average Level of Job Satisfaction by Auspice and RECE Status Workforce

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

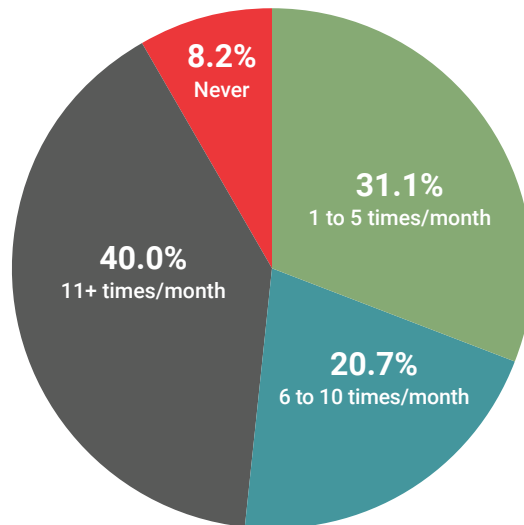
Auspice	RECE status		Average across RECE status
	Non-RECE	RECE	
For-profit	2.4	2.6	2.5
Non-profit	2.8	2.7	2.7
Public	2.9	3.0	3.0
Average across auspice	2.7	2.7	2.7

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. Over 60% of management staff report having to fill in more than six times per month to maintain ratios, with 40% reporting this occurs more than 11 times per month. This is on par with the overall provincial findings.

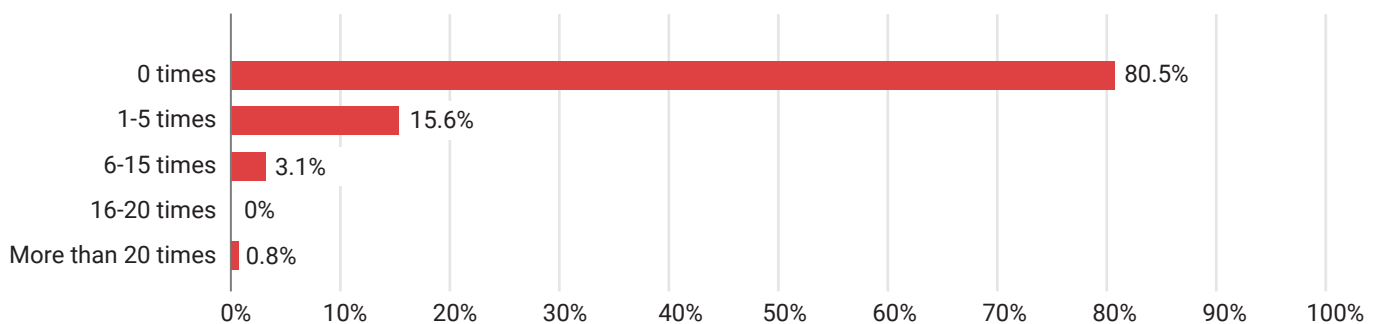
Number of Times per Month Directors/Supervisors Fill in Ratio



Over 88% of director/supervisor respondents report they have had to hire casual staff over the last year, with 60% reporting they were unable to do so (data not shown).

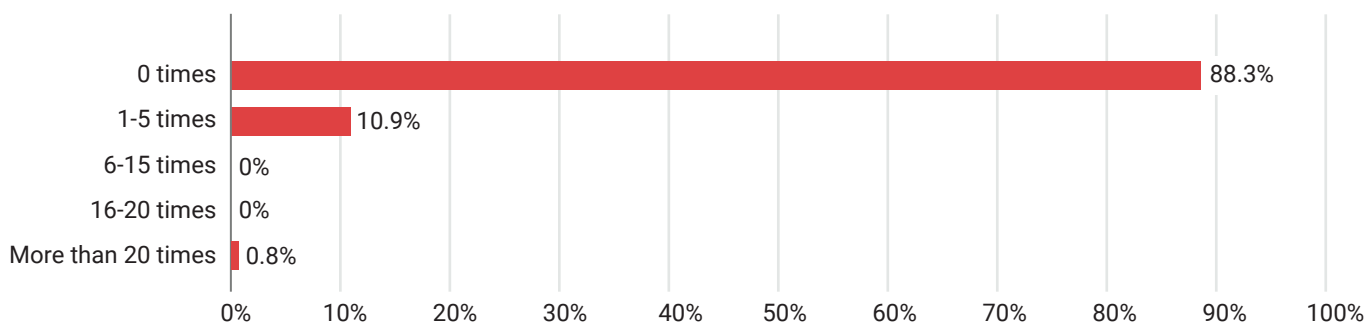
Staff shortages also have deleterious effects on the inclusion of children with disabilities or varying needs. Almost 20% of director/supervisor respondents in Hamilton report they have had to send a child(ren) with a disability home due to staffing shortages. This is slightly lower than the provincial 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 12% of Hamilton 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 lower than the provincial sample average of 16.5%. Furthermore, 18.7% (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 (data not shown).

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



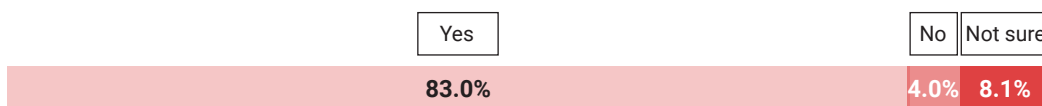
Just over half (52.9%) of *workforce* respondents in Hamilton report they would recommend a career in the early years to others who are interested, while 25.3% say they are unsure. Non-RECEs are more likely than RECEs to recommend a career in the sector.

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%

Over 80% of *workforce* respondents state they would recommend their program to a family member or friend looking for child care.

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.

Professional Development

FORMS OF PROFESSIONAL LEARNING

Respondents from Hamilton report that the most common form of professional learning they engaged in during the previous 12 months was online delivery (81%), followed by performance reviews (58.2%). Just over half have received in-person, one-time workshops (52.7%) or have participated in self-study (51%). Only 20% 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 (16.8%), followed by self-study (21.5%) and performance reviews (21.6%). Respondents prefer attending conferences (32.8%), taking courses (32%), and participating in ongoing communities of practice (30.3%) 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



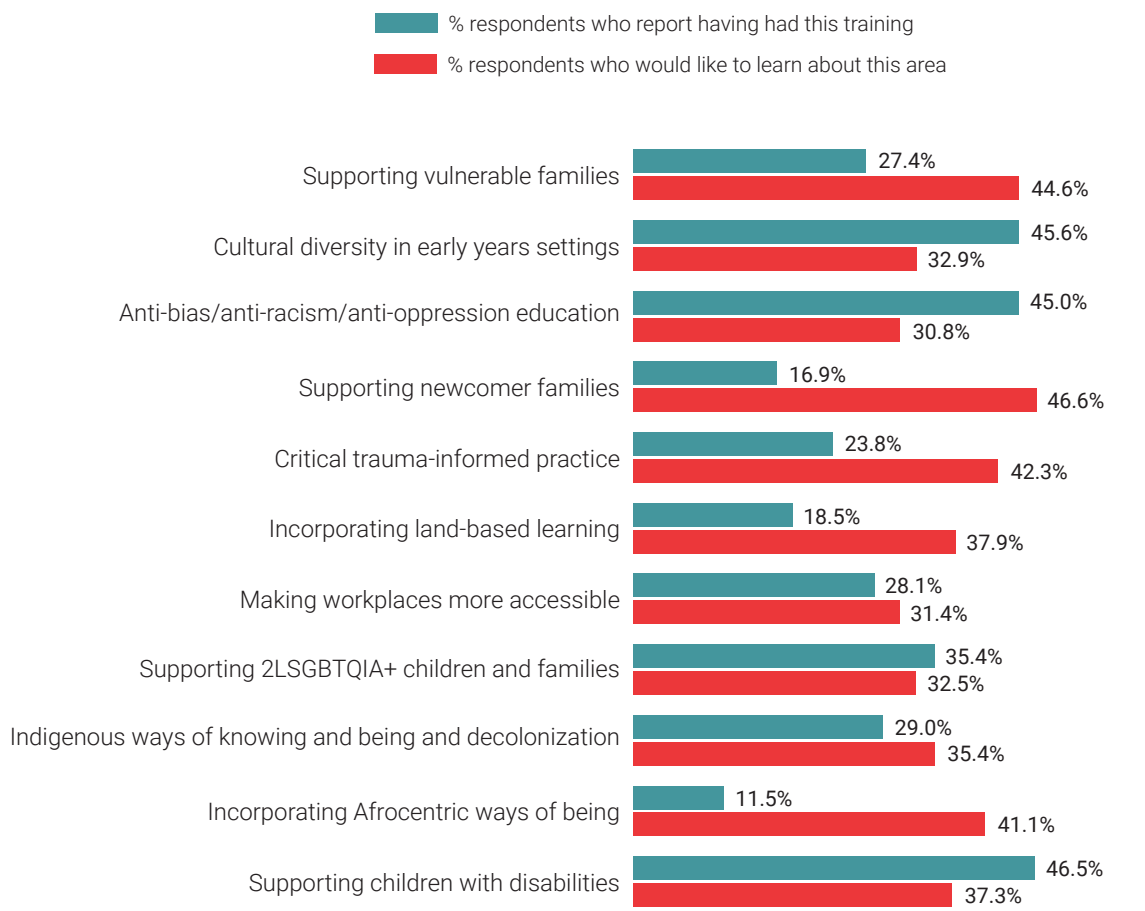
CONTENT OF PROFESSIONAL LEARNING

Just under half of respondents report receiving training in supporting children with disabilities (46.5%), cultural diversity (45.6%), and anti-bias/anti-racism (45%) in the previous 12 months. In contrast, participants report the least amount of professional learning in the areas of incorporating Afrocentric ways of being (11.5%), supporting newcomer families (16.9%), and incorporating land-based learning (18.5%).

The most wanted professional learning reported is centred around supporting newcomer (46.6%) and vulnerable (44.6%) families. Over 40% of participants also report wanting more professional learning centred around critical trauma-informed practice (42.3%) and incorporating Afrocentric ways of being (41.1%).

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

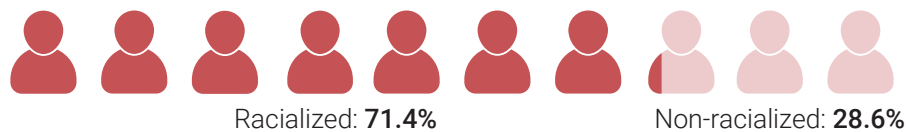
In the previous 12 months



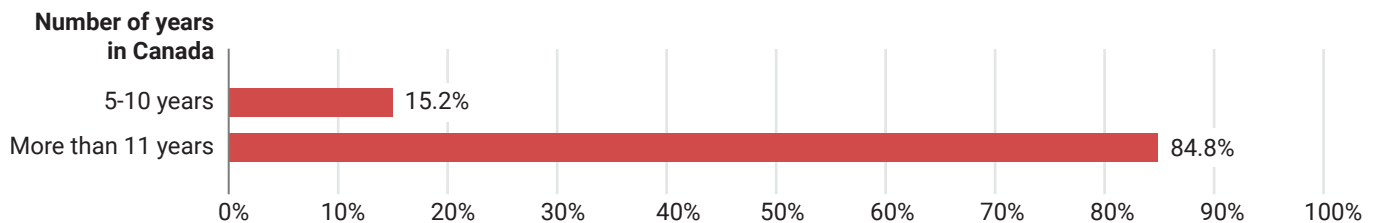
Licensed Home Child Care Providers

The demographics of licensed home respondents may be bias towards RECEs as invitations to participate in the study were circulated through the College of Early Childhood Educators. Licensed home child care providers in Hamilton are much more likely to be racialized (71.4%) than those working in centre-based or public/full-day Kindergarten programs. Two-thirds (66.6%) were born outside of Canada (data not shown). Of those born outside of Canada, almost 85% report they have been in the country for more than 10 years. They are also more likely to be older compared to respondents working in centre-based programs.

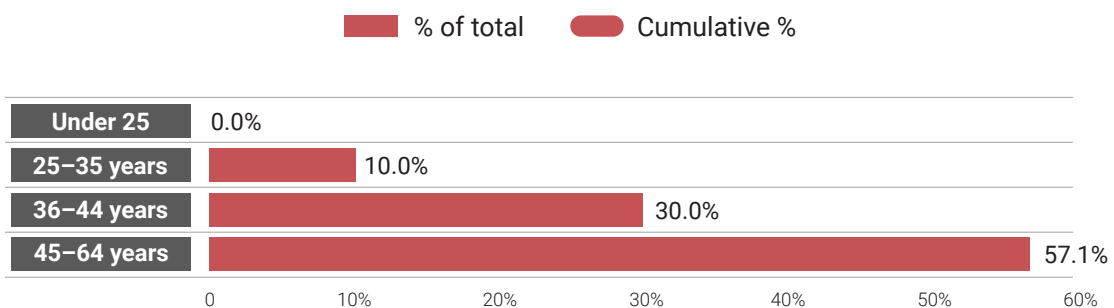
Percentage Racialized *Licensed Home Providers*



Percentage by Years in Canada for Those Born Outside the Country *Licensed Home Providers*



Age Distribution of Respondents *Licensed Home Providers*





Approximately 38% of licensed home care providers have completed college/university (35.7%).

Percentage of Respondents by Highest Completed Level of Education
Licensed Home Providers

Average across all participants

Some high school	5.7%
Completed high school	12.9%
Some college/university	18.8%
Completed college/university	35.7%
Some graduate education	8.6%
Completed graduate degree	12.9%
Prefer not to answer	5.7%

Hamilton licensed home child care providers are also more likely to report wanting to stay in the sector compared to those in centre-based programs. Over 88% report seeing themselves continuing to provide home child care in the next year (data not shown).

Most home care providers deliver care in the home they own (81.4%), with only 18.6% providing care in a home they rent (data not shown). About 64% report they have a designated space in their home that is solely/primarily used to provide child care. The vast majority (90%) of licensed home child care respondents report they would recommend a career as a home child care provider to others.