

knowing u numbers

A community approach to understanding
the early childhood education workforce

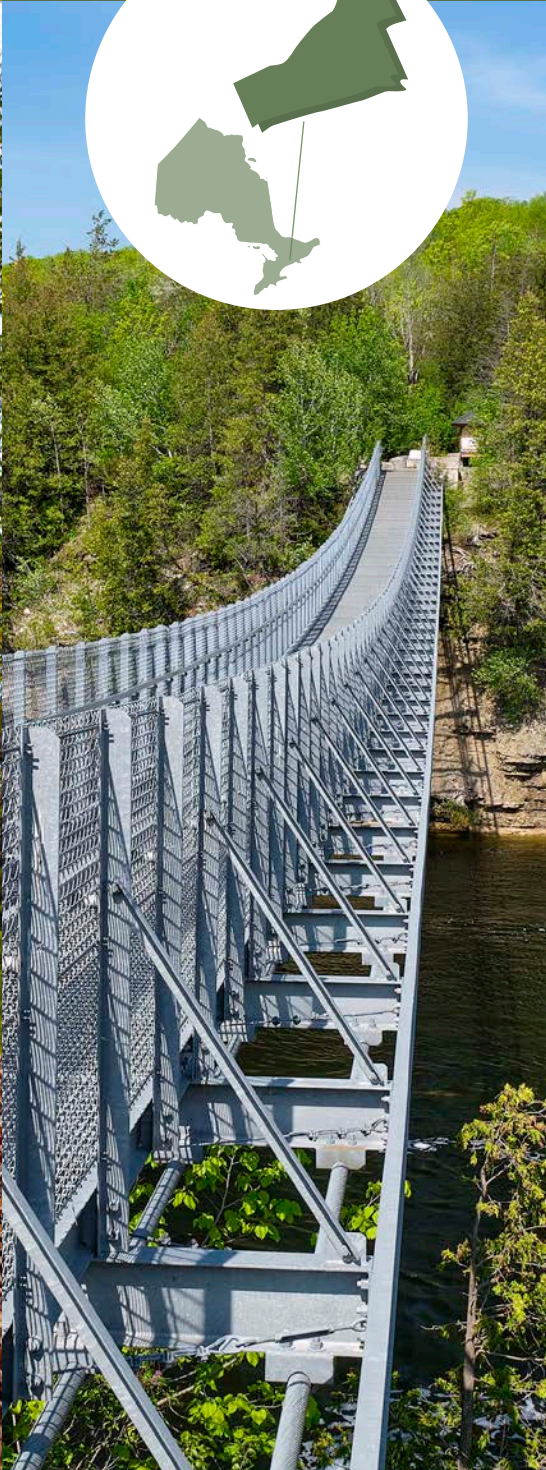
County of
Hastings



Prince Edward Lennox and
Addington Social Services



County of
Northumberland





County of Hastings Prince Edward Lennox and Addington Social Services County of Northumberland

The regional data presented here are part of the larger provincial early childhood education workforce study **Knowing Our Numbers** (KON). The County of Hastings, Prince Edward Lennox and Addington Social Services and the County of Northumberland are three 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 Hastings, Prince Edward Lennox and Addington Social Services and Northumberland were merged in consultation with regional officials. In the **Executive Report**, the counties and Prince Edward Lennox and Addington Social Services 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:

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 County of Hastings, Prince Edward Lennox and Addington Social Services and the County of Northumberland.*

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County of Hastings

Population and Family

Population		Average number of children per family	1.7
2021	145,746		
2016	136,445	One-parent families	16.9%
<i>Change since 2016:</i>	<i>+6.80%</i>		
Population density	24.2	Lone-parent	
		Women	12.8%
Median age	47.6 years	Men	4.1%
Racialized population	5.7%	Marital status	
Multi-generational households	2.9%	Married or living common-law	58.4%
Immigrant population	7.9%	Not married or living common-law	41.6%
Indigenous identity	7.4%	Married or common-law with children	34.6%
Education		Language most often spoken at home	
No certificate, diploma, or degree	18.4%	English	96.0%
High school diploma or equivalent	32.9%	French	0.9%
Post secondary certificate, diploma or degree	48.7%	Other	2.2%
<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>	
Education obtained outside Canada	3.7%	Home ownership	
<i>*25-64 years old</i>		Owner	72.4%
		Renter	27.3%
		Spending more than 30% on shelter costs	18.5%

Employment and Income

Labour force participation rate		Commuting duration (mins)	Total %	% Men	% Women
Women	52.0%	Less than 15	39.9	37.3	43.2
Men	58.6%	15 to 29	34.5	34.2	34.8
Unemployment rate		30 to 44	14.5	14.7	14.3
Women	12.9%	45 to 59	4.9	5.3	4.4
Men	10.2%	60 minutes and over	6.1	8.5	3.3
Prevalence of low income (LIM)		Income distribution	Total %	% Men	% Women
0-17	12.6%	In bottom half of the distribution	56.6	55.4	57.8
0-5	13.6%	In bottom decile	10.6	10.4	10.7
18-64	10.9%	In second decile	11.9	11.1	12.7
<i>*LIM: Low Income Measure reflects those whose incomes are below half of the median of the adjusted income distribution</i>		In third decile	11.7	11.5	12.0
		In fourth decile	11.3	11.3	11.4
Median employment income	\$34,400	In fifth decile	11.0	11.1	11.0
Median employment income in 2020 for full-year full-time workers	\$57,200	In top half of the distribution	43.4	44.6	42.2
Median total income of household in 2020	\$75,000	In sixth decile	10.7	10.8	10.6
Median after-tax income of household in 2020	\$67,500	In seventh decile	9.9	10.2	9.7
		In eighth decile	9.1	9.3	8.8
		In ninth decile	8.1	8.3	7.8
		In top decile	5.6	5.8	5.4

Reference: <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=hastings&DGUIDlist=2021A00033512&GENDERlist=1&STATISTIClist=1&HEADERlist=0>

Prince Edward Lennox and Addington Social Services

Population and Family

Population		Average number of children per family	1.7
2021	45,182	One-parent families	14.6%
2016	42,883	Lone-parent families	
Change since 2016:	+5.40%	Women	10.9%
		Men	3.7%
Population density per sq km	16.2	Marital status	
Median age	48.0 years	Married or living common-law	60.9%
Racialized population	3.0%	Not married or living common-law	39.1%
Multi-generational households	2.8%	Married or common-law with children	36.2%
Immigrant population	6.7%	Language most often spoken at home	
Indigenous identity	5.5%	English	98.0%
Education		French	0.6%
No certificate, diploma, or degree	15.5%	Other	1.4%
High school diploma or equivalent	31.9%	<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>	
Post secondary certificate, diploma or degree	52.6%	Home ownership	
<i>*15+ years old</i>		Owner	80.2%
Education obtained outside Canada	2.9%	Renter	19.8%
<i>*25-64 years old</i>		Spending more than 30% on shelter costs	16.8%

Employment and Income

Labour force participation rate		Commuting duration (mins)	Total %	% Men	% Women
Women	54.1%	Less than 15	26.5	22.9	30.8
Men	60.2%	15 to 29	35.9	35.9	35.9
Unemployment rate		30 to 44	25.7	28.1	22.8
Women	9.6%	45 to 59	7.4	7.5	7.2
Men	9.4%	60 minutes and over	4.5	5.6	3.3
Prevalence of low income (LIM)		Income distribution	Total %	% Men	% Women
0-17	9.6%	In bottom half of the distribution	49.6	48.5	50.6
0-5	10.4%	In bottom decile	8.0	7.7	8.3
18-64	8.5%	In second decile	9.5	8.9	10.1
<i>*LIM: Low Income Measure reflects those whose incomes are below half of the median of the adjusted income distribution</i>		In third decile	9.9	9.8	10.0
Median employment income	\$36,400	In fourth decile	11.1	11.0	11.3
Median employment income in 2020 for full-year full-time workers	\$61,200	In fifth decile	11.0	11.2	10.9
Median total income of household in 2020	\$85,000	In top half of the distribution	50.4	51.5	49.4
Median after-tax income of household in 2020	\$75,500	In sixth decile	11.4	11.7	11.2
		In seventh decile	11.3	11.6	11.0
		In eighth decile	10.7	10.9	10.5
		In ninth decile	10.0	10.2	9.9
		In top decile	6.9	7.1	6.8

Reference: <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=Lennox%20and%20Addington&DGUIDlist=2021A00033511&GENDERlist=1,2,3&STATISTIClist=1&HEADERlist=0>

County of Prince Edward

Population and Family

Population		Average number of children per family	1.7
2021	25,704	One-parent families	10.6%
2016	24,735	Lone-parent families	
<i>Change since 2016:</i>	+3.9%	Women	7.9%
		Men	2.8%
Population density per sq km	24.4	Marital status	
Median age	56.8 years	Married or living common-law	65.5%
Racialized population	3.1%	Not married or living common-law	34.5%
Multi-generational households	2.3%	Married or common-law with children	28.9%
Immigrant population	10.0%	Language most often spoken at home	
Indigenous identity	3.2%	English	98.3%
Education		French	0.3%
No certificate, diploma, or degree	13.9%	Other	1.0%
High school diploma or equivalent	28.9%	<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>	
Post secondary certificate, diploma or degree	57.2%	Home ownership	
<i>*15+ years old</i>		Owner	81.6%
Education obtained outside Canada	4.1%	Renter	18.4%
<i>*25-64 years old</i>		Spending more than 30% on shelter costs	16.7%

Employment and Income

Labour force participation rate		Commuting duration (mins)	Total %	% Men	% Women
Women	48.2%	Less than 15	33.5	28.9	38.5
Men	54.1%	15 to 29	36.1	35.0	37.2
Unemployment rate		30 to 44	18.4	20.5	16.2
Women	9.8%	45 to 59	5.5	7.0	3.6
Men	8.6%	60 minutes and over	6.5	8.6	4.2
Prevalence of low income (LIM)		Income distribution	Total %	% Men	% Women
0-17	10.8%	In bottom half of the distribution	50.6	49.6	51.5
0-5	10.4%	In bottom decile	8.8	8.8	8.8
18-64	8.5%	In second decile	10.8	10.0	11.5
<i>*LIM: Low Income Measure reflects those whose incomes are below half of the median of the adjusted income distribution</i>		In third decile	10.3	10.1	10.5
Median employment income	\$29,600	In fourth decile	10.6	10.7	10.5
Median employment income in 2020 for full-year full-time workers	\$58,000	In fifth decile	10.2	10.1	10.3
Median total income of household in 2020	\$81,000	In top half of the distribution	49.4	50.4	48.5
Median after-tax income of household in 2020	\$72,000	In sixth decile	9.9	10.1	9.8
		In seventh decile	9.6	9.7	9.5
		In eighth decile	9.8	9.9	9.6
		In ninth decile	9.1	9.3	8.6
		In top decile	11.0	11.3	10.7

Reference: <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?DGUIDlist=2021A00053513020&GENDERlist=1&HEADERlist=0&Lang=E&STATISTIClist=1&SearchText=Prince+Edward+Co>

County of Northumberland

Population and Family

Population		Average number of children per family	1.7
2021	89,365	One-parent families	13.9%
2016	85,598	Lone-parent families	
<i>Change since 2016:</i>	<i>+4.40%</i>	Women	10.4%
		Men	3.5%
Population density per sq km	46.9	Marital status	
Median age	52.4 years	Married or living common-law	61.9%
Racialized population	4.5%	Not married or living common-law	38.1%
Multi-generational households	2.8%	Married or common-law with children	33.5%
Immigrant population	10.6%	Language most often spoken at home	
Indigenous identity	3.5%	English	97.9%
Education		French	0.3%
No certificate, diploma, or degree	15.7%	Other	1.3%
High school diploma or equivalent	32.3%	<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>	
Post secondary certificate, diploma or degree	52.1%	Home ownership	
<i>*15+ years old</i>		Owner	80.8%
Education obtained outside Canada	3.8%	Renter	19.0%
<i>*25-64 years old</i>		Spending more than 30% on shelter costs	18.5%

Employment and Income

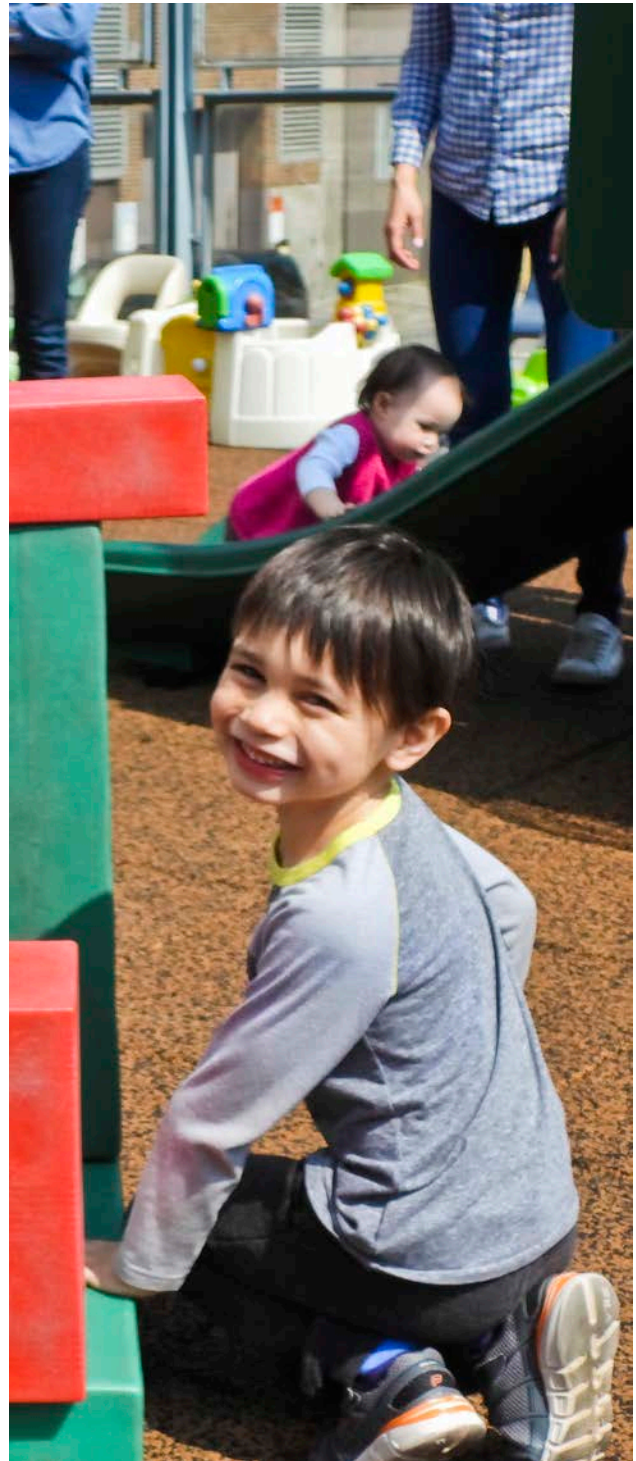
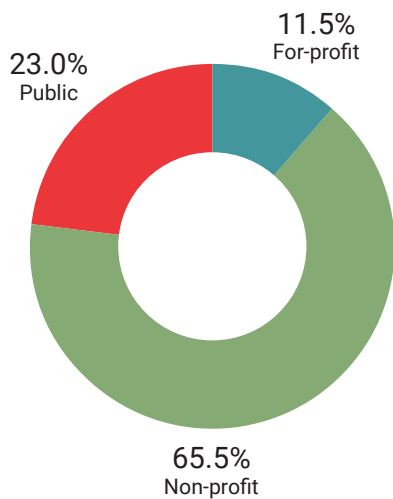
Labour force participation rate		Commuting duration (mins)	Total %	% Men	% Women
Women	51.3%	Less than 15	35.0	30.6	40.2
Men	58.1%	15 to 29	28.1	26.4	30.1
Unemployment rate		30 to 44	16.7	17.5	15.8
Women	11.7%	45 to 59	8.8	10.5	6.9
Men	10.2%	60 minutes and over	11.3	15.0	6.9
Prevalence of low income (LIM)		Income distribution	Total %	% Men	% Women
0-17	9.5%	In bottom half of the distribution	48.1	46.6	49.6
0-5	9.6%	In bottom decile	7.5	7.3	7.7
18-64	8.1%	In second decile	9.4	8.6	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	9.7	9.5	10.0
Median employment income	\$32,400	In fourth decile	10.5	10.3	10.7
Median employment income in 2020 for full-year full-time workers	\$61,200	In fifth decile	10.9	10.9	10.9
Median total income of household in 2020	\$84,000	In top half of the distribution	51.9	53.4	50.4
Median after-tax income of household in 2020	\$74,500	In sixth decile	10.8	10.9	10.6
		In seventh decile	10.9	11.1	10.8
		In eighth decile	10.7	11.0	10.5
		In ninth decile	10.4	10.8	10.1
		In top decile	9.0	9.6	8.5

Reference: <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=Northumberland&DGUIDist=2021A00033514&GENDERlist=1,2,3&STATISTIClist=1&HEADERlist=0>

Sample Characteristics

A total of 87 individuals working in early years services in the counties of Hastings and Northumberland and Prince Edward Lennox and Addington Social Services responded to the survey (referred to as the 'workforce survey'). Of these, 82.8% are RECEs and 17.2% are non-RECEs (referred as the 'workforce'). Most respondents are from non-profit programs (65.5%). Additionally, 20 directors responded to the survey. As the number of respondents who are licensed home child care providers in the regions is low (n=5), data are not presented here; these data are included in the [Executive Report](#).

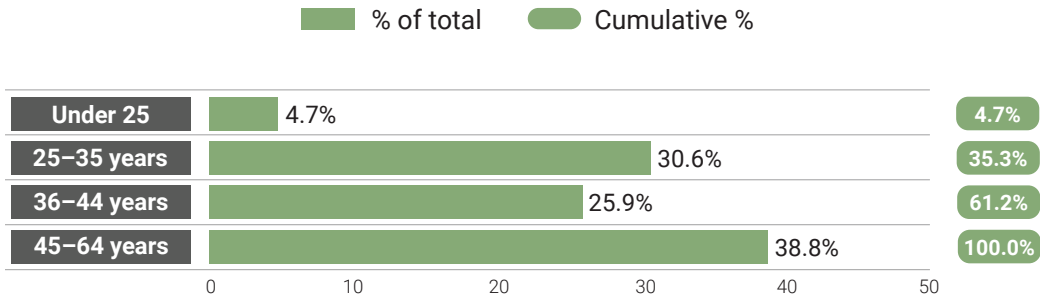
Percentage Respondents by Auspice Workforce



AGE

Approximately 61% of *workforce* respondents are under the age of 45. Director/supervisor respondents in the counties are older than the provincial average sample. Across participating regions, 42.7% of director/supervisor participants are under the age of 45 years compared to 25% in the three counties.

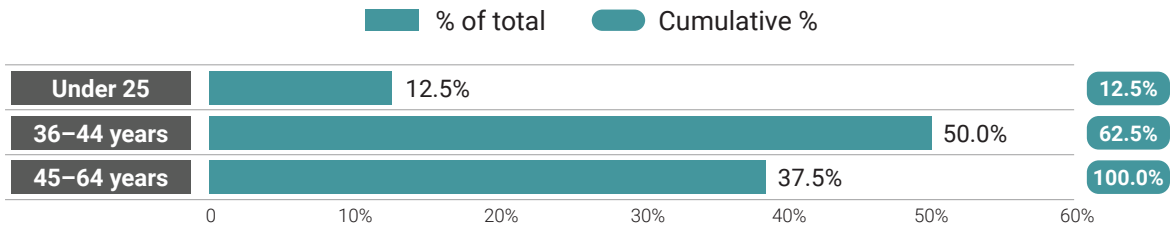
Age Distribution of Respondents *Workforce*



Respondents working in public programs are likely to be older. Half of *workforce* participants from public programs are under the age of 45 years. By comparison, 62.5% in for-profit and 64.9% in non-profit are under 45 years of age.

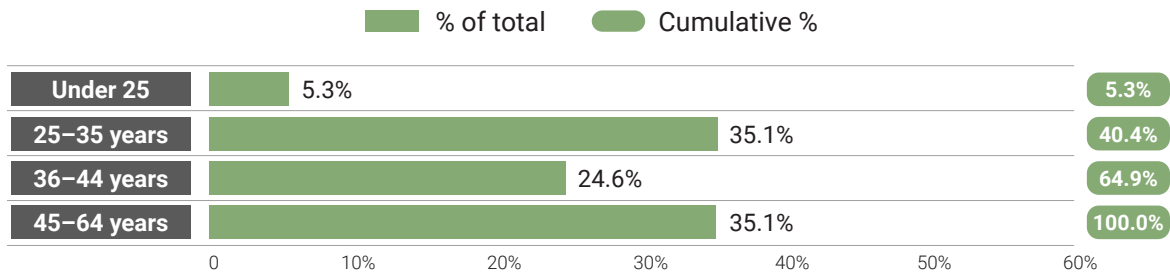
Age Distribution by Auspice *Workforce*

For-Profit

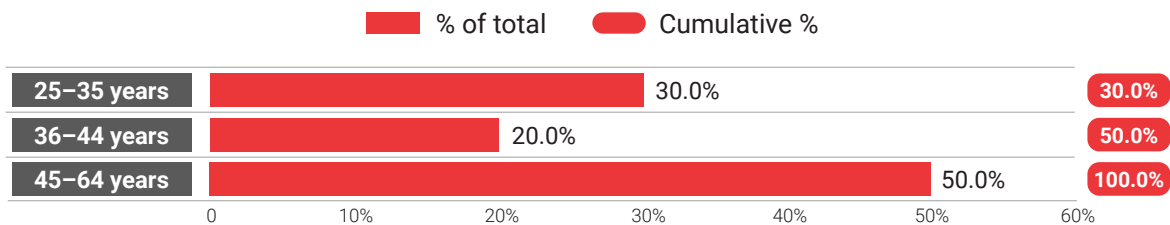


Note: Interpret with caution due to low sample size.

Non-Profit



Public



YEARS OF EXPERIENCE

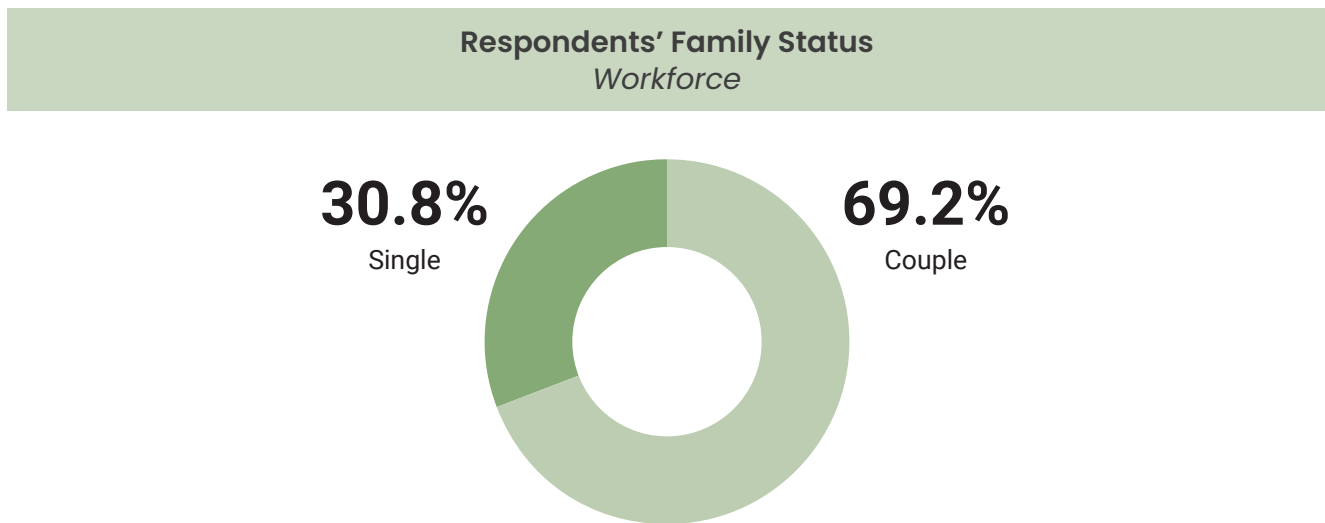
Participants who work in for-profit programs have the fewest median years of experience. In contrast, public programs tend to have more experienced educators.

Years of Experience by Auspice <i>Workforce</i>						
Auspice	Mean	Minimum	25th percentile	Median	75th percentile	Maximum
For-profit	11.9	10.9	2.0	9.0	23.0	29.0
Non-profit	14.5	9.5	8.0	11.0	20.0	37.0
Public	16.2	8.3	10.0	13.0	24.0	38.0

Of the 20 directors/supervisors who responded to the survey, 85% report they are RECEs compared to 94.7% across all 43 participating regions. Of those who are RECEs, 89.5% have been registered with the College of Early Childhood Educators for less than five years. Caution should be taken in interpreting the results due to low sample size.

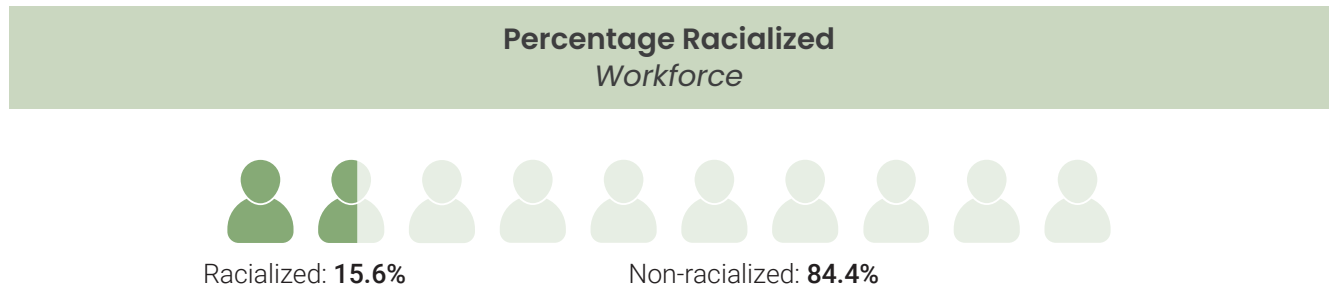
FAMILY STATUS

Approximately 31% of the *workforce* survey respondents are single.

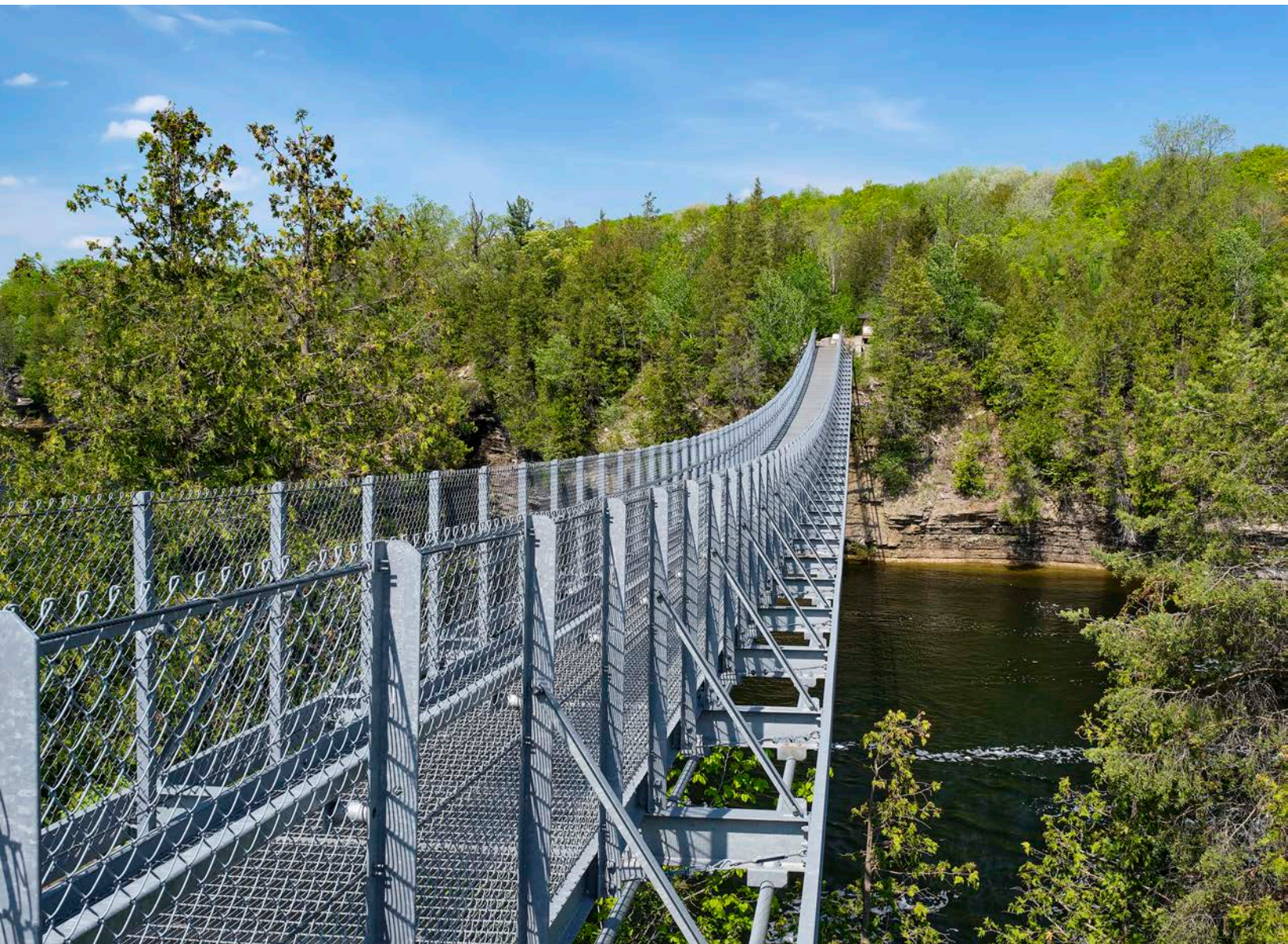


RACIALIZATION

About 16% of the *workforce* sample identify as racialized.



The sample size is too low to examine racialization by RECE status. However, non-RECEs are more likely than RECEs to identify as racialized in the province-wide findings. Details can be found in the [Executive Report](#).



Compensation

WAGES

Wages of RECEs are slightly higher than for non-RECEs in the regions. Those working in for-profit programs have the lowest hourly wages. Approximately 20% of 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	\$19.00	\$21.88	\$21.56
Non-profit	\$22.00	\$24.55	\$23.91
Public	\$30.00	\$27.38	\$27.53
*Average across auspice	\$22.38	\$24.96	\$24.49

Note: All averages are weighted.

*Interpret with caution due to low sample size

Reported director/supervisor median wages in the regions are on par with 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.

Counties of Hastings and Northumberland, Prince Edward Lennox and Addington Social Services Director/Supervisor Wage Range by Position

Position	Average	Minimum	25th percentile	Median	75th percentile	Maximum
Directors	\$29.60	\$21.00	\$27.00	\$30.00	\$32.00	\$39.00

Note: interpret with caution due to low sample size.

BENEFITS

About three-quarters of *workforce* respondents report having access to paid sick days. Almost 70% report having extended health benefits. Just over half (52.9%) report having access to pensions or RRSP contributions through their employer. About 61% of participants have access to paid professional learning opportunities. Pay increases for obtaining a new credential or degree in early education and tuition assistance are rare (10.6%).

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



74.1%

Paid sick days



71.8%

Paid bereavement leave



69.4%

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



61.2%

Paid professional development



56.5%

Paid personal or mental health days



52.9%

Pension benefits or contributions to an RRSP



38.8%

Paid programming time during the workday



25.9%

Paid team meeting time during the workday



23.5%

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



18.8%

Parental leave top-up



10.6%

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



10.6%

Tuition assistance

Workforce Stability, Stress, and Job Satisfaction

DISCRIMINATION

Approximately 41% of *workforce* respondents report having experienced workplace discrimination. The types of discrimination experienced vary, with bullying (54.1%) being the most common, followed by education/seniority (51.4%). 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*

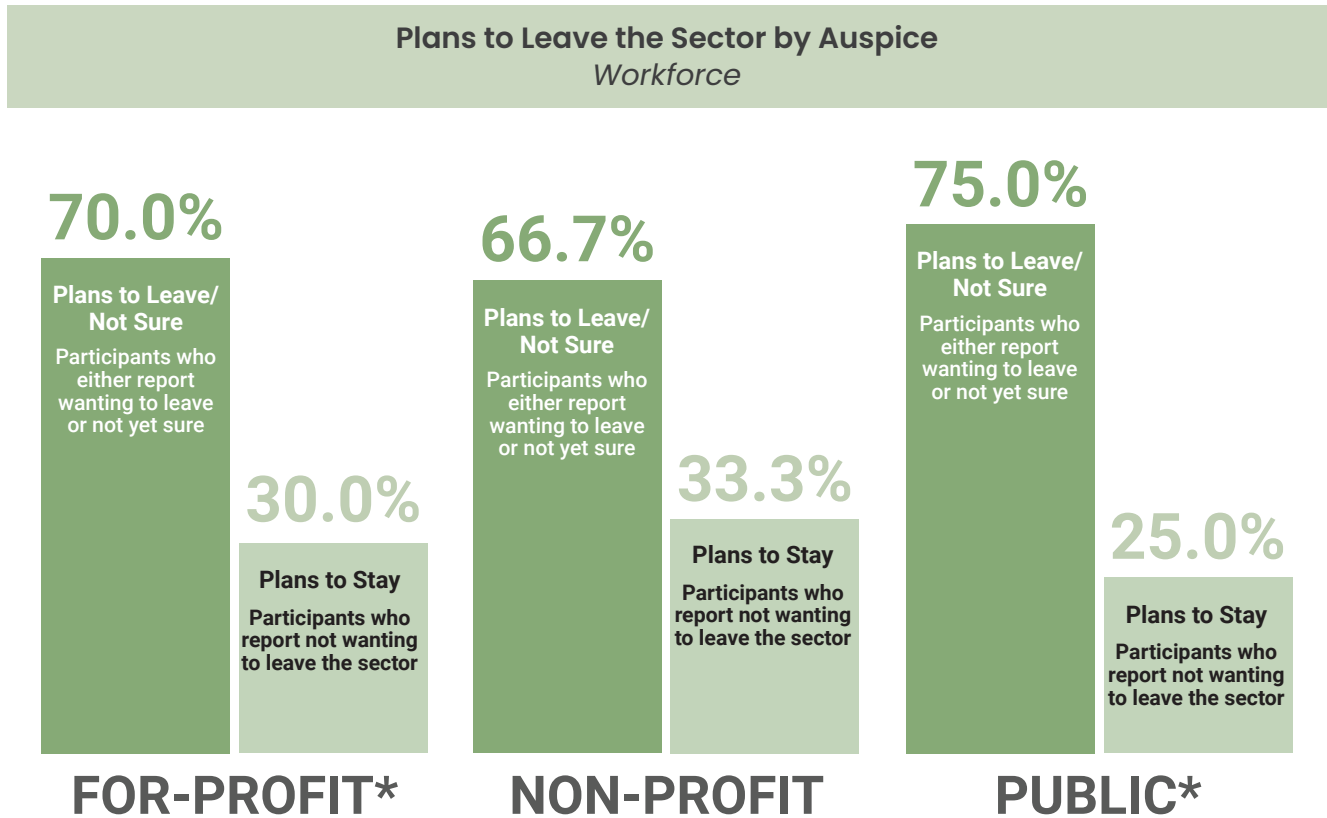
Bullying	54.1%
Education/seniority	51.4%
Mental health	16.2%
Other*	18.9%
Body prejudice	16.2%
Ageism	10.8%
Religious belief	8.1%

*Data merged due to low sample size. Includes racism, sexism, ableism, immigration status, and homophobia.



JOB SATISFACTION

Across all auspices, only 31% of respondents report plans to stay in the sector over the next five years, with an additional 43.7% reporting they are unsure of their plans (data not shown). Those who work in public programs are most likely to report plans to leave the sector or uncertainty (75%), though a large percentage of those working in for-profit and non-profit programs also report plans to leave or uncertainty (70% and 66.7% respectively). These findings have important implications for retention strategies.



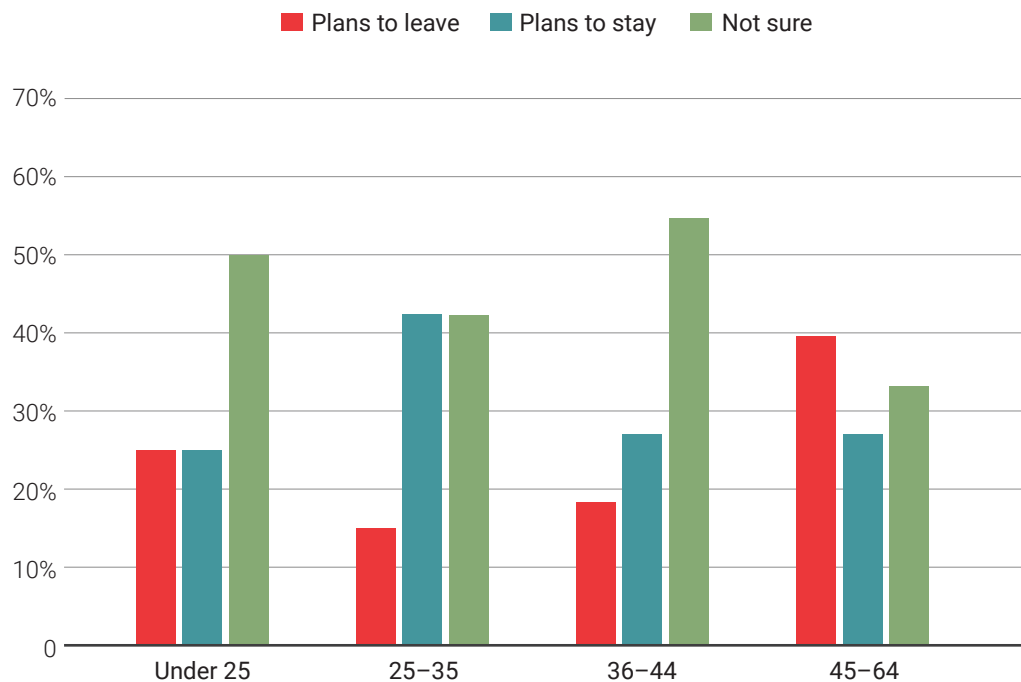
*Interpret with caution due to low sample size.





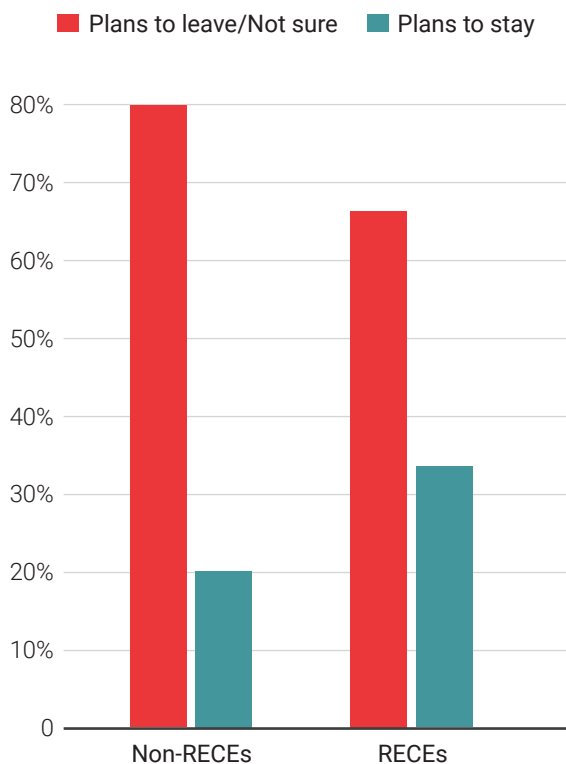
Those between the ages of 45 and 64 years are more likely to report plans to leave the sector (39.4%). This is concerning as this age group likely has the most years of experience. Three-quarters (75%) of those under 25 years of age report they are either planning to leave or are unsure. These findings have implications for retention strategies and investments. 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 33.8% of RECE respondents report plans to stay in the sector, with 66.2% either planning to leave or being unsure. Non-RECE respondents are even less likely to report plans to stay in the sector (20%).

Plans to Leave the Sector by RECE Status *Workforce*



Plans to leave the sector are not significantly associated with experiences of workplace discrimination in the regions. However, province-wide results show 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](#).

Only 15% of director/supervisor respondents in the regions report having plans to stay in the sector compared with 32.5% across all participating regions. Almost one-third (30%) report having plans to leave, with 55% reporting they are unsure of their plans (data not shown).

**Percentage of Directors/Supervisors with Plans to Stay in the Sector
Counties of Hastings and Northumberland, Prince Edward Lennox and
Addington Social Services Versus All Participating Regions**

Hastings and Northumberland,
Prince Edward Lennox and
Addington Social Services
15.0%



All participating regions
32.5%



WORKPLACE STRESS

There are no significant differences in levels of stress across all auspices. On a scale of 1 (low stress) to 5 (high stress), RECEs report higher levels of stress compared to non-RECEs (3.7 versus 3.4).

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	2.9	3.9	3.7
Non-profit	3.4	3.7	3.6
Public	3.5	3.8	3.7
Average across auspice	3.4	3.7	3.7

Note: All averages are weighted.

Participants in the 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 2.9 out of 5. Non-RECEs in for-profit programs report the highest level of satisfaction (4.6).

Average Level of Job Satisfaction by Auspice and RECE Status Workforce

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

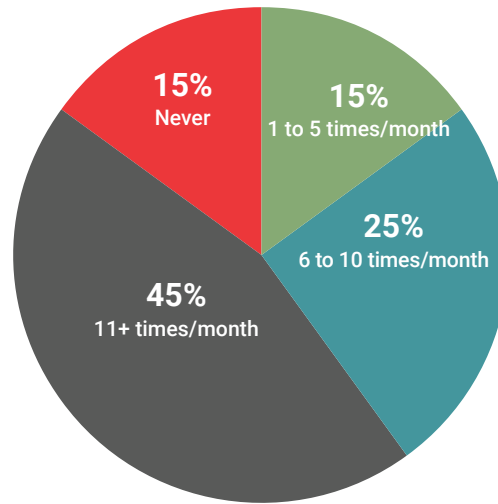
Auspice	RECE status		Average across RECE status
	Non-RECE	RECE	
For-profit	4.6	2.0	3.3
Non-profit	2.4	2.8	2.6
Public	2.9	2.8	2.8
Average across auspice	3.3	2.5	2.9

Note: All averages are weighted.

WORKPLACE STABILITY

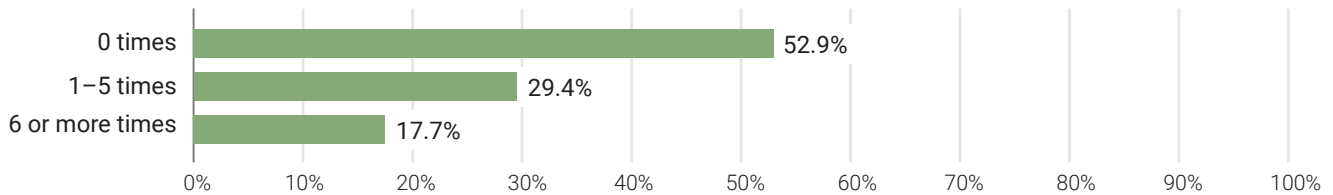
Directors often stand in for absent staff by necessity, taking them away from their leadership and administrative duties. Almost three-quarters (70%) of management staff report having to fill in six or more times per month to maintain ratios, with 45% reporting this occurs more than 11 times per month. This is higher than the provincial-level findings.

Number of Times per Month Directors/Supervisors Fill in Ratio



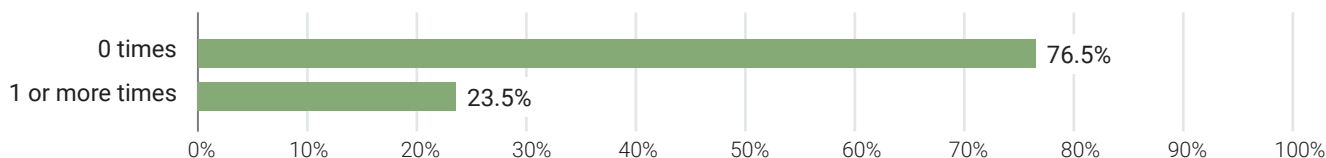
Staff shortages also have deleterious effects on the inclusion of children with disabilities or varying needs. About 47% of director/supervisor respondents report they have sent a child(ren) with a disability home due to staffing shortages over the previous 12 months. This is higher than the provincial 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



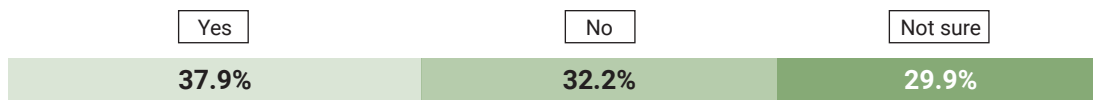
Almost a quarter (23.5%) of the regions' director/supervisor respondents report they have de-enlisted at least one child with a disability from their program in the previous 12 months due to staffing shortages. Furthermore, 25% (compared to 27.3% in provincial findings) report they have refused admission to a child with a disability in the previous 12 months due to workforce shortages. In addition, 5% of respondents have denied admission six or more times in the previous 12 months (data not shown).

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



Just under one-third (32.2%) of *workforce* respondents in the regions report they would not recommend a career in the early years to others who are interested. Another 29.9% are unsure if they would recommend this type of career.

Percentage of Workforce Respondents who Recommend a Career in the Early Years



Almost three-quarters (72.4%) of *workforce* respondents state they would recommend their program to a family member or friend looking for child care. Note that RECEs are less likely to recommend their program (69.4%) than non-RECEs (86.7%) (data not shown). This is concerning as RECEs have a deeper understanding of what constitutes high-quality early education.

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

The regions' respondents report that the most common form of professional learning received in the previous 12 months was online delivery (85.1%), followed by in-person, one-time workshops (63.2%) and performance reviews (60.9%). Only 17.2% of respondents report having taken a course while 25.3% received structured mentoring.

Although online delivery is the most common form of professional learning received in the previous 12 months, respondents report it is the least-desired format (17.2%), followed by performance reviews and self-study (both at 19.5%). Respondents prefer regular and scheduled opportunities for team discussions (39.1%), structured mentoring (32.2%), attending conferences (32.2%), taking courses (32.2%), and in-person workshops (31%), 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

Over half of respondents reported receiving training in cultural diversity (54%) and anti-bias/anti-racism (55.2%) in the previous 12 months. In contrast, participants report the least amount of professional learning in the areas of incorporating Afrocentric ways of being (5.8%) and supporting newcomer families (14.9%). Census data for the region help contextualize results.

The most wanted professional learning reported is centred around supporting vulnerable families (54%) and critical trauma-informed practice (54%). About half of participants also report wanting more professional learning centred around supporting children with disabilities (50.6%) and 2LSGBTQIA+ children and families (51.7%).

Equity, Diversity, and Inclusion Learning of Respondents in the Counties of Hastings and Northumberland and Prince Edward Lennox and Addington Social Service Workforce

In the previous 12 months

