

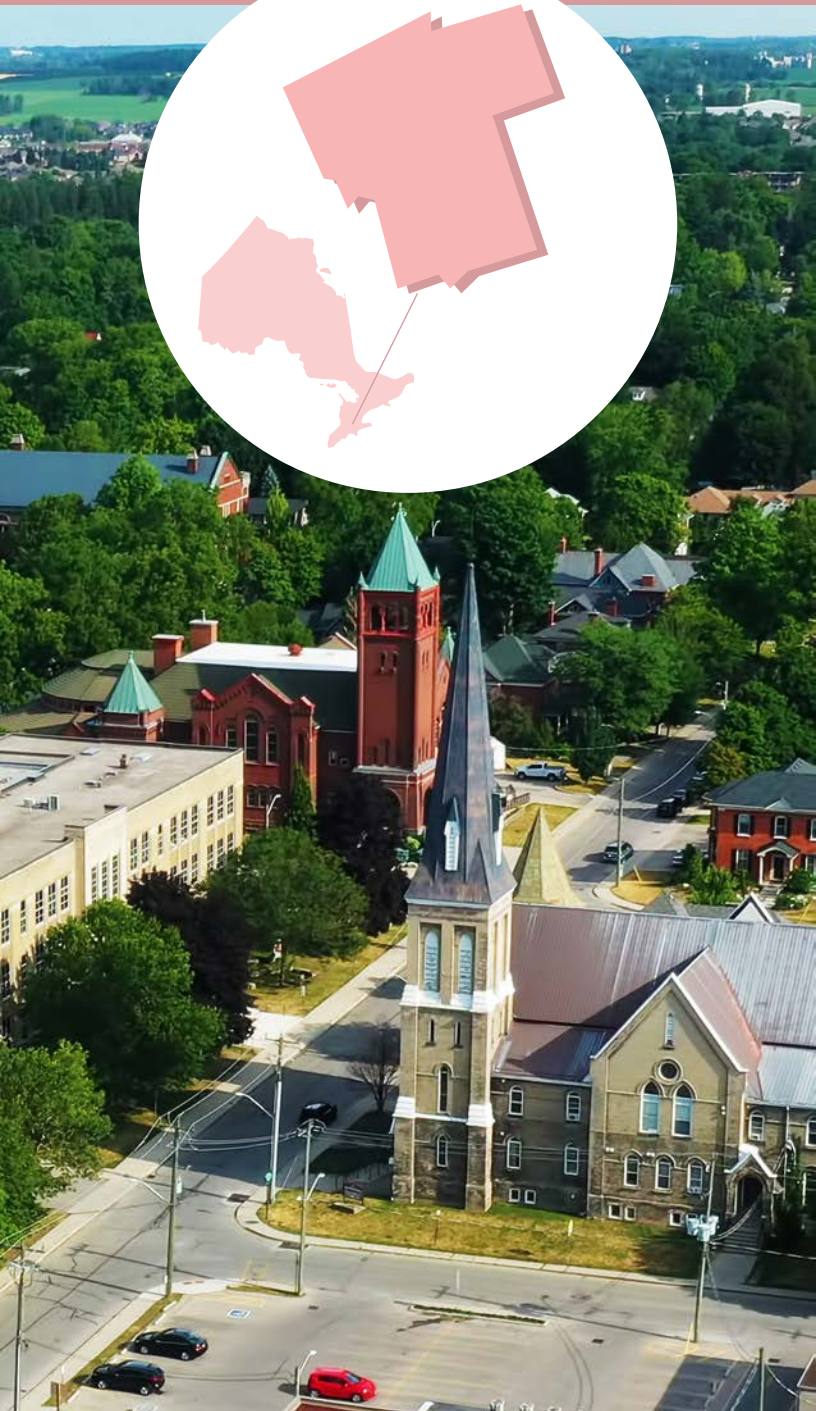
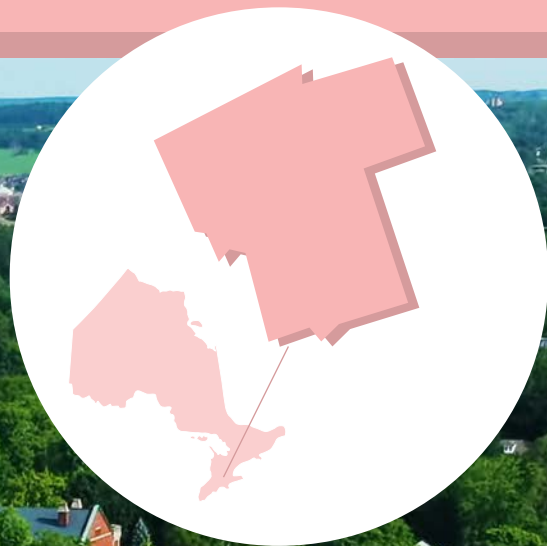
knowing u numbers

A community approach to understanding
the early childhood education workforce

County of Huron



County of Oxford





County of Huron County of Oxford

The regional data presented here are part of the larger provincial early childhood education workforce study **Knowing Our Numbers** (KON). The counties of Huron and Oxford are two of 43 regional children's service districts that participated in the study. In total, this represents over 91% of all regions in Ontario. Details on the project, methodology, and province-wide results can be found [here](#). Data from the two counties were merged in consultation with regional officials. In the **Executive Report**, the two counties are part of the 'West' 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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County of Huron

Population and Family

Population		Average number of children per family	2.0
2021	61,366	One-parent families	11.7%
2016	59,297	Lone-parent families	
<i>Change since 2016:</i>	<i>+3.50%</i>	Women	8.7%
		Men	3.0%
Population density per sq km	18.1	Marital status	
Median age	46.8 years	Married or living common-law	62.8%
Racialized population	2.0%	Not married or living common-law	37.2%
Multi-generational households	1.5%	Married or common-law with children	37.1%
Immigrant population	7.0%	Language most often spoken at home	
Indigenous identity	1.9%	English	94.8%
Education		French	0.1%
No certificate, diploma, or degree	21.7%	Other	4.7%
High school diploma or equivalent	30.9%	<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	47.4%	Home ownership	
<i>*15+ years old</i>		Owner	77.8%
Education obtained outside Canada	3.0%	Renter	22.2%
<i>*25-64 years old</i>		Spending more than 30% on shelter costs	15.6%

Employment and Income

Labour force participation rate		Commuting duration (mins)	Total %	% Men	% Women
Women	55.9%	Less than 15	43.6	39.2	49.1
Men	66.0%	15 to 29	29.4	27.1	32.1
Unemployment rate		30 to 44	13.2	15.0	10.9
Women	8.5%	45 to 59	6.0	7.3	4.4
Men	5.0%	60 minutes and over	7.8	11.3	3.5
Prevalence of low income (LIM)		Income distribution	Total %	% Men	% Women
0-17	15.0%	In bottom half of the distribution	52.6	51.6	53.6
0-5	18.8%	In bottom decile	9.7	9.5	9.9
18-64	10.0%	In second decile	10.4	9.5	11.2
<i>*LIM: Low Income Measure reflects those whose incomes are below half of the median of the adjusted income distribution</i>		In third decile	10.7	10.5	11.0
Median employment income	\$34,800	In fourth decile	11.1	11.3	11.0
Median employment income in 2020 for full-year full-time workers	\$54,800	In fifth decile	10.7	10.9	10.5
Median total income of household in 2020	\$78,500	In top half of the distribution	47.4	48.4	46.4
Median after-tax income of household in 2020	\$70,000	In sixth decile	10.7	10.7	10.7
		In seventh decile	10.3	10.4	10.1
		In eighth decile	9.7	9.8	9.6
		In ninth decile	9.2	9.5	8.9
		In top decile	7.5	7.9	7.1

Reference: <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=Huron&DGUIDist=2021A00033540&GENDERlist=1,2,3&STATISTIClist=1&HEADERlist=0>

County of Oxford

Population and Family

Population		Average number of children per family	1.9
2021	121,781	One-parent families	14.1%
2016	110,846	Lone-parent families	
<i>Change since 2016:</i>	<i>+9.9%</i>	Women	10.6%
		Men	3.4%
Population density per sq km	59.7	Marital status	
Median age	41.6 years	Married or living common-law	61.9%
Racialized population	7.7%	Not married or living common-law	38.1%
Multi-generational households	2.6%	Married or common-law with children	42.0%
Immigrant population	11.4%	Language most often spoken at home	
Indigenous identity	2.3%	English	94.2%
Education		French	0.2%
No certificate, diploma, or degree	20.0%	Other	4.4%
High school diploma or equivalent	32.9%		
Post secondary certificate, diploma or degree	47.1%		
<i>*15+ years old</i>		Home ownership	
Education obtained outside Canada	4.9%	Owner	73.4%
<i>*25-64 years old</i>		Renter	26.6%
		Spending more than 30% on shelter costs	17.4%

**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

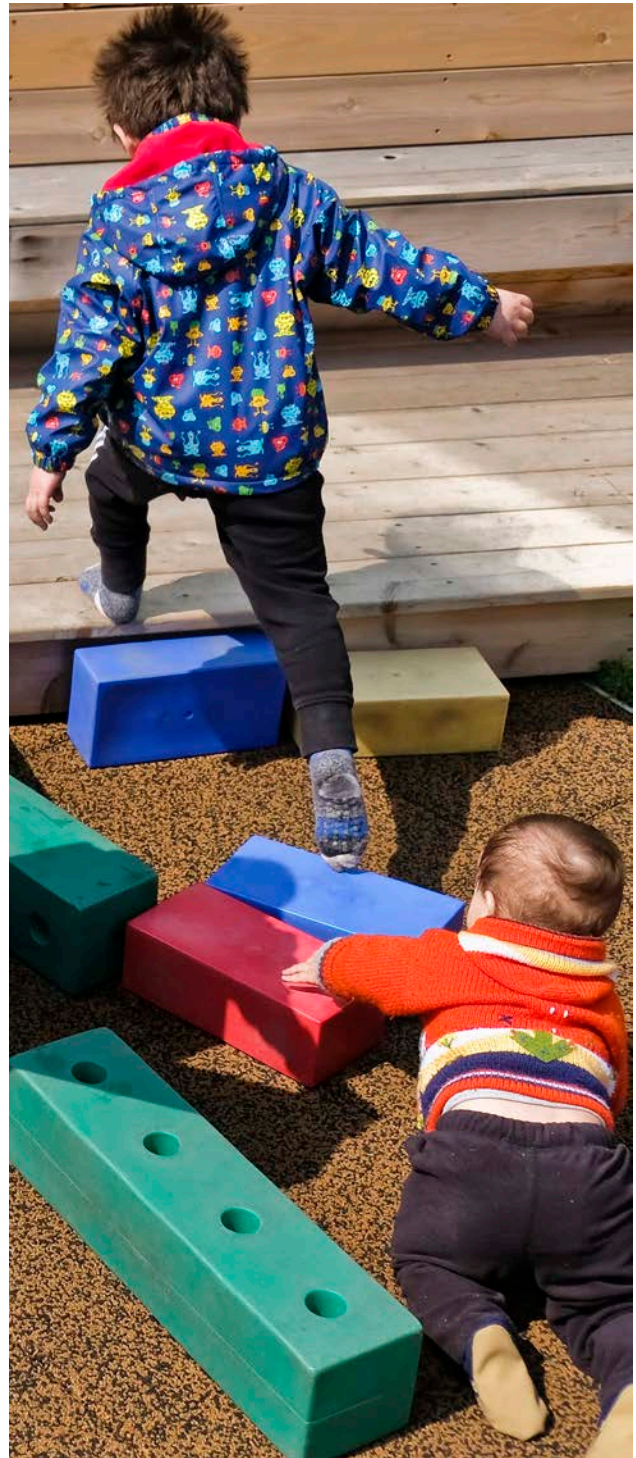
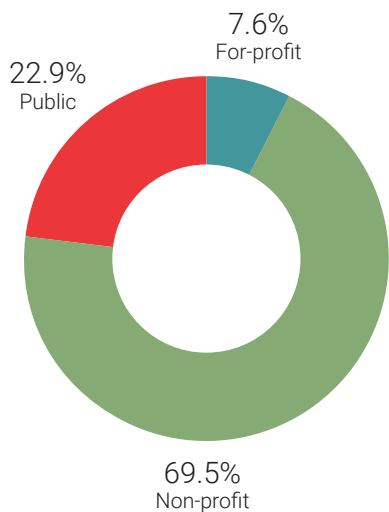
Labour force participation rate		Commuting duration (mins)	Total %	% Men	% Women
Women	58.8%	Less than 15	41.3	37.2	46.6
Men	69.5%	15 to 29	27.2	27.0	27.3
Unemployment rate		30 to 44	18.9	20.4	17.1
Women	11.3%	45 to 59	7.2	8.2	6.1
Men	9.6%	60 minutes and over	5.3	7.2	2.9
Prevalence of low income (LIM)		Income distribution	Total %	% Men	% Women
0-17	9.0%	In bottom half of the distribution	49.7	48.2	51.2
0-5	9.9%	In bottom decile	7.0	6.6	7.4
18-64	7.1%	In second decile	9.3	8.4	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	10.8	10.6	11.0
Median employment income	\$38,800	In fourth decile	11.0	10.9	11.1
Median employment income in 2020 for full-year full-time workers	\$60,000	In fifth decile	11.5	11.6	11.4
Median total income of household in 2020	\$87,000	In top half of the distribution	50.3	51.8	48.8
Median after-tax income of household in 2020	\$76,500	In sixth decile	11.6	11.8	11.5
		In seventh decile	11.1	11.4	10.8
		In eighth decile	10.8	11.1	10.5
		In ninth decile	9.9	10.3	9.5
		In top decile	7.0	7.3	6.7

Reference: <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=Oxford&DGUIDist=2021A00033532&GENDERlist=1,2,3&STATISTIClist=1&HEADERlist=0>

Sample Characteristics

A total of 133 individuals working in early years services in the counties of Huron and Oxford responded to the survey (referred to as the 'workforce survey'). Of these, 79% are RECEs and 21% are non-RECEs (referred to as the 'workforce'). Most respondents are from non-profit programs (69.5%). Additionally, 19 directors responded to the survey. As the number of respondents who are licensed home child care providers in the two counties is low (n=7), data are not presented here; these data are included in the [Executive Report](#).

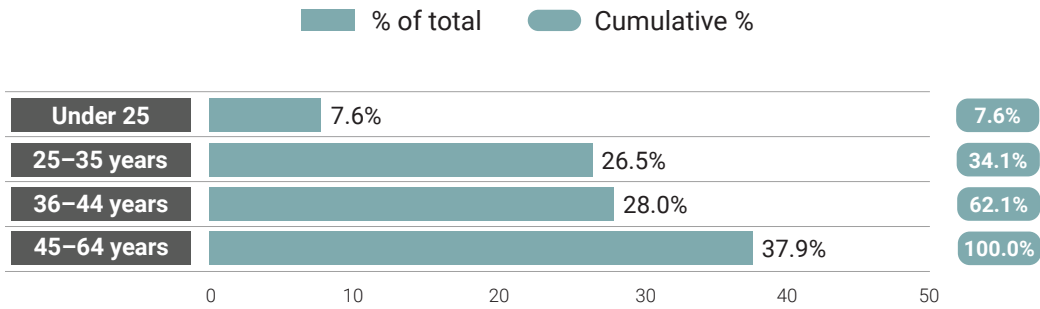
Percentage Respondents by Auspice Workforce



AGE

Approximately 62% of *workforce* respondents are under the age of 45.

Age Distribution of Respondents *Workforce*

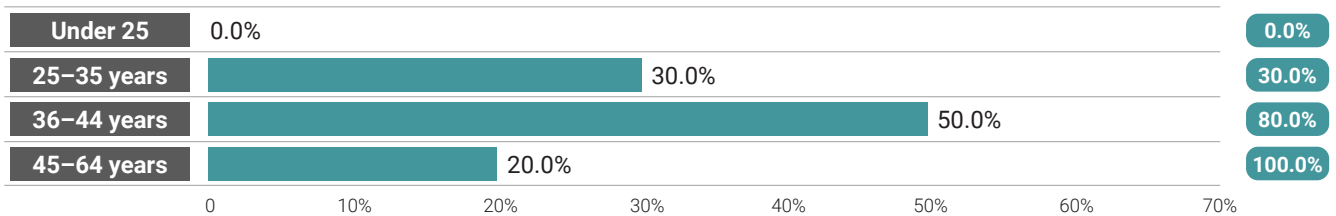


Respondents working in public programs are more likely to be older. Approximately 41% of *workforce* participants from public programs are under the age of 45 years. By comparison, 80% of those in for-profit and 67% in non-profit programs are under 45 years of age. For-profit data should be interpreted with caution due to a low sample size.

Age Distribution by Auspice Workforce

For-Profit

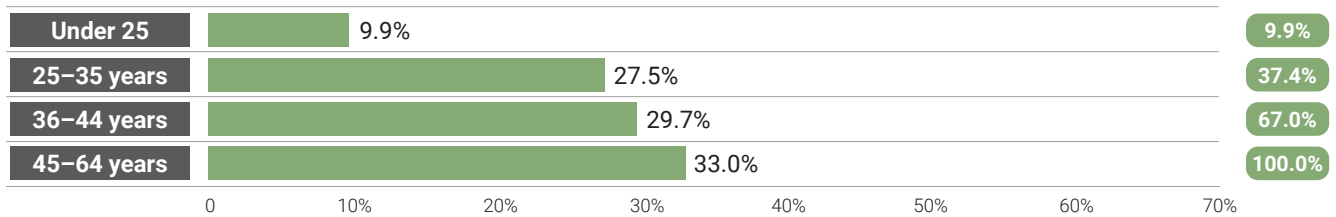
■ % of total ● Cumulative %



Interpret with caution due to low sample size.

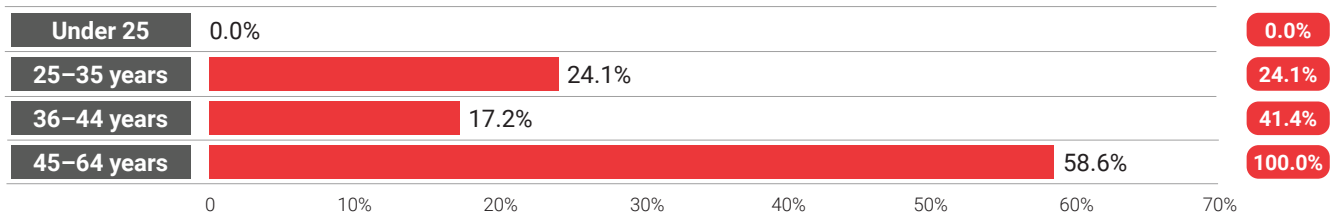
Non-Profit

■ % of total ● Cumulative %



Public

■ % of total ● Cumulative %



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

YEARS OF EXPERIENCE

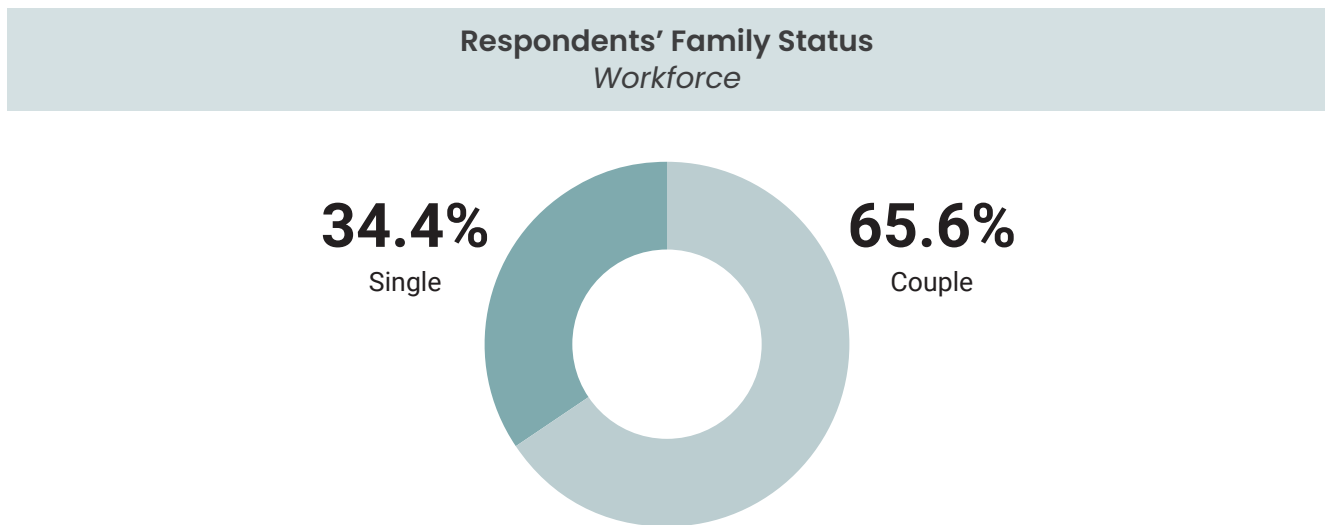
Participants who work in public programs have the most years of experience.

Years of Experience by Auspice <i>Workforce</i>						
Auspice	Mean	Minimum	25th percentile	Median	75th percentile	Maximum
For-profit	11.8	0.0	2.0	11.0	20.0	27.0
Non-profit	12.7	0.0	4.0	11.0	20.0	43.0
Public	17.5	2.0	10.0	17.5	27.0	37.0

Of the 19 directors/supervisors who responded to the survey, 94.7% report they are RECEs (the same as province-wide findings). Of those who are RECEs, all have been registered with the College of Early Childhood Educators for less than five years.

FAMILY STATUS

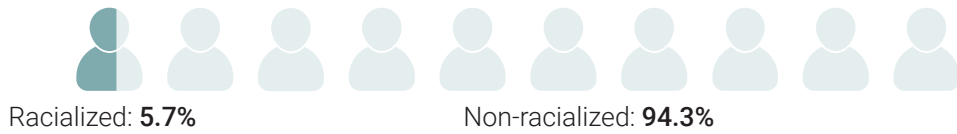
Approximately 34% of the *workforce* survey respondents are single.



RACIALIZATION

Only 5.7% of the *workforce* sample identify as racialized.

Percentage Racialized *Workforce*



Racialization by RECE status is not reported due to a small sample size. However, provincial-level results find that non-RECEs are more likely to be racialized than RECEs. Details can be found in the [Executive Report](#).



Compensation

WAGES

On average, wages of RECEs are similar to those of non-RECEs. Those working in public programs have the highest wages. For-profit results should be interpreted with caution due to a low sample size. Approximately 28% 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*	\$25.00	\$23.00
Non-profit	\$21.00	\$24.82
Public	\$39.33	\$31.00
Average across auspice	\$26.18	\$26.06

*Interpret with caution due to low sample size.

Note: All averages are weighted.

Reported director/supervisor median wages in the two counties are lower than for 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 Huron and Oxford Director/Supervisor Wage Range by Position

Position	Average	Minimum	25th percentile	Median	75th percentile	Maximum
Director	\$27.08	\$20.00	\$24.00	\$27.00	\$29.00	\$36.00
Assistant Director*	\$30.00	\$28.00	\$28.00	\$31.00	\$31.00	\$31.00
Average across position	\$27.63	\$20.00	\$24.00	\$28.50	\$30.50	\$36.00

*Interpret with caution due to low sample size.

Note: All averages are weighted.

BENEFITS

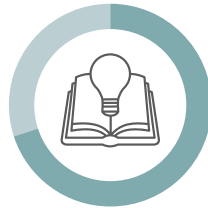
Almost 82% of *workforce* respondents report having access to paid sick days. Fewer than half (48.8%) report having pensions or RRSP contributions through their employer, and 63% have extended health benefits. About 70% have access to paid professional learning opportunities. Pay increases for obtaining a new credential or degree in early education (6.3%) and tuition assistance (7.9%) are rare.

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



81.9%

Paid sick days



70.1%

Paid professional development



69.3%

Paid bereavement leave



63.0%

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



55.1%

Paid personal or mental health days



48.8%

Pension benefits or contributions to an RRSP



40.9%

Paid programming time during the workday



31.5%

Paid team meeting time during the workday



28.4%

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



7.9%

Tuition assistance



7.1%

Parental leave top-up



6.3%

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

Workforce Stability, Stress, and Job Satisfaction

DISCRIMINATION

Approximately 34% of *workforce* respondents report having experienced workplace discrimination. The types of discrimination experienced vary, with bullying (55.6%) being the most common, followed by education/seniority (37.8%) and ageism (22.2%). 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*

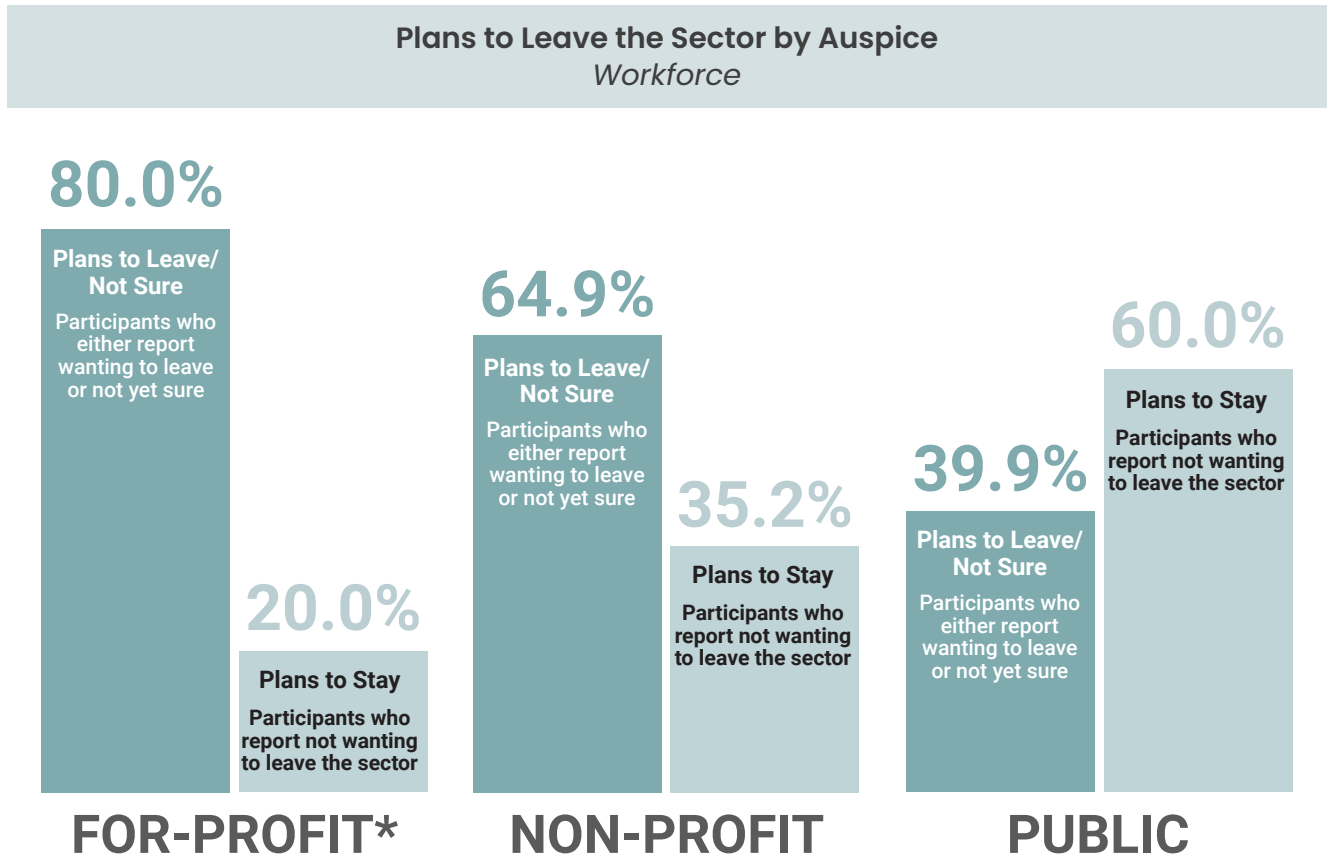
Bullying	55.6%
Education/seniority	37.8%
Ageism	22.2%
Other*	17.8%
Mental health	15.6%
Racism	11.1%
Body prejudice	11.1%
Religious belief	0.0%
Homophobia	0.0%

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



JOB SATISFACTION

Across all auspices, only 39.9% of respondents from the counties report plans to stay in the sector over the next five years. Those who work in public programs are much more likely to report plans to stay in the sector. These findings have important implications for retention strategies.



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

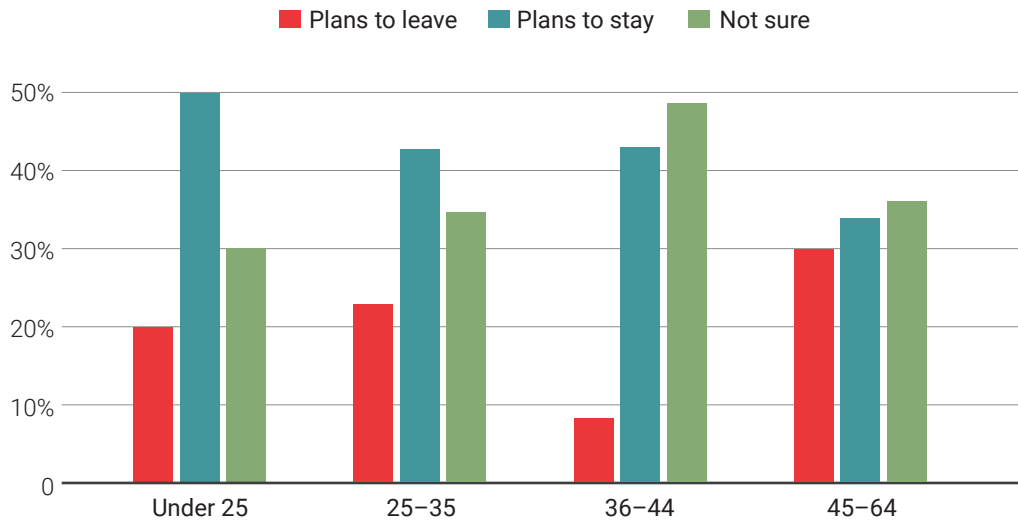
*Interpret with caution due to small sample size.





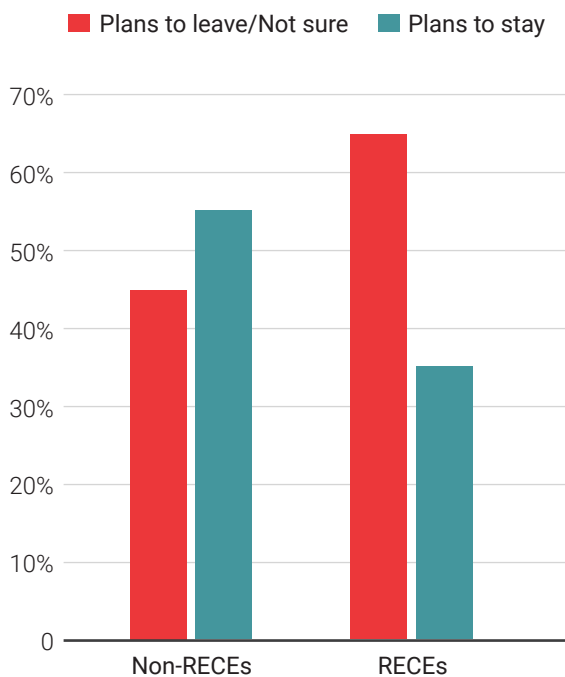
Those between the ages of 45 and 64 are most likely to report plans to leave the sector (30%). This is concerning as this age group likely has the most experience. Those between the ages of 36 and 44 years are most likely to report uncertainly with their plans (48.7%). This has important implications for policy development and investment in retention strategies. Note 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*



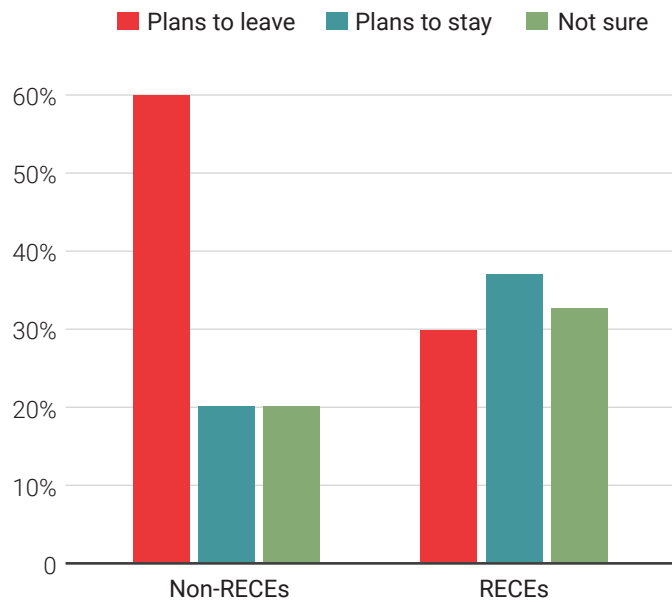
Overall, only 35.2% of RECE respondents report plans to stay in the sector, with 64.8% either planning to leave or reporting they are unsure. Non-RECE respondents are more likely to report plans to stay in the sector (55.6%).

Plans to Leave the Sector by RECE Status *Workforce*



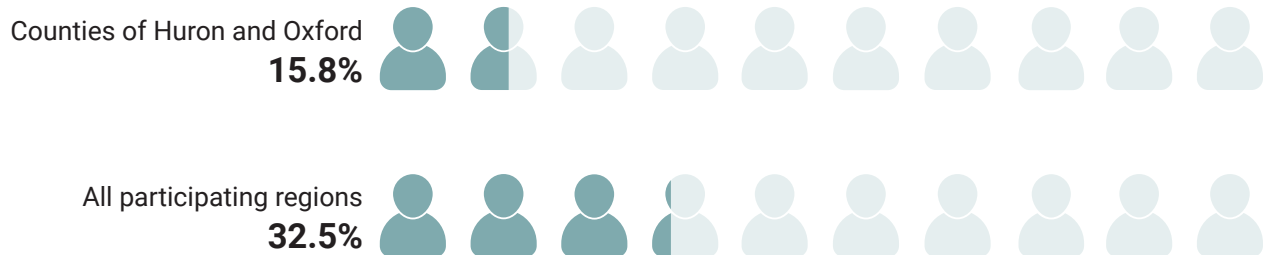
Plans to leave the sector are associated with experiences of workplace discrimination among non-RECEs. Those who experience discrimination are more likely to report plans to leave the sector in the next five years. This has implications for professional learning and human resource management. More detailed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

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



Only 15.8% of director/supervisor respondents in the two counties report they are planning to stay in the sector for the next five years, compared with 32.5% across all participating regions. Almost three-quarters (73.7%) report they are unsure of their plans. This has important implications for policy development and investment in retention strategies.

Percentage of Directors/Supervisors with Plans to Stay in the Sector Counties of Huron and Oxford Versus All Participating Regions



WORKPLACE STRESS

Those working within public auspices report the lowest levels of stress on a scale of 1 (low stress) to 5 (high stress). Those in for-profit programs report highest stress levels (3.8 out of 5). In addition, RECEs report higher stress levels than non-RECEs (3.4 versus 2.7).

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	3.9	3.8
Non-profit	2.9	3.5	3.4
Public	2.2	3.1	2.9
Average across auspice	2.7	3.4	3.3

Note: Averages are weighted.

Participants in the counties of Huron and Oxford 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. Those in public programs have the highest level of job satisfaction (3.3 out of 5).

Average Level of Job Satisfaction by Auspice and RECE Status Workforce

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

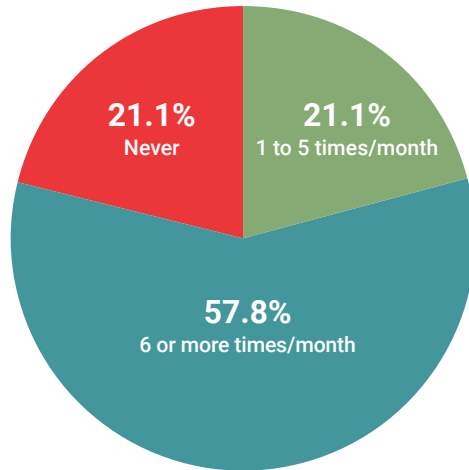
Auspice	RECE status		Average across RECE status
	Non-RECE	RECE	
For-profit	3.0	2.3	2.4
Non-profit	2.6	2.5	2.5
Public	3.7	3.1	3.3
Average across auspice	2.9	2.6	2.7

Note: Averages are weighted.

WORKPLACE STABILITY

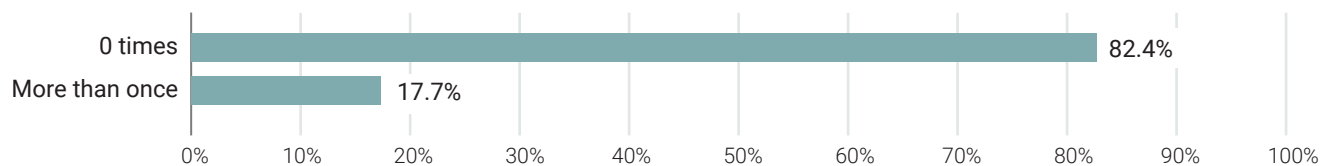
Directors often stand in for absent staff by necessity, taking them away from their leadership and administrative duties. About 58% of management staff report having to fill in six or more times per month to maintain ratios.

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 18% of director/supervisor respondents report they have had to send a child(ren) with a disability home due to staffing shortages. This is lower than the provincial average of 26.6%.

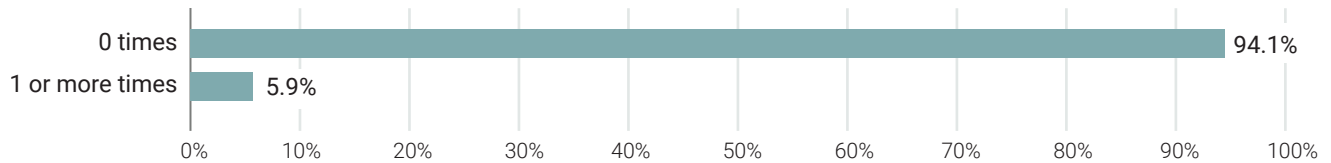
Percentage Reporting Frequency of Times in the Previous 12 Months Directors/Supervisors Sent Children with Disabilities Home Due to Staffing Shortages



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

About 6% of Oxford and Huron County 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, 21.1% (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 (data not shown).

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



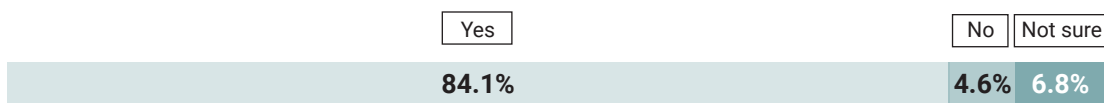
Less than half (45.5%) of *workforce* respondents in the two counties report they would recommend a career in the early years to others who are interested. Another 28% indicate they are unsure if they would recommend this career.

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



About 84% 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: Numbers do not add to 100% due to missing data.

Professional Development

FORMS OF PROFESSIONAL LEARNING

Huron County and Oxford County respondents report that the most common form of professional learning received in the previous 12 months was online delivery (87.2%), followed by performance reviews (63.9%) and self-study (62.4%). Only 18.1% 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 and self-study are among the least desired formats (both at 15.8%), second only to performance reviews (15%). Respondents prefer taking courses (31.6%), attending conferences (30.8%), small group coaching conversations (30.1%), and regular opportunities for team discussions for reflective practice (30.8%), 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

The most common types of equity, diversity, and inclusion training in the previous 12 months in the two counties are anti-bias/anti-racism/anti-oppression education (43.6%), supporting children with disabilities (42.9%), and cultural diversity in early years settings (36.1%). Only 2.3% of respondents report having received professional learning centred around incorporating Afrocentric ways of being, while 9% received training in incorporating land-based learning. Census data for the region help contextualize results.

The most wanted professional learning reported is centred around supporting vulnerable families (47.4%) and children with disabilities (45.9%). Respondents also report wanting training in critical trauma-informed practice (40.6%), incorporating land-based learning (39.9%), and supporting newcomer families (38.4%).

Equity, Diversity, and Inclusion Learning of Respondents in Huron and Oxford Counties Workforce

In the previous 12 months

