

# knowing u numbers

A community approach to understanding  
the early childhood education workforce

## City of Kawartha Lakes



## District Municipality of Muskoka





# City of Kawartha Lakes

## District Municipality of Muskoka

The regional data presented here are part of the larger provincial early childhood education workforce study **Knowing Our Numbers** (KON). The City of Kawartha Lakes and the District Municipality of Muskoka are two of 43 regional children's service districts that participated in the study. In total, they represent over 91% of all regions in Ontario. Details on the project, methodology, and province-wide results can be found [here](#). The data from the City of Kawartha Lakes and the District Municipality of Muskoka were merged in consultation with regional officials. In the **Executive Report**, Kawartha and Muskoka are part of the 'North' data region. Census data provided on the following pages allow readers to put the results into the context of regional demographics.

### **This report should be cited as:**

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# City of Kawartha Lakes

## Population and Family

<b>Population</b>		<b>Average number of children per family</b>	1.7
2021	79,247		
2016	75,423	<b>One-parent families</b>	13.7%
<i>Change since 2016:</i>	<i>+5.10%</i>		
<b>Population density per sq km</b>	26.1	<b>Lone-parent families</b>	
		Women	10.3%
<b>Median age</b>	51.6 years	Men	3.5%
<b>Racialized population</b>	3.4%	<b>Marital status</b>	
<b>Multi-generational households</b>	3.2%	Married or living common-law	61.7%
<b>Immigrant population</b>	7.9%	Not married or living common-law	38.3%
<b>Indigenous identity</b>	2.9%	Married or common-law with children	33.9%
<b>Education</b>		<b>Language most often spoken at home</b>	
No certificate, diploma, or degree	17.5%	English	98.0%
High school diploma or equivalent	33.6%	French	0.2%
Post secondary certificate, diploma or degree	49.0%	Other	1.8%
<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>	2.7%	<b>Home ownership</b>	
<i>*25-64 years old</i>		Owner	82.8%
		Renter	17.2%
		<b>Spending more than 30% on shelter costs</b>	19.1%

## Employment and Income

<b>Labour force participation rate</b>		<b>Commuting duration (mins)</b>	<b>Total %</b>	<b>% Men</b>	<b>% Women</b>
Women	50.8%	Less than 15	27.5	22.4	33.8
Men	58.8%	15 to 29	24.8	21.5	28.9
<b>Unemployment rate</b>		30 to 44	18.1	17.5	18.8
Women	12.2%	45 to 59	10.3	11.8	8.4
Men	10.3%	60 minutes and over	19.3	26.8	10.1
<b>Prevalence of low income (LIM)</b>		<b>Income distribution</b>	<b>Total %</b>	<b>% Men</b>	<b>% Women</b>
0-17	2.4%	In bottom half of the distribution	50.4	49.1	51.6
0-5	2.4%	In bottom decile	8.8	8.8	8.8
18-64	3.6%	In second decile	10.2	9.4	11.0
<i>*LIM: Low Income Measure reflects those whose incomes are below half of the median of the adjusted income distribution</i>		In third decile	10.2	9.9	10.5
		In fourth decile	10.6	10.5	10.7
<b>Median employment income</b>	\$31,800	In fifth decile	10.5	10.5	10.6
<b>Median employment income in 2020 for full-year full-time workers</b>	\$60,400	In top half of the distribution	49.6	50.9	48.4
<b>Median total income of household in 2020</b>	\$82,000	In sixth decile	11.0	11.2	10.8
<b>Median after-tax income of household in 2020</b>	\$72,500	In seventh decile	10.9	11.0	10.7
		In eighth decile	10.6	10.9	10.3
		In ninth decile	9.4	9.5	9.2
		In top decile	7.8	8.2	7.5

Reference: <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?LANG=E&GENDERlist=1,2,3&STATISTIClist=1,4&DGUIDlist=2021A00033516&HEADERlist=0&SearchText=kawartha%20lakes>

# District Municipality of Muskoka

## Population and Family

<b>Population</b>		<b>Average number of children per family</b>	1.7
2021	66,674		
2016	60,614	<b>One-parent families</b>	13.5%
<i>Change since 2016:</i>	<i>+10.0%</i>		
<b>Population density per sq km</b>	17.4	<b>Lone-parent families</b>	
		Women	10.0%
<b>Median age</b>	52.8 years	Men	3.5%
<b>Racialized population</b>	2.8%	<b>Marital status</b>	
<b>Multi-generational households</b>	2.4%	Married or living common-law	61.1%
<b>Immigrant population</b>	8.0%	Not married or living common-law	38.9%
<b>Indigenous identity</b>	4.1%	Married or common-law with children	32.4%
<b>Education</b>		<b>Language most often spoken at home</b>	
No certificate, diploma, or degree	14.7%	English	98.4%
High school diploma or equivalent	32.1%	French	0.1%
Post secondary certificate, diploma or degree	53.2%	Other	1.1%
<i>*15+ years old</i>		<i>*Estimates associated with Indigenous languages are more affected than most by the incomplete enumeration of certain reserves and settlements in the Census of Population.</i>	
<b>Education obtained outside Canada</b>	4.0%	<b>Home ownership</b>	
<i>*25-64 years old</i>		Owner	82.2%
		Renter	17.6%
		<b>Spending more than 30% on shelter costs</b>	19.3%

## Employment and Income

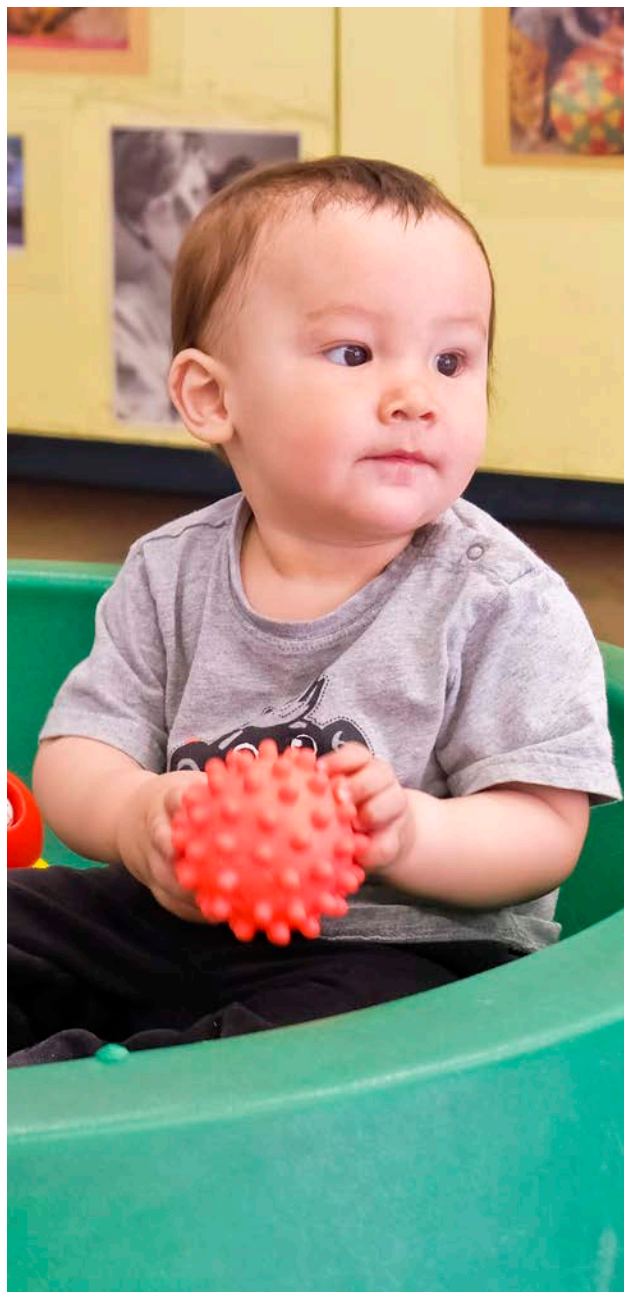
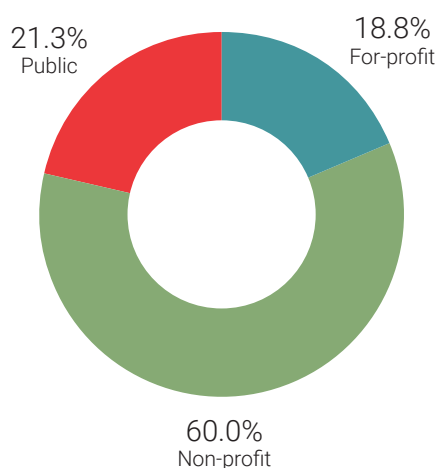
<b>Labour force participation rate</b>		<b>Commuting duration (mins)</b>	<b>Total %</b>	<b>% Men</b>	<b>% Women</b>
Women	54.3%	Less than 15	37.7	31.1	45.8
Men	61.4%	15 to 29	30.7	30.3	31.2
<b>Unemployment rate</b>		30 to 44	17.8	20.2	14.8
Women	11.4%	45 to 59	6.3	7.8	4.5
Men	10.2%	60 minutes and over	7.5	10.6	3.7
<b>Prevalence of low income (LIM)</b>		<b>Income distribution</b>	<b>Total %</b>	<b>% Men</b>	<b>% Women</b>
0-17	9.8%	In bottom half of the distribution	49.8	48.7	50.8
0-5	10.7%	In bottom decile	8.7	8.7	8.8
18-64	9.4%	In second decile	9.9	9.3	10.5
<i>*LIM: Low Income Measure reflects those whose incomes are below half of the median of the adjusted income distribution</i>		In third decile	10.1	9.8	10.5
		In fourth decile	10.6	10.5	10.8
<b>Median employment income</b>	\$32,000	In fifth decile	10.4	10.4	10.3
<b>Median employment income in 2020 for full-year full-time workers</b>	\$59,200	In top half of the distribution	50.2	51.3	49.2
<b>Median total income of household in 2020</b>	\$83,000	In sixth decile	10.9	11.1	10.7
<b>Median after-tax income of household in 2020</b>	\$73,000	In seventh decile	10.1	10.1	10.1
		In eighth decile	9.8	10.0	9.5
		In ninth decile	9.6	9.8	9.4
		In top decile	9.8	10.2	9.4

Reference: <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?LANG=E&GENDERlist=1,2,3&STATISTIClist=1,4&DGUIDlist=2021A00033544&HEADERlist=0&SearchText=muskoka>

# Sample Characteristics

A total of 81 individuals working in early years services in the City of Kawartha Lakes and the District Municipality of Muskoka responded to the survey (referred to as the 'workforce survey'). Of these, 77.8% are RECEs and 22.2% are non-RECEs (referred as the 'workforce'). Most respondents are from non-profit programs (60%). Additionally, 17 directors responded to the survey. As participant numbers for directors are low, only descriptive data are presented here and should be interpreted with caution. As the number of respondents who are licensed home child care providers in the two regions is low (n=3), data are not presented here; these data are included in the [Executive Report](#).

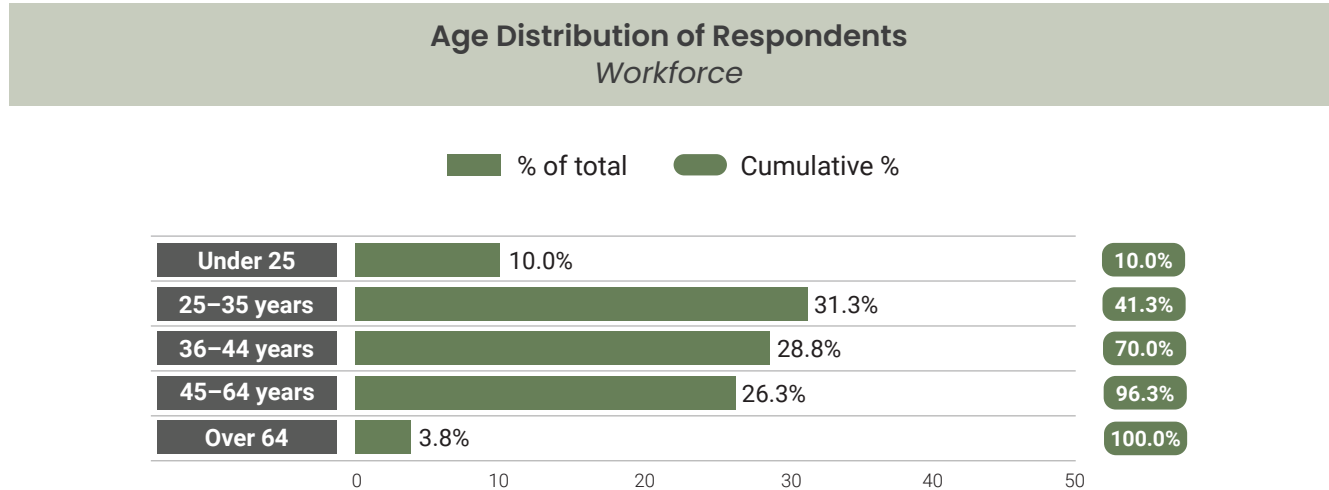
Percentage Respondents by Auspice Workforce



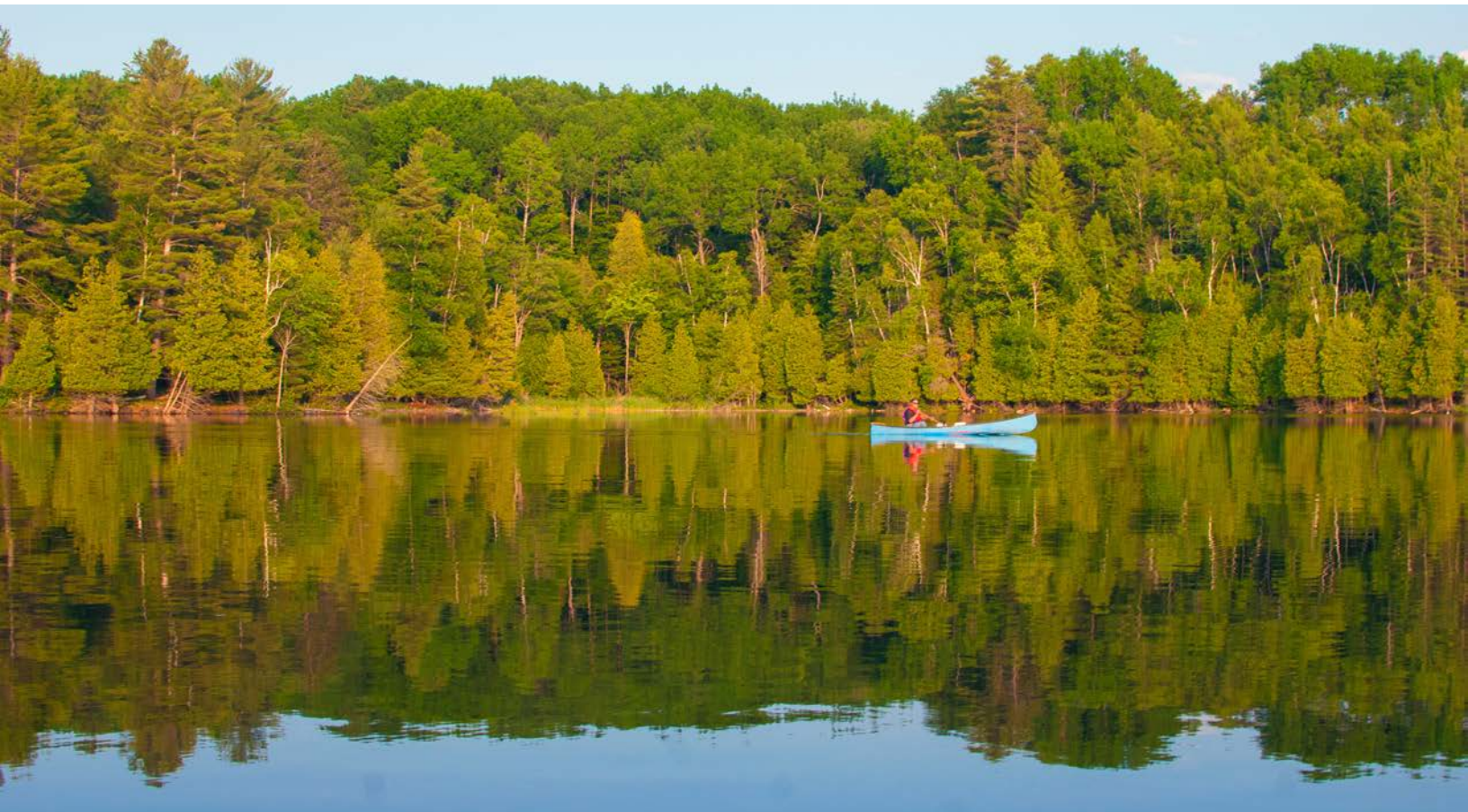
## AGE

Approximately 70% of *workforce* respondents are under the age of 45.

Across all participating regions, 42.7% of director/supervisor participants are under the age of 45 years compared to 59% in Kawartha Lakes and Muskoka.



A breakdown of age by auspice is not possible due to low sample size. However, province-wide results demonstrate that those working in for-profit organizations are more likely to be younger.



## YEARS OF EXPERIENCE

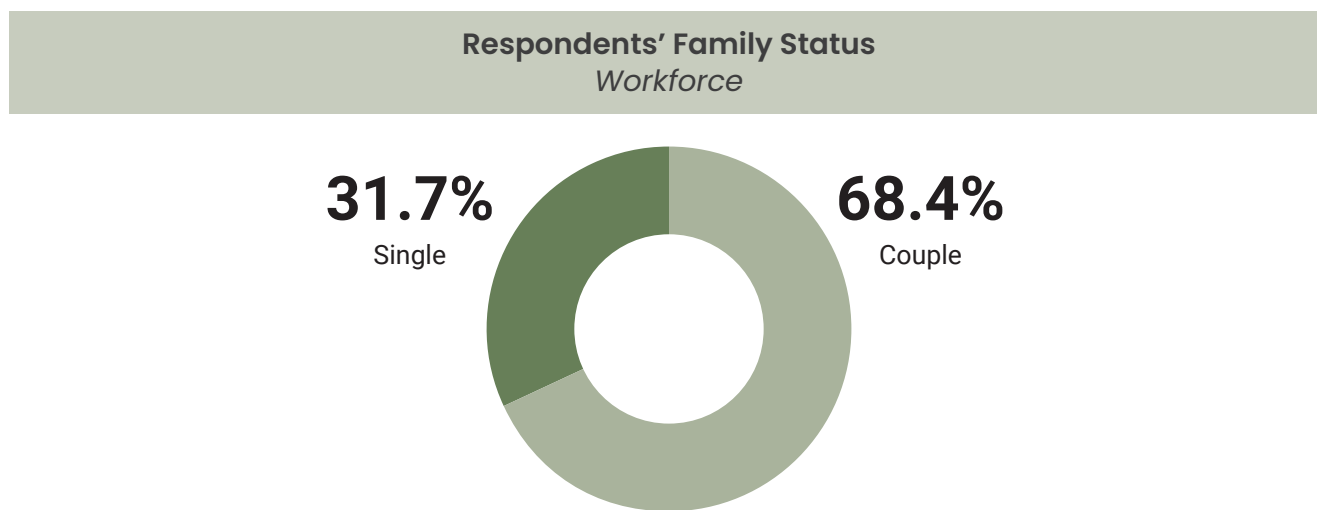
Participants who work in for-profit programs have the fewest median years of experience. In contrast, non-profit and public programs tend to have more experienced educators.

Years of Experience by Auspice <i>Workforce</i>						
Auspice	Mean	Minimum	25th percentile	Median	75th percentile	Maximum
For-profit	12.9	0.0	2.0	6.0	28.0	43.0
Non-profit	13.6	1.0	4.0	11.0	22.0	34.0
Public	12.8	1.0	7.0	11.0	15.0	39.0

Of the 17 directors/supervisors who responded to the survey, 88.2% report they are RECEs compared to 94.7% across all 43 participating regions. Of those that are RECEs, 88.2% have been registered with the College of Early Childhood Educators for less than five years.

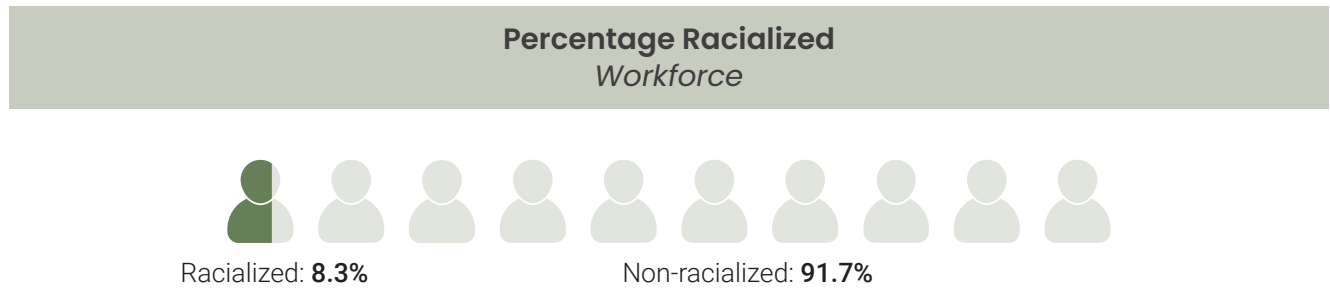
## FAMILY STATUS

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

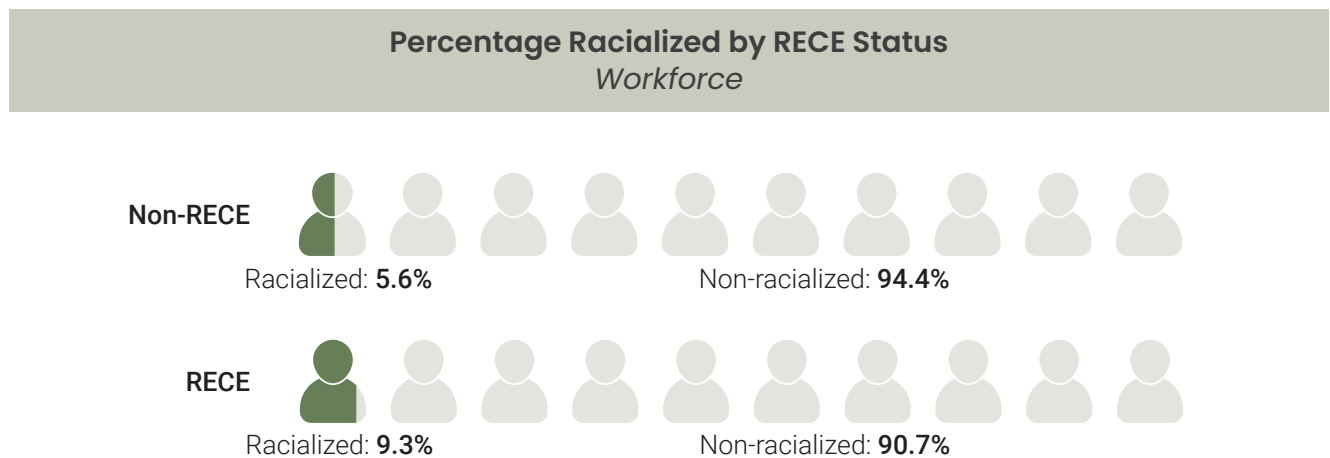


## RACIALIZATION

About 8% of the *workforce* sample identify as racialized.



Although participant numbers in Kawartha Lakes and Muskoka are too low to examine racialization by RECE status, province-wide results indicate that non-RECEs are more likely than RECEs to identify as racialized.





# Compensation

## WAGES

Wages of RECEs are higher than for non-RECEs. Those working in for-profit programs have the lowest hourly wages, while those in public programs have the highest hourly wages. Approximately 26% 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	Average across RECE status
For-profit	\$21.83	\$23.38	\$22.71
Non-profit	\$21.00	\$24.21	\$23.53
Public*	\$29.00	\$27.19	\$27.29
<b>Average across auspice</b>	<b>\$21.81</b>	<b>\$24.91</b>	<b>\$24.24</b>

\* Interpret with caution due to low numbers.

Note: All averages are weighted.

Reported director/supervisor median wages in the two jurisdictions are lower than those across provincial participating regions. The median director/supervisor hourly wage in the overall provincial findings is \$30 per hour, with a minimum of \$18 per hour and a maximum of \$80 per hour.

### City of Kawartha Lakes and District Municipality of Muskoka Director/Supervisor Respondents Wage Range by Position

Position	Average	Minimum	25th percentile	Median	75th percentile	Maximum
Director etc.	\$30.29	\$24.00	\$26.00	\$28.00	\$35.00	\$51.00

Note: Interpret with caution due to low sample size.

## BENEFITS

About 82% of *workforce* respondents report having access to paid sick days. Just under 60% have extended health benefits. Less than half (44.9%) report having pensions or RRSP contributions through their employer. Almost three-quarters (73.1%) have access to paid professional learning opportunities. Pay increases for obtaining a new credential or degree in early education (14.1%) and tuition assistance (10.3%) are rare.

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



**82.1%**

Paid sick days



**73.1%**

Paid professional development



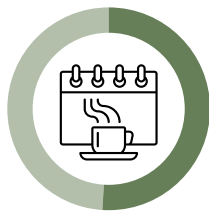
**59.0%**

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



**53.9%**

Paid bereavement leave



**51.3%**

Paid personal or mental health days



**47.4%**

Paid programming time during the workday



**47.4%**

Paid team meeting time during the workday



**44.9%**

Pension benefits or contributions to an RRSP



**23.1%**

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



**10.3%**

Tuition assistance



**3.9%**

Parental leave top-up

# Workforce Stability, Stress, and Job Satisfaction

## DISCRIMINATION

Approximately 38% of *workforce* respondents report having experienced workplace discrimination. The types of discrimination experienced vary, with bullying (63.3%) being the most common, followed by education/seniority (36.7%) and mental health (33.3%). 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*

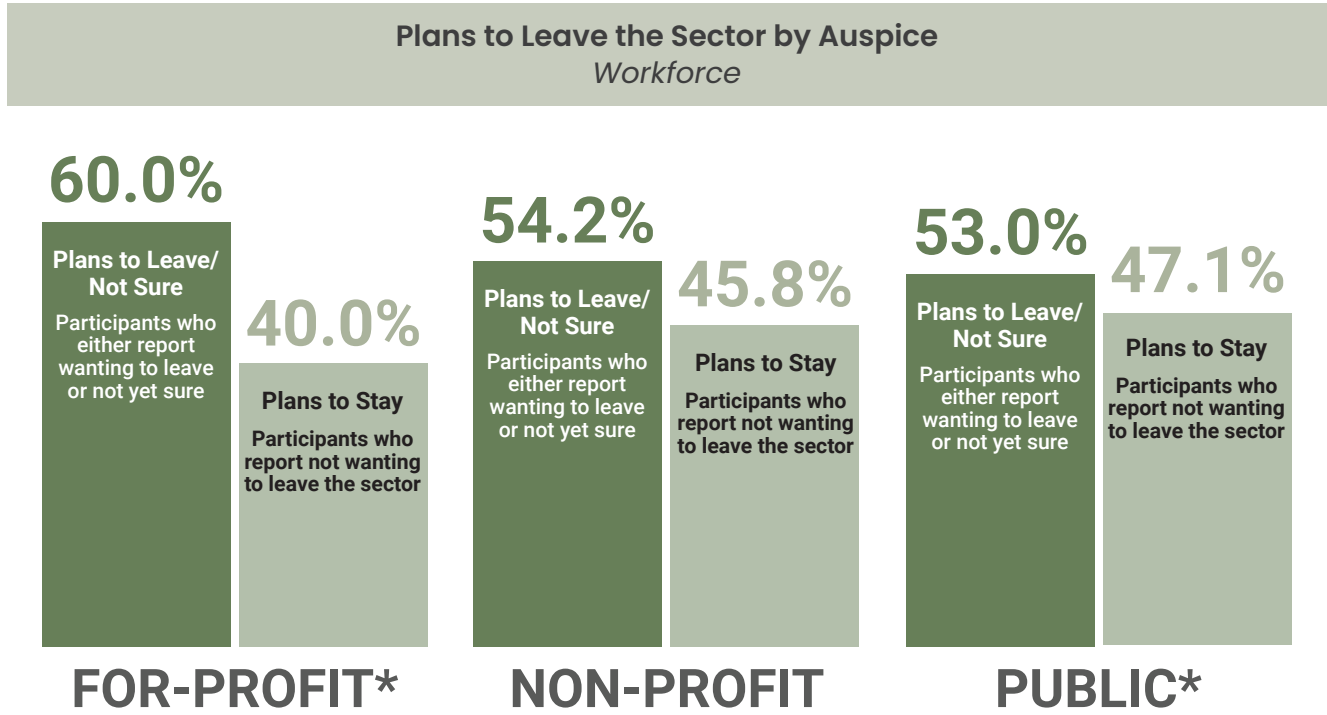
Bullying	63.3%
Education/seniority	36.7%
Mental health	33.3%
Body prejudice	26.7%
Ageism	23.3%
Other*	13.3%
Sexism	10.0%
Ableism	10.0%

\*Data merged due to low sample size. Includes racism, immigration status, religious belief, and homophobia.



## JOB SATISFACTION

Across all auspices, only 44.4% of respondents from the two regions report plans to stay in the sector over the next five years, with about 46% reporting they are uncertain about their plans. Those in non-profit programs are less likely to report plans to leave, but they are also more likely to report they are uncertain of their plans. Those who work in public programs are slightly more likely to report they plan to stay in the sector compared to the other two auspices. These findings have important implications for retention strategies.



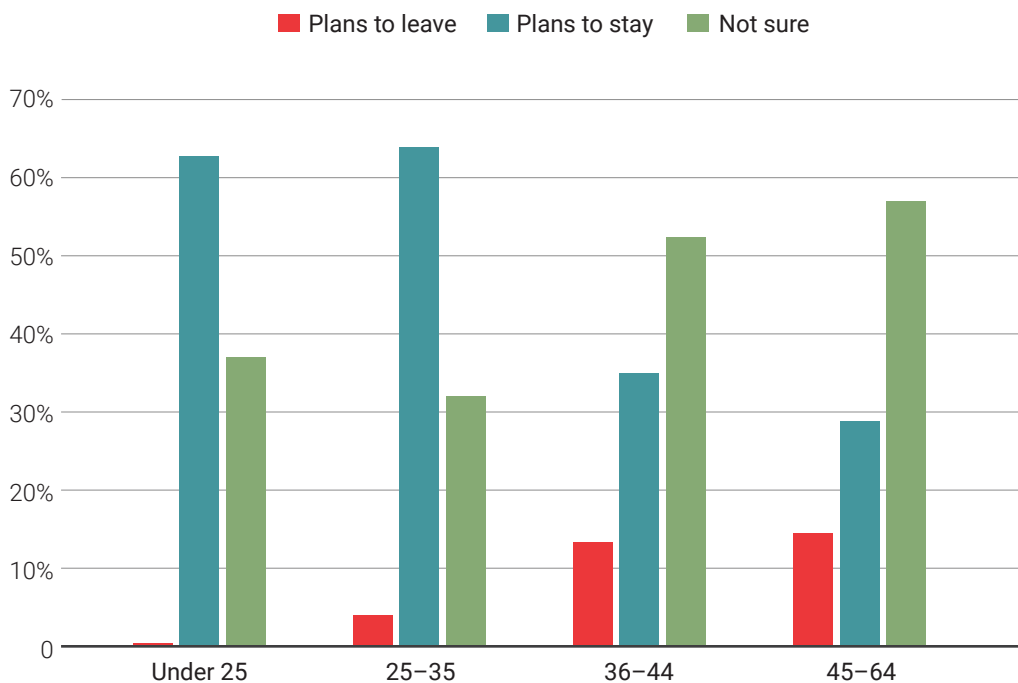
\*Interpret with caution due to small sample size.





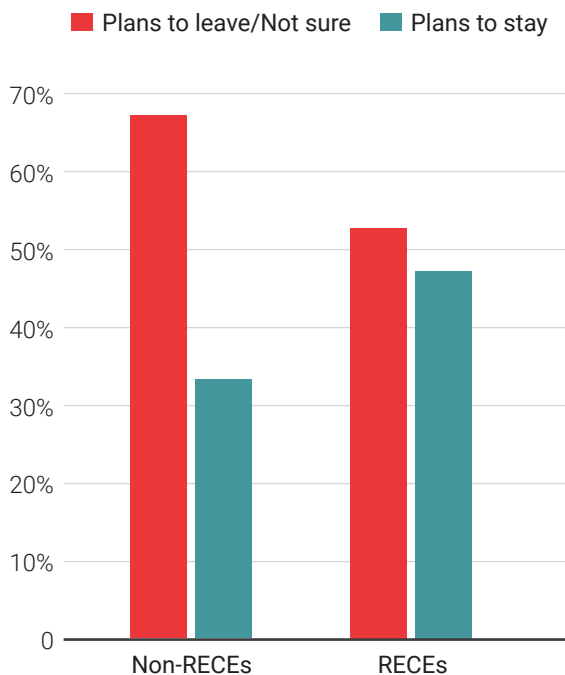
Those between the ages of 45 and 64 are slightly more likely to report plans to leave the sector. Highest levels of uncertainty are from those 36 years of age and older. This has implications for policy development and investment in retention strategies. Note that those 65+ are not included in these findings as plans for retirement would confound results.

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



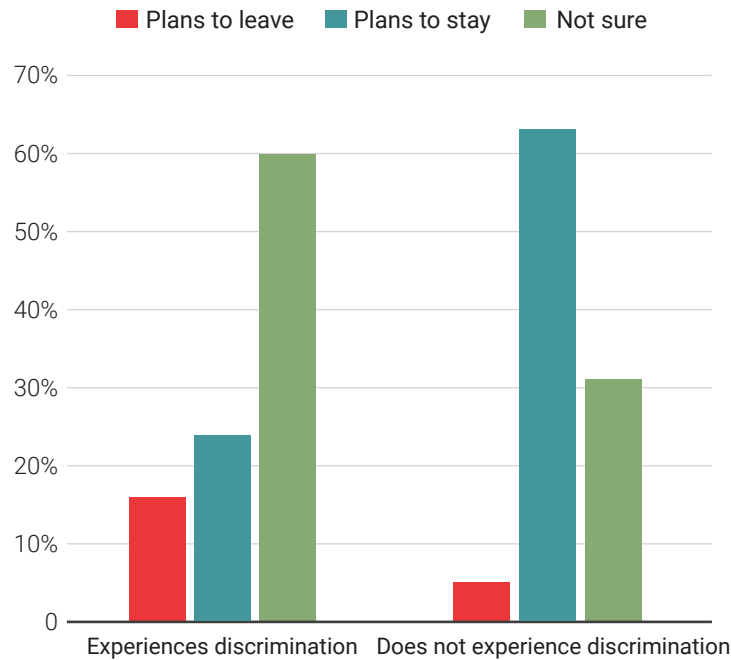
About 48% of RECE respondents report plans to stay in the sector, with 42.9% reporting they are planning to leave or they are unsure. Non-RECE respondents are less likely to report plans to stay in the sector (33.3%).

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



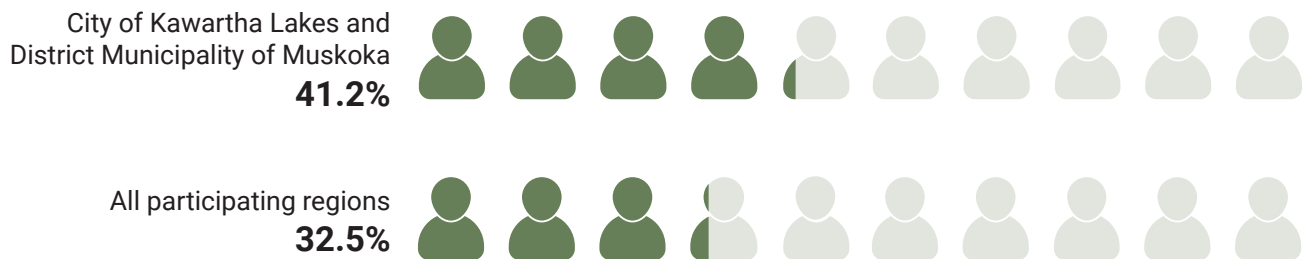
For RECEs, plans to leave the sector are associated with experiences of workplace discrimination. Those who experience discrimination are less likely to report plans to stay in the sector in the next five years. This has implications for professional learning and human resource management. More detailed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

### RECE Plans to Leave the Sector by Experiences of Workplace Discrimination Workforce



About 41% of director/supervisor respondents in the two jurisdictions report wanting to stay in the sector compared with 32.5% across all participating regions.

### Percentage of Directors/Supervisors with Plans to Stay in the Sector Kawartha Lakes and Muskoka Versus All Participating Regions



## WORKPLACE STRESS

On a scale of 1 (low stress) to 5 (high stress), both RECEs and non-RECEs report an average stress level of 3.4. There are no differences in stress levels among auspices.

### 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	3.6	3.4
Non-profit	3.4	3.4	3.4
Public	N/A	3.3	3.4
<b>Average across auspice</b>	<b>3.4</b>	<b>3.4</b>	<b>3.4</b>

Note: All averages are weighted.

Participants in Kawartha Lakes and Muskoka generally report a low level of job satisfaction. On a scale of 1 (low job satisfaction) to 5 (high job satisfaction), study participants' level of satisfaction is 2.7 out of 5. Those working in public programs have the highest level of job 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	2.7	2.2	2.4
Non-profit	2.8	2.6	2.6
Public	2.1	3.0	3.0
<b>Average across auspice</b>	<b>2.7</b>	<b>2.6</b>	<b>2.7</b>

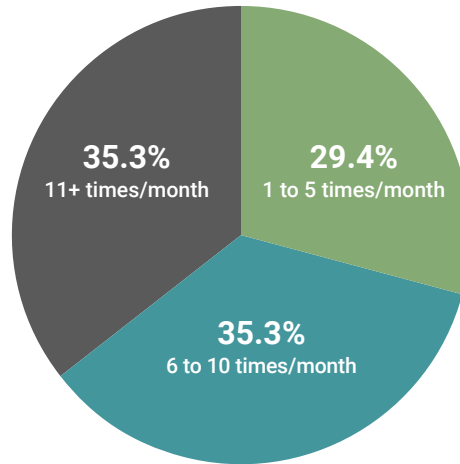
Note: All averages are weighted.



## WORKPLACE STABILITY

Directors often stand in for absent staff by necessity, taking them away from their leadership and administrative duties. Over 70% of management staff report having to fill in six or more times per month to maintain ratios, with 35.3% reporting this occurs more than 11 times per month.

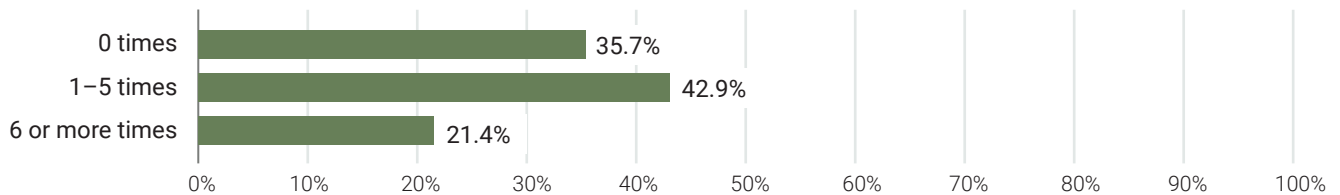
### Number of Times per Month Directors/Supervisors Fill in Ratio



Note: Interpret with caution due to small sample size.

Staff shortages also have deleterious effects on the inclusion of children with disabilities or varying needs. Almost 65% of director/supervisor respondents report they have had to send a child(ren) with a disability home due to staffing shortages. This is higher than the provincial sample average of 26.6%.

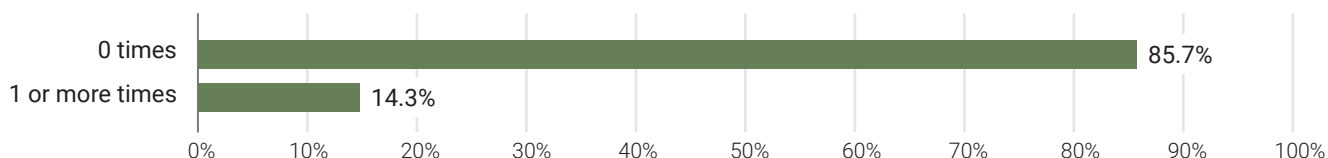
### Percentage Reporting Frequency of Times in the Previous 12 Months Directors/Supervisors Sent Children with Disabilities Home Due to Staffing Shortages



Note: Interpret with caution due to small sample size.

About 14% of Kawartha Lakes and Muskoka 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, 35.3% 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



Note: interpret with caution due to small sample size.

About 58% of *workforce* respondents in Kawartha Lakes and Muskoka report they would recommend a career in the early years to others who are interested. Another 26% are unsure if they would do so.

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



About 85% 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 DEVELOPMENT

Respondents from Kawartha Lakes and Muskoka report that the most common form of professional learning in the previous 12 months was online delivery (86.4%), followed by attending a conference (59.3%), self-study (58%), and in-person workshops (58%). Only 12.4% 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 (13.6%), second only to self-study (12.4%). Respondents prefer taking courses (37%), having opportunities for team discussions and reflective practice (30.9%), ongoing communities of practice (28.4%), in-person workshops (27.2%), and performance reviews (28.4%), most 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 over half (51.9%) of respondents report receiving training in supporting children with disabilities. Almost half have received training in anti-bias/anti-racism (45.7%) in the previous 12 months. In contrast, participants report the least amount of professional learning in the areas of incorporating Afrocentric ways of being (8.6%) and supporting newcomer families (9.9%). Census data for the region help contextualize results.

The most wanted professional learning reported is centred around supporting vulnerable (42%) and newcomer families (40.7%). In addition, 39.5% would like training in critical trauma-informed practice, 35.8% in cultural diversity, 33.3% in incorporating Afrocentric ways of being, and 37% in supporting children with disabilities.

### Equity, Diversity, and Inclusion Learning of Respondents in Kawartha Lakes and Muskoka Workforce

In the previous 12 months

