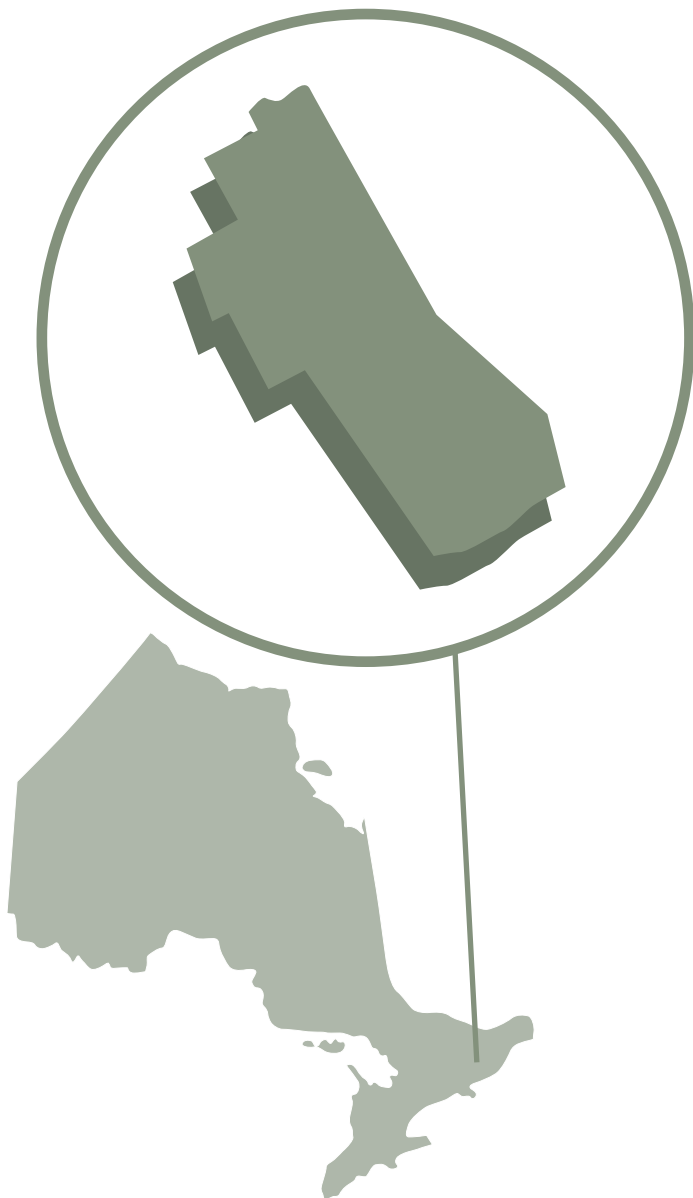


knowing u numbers

A community approach to understanding
the early childhood education workforce



City of Kingston





City of Kingston

The regional data presented here are part of the larger provincial early childhood education workforce study **Knowing Our Numbers** (KON). The City of Kingston is one of 43 regional children’s service districts that participated in the study. In total, they represent over 91% of all regions in Ontario. Details on the project, methodology, and province-wide results can be found [here](#). In the **Executive Report**, the City of Kingston is part of the ‘East’ 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:

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City of Kingston

Population and Family

Population		Average number of children per family	1.7
2021	161,780		
2016	150,480	One-parent families	16.4%
Change since 2016:	+7.50%		
Population density per sq km	43.4	Lone-parent families	
		Women	12.6%
Median age	43.2 years	Men	3.8%
Racialized population	11.3%	Marital status	
Multi-generational households	2.1%	Married or living common-law	55.3%
Immigrant population	12.2%	Not married or living common-law	44.7%
Indigenous identity	4.2%	Married or common-law with children	35.9%
Education		Language most often spoken at home	
No certificate, diploma, or degree	12.1%	English	92.5%
High school diploma or equivalent	29.0%	French	1.2%
Post secondary certificate, diploma or degree	58.9%	Other	4.6%
<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	7.6%	Home ownership	
<i>*25-64 years old</i>		Owner	62.1%
		Renter	37.9%
		Spending more than 30% on shelter costs	22.8%

Employment and Income

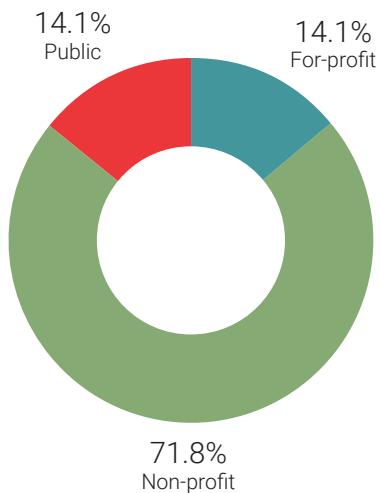
Labour force participation rate		Commuting duration (mins)	Total %	% Men	% Women
Women	57.6%	Less than 15	38.0	36.9	39.1
Men	62.8%	15 to 29	40.6	39.4	41.9
Unemployment rate		30 to 44	13.8	14.7	12.9
Women	13.5%	45 to 59	3.7	4.1	3.4
Men	11.6%	60 minutes and over	3.9	4.9	2.8
Prevalence of low income (LIM)		Income distribution	Total %	% Men	% Women
0-17	10.8%	In bottom half of the distribution	48.8	47.7	49.9
0-5	11.6%	In bottom decile	10.7	10.5	10.9
18-64	11.1%	In second decile	9.6	9.1	10.0
<i>*LIM: Low Income Measure reflects those whose incomes are below half of the median of the adjusted income distribution</i>		In third decile	9.4	9.1	9.6
		In fourth decile	9.5	9.4	9.6
Median employment income	\$34,800	In fifth decile	9.6	9.6	9.7
Median employment income in 2020 for full-year full-time workers	\$64,000	In top half of the distribution	51.2	52.3	50.1
Median total income of household in 2020	\$81,000	In sixth decile	9.9	10.0	9.8
Median after-tax income of household in 2020	\$72,000	In seventh decile	9.9	10.1	9.8
		In eighth decile	10.6	10.8	10.5
		In ninth decile	10.7	11.0	10.4
		In top decile	10.0	10.4	9.7

Reference: <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=frontenac&DGUIDlist=2021A00033510&GENDERlist=1,2,3&STATISTIClist=1,4&HEADERlist=0>

Sample Characteristics

A total of 78 individuals working in early years services in the City of Kingston responded to the survey (referred to as the 'workforce survey'). Of these, 82% are RECEs and 18% are non-RECEs (referred as the 'workforce'). Most respondents are from non-profit programs (71.8%). Additionally, 14 directors responded to the survey. As the number of respondents who are regulated home child care providers in Kingston is low (n=1), data are not presented here; these data are included in the [Executive Report](#).

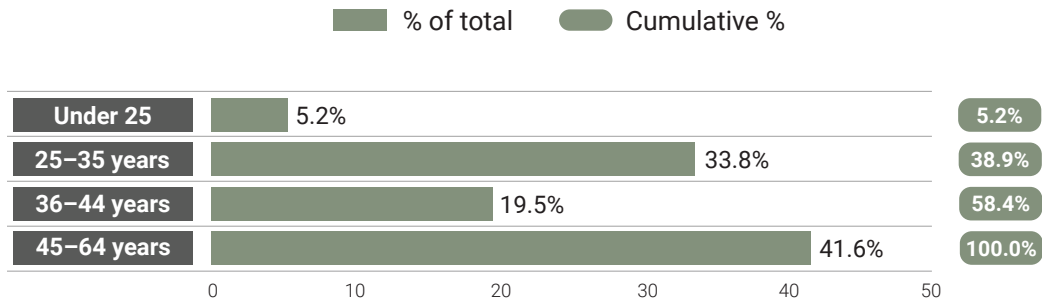
Percentage Respondents by Auspice Workforce



AGE

Approximately 58% of *workforce* respondents are under the age of 45. Most director/supervisor respondents in Kingston are over the age of 45 (61.5%). Director/supervisor data should be interpreted with caution due to the low sample size.

Age Distribution of Respondents *Workforce*



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

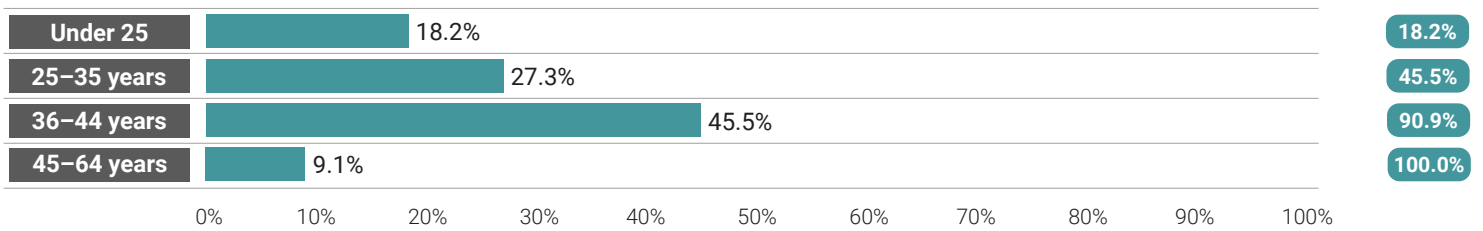


Respondents working in for-profit organizations are more likely to be younger. Approximately 91% of *workforce* participants from for-profit programs are under the age of 45 years. By comparison, 62.5% in non-profit, and no staff in public programs are under 45 years of age. Results should be interpreted with caution due to a low sample size.

Age Distribution by Auspice *Workforce*

For-Profit

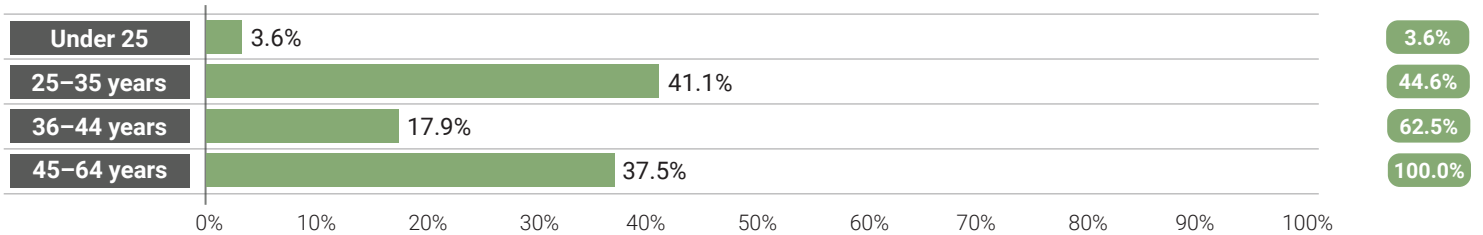
■ % of total ● Cumulative %



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

Non-Profit

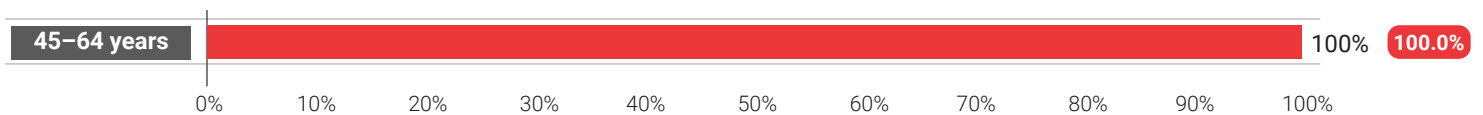
■ % of total ● Cumulative %



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

Public

■ % of total ● Cumulative %



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.

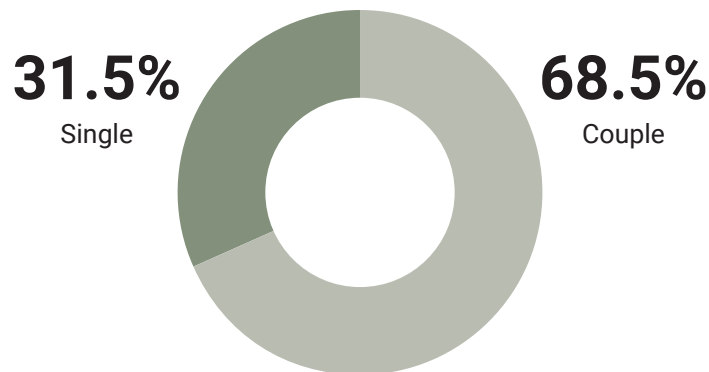
Of the 14 directors/supervisors who responded to the survey, all are RECEs and have been registered with the College of Early Childhood Educators for less than five years.

Years of Experience by Auspice <i>Workforce</i>						
Auspice	Mean	Minimum	25th percentile	Median	75th percentile	Maximum
For-profit	9.3	2.0	3.0	4.0	18.0	22.0
Non-profit	13.6	0.0	5.0	10.0	20.0	41.0
Public	24.5	15.0	18.0	25.0	28.0	35.0

FAMILY STATUS

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

Respondents' Family Status
Workforce



RACIALIZATION

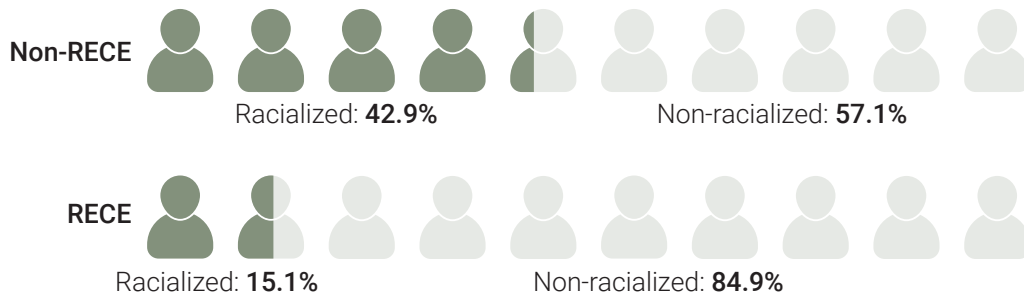
About 21% of the *workforce* sample identify as racialized.

Percentage Racialized *Workforce*



Non-RECEs are more likely than RECEs to identify as racialized. This is similar to the province-wide findings. Results should be interpreted with caution due to a low sample size.

Percentage Racialized by RECE Status *Workforce*



Note: interpret with caution due to low sample size.

Compensation

WAGES

Wages of RECEs are higher than for non-RECEs. Those working in for-profit programs have the lowest hourly wages. Approximately 31% of respondents report having additional employment to supplement their primary wages.

Hourly Wages by Auspice and RECE Status Workforce

Auspice	RECE status	
	Non-RECE	RECE
For-profit	\$20.00	\$21.13
Non-profit	\$22.70	\$24.66
Public	\$26.00	\$29.22
Average across auspice	\$22.54	\$24.88

Note: All averages are weighted.

Reported director/supervisor median wages in the City of Kingston are higher than for those in 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 Kingston Director/Supervisor Wage Range by Position

Position	Average	Minimum	25th percentile	Median	75th percentile	Maximum
Director	\$33.20	\$26.00	\$28.00	\$33.00	\$35.00	\$42.00

Note: interpret with caution due to low sample size.

BENEFITS

Just over 90% of *workforce* respondents report having access to paid sick days. Almost 70% have access to health benefits. Over half (57.3%) report having pensions or RRSP contributions through their employer, while 57.3% have access to paid professional learning opportunities. Pay increases for obtaining a new credential or degree in early education (8%) and tuition assistance (12%) are rare.

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



90.7%

Paid sick days



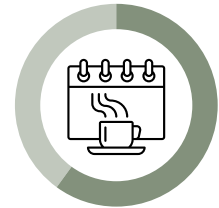
69.3%

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



68.0%

Paid bereavement leave



60.0%

Paid personal or
mental health days



57.3%

Paid professional
development



57.3%

Pension benefits or
contributions to an RRSP



42.7%

Paid team meeting time
during the workday



37.3%

Paid programming time
during the workday



14.7%

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



12.0%

Tuition assistance



12.0%

Parental leave top-up



8.0%

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

Workforce Stability, Stress, and Job Satisfaction

DISCRIMINATION

About 40% of *workforce* respondents report having experienced workplace discrimination. The types of discrimination experienced vary, with bullying being the most common (64.5%), followed by education/seniority (35.5%) and mental health (22.6%). 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: **39.7%** Not experiencing discrimination: **60.3%**

Types of Discrimination *Workforce*

Bullying	64.5%
Education/seniority	35.5%
Mental health	22.6%
Racism	16.1%
Sexism	12.9%
Immigration status	12.9%
Other*	25.8%

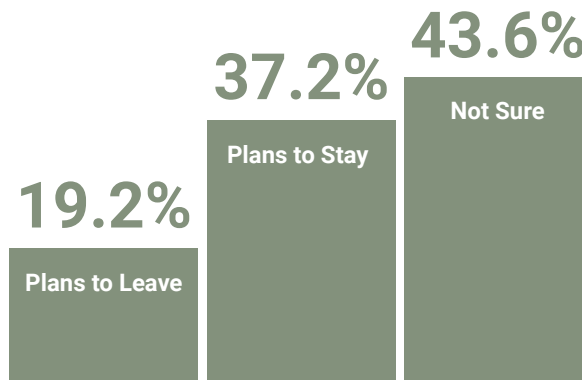
*Combined due to low sample size. Includes ageism, body prejudice, religious belief, ableism, and homophobia..



JOB SATISFACTION

Across all auspices, only 37.2% of respondents from the City of Kingston report plans to stay in the sector over the next five years, while another 43.6% report uncertainty. Due to the low sample size, data regarding plans to leave by auspice are not presented. These data are included in the [Executive Report](#).

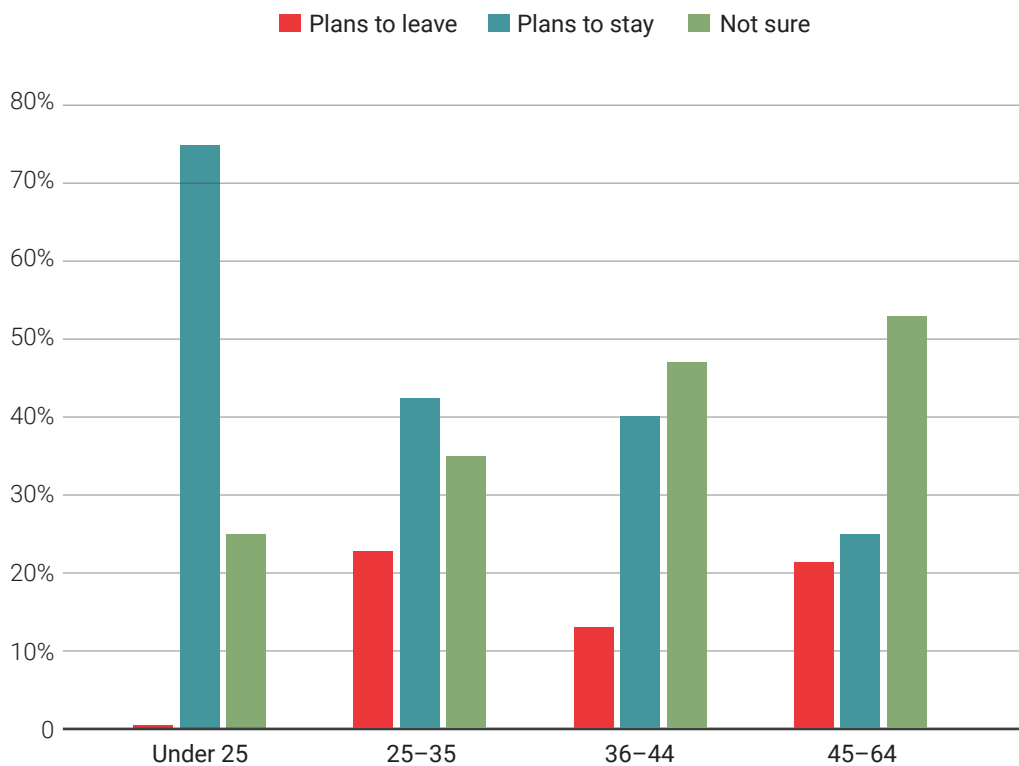
Plans to Leave the Sector in the Next Five Years *Workforce*





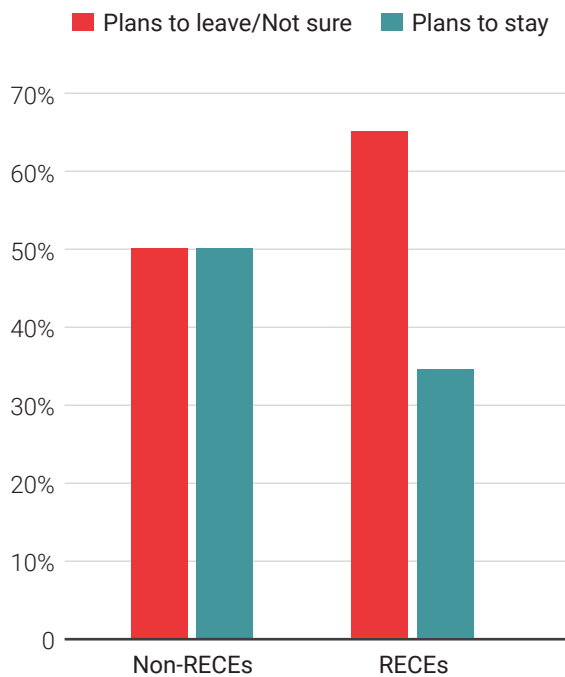
Those under the age of 25 years are less likely to report plans to leave the sector or uncertainty in their plans. In contrast, those over the age of 25 are much more likely to report plans to leave the sector or report they are not sure of their plans. These findings have implications for policy development and investment in retention strategies. 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 34.4% of RECE respondents report plans to stay in the sector, with 65.6% either planning to leave or reporting they are unsure. In contrast, 50% of non-RECE respondents report plans to stay in the sector, while another 50% are unsure of their plans.

Plans to Leave the Sector by RECE Status *Workforce*



Due to a low sample size, plans to leave by experiences of discrimination are not presented for the City of Kingston. However, provincial-level findings show that plans to leave 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. This has implications for professional learning and human resource management. More detailed discussion can be found in the [Executive Report](#).

Almost half of the directors/supervisors who responded to the survey report plans to leave the sector in the next five years. Caution should be taken in interpreting these data due to the low number of respondents.



WORKPLACE STRESS

Those working within public auspices report the highest levels of stress 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	2.3	2.9	2.6
Non-profit	2.8	3.5	3.1
Public	3.3	3.9	3.6
Average across auspice	2.8	3.4	3.1

Note: All averages are weighted.

Participants in the City of Kingston generally report a low level of job satisfaction. On a scale of 1 (low job satisfaction) to 5 (high job satisfaction), participants' level of satisfaction is 2.6 out of 5. Those working in public programs report the highest level of job satisfaction (2.9 out of 5).

Average Level of Job Satisfaction by Auspice and RECE Status Workforce

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

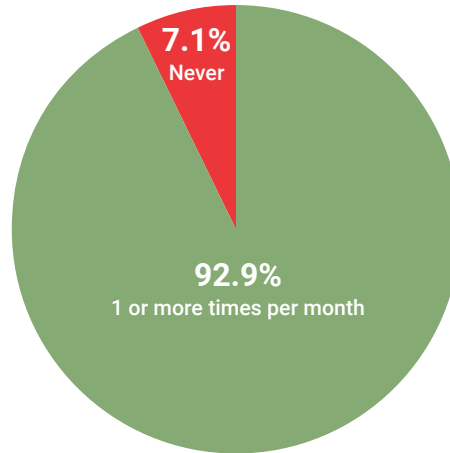
Auspice	RECE status		Average across RECE status
	Non-RECE	RECE	
For-profit	2.9	2.1	2.3
Non-profit	2.6	2.6	2.6
Public	3.1	2.8	2.9
Average across auspice	2.7	2.6	2.6

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 93% of management staff report having to fill in at least once per month to maintain ratios.

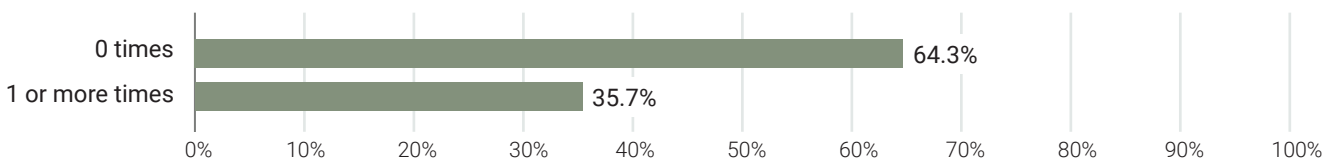
Number of Times per Month Directors/Supervisors Fill in Ratio



Note: interpret with caution due to low sample size.

Staff shortages also have deleterious effects on the inclusion of children with disabilities or varying needs. About 36% of director/supervisor respondents report they have sent a child(ren) with a disability home due to staffing shortages.

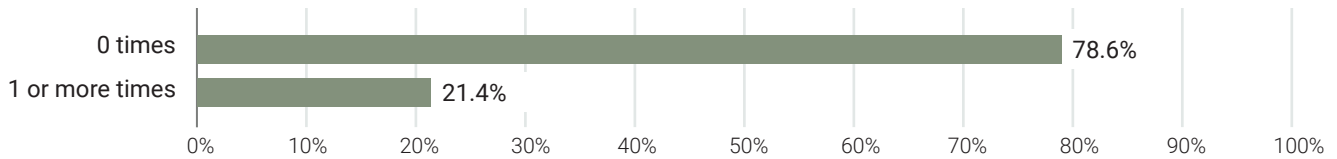
Percentage Reporting Frequency of Times in the Previous 12 Months Directors/Supervisors Have Sent Children with Disabilities Home Due to Staffing Shortages



Note: interpret with caution due to low sample size.

About 21% of Kingston 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, 21.4% report they have refused admission to a child with a disability in the previous 12 months due to workforce shortages (data not shown).

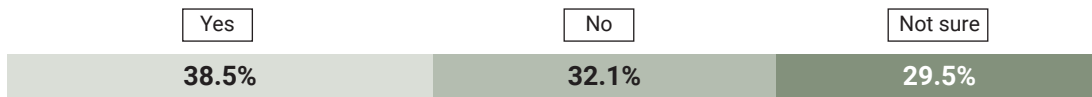
Percentage Reporting Frequency of Times in the Previous 12 Months Directors/Supervisors Have De-enlisted Children with Disabilities Due to Staffing Shortages



Note: interpret with caution due to low sample size.

Only 38.5% of *workforce* respondents in the City of Kingston report they would recommend a career in the early years to others who are interested. Another 29.5% report they are unsure if they would recommend this career to others.

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



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

Just over three-quarters of *workforce* respondents (76%) 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 may not add up to 100% due to rounding.

Professional Development

FORMS OF PROFESSIONAL LEARNING

City of Kingston respondents report that the most common form of professional learning in the previous 12 months was online delivery (85.9%), followed by self-study (70.5%), attending a conference (65.4%), and performance reviews (60.3%). Only 21.8% of respondents report have 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 (23.1%), second only to self-study (16.7%). Respondents prefer in-person workshops (41%), regular and scheduled opportunities for team discussions (35.9%), and taking courses (32.1%), 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 received in the last 12 months are supporting children with disabilities (46.2%) and critical trauma-informed practice (41%). Participants report the least amount of professional learning in the areas of incorporating Afrocentric ways of being (7.7%), supporting newcomer families (15.4%), and incorporating land-based learning (16.7%). Census data for the region help contextualize results.

The most wanted professional learning reported is centred around supporting 2LSGBTQIA+ children and families (59%), cultural diversity in the early years (56.4%), supporting newcomer families (55.1%), supporting children with disabilities (55.1%), Indigenous ways of knowing and being/decolonization (53.9%), and supporting vulnerable families (53.9%).

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

In the previous 12 months

