

knowing u numbers

A community approach to understanding
the early childhood education workforce

District of Nipissing Social Services Administration Board



District of Parry Sound Social Services Administration Board





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The regional data presented here are part of the larger provincial early childhood education workforce study **Knowing Our Numbers** (KON). The Districts of Nipissing and Parry Sound Social Services Administration Boards 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 Nipissing and Parry Sound were merged in consultation with regional officials. In the **Executive Report**, the Nipissing and Parry Sound Districts 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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District of Nipissing Social Services Administration Board

Population and Family

Population		Average number of children per family	1.7
2021	84,716	One-parent families	18.2%
2016	83,150	Lone-parent families	
Change since 2016:	+1.90%	Women	13.7%
		Men	4.6%
Population density per sq km	5.0	Marital status	
Median age	46.8 years	Married or living common-law	56.2%
Racialized population	3.3%	Not married or living common-law	43.8%
Multi-generational households	2.1%	Married or common-law with children	33.2%
Immigrant population	4.3%	Language most often spoken at home	
Indigenous identity	14.5%	English	85.1%
Education		French	11.4%
No certificate, diploma, or degree	18.9%	Other	3.5%
High school diploma or equivalent	27.7%	<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	53.4%	Home ownership	
<i>*15+ years old</i>		Owner	65.9%
Education obtained outside Canada	2.6%	Renter	33.6%
<i>*25-64 years old</i>		Spending more than 30% on shelter costs	19.6%

Employment and Income

Labour force participation rate		Commuting duration (mins)	Total %	% Men	% Women
Women	52.9%	Less than 15	51.7	47.9	56.0
Men	58.7%	15 to 29	28.9	28.9	28.8
Unemployment rate		30 to 44	10.8	11.7	9.8
Women	11.9%	45 to 59	3.7	4.4	3.0
Men	11.6%	60 minutes and over	4.9	7.1	2.5
Prevalence of low income (LIM)		Income distribution	Total %	% Men	% Women
0-17	13.5%	In bottom half of the distribution	55.0	53.9	56.1
0-5	16.1%	In bottom decile	11.7	11.3	12.0
18-64	11.9%	In second decile	12.1	11.3	12.9
<i>*LIM: Low Income Measure reflects those whose incomes are below half of the median of the adjusted income distribution</i>		In third decile	11.0	10.9	11.0
Median employment income	\$34,000	In fourth decile	10.1	10.2	10.1
Median employment income in 2020 for full-year full-time workers	\$60,000	In fifth decile	10.2	10.2	10.1
Median total income of household in 2020	\$72,500	In top half of the distribution	45.0	46.1	43.9
Median after-tax income of household in 2020	\$65,000	In sixth decile	9.6	9.8	9.5
		In seventh decile	9.6	9.7	9.5
		In eighth decile	9.6	9.9	9.3
		In ninth decile	8.9	9.1	8.7
		In top decile	7.2	7.6	6.9

Reference: <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=Nipissing&DGUIDlist=2021A00033548&GENDERlist=1,2,3&STATISTIClist=1&HEADERlist=0>

District of Parry Sound Social Services Administration Board

Population and Family

Population		Average number of children per family	1.7
2021	46,909		
2016	42,824	One-parent families	12.8%
<i>Change since 2016:</i>	<i>+9.50%</i>		
Population density per sq km	5.1	Lone-parent families	
		Women	9.2%
Median age	55.2 years	Men	3.6%
Racialized population	2.1%	Marital status	
Multi-generational households	2.2%	Married or living common-law	62.7%
Immigrant population	6.6%	Not married or living common-law	37.3%
Indigenous identity	7.2%	Married or common-law with children	28.9%
Education		Language most often spoken at home	
No certificate, diploma, or degree	18.2%	English	97.8%
High school diploma or equivalent	31.5%	French	0.5%
Post secondary certificate, diploma or degree	50.4%	Other	0.9%
<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	2.7%	Home ownership	
<i>*25-64 years old</i>		Owner	83.6%
		Renter	15.6%
		Spending more than 30% on shelter costs	17.2%

Employment and Income

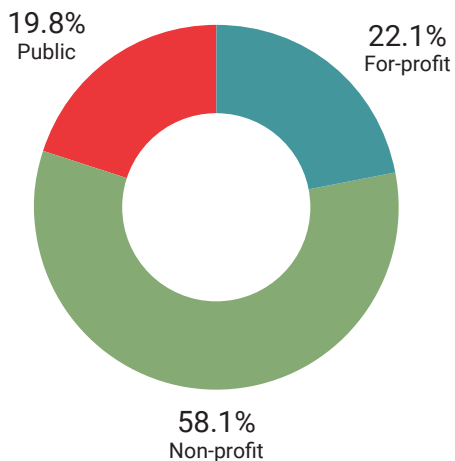
Labour force participation rate		Commuting duration (mins)	Total %	% Men	% Women
Women	50.1%	Less than 15	36.3	32.2	41.0
Men	53.6%	15 to 29	32.1	31.8	32.4
Unemployment rate		30 to 44	18.0	19.6	16.1
Women	9.6%	45 to 59	6.6	7.0	6.1
Men	10.3%	60 minutes and over	7.0	9.2	4.4
Prevalence of low income (LIM)		Income distribution	Total %	% Men	% Women
0-17	13.2%	In bottom half of the distribution	55.7	55.3	56.2
0-5	14.2%	In bottom decile	10.8	11.0	10.5
18-64	12.2%	In second decile	11.9	11.6	12.3
<i>*LIM: Low Income Measure reflects those whose incomes are below half of the median of the adjusted income distribution</i>		In third decile	11.5	11.0	11.9
		In fourth decile	11.1	11.1	11.0
Median employment income	\$30,600	In fifth decile	10.5	10.5	10.5
Median employment income in 2020 for full-year full-time workers	\$56,800	In top half of the distribution	44.3	44.7	43.8
Median total income of household in 2020	\$72,500	In sixth decile	10.4	10.4	10.4
Median after-tax income of household in 2020	\$65,500	In seventh decile	9.9	10.1	9.7
		In eighth decile	8.9	8.9	8.9
		In ninth decile	7.7	7.9	7.6
		In top decile	7.3	7.4	7.2

Reference: <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=Parry%20Sound&DGUIDist=2021A00033549&GENDERlist=1,2,3&STATISTIClist=1&HEADERlist=0>

Sample Characteristics

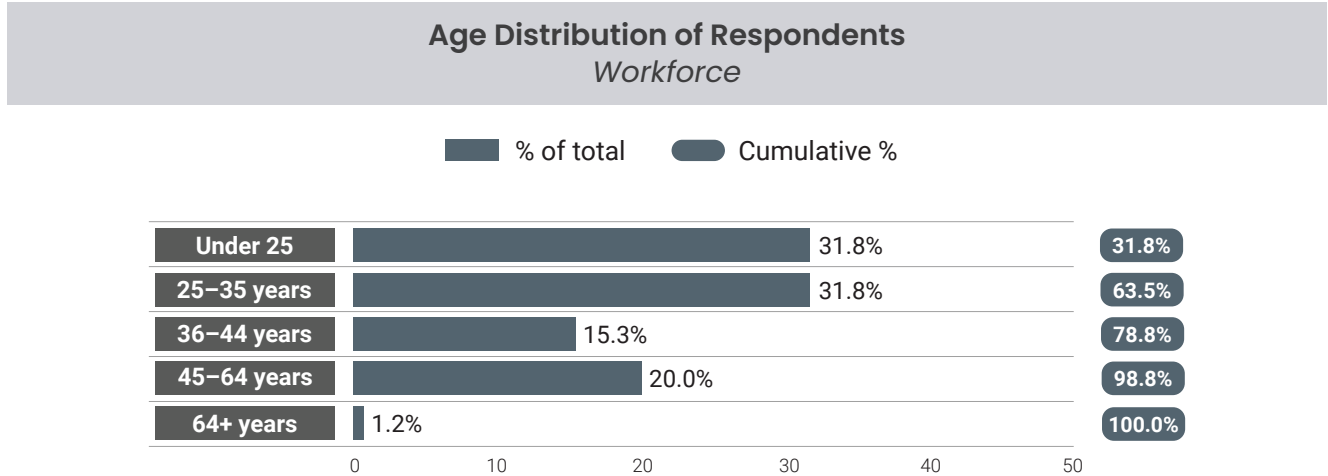
A total of 86 individuals working in early years services in the Districts of Nipissing and Parry Sound responded to the survey (referred to as the 'workforce survey'). Of these, 70.9% are RECEs and 29.1% are non-RECEs (referred as the 'workforce'). Most respondents are from non-profit programs (58.1%). Additionally, 16 directors responded to the survey. As the number of respondents who are licensed home child care providers in the districts is low (n=11), data are not presented here; these data are included in the [Executive Report](#).

Percentage Respondents by Auspice Workforce



AGE

Just under 79% of *workforce* respondents are under the age of 45. The majority of director/supervisor respondents (62.5%) are between the ages of 45 and 64 years. All but two of the director/supervisor respondents are RECEs. Of those who are RECEs, 93% have been registered with the College of ECE for less than five years.



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

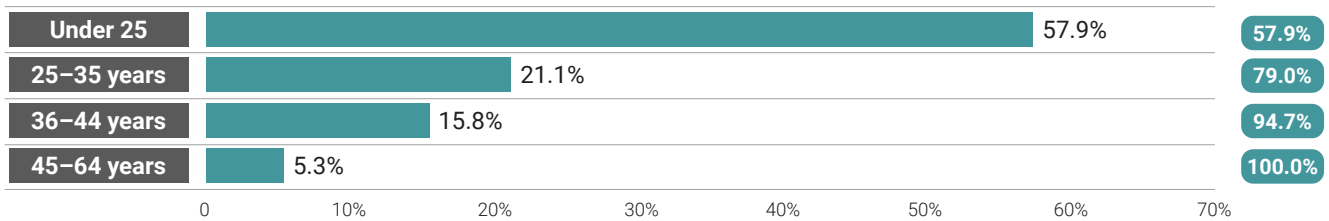


Respondents working in for-profit organizations are more likely to be younger. Approximately 95% of *workforce* participants from for-profit programs are under the age of 45 years. By comparison, 73.5% from non-profit and 76.5% from public programs are under 45 years of age.

Age Distribution by Auspice *Workforce*

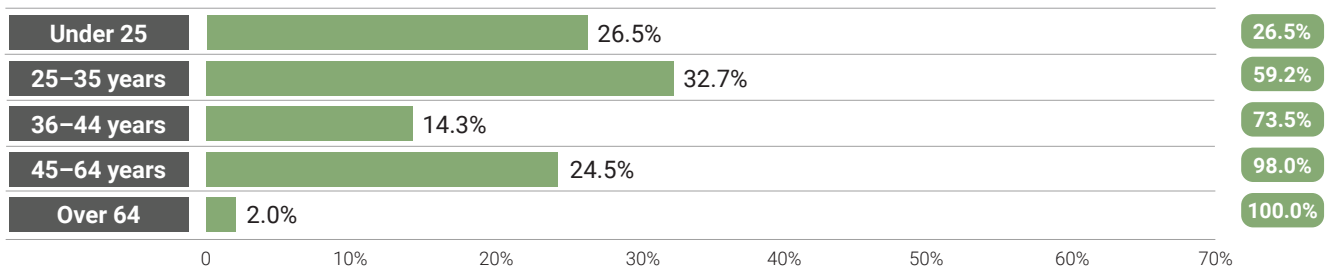
For-Profit

■ % of total ● Cumulative %



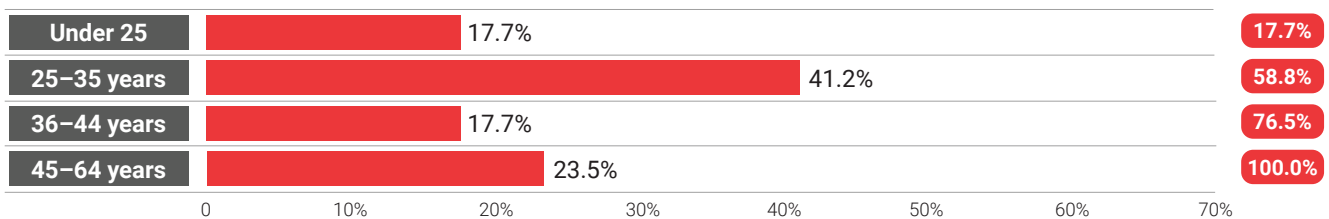
Non-Profit

■ % of total ● Cumulative %



Public

■ % of total ● Cumulative %

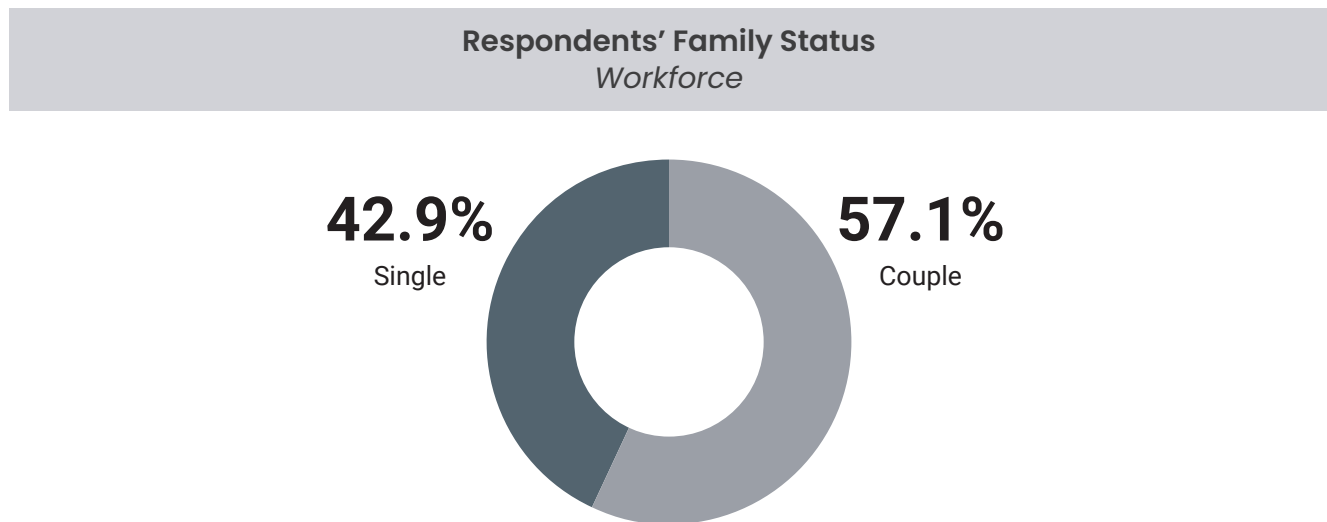


YEARS OF EXPERIENCE

Participants who work in for-profit programs have the fewest median years of experience.

Years of Experience by Auspice <i>Workforce</i>						
Auspice	Mean	Minimum	25th percentile	Median	75th percentile	Maximum
For-profit	3.6	0.0	1.0	3.0	4.0	15.0
Non-profit	10.4	0.0	2.0	8.0	15.0	44.0
Public	10.4	0.0	4.0	8.0	11.0	30.0

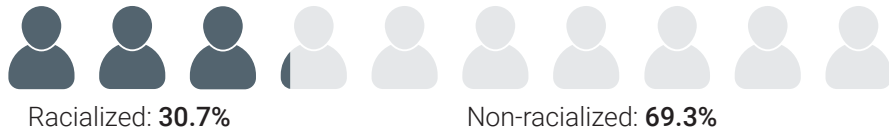
Approximately 43% of the *workforce* survey respondents are single.



RACIALIZATION

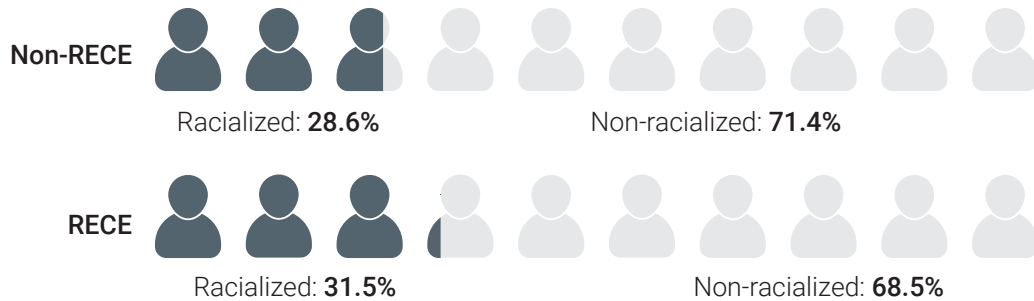
About 31% of the *workforce* sample identify as racialized.

Percentage Racialized *Workforce*



There is no significant difference in racialization by position. This is in contrast with provincial-level findings where non-RECEs are more likely than RECEs to identify as racialized.

Percentage Racialized by RECE Status *Workforce*



Compensation

WAGES

Wages of RECEs are higher than for non-RECEs. Those working in for-profit programs have the lowest hourly wages. Approximately 24% 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	\$18.00	\$21.67
Non-profit	\$20.00	\$23.00
Public	\$23.60	\$24.73
Average across auspice	\$20.53	\$23.13

Note: All averages are weighted.

Reported median director/supervisor wages in Nipissing and Parry Sound 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.

Districts of Nipissing and Parry Sound Director/Supervisor Wage Range by Position

Position	Average	Minimum	25th percentile	Median	75th percentile	Maximum
Director etc.	\$30.77	\$21.00	\$26.00	\$28.00	\$34.00	\$58.00

Note: Interpret with caution due to low sample size.

BENEFITS

About 79% of *workforce* respondents report having access to paid sick days. Just under 39% report having pensions or RRSP contributions through their employer. Two-thirds (66.3%) have access to extended health benefits. Just over three-quarters (77.5%) have access to paid professional learning opportunities. Pay increases for obtaining a new credential or degree in early education (12.5%) or tuition assistance (3.8%) are not common.

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



78.8%

Paid sick days



77.5%

Paid professional development



66.3%

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



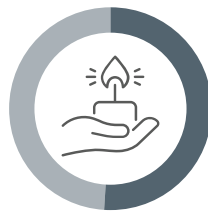
62.5%

Paid team meeting time during the workday



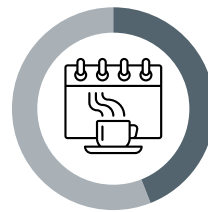
55.0%

Paid programming time during the workday



51.3%

Paid bereavement leave



43.8%

Paid personal or mental health days



38.8%

Pension benefits or contributions to an RRSP



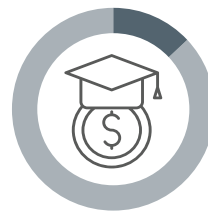
33.8%

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



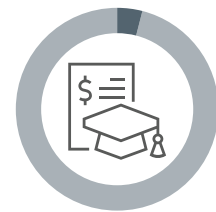
18.8%

Parental leave top-up



12.5%

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



3.8%

Tuition assistance

Workforce Stability, Stress, and Job Satisfaction

DISCRIMINATION

Approximately 36% of *workforce* respondents report having experienced workplace discrimination. The types of discrimination experienced vary, with bullying (61.3%) being the most common, followed by education/seniority (29%) and mental health (25.8%). 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: **36.2%** Not experiencing discrimination: **63.8%**

Types of Discrimination *Workforce*

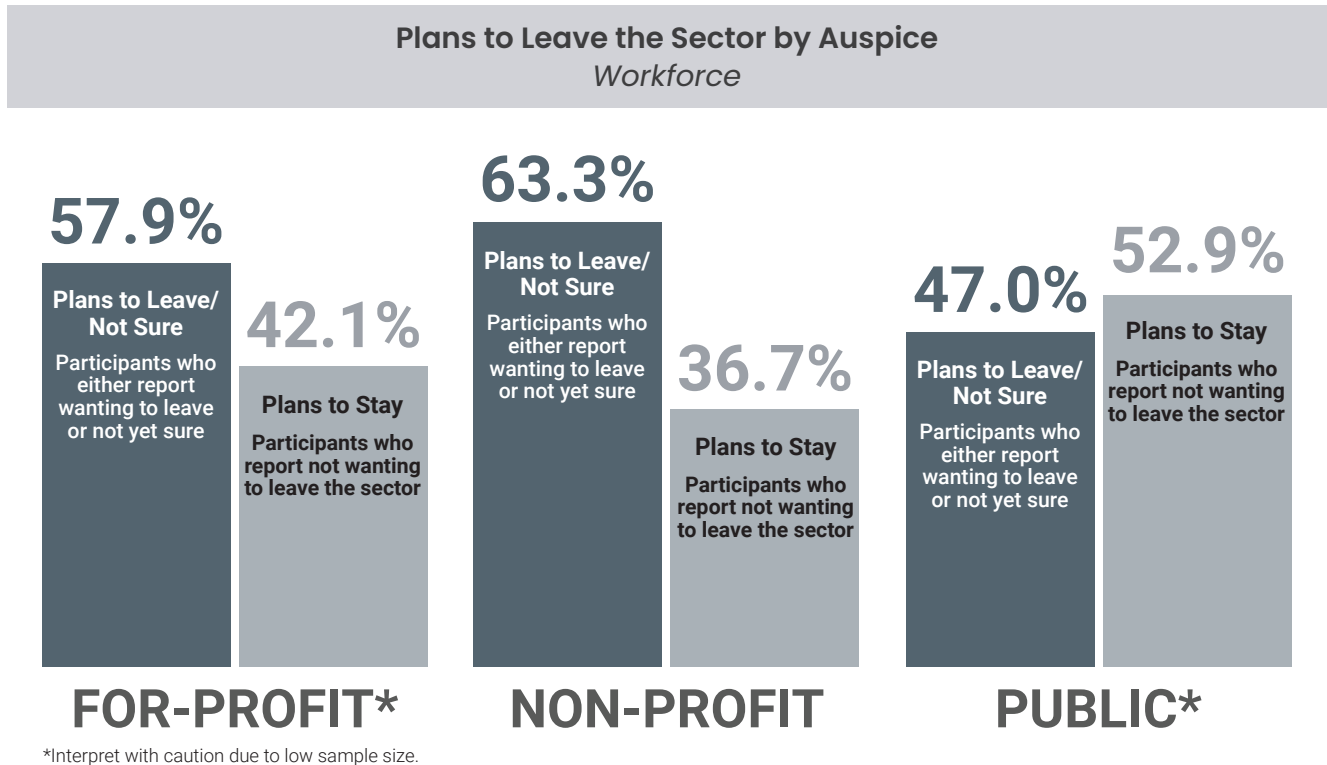
Bullying	61.3%
Education/seniority	29.0%
Mental health	25.8%
Ageism	16.1%
Sexism	12.9%
Other*	45.2%

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



JOB SATISFACTION

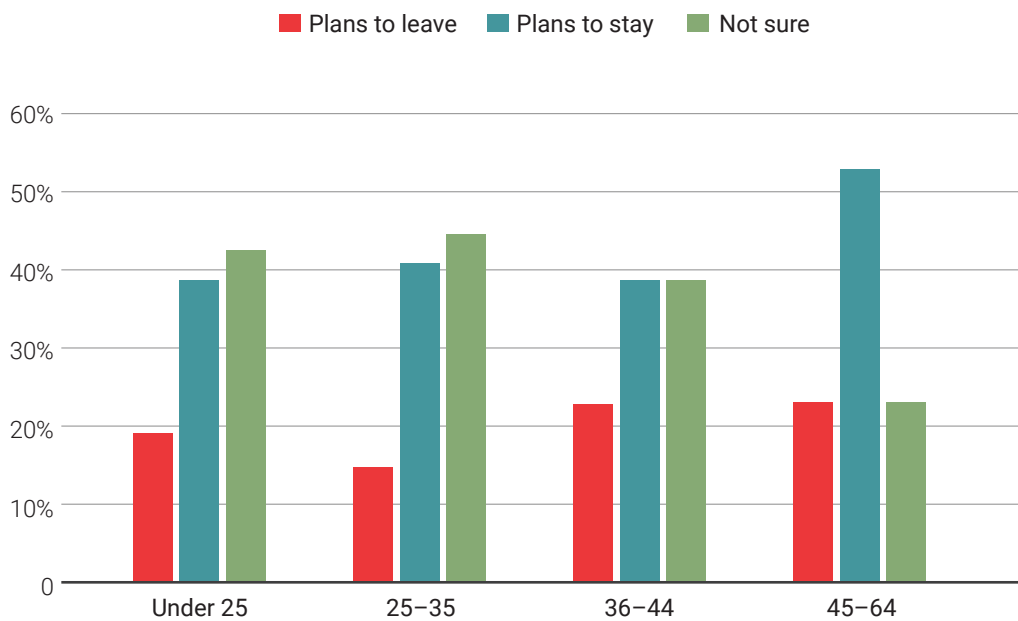
Across all auspices, only 41.2% of respondents report plans to stay in the sector over the next five years (data not shown). Those who work in for-profit programs are much less likely to report plans to leave (5.3%), although over half (52.6%) report they are unsure of their plans. Those in public programs are more likely to report plans to stay in the sector (52.9%). These findings have important implications for retention strategies.





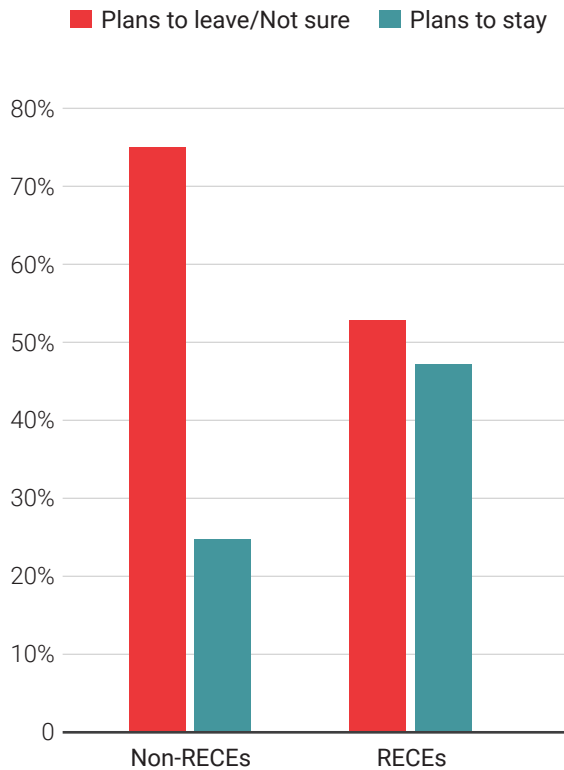
Those between the ages of 36 and 64 are most likely to report plans to leave the sector. This is concerning as this age group likely has the most years of experience. Note that those 65+ are not included in these findings, as plans for retirement would confound results.

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



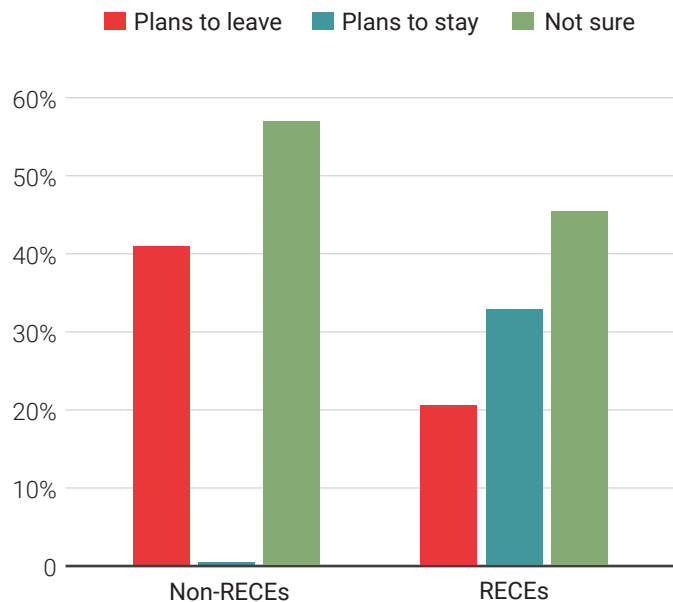
Non-RECE respondents are more likely to report plans to leave the sector or report they are unsure of their plans (75%). RECE respondents are more likely to report plans to stay (47.5%).

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 over the next five years. Of these, non-RECEs are more likely to report plans to leave or uncertainty in their plans compared to RECEs. This has implications for professional learning and human resource management. More detailed discussion can be found in the [Executive Report](#).

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



Over half (56%) of director/supervisor respondents report plans to stay in the sector over the next five years compared with 32.5% across all participating regions.

Percentage of Directors/Supervisors with Plans to Stay in the Sector
Districts of Nipissing and Parry Sound SSAB Versus All Participating Regions



WORKPLACE STRESS

There are no significant differences between RECE status or auspice in terms of level of stress as rated on a scale of 1 (low stress) to 5 (high stress). Non-RECEs working in public programs report the lowest level of stress (2.8).

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	3.4	3.2	3.3
Non-profit	3.0	3.2	3.1
Public	2.8	3.3	3.0
Average across auspice	3.0	3.2	3.1

Note: All averages are weighted.

Participants in the districts 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 for-profit programs report the lowest level of job satisfaction (2.2).

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	1.9	2.4	2.2
Non-profit	2.5	2.6	2.6
Public	2.8	2.9	2.9
Average across auspice	2.4	2.6	2.6

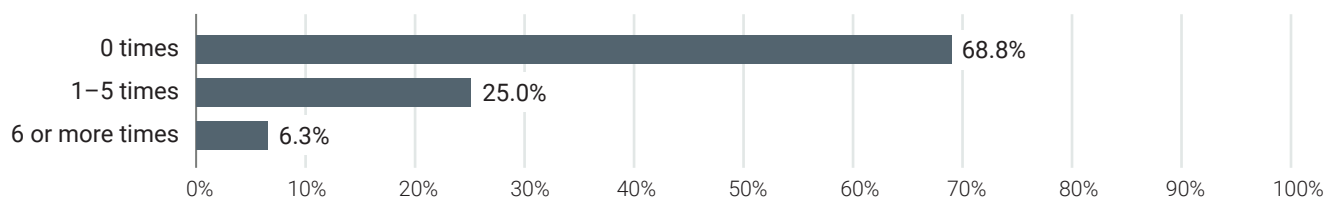
Note: All averages are weighted.

WORKPLACE STABILITY

Directors often stand in for absent staff by necessity, taking them away from their leadership and administrative duties. About 88% of directors/supervisors report they have filled in at least once per month over the last year to maintain ratios. Over half (56.2%) report this occurs more than 10 times per month (data not shown).

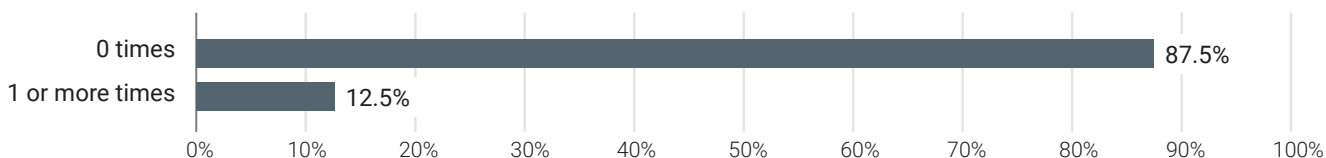
Staff shortages also have deleterious effects on the inclusion of children with disabilities or varying needs. About 31% of director/supervisor respondents report they have had to send a child(ren) with a disability home due to staffing shortages. This is higher than the provincial sample average of 26.6%.

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



Almost 13% of Nipissing and Parry Sound 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, 12.5% (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



Over half (57.7%) of *workforce* respondents in the districts report they would recommend a career in the early years to others who are interested.

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



About 87% 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 the Districts of Nipissing and Parry Sound report the most common form of professional learning received in the previous 12 months was online delivery (84.9%), followed by performance reviews (62.8%). Only 16.3% of respondents report having taken a course in the previous 12 months, while 18.6% have attended a conference.

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 (22.1%), along with performance reviews (22.1%). Respondents prefer attending conferences (46.5%), ongoing communities of practice (36.1%), and taking courses (39.5%) 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

Less than half of respondents report receiving training in supporting children with disabilities (46.5%) and cultural diversity (43%) in the previous 12 months. About two-third (36.1%) report receiving professional learning in anti-bias/anti-racism. In contrast, participants report the least amount of professional learning in the areas of incorporating Afrocentric ways of being (2.3%) and supporting newcomer families (8.1%). Census data for the districts help contextualize results.

The most wanted professional learning reported is centred around supporting newcomer families (58.1%), critical trauma-informed practice (55.8%), supporting vulnerable families (53.5%), incorporating Afrocentric ways of being (53.5%), and Indigenous ways of knowing and being/decolonization (51.2%). A significant number of respondents also report wanting professional learning in the other topics listed in the survey (supporting 2LSGBTQIA+ children/families (46.5%), supporting children with disabilities (44.2%), making workplaces more accessible (41.9%), incorporating land-based learning (46.5%), cultural diversity (38.4%), and anti-bias/anti-racism/anti-oppression education (38.4%)).

Equity, Diversity, and Inclusion Learning of Respondents in the Districts of Nipissing and Parry Sound Workforce

In the previous 12 months

