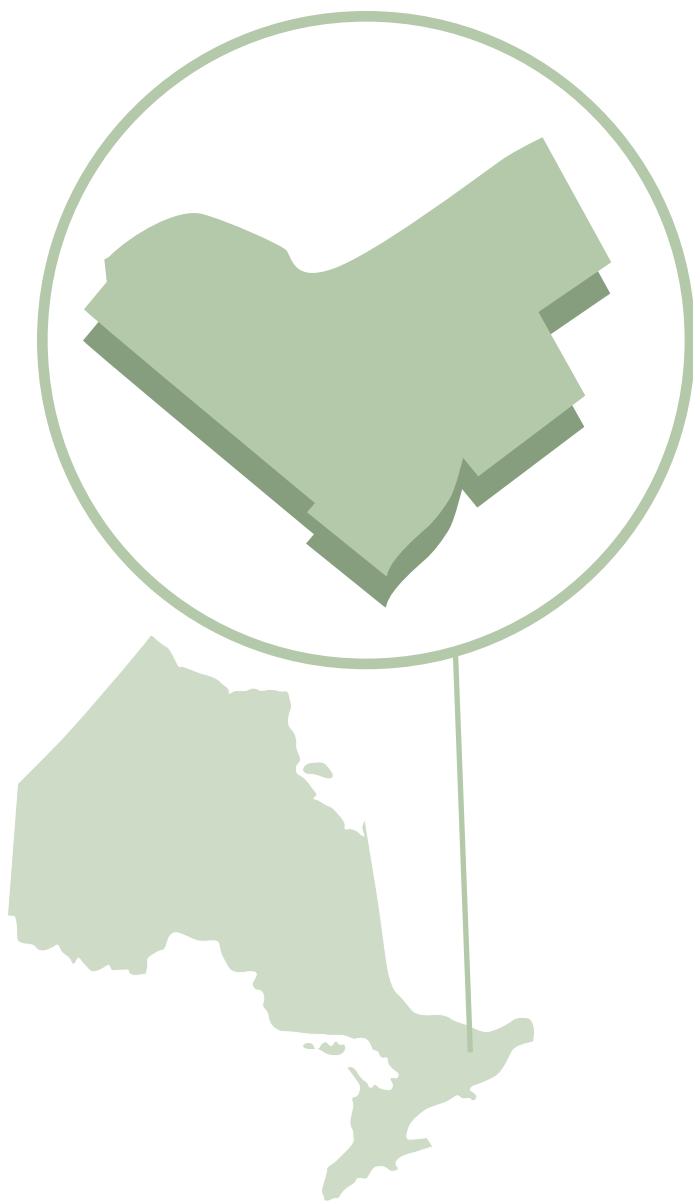


knowing u numbers

A community approach to understanding
the early childhood education workforce



City of Ottawa





City of Ottawa

The regional data presented here are part of the larger provincial early childhood education workforce study **Knowing Our Numbers** (KON). The City of Ottawa is one 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](#). In the **Executive Report**, the City of Ottawa 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 Ottawa

Population and Family

Population		Average number of children per family	1.8
2021	1,017,449	One-parent families	16.1%
2016	934,243	Lone-parent families	
<i>Change since 2016:</i>	<i>+8.90%</i>	Women	12.7%
		Men	3.4%
Population density per sq km	364.9	Marital status	
Median age	40.0 years	Married or living common-law	55.8%
Racialized population	32.5%	Not married or living common-law	44.2%
Multi-generational households	2.4%	Married or common-law with children	44.2%
Immigrant population	25.9%	Language most often spoken at home	
Indigenous identity	2.6%	English	73.0%
Education		French	8.2%
No certificate, diploma, or degree	11.0%	Other	12.4%
High school diploma or equivalent	23.0%	<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	65.9%	Home ownership	
<i>*15+ years old</i>		Owner	63.9%
Education obtained outside Canada	14.5%	Renter	36.1%
<i>*25-64 years old</i>		Spending more than 30% on shelter costs	20.1%

Employment and Income

Labour force participation rate		Commuting duration (mins)	Total %	% Men	% Women
Women	62.4%	Less than 15	26.9	24.8	29.3
Men	69.6%	15 to 29	42.2	42.6	41.7
Unemployment rate		30 to 44	20.1	21.7	18.2
Women	11.1%	45 to 59	5.8	5.8	5.7
Men	9.6%	60 minutes and over	5.1	5.1	5.1
Prevalence of low income (LIM)		Income distribution	Total %	% Men	% Women
0-17	10.7%	In bottom half of the distribution	38.0	37.3	38.7
0-5	11.8%	In bottom decile	8.7	8.7	8.7
18-64	8.2%	In second decile	7.0	6.8	7.3
<i>*LIM: Low Income Measure reflects those whose incomes are below half of the median of the adjusted income distribution</i>		In third decile	7.0	6.9	7.1
Median employment income	\$47,600	In fourth decile	7.3	7.1	7.5
Median employment income in 2020 for full-year full-time workers	\$77,500	In fifth decile	8.0	7.8	8.2
Median total income of household in 2020	\$102,000	In top half of the distribution	62.0	62.7	61.3
Median after-tax income of household in 2020	\$88,000	In sixth decile	8.9	8.7	9.0
		In seventh decile	10.0	10.0	10.1
		In eighth decile	11.7	11.8	11.6
		In ninth decile	14.6	14.9	14.4
		In top decile	16.7	17.3	16.2

Reference: <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=ottawa&GENDERlist=1&STATISTIClist=1&DGUIDlist=2021A00033506&HEADERlist=0>

Sample Characteristics

A total of 332 individuals working in early years services in the City of Ottawa responded to the survey (referred to as the 'workforce survey'). Of these, 76.5% are RECEs and 23.5% are non-RECEs (referred as the 'workforce'). Most respondents are from non-profit programs (80.9%). Additionally, 105 directors responded to the survey. As the number of respondents who are licensed home child care providers in Ottawa is low (n=8), data are not presented here; these data are included in the [Executive Report](#).

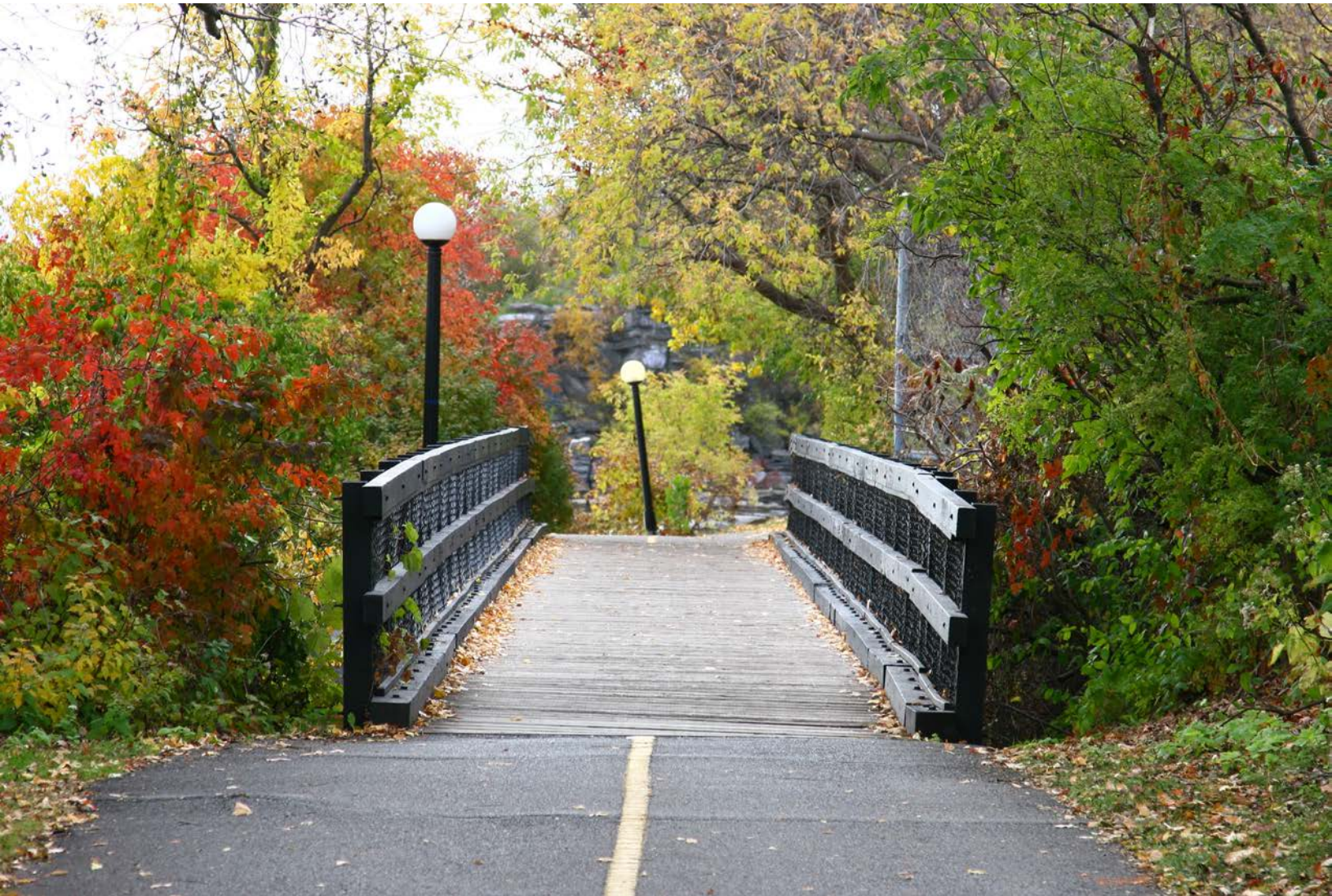
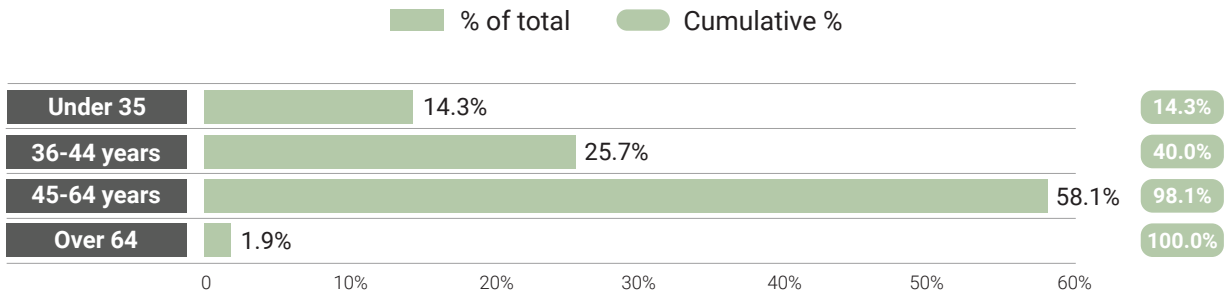
Percentage Respondents by Auspice
Workforce



AGE

Approximately 40% of *workforce* respondents are under the age of 45. Director/supervisor respondents in Ottawa are similar in age to the provincial average sample. Across participating regions, 42.7% of director/supervisor participants are under the age of 45 years compared to 40% in the City of Ottawa.

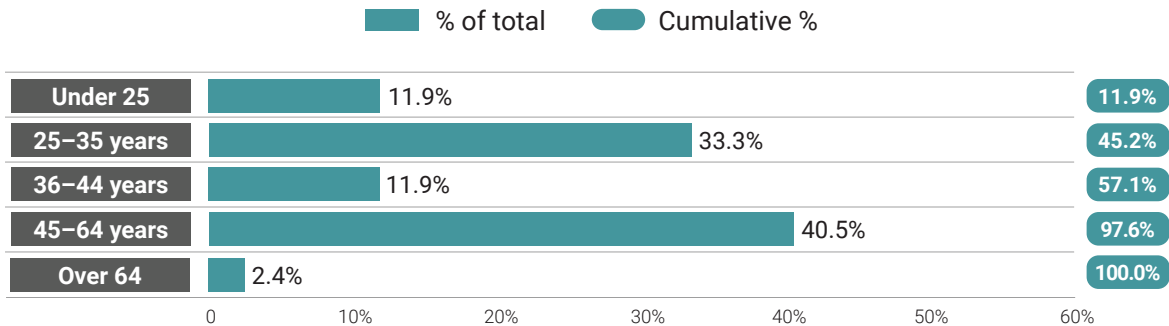
Age Distribution of Respondents *Workforce*



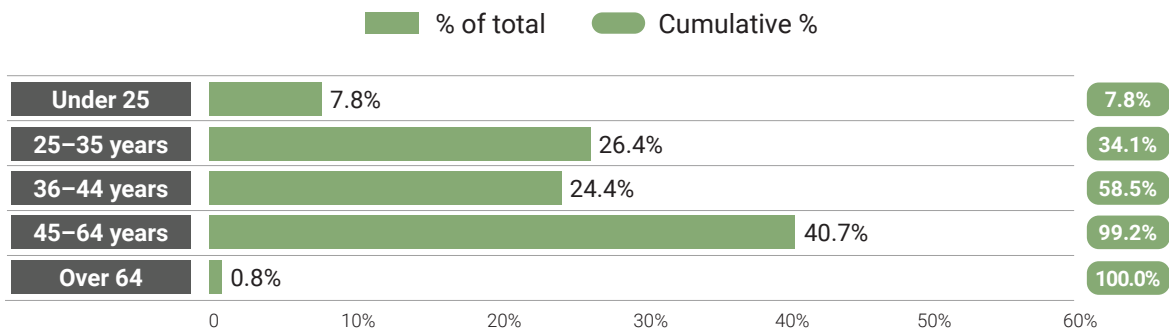
Respondents working in public organizations are more likely to be younger, though this data should be interpreted with caution due to low sample size. In public programs, 70% are under the age of 45 years compared to 58.5% in non-profit and 57.1% in for-profit programs. In contrast, provincial-level findings show that those in for-profit programs are more likely to be younger.

Age Distribution by Auspice Workforce

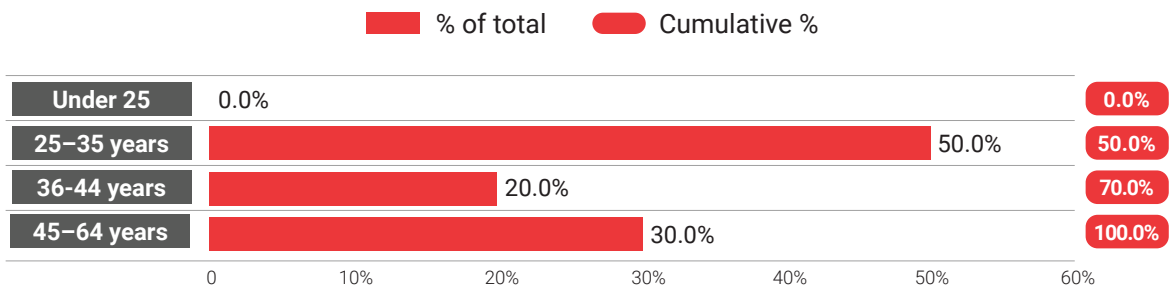
For-Profit



Non-Profit



Public



Note: Public should be interpreted with caution due to low sample size.

YEARS OF EXPERIENCE

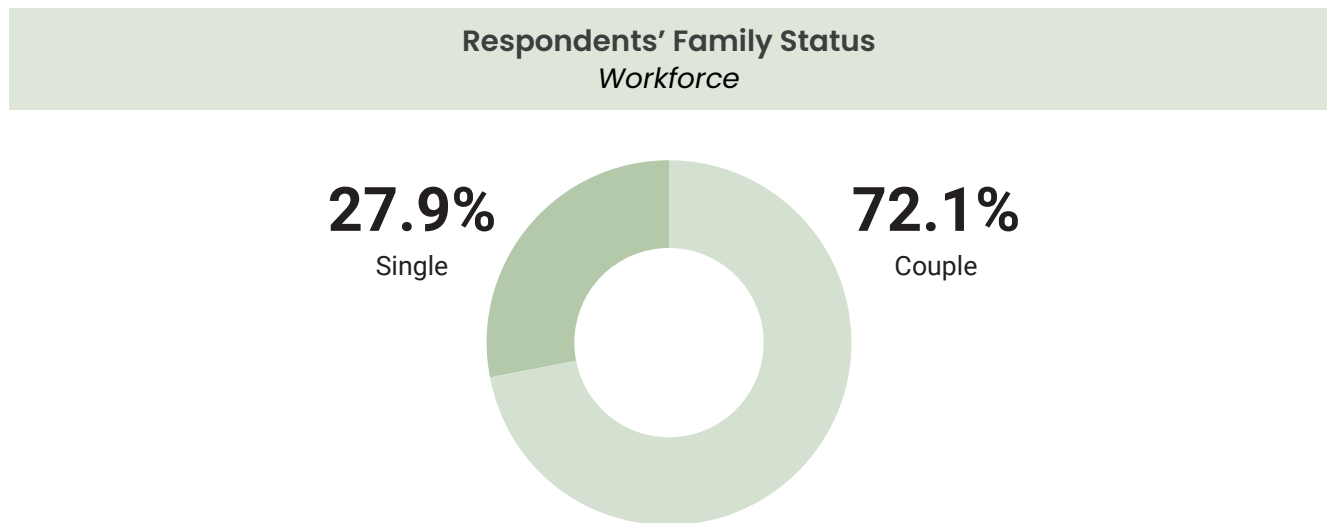
Participants who work in for-profit programs have the fewest years of experience.

Years of Experience by Auspice <i>Workforce</i>						
Auspice	Mean	Minimum	25th percentile	Median	75th percentile	Maximum
For-profit	10.9	0.0	4.0	9.0	15.0	38.0
Non-profit	13.8	0.0	6.0	12.0	20.0	40.0
Public	11.6	0.0	4.5	10.5	16.5	27.0

Of the 105 directors/supervisors who responded to the survey, 86.5% report they are RECEs compared to 94.7% across all 43 participating regions. Of those that are RECEs, 92.6% have been registered with the College of Early Childhood Educators for less than five years.

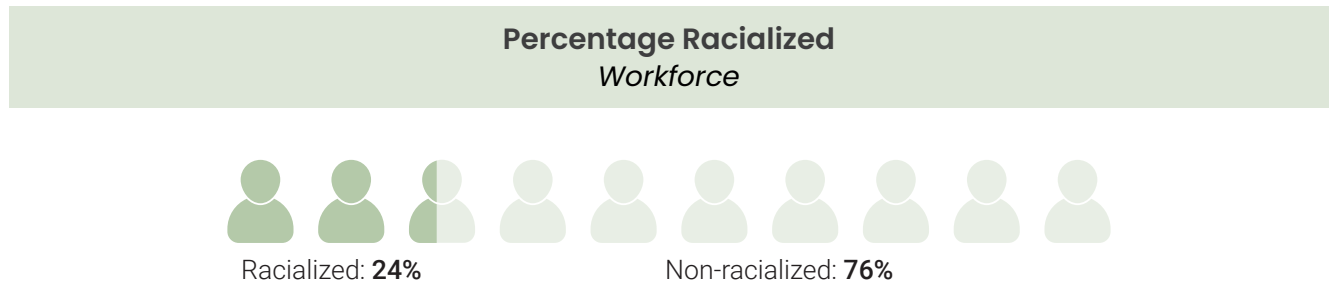
FAMILY STATUS

Approximately 28% of the *workforce* survey respondents are single.

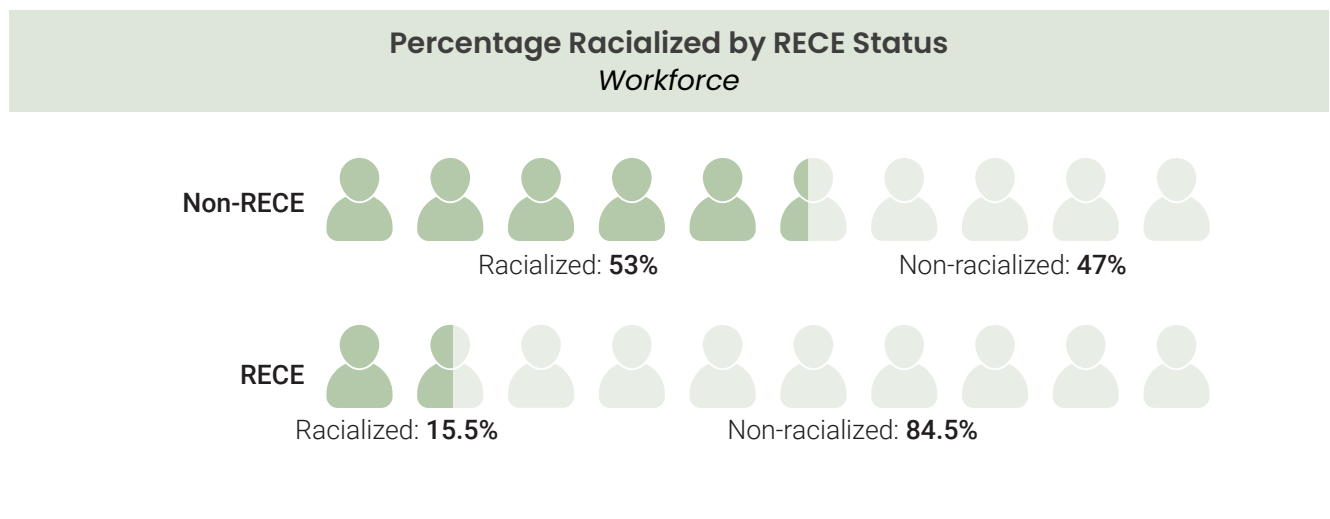


RACIALIZATION

Almost one-quarter (24%) of the *workforce* sample identify as racialized.



Non-RECEs are much more likely than RECEs to identify as racialized. This is similar to the province-wide findings.



Compensation

WAGES

Wages of RECEs in Ottawa are slightly higher than for non-RECEs. Those working in for-profit programs have the lowest hourly wages. Approximately 25% 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	\$23.00	\$24.32
Non-profit	\$25.23	\$26.94
Public	\$25.67	\$27.64
Average across auspice	\$24.90	\$26.70

Reported median wages for directors/supervisors in Ottawa are higher (\$34 per hour) 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 Ottawa Director/Supervisor Wage Range by Position

Position	Average	Minimum	25th percentile	Median	75th percentile	Maximum
Director	\$34.41	\$22.00	\$30.00	\$34.00	\$38.00	\$56.00
Assistant Director	\$28.79	\$18.00	\$26.00	\$29.00	\$33.00	\$40.00
Average across position	\$33.39	\$18.00	\$30.00	\$33.00	\$38.00	\$56.00

*Assistant Directors should be interpreted with caution due to low sample size.

BENEFITS

Just over 93% of *workforce* respondents report having access to paid sick days, with 78.6% having access to extended health benefits. About 69% report having pensions or RRSP contributions through their employer and 67.7% have access to paid professional learning opportunities. Pay increases for obtaining a new credential or degree in early education is not very common (11.2%) and tuition assistance is rare (7.3%).

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



93.4%

Paid sick days



78.6%

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



68.9%

Pension benefits or
contributions to an RRSP



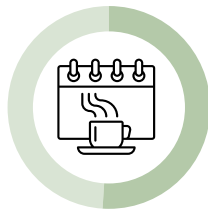
67.7%

Paid professional
development



66.5%

Paid bereavement leave



50.8%

Paid personal or
mental health days



49.6%

Paid programming time
during the workday



48.3%

Paid team meeting time
during the workday



37.8%

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



20.2%

Parental leave top-up



11.2%

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



7.3%

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 (57%) and education/seniority (35.1%) being the most common, followed by mental health (22.8%) and ageism (21.1%). 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*



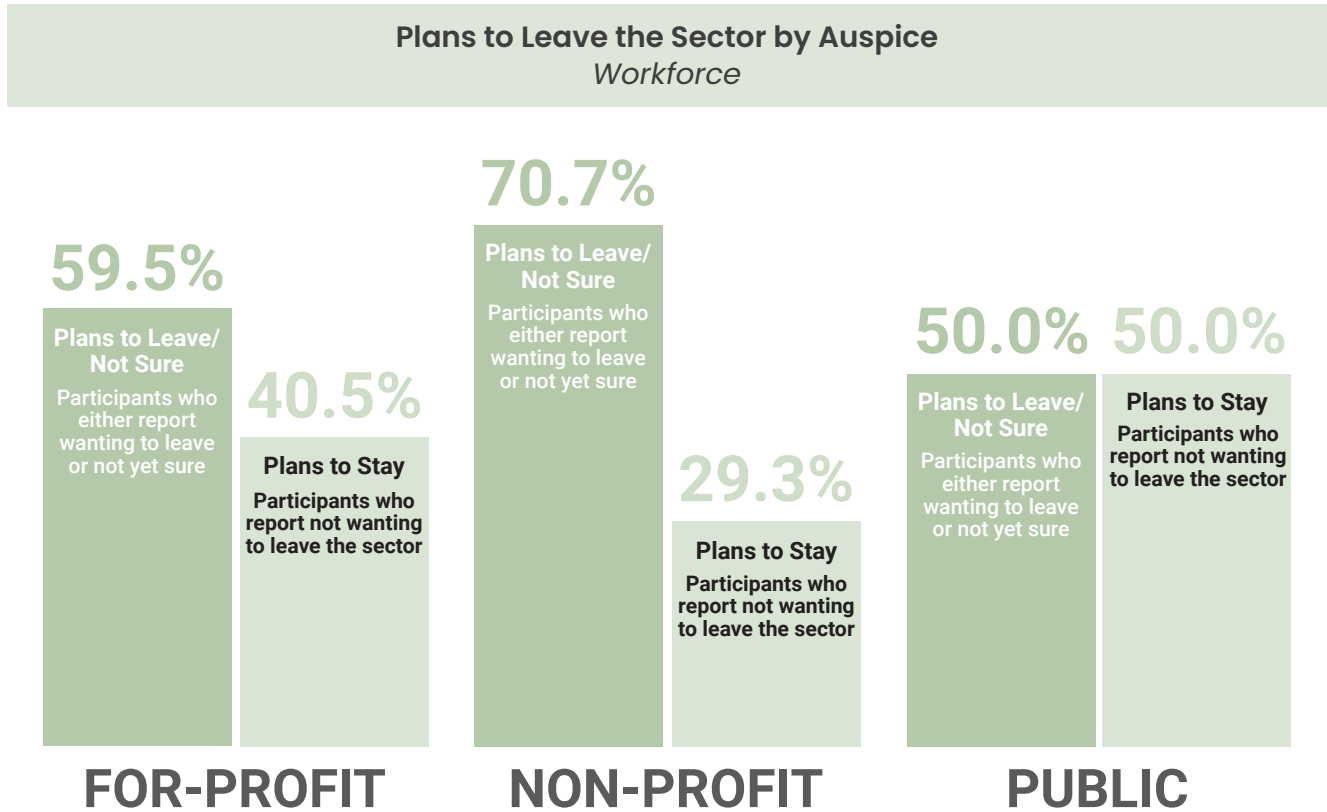
Types of Discrimination *Workforce*

Bullying	57.0%
Education/seniority	35.1%
Mental Health	22.8%
Ageism	21.1%
Racism	16.7%
Sexism	10.5%
Body prejudice	8.8%
Ableism	8.8%
Religious belief	6.1%
Homophobia	6.1%
Immigration status	2.6%



JOB SATISFACTION

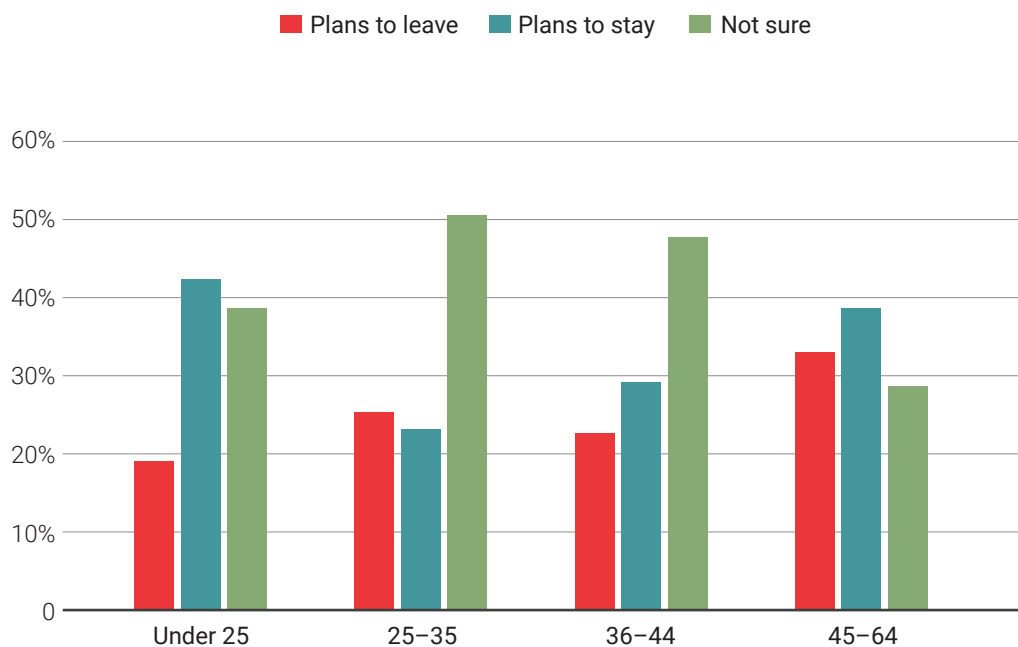
Across all auspices, only 32% of respondents from the City of Ottawa report plans to stay in the sector over the next five years. Those who work in public programs are least likely to report plans to leave or say they are unsure (50%), while those in non-profit programs are most likely to report plans to leave or say they are unsure (70.7%). Many respondents across all auspices are unsure of their plans. These findings have implications for retention investments and strategies.





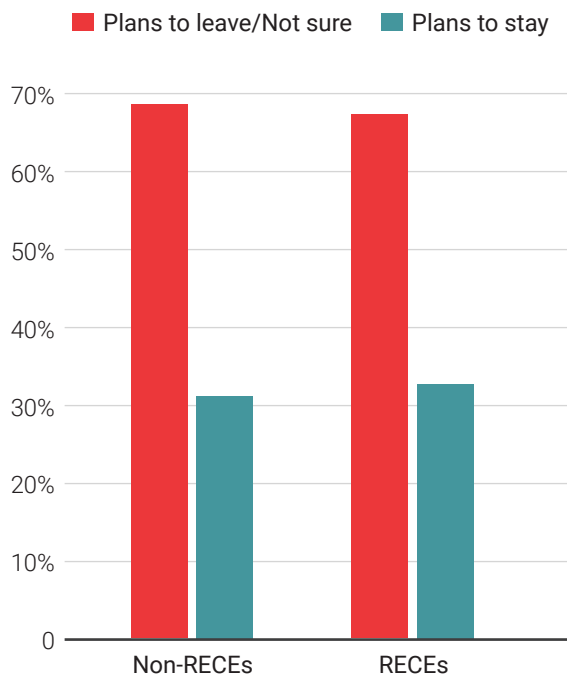
Those between the ages of 45 and 64 years are most likely to report plans to leave the sector (33.1%). This is of concern as this age group is more likely to have the most years of experience. Note that those 65+ are not included in these findings as plans for retirement would confound results.

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



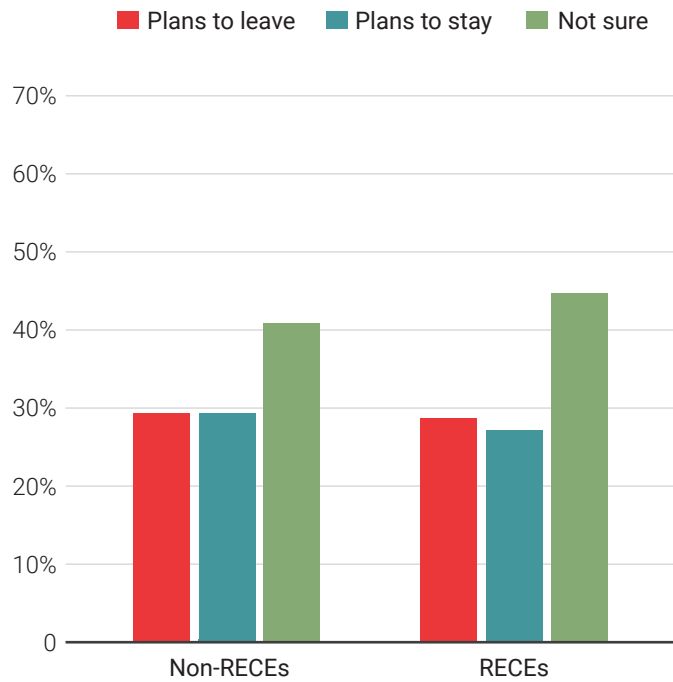
There are no differences between RECEs and non-RECEs in terms of their likelihood to report plans to leave the sector.

Plans to Leave the Sector by RECE Status *Workforce*



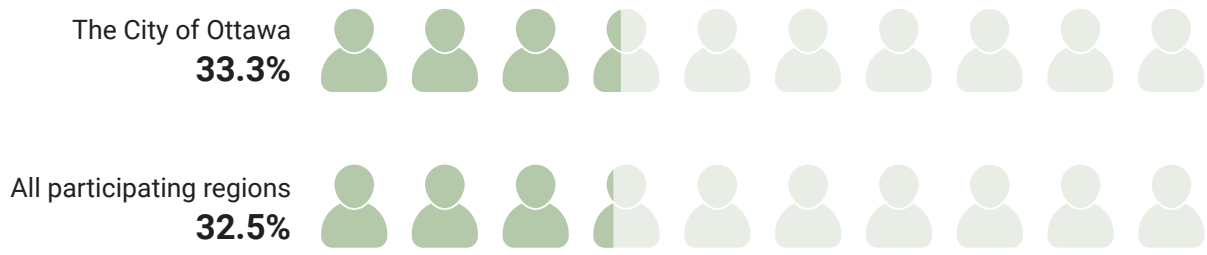
In Ottawa, plans to leave the sector are also not associated with experiences of workplace discrimination. However, provincial-level results show that experiences of workplace discrimination are associated with plans to leave the sector. This has implications for professional learning and human resource management. More detailed discussion can be found in the [Executive Report](#).

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



Just over 33% of director/supervisor respondents in Ottawa report wanting to stay in the sector. This is on par with provincial-level findings of 32.5%.

Percentage of Directors/Supervisors with Plans to Stay in the Sector The City of Ottawa Versus All Participating Regions



WORKPLACE STRESS

Those working in non-profit programs report slightly higher levels of stress on a scale of 1 (low stress) to 5 (high stress). In addition, RECEs report higher levels of stress compared to 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	2.5	3.5	3.1
Non-profit	3.2	3.4	3.3
Public	2.9	3.5	3.3
Average across auspice	2.8	3.4	3.3

Participants from the City of Ottawa 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 2.8 out of 5. Those in public programs report the highest level of job satisfaction. There is no difference in the level of job satisfaction between RECEs and non-RECEs.

Average Level of Job Satisfaction by Auspice and RECE Status Workforce

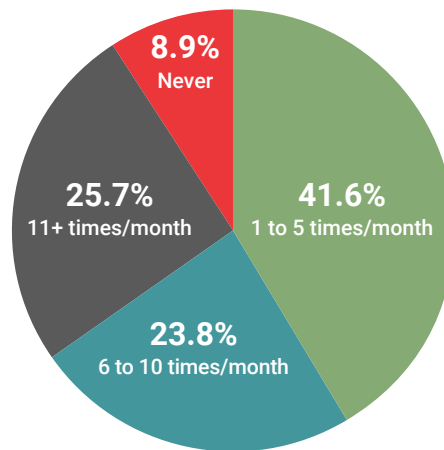
(1=low job satisfaction; 5=high job satisfaction)

Auspice	RECE status		Average across RECE status
	Non-RECE	RECE	
For-profit	2.7	2.3	2.5
Non-profit	2.7	2.8	2.8
Public	3.2	3.2	3.2
Average across auspice	2.8	2.7	2.8

WORKPLACE STABILITY

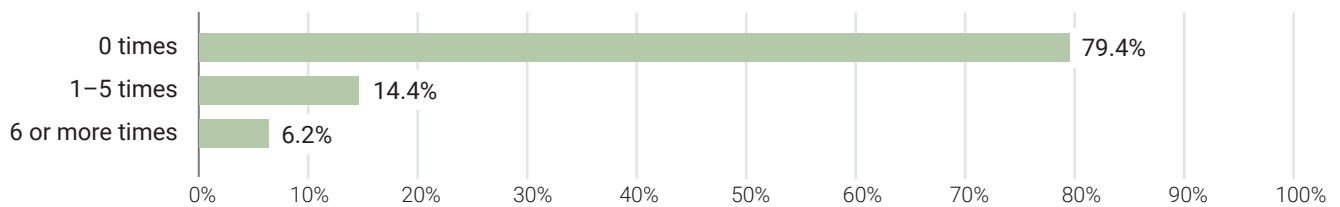
Directors often stand in for absent staff by necessity, taking them away from their leadership and administrative duties. About half of management staff report having to fill in six times or more per month to maintain ratios, with 25.7% reporting this occurs more than 11 times per month. This is similar to the overall provincial findings.

Number of Times per Month Directors/Supervisors Fill in Ratio



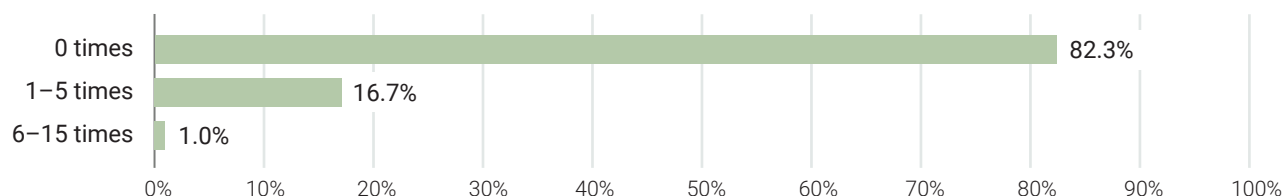
Staff shortages also have deleterious effects on the inclusion of children with disabilities or varying needs. Almost 21% of director/supervisor respondents report they have had to send a child(ren) with a disability home due to staffing shortages. This is lower than the provincial sample average of 26.6%.

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



Almost 18% of Ottawa 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. The provincial sample average is 16.5%. Furthermore, 35.6% (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. Almost 5% of respondents have denied admission more than six times in the previous 12 months (data not shown).

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



Less than half (42.8%) of *workforce* respondents in the City of Ottawa report they would recommend a career in the early years to others who are interested. RECEs are less likely to recommend a career in the early years compared to non-RECEs.

Percentage of *Workforce* Respondents that Recommend a Career in the Early Years

	RECE status	
	Non-RECE	RECE
Yes	56.4%	38.6%
No	18.0%	36.2%
Not sure	25.6%	25.2%

Just over 80% of *workforce* respondents state they would recommend their program to a family member or friend looking for child care. There is no significant difference between RECEs and non-RECEs.

Percentage of *Workforce* Respondents that Recommend Their Early Years Program to a Family member or Friend

	RECE status	
	Non-RECE	RECE
Yes	74.1%	81.7%
No	5.6%	6.1%
Not sure	5.6%	5.2%

Note: Totals do not add up to 100 due to missing data.

Professional Development

FORMS OF PROFESSIONAL LEARNING

The most common form of professional learning received in the previous 12 months was online delivery (80.7%), followed by self-study (59.9%) and performance reviews (56%). Only 15.1% of respondents report having taken a course in the previous 12 months, while 22.9% report having opportunities for structured mentoring.

Although online delivery was the most common form of professional learning received in the previous 12 months, respondents report it is the least desired format (17.2%). Respondents prefer attending conferences (36.8%), taking courses (37.7%), and structured mentoring (33.4%) 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

More than half of respondents report receiving training in anti-bias/anti-racism/anti-oppression education (57.2%) and cultural diversity (51.8%) in the previous 12 months. Almost half report having training in supporting children with disabilities (48.8%). In contrast, participants report the least amount of professional learning in the areas of incorporating Afrocentric ways of being (10.2%), incorporating land-based learning (20.2%), and supporting newcomer families (20.5%). Census data for the region help contextualize results.

The most wanted professional learning reported is centred around supporting newcomer (49.4%) and vulnerable (46.4%) families, and incorporating Afrocentric ways of knowing and being (44.3%). Respondents also report wanting professional learning centred around critical trauma-informed practice (40.4%), incorporating land-based learning (40.1%), and Indigenous ways of knowing and being (40.4%).

Equity, Diversity, and Inclusion Learning of Respondents in the City of Ottawa Workforce

In the previous 12 months

