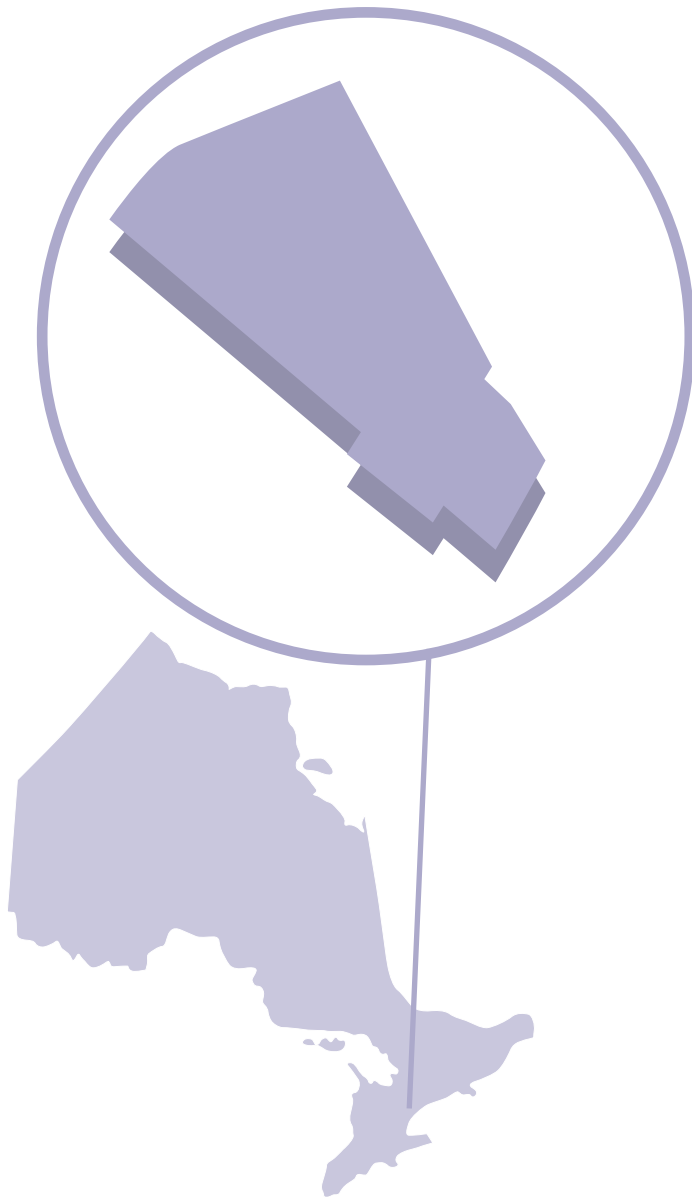


# knowing u numbers

A community approach to understanding  
the early childhood education workforce

## Regional Municipality of Peel





## Regional Municipality of Peel

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

Akbari, E., McCuaig, K., Schurter, M. Varmuza, P., Akbari, S., Mudie, S. (2024). *Knowing Our Numbers: A Provincial Study with a Local Lens on the Early Childhood Education Workforce in Ontario. The Regional Municipality of Peel.*

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# Regional Municipality of Peel

## Population and Family

<b>Population</b>		<b>Average number of children per family</b>	1.8
2021	1,451,022		
2016	1,381,739	<b>One-parent families</b>	16.9%
Change since 2016:	+5.0%		
<b>Population density per sq km</b>	1,163.2	<b>Lone-parent families</b>	
		Women	13.8%
<b>Median age</b>	38.4 years	Men	3.1%
<b>Racialized population</b>	68.8%	<b>Marital status</b>	
<b>Multi-generational households</b>	9.8%	Married or living common-law	56.9%
<b>Immigrant population</b>	51.8%	Not married or living common-law	43.1%
<b>Indigenous identity</b>	0.5%	Married or common-law with children	54.8%
<b>Education</b>		<b>Language most often spoken at home</b>	
No certificate, diploma, or degree	15.0%	English	59.7%
High school diploma or equivalent	27.0%	French	0.4%
Post secondary certificate, diploma or degree	58.1%	Other	29.7%
<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>	29.7%	<b>Home ownership</b>	
<i>*25-64 years old</i>		Owner	74.5%
		Renter	25.5%
		<b>Spending more than 30% on shelter costs</b>	28.9%

## Employment and Income

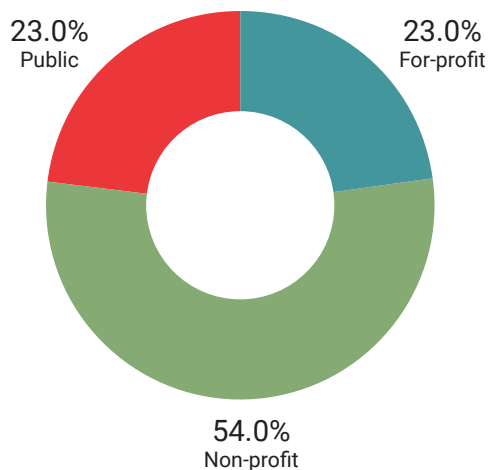
<b>Labour force participation rate</b>		<b>Commuting duration (mins)</b>	<b>Total %</b>	<b>% Men</b>	<b>% Women</b>
Women	60.4%	Less than 15	16.7	14.2	20.0
Men	70.7%	15 to 29	37.0	36.4	37.7
<b>Unemployment rate</b>		30 to 44	26.7	28.8	23.9
Women	15.6%	45 to 59	9.4	10.0	8.7
Men	11.7%	60 minutes and over	10.2	10.6	9.7
<b>Prevalence of low income (LIM)</b>		<b>Income distribution</b>	<b>Total %</b>	<b>% Men</b>	<b>% Women</b>
0-17	9.7%	In bottom half of the distribution	44.8	44.5	45.1
0-5	10.4%	In bottom decile	7.9	8.1	7.7
18-64	6.7%	In second decile	8.2	7.9	8.4
<i>*LIM: Low Income Measure reflects those whose incomes are below half of the median of the adjusted income distribution</i>		In third decile	9.1	9.0	9.2
		In fourth decile	9.5	9.4	9.6
<b>Median employment income</b>	\$36,000	In fifth decile	10.1	10.0	10.1
<b>Median employment income in 2020 for full-year full-time workers</b>	\$62,800	In top half of the distribution	55.2	55.5	54.9
<b>Median total income of household in 2020</b>	\$107,000	In sixth decile	10.6	10.5	10.6
<b>Median after-tax income of household in 2020</b>	\$94,000	In seventh decile	11.0	11.0	11.0
		In eighth decile	11.4	11.4	11.3
		In ninth decile	11.7	11.8	11.6
		In top decile	10.5	10.8	10.3

Reference: <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=Peel&DGUIDlist=2021A00033521&GENDERlist=1,2,3&STATISTIClist=1&HEADERlist=0>

# Sample Characteristics

A total of 127 individuals working in early years services in the Regional Municipality of Peel responded to the survey (referred to as the 'workforce survey'). Of these, 82.7% are RECEs and 17.3% are non-RECEs (referred to as the 'workforce'). Most respondents are from non-profit programs (54%). As the number of respondents who are directors (n=9) and licensed home child care providers (n=9) in Peel is low, data are not presented here; these data are included in the [Executive Report](#).

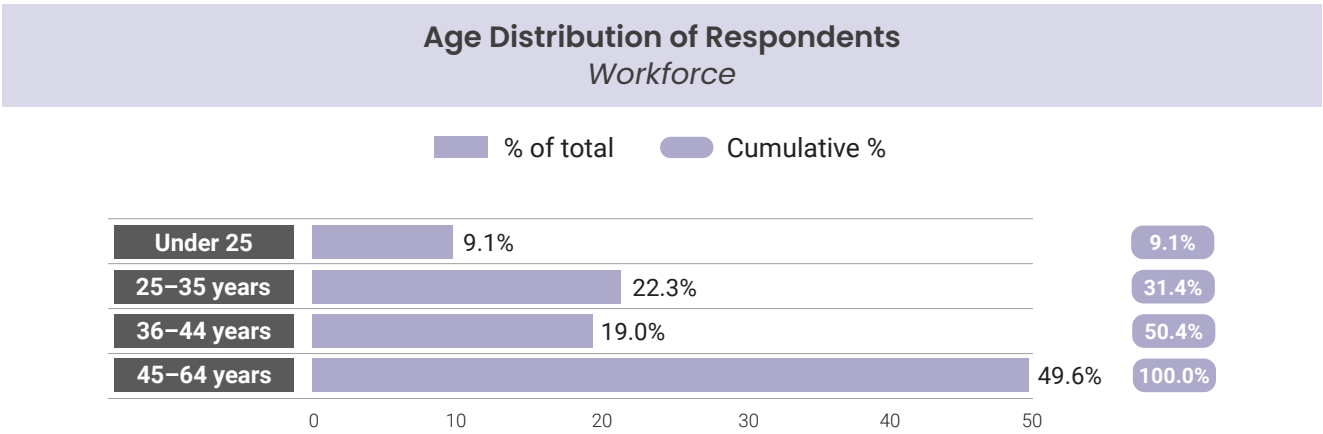
**Percentage Respondents by Auspice Workforce**





AGE

Approximately half (50.4%) of *workforce* respondents are under the age of 45.

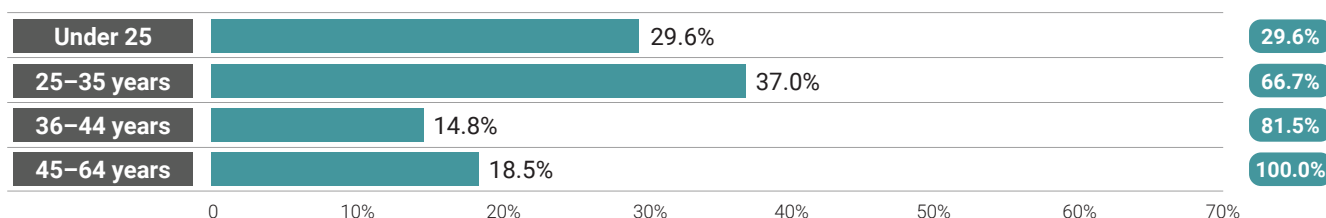


Respondents working in for-profit organizations are much more likely to be younger. Approximately 82% of *workforce* participants from for-profit programs are under the age of 45 years. By comparison, about 43% in non-profit and 39% in public programs are under 45 years of age. Public data reflect responses from educators working in full-day Kindergarten.

## Age Distribution by Auspice *Workforce*

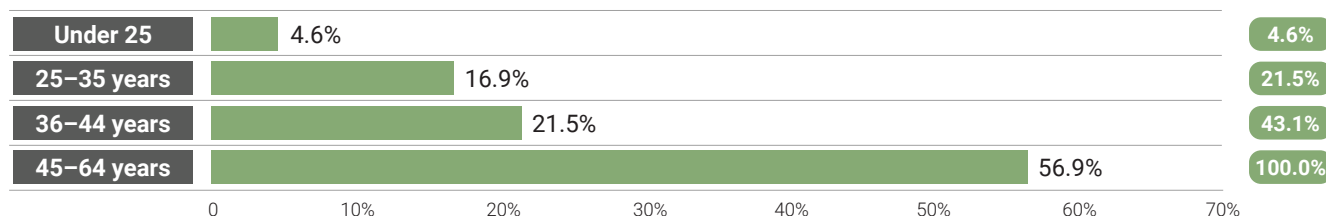
### For-Profit

■ % of total    ● Cumulative %



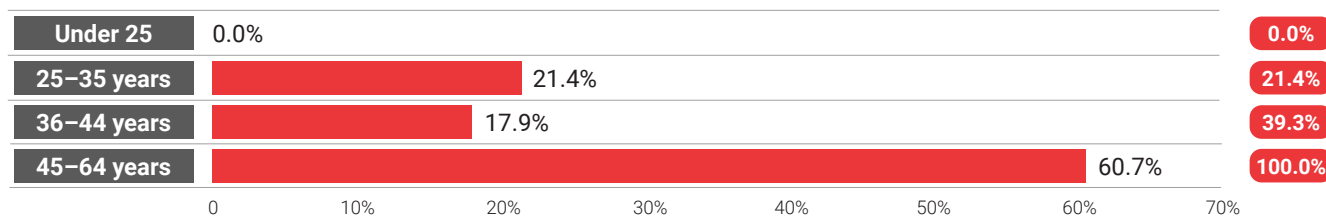
### Non-Profit

■ % of total    ● Cumulative %



### Public

■ % of total    ● Cumulative %



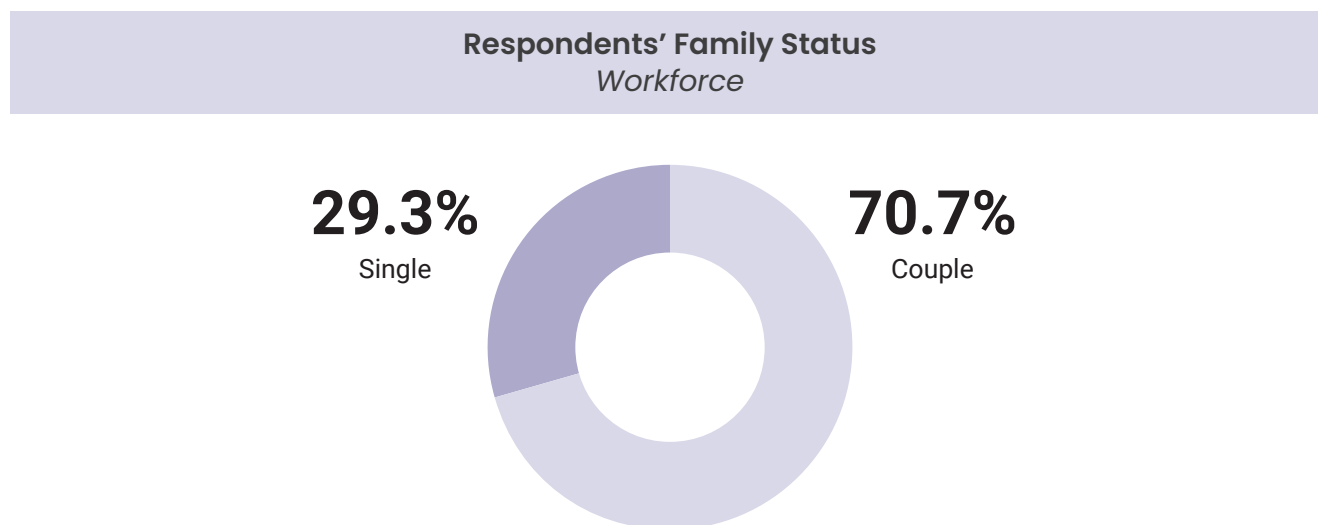
## YEARS OF EXPERIENCE

Participants who work in for-profit programs have the fewest years of experience. In contrast, 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	7.5	0.0	1.5	5.0	14.0	24.0
Non-profit	14.5	0.0	7.0	11.0	23.5	36.0
Public	17.1	0.0	10.0	20.0	25.0	34.0

## FAMILY STATUS

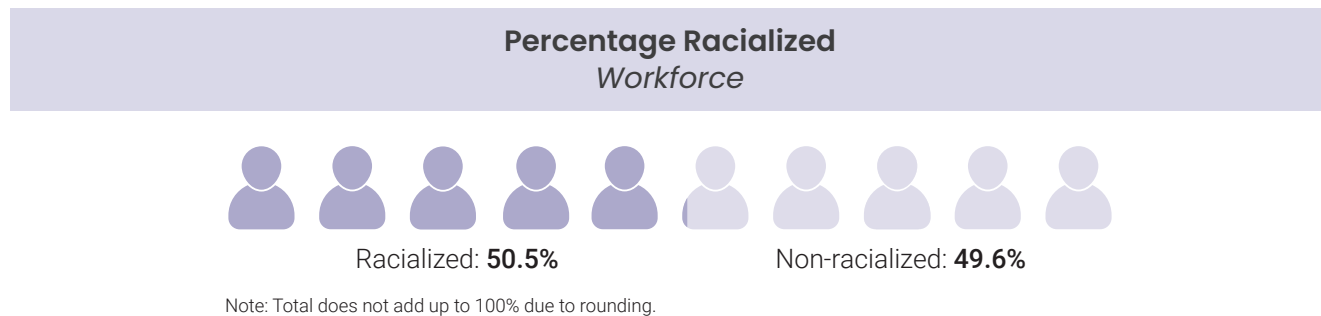
Approximately 29% of the *workforce* survey respondents are single.



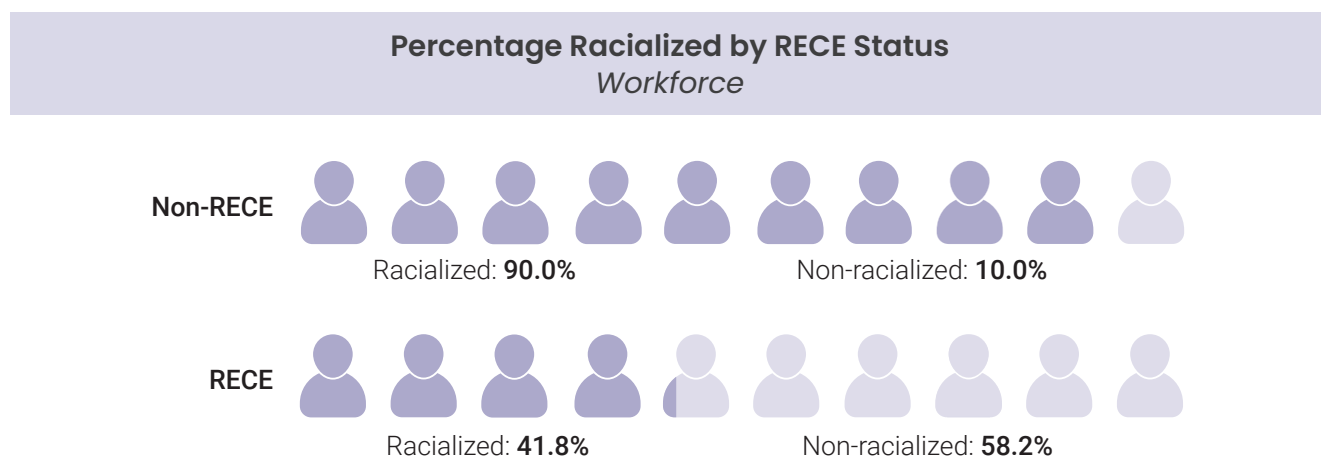


## RACIALIZATION

About half (50.5%) 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. However, these differences are more pronounced in Peel.





# Compensation

## WAGES

Overall, wages of RECEs are higher than for non-RECEs. Those working in for-profit programs have the lowest hourly wages. Approximately 18% 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	\$22.14	\$21.95
Non-profit	\$25.70	\$28.11
Public	N/A	\$27.87
Average across auspice	\$24.79	\$26.56

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. Regional-level data for Peel are not available due to low participant numbers. More information on directors/supervisors can be found in the [Executive Report](#).



## BENEFITS

Almost 89% of *workforce* respondents in Peel report having access to paid sick days. Over half (56.5%) report having pensions or RRSP contributions through their employer and paid professional learning opportunities (56.5%). Pay increases for obtaining a new credential or degree in early education (6.5%) and tuition assistance (7.3%) are rare.

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



**88.7%**

Paid sick days



**72.6%**

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



**61.3%**

Paid bereavement leave



**56.5%**

Paid professional  
development



**56.5%**

Pension benefits or  
contributions to an RRSP



**36.3%**

Paid personal or  
mental health days



**28.2%**

Paid team meeting time  
during the workday



**25.0%**

Paid programming time  
during the workday



**25.0%**

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



**24.2%**

Parental leave top-up



**7.3%**

Tuition assistance



**6.5%**

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

# Workforce Stability, Stress, and Job Satisfaction

## DISCRIMINATION

Approximately 54% of *workforce* respondents report having experienced workplace discrimination. The types of discrimination experienced vary, with education/seniority (50.7%) being the most common, followed by racism (40.9%) and bullying (39.1%). 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*



Experiencing discrimination: **54.3%**    Not experiencing discrimination: **45.7%**

### Types of Discrimination *Workforce*

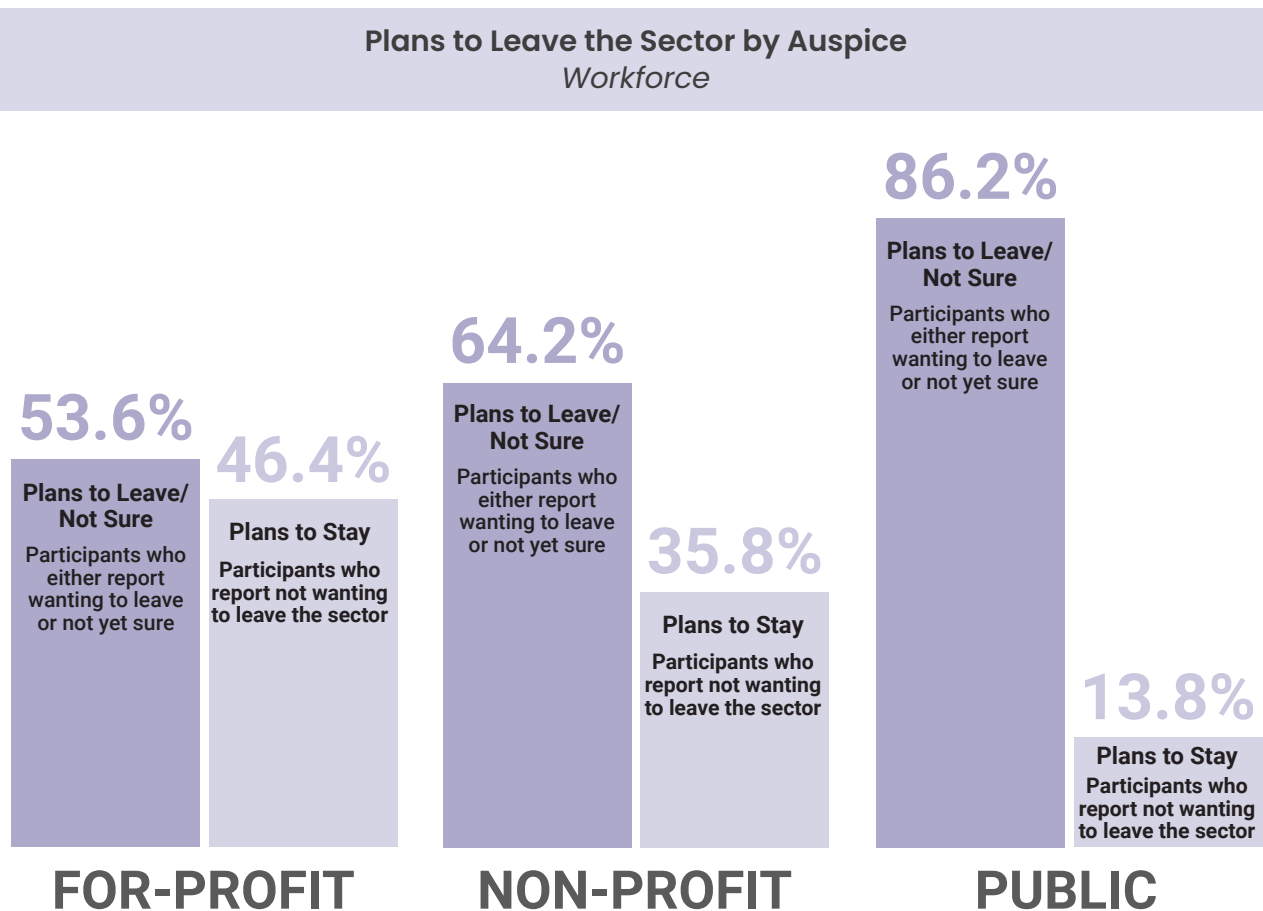
Education/seniority	50.7%
Racism	40.9%
Bullying	39.1%
Ageism	26.1%
Mental health	21.7%
Body prejudice	18.8%
Immigration status	14.5%
Religious belief	11.6%
Sexism	5.8%
Ableism	4.4%
Homophobia	4.4%





## JOB SATISFACTION

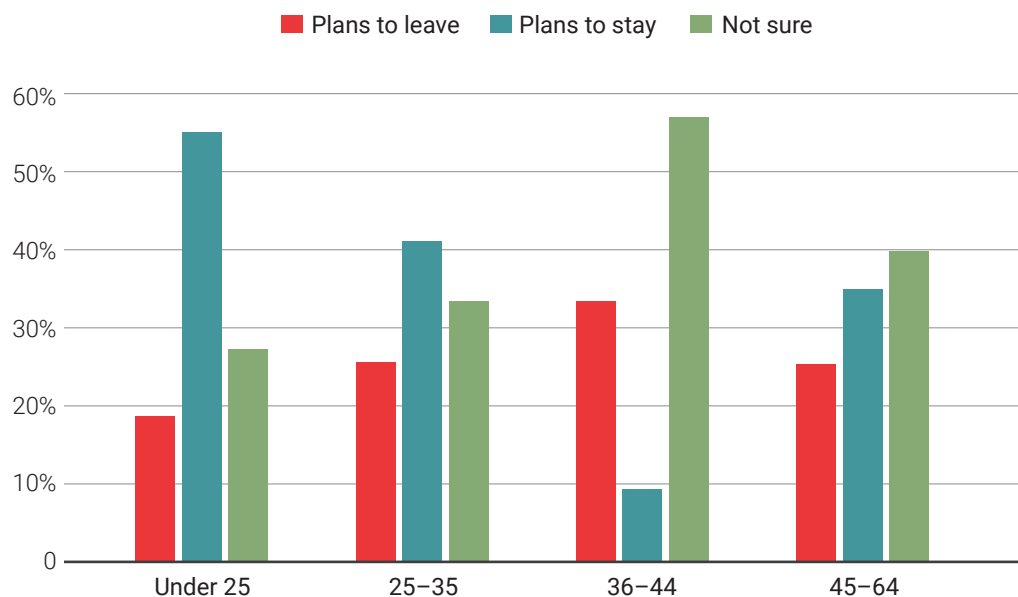
Across all auspices, only 32.8% of respondents from Peel report plans to stay in the sector over the next five years (data not shown). Those who work in for-profit programs are the least likely to report plans to leave the sector or say they are unsure (53.6% versus 64.2% for non-profit and 86.2% for public). Only 13.8% of respondents from public programs report plans to stay.





Those between the ages of 36 and 44 are much more likely to report plans to leave the sector (33.3%) or say they are unsure (57.1%). Only 9.5% in this age group plan to stay. This is of concern, as this age group is more likely to have the most experience in the early years sector. Note that those 65+ are not included in these findings as plans for retirement would confound results.

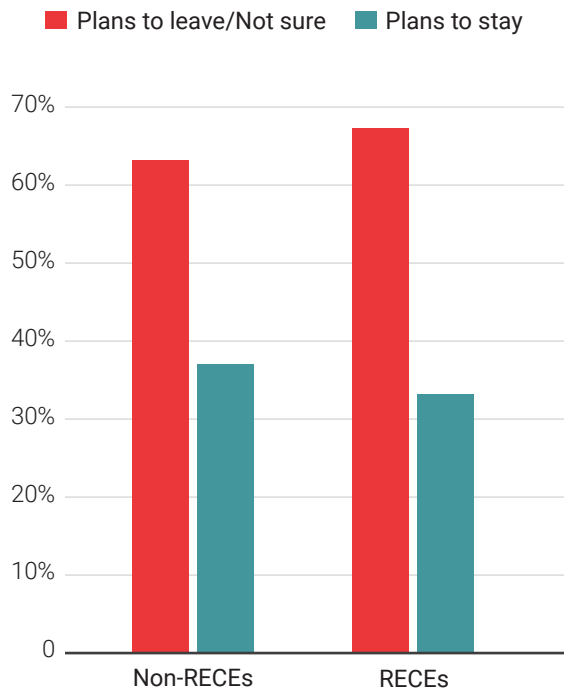
### Plans to Leave the Sector by Age of Respondent *Workforce*



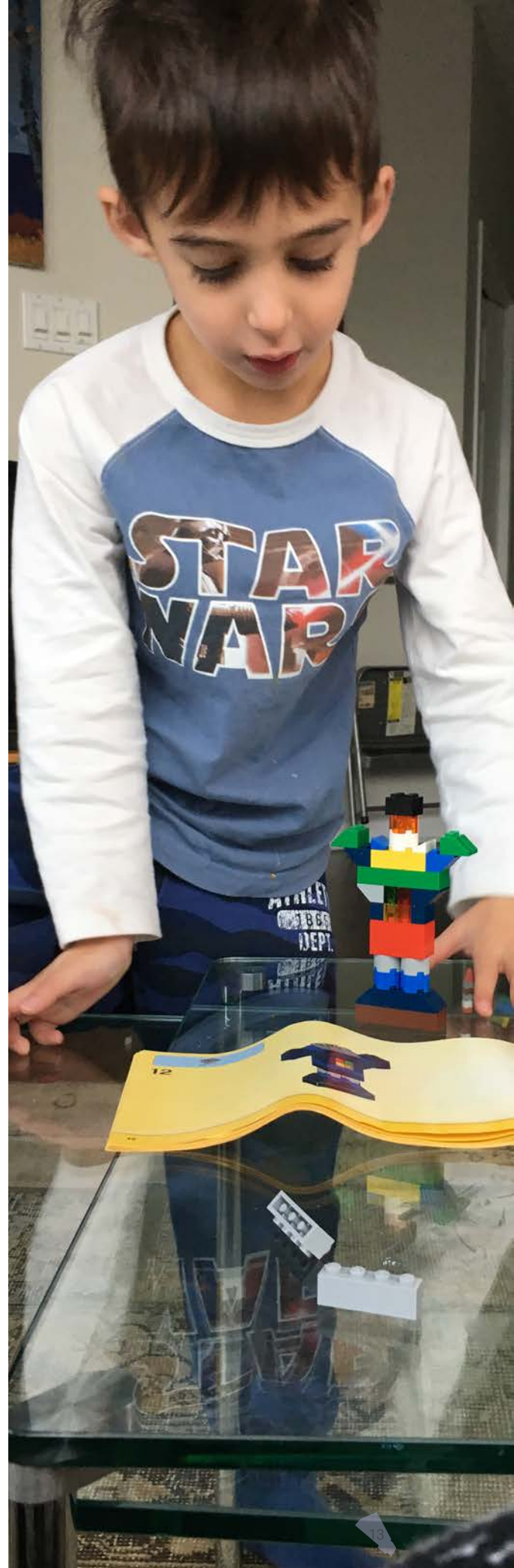


Overall, only 32.4% of RECE respondents report plans to stay in the sector, with 67.7% either planning to leave or being unsure. Non-RECE findings are similar to those of RECEs.

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



Provincial results show that only 32.5% of directors/supervisors plan to stay in the sector in the next five years.

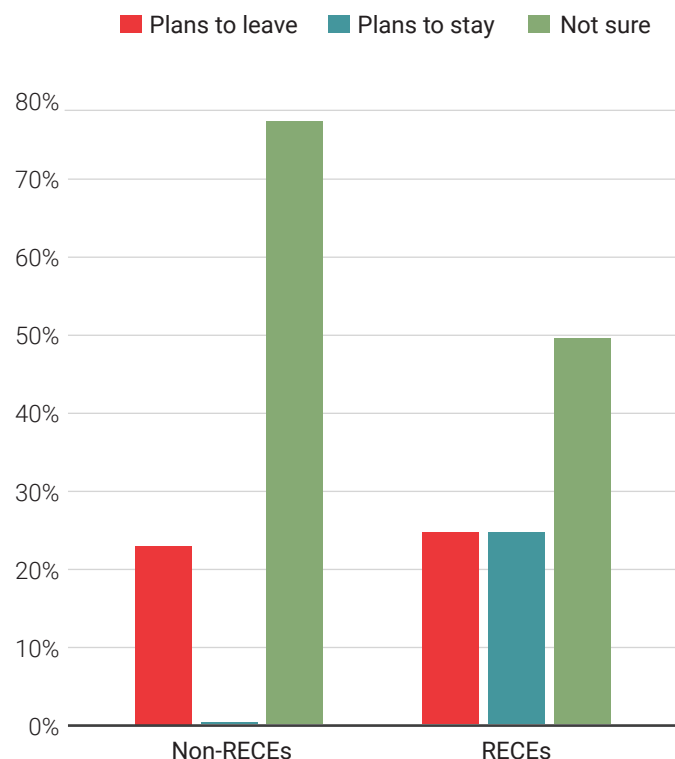






Plans to leave the sector are associated with experiences of workplace discrimination. Those who experience discrimination are more likely to report plans to leave in the next five years or are uncertain. Of these, non-RECEs are more likely to report uncertainty about their plans compared to RECEs. This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

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



## WORKPLACE STRESS

Those working in for-profit and public programs report the highest levels of stress on a scale of 1 (low stress) to 5 (high stress). In addition, RECEs report higher stress levels (3.6) than non-RECEs (3.0).

### 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	3.3	3.6	3.6
Non-profit	2.8	3.5	3.3
Public	3.3	3.8	3.7
<b>Average across auspice</b>	<b>3.0</b>	<b>3.6</b>	<b>3.5</b>

Note: All averages are weighted.

Respondents from Peel generally report a low level of job satisfaction. On a scale of 1 (low job satisfaction) to 5 (high job satisfaction), respondents level of satisfaction is 2.5 out of 5.

### Average Level of Job Satisfaction by Auspice and RECE Status Workforce

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

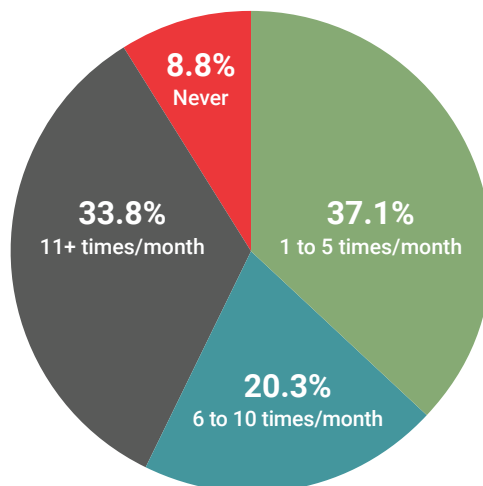
Auspice	RECE status		Average across RECE status
	Non-RECE	RECE	
For-profit	2.5	2.2	2.3
Non-profit	2.7	2.6	2.7
Public	3.3	2.5	2.5
<b>Average across auspice</b>	<b>2.7</b>	<b>2.5</b>	<b>2.5</b>

Note: All averages are weighted.

## WORKPLACE STABILITY

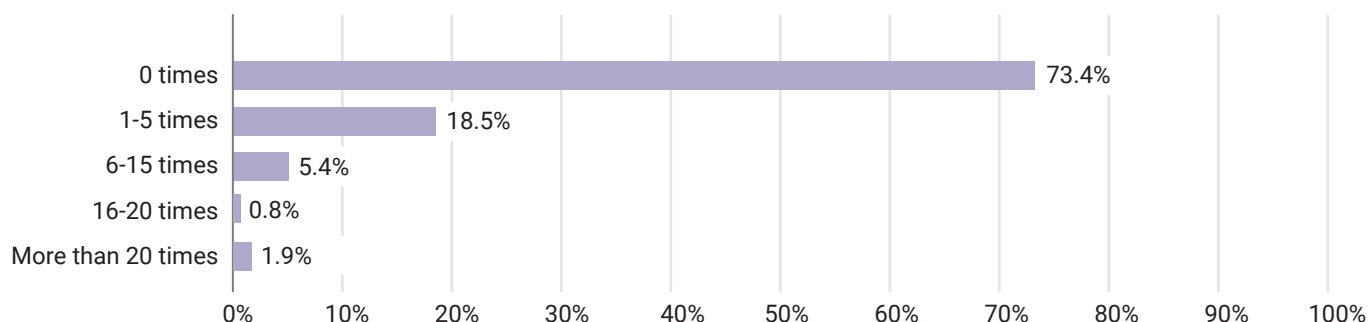
Directors often stand in for absent staff by necessity, taking them away from their leadership and administrative duties. Provincial level findings show that just over one-third (33.8%) of management staff report having to fill in more than 11 times per month to maintain ratios. Regional-level data for Peel are not available due to low participant numbers.

**Number of Times per Month Directors/Supervisors Fill in Ratio**  
*Provincial Level Findings*



Staff shortages also have deleterious effects on the inclusion of children with disabilities or varying needs. Almost 27% of director/supervisor province-wide respondents report they have had to send a child(ren) with a disability home due to staffing shortages. Regional level data for Peel are not available due to low participant numbers.

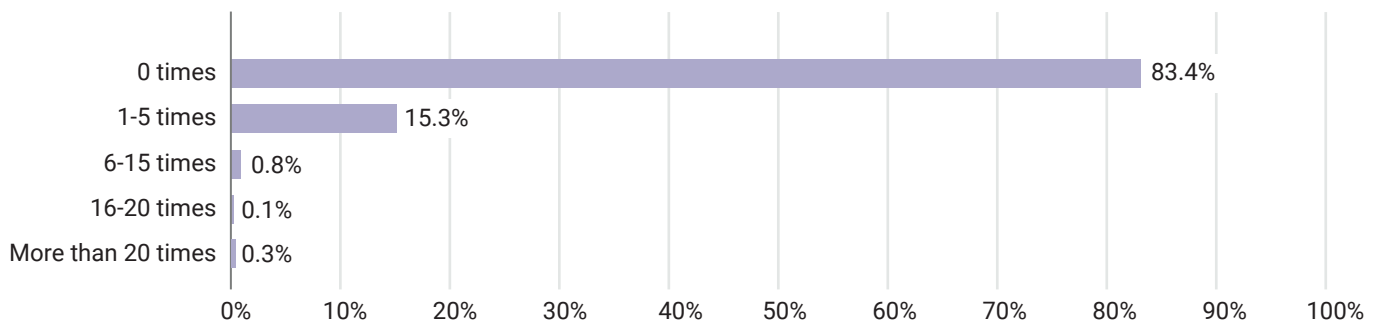
**Percentage Reporting Frequency of Times in the Previous 12 Months  
Directors/Supervisors Sent Children with Disabilities Home Due to Staffing Shortages**  
*Provincial Level Findings*





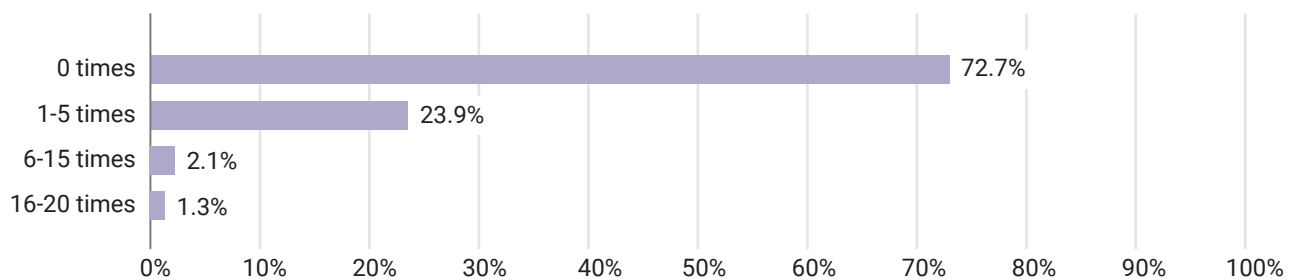
Almost 17% of director/supervisor respondents across the province report they have de-enlisted at least one child with a disability from their program in the previous 12 months due to staffing shortages. Furthermore, 27.3% report they have refused admission to a child with a disability in the previous 12 months due to workforce shortages. Regional level data for Peel are not available due to low participant numbers.

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



Note: Total does not add up to 100% due to rounding.

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



Less than half (42.3%) of *workforce* respondents in Peel 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



Similarly, less than half of Peel *workforce* respondents (42.3%) state they would recommend their program to a family member or friend looking for child care. RECEs (39.6%) are less likely than non-RECEs (54.6%) to report they would recommend their program. This is lower than reported in other regions and is of concern, as RECEs have better knowledge and training to judge program quality.

### Percentage of *Workforce* Respondents Who Recommend Their Early Years Program to a Family Member or Friend

	RECE status		Average across RECE status
	Non-RECE	RECE	
<b>Yes</b>	54.6%	39.6%	<b>42.3%</b>
<b>No</b>	13.6%	42.6%	<b>37.4%</b>
<b>Not sure</b>	31.8%	17.8%	<b>20.3%</b>



# Professional Development

## FORMS OF PROFESSIONAL LEARNING

Peel respondents report that the most common form of professional learning in the previous 12 months was online delivery (80.3%), followed by self-study (58.3%) and performance reviews (54.3%). Only 22.8% of respondents report having attended a conference or 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 (25.2%), third after self-study (15.8%) and performance reviews (20.5%). Respondents prefer structured mentoring (37.0%), small group coaching conversations (37.0%), ongoing communities of practice (32.3%), workshops (32.3%), and attending conferences (36.2%), 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

Over half of respondents report receiving training in anti-bias/anti-racism (55.9%), cultural diversity (53.5%), and supporting children with disabilities (52.8%) in the previous 12 months. In contrast, participants report the least amount of professional learning in the areas of incorporating Afrocentric ways of being (19.7%) and land-based learning (22.8%). Census data for the region help contextualize results.

The most wanted professional learning reported is centred around supporting vulnerable (50.4%) and newcomer families (44.9%), incorporating land-based learning (40.9%), supporting children with disabilities (43.3%), and critical trauma-informed practice (41.7%). Around one-third of participants also report wanting more professional learning centred around incorporating Afrocentric ways of being (35.4%), Indigenous ways of knowing and being/decolonization (33.1%), and supporting 2LSGBTQIA+ families (37.8%).

### Equity, Diversity, and Inclusion Learning of Respondents in Peel Workforce

In the previous 12 months

