

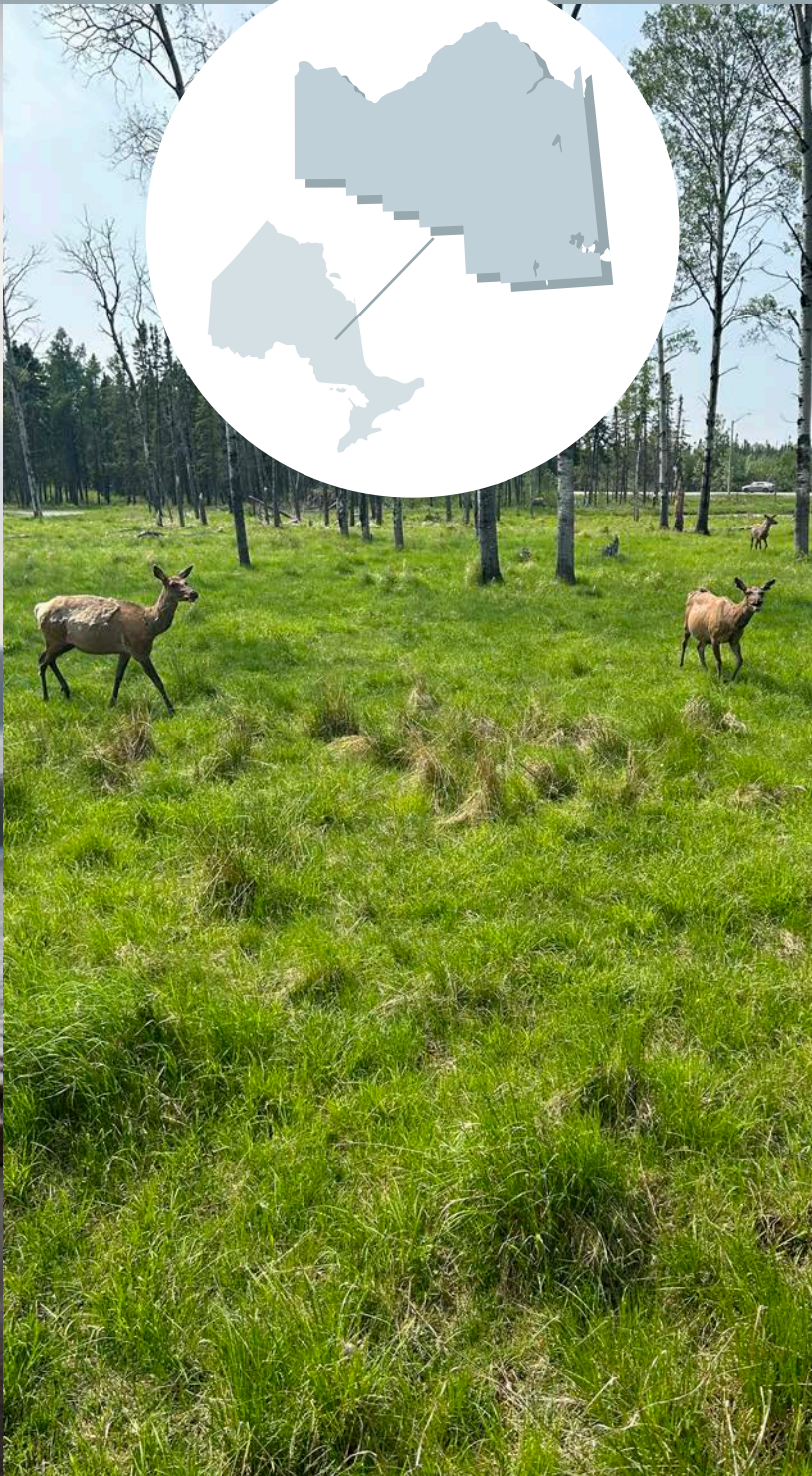
knowing u numbers

A community approach to understanding
the early childhood education workforce

Thunder Bay District Social Services Administration Board



District of Cochrane Social Services Administration Board





Thunder Bay District Social Services Administration Board

District of Cochrane Social Services Administration Board

The regional data presented here are part of the larger provincial early childhood education workforce study **Knowing Our Numbers** (KON). The districts of Cochrane and Thunder Bay are two 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](#). The data from the two districts were merged in consultation with regional officials. In the **Executive Report**, the two 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 Thunder Bay Social Services Administration Board*

Population and Family

Population		Average number of children per family	1.7
2021	146,862		
2016	146,048	One-parent families	18.7%
<i>Change since 2016:</i>	<i>+0.60%</i>		
Population density per sq km	1.4	Lone-parent families	
		Women	14.0%
Median age	44.8 years	Men	4.7%
Racialized population	6.1%	Marital status	
Multi-generational households	1.8%	Married or living common-law	54.6%
Immigrant population	7.8%	Not married or living common-law	45.4%
Indigenous identity	16.2%	Married or common-law with children	35.2%
Education		Language most often spoken at home	
No certificate, diploma, or degree	18.0%	English	94.6%
High school diploma or equivalent	27.8%	French	0.9%
Post secondary certificate, diploma or degree	54.2%	Other	3.1%
<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>	
Education obtained outside Canada	4.4%	Home ownership	
<i>*25-64 years old</i>		Owner	71.4%
		Renter	27.3%
		Spending more than 30% on shelter costs	14.4%

Employment and Income

Labour force participation rate		Commuting duration (mins)	Total %	% Men	% Women
Women	55.3%	Less than 15	49.3	45.1	54.2
Men	60.4%	15 to 29	34.7	35.4	34.0
Unemployment rate		30 to 44	9.3	10.5	7.8
Women	10.9%	45 to 59	2.7	3.2	2.1
Men	10.8%	60 minutes and over	4.0	5.8	1.9
Prevalence of low income (LIM)		Income distribution	Total %	% Men	% Women
0-17	15.4%	In bottom half of the distribution	48.6	47.3	49.9
0-5	17.3%	In bottom decile	10.9	10.8	10.9
18-64	10.7%	In second decile	9.8	9.1	10.4
<i>*LIM: Low Income Measure reflects those whose incomes are below half of the median of the adjusted income distribution</i>		In third decile	9.4	9.1	9.7
		In fourth decile	9.2	9.0	9.3
Median employment income	\$38,000	In fifth decile	9.4	9.3	9.5
Median employment income in 2020 for full-year full-time workers	\$65,000	In top half of the distribution	51.4	52.7	50.1
Median total income of household in 2020	\$79,500	In sixth decile	10.2	10.2	10.1
Median after-tax income of household in 2020	\$70,500	In seventh decile	10.6	10.8	10.5
		In eighth decile	10.6	10.9	10.4
		In ninth decile	11.0	11.4	10.7
		In top decile	8.9	9.4	8.5

Reference: <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=Thunder%20Bay&DGUIDlist=2021A00033558&GENDERlist=1,2,3&STATISTIClist=1&HEADERlist=0>

District of Cochrane Social Services Administration Board

Population and Family

Population		Average number of children per family	1.8
2021	77,963		
2016	79,682	One-parent families	17.8%
<i>Change since 2016:</i>	<i>-2.20%</i>		
Population density per sq km	0.6	Lone-parent families	
		Women	13.0%
Median age	43.6 years	Men	4.9%
Racialized population	3.4%	Marital status	
Multi-generational households	2.0%	Married or living common-law	57.7%
Immigrant population	2.9%	Not married or living common-law	42.3%
Indigenous identity	19.0%	Married or common-law with children	35.3%
Education		Language most often spoken at home	
No certificate, diploma, or degree	24.1%	English	66.9%
High school diploma or equivalent	28.6%	French	26.8%
Post secondary certificate, diploma or degree	47.3%	Other	2.4%
<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	2.2%	Home ownership	
<i>*25-64 years old</i>		Owner	67.9%
		Renter	30.3%
		Spending more than 30% on shelter costs	14.3%

Employment and Income

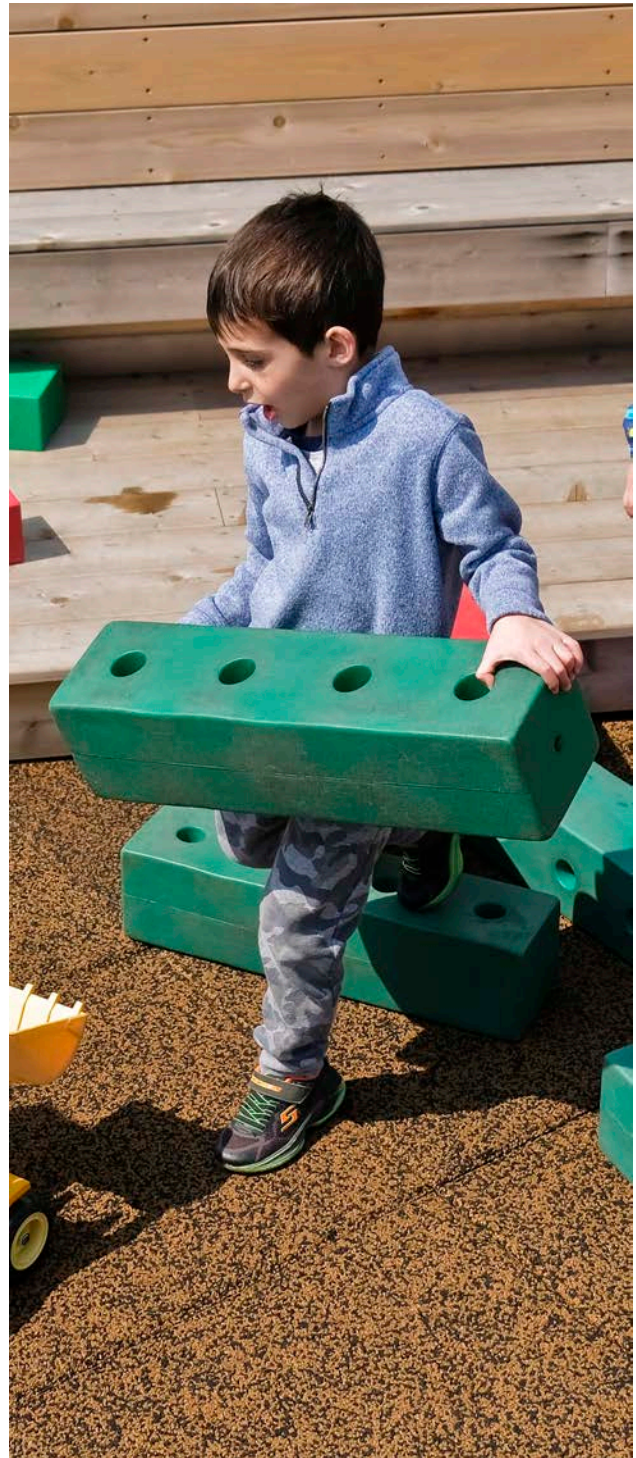
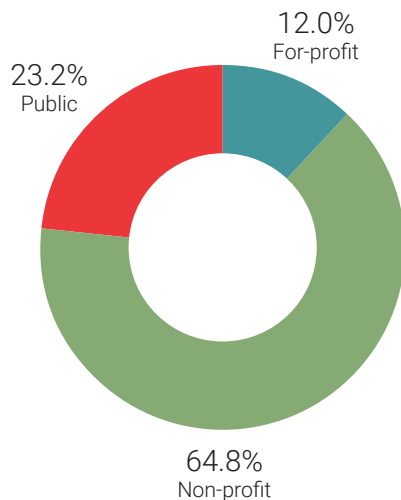
Labour force participation rate		Commuting duration (mins)	Total %	% Men	% Women
Women	55.7%	Less than 15	58.2	49.7	68.7
Men	62.1%	15 to 29	23.0	24.9	20.8
Unemployment rate		30 to 44	9.0	11.5	5.8
Women	9.6%	45 to 59	2.7	3.5	1.7
Men	8.8%	60 minutes and over	7.1	10.5	3.0
Prevalence of low income (LIM)		Income distribution	Total %	% Men	% Women
0-17	14.8%	In bottom half of the distribution	49.0	47.5	50.5
0-5	17.6%	In bottom decile	10.8	10.3	11.2
18-64	10.9%	In second decile	10.6	9.8	11.5
<i>*LIM: Low Income Measure reflects those whose incomes are below half of the median of the adjusted income distribution</i>		In third decile	9.4	9.1	9.6
		In fourth decile	9.5	9.5	9.5
Median employment income	\$41,200	In fifth decile	8.7	8.8	8.7
Median employment income in 2020 for full-year full-time workers	\$66,500	In top half of the distribution	51.0	52.5	49.5
Median total income of household in 2020	\$78,500	In sixth decile	9.6	9.7	9.6
Median after-tax income of household in 2020	\$70,000	In seventh decile	10.2	10.5	9.9
		In eighth decile	10.8	11.0	10.5
		In ninth decile	11.6	12.0	11.1
		In top decile	8.9	9.3	8.4

Reference: <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=Cochrane&DGUIDlist=2021A00033556&GENDERlist=1,2,3&STATISTIClist=1&HEADERlist=0>

Sample Characteristics

A total of 128 individuals working in early years services in the districts of Cochrane and Thunder Bay responded to the survey (referred to as the 'workforce survey'). Of these, 68.8% are RECEs, and 31.3% are non-RECEs (referred to as the 'workforce'). Most respondents are from non-profit programs (64.8%). Additionally, 24 directors responded to the survey. As the number of respondents who are licensed home child care providers in the regions is low (n=2), data are not presented here; these data are included in the [Executive Report](#).

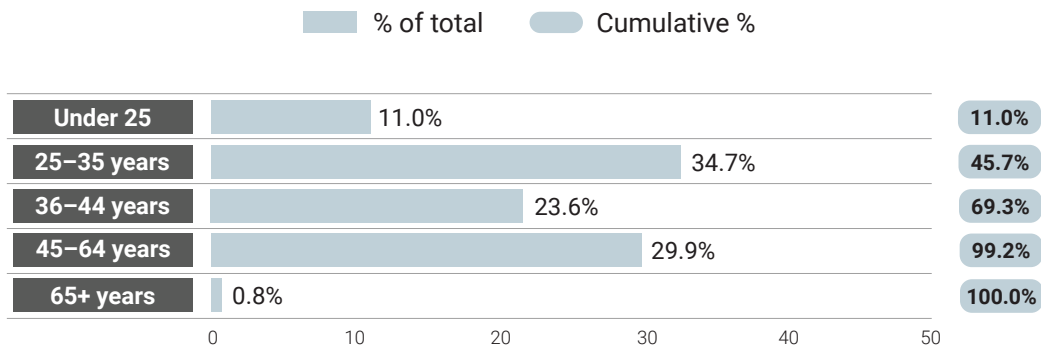
Percentage Respondents by Auspice Workforce



AGE

Approximately 69% of *workforce* respondents are under the age of 45. Director/supervisor respondents in the two districts are similar in age to the average in the provincial sample. Across participating regions, 42.7% of director/supervisor respondents are under the age of 45 years, compared to 43.5% in the two districts (data not shown).

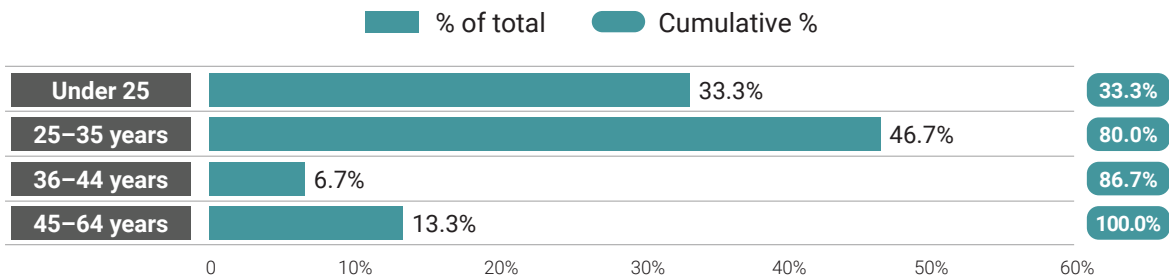
Age Distribution of Respondents *Workforce*



Respondents working in public organizations are more likely to be older. Approximately 62% of *workforce* participants from public programs are under the age of 45 years. By comparison, 86.7% in for-profit programs and 70% in non-profit programs are under 45 years of age.

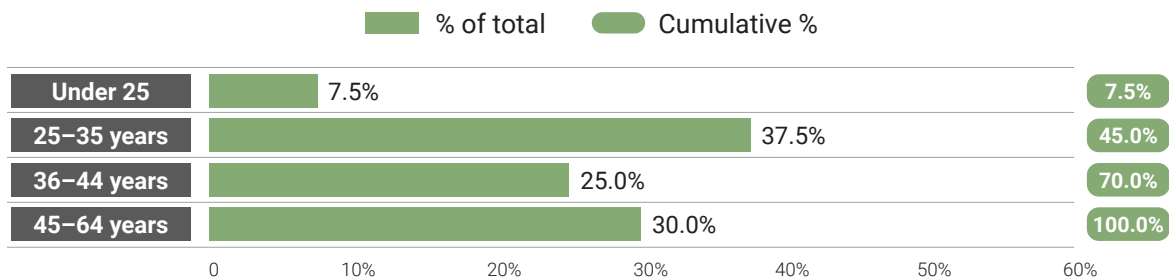
Age Distribution by Auspice Workforce

For-Profit

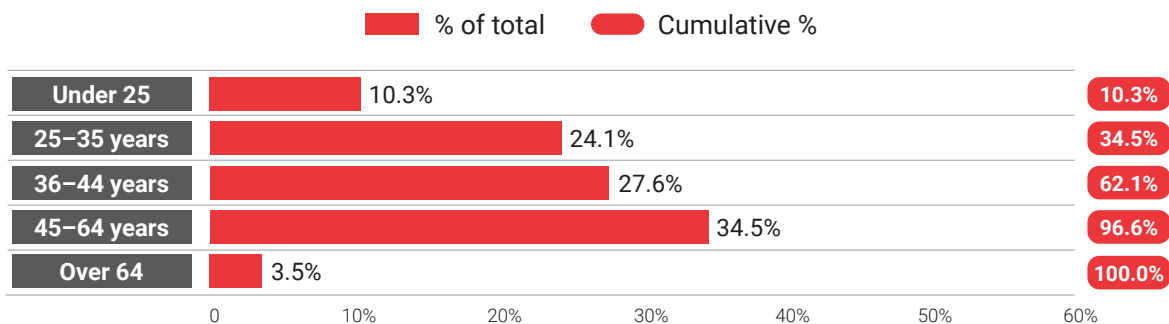


Interpret with caution due to low sample size.

Non-Profit



Public



YEARS OF EXPERIENCE

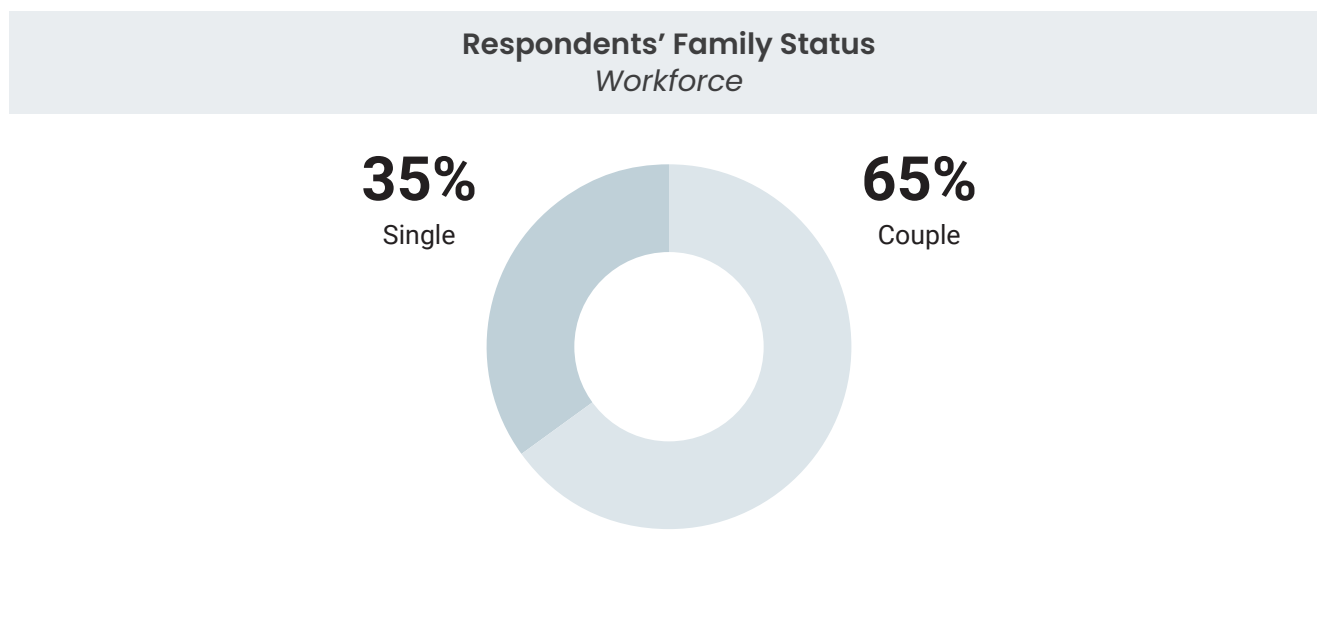
Participants who work in for-profit programs have the fewest median years (3 years) of experience. In contrast, public programs tend to have more experienced educators (12 years).

Years of Experience by Auspice <i>Workforce</i>						
Auspice	Mean	Minimum	25th percentile	Median	75th percentile	Maximum
For-profit	4.0	0.0	1.0	3.0	4.0	16.0
Non-profit	11.6	0.0	5.0	9.0	17.0	39.0
Public	13.7	1.0	8.0	12.0	18.0	35.0

Of the 24 directors/supervisors who responded to the survey, 83.3% report they are RECEs compared to 94.7% across all 43 participating regions. Of those who are RECEs, 90.5% have been registered with the College of Early Childhood Educators for less than five years.

FAMILY STATUS

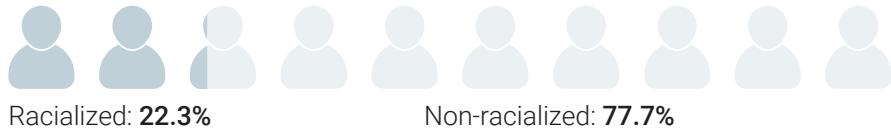
Just over one-third (35%) of the *workforce* survey respondents are single.



RACIALIZATION

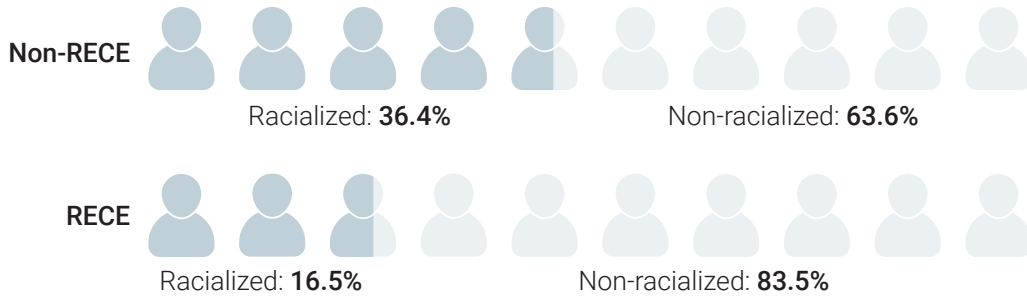
Almost a one-quarter (22.3%) of the *workforce* sample identify as racialized.

Percentage Racialized Workforce



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

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 27% 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	\$19.40	\$24.29
Non-profit	\$22.04	\$26.52
Public	\$21.40	\$28.42
Average across auspice	\$21.57	\$26.79

Note: All averages are weighted.

Reported director/supervisor median wages in Cochrane and Thunder Bay districts are on par with 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.

Districts of Cochrane and Thunder Bay Director/Supervisor Wage Range by Position

Position	Average	Minimum	25th percentile	Median	75th percentile	Maximum
Director	\$32.44	\$24.00	\$28.00	\$31.00	\$37.00	\$44.00
Assistant Director	\$36.33	\$31.00	\$31.00	\$33.00	\$45.00	\$45.00
Average across position*	\$32.80	\$24.00	\$28.00	\$31.50	\$37.00	\$45.00

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

Note: All averages are weighted.

BENEFITS

Almost 85% of *workforce* respondents report having access to paid sick days. Just over half (56.5%) report having pensions or RRSP contributions through their employer. Over 60% report having extended health benefits, while 68.6% have access to paid professional learning opportunities. Pay increases for obtaining a new credential or degree in early education are not very common (14.5%). Tuition assistance is rare (6.5%).

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



84.7%

Paid sick days



68.6%

Paid professional development



66.9%

Paid bereavement leave



62.1%

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



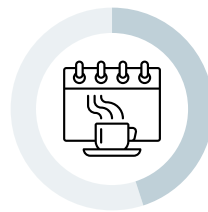
56.5%

Pension benefits or contributions to an RRSP



50.0%

Paid team meeting time during the workday



46.0%

Paid personal or mental health days



43.6%

Paid programming time during the workday



37.9%

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



14.5%

Parental leave top-up



14.5%

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



6.5%

Tuition assistance

Workforce Stability, Stress, and Job Satisfaction

DISCRIMINATION

Approximately 31% of *workforce* respondents report having experienced workplace discrimination. The types of discrimination experienced vary, with bullying (64.1%) being the most common, followed by education/seniority (43.6%) and mental health (23.1%). 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: **31.3%**

Not experiencing discrimination: **68.8%**

Types of Discrimination *Workforce*

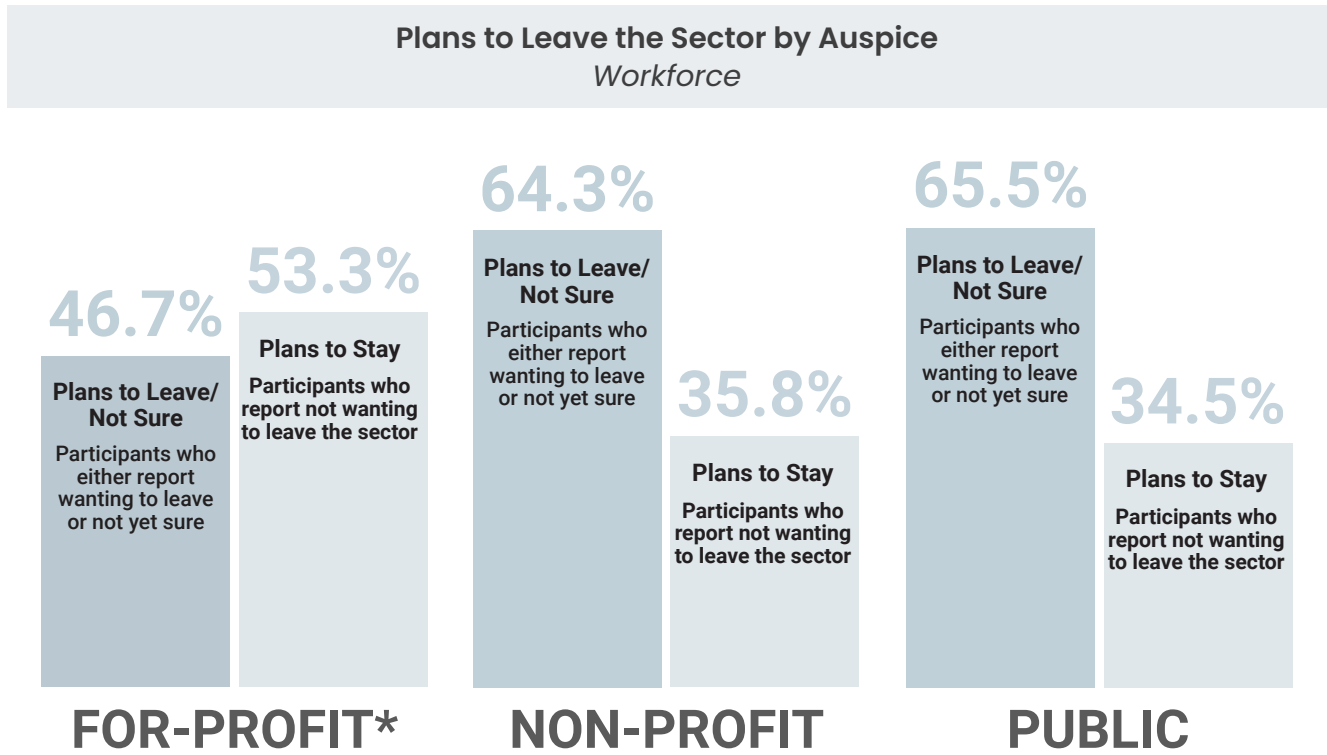
Bullying	64.1%
Education/seniority	43.6%
Other*	25.6%
Mental health	23.1%
Ageism	15.4%
Homophobia	10.3%
Religious belief	0.0%
Immigration status	0.0%

*Combined due to low sample size. Includes racism, ableism, sexism, and body prejudice.



JOB SATISFACTION

Across all auspices, only 38.3% of respondents report plans to stay in the sector over the next five years, with another 43.8% reporting uncertainty in their plans. Those who work in public programs are more likely to report plans to leave. Respondents working in non-profit and for-profit programs are more likely to report they are unsure of their plans (48.2% and 40%, respectively). These findings have important implications for retention strategies.



*Interpret with caution due to the small sample size.

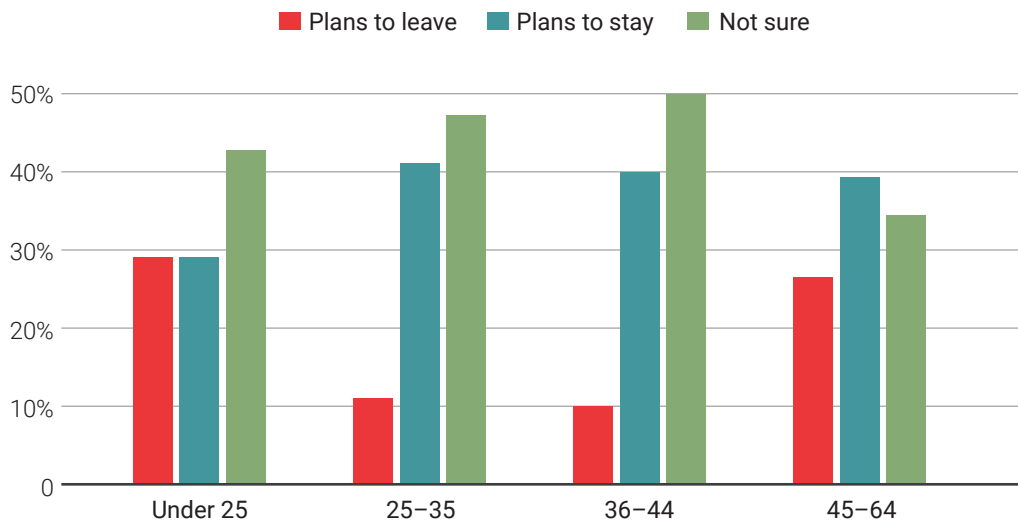
Note: Numbers may not add up to 100% due to rounding.





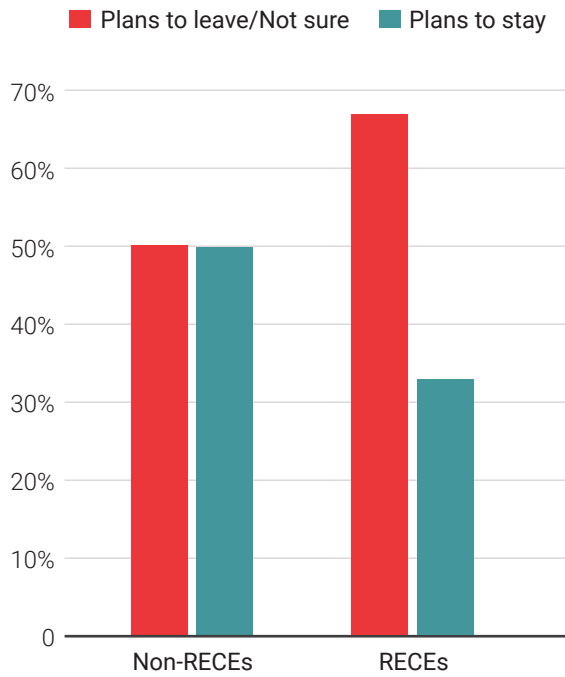
Those under the age of 25 years are more likely to report plans to leave the sector in the next five years (28.6%). Only 28.6% in this age group plan to stay, while another 42.9% report they are unsure of their plans. Uncertainty is high across all age groups. This has important implications for policy development and investment in retention strategies. Note that those 65+ are not included in these findings, as retirement plans would confound results.

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



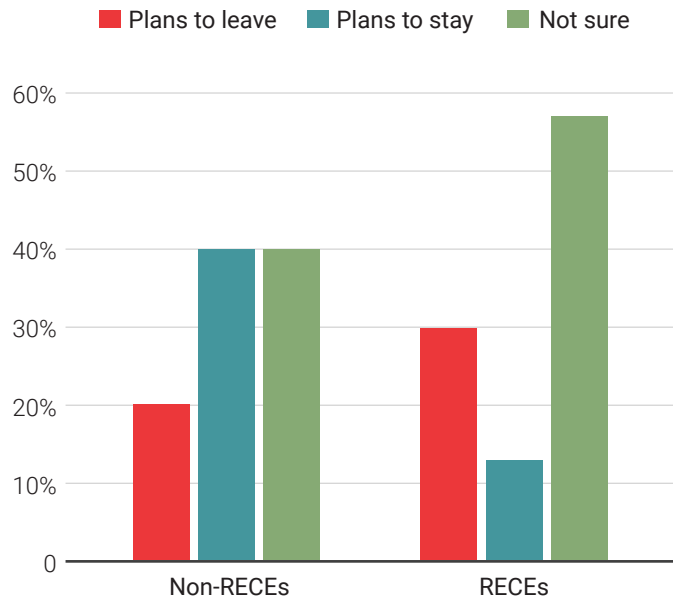
Overall, only 33% of RECE respondents report plans to stay in the sector, with 67% either planning to leave or reporting they are unsure. Non-RECE respondents are more likely to report plans to stay in the sector (50%).

Plans to Leave the Sector by RECE Status *Workforce*



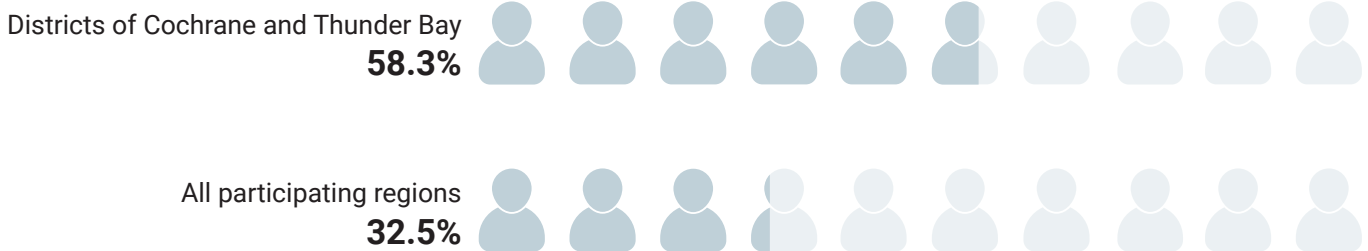
Plans to leave the sector are associated with experiences of workplace discrimination. RECEs who experience discrimination are more likely to report plans to leave the sector in the next five years. This has implications for professional learning and human resource management. More detailed discussion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

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



About 58% of director/supervisor respondents in the two districts 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
Districts of Cochrane and Thunder Bay Versus All Participating Regions**



WORKPLACE STRESS

On a scale of 1 (low stress) to 5 (high stress), RECEs report higher stress levels than non-RECEs. Those working in publicly operated programs report slightly higher levels of stress compared to those working in other types of 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	3.1	3.7	3.4
Non-profit	3.2	3.4	3.3
Public	2.9	3.6	3.5
Average across auspice	3.1	3.5	3.4

Note: Averages are weighted.

Participants in the two 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 2.7 out of 5. Non-RECEs working in public auspices report the highest level of job satisfaction (3.3 out of 5).

Average Level of Job Satisfaction by Auspice and RECE Status Workforce

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

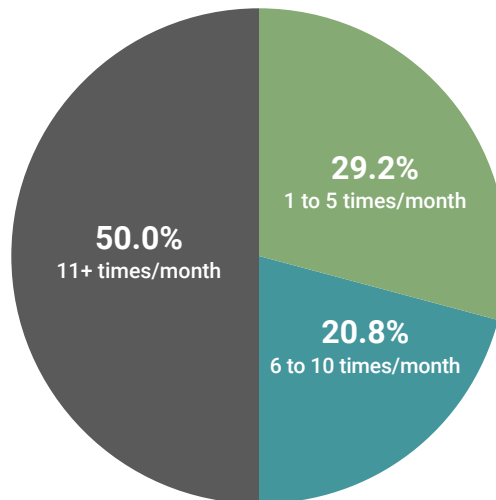
Auspice	RECE status		Average across RECE status
	Non-RECE	RECE	
For-profit	2.8	2.4	2.6
Non-profit	2.5	2.8	2.7
Public	3.3	2.7	2.8
Average across auspice	2.7	2.7	2.7

Note: Averages are weighted.

WORKPLACE STABILITY

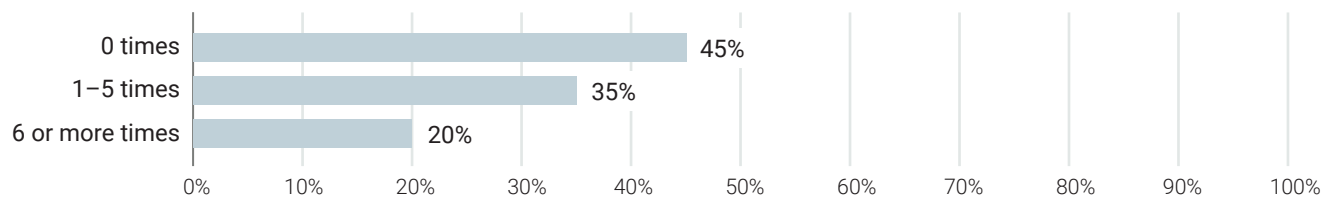
Directors often stand in for absent staff by necessity, taking them away from their leadership and administrative duties. Just over 70% of management staff report having to fill in six or more times per month to maintain ratios, with 50% reporting this occurs more than 11 times per month.

Number of Times per Month Directors/Supervisors Fill in Ratio



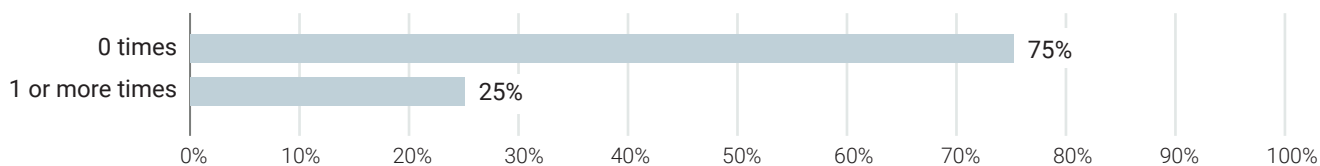
Staff shortages also have deleterious effects on the inclusion of children with disabilities or varying needs. More than half (55%) of director/supervisor respondents report they have had to send a child(ren) with a disability home due to staffing shortages. This is higher than the provincial sample 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



One-quarter of director/supervisor respondents in the two districts report they have de-enlisted at least one child with a disability from their program in the previous 12 months due to staffing shortages. This is higher than the provincial sample average of 16.5%. Furthermore, 33.3% (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



About 61% of *workforce* respondents in the two districts report they would recommend a career in the early years to others who are interested. About 21% state they are not sure if they would recommend this career.

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



Most *workforce* respondents (84%) 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

Cochrane and Thunder Bay district respondents report that the most common form of professional learning in the previous 12 months was online delivery (71.9%), followed by performance reviews (54.7%), self-study (53.9%), regular opportunities for team discussions (53.1%), and small group coaching conversations (52.3%). Only 17.2% 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 (22.7%), second only to self-study (21.9%). Respondents prefer ongoing communities of practice (43.8%), in-person workshops (39.8%), taking courses (36.7%), and structured mentoring (35.2%), 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



FORMS OF PROFESSIONAL DEVELOPMENT

About 46% of respondents report receiving training in supporting children with disabilities (46.1%). Around 36% received training in anti-bias/anti-racism/anti-oppression education, while 34.4% received training in Indigenous ways of knowing and being and colonization. Only 3.9% report receiving professional learning centred around incorporating Afrocentric ways of being, while 11.7% received training in supporting newcomer families in the previous 12 months. Census data for the region help contextualize results.

Respondents in the two districts report wanting more professional learning on equity, diversity, and inclusion. The most wanted professional learning is centred around supporting vulnerable (60.2%) and newcomer families (56.3%). Respondents also want more professional learning on critical trauma-informed practice (53.1%), supporting 2LSGBTQIA+ families (52.3%), and incorporating land-based learning (50%).

Equity, Diversity, and Inclusion Learning of Respondents in Districts of Cochrane and Thunder Bay Workforce

In the previous 12 months

