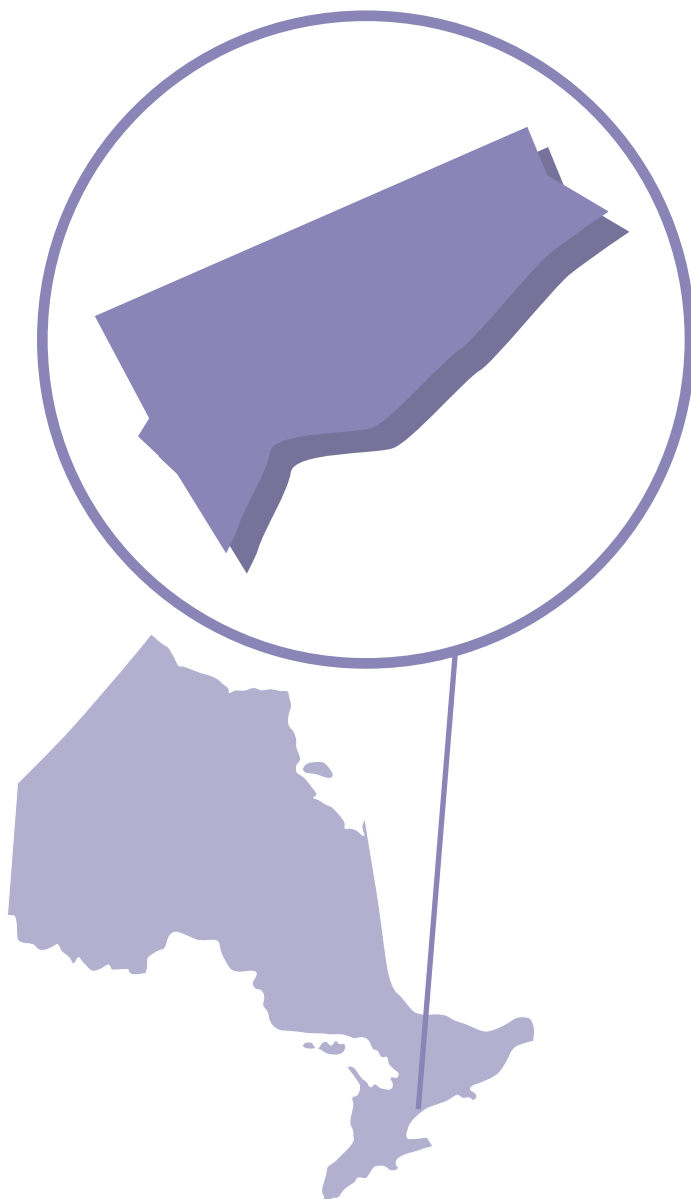


knowing u numbers

A community approach to understanding
the early childhood education workforce



City of Toronto





City of Toronto

The regional data presented here are part of the larger provincial early childhood education workforce study **Knowing Our Numbers** (KON). The City of Toronto 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 Toronto is part of the 'Central 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 Toronto

Population and Family

Population		Average number of children per family	1.7
2021	2,794,356		
2016	2,731,571	One-parent families	20.8%
<i>Change since 2016:</i>	<i>+2.30%</i>		
Population density per sq km	4,427.8	Lone-parent families	
		Women	17.4%
Median age	39.6 years	Men	3.4%
Racialized population	55.7%	Marital status	
Multi-generational households	3.5%	Married or living common-law	50.3%
Immigrant population	46.6%	Not married or living common-law	49.7%
Indigenous identity	0.8%	Married or common-law with children	42.7%
Education		Language most often spoken at home	
No certificate, diploma, or degree	14.3%	English	66.4%
High school diploma or equivalent	23.4%	French	0.6%
Post secondary certificate, diploma or degree	62.4%	Other	25.7%
<i>*15+ years old</i>			
Education obtained outside Canada	24.0%		
<i>*25-64 years old</i>		Home ownership	
		Owner	51.9%
		Renter	48.1%
		Spending more than 30% on shelter costs	32.5%

**Estimates associated with Indigenous languages are more affected than most by the incomplete enumeration of certain reserves and settlements in the Census of Population.*

Employment and Income

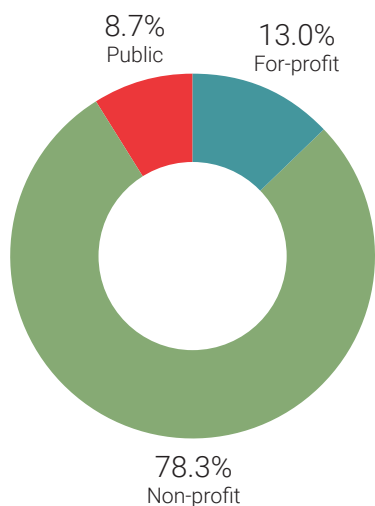
Labour force participation rate		Commuting duration (mins)	Total %	% Men	% Women
Women	59.9%	Less than 15	16.5	15.3	17.8
Men	68.1%	15 to 29	31.8	31.9	31.7
Unemployment rate		30 to 44	28.1	29.7	26.1
Women	14.8%	45 to 59	11.2	10.9	11.5
Men	13.0%	60 minutes and over	12.5	12.2	12.8
Prevalence of low income (LIM)		Income distribution	Total %	% Men	% Women
0-17	14.7%	In bottom half of the distribution	50.2	49.2	51.1
0-5	14.9%	In bottom decile	12.6	12.7	12.6
18-64	11.9%	In second decile	10.4	10.0	10.8
<i>*LIM: Low Income Measure reflects those whose incomes are below half of the median of the adjusted income distribution</i>		In third decile	9.6	9.4	9.8
		In fourth decile	8.9	8.7	9.1
Median employment income	\$38,800	In fifth decile	8.6	8.5	8.8
Median employment income in 2020 for full-year full-time workers	\$69,500	In top half of the distribution	49.8	50.8	48.9
Median total income of household in 2020	\$84,000	In sixth decile	8.5	8.4	8.5
Median after-tax income of household in 2020	\$74,000	In seventh decile	8.6	8.6	8.6
		In eighth decile	8.9	9.0	8.8
		In ninth decile	9.7	10.0	9.5
		In top decile	14.1	14.8	13.5

Reference: <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=toronto&GENDERlist=1&STATISTIClist=1&DGUIDlist=2021A00033520&HEADERlist=0>

Sample Characteristics

A total of 466 individuals working in early years services in the City of Toronto responded to the survey (referred to as the 'workforce survey'). Of these, 68.7% are RECEs and 31.3% are non-RECEs (referred as the 'workforce'). Most respondents are from non-profit programs (78.3%). Additionally, 119 directors responded to the survey. As the number of respondents who are licensed home child care providers in Toronto is low (n=3), data are not presented here; these data are included in the [Executive Report](#).

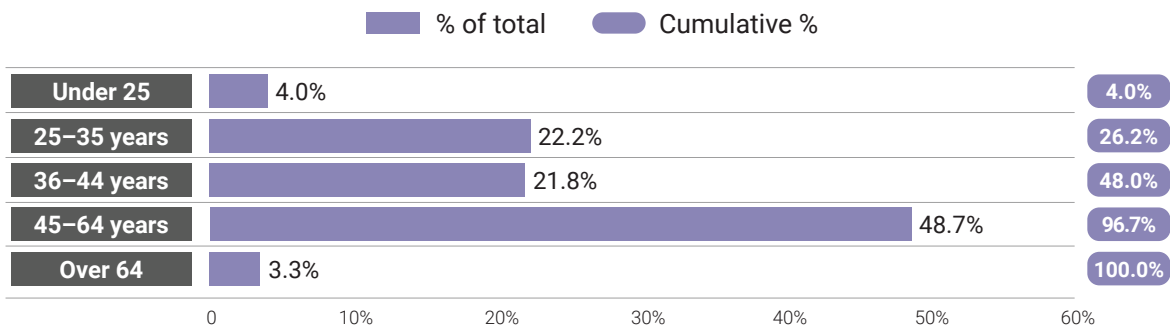
Percentage Respondents by Auspice Workforce



AGE

Almost half (48%) of the *workforce* respondents are under the age of 45, much lower than the provincial sample average of 60.4%. In addition, 48.7% of respondents from the City of Toronto are between the ages of 45 and 64 years, which is higher than the provincial sample average of 35.9%. Director/supervisor respondents in the City of Toronto are also older than the provincial average sample. Across participating regions, 42.7% of director/supervisor participants are under the age of 45 years compared to 27.8% in the City of Toronto (data not shown).

Age Distribution of Respondents *Workforce*

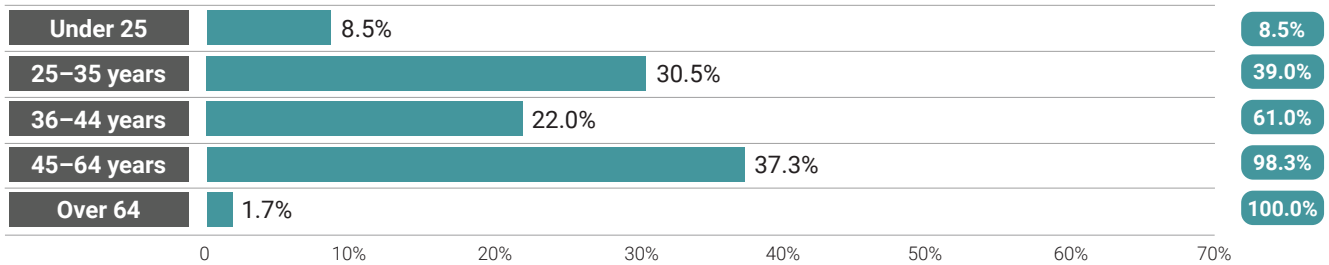


Respondents working in for-profit organizations are more likely to be younger, with 61% under the age of 45 years. By comparison, 46.6% in non-profit programs and 39.5% in public programs are under 45 years of age.

Age Distribution by Auspice Workforce

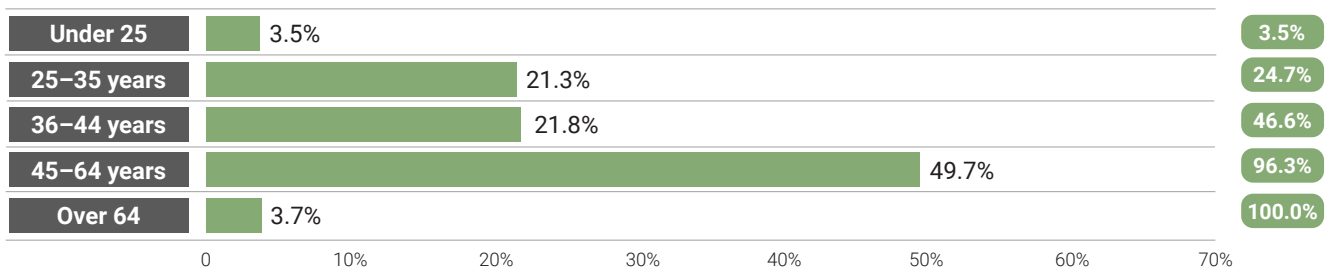
For-Profit

■ % of total ● Cumulative %



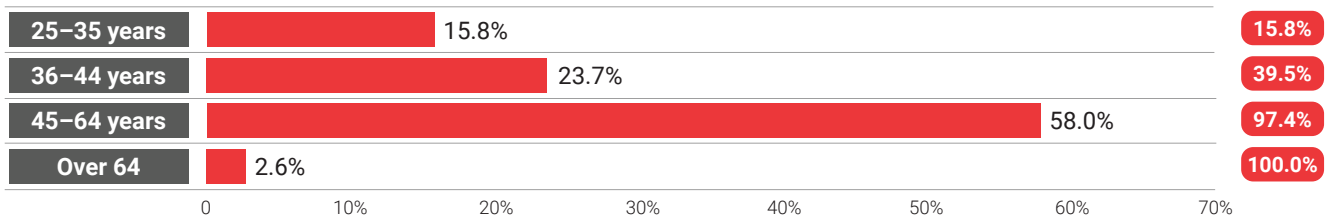
Non-Profit

■ % of total ● Cumulative %



Public

■ % of total ● Cumulative %



YEARS OF EXPERIENCE

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

Of the 119 directors/supervisors who responded to the survey, 95% report they are RECEs. This is on par with the results across all 43 participating regions. Of those who are RECEs, 98.1% have been registered with the College of Early Childhood Educators for less than five years.

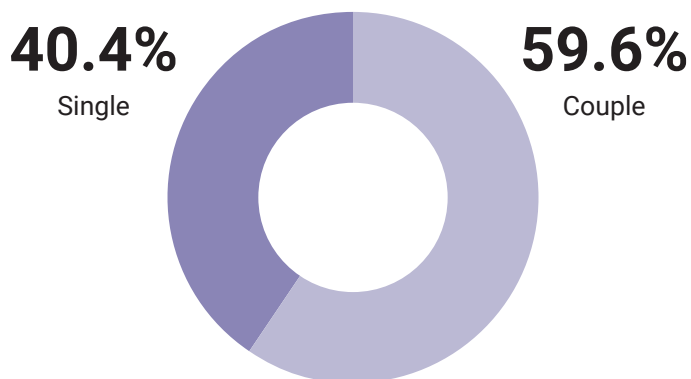
Years of Experience by Auspice *Workforce*

Auspice	Mean	Minimum	25th percentile	Median	75th percentile	Maximum
For-profit	8.4	0.0	2.0	6.0	10.0	43.0
Non-profit	14.0	0.0	6.0	12.0	20.0	48.0
Public	17.4	2.0	8.5	16.5	25.0	42.0

FAMILY STATUS

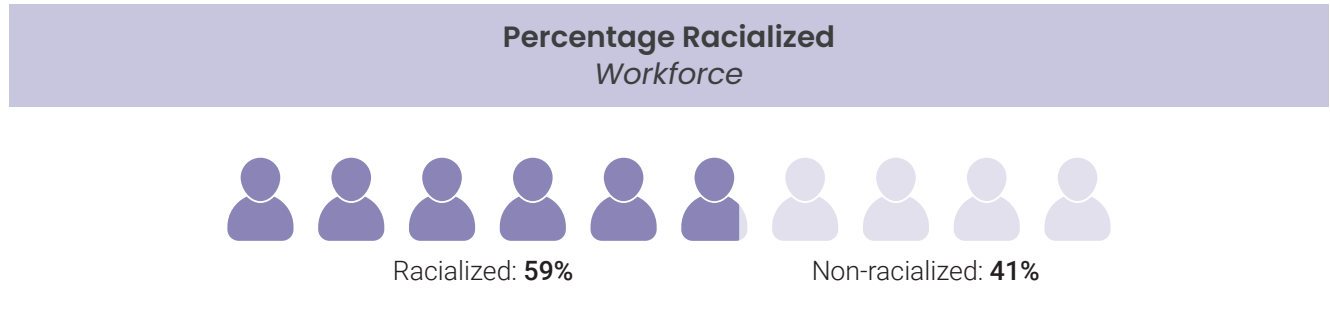
Approximately 40% of the *workforce* survey respondents are single.

Respondents' Family Status *Workforce*

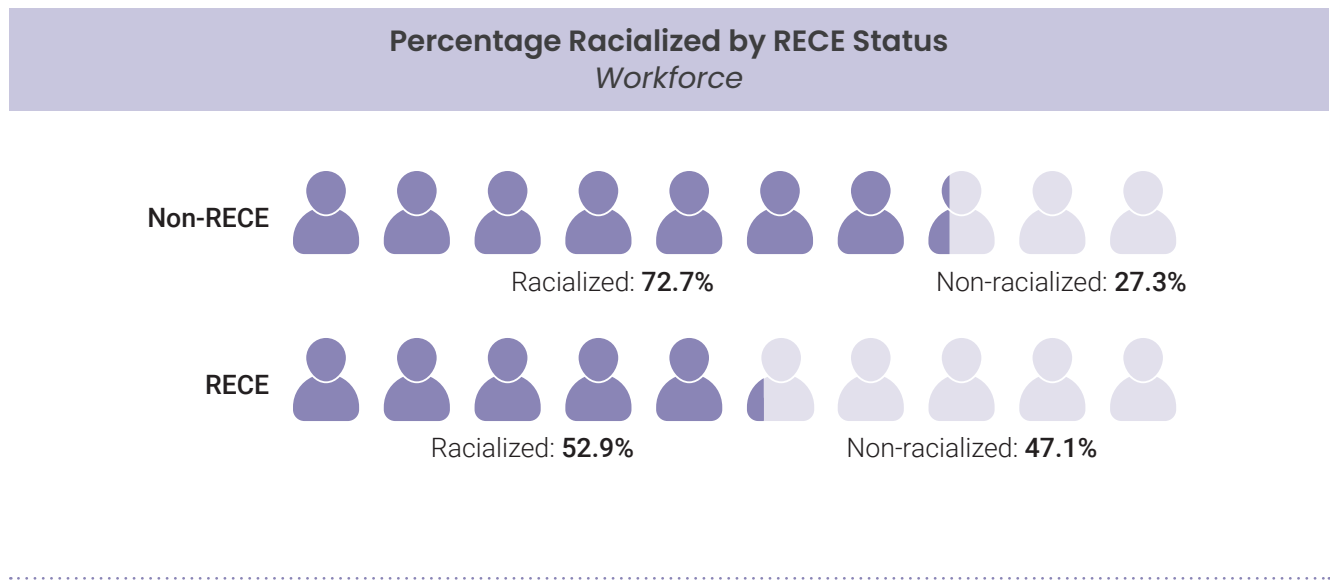


RACIALIZATION

Almost 60% of the *workforce* sample identify as racialized.



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



Compensation

WAGES

Wages of RECEs are higher than for non-RECEs. Those working in for-profit programs have the lowest hourly wages. Approximately 19% 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	\$21.33	\$23.27
Non-profit	\$26.21	\$28.07
Public	\$26.40	\$30.81
Average across auspice	\$25.42	\$27.75

Note: All averages are weighted.

Reported director/supervisor wages in the City of Toronto 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 Toronto Director/Supervisor Wage Range by Position

Position	Average	Minimum	25th percentile	Median	75th percentile	Maximum
Director	\$40.73	\$22.00	\$31.00	\$39.50	\$50.00	\$80.00
Assistant Director	\$33.10	\$22.00	\$29.00	\$34.50	\$38.00	\$43.00

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

BENEFITS

Just over 88% of *workforce* respondents report having access to paid sick days, while over three-quarters (78%) report having extended health benefits. Just over half (53.6%) report having pensions or RRSP contributions through their employer. About 58% have access to paid professional learning opportunities. Tuition assistance (10.3%) and pay increases for obtaining a new credential or degree in early education (9.4%) are uncommon.

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



88.3%

Paid sick days



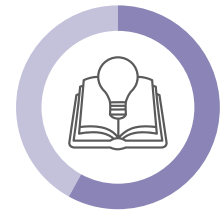
78.0%

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



61.9%

Paid bereavement leave



58.1%

Paid professional
development



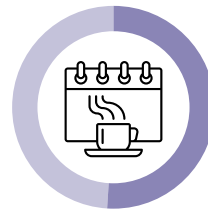
53.6%

Pension benefits or
contributions to an RRSP



48.7%

Paid programming time
during the workday



45.5%

Paid personal or
mental health days



42.6%

Paid team meeting time
during the workday



22.0%

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



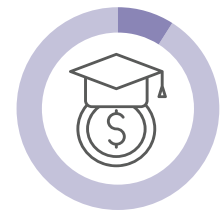
19.5%

Parental leave top-up



10.3%

Tuition assistance



9.4%

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

Workforce Stability, Stress, and Job Satisfaction

DISCRIMINATION

About 43% of *workforce* respondents report having experienced workplace discrimination. The types of discrimination experienced vary, with bullying (46.9%) being the most common, followed by education/seniority (35.4%) and racism (34.9%). 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: **42.9%** Not experiencing discrimination: **57.1%**

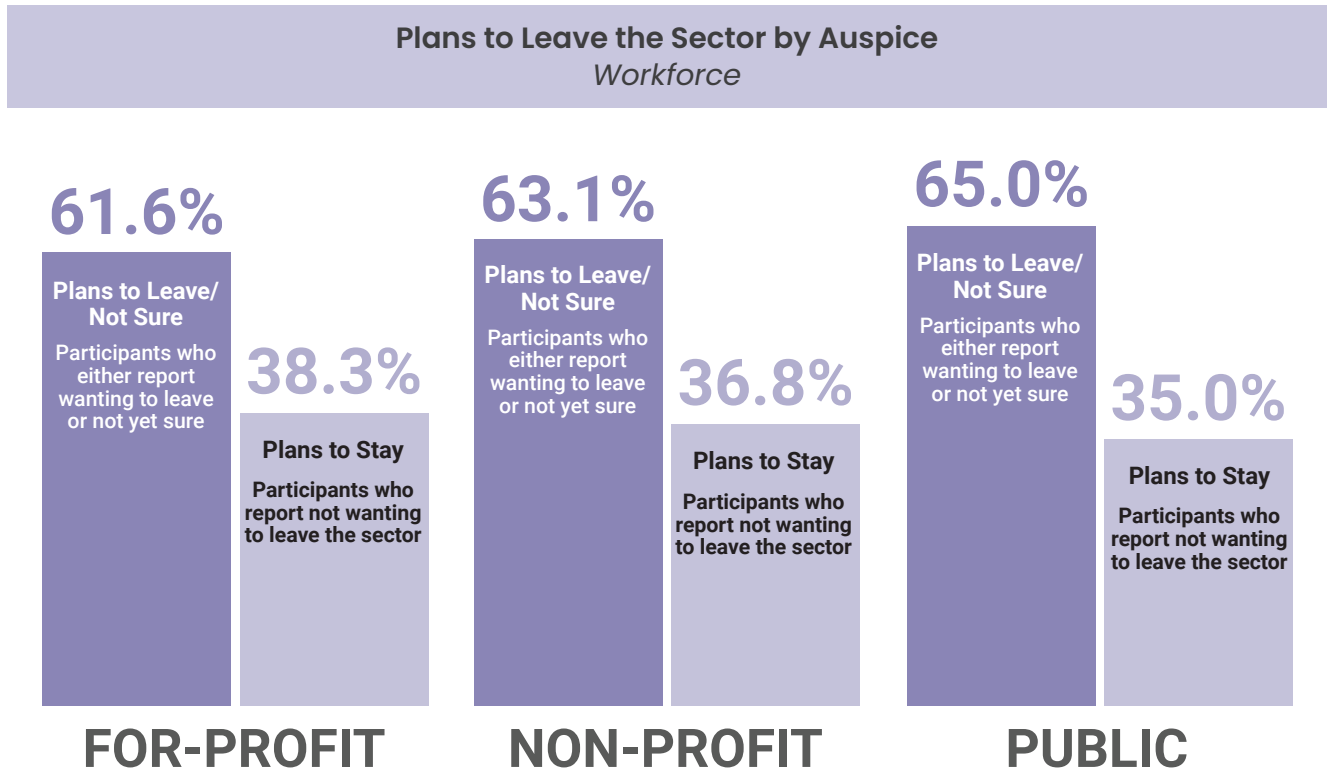
Types of Discrimination *Workforce*

Bullying	46.9%
Education/seniority	35.4%
Racism	34.9%
Ageism	20.3%
Mental health	18.2%
Religious belief	13.5%
Body prejudice	11.5%
Sexism	9.9%
Immigration status	9.4%
Ableism	5.2%
Homophobia	4.7%



JOB SATISFACTION

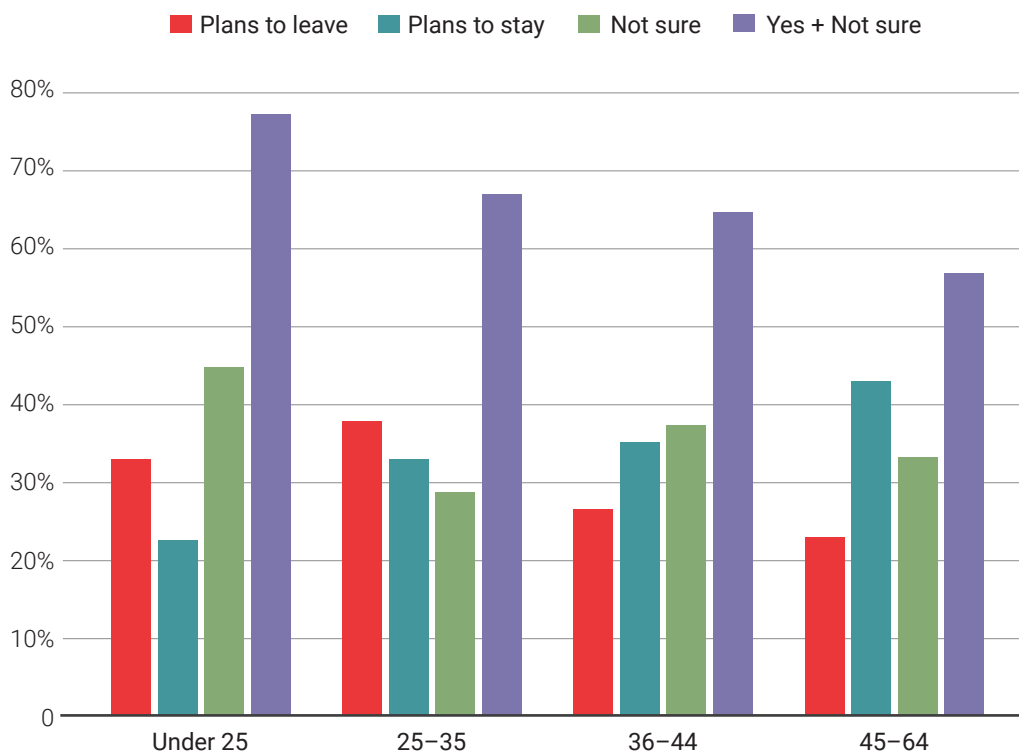
Only 37% of respondents report plans to stay in the sector over the next five years, while about one-third say they are unsure. Results are similar across all auspices, although respondents from public program are slightly more likely to report plans to leave the sector.





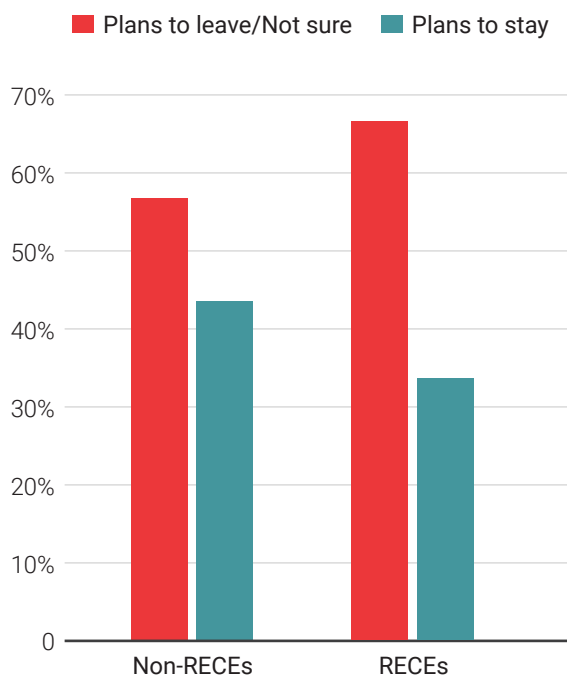
Those under the age of 25 years are much more likely to report plans to leave the sector or report being unsure (77.7%). This has important implications for policy development and investment in retention strategies. Note that those 65+ are not included in these findings, as plans for retirement would confound results.

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



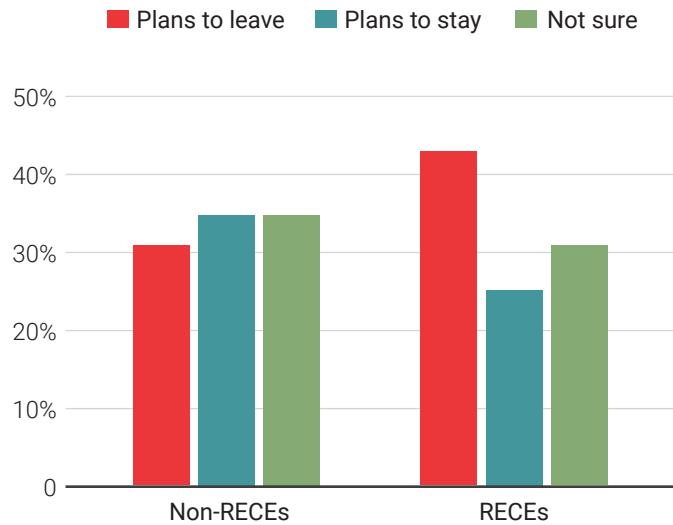
Overall, only 33.8% of RECE respondents report plans to stay in the sector, with 66.3% either planning to leave or being unsure. Non-RECE respondents are more likely to report plans to stay in the sector (43.8%).

Plans to Leave the Sector by RECE Status *Workforce*

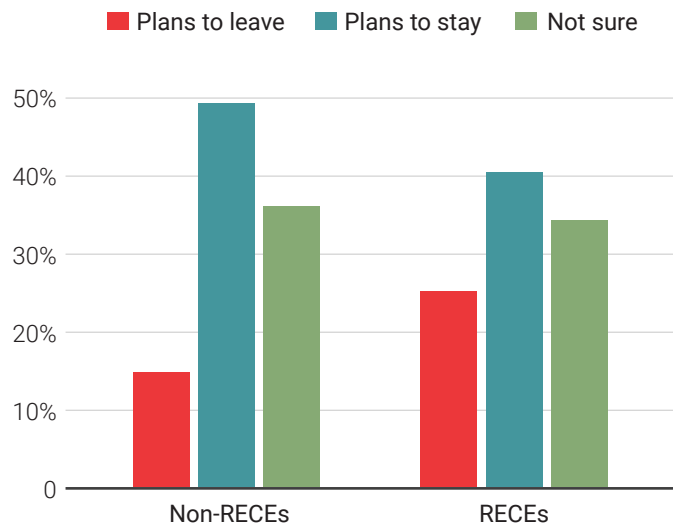


Plans to leave the sector are associated with experiences of workplace discrimination. Those who experience discrimination are more likely to report plans to leave over the next five years. Of these, RECEs are more likely to report plans to leave compared to non-RECEs. This has implications for professional 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

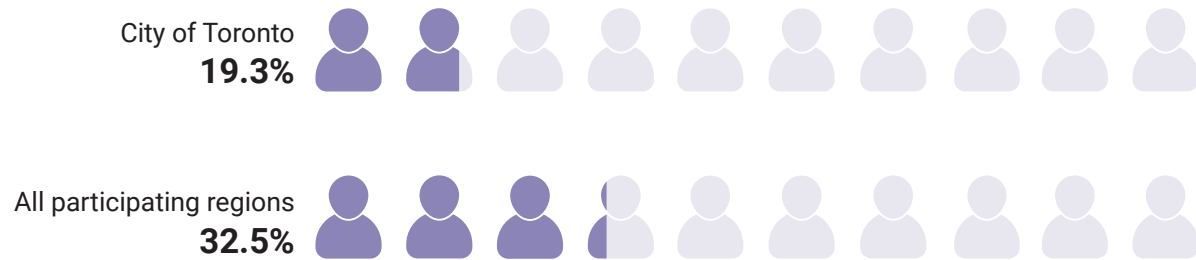


**Plans to Leave the Sector by Those Who Do Not Experience Workplace Discrimination
by RECE Status**
Workforce



Only 19.3% of director/supervisor respondents in the City of Toronto report wanting to stay in the sector compared with 32.5% across all participating regions. In addition, just over half (50.4%) report they are uncertain. These findings have implications for retention investments and strategies.

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



WORKPLACE STRESS

There are no significant differences among auspices in terms of reported levels of stress on a scale of 1 (low stress) to 5 (high stress), although respondents from non-profit programs report slightly higher levels of stress. Across all auspices, RECEs report slightly higher levels of stress than non-RECEs.

Average Level of Stress by Auspice and RECE Status Workforce

(1=low stress; 5=high stress)

Auspice	RECE status		Average across RECE status
	Non-RECE	RECE	
For-profit	3.2	3.5	3.4
Non-profit	3.4	3.6	3.6
Public	3.0	3.4	3.4
Average across auspice	3.4	3.6	3.5

Note: All averages are weighted.

Participants in the City of Toronto 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. RECEs working in non-profit programs report greater job satisfaction compared to those working in for-profit or public programs. Non-RECEs working in public programs report the lowest level of job satisfaction.

Average Level of Job Satisfaction by Auspice and RECE Status Workforce

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

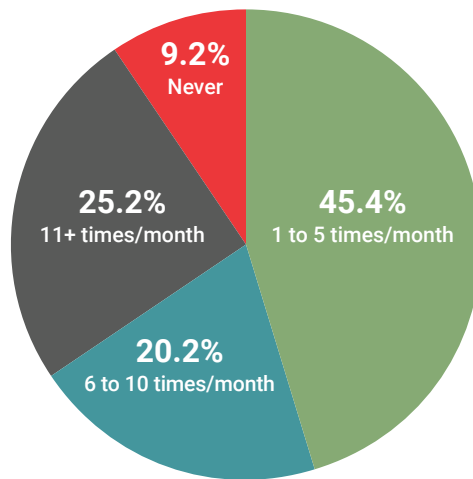
Auspice	RECE status		Average across RECE status
	Non-RECE	RECE	
For-profit	2.9	2.4	2.6
Non-profit	2.8	2.8	2.8
Public	2.1	2.5	2.5
Average across auspice	2.8	2.7	2.7

Note: All averages are weighted.

WORKPLACE STABILITY

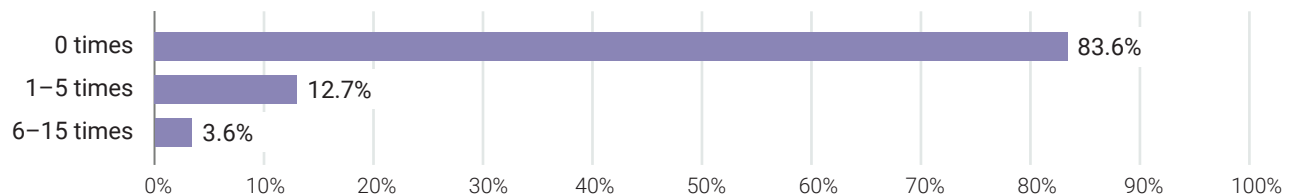
Directors often stand in for absent staff by necessity, taking them away from their leadership and administrative duties. Almost half of management staff report having to fill in six times or more per month to maintain ratios (45.4%), with one-quarter (25.2%) reporting this occurs more than 11 times per month.

Number of Times per Month Directors/Supervisors Fill in Ratio



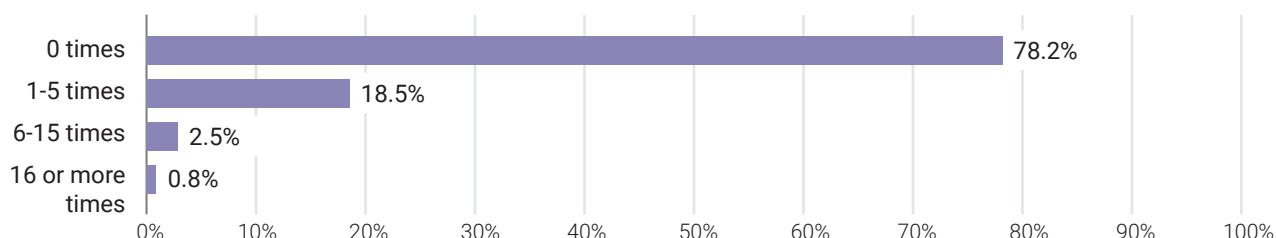
Staff shortages also have deleterious effects on the inclusion of children with disabilities or varying needs. Just over 16% of director/supervisor respondents report they have had to send a child(ren) with a disability home due to staffing shortages in the previous 12 months. This is lower than the 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 22% of Toronto director/supervisor respondents report they have denied admission to at least one child with a disability from their program in the previous 12 months due to staffing shortages. This is lower than the provincial sample average of 27.3%. Approximately 3.5% have denied admission six times or more in the previous 12 months. Furthermore, 9.2% of City of Toronto respondents (compared to the provincial sample average of 16.5%) have delisted a child with a disability in the previous 12 months (data not shown).

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



Only 42.2% of *workforce* respondents in the City of Toronto report they would recommend a career in the early years to others who are interested. Another 22.6% report they are unsure if they would recommend ECE as a career.

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



Almost three-quarters of *workforce* respondents (73.2%) 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

City of Toronto respondents report that the most common form of professional learning received in the previous 12 months was online delivery (74.9%), followed by performance reviews (57.3%) and self-study (53.4%). Only 16.3% of respondents report having taken a course in the previous 12 months. Less than one-quarter (23%) have access to structured mentoring.

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 (20.4%), along with performance reviews (20.8%) and self-study (22.8%). Respondents prefer taking courses (41.2%), participating in ongoing communities of practice (37.6%), structured mentoring (37.8%), and attending conferences (36.1%) 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

Just over half of respondents (51.3%) report receiving training in anti-bias/anti-racism in the previous 12 months. Other common types of professional learning received include cultural diversity (45.5%) and supporting children with disabilities (42.9%). In contrast, participants report the least amount of professional learning in the areas of incorporating Afrocentric ways of being (16.3%), supporting newcomer families (19.1%), and incorporating land-based learning (19.5%). Census data for the region help contextualize results.

The most wanted professional learning reported is centred around supporting newcomer (50.4%) and vulnerable families (49.6%). Participants also report wanting more professional learning in the areas of Indigenous ways of knowing and being/decolonization (43.6%), incorporating Afrocentric ways of being (42.3%), critical trauma-informed practice (42.1%), incorporating land-based learning (39.7%), and supporting children with disabilities (39.3%).

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

In the previous 12 months

