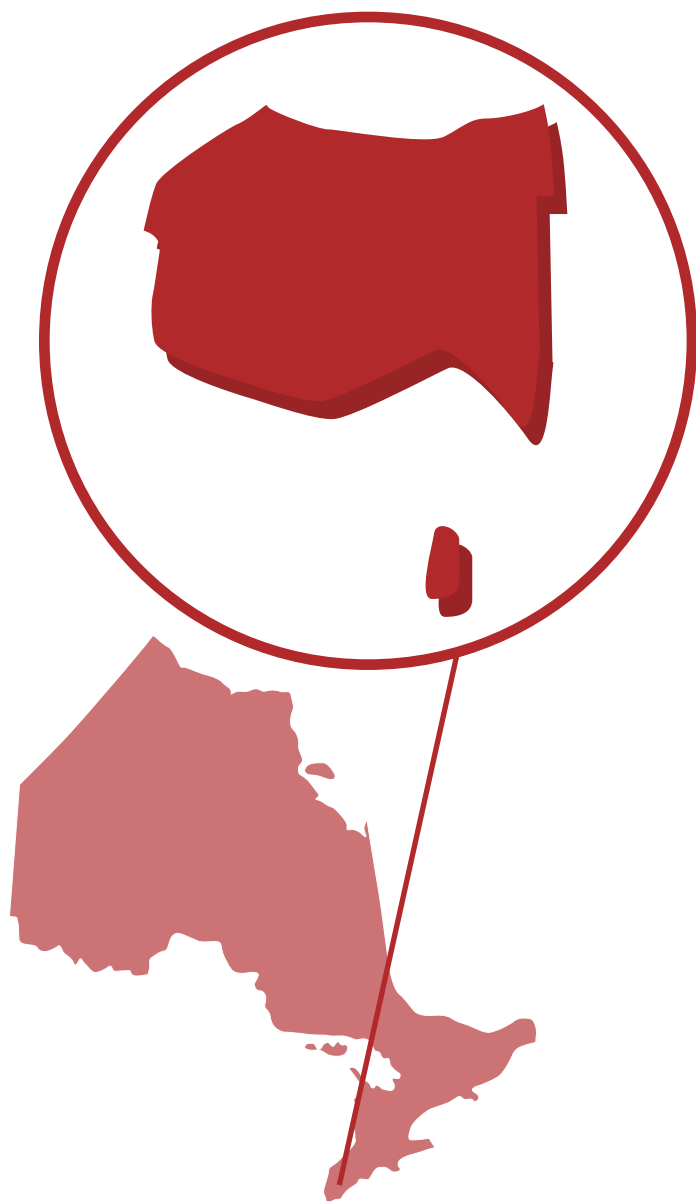


knowing u numbers

A community approach to understanding
the early childhood education workforce



City of Windsor





The City of Windsor

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

All communication and inquiries should be made to
Dr. Emis Akbari – emis.akbari@ece-rpa.ca
and Kerry McCuaig – kerry.mccuaig@ece-rpa.ca

City of Windsor

Population and Family

Population		Average number of children per family	1.9
2021	422,860	One-parent families	18.4%
2016	398,953	Lone-parent families	
<i>Change since 2016:</i>	<i>+6.00%</i>	Women	14.6%
		Men	3.9%
Population density per sq km	229.3	Marital status	
Median age	42.4 years	Married or living common-law	55.3%
Racialized population	23.6%	Not married or living common-law	44.7%
Multi-generational households	3.0%	Married or common-law with children	42.8%
Immigrant population	23.3%	Language most often spoken at home	
Indigenous identity	2.9%	English	82.9%
Education		French	0.6%
No certificate, diploma, or degree	17.6%	Other	12.6%
High school diploma or equivalent	31.6%	<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	50.8%	Home ownership	
<i>*15+ years old</i>		Owner	72.5%
Education obtained outside Canada	10.9%	Renter	27.5%
<i>*25-64 years old</i>		Spending more than 30% on shelter costs	17.5%

Employment and Income

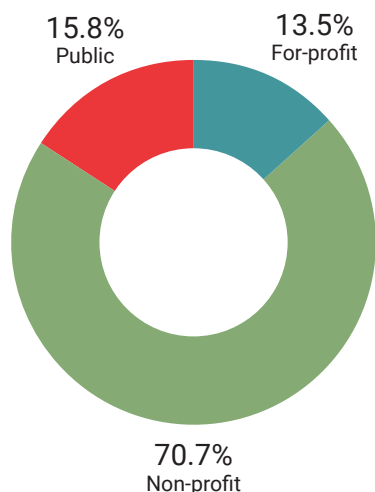
Labour force participation rate		Commuting duration (mins)	Total %	% Men	% Women
Women	53.7%	Less than 15	36.7	33.8	40.2
Men	63.9%	15 to 29	43.2	44.1	42.1
Unemployment rate		30 to 44	13.9	15.3	12.2
Women	16.1%	45 to 59	4.1	4.3	3.8
Men	15.3%	60 minutes and over	2.1	2.5	1.6
Prevalence of low income (LIM)		Income distribution	Total %	% Men	% Women
0-17	14.5%	In bottom half of the distribution	51.1	50.0	52.3
0-5	16.5%	In bottom decile	9.9	9.9	9.9
18-64	10.2%	In second decile	10.6	9.9	11.3
<i>*LIM: Low Income Measure reflects those whose incomes are below half of the median of the adjusted income distribution</i>		In third decile	10.5	10.1	10.8
Median employment income	\$32,800	In fourth decile	10.2	10.1	10.2
Median employment income in 2020 for full-year full-time workers	\$62,400	In fifth decile	9.9	9.9	10.0
Median total income of household in 2020	\$82,000	In top half of the distribution	48.9	50.1	47.7
Median after-tax income of household in 2020	\$73,000	In sixth decile	9.9	10.0	9.7
		In seventh decile	9.7	9.9	9.4
		In eighth decile	9.9	10.1	9.7
		In ninth decile	9.8	10.0	9.6
		In top decile	9.7	10.0	9.3

Reference: <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=essex&DGUIDlist=2021A00033537&GENDERlist=1,2,3&STATISTIClist=1,4&HEADERlist=0>

Sample Characteristics

A total of 263 individuals working in early years services in the City of Windsor responded to the survey (referred to as the 'workforce survey'). Of these, 74.1% are RECEs and 25.9% are non-RECEs (together referred to as the 'workforce'). Most respondents are from non-profit programs (70.7%). Additionally, 32 directors responded to the survey. As the number of respondents who are licensed home child care providers in Windsor is low (n=9), data are not presented here; these data are included in the [Executive Report](#).

Percentage Respondents by Auspice Workforce

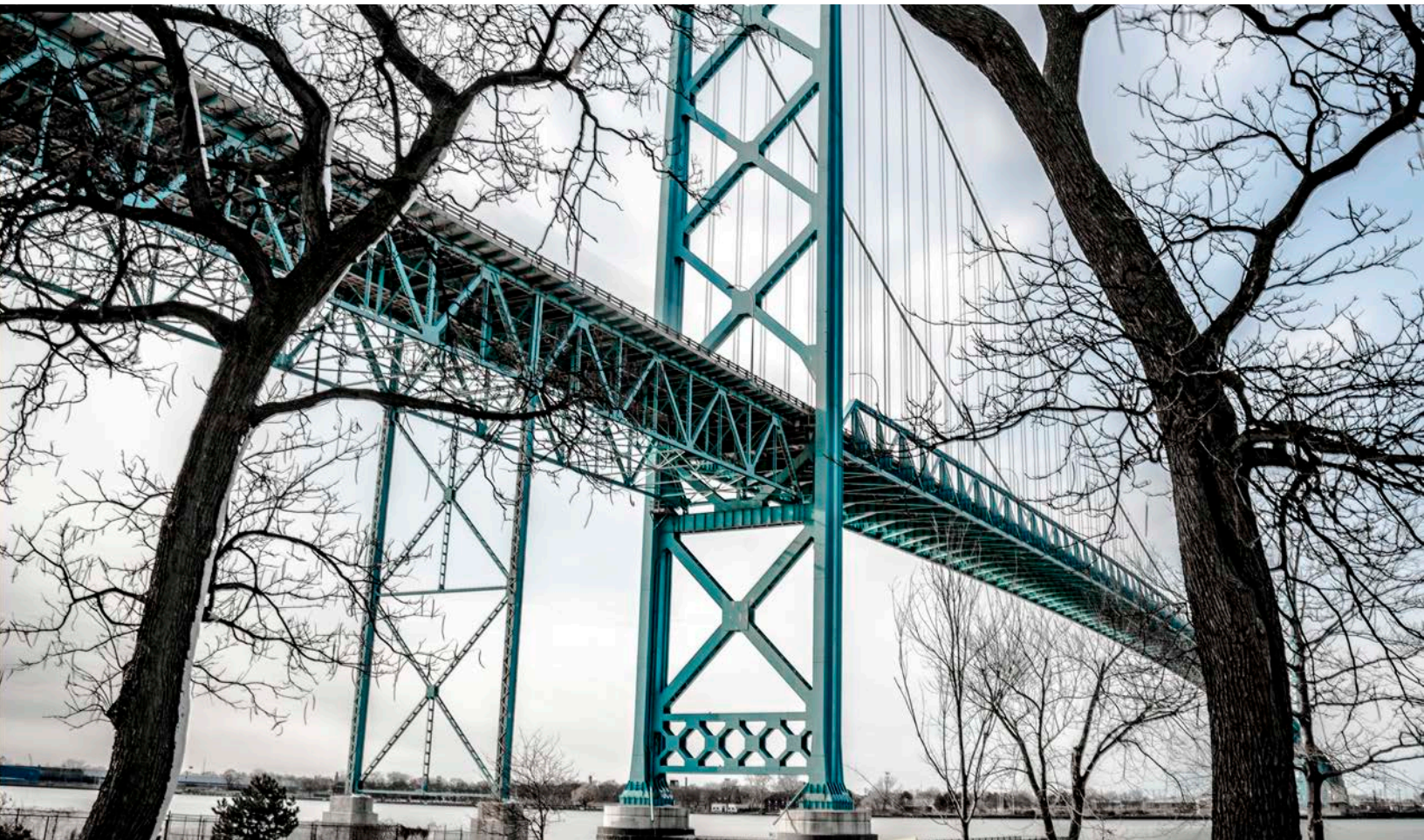
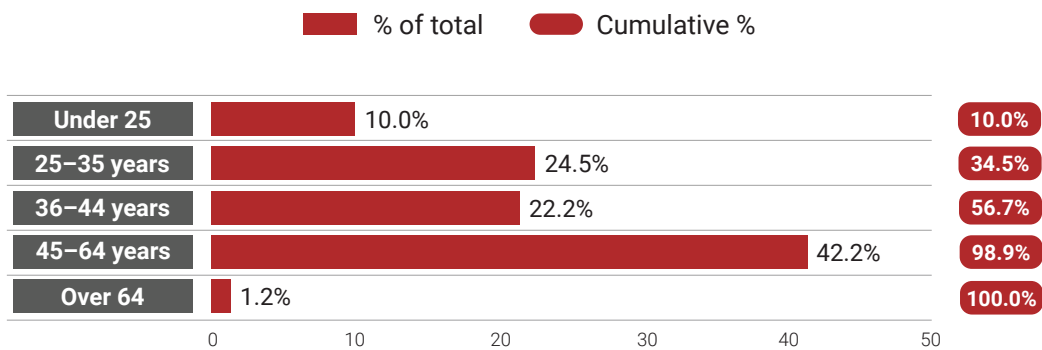


AGE

Approximately 57% of *workforce* respondents are under the age of 45. Director/supervisor respondents in the City of Windsor are older than the provincial sample. Across participating regions, 42.7% of director/supervisor respondents are under the age of 45 years compared to 35% in the City of Windsor.

Of the 32 directors/supervisors who responded to the survey, 81.3% report they are RECEs compared to 94.7% across all 43 participating regions. Of those who are RECEs, 89.3% have been registered with the College of Early Childhood Educators for less than five years.

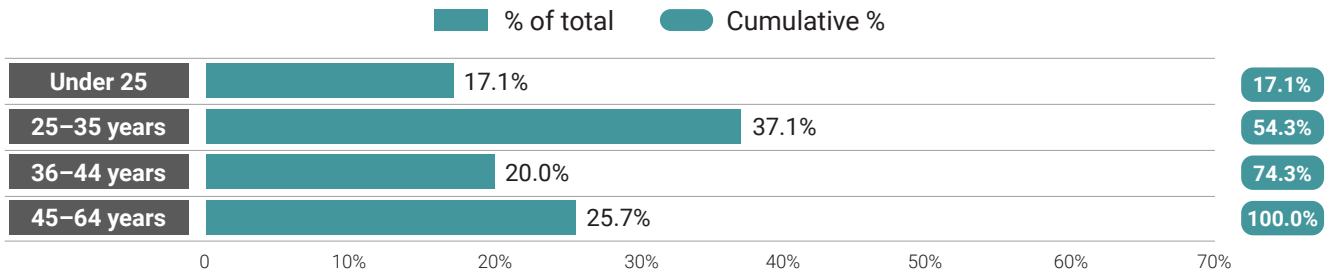
Age Distribution of Respondents *Workforce*



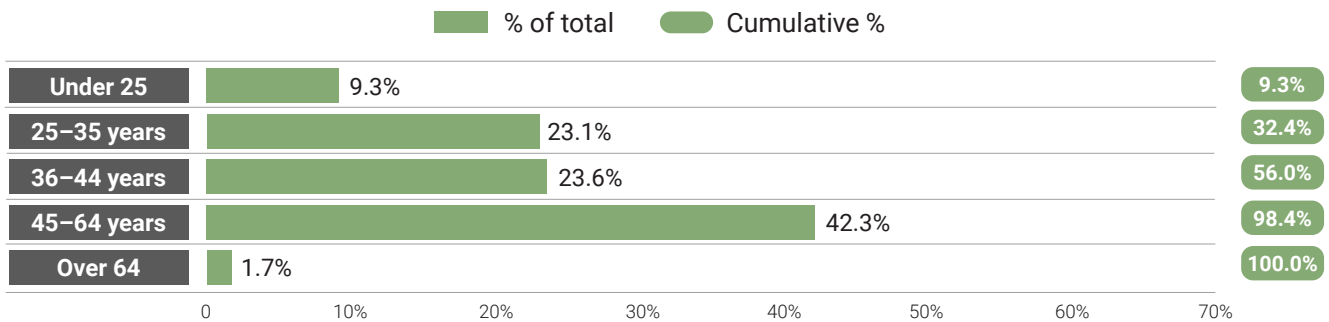
Respondents working in for-profit organizations are more likely to be younger. Approximately 74% of *workforce* participants from for-profit programs are under the age of 45 years. By comparison, 56% from non-profit and 42.5% from public programs are under 45 years of age.

Age Distribution by Auspice *Workforce*

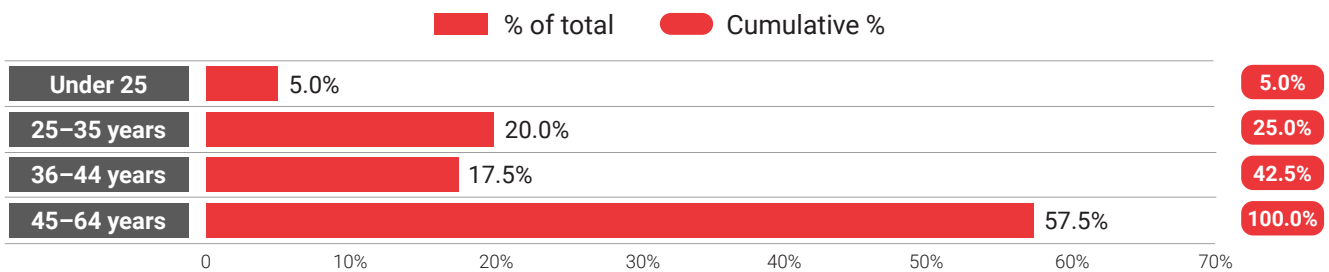
For-Profit



Non-Profit



Public



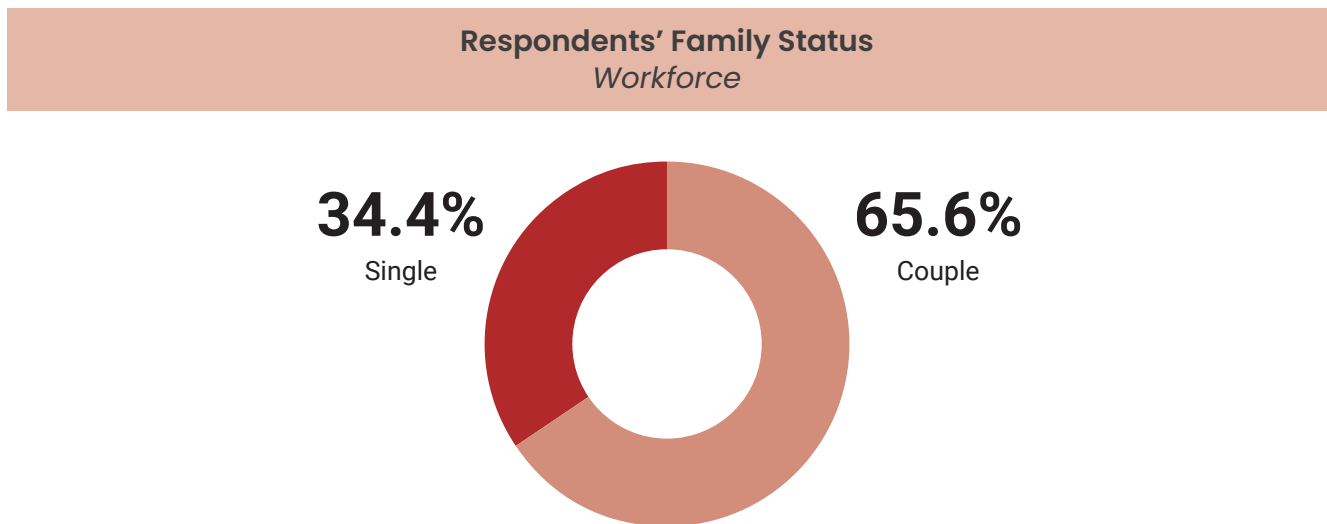
YEARS OF EXPERIENCE

Participants who work in for-profit programs have the fewest median 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	9.2	0.0	2.0	7.0	15.0	37.0
Non-profit	16.0	0.0	6.0	15.0	25.0	42.0
Public	18.3	0.0	10.0	18.0	26.0	43.0

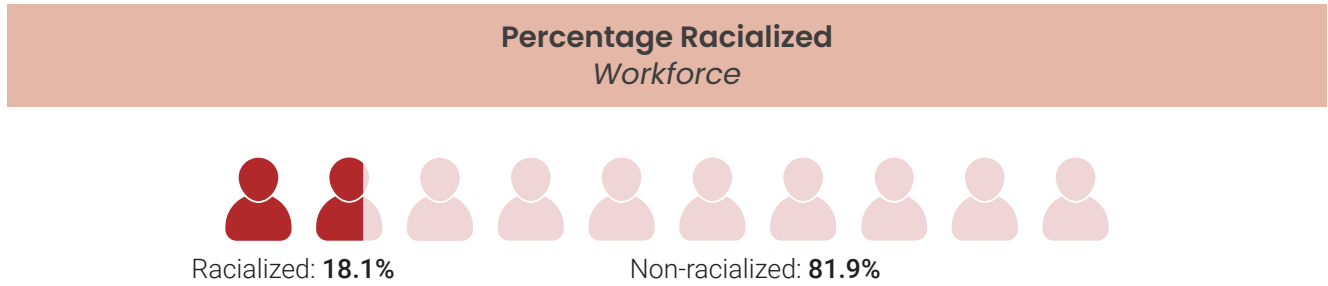
FAMILY STATUS

Approximately 34% of the *workforce* survey respondents are single.

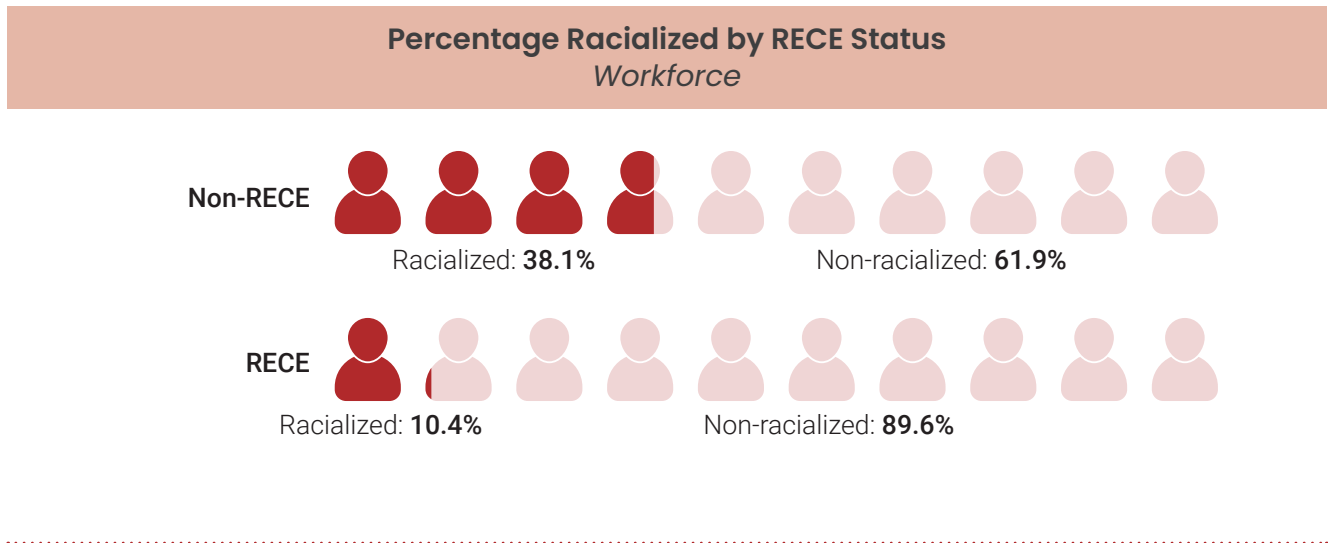


RACIALIZATION

About 18% 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, while those in public programs have the highest wages. Approximately 16% 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	\$19.69	\$21.84
Non-profit	\$21.49	\$24.52
Public*	\$29.50	\$28.75
Average across auspice	\$21.64	\$25.01

*Interpret with caution due to low numbers.

Reported director/supervisor median wages (\$28.50) in the City of Windsor 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.

The City of Windsor Director/Supervisor Wage Range by Position

Position	Average	Minimum	25th percentile	Median	75th percentile	Maximum
Director	\$30.00	\$21.00	\$26.50	\$28.50	\$33.50	\$48.00

BENEFITS

Almost three-quarters (73.7%) of *workforce* respondents report having access to paid sick days. Just under 60% report having extended health benefits. Less than half (48.6%) report having pensions or RRSP contributions through their employer. About half (50.2%) have access to paid professional development. Pay increases for obtaining a new credential or degree in early education (8.2%) and tuition assistance (7.4%) are rare.

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



73.7%

Paid sick days



67.5%

Paid bereavement leave



58.9%

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



50.6%

Paid personal or
mental health days



50.2%

Paid professional
development



48.6%

Pension benefits or
contributions to an RRSP



29.6%

Paid team meeting time
during the workday



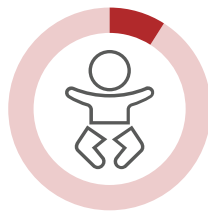
18.5%

Paid programming time
during the workday



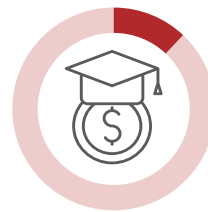
16.9%

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



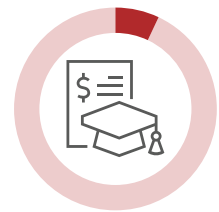
9.1%

Parental leave top-up



8.2%

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



7.4%

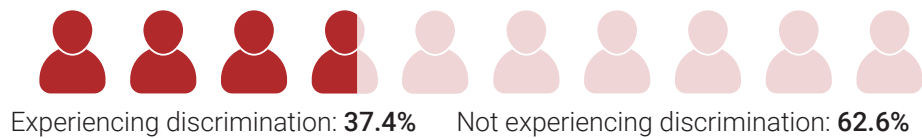
Tuition assistance

Workforce Stability, Stress, and Job Satisfaction

DISCRIMINATION

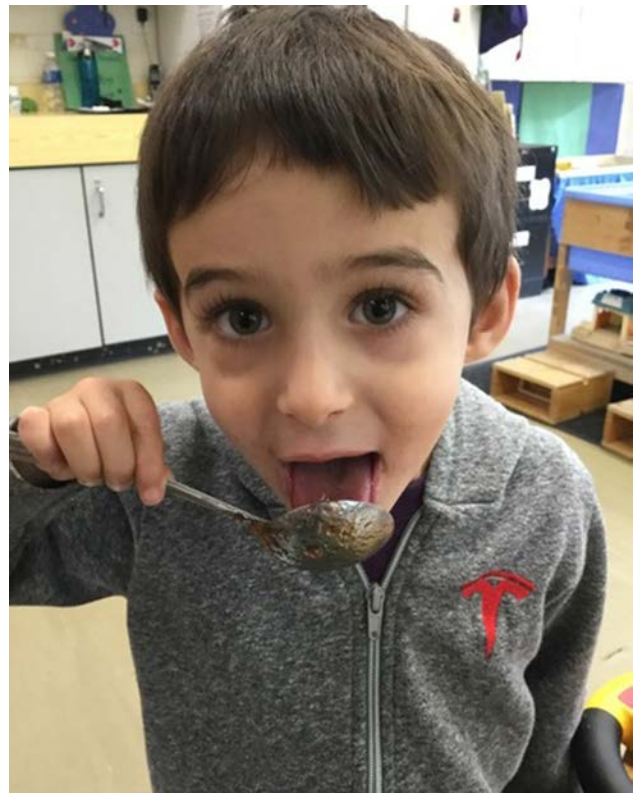
Approximately 37% of *workforce* respondents report having experienced workplace discrimination. The types of discrimination experienced vary, with bullying (63.9%) being the most common, followed by education/seniority (39.2%). Note that bullying may involve, or be rooted in, other forms of discrimination (e.g., racism or ageism).

Percentage of Respondents Reporting Experiences of Workplace Discrimination *Workforce*



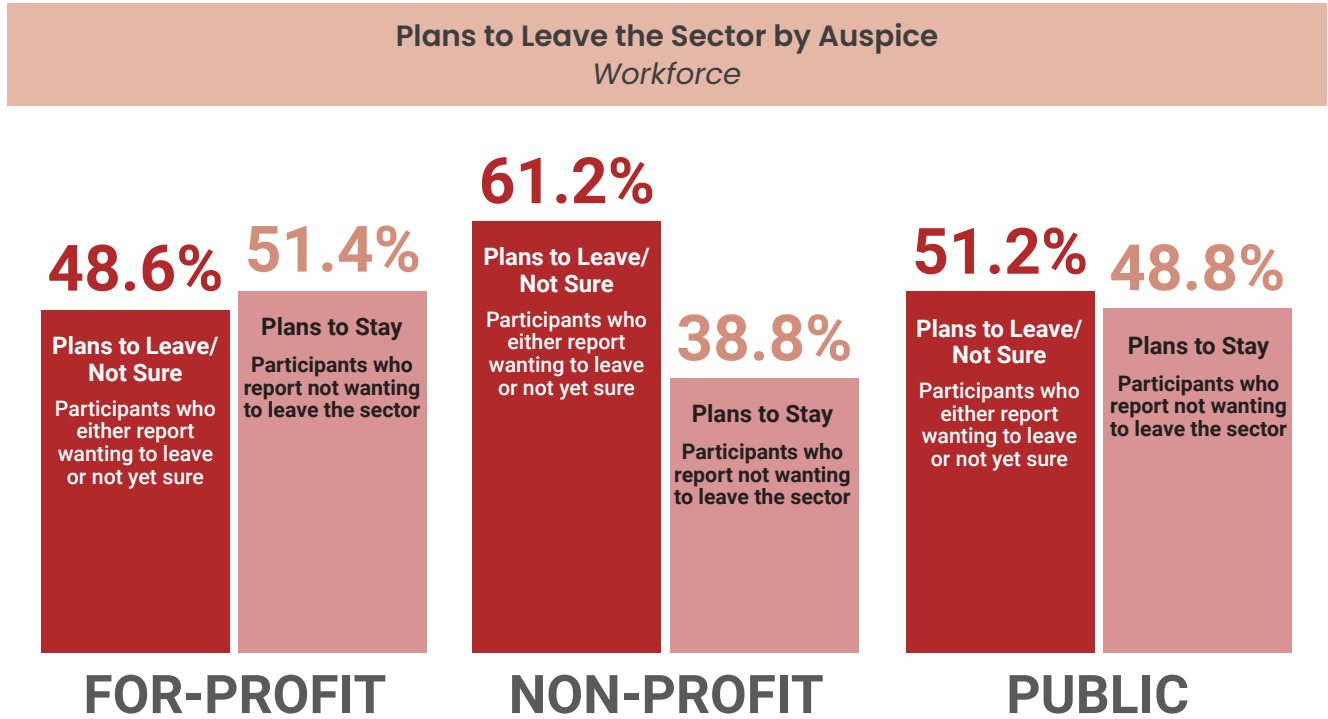
Types of Discrimination *Workforce*

Bullying	63.9%
Education/seniority	39.2%
Ageism	16.5%
Mental health	14.4%
Racism	13.4%
Body prejudice	13.4%
Religious belief	7.2%
Immigration status	6.2%
Homophobia	5.2%
Sexism	4.1%
Ableism	4.1%



JOB SATISFACTION

Across all auspices, only 41.8% of respondents report plans to stay in the sector over the next five years. Those who work in for-profit programs are slightly more likely to report plans to stay. Those who work in non-profit programs are more likely to say they have plans to leave or are unsure of their plans. These findings have important implications for retention strategies.



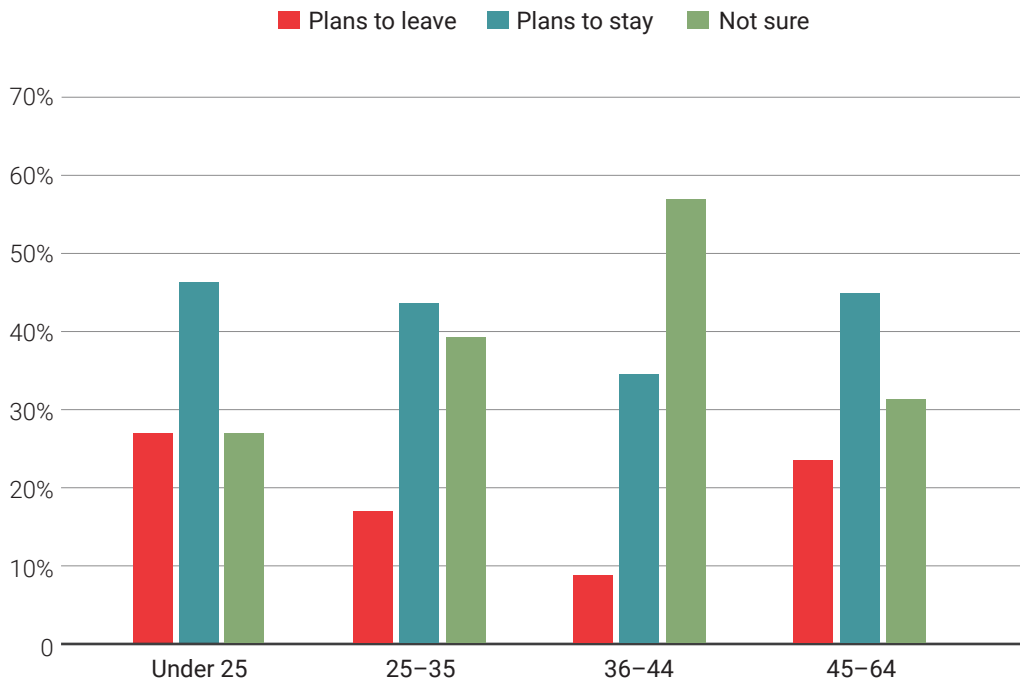
Note: Interpret with caution due to low sample size.





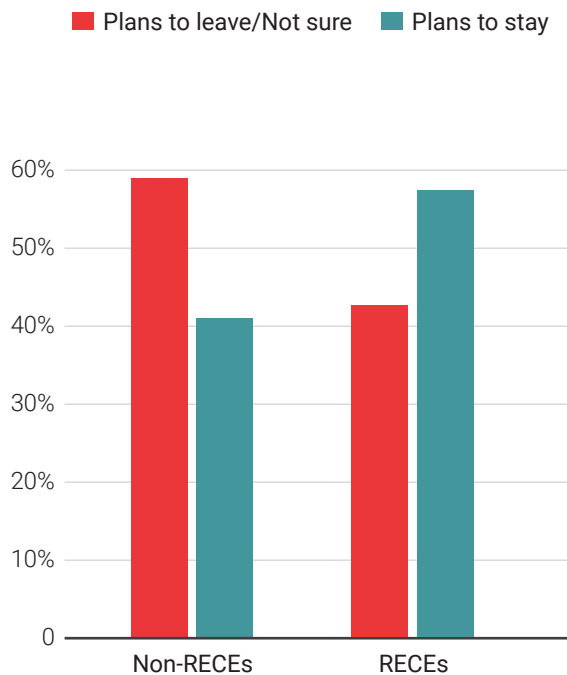
Those under the age of 25 and between the ages of 45 and 64 years are more likely to report plans to leave the sector. Those between the ages of 36 and 44 are more likely to be uncertain of their plans. These findings have implications for policy development and investment in retention strategies. Note 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*



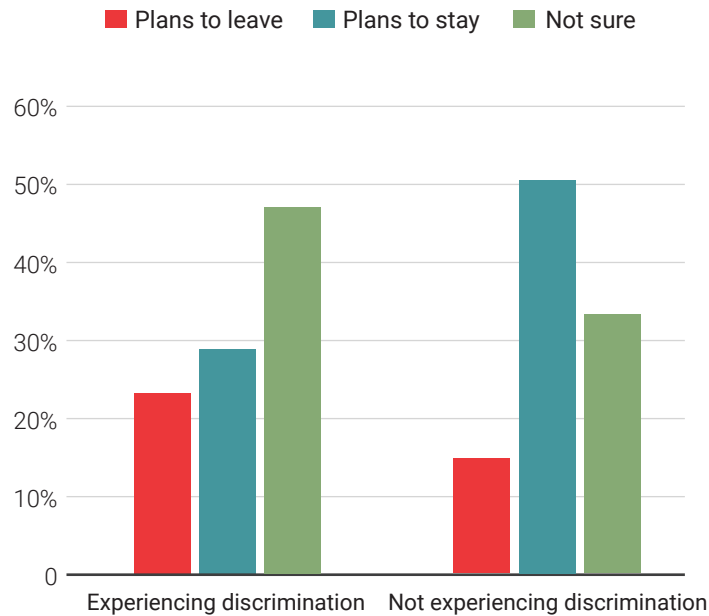
Overall, 58.8% of non-RECEs and 42.3% of RECEs have plans to leave the sector or report they are unsure. RECEs are more likely to report they have plans to stay in the sector.

Plans to Leave the Sector by RECE Status *Workforce*



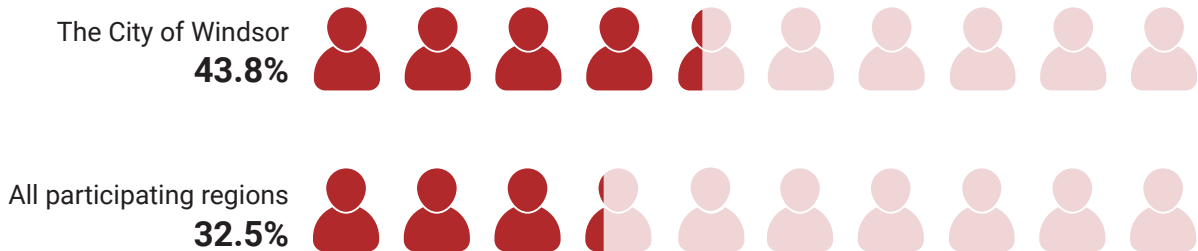
Plans to leave the sector are associated with experiences of discrimination among RECEs. Those who experience discrimination are more likely to report plans to leave the sector or report they are unsure of their plans. These findings have implications for professional learning and human resource management. More detailed discussion can be found in the [Executive Report](#).

Plans to Leave the Sector by Experiences of Workplace Discrimination Among RECEs Workforce



About 44% of director/supervisor respondents in the City of Windsor report wanting to stay in the sector compared with 32.5% across all participating regions. About 31% report they are uncertain of their plans.

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



WORKPLACE STRESS

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

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	3.2	3.6	3.4
Non-profit	3.2	3.5	3.4
Public	3.5	3.0	3.3
Average across auspice	3.3	3.4	3.3

Note: All averages are weighted.

Participants in the City of Windsor 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. Job satisfaction is highest within public programs.

Average Level of Job Satisfaction by Auspice and RECE Status Workforce

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

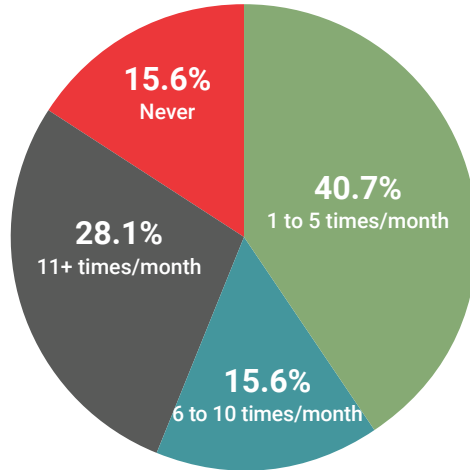
Auspice	RECE status		Average across RECE status
	Non-RECE	RECE	
For-profit	2.4	2.3	2.4
Non-profit	2.5	2.5	2.5
Public	2.2	3.3	2.7
Average across auspice	2.5	2.6	2.6

Note: All averages are weighted.

WORKPLACE STABILITY

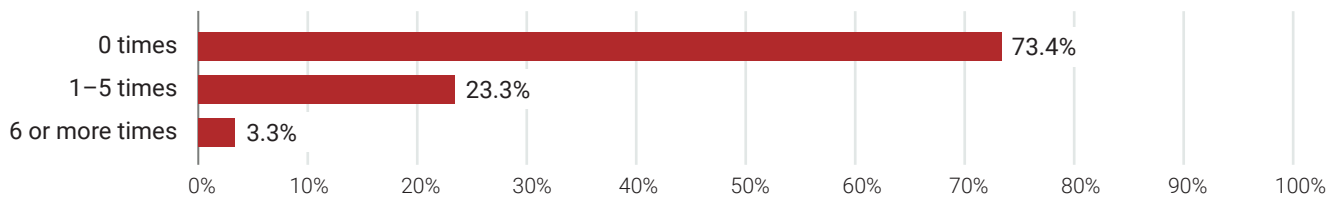
Directors often stand in for absent staff by necessity, taking them away from their leadership and administrative duties. About 44% of management staff report having to fill in six or more times per month to maintain ratios, with just over 28% reporting this occurs more than 11 times per month.

Number of Times per Month Directors/Supervisors Fill in Ratio



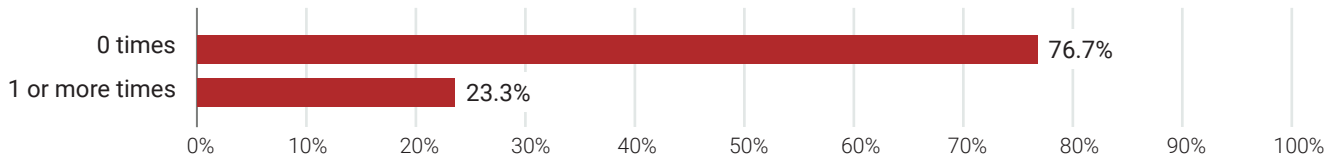
Staff shortages also have deleterious effects on the inclusion of children with disabilities or varying needs. More than one-quarter (26.6%) of director/supervisor respondents report they have had to send a child(ren) with a disability home due to staffing shortages over the last 12 months. This is the same as the provincial sample average.

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



Almost one-quarter (23.3%) of Windsor 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. This is higher than the provincial sample average of 16.5%. Furthermore, 31.3% (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. About 3% of respondents have had to deny 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 De-enlisted Children with Disabilities Due to Staffing Shortages



Only 44.9% of *workforce* respondents in the City of Windsor report they would recommend a career in the early years to others who are interested. Another 25.1% are unsure.

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



In contrast, 82.7% 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 or Friend



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

Professional Development

FORMS OF PROFESSIONAL LEARNING

City of Windsor respondents report that the most common form of professional learning in the previous 12 months was online delivery (80.6%), followed by in-person, one-time workshops (70.7%), performance reviews (61.2%), and self-study (63.5%). Only 16.7% of respondents report having taken a course in the previous 12 months.

The most common forms of professional learning for Windsor respondents as reported above are also the least desired forms of professional learning (ranging from 15.2% to 18.6%). Instead, respondents report wanting to attend a conference (28.9%), opportunities for reflective practice (29.7%), and to take a course (26.6%), 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 survey respondents report they received training to support children with disabilities (51.3%). About 40% report having received anti-bias/anti-racism education (41.1%) and cultural diversity training (40.7%) in the previous 12 months. In contrast, participants report the least amount of professional learning in the areas of incorporating Afrocentric ways of being (9.1%), incorporating land-based learning (15.6%), and supporting 2LSGBTQIA+ children and families (17.1%). Census data for the region help contextualize results.

The most wanted professional learning reported is centred around supporting vulnerable (41.4%) and newcomer (37.6%) families. Other types of learning wanted by respondents from Windsor include critical trauma-informed practice and incorporating land-based learning (both 30.4%), supporting 2LSGBTQIA+ children and families (34.2%), incorporating Afrocentric ways of being (33.5%), and supporting children with disabilities (35%).

Equity, Diversity, and Inclusion Learning of Respondents in The City of Windsor Workforce

In the previous 12 months

