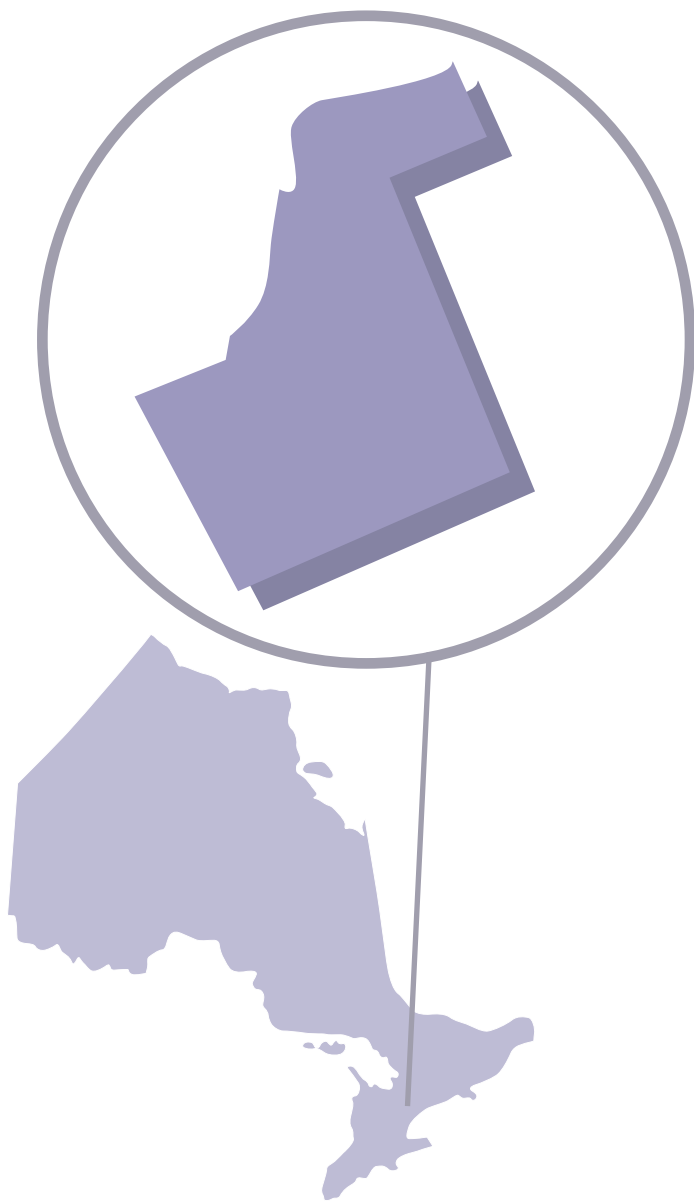


# knowing u numbers

A community approach to understanding  
the early childhood education workforce



## Regional Municipality of York







## Regional Municipality of York

The regional data presented here are part of the larger provincial early childhood education workforce study **Knowing Our Numbers** (KON). The Regional Municipality of York 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 Regional Municipality of York 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. Regional Municipality of York.*

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# Regional Municipality of York

## Population and Family

<b>Population</b>		<b>Average number of children per family</b>	1.8
2021	1,173,334		
2016	1,109,909	<b>One-parent families</b>	14.6%
Change since 2016:	+5.70%		
<b>Population density per sq km</b>	667.3	<b>Lone-parent families</b>	
		Women	11.6%
<b>Median age</b>	42.0 years	Men	2.9%
<b>Racialized population</b>	55.0%	<b>Marital status</b>	
<b>Multi-generational households</b>	7.4%	Married or living common-law	60.7%
<b>Immigrant population</b>	47.8%	Not married or living common-law	39.3%
<b>Indigenous identity</b>	0.5%	Married or common-law with children	54.4%
<b>Education</b>		<b>Language most often spoken at home</b>	
No certificate, diploma, or degree	14.3%	English	61.8%
High school diploma or equivalent	25.1%	French	0.2%
Post secondary certificate, diploma or degree	60.6%	Other	30.8%
<i>*15+ years old</i>			
<b>Education obtained outside Canada</b>	23.3%		
<i>*25-64 years old</i>		<b>Home ownership</b>	
		Owner	82.2%
		Renter	17.8%
		<b>Spending more than 30% on shelter costs</b>	30.5%

*\*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

<b>Labour force participation rate</b>		<b>Commuting duration (mins)</b>	<b>Total %</b>	<b>% Men</b>	<b>% Women</b>
Women	59.6%	Less than 15	19.8	16.3	24.0
Men	68.4%	15 to 29	31.7	30.3	33.5
<b>Unemployment rate</b>		30 to 44	26.6	28.7	24.2
Women	14.2%	45 to 59	10.9	12.3	9.1
Men	11.3%	60 minutes and over	11.0	12.5	9.2
<b>Prevalence of low income (LIM)</b>		<b>Income distribution</b>	<b>Total %</b>	<b>% Men</b>	<b>% Women</b>
0-17	9.6%	In bottom half of the distribution	39.4	38.5	40.2
0-5	10.0%	In bottom decile	7.8	7.6	8.0
18-64	7.6%	In second decile	7.6	7.3	7.9
<i>*LIM: Low Income Measure reflects those whose incomes are below half of the median of the adjusted income distribution</i>		In third decile	7.7	7.5	7.8
		In fourth decile	7.9	7.8	8.0
<b>Median employment income</b>	\$39,200	In fifth decile	8.4	8.3	8.4
<b>Median employment income in 2020 for full-year full-time workers</b>	\$73,500	In top half of the distribution	60.6	61.5	59.8
<b>Median total income of household in 2020</b>	\$112,000	In sixth decile	9.1	9.0	9.1
<b>Median after-tax income of household in 2020</b>	\$97,000	In seventh decile	10.0	10.1	10.0
		In eighth decile	11.5	11.6	11.4
		In ninth decile	13.7	14.0	13.4
		In top decile	16.4	16.9	15.9

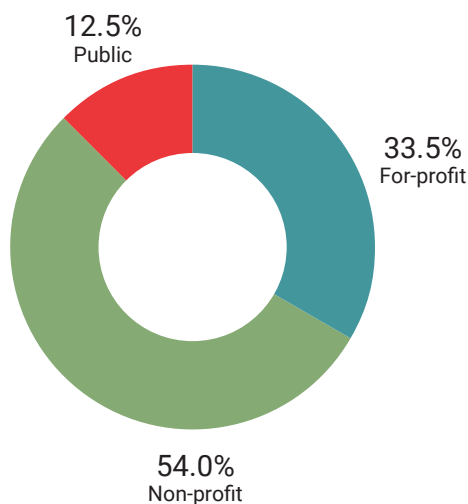
Reference: <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=York&DGUIDist=2021A00033519&GENDERlist=1,2,3&STATISTIClist=1&HEADERlist=0>



# Sample Characteristics

A total of 225 individuals working in early years services in the Regional Municipality of York responded to the survey (referred to as the 'workforce survey'). Of these, 68% are RECEs and 32% are non-RECEs (referred as the 'workforce'). Just over half of the respondents are from non-profit programs (54%). Additionally, 65 directors responded to the survey. As the number of respondents who are licensed home child care providers in the region is low (n=7), data are not presented here; these data are included in the [Executive Report](#).

Percentage Respondents by Auspice  
Workforce

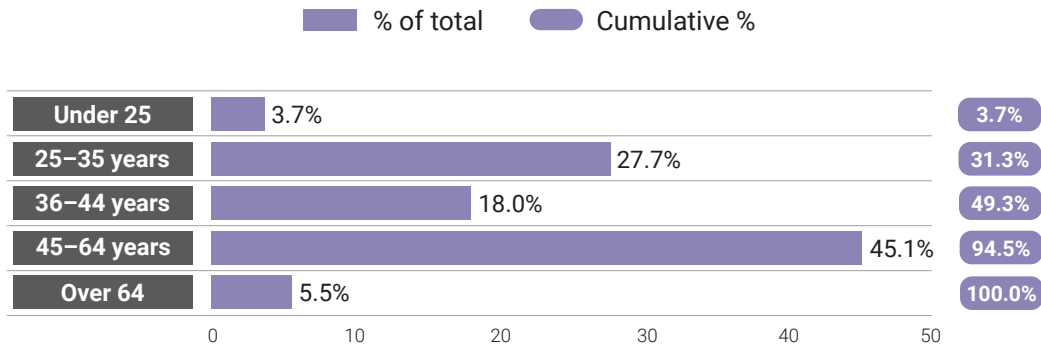


## AGE

Approximately half of *workforce* respondents are under the age of 45. In addition, about 44% of director/supervisor participants in York Region are under the age of 45 years. This is on par with provincial findings, where 42.7% of director/supervisor participants are in this age group.

Of the 65 directors/supervisors who responded to the survey, 95.4% report they are RECEs compared to 94.7% across all 43 participating regions. Of those who are RECEs, all have been registered with the College of Early Childhood Educators for less than five years.

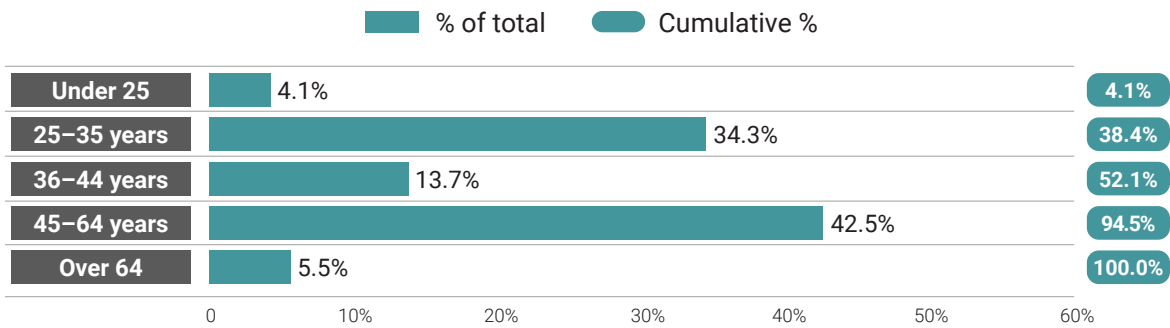
### Age Distribution of Respondents *Workforce*



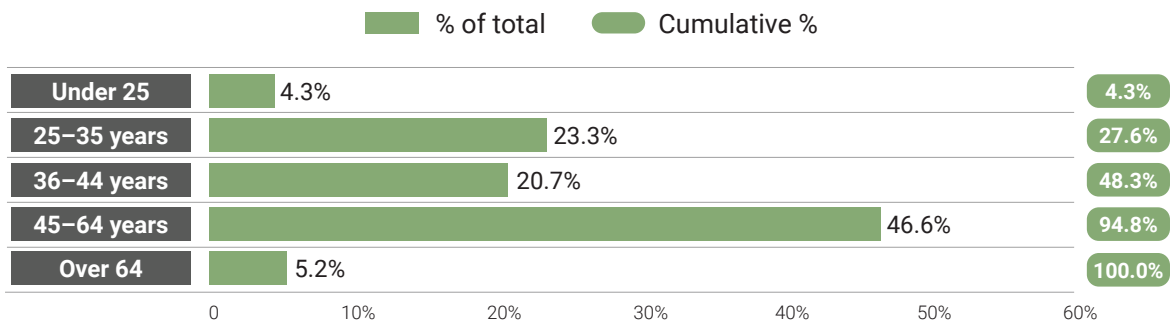
Respondents working in for-profit organizations are more likely to be younger. Approximately 38% of *workforce* participants from for-profit programs are under the age of 35 years. By comparison, 27.6% in non-profit and 25.9% in public programs are under 35 years of age.

## Age Distribution by Auspice *Workforce*

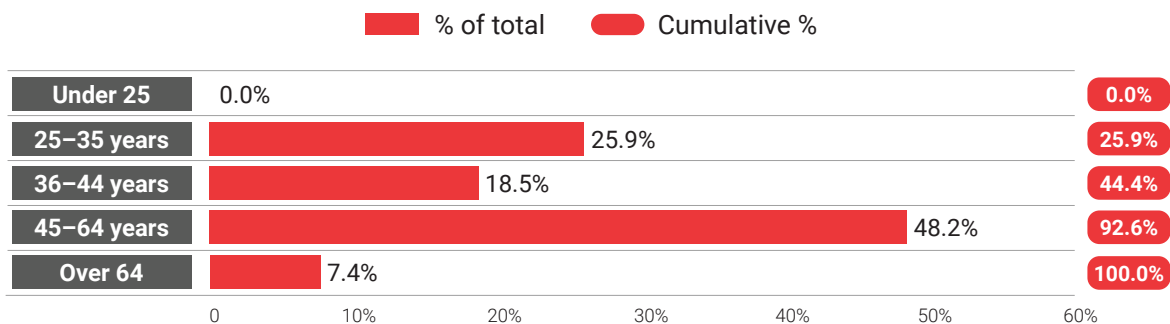
### For-Profit



### Non-Profit



### Public



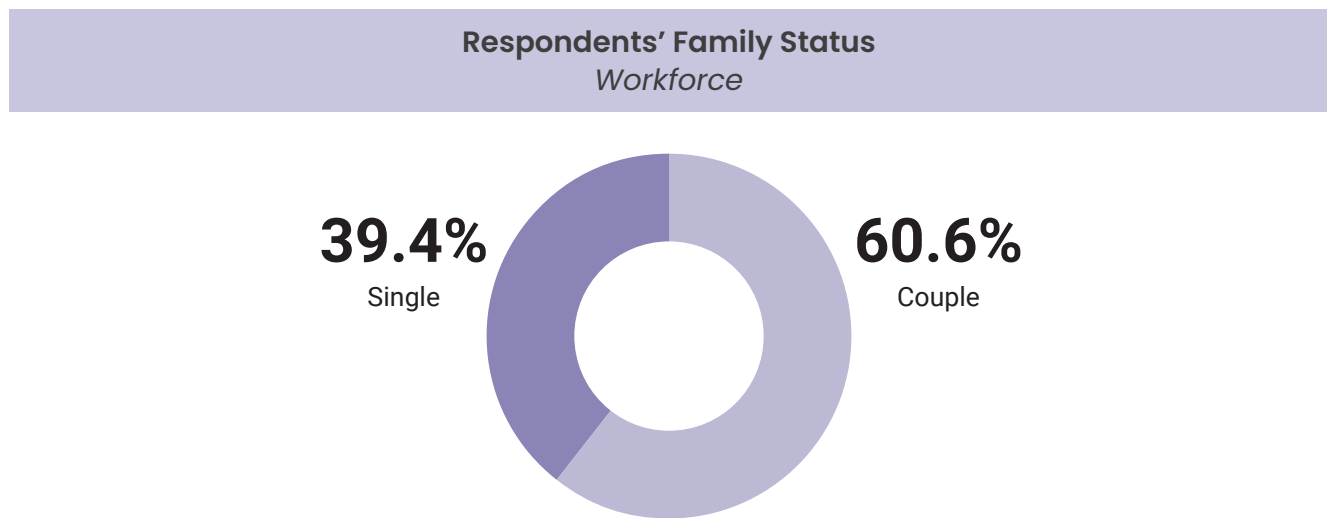
## YEARS OF EXPERIENCE

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	10.5	0.0	5.0	9.0	18.0	30.0
Non-profit	12.5	0.0	5.0	10.0	18.0	40.0
Public	17.7	1.0	10.0	18.5	26.0	38.0

## FAMILY STATUS

Approximately 39% of the *workforce* survey respondents are single.





## RACIALIZATION

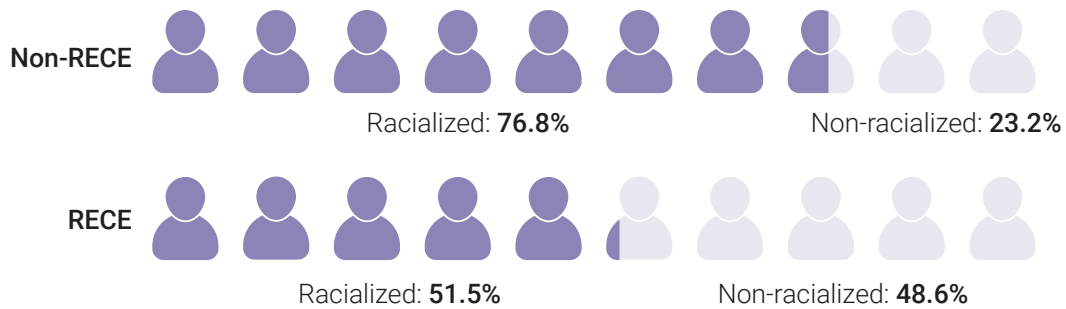
About 59% of the *workforce* sample identify as racialized.

### 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, while those in public programs report the highest 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	\$21.40	\$22.41
Non-profit	\$21.92	\$25.42
Public	N/A	\$31.70
<b>Average across auspice</b>	<b>\$21.66</b>	<b>\$25.69</b>

Note: All averages are weighted.

Reported director/supervisor wages in the Regional Municipality of York are on par with those in the provincial sample. 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 Regional Municipality of York Director/Supervisor Wage Range by Position

Position	Average	Minimum	25th percentile	Median	75th percentile	Maximum
Director	\$30.32	\$23.00	\$26.00	\$29.50	\$32.00	\$47.00
Assistant Director*	\$25.00	\$24.00	\$24.00	\$24.00	\$27.00	\$27.00

\*Interpret with caution due to low number of participants.

## BENEFITS

Just over 78% of *workforce* respondents report having access to paid sick days, while 68.9% have extended health benefits. Only 44% report having pensions or RRSP contributions through their employer. Less than half (45%) have access to paid professional learning opportunities. Pay increases for obtaining a new credential or degree in early education and tuition assistance are not common (both at 11.5%).

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



**78.5%**

Paid sick days



**68.9%**

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



**45.0%**

Paid professional  
development



**44.5%**

Paid personal or  
mental health days



**44.0%**

Pension benefits or  
contributions to an RRSP



**41.6%**

Paid bereavement leave



**36.4%**

Paid team meeting time  
during the workday



**34.0%**

Paid programming time  
during the workday



**24.9%**

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



**13.4%**

Parental leave top-up



**11.5%**

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



**11.5%**

Tuition assistance

# Workforce Stability, Stress, and Job Satisfaction

## DISCRIMINATION

Approximately 33% of *workforce* respondents report having experienced workplace discrimination. The types of discrimination experienced vary, with education/seniority (44.4%) being the most common, followed by bullying (41.7%), racism (31.9%), and ageism (29.2%). 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*

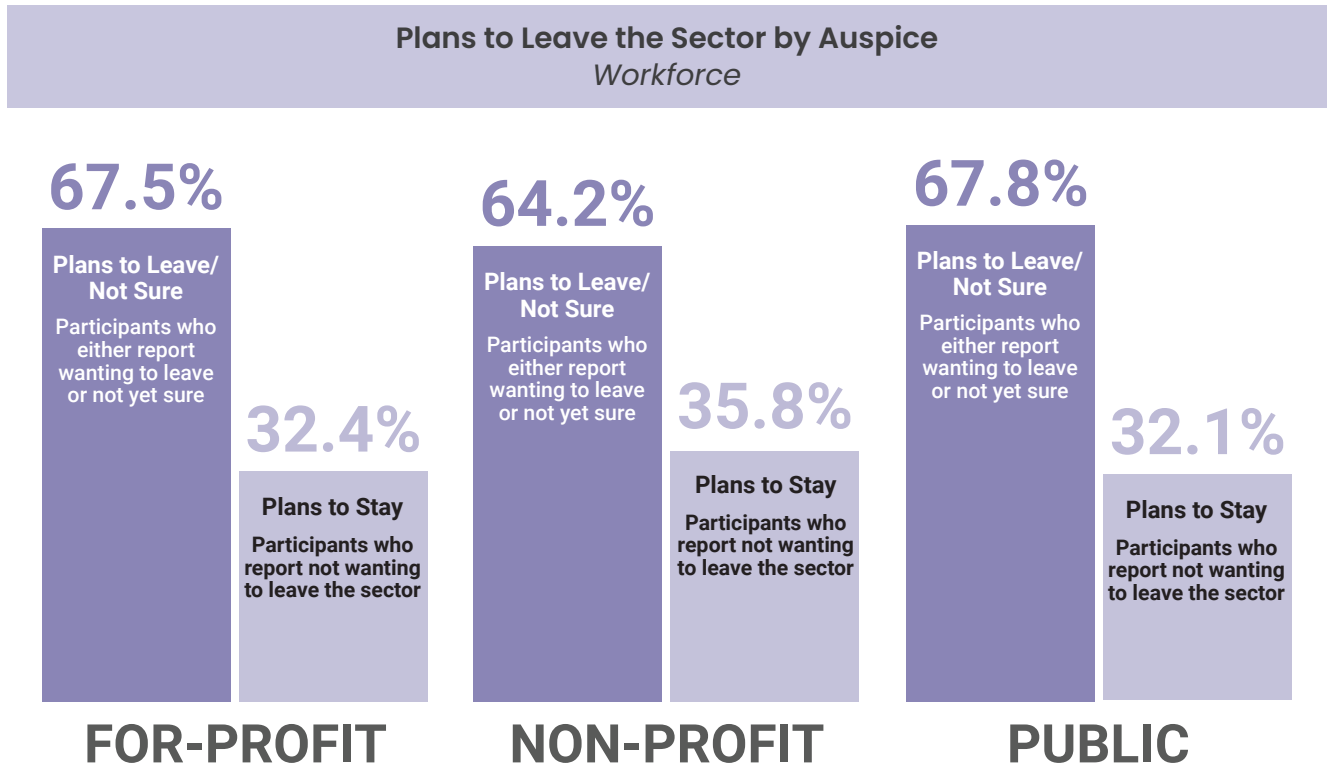
Education/seniority	44.4%
Bullying	41.7%
Racism	31.9%
Ageism	29.2%
Mental health	20.8%
Body prejudice	16.7%
Religious belief	15.3%
Immigration status	15.3%
Ableism	8.3%
Sexism	6.9%
Other	1.4%

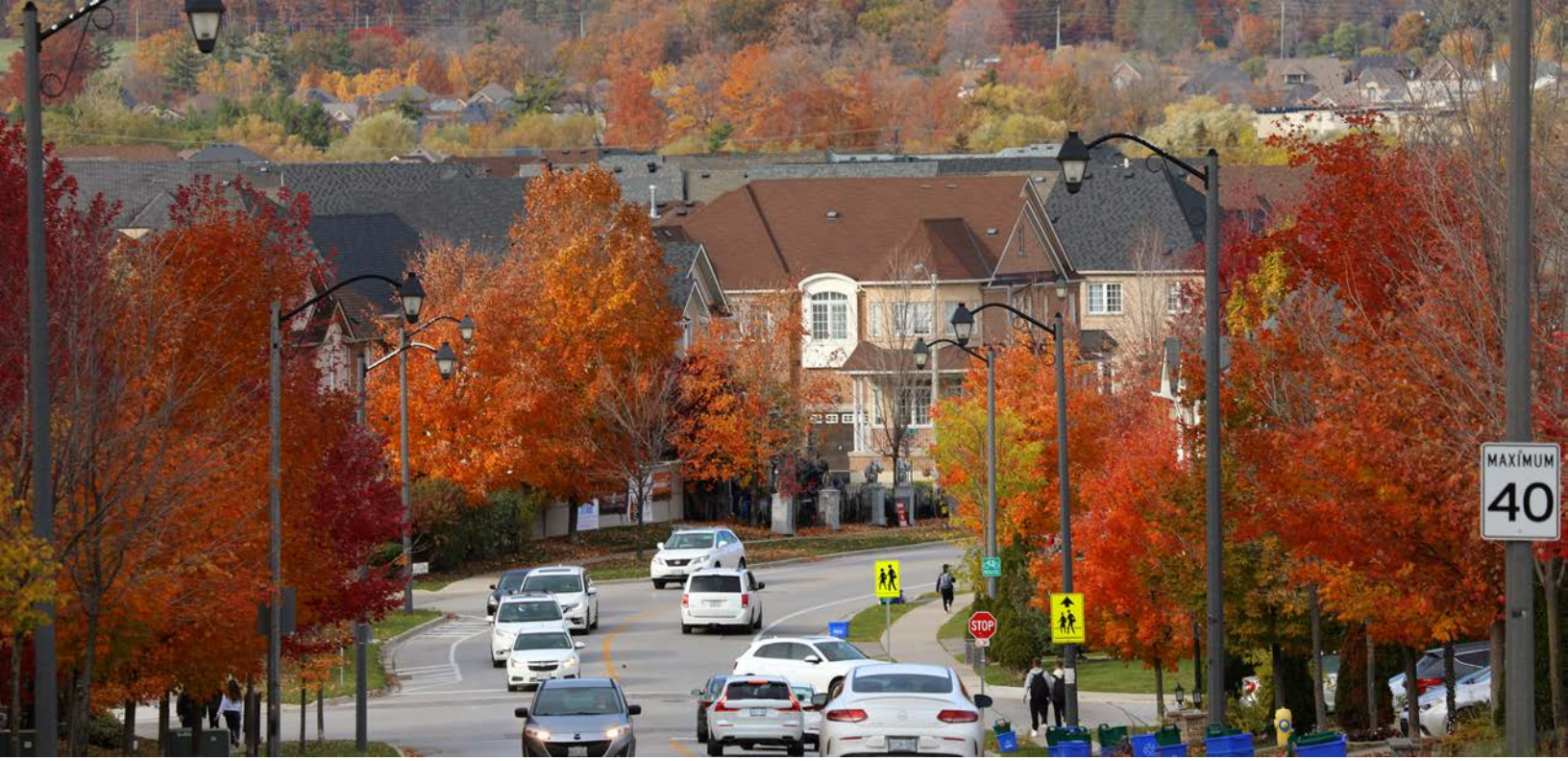




## JOB SATISFACTION

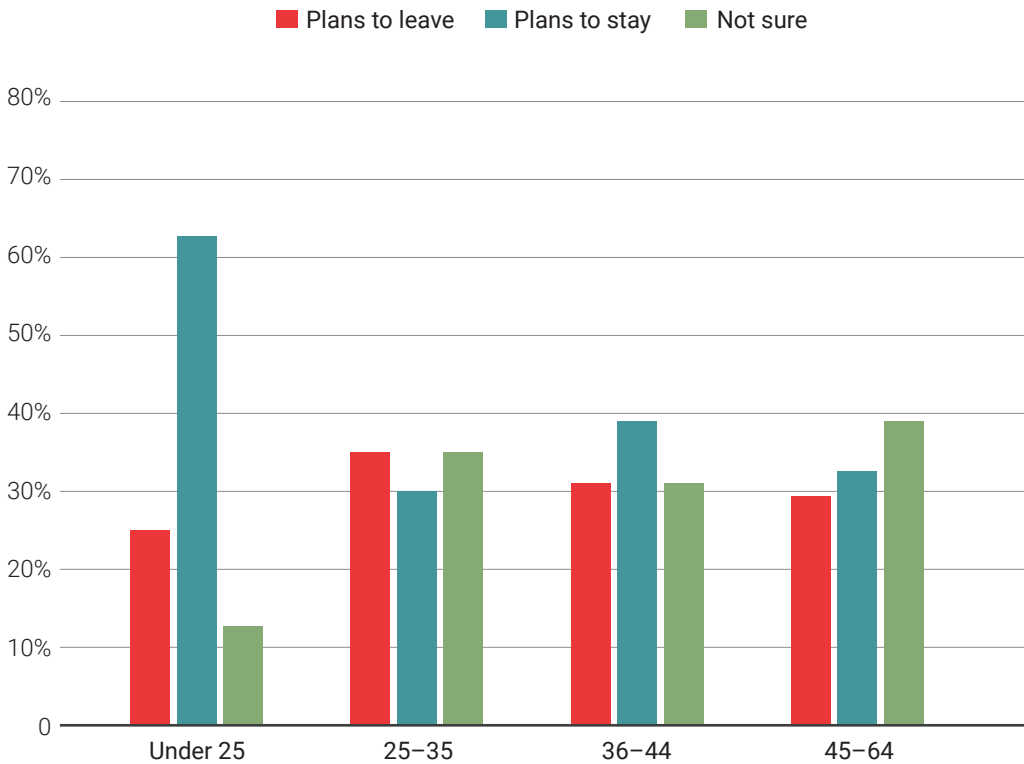
Across all auspices, only 34.5% of respondents from the Regional Municipality of York report plans to stay in the sector over the next five years. There are no significant differences in plans to leave the sector by auspice.





Those under the age of 25 years are much more likely to report plans to stay in the sector (62.5%). In contrast, 70% of those between the ages of 25 and 35 years and 61.3% of those between the ages of 36 and 44 report plans to leave or they are unsure of their plans. This has implications for retention strategies and investments. Note that those 65+ are not included in these findings as plans for retirement would confound results.

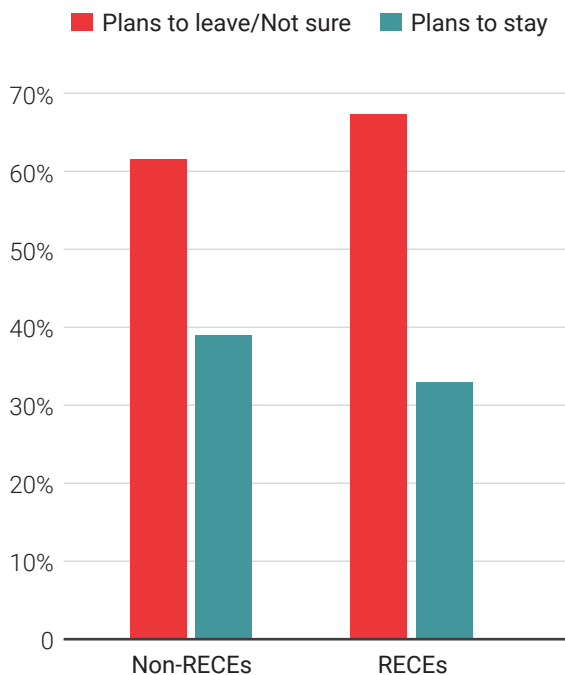
### Plans to Leave the Sector by Age of Respondent *Workforce*





Overall, 67.6% of RECE respondents report plans to leave the sector in the next five years or they are unsure of their plans. Non-RECEs are slightly more likely to report plans to stay in the sector.

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

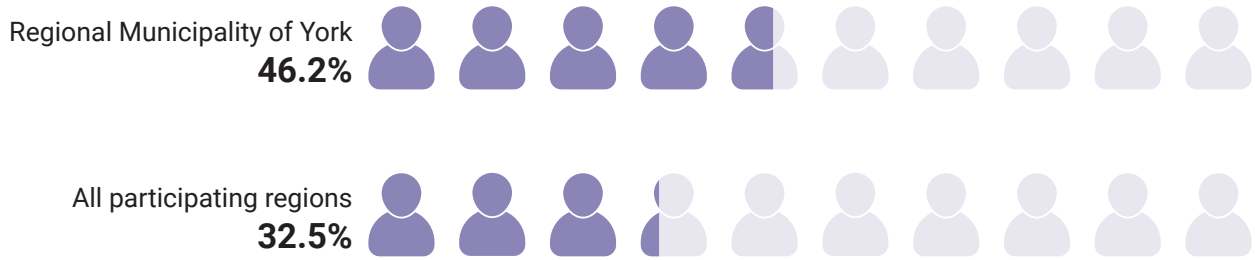




Plans to leave the sector are not associated with experiences of workplace discrimination in the Regional Municipality of York. However, province-wide results indicate that those who experience discrimination are more likely to report plans to leave in the next five years. More detailed discussion can be found in the [Executive Report](#).

Almost half (46.2%) of director/supervisor respondents in the Regional Municipality of York report wanting to stay in the sector compared to 32.5% across all participating regions.

### Percentage of Directors/Supervisors with Plans to Stay in the Sector Regional Municipality of York Versus All Participating Regions



## WORKPLACE STRESS

Those working in publicly-operated 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 than 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	3.3	3.7	3.5
Non-profit	3.2	3.4	3.3
Public	N/A	3.7	3.7
<b>Average across auspice</b>	<b>3.2</b>	<b>3.5</b>	<b>3.4</b>

Note: All averages are weighted.

Participants in the Regional Municipality of York 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. Those in public programs report the highest levels of job satisfaction (3 out of 5).

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

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

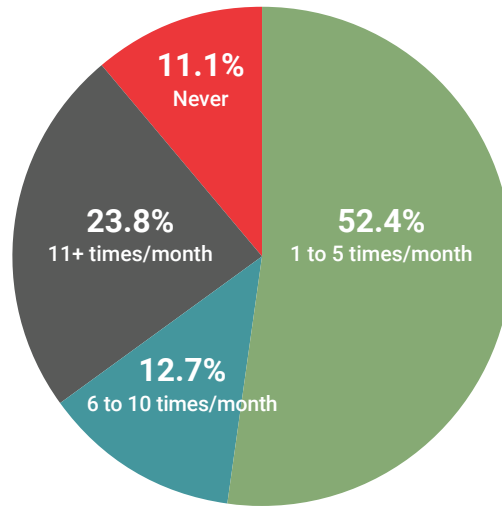
Auspice	RECE status		Average across RECE status
	Non-RECE	RECE	
For-profit	2.2	2.1	2.1
Non-profit	2.5	2.9	2.8
Public	3.0	3.0	3.0
<b>Average across auspice</b>	<b>2.4</b>	<b>2.7</b>	<b>2.6</b>

Note: All averages are weighted.

## WORKPLACE STABILITY

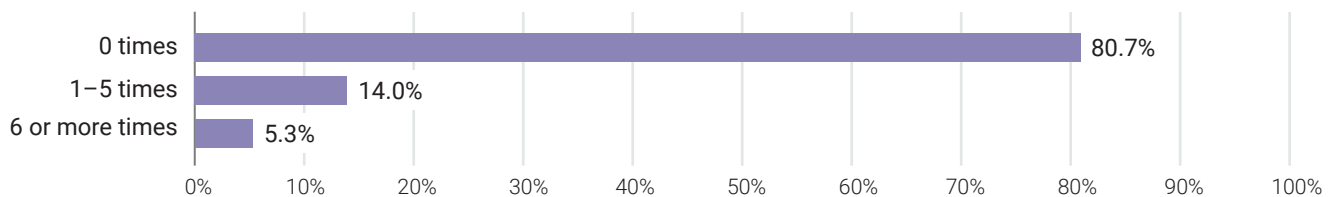
Directors often stand in for absent staff by necessity, taking them away from their leadership and administrative duties. More than one-third (36.5%) of management staff report having to fill in six or more times per month to maintain ratios, with 23.8% reporting this occurs more than 11 times per month.

### 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. Almost 20% of director/supervisor respondents report they have had to send a child(ren) with a disability home in the past year due to staffing shortages. This is lower than the provincial sample average of 26.6%.

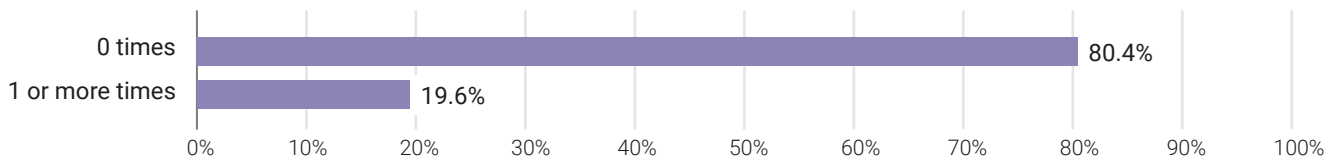
### Percentage Reporting Frequency of Times in the Previous 12 Months Directors/Supervisors Sent Children with Disabilities Home Due to Staffing Shortages





Almost 20% of director/supervisor respondents in the Regional Municipality of York 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, 24% (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



Less than half (47.1%) of *workforce* respondents in the Regional Municipality of York 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



Almost three-quarters (72.3%) 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

The Regional Municipality of York respondents report that the most common form of professional learning in the previous 12 months was online delivery (79.6%), followed by performance reviews (58.7%) and self-study (53.8%). Just over 20% 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 (17.8%), second only to performance reviews (17.3%). Respondents prefer small group coaching conversations (33.3%), structured mentoring (32.4%), ongoing communities of practice (31.6%), and attending in-person workshops (31.6%) 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

About 45% of respondents report receiving training in anti-bias/anti-racism and supporting children with disabilities in the previous 12 months. In contrast, participants report the least amount of professional learning in the areas of incorporating Afrocentric ways of being (17.3%) and land-based learning (21.8%), and supporting newcomer families (20%). Census data for the region help contextualize results.

The most wanted professional learning reported is centred around supporting vulnerable (43.6%) and newcomer families (41.8%). Over one-third of participants also report wanting more professional learning centred around critical trauma-informed practice (37.8%), incorporating Afrocentric ways of being (36.9%) and land-based learning (36%), supporting 2LSGBTQIA+ children and families (36.9%), Indigenous ways of knowing and being (34.2%), and supporting children with disabilities (34.2%).

### Equity, Diversity, and Inclusion Learning of Respondents in The Regional Municipality of York Workforce

