

Knowing Our Numbers

This study of the **Early Years and Licensed Child Care Workforce** is being conducted with the support of Children's Services divisions across Ontario and in partnership with the College of Early Childhood Educators (CECE). The study is called the **Knowing Our Numbers** project.

Should I answer this survey?

You should complete this survey if you are part of the early years workforce working as a Registered Early Childhood Educator (RECE), Designated Early Childhood Educator (DECE), non-RECE, non-RECE otherwise approved (director's approval/waiver), child care or program assistant, special needs resource consultant, family support facilitator, director/supervisor/manager, licensed home child care provider, or home child care visitor.

You can also complete this survey if you work in a licensed child care centre, an after-school program, full-day Kindergarten, an EarlyON Child and Family Centre, an early years' resource centre, an Aboriginal Head Start program, or for a licensed home child care agency.

The survey is open to permanent and contract staff, working full- or part-time; casual or supply staff; new ECE graduates; recently retired staff; on contract with an agency, and staff who are on medical, parental, or other leave.

What will I be asked?

You will be asked questions about your working conditions, your wages and benefits, your job satisfaction, your future in the profession, and the support you receive to do your work. The survey will also ask some demographic questions (e.g., where you live, your age, your income, your ethnicity/race). Please be aware that some of these questions may be sensitive and/or triggering (e.g., your experience with racism or unfair treatment in the workplace).

We are asking demographic questions to ensure equity is included in creating a strategy that helps support a workforce that represents the communities it serves. Data collected in this portion of the survey may be used to improve equity, inclusion, and diversity in policies, programs, and training.

NOTE: For Ontario's data standards on identification and monitoring systemic racism click [here](#).

How long will it take?

The survey will take approximately 15–25 minutes to complete.

PRIZES!!

To thank you for your time and to acknowledge your efforts, after completing the survey you will be presented a link to a separate website where you may enter your name and contact information to win one of 5 prizes worth up to \$1,000. Your name will not be linked in any way to your survey responses. It will only be used to contact you if you are a prize winner.

Can I choose not to participate or not answer some of the questions?

Your participation in this study is **completely voluntary**. You do not need to participate. If you agree to participate, you can stop at any time and do not have to give any reason for your withdrawal. Your level of participation in the survey is completely up to you and you can skip **any** question(s) you do not want to answer.

How will confidentiality and my privacy be maintained?

All information will be collected **anonymously**. You will never be identified by name in any way. We ask you to identify the community and the postal code where you live so we can understand regional differences within the workforce.

What are the risks and benefits of participating?

You may be triggered by some of the questions, particularly those referring to racism and unfair treatment in the workplace. However, these questions are important to gain a better understanding of working conditions for everyone in the sector.

How will the information collected be used?

The information collected will be used for policy and planning purposes including measures to support recruitment and retention in the ECE workforce. A series of reports describing the status of the early years' workforce will be developed. These will include a summary report for Ontario as a whole, a report on Northern Ontario, and one report each for the 43 Children's Services divisions participating in this study. Children's Services divisions are part of Consolidated Municipal Service Managers (CMSMs) and District Social Services Administration Boards (DSSABs) and support licensed child care and child and family programs across the province. All reports will be posted online so you can see the results of the study. Findings may also be published or presented at conferences.

NOTE: This information is being collected under the **Municipal Freedom of Information and Protection of Privacy Act**, Clause 7 (2).

What do I need to do to participate?

Please read this information letter before you agree to participate. To download a copy of this letter, click [here](#). If you have any questions about the survey, email Kerry McCuaig at Kerry.McCuaig@utoronto.ca.

You may receive this survey from more than one source (such as the College of ECE or your manager). Please only answer the survey once.

If you require the survey in an alternate format for accessibility, email Dr. Emis Akbari at emis.akbari@utoronto.ca.