

ECE WAGE RATES COMPARED TO MARKET BASKET MEASURE (MBM) THRESHOLDS FOR 2 ADULTS/2 CHILDREN BY REGION

ABOUT THIS CHART

This chart provides an assessment of the adequacy of Early Childhood Educator (ECE) wages by region. It compares government-subsidized wage rates for qualified educators working in licensed group child care centres that participate in the Canada-Wide Early Learning and Child Care plan against the most recent cost of living in their communities. Calculations are based on government-subsidized wage rates for an ECE with a two-year diploma or equivalent, approximately five years of experience, and working a 7.5-hour day for 261 days a year.

In cases where annual earnings or work hours are specified as part of a wage grid, those figures are used in the calculations. Not all jurisdictions have mandated wage grids; in those that do not, a wage subsidy is provided. These subsidies can either top up the provincial or territorial minimum wage or provide an additional hourly amount.

Many jurisdictions specify a minimum wage that an educator may earn. Depending on the jurisdiction, these wage subsidies and policies may only apply to qualified ECEs and not to support staff. Additionally, some educators may earn more than the government-supported minimums.

The Market Basket Measure (MBM) serves as Canada's official poverty line. It is determined based on the cost of a basket of goods and services representing a basic standard of living for a family of two adults and two children. Employment and Social Development Canada (ESDC) develops the MBM and Statistics Canada publishes it annually. A family is living in poverty if its income is insufficient to purchase the basket of goods and services available in their community.

Statistics Canada. Table 11-10-0066-01 Market Basket Measure (MBM) thresholds for the reference family by Market Basket Measure region, component and base year <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=111000660>. Other calculations by Atkinson Centre.

Region	2023 MBM adjusted for Inflation	Provincial minimum wage	ECE hourly rate	ECE Annual earnings (37.5 hr/week)	Difference between annual earnings and MBM	Percentage difference between ECE earnings and MBM	Sources
Newfoundland and Labrador, rural	\$50,597	\$15.60	\$26.01	\$55,915*	\$5,318*	11%	Wage grid Level 2, ECE with 6+ years' experience. Effective January 1, 2023 – December 31, 2026.
Newfoundland and Labrador, population under 30,000	\$51,044			\$50,915	\$129	-3%	
Newfoundland and Labrador, population 30,000 to 99,999	\$52,388			\$50,915	\$1,473	-3%	
St. John's, Newfoundland and Labrador	\$53,037			\$50,915	\$2,122	-4%	

*Includes \$5,000 Labrador Allowance. Grid includes an annual payment for administrators and Francophone educators in French language programs.

Region	2023 MBM adjusted for Inflation	Provincial minimum wage rate	ECE hourly rate	ECE annual earnings	Difference between annual earnings and MBM	Percentage difference between ECE earnings and MBM	Sources
Prince Edward Island, rural	\$51,111	\$16.00	\$30.81	\$60,311	\$9,200	18%	Wage grid ECE 2-year diploma with 5+ years' experience. Effective April 1, 2024.*
Prince Edward Island, population under 30,000	\$52,020			\$60,311	\$8,291	16%	
Charlottetown, Prince Edward Island	\$53,106			\$60,311	\$7,205	14%	

*The rate applies to educators in Early Years Centres only. The grid includes a separate rate for cooks and directors with post-diploma qualifications.

Region	2023 MBM adjusted for Inflation	Provincial minimum wage rate	ECE hourly rate	ECE annual earnings (37.5 hr/week)	Difference between annual earnings and MBM	Percentage difference between ECE earnings and MBM	Sources
Nova Scotia, rural	\$50,862	\$15.20	\$28.61	\$56,004	\$5,142	10%	Wage grid ECE Level 2 with 5+ years' experience. Effective April 1, 2024.*
Nova Scotia, population under 30,000	\$51,936			\$56,004	\$4,068	8%	
Nova Scotia, population 30,000 to 99,999	\$52,244			\$56,004	\$3,760	7%	
Halifax, Nova Scotia	\$54,966			\$56,004	\$1,038	2%	
Cape Breton, Nova Scotia	\$50,634			\$56,004	\$5,370	11%	

*Grid includes additional payment for directors, assistant directors, and inclusion coordinators.

Region	2023 MBM adjusted for Inflation	Provincial minimum wage rate	ECE hourly rate	ECE annual earnings (36hr/week)	Difference between annual earnings and MBM	Percentage difference between ECE earnings and MBM	Sources
New Brunswick, rural	\$49,794	\$15.30	\$25.35	\$47,455	\$2,339	5%	Wage supplement for qualified educators working in designated facilities. Effective April 2024.
New Brunswick, population under 30,000	\$51,578			\$47,455	\$4,123	-8%	
New Brunswick, population 30,000 to 99,999	\$51,313			\$47,455	\$3,858	-8%	
Fredericton, New Brunswick	\$53,405			\$47,455	\$5,950	-11%	
Saint John, New Brunswick	\$50,768			\$47,455	\$3,313	-7%	
Moncton, New Brunswick	\$45,765			\$47,455	\$1,690	4%	

Qualified educators in NB have a one-year post-secondary certificate.

Region	2023 MBM adjusted for Inflation	Provincial minimum wage	ECE hourly rate	ECE annual earnings (37.5 hr/week)	Difference between annual earnings and MBM	Percentage difference between ECE earnings and MBM	Sources
Quebec, rural	\$45,765	\$15.75	\$24.48	\$47,736	\$1,971	4%	ECE with 5 years' experience.*
Quebec, population under 30,000	\$45,281			\$47,736	\$2,455	5%	
Quebec, population 30,000 to 99,999	\$45,250			\$47,736	\$2,486	5%	
Quebec, population 100,000 to 499,999	\$45,821			\$47,736	\$1,915	4%	
Québec City, Quebec	\$47,768			\$47,736	\$32	-1%	
Montréal, Québec	\$48,424			\$47,736	\$688	1%	

*Applies to educators working in centres de la petite enfance only.

Region	2023 MBM adjusted for Inflation	Provincial minimum wage	ECE hourly rate	ECE annual earnings (37.5 hr/week)	Difference between annual earnings and MBM	Percentage difference between ECE earnings and MBM	Sources
Ontario, rural	\$48,674	\$17.20	\$23.86	\$46,706	\$1,968	-4%	2024 cap for an ECE , rising to \$26/hr in 2026.*
Ontario, population under 30,000	\$49,467			\$46,706	\$2,761	-6%	
Ontario, population 30,000 to 99,999	\$48,835			\$46,706	\$2,129	-4%	
Ontario, population 100,000 to 499,999	\$51,421			\$46,706	\$4,715	-9%	
Ontario, population 500,000 and over	\$53,678			\$46,706	\$6,972	-13%	
Ottawa-Gatineau, Ontario part, Ontario/Quebec	\$56,468			\$46,706	\$9,762	-17%	
Hamilton/Burlington, Ontario	\$52,069			\$46,706	\$5,363	-10%	
Toronto, Ontario	\$57,531			\$46,706	\$10,825	-19%	

*A \$2/hour wage grant is also available to ECEs earning up to \$28.58/hour.

Region	2023 MBM adjusted for Inflation	Provincial minimum wage	ECE hourly rate	ECE annual earnings (37.5 hr/week)	Difference between annual earnings and MBM	Percentage difference between ECE earnings and MBM	Sources
Manitoba, rural	\$47,181	\$15.80	\$22.90	\$44,827	\$2,354	-5%	Wage guidelines ECE III. Effective July 1, 2024 .*
Manitoba, population under 30,000	\$49,345			\$44,827	\$4,518	-9%	
Manitoba, population 30,000 to 99,999	\$49,419			\$44,827	\$4,592	-9%	
Brandon, Manitoba	\$48,759			\$44,827	\$3,932	-8%	
Winnipeg, Manitoba	\$53,064			\$44,827	\$8,237	-16%	

*The suggested rate for directors and assistant directors is based on the size of the centre.

Region	2023 MBM adjusted for Inflation	Provincial minimum wage	ECE hourly rate	ECE annual earnings (37.5 hr/week)	Difference between annual earnings and MBM	Percentage difference between ECE earnings and MBM	Sources
Saskatchewan, rural	\$48,105	\$15.00	\$23.50	\$46,001	\$2,104	-4%	Represents minimum wage top up plus \$8.50 wage enhancement for certified educators . Effective September 1, 2024 .
Saskatchewan, population under 30,000	\$50,109			\$46,001	\$4,108	-8%	
Saskatchewan, population 30,000 to 99,999	\$50,262			\$46,001	\$4,261	-8%	
Saskatoon, Saskatchewan	\$54,292			\$46,001	\$8,291	-15%	
Regina, Saskatchewan	\$53,324			\$46,001	\$7,323	-14%	

Region	2023 MBM adjusted for Inflation	Provincial minimum wage	ECE hourly rate	ECE annual earnings (181 hours/month)	Difference between annual earnings and MBM	Percentage difference between ECE earnings and MBM	Sources
Alberta, rural	\$54,247	\$15.00	\$23.62	\$52,109	-\$2,138	-4%	Represents minimum wage plus \$8.62/hour wage grant for Level 3 ECE. Effective January 1, 2023. Wage top-up reflects qualification level.
Alberta, population under 30,000	\$55,543			\$52,109	-\$3,434	-6%	
Alberta, population 30,000 to 99,999	\$53,963			\$52,109	-\$1,854	-3%	
Alberta, population 100,000 to 499,999	\$54,657			\$52,109	-\$2,548	-5%	
Edmonton, Alberta	\$57,341			\$52,109	-\$5,232	-9%	
Calgary, Alberta	\$57,909			\$52,109	-\$5,800	-10%	

Region	2023 MBM adjusted for Inflation	Provincial minimum wage	ECE hourly rate	ECE annual earnings (37.5 hr/week)	Difference between annual earnings and MBM	Percentage difference between ECE earnings and MBM	Sources
British Columbia, rural	\$49,692	\$17.40	\$28.00*	\$54,810	\$5,118	10%	Includes \$6/hour wage grant for certified ECEs . Effective January 2024 .**
British Columbia, population under 30,000	\$51,041			\$54,810	\$3,769	7%	
British Columbia, population 30,000 to 99,999	\$51,282			\$54,810	\$3,528	7%	
British Columbia, population 100,000 to 499,999	\$56,397			\$54,810	-\$1,587	-3%	
Vancouver, British Columbia	\$58,163			\$54,810	-\$3,353	-6%	

*[Median hourly rate as reported by government sources](#).

**Wage enhancements apply to certified ECEs only.

Region	2023 MBM adjusted for Inflation	Minimum Wage	ECE hourly rate	ECE annual earnings (37.5 hr/week)	Difference between annual earnings and MBM	Percentage difference between ECE earnings and MBM	Sources
Yukon, rural north	\$63,430	\$17.59	\$34.70	\$67,925	\$4,495	7%	Early Childhood Educator Level 3. Personal correspondence Yukon Government. November 13, 2024.*
Yukon, rural south	\$60,681		\$34.70	\$67,925	\$7,244	12%	
Whitehorse	\$62,220		\$32.90	\$64,402	\$2,182	4%	

*Wage top-up amount reflects qualification levels.

Region	2023 MBM adjusted for Inflation	Minimum wage	ECE hourly rate	ECE Annual earnings (37.5 hr/week)	Difference between annual earnings and MBM	Percentage difference between ECE earnings and MBM	Sources
Northwest Territories, Beaufort Delta	\$84,516	\$16.70	\$31.75	\$62,151	-\$22,001	-26%	ELCC Educator (Step 3) with 4–7 years’ experience. Effective November 2024.*
Northwest Territories, Sahtu	\$85,816		\$34.25	\$67,044	-\$18,772	-22%	
Northwest Territories, Tlicho	\$69,587		\$29.50	\$57,746	-\$11,841	-17%	
Northwest Territories, Dehcho	\$73,482		\$28.50	\$55,789	-\$17,693	-24%	
Northwest Territories, South Slave	\$69,547		\$28.50	\$55,789	-\$13,758	-20%	
Yellowknife, Northwest Territories	\$70,294		\$28.25	\$55,299	-\$14,995	-21%	

*Grid includes rates for administrators, supervisors, and assistants. Rates are adjusted depending on the community’s location and size.

Region	2023 MBM adjusted for Inflation	Minimum wage	ECE hourly rate	ECE Annual earnings (37.5 hr/week)	Difference between annual earnings and MBM	Percentage difference between ECE earnings and MBM	Sources
Nunavut, Baffin (excluding Iqaluit)	\$116,368	\$19.00	\$35.73	\$69,941	-\$46,427	-40%	ECE Level 3, Effective April 1, 2024. *
Nunavut, Kivalliq	\$102,122			\$69,941	-\$32,181	-32%	
Nunavut, Kitikmeot	\$108,582			\$69,941	-\$38,641	-36%	
Iqaluit, Nunavut	\$121,797			\$69,941	-\$51,856	-43%	

*Grid includes management and support staff positions. A northern allowance of between \$7.70 and \$14.63 is also available.