

# Professionalism • Compensation • Respect Early Childhood Workforce



**17th Annual Summer Institute on Early Childhood Development  
The Early Years: From Disruption to Recovery and Beyond**

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# The Early Childhood Workforce

Total EC Canadian Workforce - 202,765

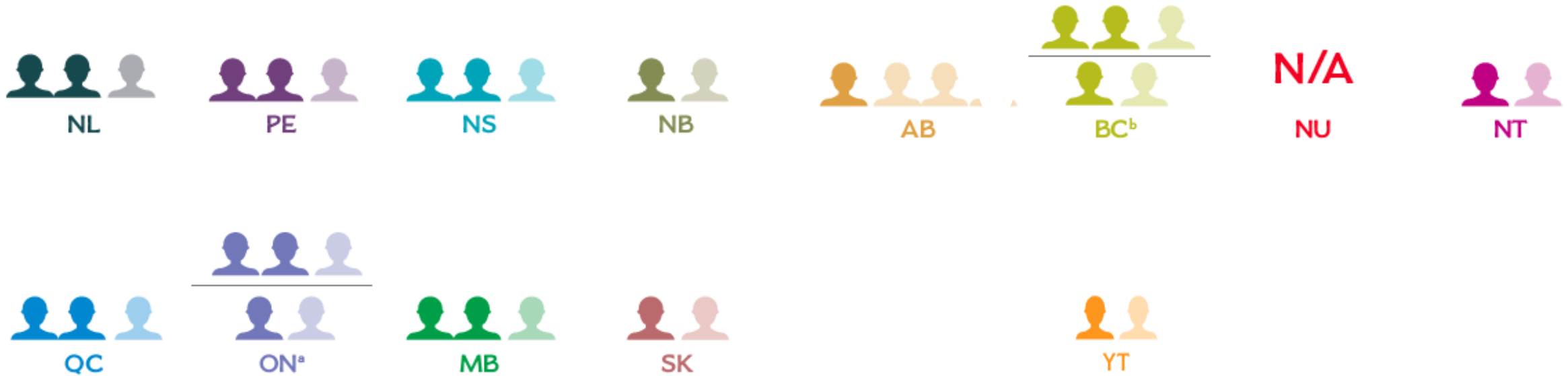
Employed - 193,555

Unemployed - 7,715

STATISTICS CANADA. NOC code 4214. ECEs and assistants

**PROFESSIONALISM**

# RATIO OF QUALIFIED ECES TO UNQUALIFIED STAFF IN PRESCHOOL AGE GROUPS IN REGULATED CHILD CARE



- a Two of three staff must hold qualifications for groups of 24; one of two must hold qualifications for groups of 16.
- b Two of three staff must hold qualifications for groups of 9-12 children in centres serving children from 0 to <36 months; one of two staff must hold qualifications in centres serving children from 36 months to age 5.



# Additional qualifications for child care supervisors

P/T	SUPERVISOR	DIRECTOR
PE	2 YR DIPLOMA + 3,500 hours experience	Pending ECE Degree
NS	2 YR DIPLOMA	Pending ECE Degree
MB	2 YR DIPLOMA + Management specialty	
SK	2 YR DIPLOMA	
AB	2 YR DIPLOMA + Supervisor certificate	
NL	2 YR DIPLOMA + 2 YRS experience	
ON	2 YR DIPLOMA + 2 YRS experience	

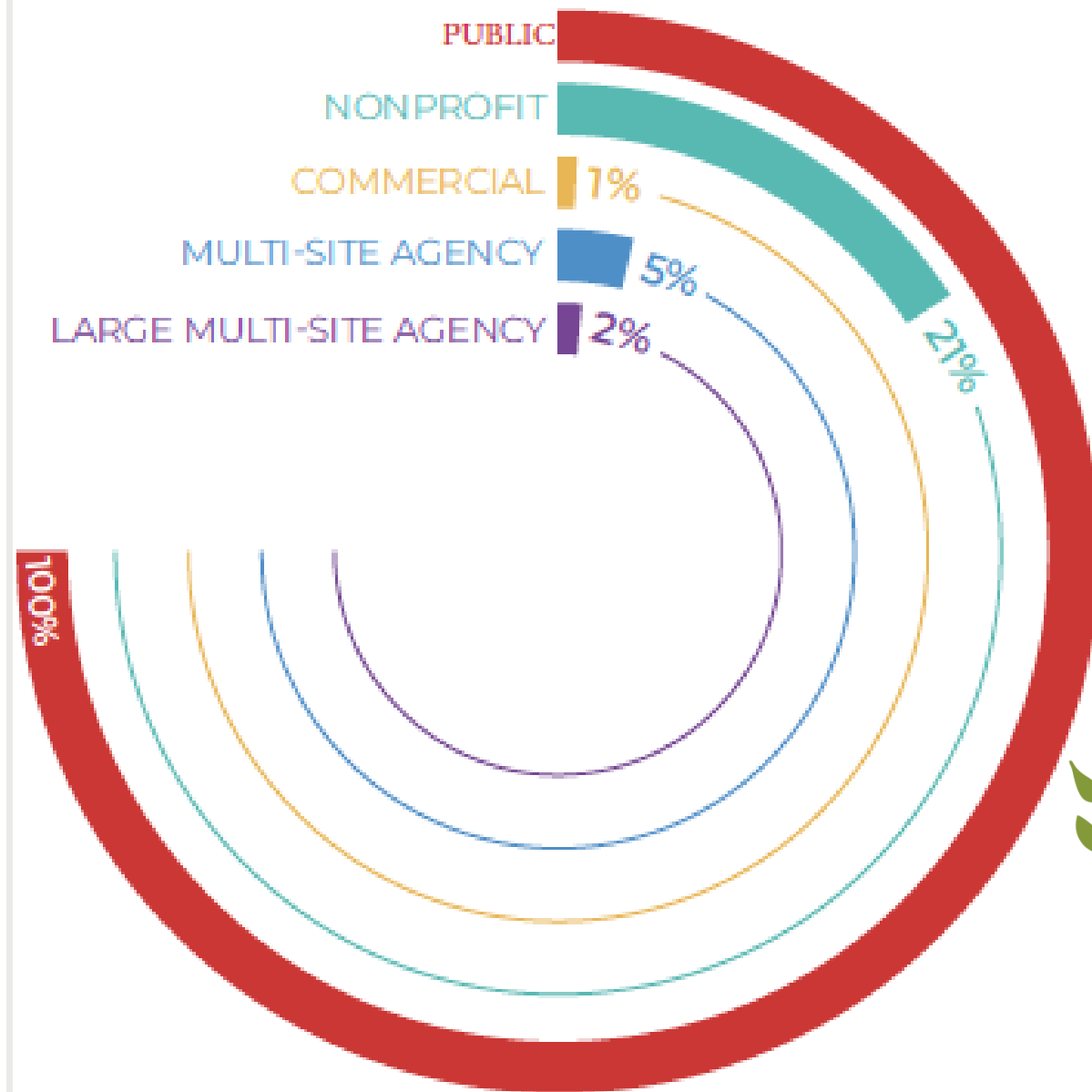


# PROFESSIONAL RECOGNITION

Most jurisdictions require some form of professional certification, which must be renewed on a regular basis, with the exception of AB, QC, NB, NU, NT



## RATES OF UNIONIZATION BY CENTRE TYPE

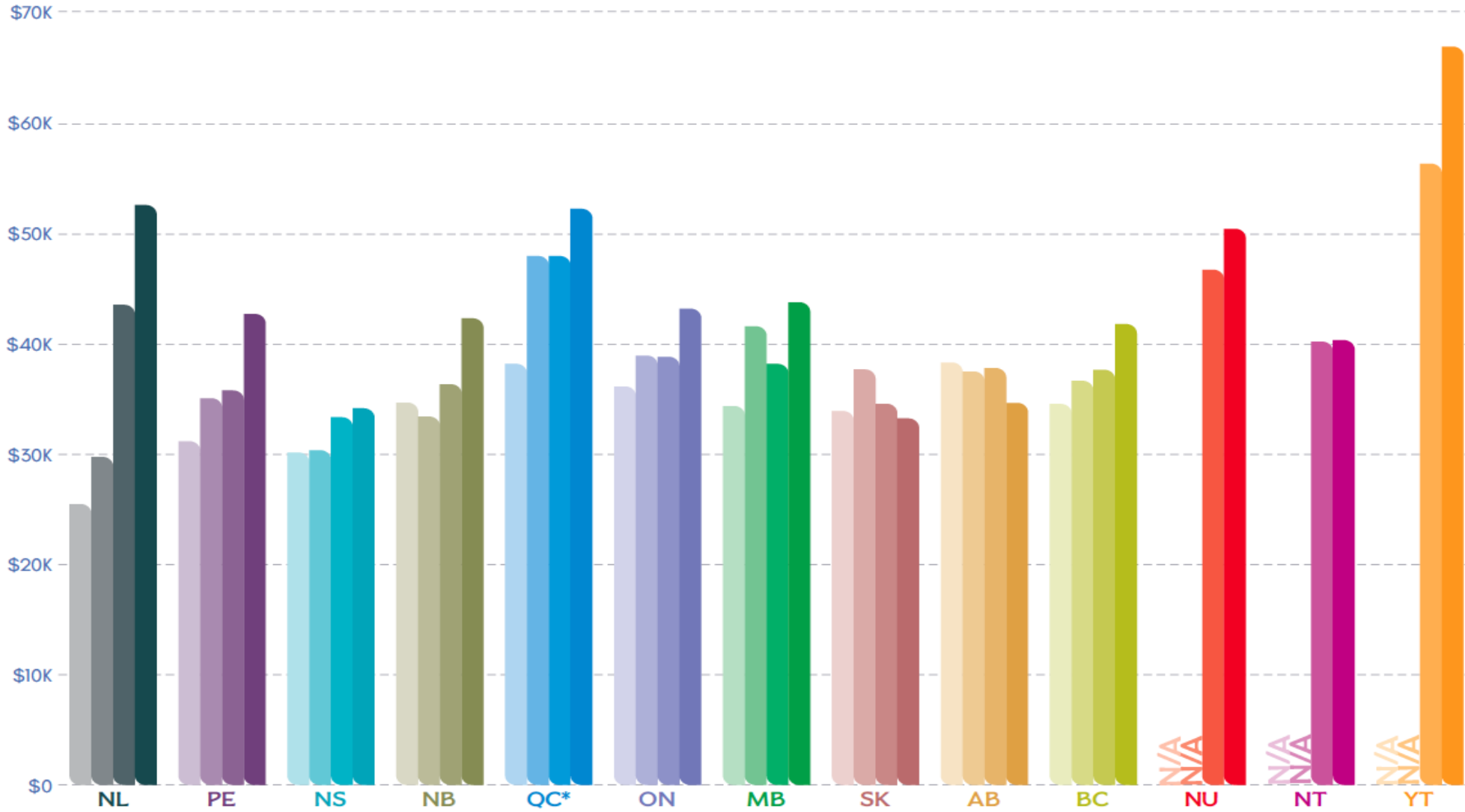


# COMPENSATION



# CHANGE IN ECE SALARIES

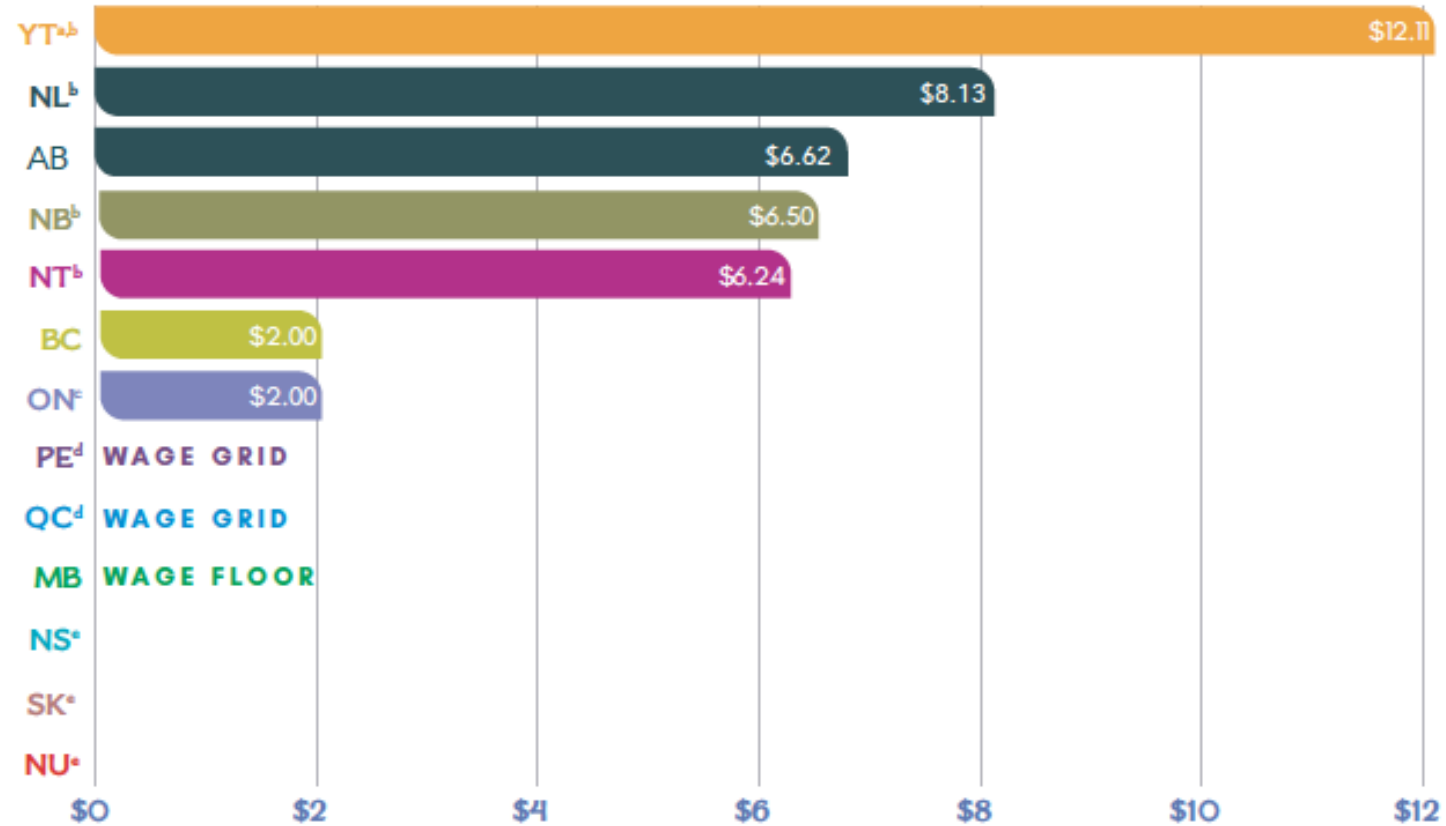
2011 • 2014 • 2017 • 2020



Reflects top salaries for qualified ECEs.



### MAXIMUM HOURLY WAGE SUPPLEMENT FOR EARLY CHILDHOOD EDUCATORS



- a In April 2021, YT increased its maximum wage enhancement to \$17.11 per hour
- b The amount of the wage enhancement reflects the qualification level of the educator
- c Educators earning more than \$27.47 per hour do not receive the wage enhancement
- d Wage grids are in EYCs (PE) and CPEs (QC) only
- e Wage support may be included within operating grants



# WAGE GRID FOR CENTRE DE LA PETITE ENFANCE (QUEBEC)

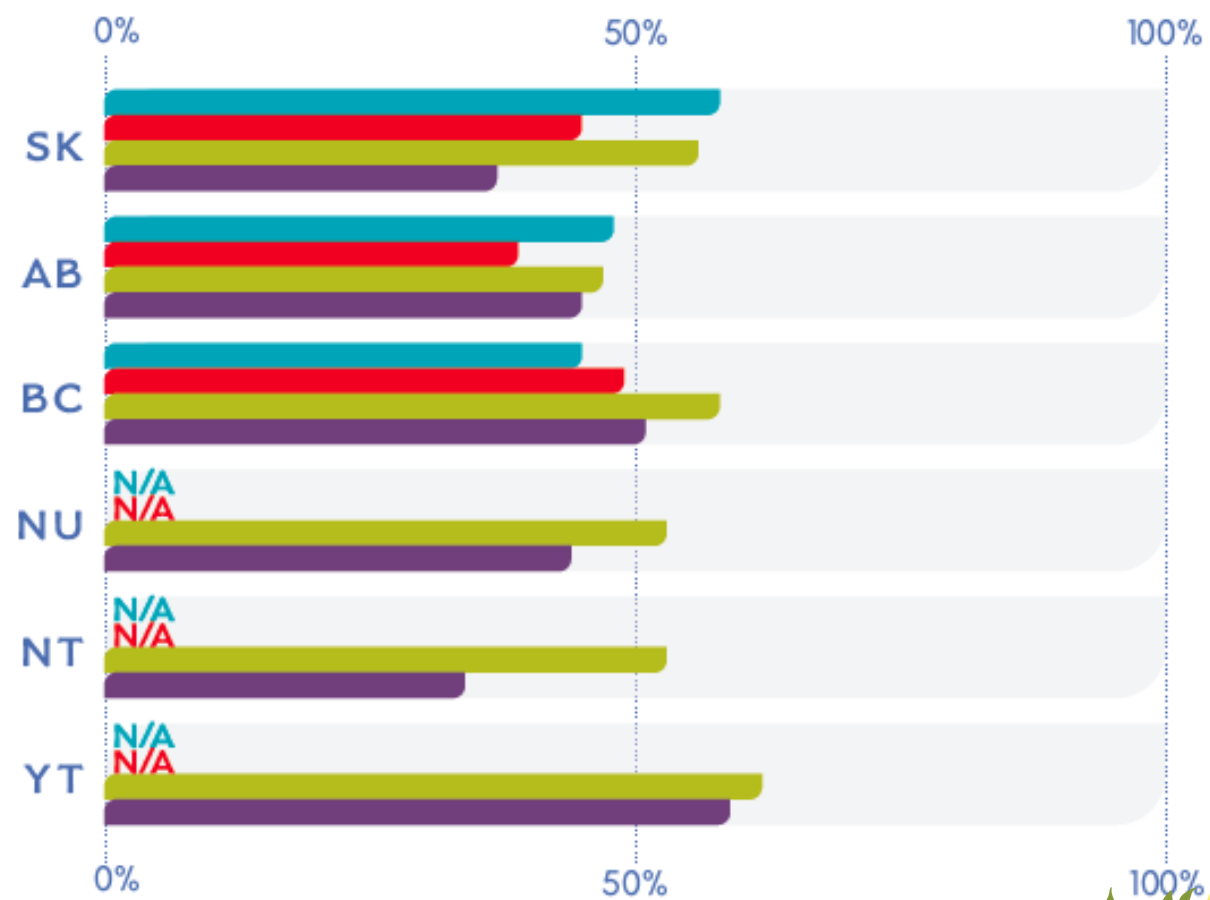
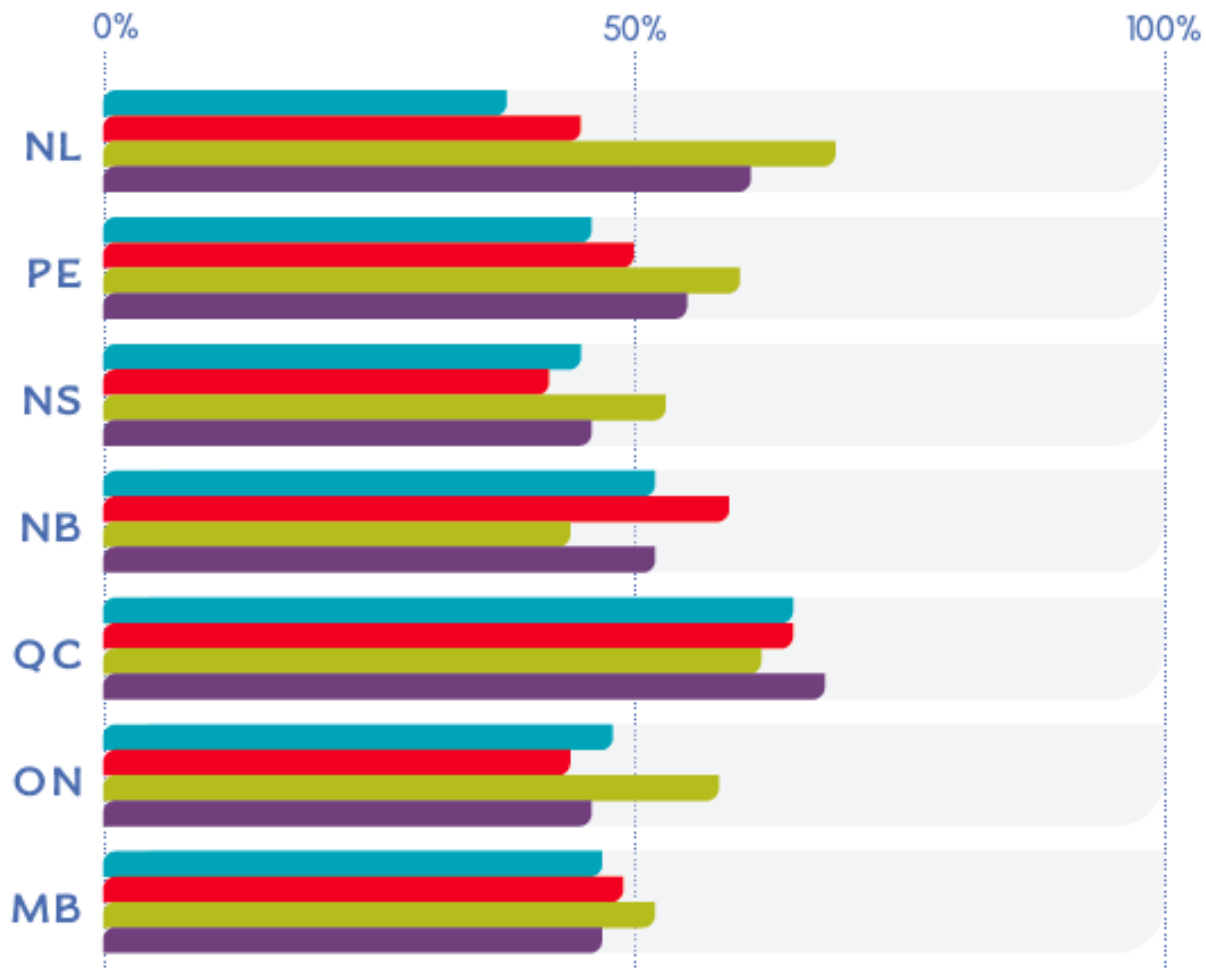
## 10 Year Wage Grid

- Qualified educators: \$19 - \$25.19/ hour
- Unqualified: \$16.77 - \$25.18/ hour. (14 year)
- Pedagogues: \$20.14 – \$26.69/ hour
- Aides: \$16.16 - \$17.75/ hour
- Cooks: \$17.68 - \$20.67/ hour
- Administrators: \$19 - \$25.18/ hour
- Receptionist. 16.24 - \$18.31 / hour

**Median wage** wage for all regulated child care settings. \$19.40

# ECE SALARIES AS A PERCENT OF TEACHER SALARIES

2011 • 2014 • 2017 • 2020

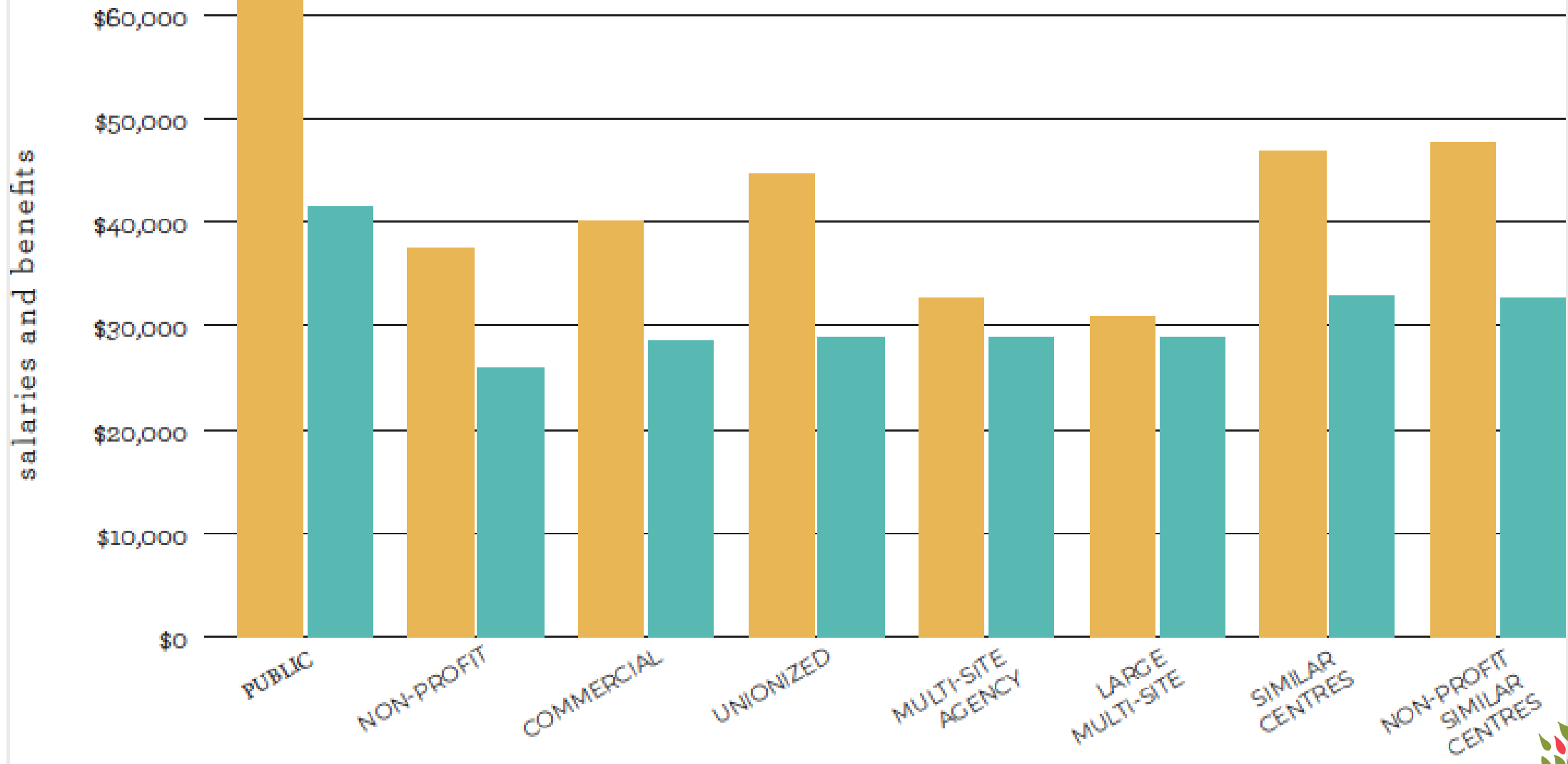


## EC EARNINGS COMPARED TO SIMILAR NON-STEM OCCUPATIONS

OCCUPATION CLASSIFICATION	WORKFORCE SIZE	MEDIAN EMPLOYMENT INCOME	AVERAGE EMPLOYMENT INCOME
21 Paraprofessional occupations in legal, social, community and education services	438,670	29,432	31,829
4211 Paralegal and related occupations	29,255	46,555	49,046
4212 Social and community service workers	147,310	37,755	38,503
4214 Early childhood educators and assistants	202,765	24,613	25,367
4215 Instructors of persons with disabilities	21,645	39,412	38,926
4216 Other instructors	29,385	11,630	21,442

# AVERAGE ANNUAL EARNINGS BY CENTRE TYPE (2018)

early childhood educators    child care aides/assistants



AVERAGE SPENDING BY CATEGORY, BY CENTRE TYPE

salaries benefits administration other expenditures

PUBLIC

NON-PROFIT

COMMERCIAL

UNIONIZED

MULTI-SITE AGENCY

LARGE MULTI-SITE

SIMILAR CENTRES

NON-PROFIT SIMILAR CENTRES

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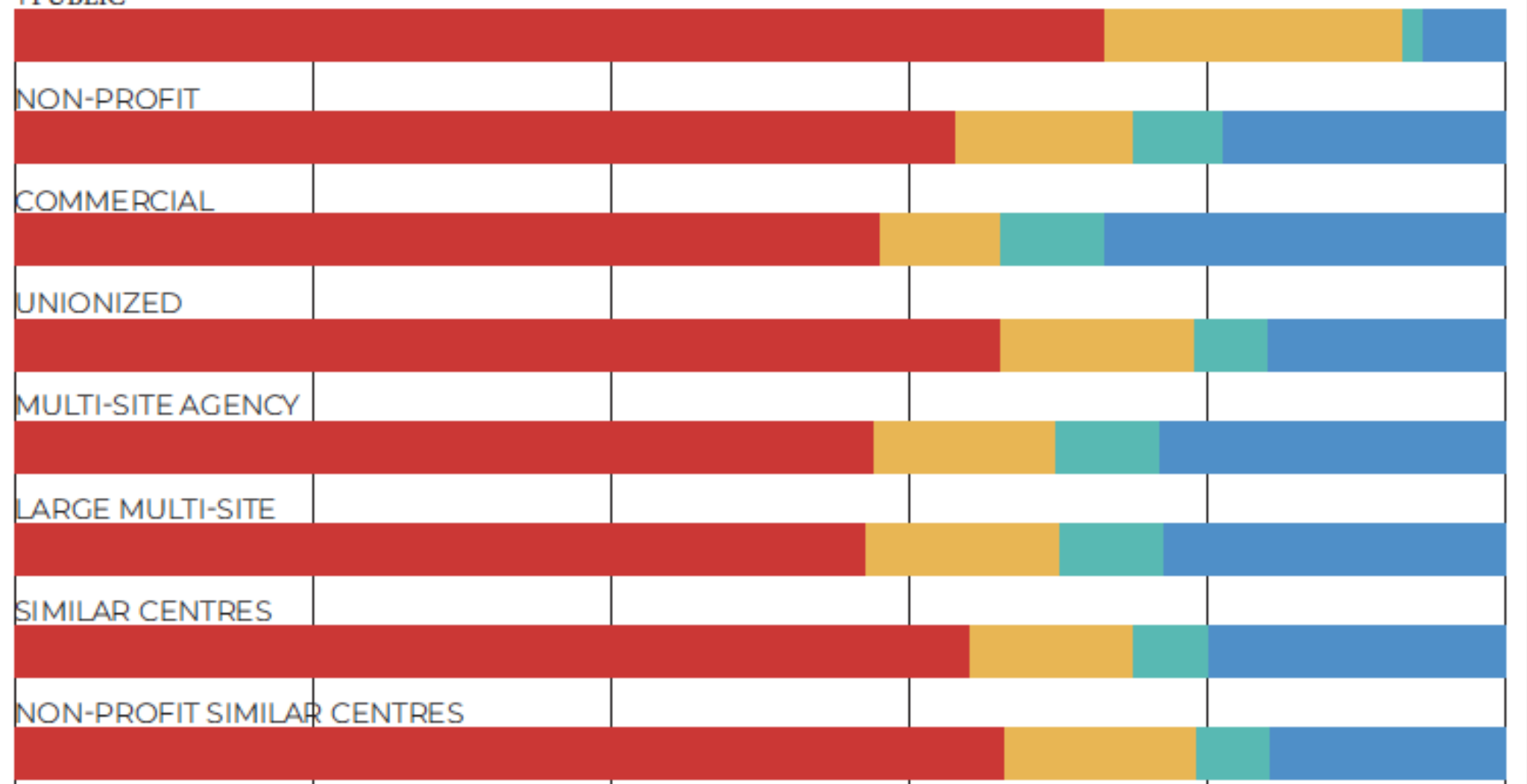
20%

40%

60%

80%

100%



*YEARS OF SERVICE FOR TELCCS  
EMPLOYEES BY POSITION*

supervisors

early childhood educat or

child care aide





**RESPECT**

# TAKING THE JOB HOME

On average educators working in centres put in 1.75 hours per week unpaid overtime at the centre and an additional 2 hours preparing work-related materials at home.

Employers 29% said their centres offered paid time to communicate with parents and 50% offered regular paid preparation time

**Saulnier & Frank, 2019,p.21**



# CENTRE SURVEYS

- 82% of the employers trouble recruiting and retaining qualified staff in the past year
- 62% of centres had to recruit staff in the last two years. 30% had hiring difficulties, 6% had unfilled vacancies lasting over four months.

# STAFF SURVEYS

## **Wages**

- 22% thought that their pay was fair
- 67% felt that their salary does not adequately reflect their work

## **Respondents who resigned from a child care position**

- 19% lack of promotion
- 34% culture/quality in the centre
- 32% poor management
- 24% couldn't reconcile with their own child care needs

# TALE OF TWO OPPORTUNITIES

Almost half of the 53,000 educators registered with Ontario's College of ECEs do not work in licensed child care.

Nova Scotia's universal pre-primary school program, recruited half its workforce from certified ECEs who returned to the profession. Many moved back to N.S. to work in the program.

