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Knowing
Numbers

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Knowing *Our* Numbers is a community collaborative research project



43/47 Ontario regions have signed on to KON to support evidence-based policy planning



Captures the voices of the workforce across Ontario to better understand challenges faced today



The project reaches child care, FDK, EarlyON, licensed home providers, supervisors and directors, RECEs/non-RECEs



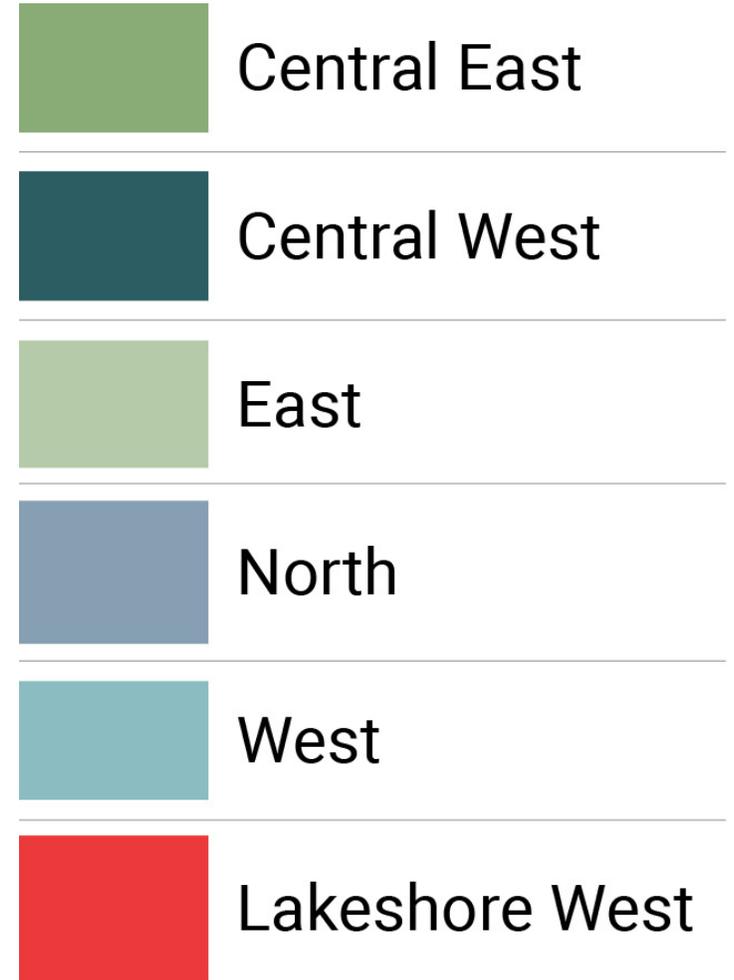
The unique regional challenges are being captured in 30 reports including a Northern Perspectives Report

Provincial Wide & Hamilton Findings

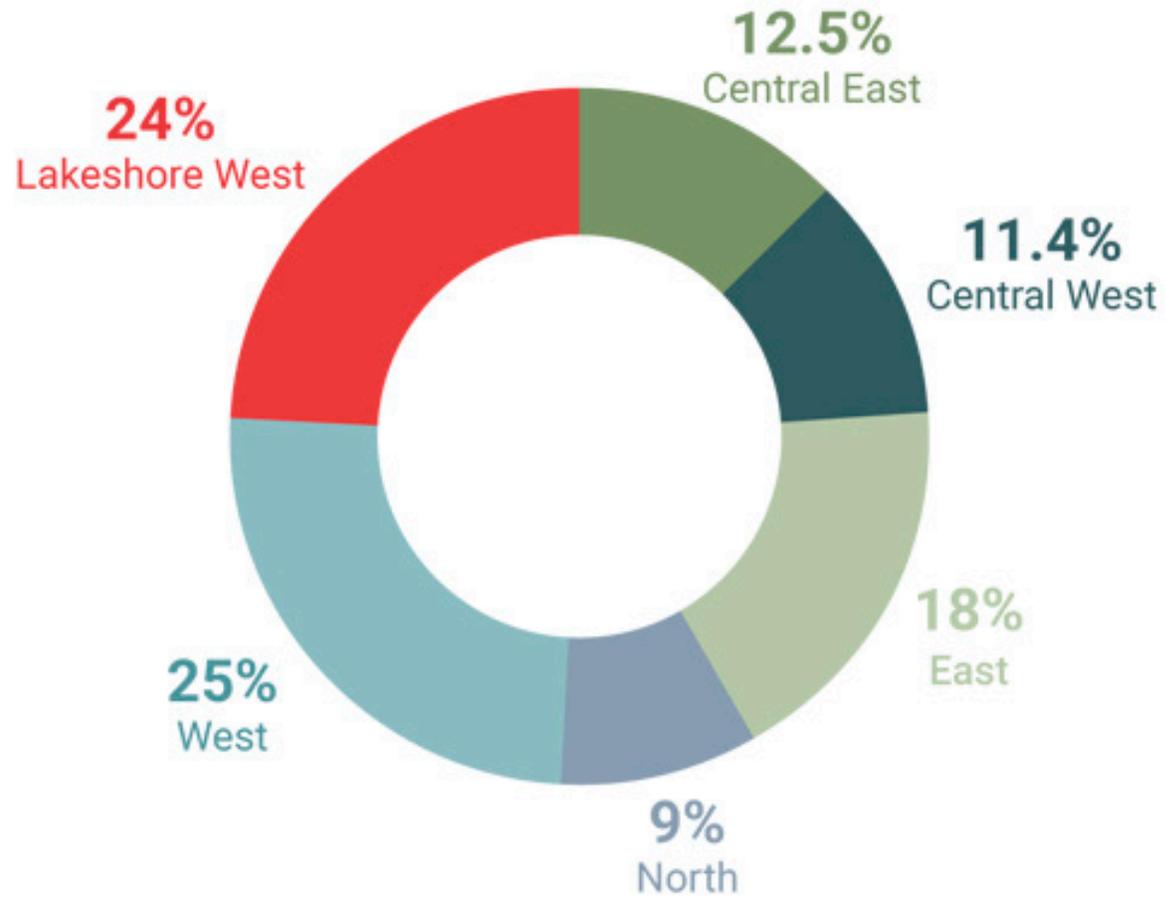


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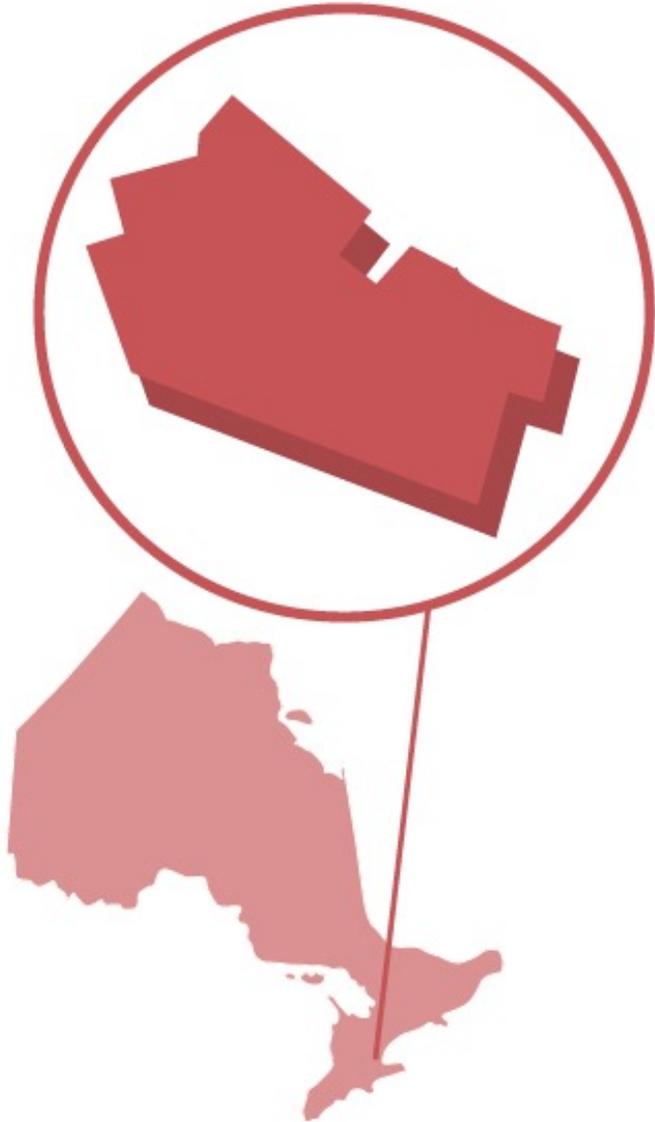
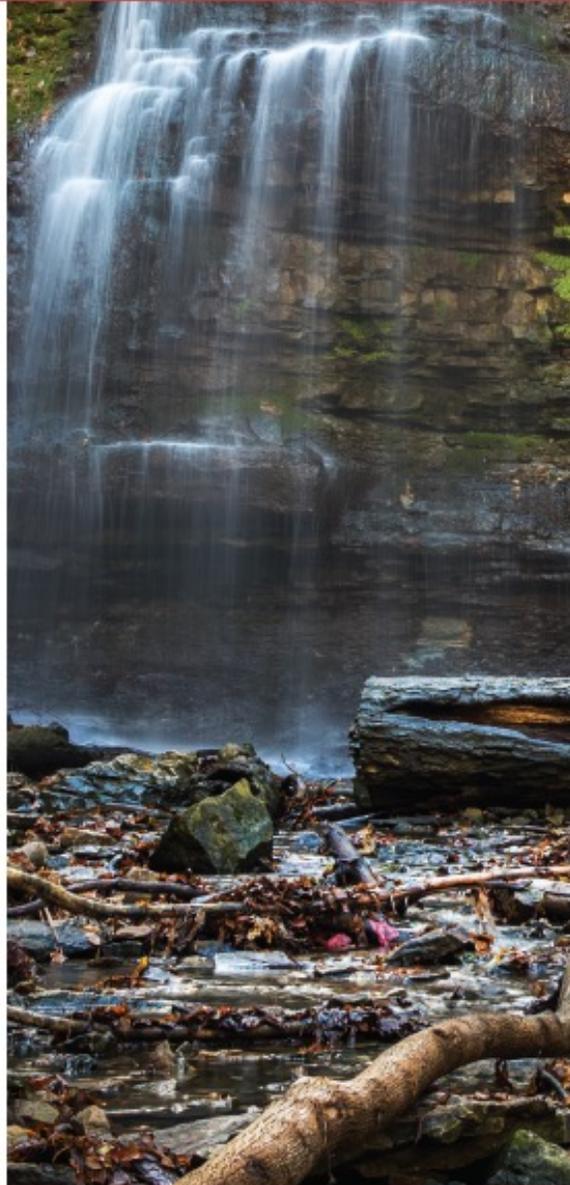
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Percentage of Study Respondents by Region

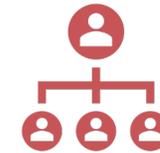


City of Hamilton



844

Workforce



138

Directors/
Supervisors

Age Distribution of Respondents

Age	% of Total	Cumulative %
Under 25	13.6	13.6
25 - 35	38.6	52.2
36 - 44	17.5	69.7
45 - 64	28.5	98.2
Over 64	1.9	100.0

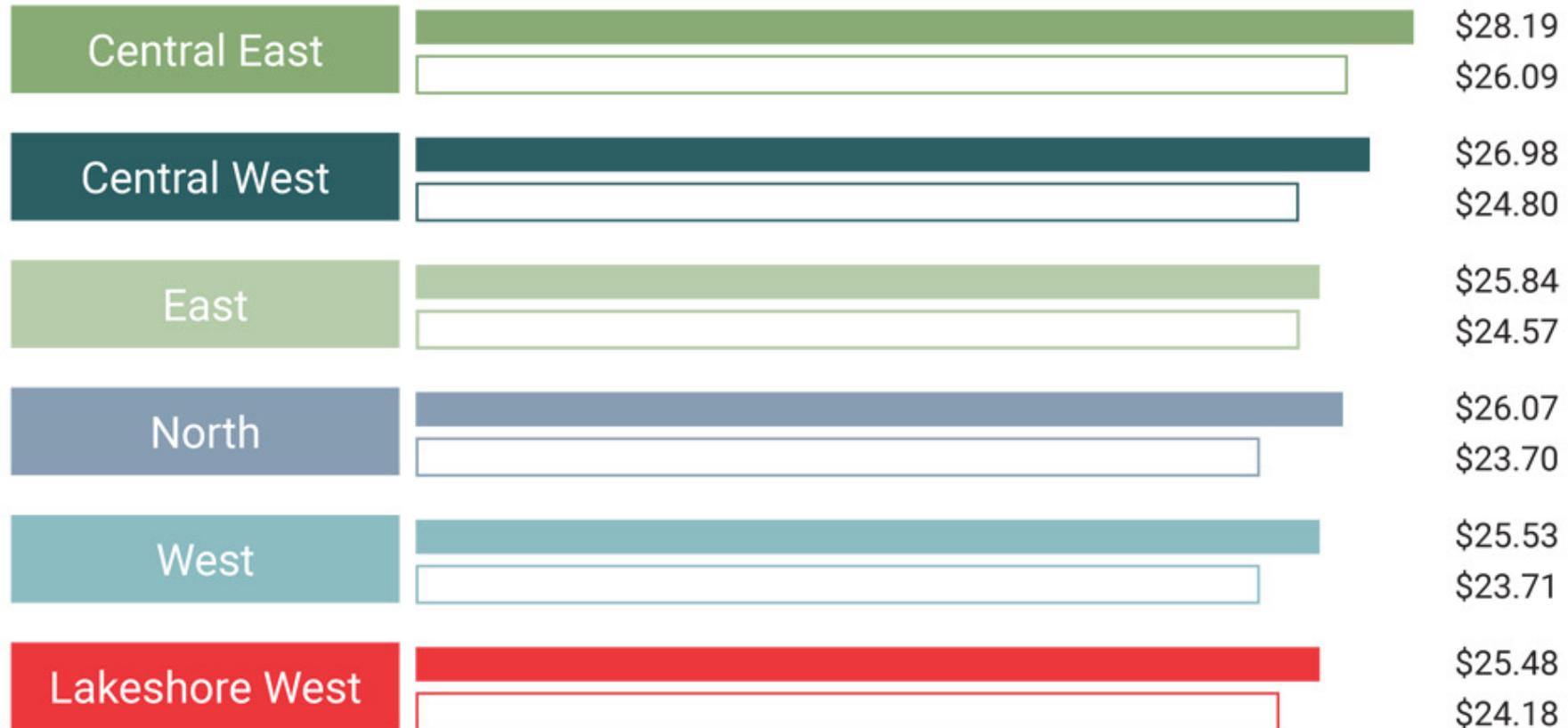
Hourly Wages by Auspice and Region RECEs

	Auspice				Total across auspices
	For-profit	Non-profit	CMSM/DSSAB	FDK	
Central East	\$22.98	\$27.76	\$31.80	\$27.35	\$27.23
Central West	\$22.60	\$26.37	\$33.69	\$28.02	\$26.06
East	\$23.38	\$25.43	\$28.09	\$28.30	\$25.65
North	\$23.09	\$25.60	\$27.08	\$27.13	\$25.69
West	\$22.69	\$24.75	\$31.70	\$28.73	\$25.27
Lakeshore West	\$23.25	\$25.15	\$31.41	\$27.32	\$25.06
Total across regions	\$22.99	\$25.53	\$30.37	\$27.95	\$25.64

NOTE: Auspice breakdown by region do not include post-secondary due to low sample size.

Wage Rate Per Hour by Racialization and Region

■ Non-Racialized □ Racialized



Total Non-Racialized: \$25.97

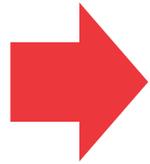
Total Racialized: \$24.69

Reported Job Satisfaction by Auspice and Region—RECEs

Scale of 1 (low satisfaction) to 5 (highest satisfaction)

Auspice

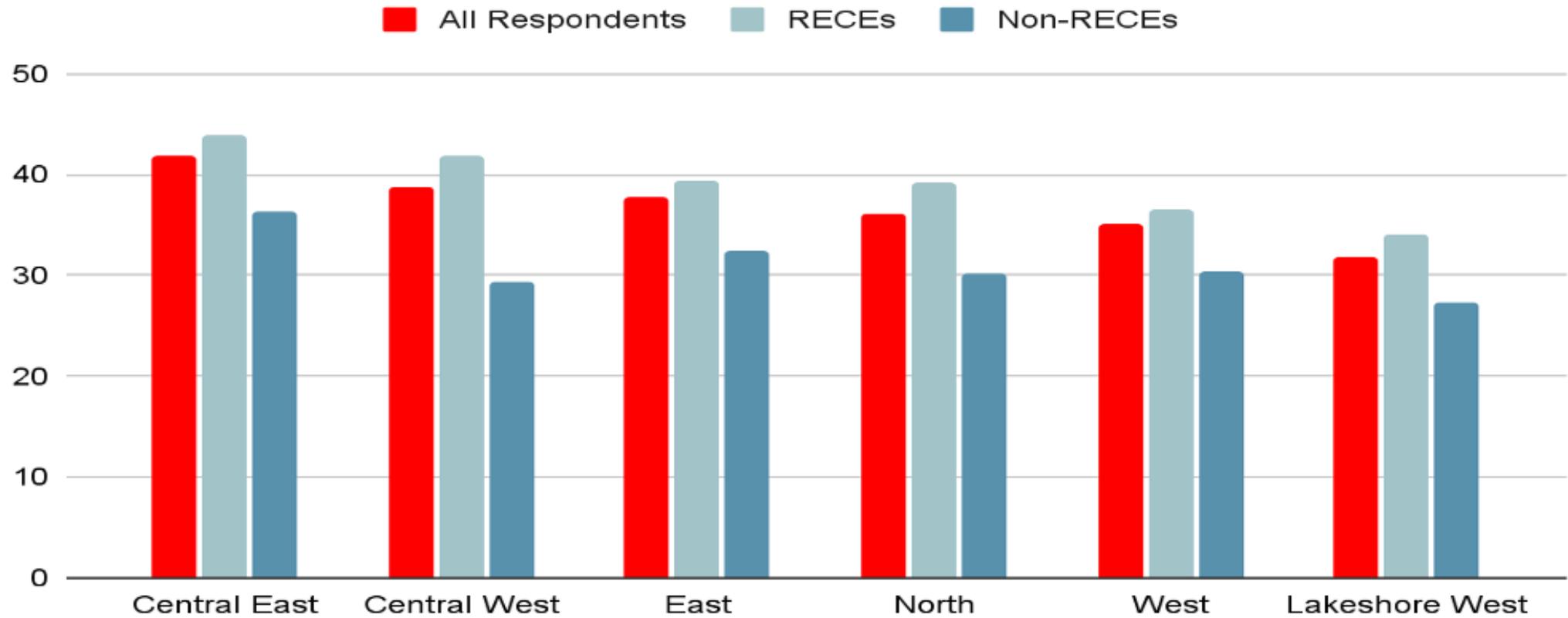
	For-profit	Non-profit	CMSM/DSSAB	FDK	Total across auspice
Central East	2.4	2.8	2.7	2.3	2.7
Central West	2.2	2.8	3.3	2.4	2.6
East	2.3	2.7	3.1	2.8	2.7
North	2.4	2.7	3.0	2.8	2.7
West	2.5	2.6	3.4	2.9	2.7
Lakeshore West	2.5	2.7	3.4	2.6	2.7
Total across regions	2.4	2.7	3.2	2.6	2.7



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

	%		%
Paid sick days	80.4	Paid team meeting during workday	58.3
Paid personal / mental health days	46.7	Salary scale reflecting qualifications	16.5
Paid PD	66.2	Pay increase with new credentials	16.9
Paid bereavement leave	60.5	Tuition assistance	7.5
Parental leave top-up	9.5	Pension benefits or RRSP contributions	55.4
Paid programming during workday	60.4	Extended health benefits	68.8

Percent Respondents that Report Experiences of Workplace Discrimination by Region



Percent Racialization by Region and Position

District	Non RECEs	RECEs	Centre Directors/Supervisors
Central East	72.5%	47.0%	38.1%
Central West	65.1%	37.7%	33.3%
East	29.2%	11.8%	18.6%
North	26.5%	21.0%	15.6%
West	29.3%	10.7%	21.2%
Lakeshore West	44.2%	26.7%	24.0%
Total	42.5%	22.8%	24.6%

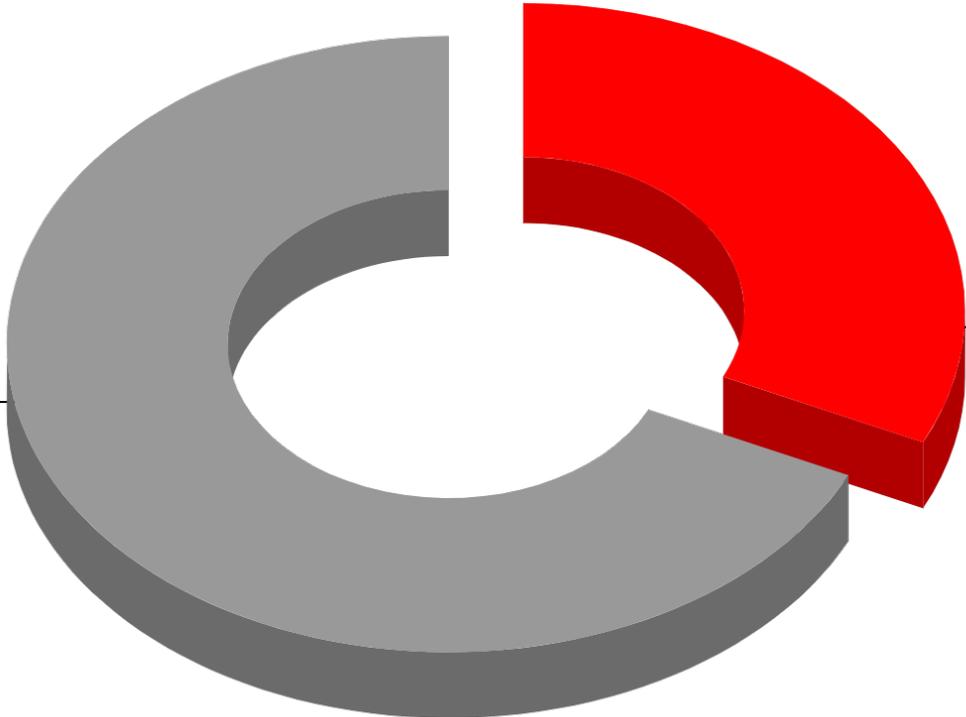
Note: Data for Directors/Supervisors is from a different survey.

Reported Experiences of Discrimination

Hamilton Workforce & Directors

No Report Experiences of Discrimination

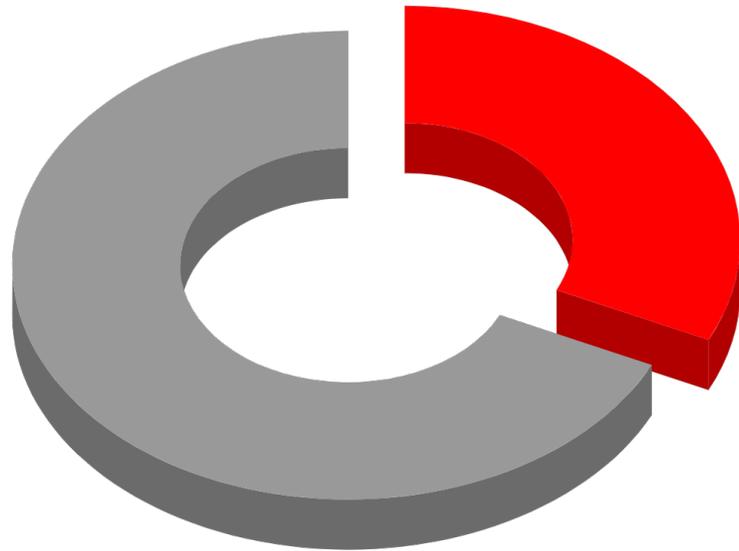
68% Workforce
71% Directors



Experiences of Discrimination

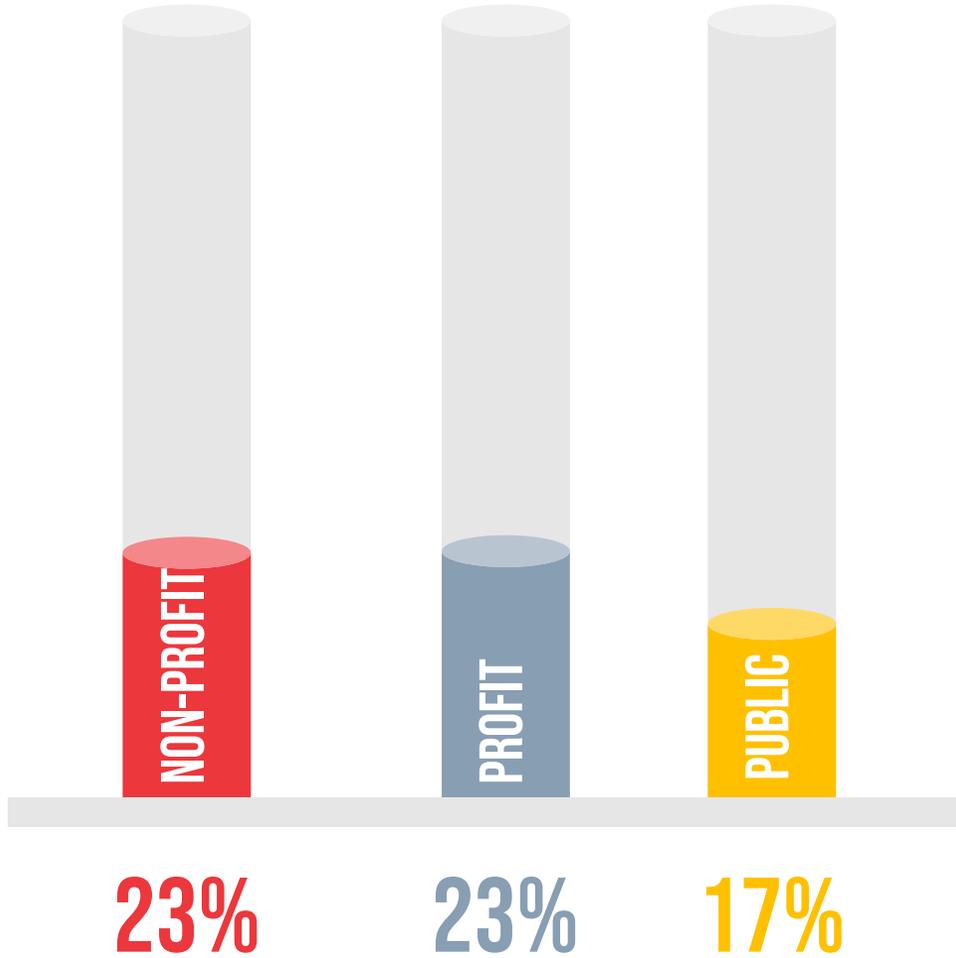
32% Workforce
29% Directors

Types of Discrimination - *Workforce*

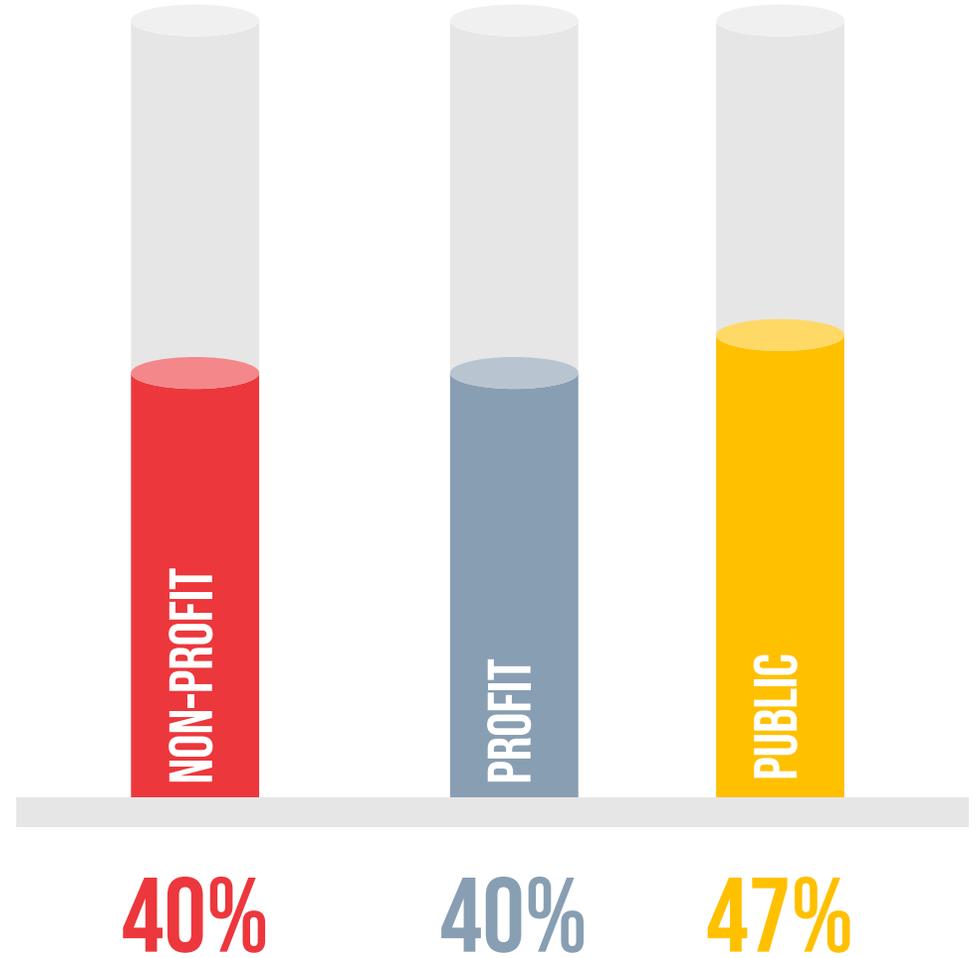


1	2	3	4
51%	43%	25%	21%
Bullying	Education/ Seniority	Mental Health	Ageism
			

Plans to Leave in Next 5 Years



Uncertain



THANK

YOU

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