

# Trends, Opportunities and Challenges in Early Child Education

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Review of  
TORONTO EARLY LEARNING  
AND CHILD CARE SERVICES

THEIR UNIQUE CONTRIBUTION TO TORONTO'S EQUITY,  
INCLUSION AND POVERTY REDUCTION GOALS

MARCH 2021



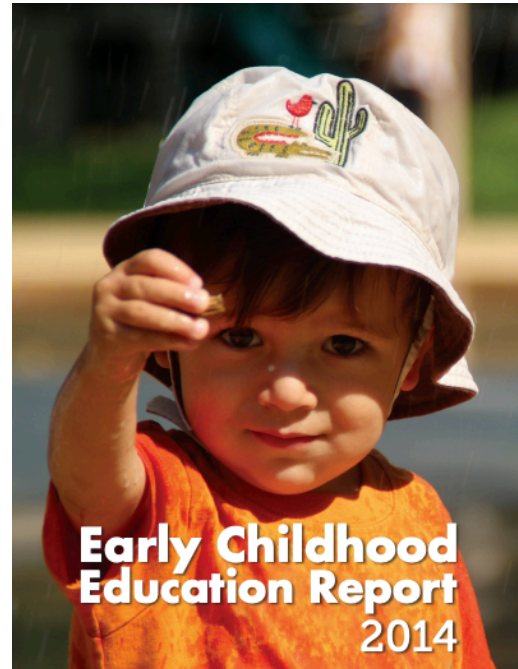
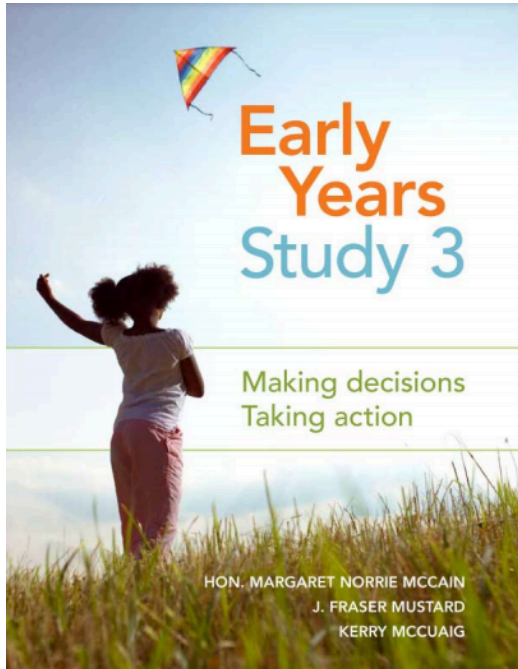
March 2021



June 2021

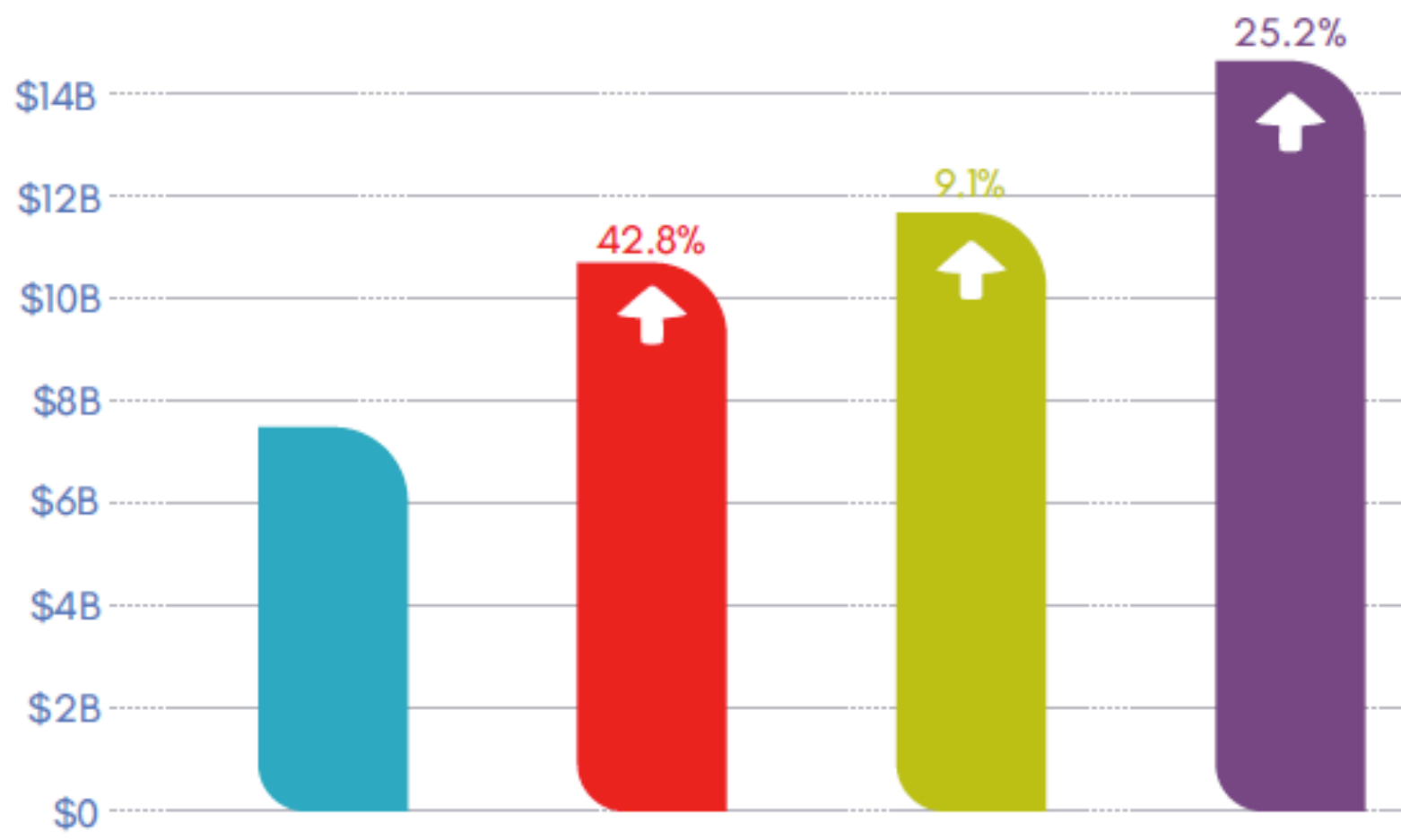


The Early Childhood Education Report 2020 is the 4<sup>th</sup> assessment of provincial and territorial frameworks for early childhood education and care services (ECEC) in Canada.



# CHANGE IN TOTAL ECEC SPENDING

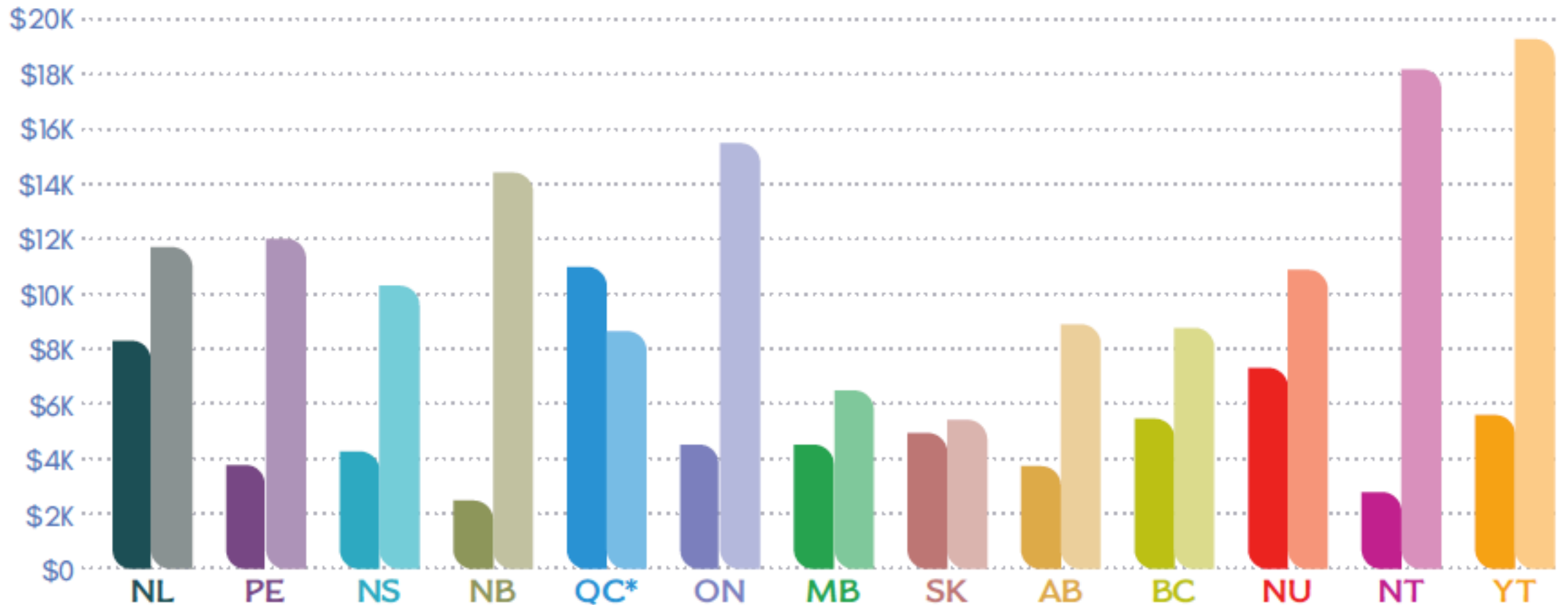
2011 • 2014 • 2017 • 2020



Percent reflects change in spending from previous ECER edition.



## OPERATING EXPENDITURES PER CHILD CARE SPACE AND PER CHILD IN SCHOOL PROGRAMS



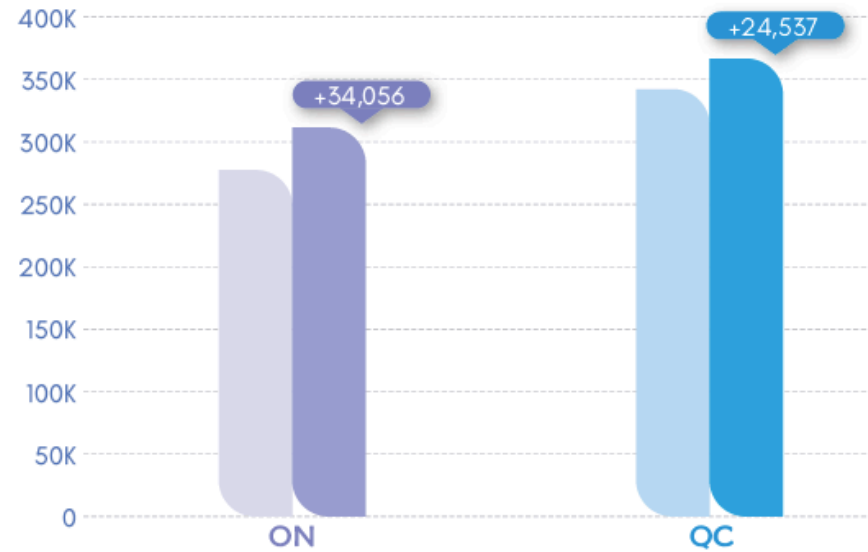
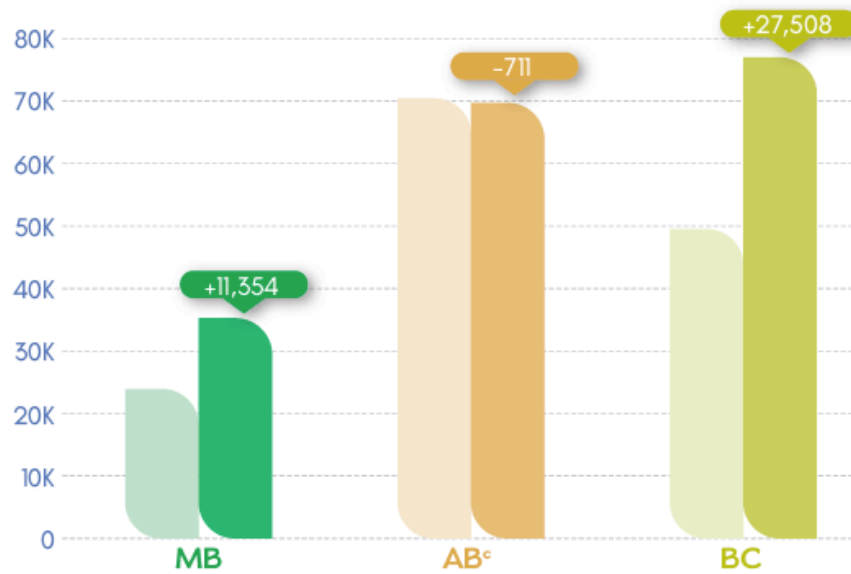
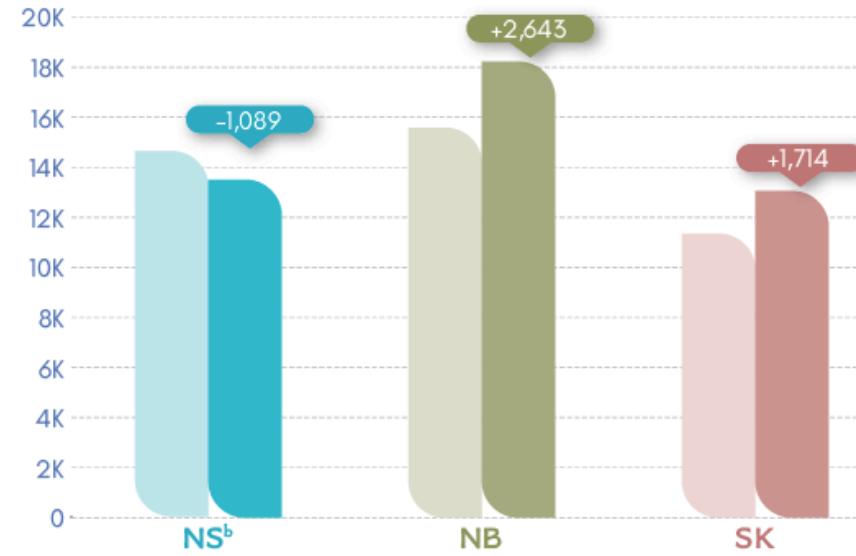
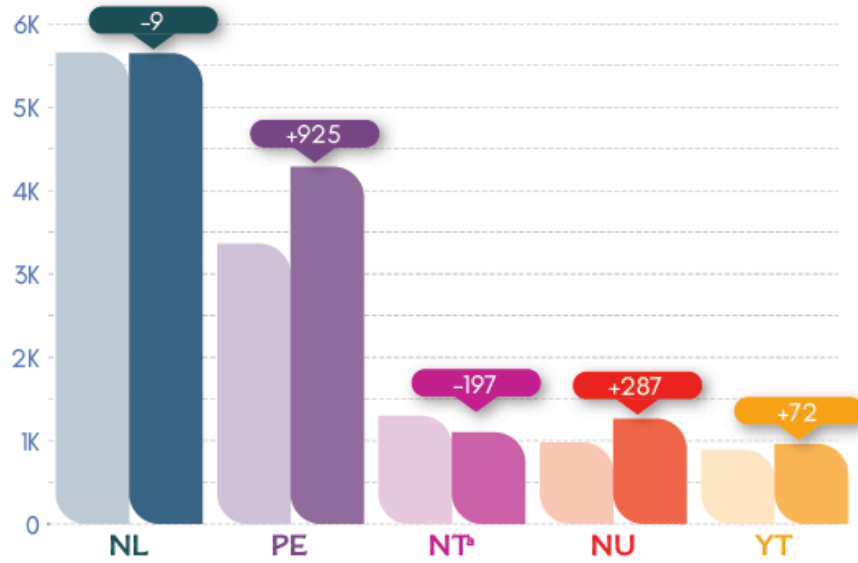
Calculation based on most recent available enrolment figures.

\*QC does not include school-age child care. Funding only reflects spending on spaces for children 0 to <5.





## CHANGE IN THE NUMBER OF CHILD CARE SPACES (0 TO 5 YEARS) BY PROVINCE/TERRITORY 2017 • 2020



Includes centre-based, family and licensed child care for Kindergarten-age children.

a NT transfer of 4-year-olds into Junior Kindergarten

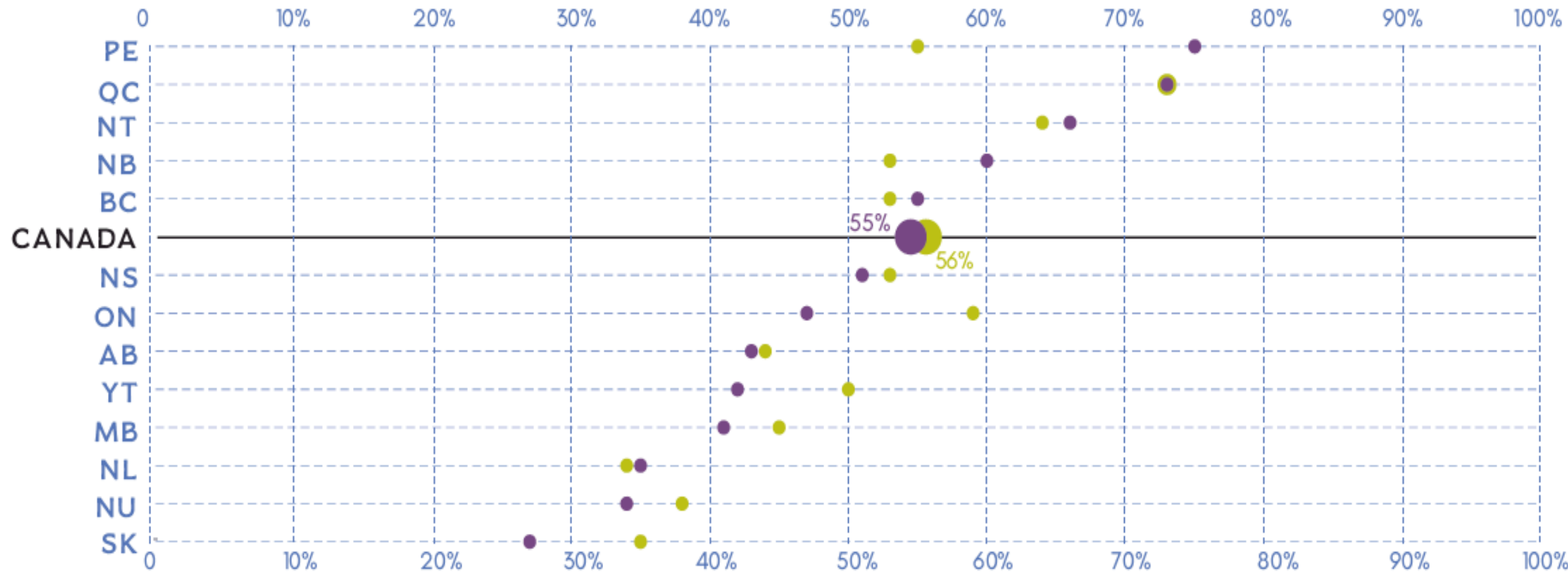
b NS transfer of 4-year-olds into pre-primary programs

c AB does not include children 2.8 to <5 years old enrolled in ECS programs provided under Alberta Education.



# PERCENT OF 2- TO 4-YEAR-OLDS REGULARLY ATTENDING A GROUP EARLY CHILDHOOD PROGRAM BY PROVINCE/TERRITORY

2017 • 2020



Numbers do not include children attending family day care.  
 SK 2020 does not include children attending private/unregulated preschool.



## JURISDICTIONS WHERE PUBLIC FUNDING FOR CHILD CARE IS CONDITIONAL ON INCLUDING CHILDREN WITH SPECIAL NEEDS



01

### PRINCE EDWARD ISLAND

Early Years Centres only

02

### MANITOBA

In all publicly funded child care programs

03

### ALBERTA

Early Childhood Services programs only







# IMPACT OF THE PANDEMIC

# The Impact of the Pandemic on ECEC



**10%**

In every city outside Quebec, there was at least a 10% drop in enrolment compared to before the pandemic.



**20%**

In 27 cities, an enrolment drop of 20% or more was seen.



**33-66%**

Ontario's enrolment loss was most extreme with 1/3 to 2/3 loss depending on the city.



**Enrolment factors**

Driven by many factors: government closures, inability to find or retain staff willing to work in a pandemic, parental factors (job loss, health, safety).

# High Parent Fees Remain a Driving Force Behind Parent's Decisions to Stop Using Childcare





How do the children and youth of Canada stand?

38



### MENTAL HEALTH AND HAPPINESS

A striking number of children in Canada are unhappy:

OVERALL RANK:

31<sup>st</sup>

Almost 1 in 4 children has low life satisfaction.

CANADA RANK: 28<sup>th</sup>

Canada has one of the highest rates of adolescent suicide.

CANADA RANK: 35<sup>th</sup>



### PHYSICAL HEALTH AND SURVIVAL

Canada is falling behind in fundamental aspects of child health:

OVERALL RANK:

30<sup>th</sup>

Canada's rate of infant mortality is 0.98 child deaths per 1,000 births.

CANADA RANK: 28<sup>th</sup>

Almost 1 in 3 children is overweight or obese.

CANADA RANK: 29<sup>th</sup>



### EDUCATION ACHIEVEMENT AND SKILLS DEVELOPMENT

Many young people in Canada get good grades, but school is not always a place of support and inclusion:

OVERALL RANK:

18<sup>th</sup>

Almost 1 in 3 young people does not have basic reading and math skills by age 15.

CANADA RANK: 13<sup>th</sup>

26% of young people have difficulty making friends.

CANADA RANK: 23<sup>rd</sup>

# Canada was not doing well before COVID-19

## UNICEF Report Card 16

Netherlands  
RANKED 1<sup>ST</sup>



Canada  
RANKED 30<sup>TH</sup>



Chile  
RANKED 38<sup>TH</sup>



# Inequity Gaps are Growing

we need responsible equitable policies

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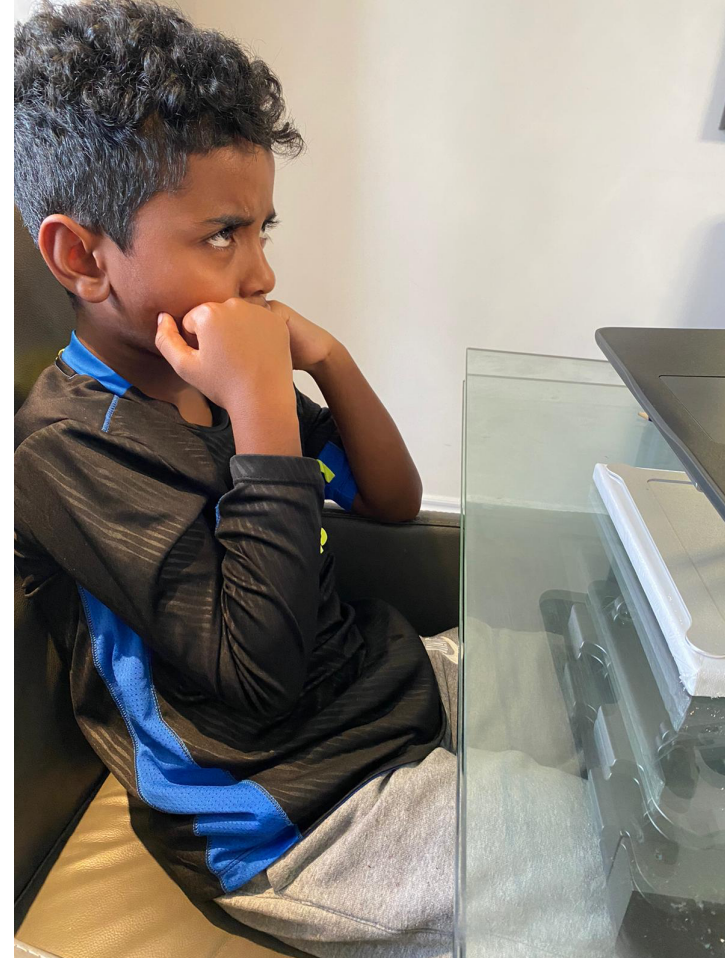
Justin Wong, age 8, grade 3



# Inequity Gaps are Growing

we need responsible equitable responsive policies

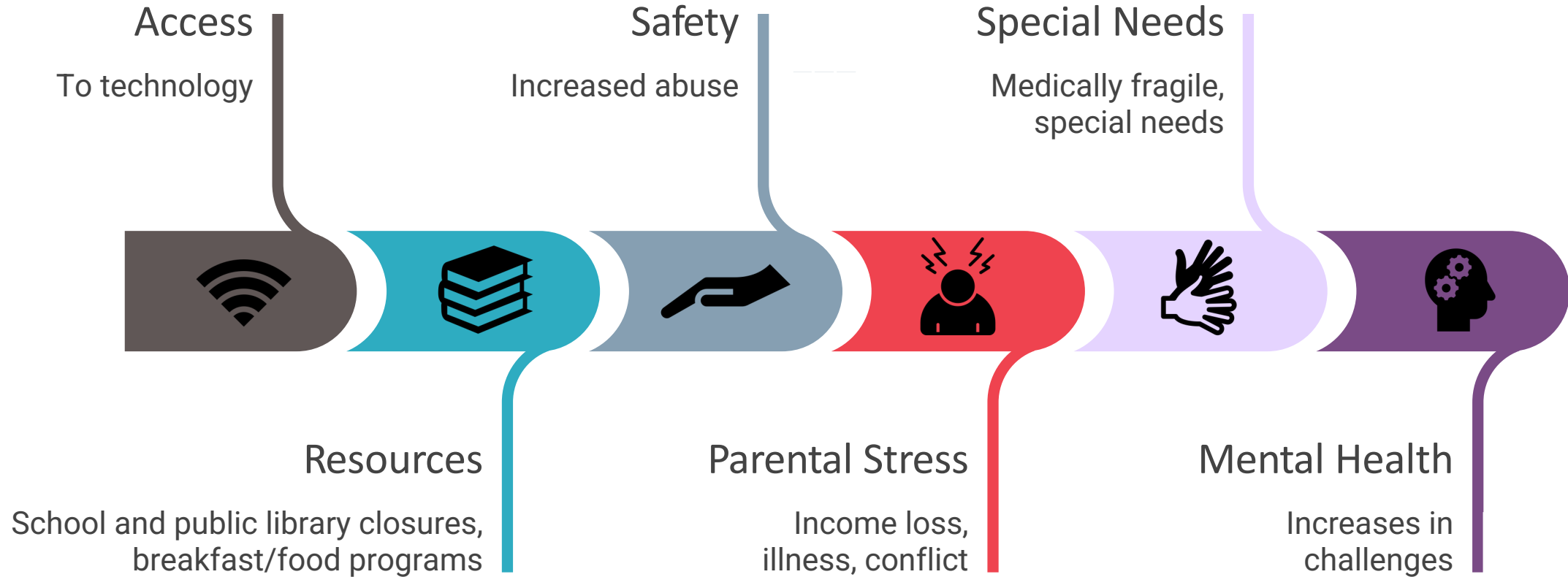
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Justin Wong, age 8, grade 3



# What Families are Facing



# The Impact of the Pandemic

differentially affects those that are vulnerable

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Unequal social and economic burden of COVID-19 internationally  
Including Canada

Social determinants of health: gender, SES, race/ethnicity,  
occupation, indigeneity, homelessness, play important  
roles in inequity of the impact of COVID-19

Long-lasting impact will be seen for decades

Responsive policies to COVID-19  
may also be exacerbating inequities



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## TELCCS centres among a few unique in Canada

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- Toronto Early Learning and Child Care Services (TELCCS) centres are directly operated by the City of Toronto.
- Their primary mandate is to provide high-quality inclusive programs, particularly for vulnerable and high-risk communities, where families often face multiple challenges.
- TELCCS centres strive to meet the needs of families by linking them to services and resources within their communities as required.



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## TELCCS centres among few unique in Canada

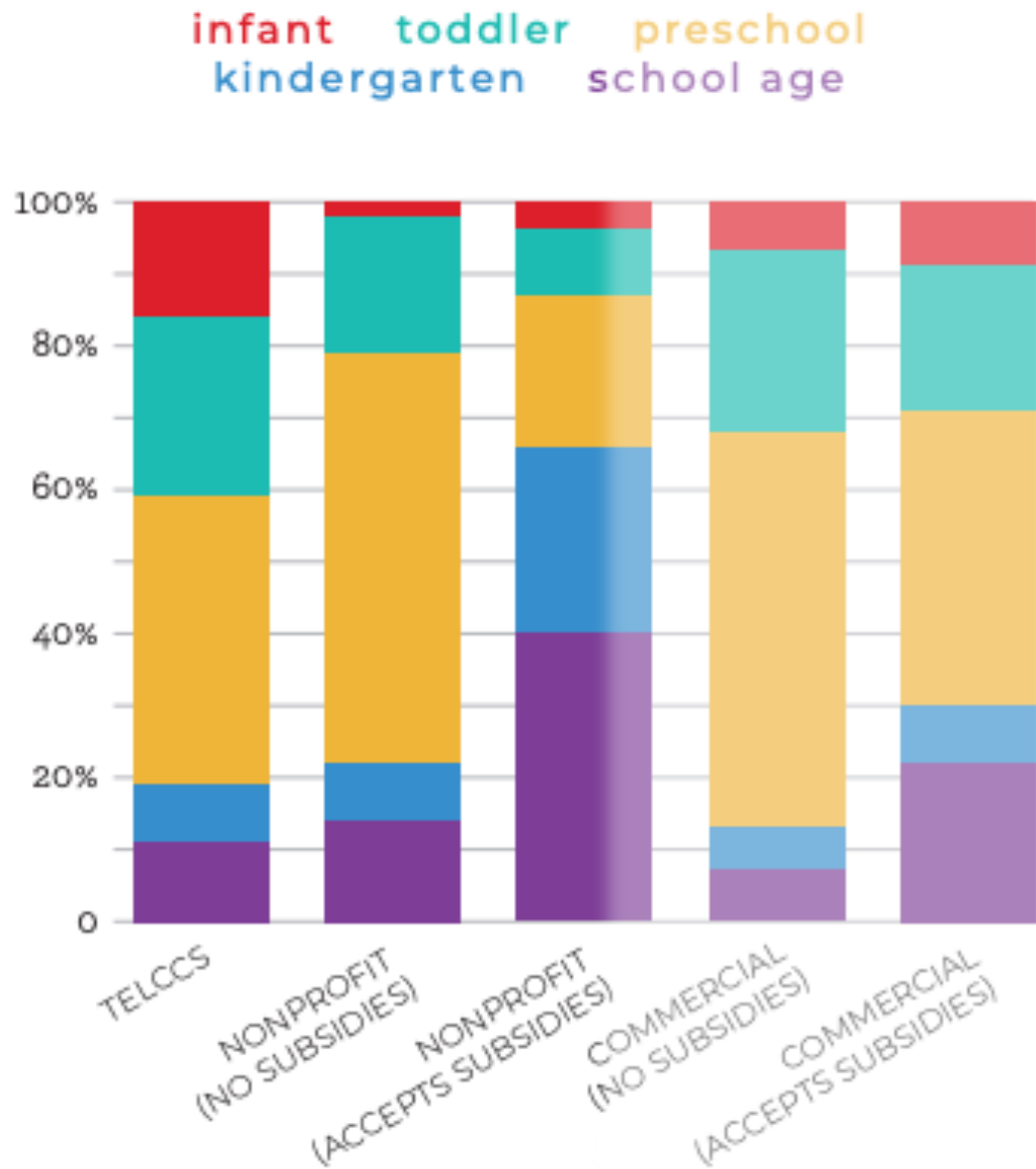
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- The 46 TELCCS centres have a capacity for 372 infants, 580 toddlers, 920 preschoolers, 189 kindergartener, and 245 school-age children
- TELCCS centres are geographically located in areas of Toronto that have higher rates of inequity.
- TELCCS are also more likely to be in areas with fewer child care centres. Non-profit and commercial child care centres are less likely to be in and remain viable in neighbourhoods with higher inequities and lower service levels.

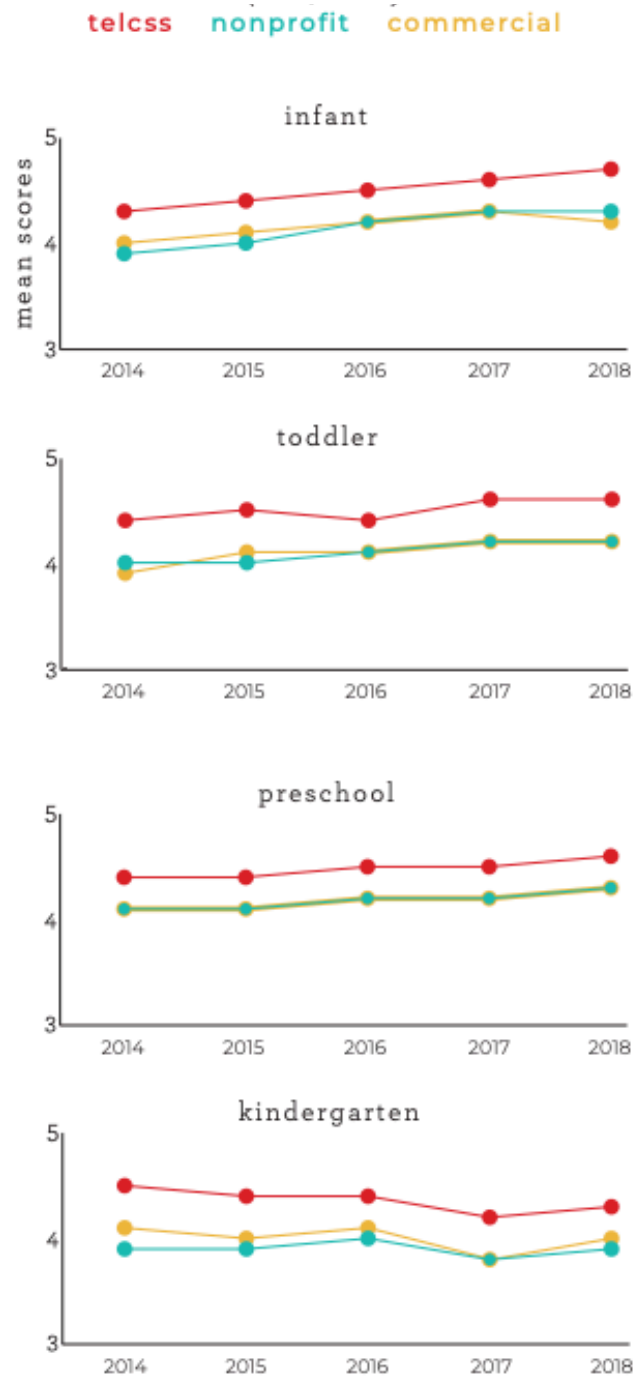




# TOTAL OPERATING CAPACITY BY CENTRE TYPE - TORONTO







MEAN QUALITY RATING (AQI)  
BY AGE GROUPS AND CENTRE TYPES



# BENEFITS OF A STRONG PUBLIC PRESENCE

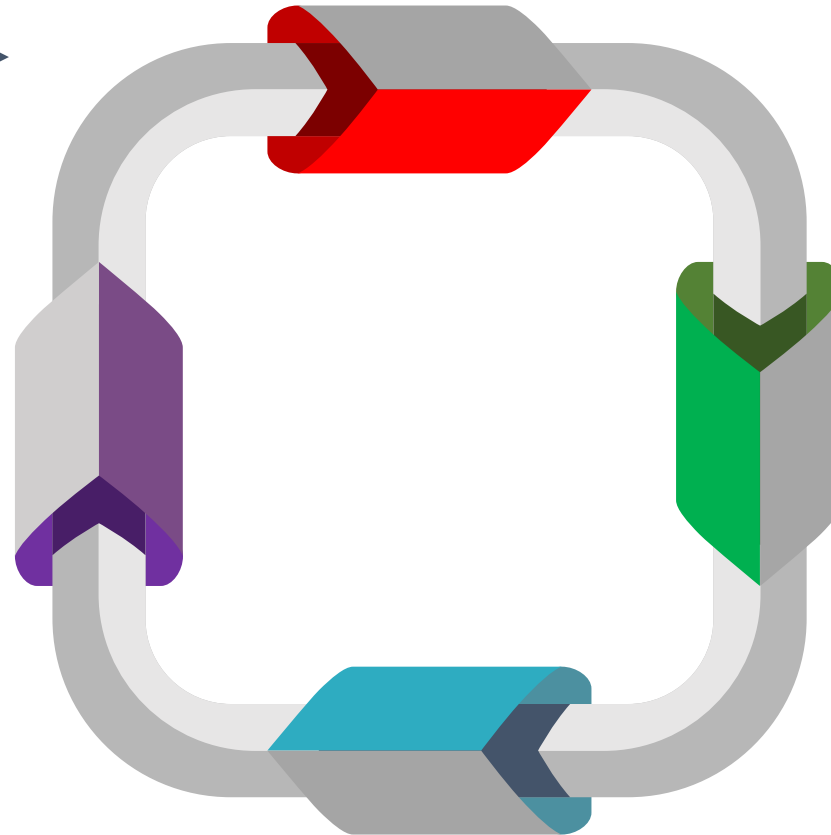
## TELCCS

### Highly Trained Staff

All staff are registered with the CECE, surpassing legislative requirements. One-third of positions in ON centres **do not** meet minimum requirements.\* Salaries on par with other City staff (non-STEM)

### Visitation Program

TELCCS are part of the Attorney General's Office for Visitation Access Program



### Serve Families Living in Poverty

One in three families served by TELCCS have an annual income of \$10,000 or less

### Part of City's Emergency Response Program

City partnerships include working with shelters, support & housing admin (SSHA), and provide support for families in crisis.

\*provincially-commissioned study

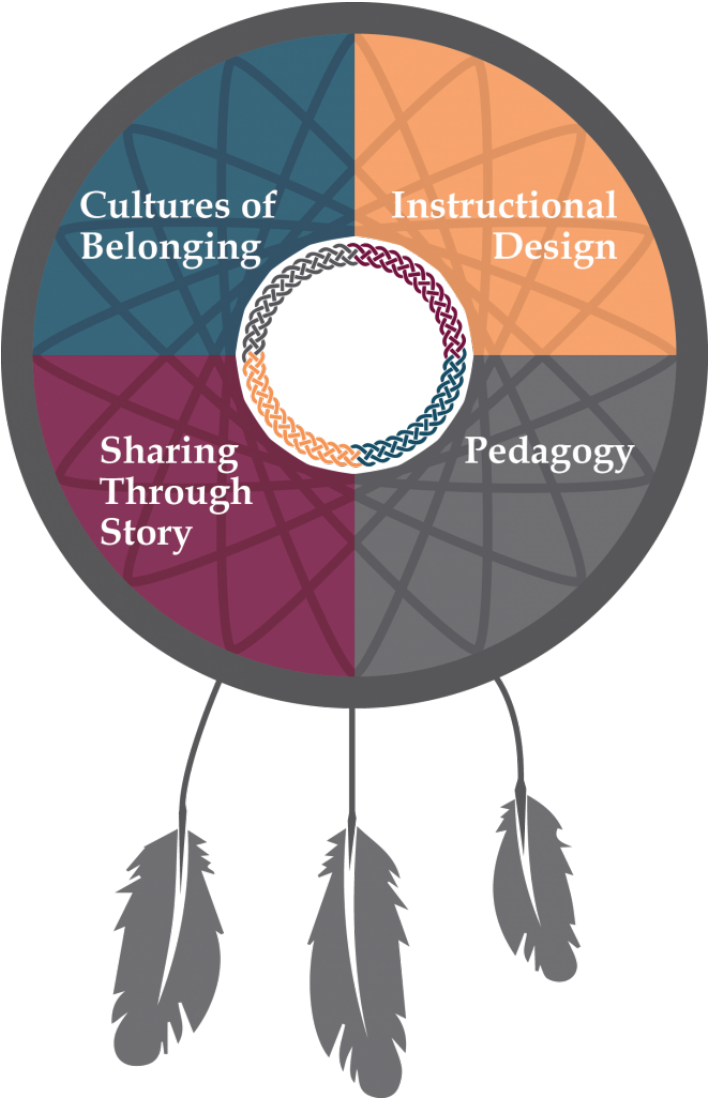
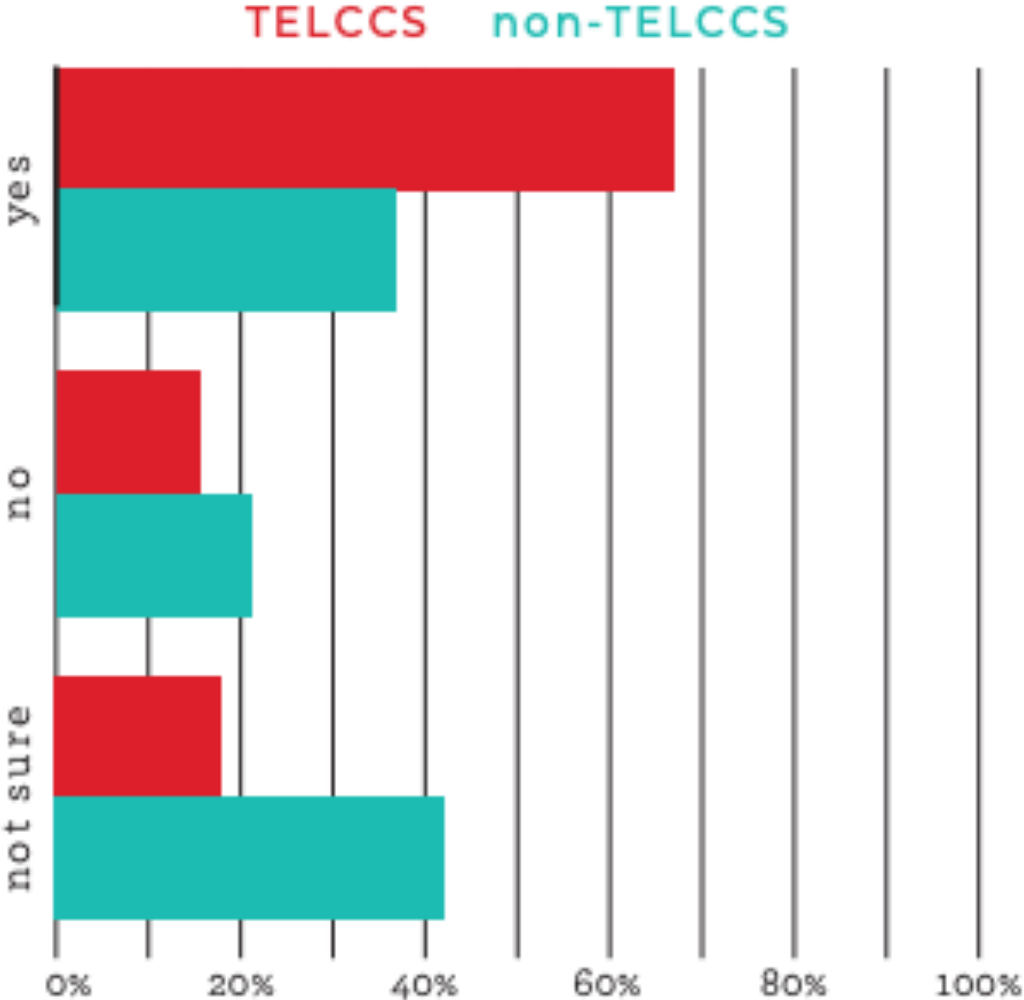


Professional development in TELCCS centres look very different than those of the community.

**TELCCS:** Anti-black racism reduction, supporting LGBTQ2 parents, supporting mental health and domestic violence, indigenous ways of knowing and being, language and language delays.

**Community:** Engaging parents, curriculum development, health and safety

# INCORPORATING INDIGENOUS WAYS OF KNOWING AND BEING





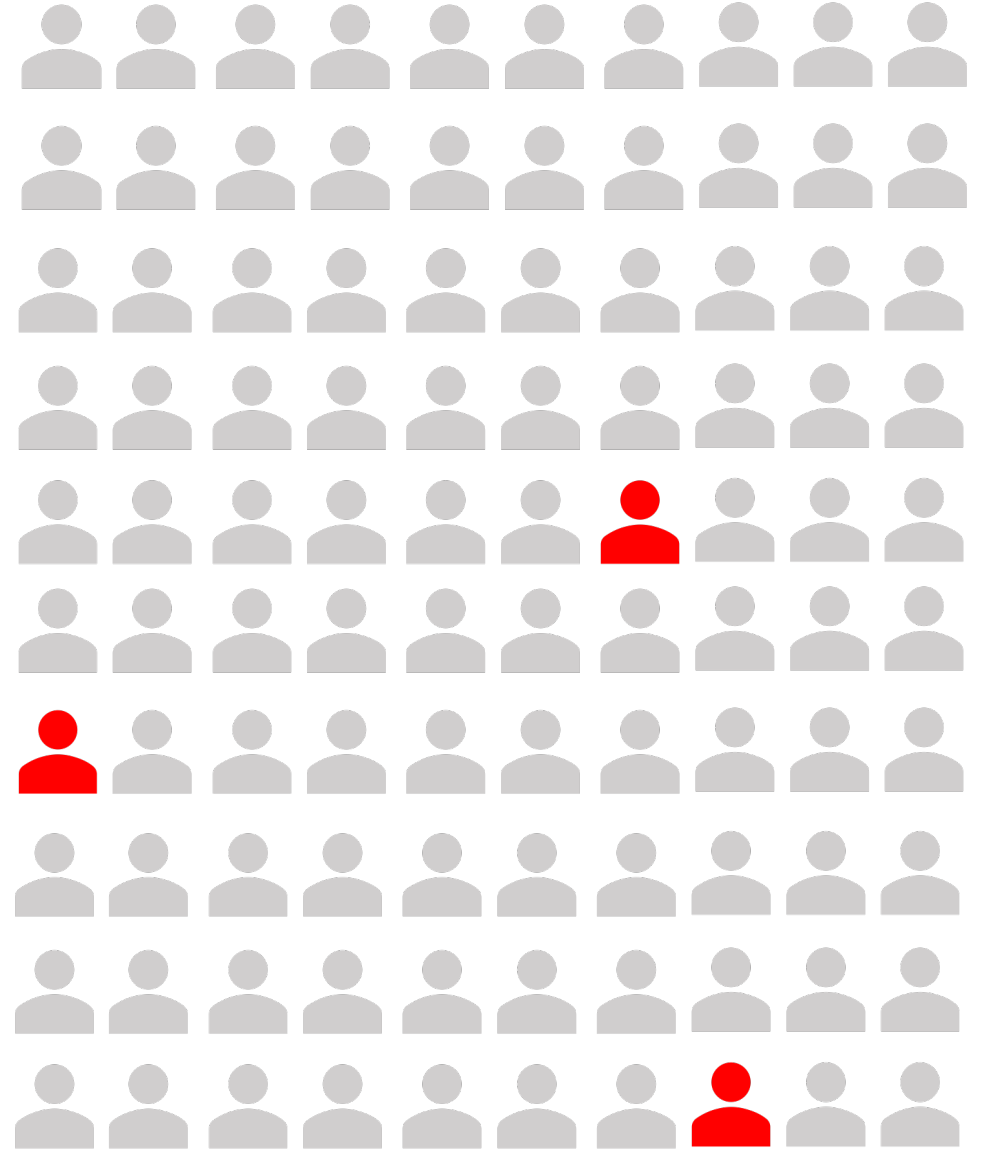
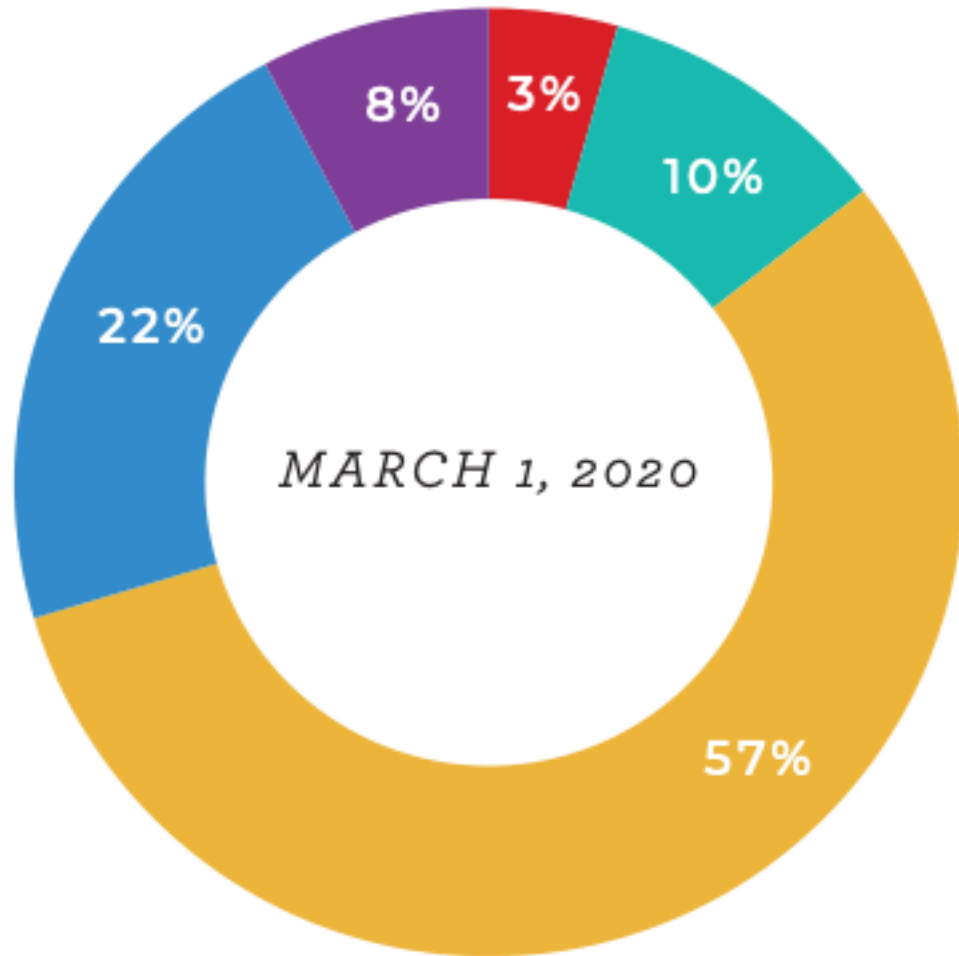
# TELCCS

nonprofit (no subsidies)

nonprofit (accepts subsidies)

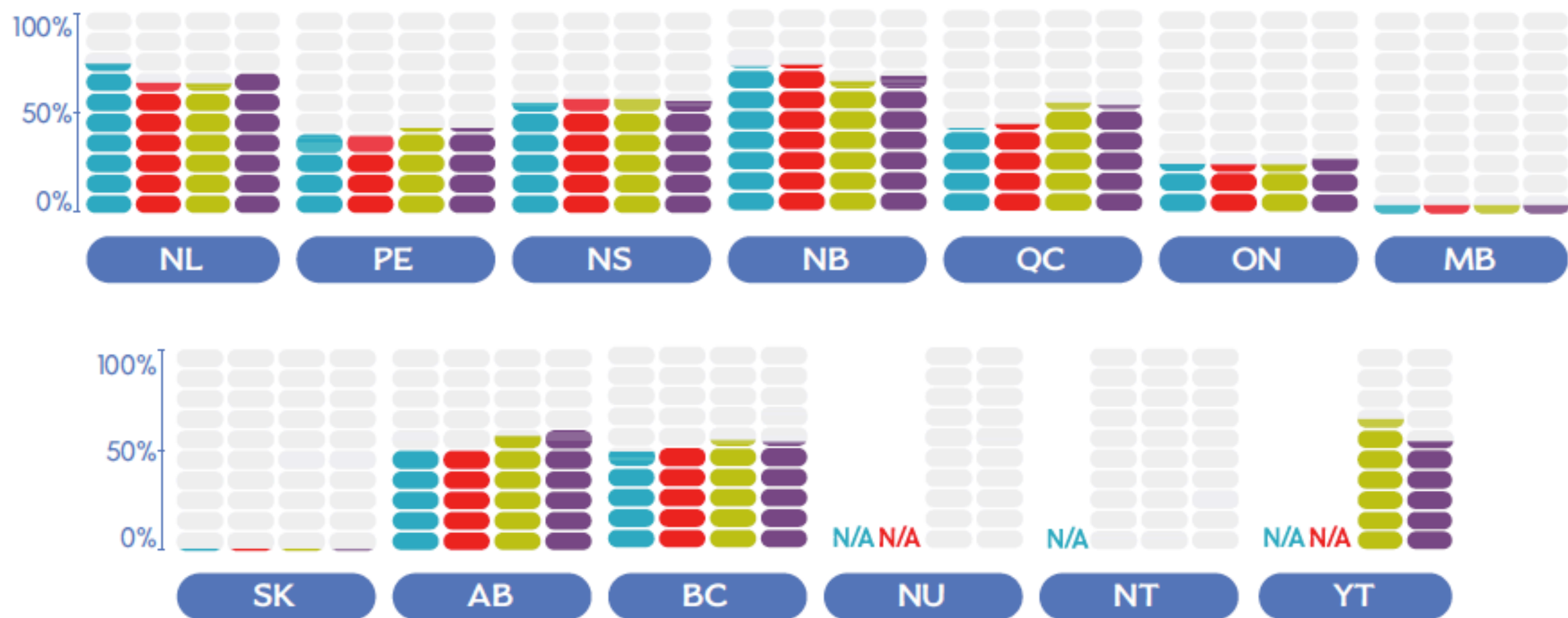
commercial (no subsidies)

commercial (accepts subsidies)



## PERCENT OF FOR-PROFIT VS NON-PROFIT CHILD CARE BY PROVINCE/TERRITORY (0 TO 12 YEARS OF AGE)

2011 • 2014 • 2017 • 2020

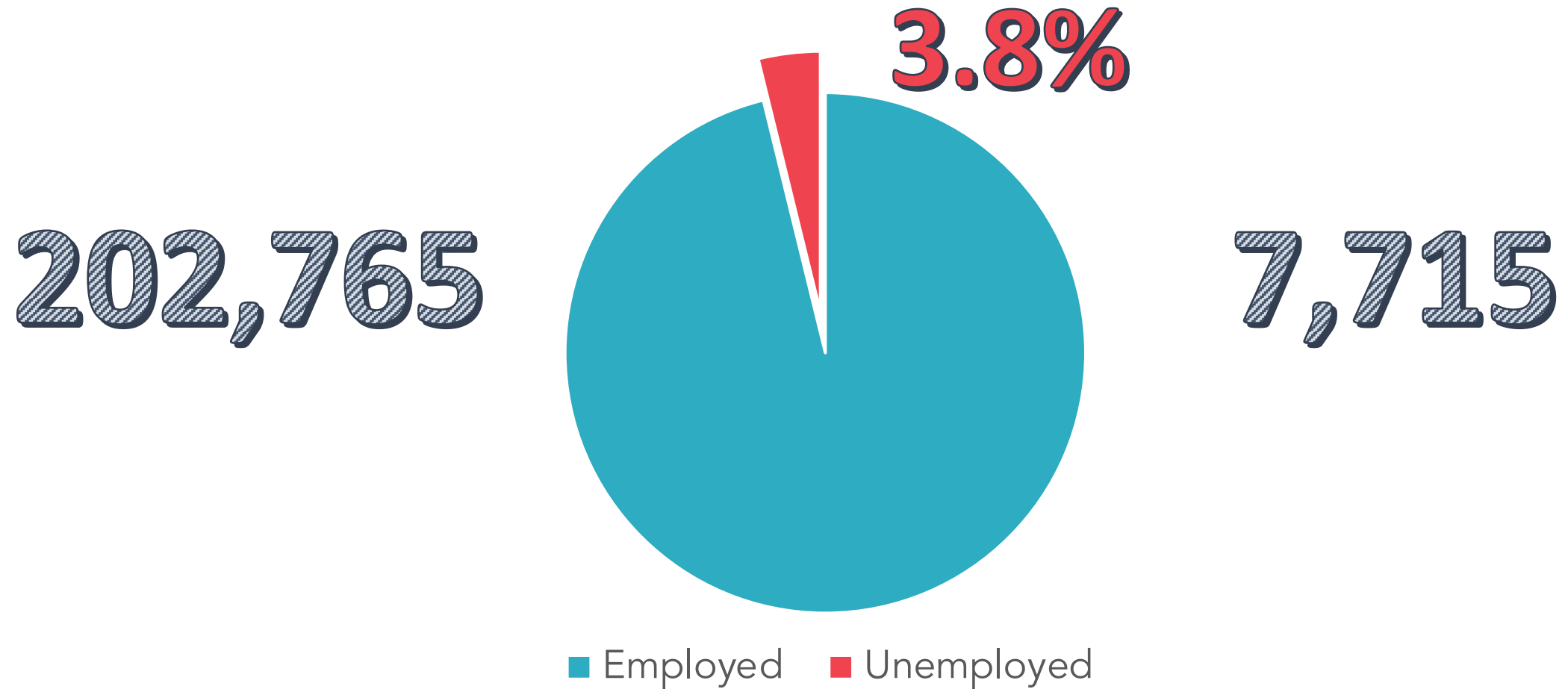


SK, NU, and NT do not fund for-profit child care programs. QC figures do not include school-aged child care.

A young boy with short dark hair, wearing a grey long-sleeved shirt, is sitting on a patterned rug in a classroom. He is holding a yellow marker and looking down at a book. To his right is a white woven basket filled with various colored markers. In the background, there is a wooden shelf with several more woven baskets containing books and supplies. The scene is brightly lit, suggesting a sunny day.

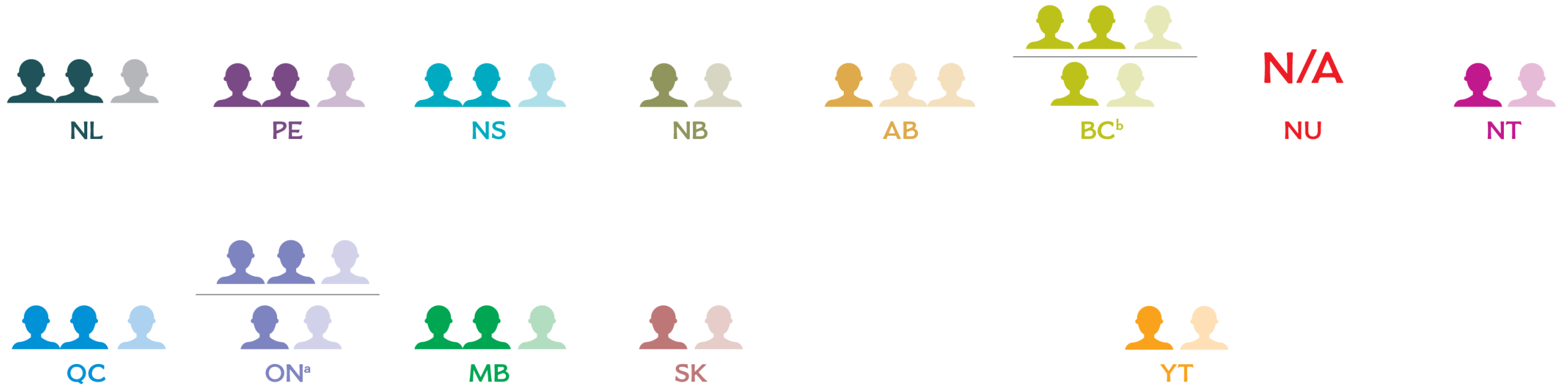
**STRONG PUBLIC POLICY AND INFRASTRUCTURE  
THROUGH PUBLICLY OPERATED PROGRAMS  
AND SCHOOL BOARD EXPANSION TO THE  
YOUNGER YEARS IS VITAL TO SUPPORT  
CHILDREN AND FAMILIES IN NEED**

# The Early Childhood Workforce





# 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 Childcare 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	



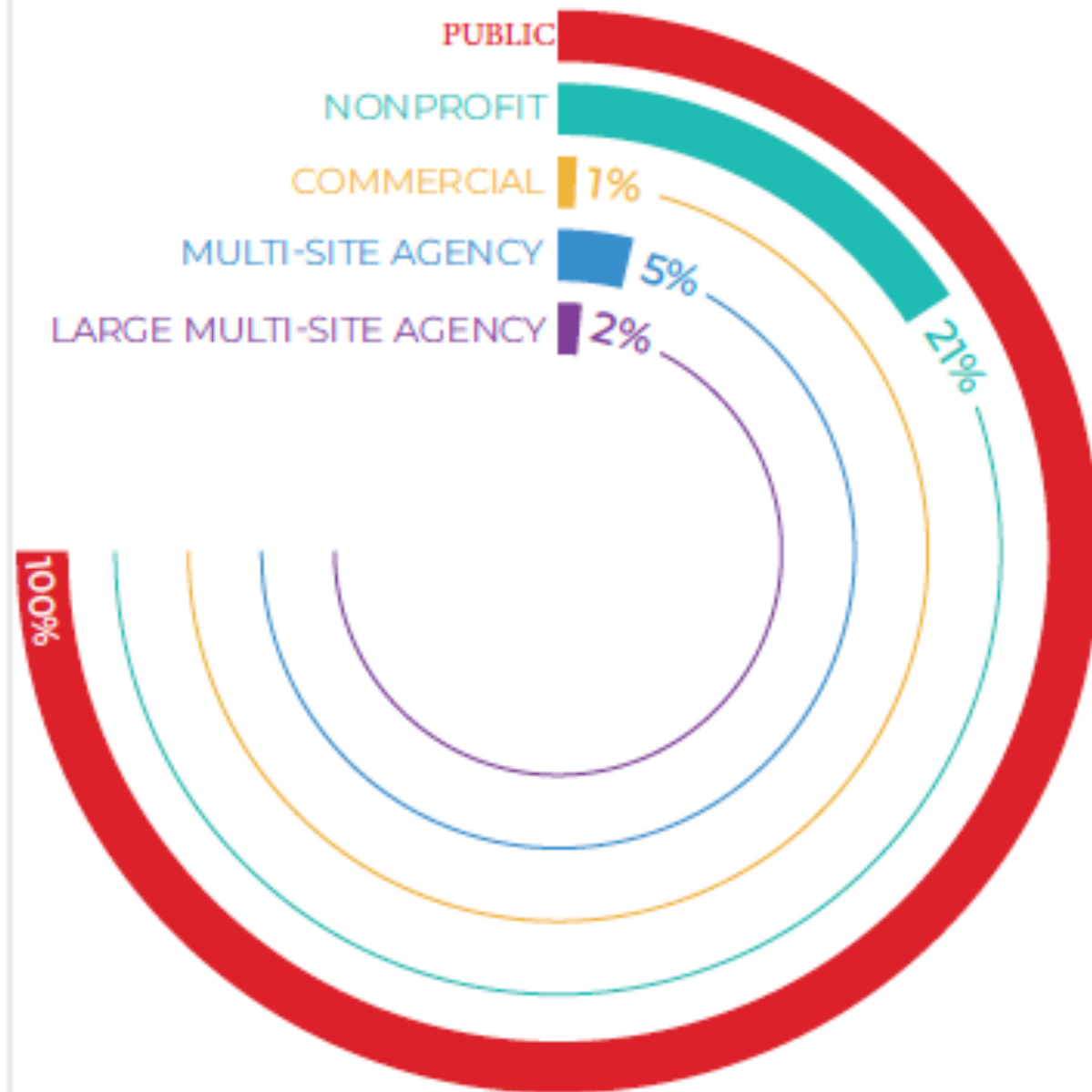
# Professional Recognition

Most jurisdictions require some form of professional certification, which must be renewed on a regular basis.

Except....



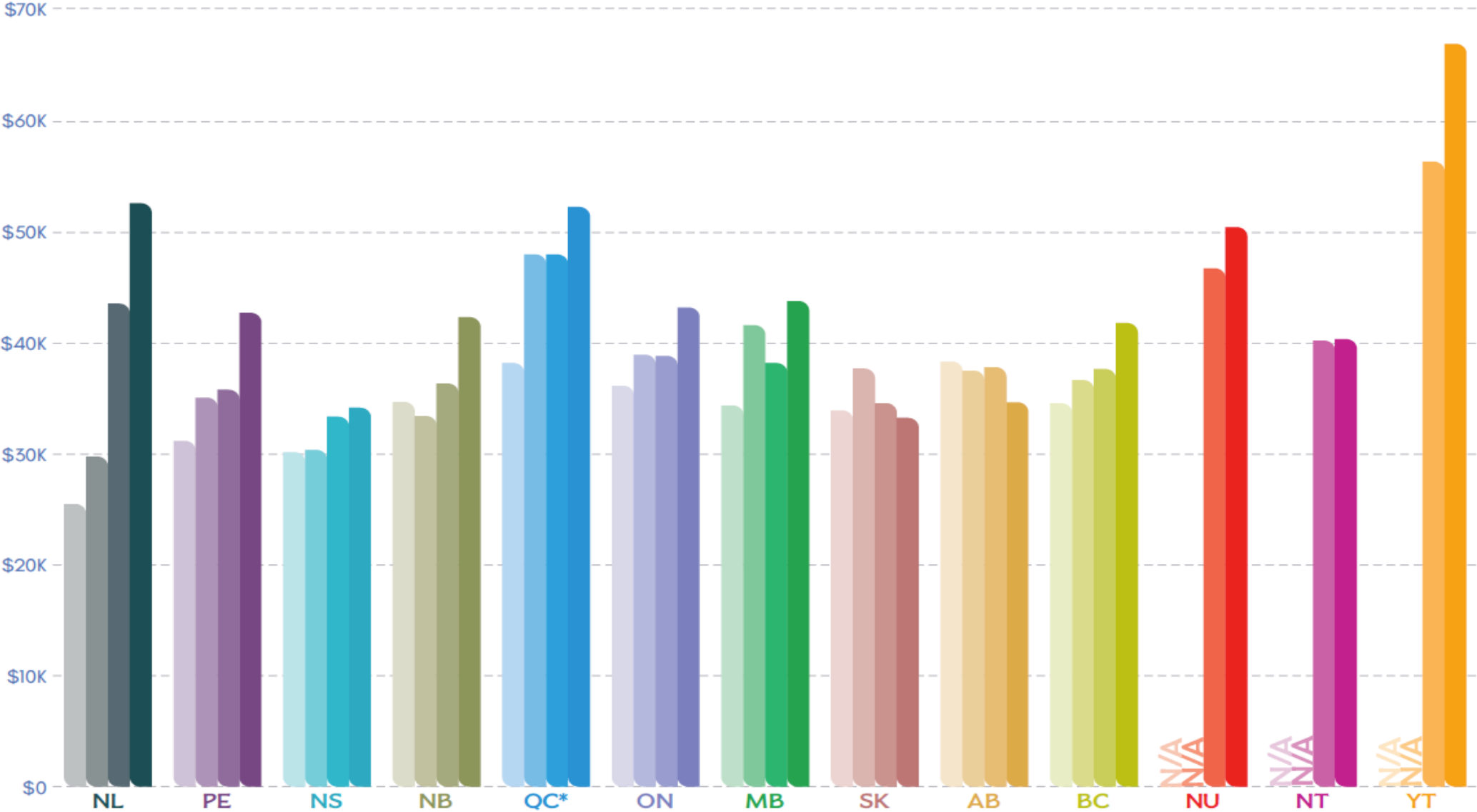
## RATES OF UNIONIZATION BY CENTRE TYPE



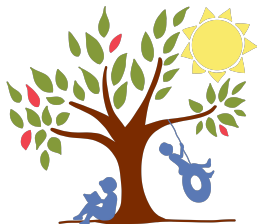


# CHANGE IN ECE SALARIES

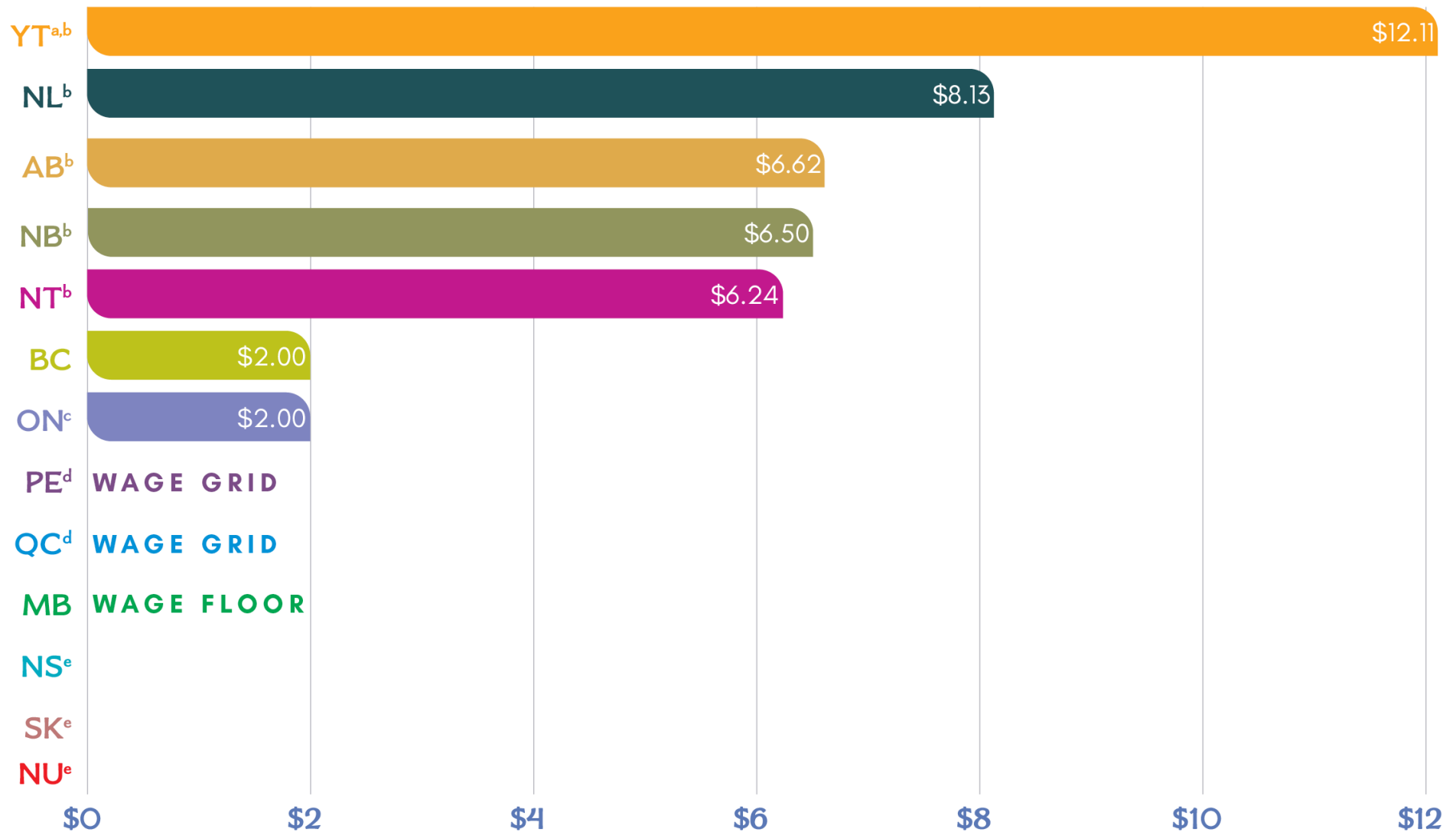
2011 • 2014 • 2017 • 2020



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

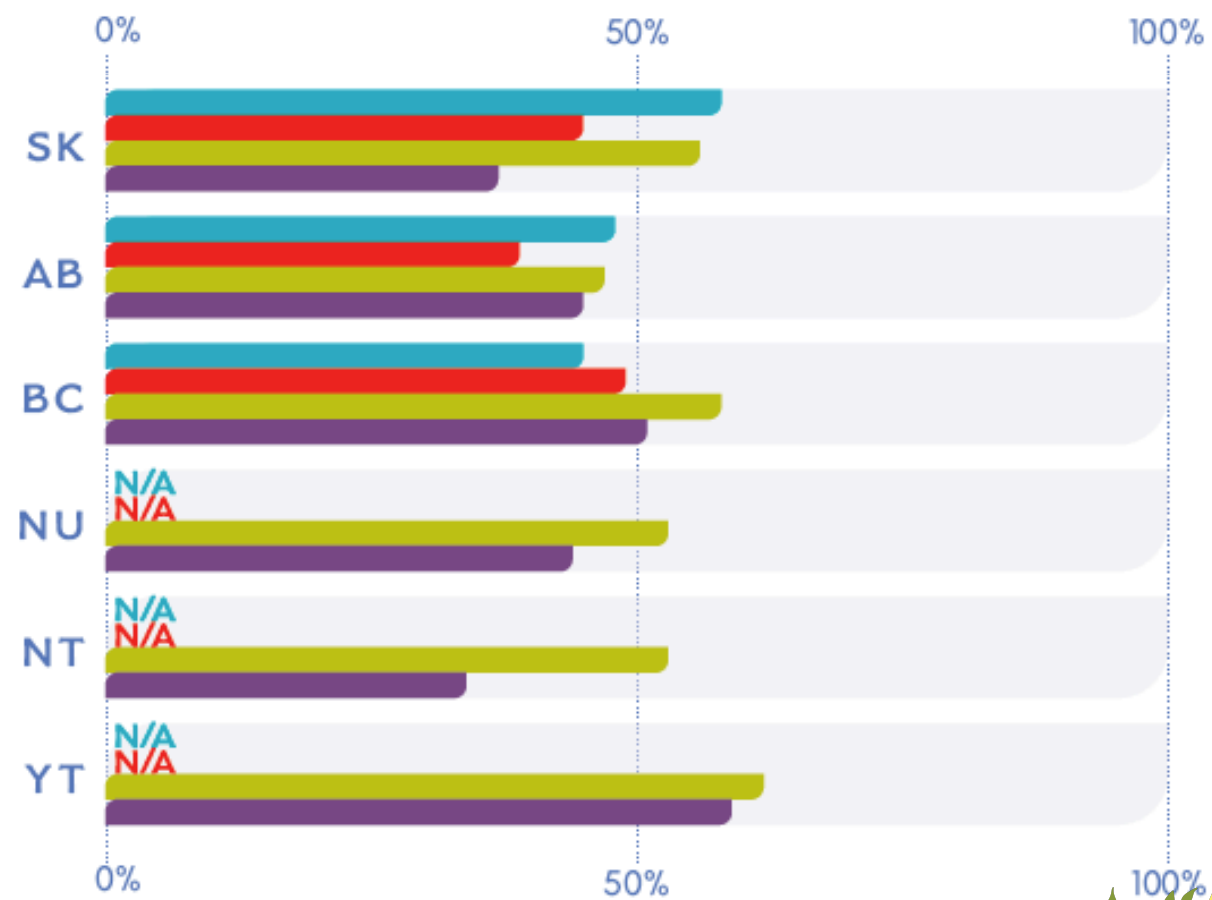
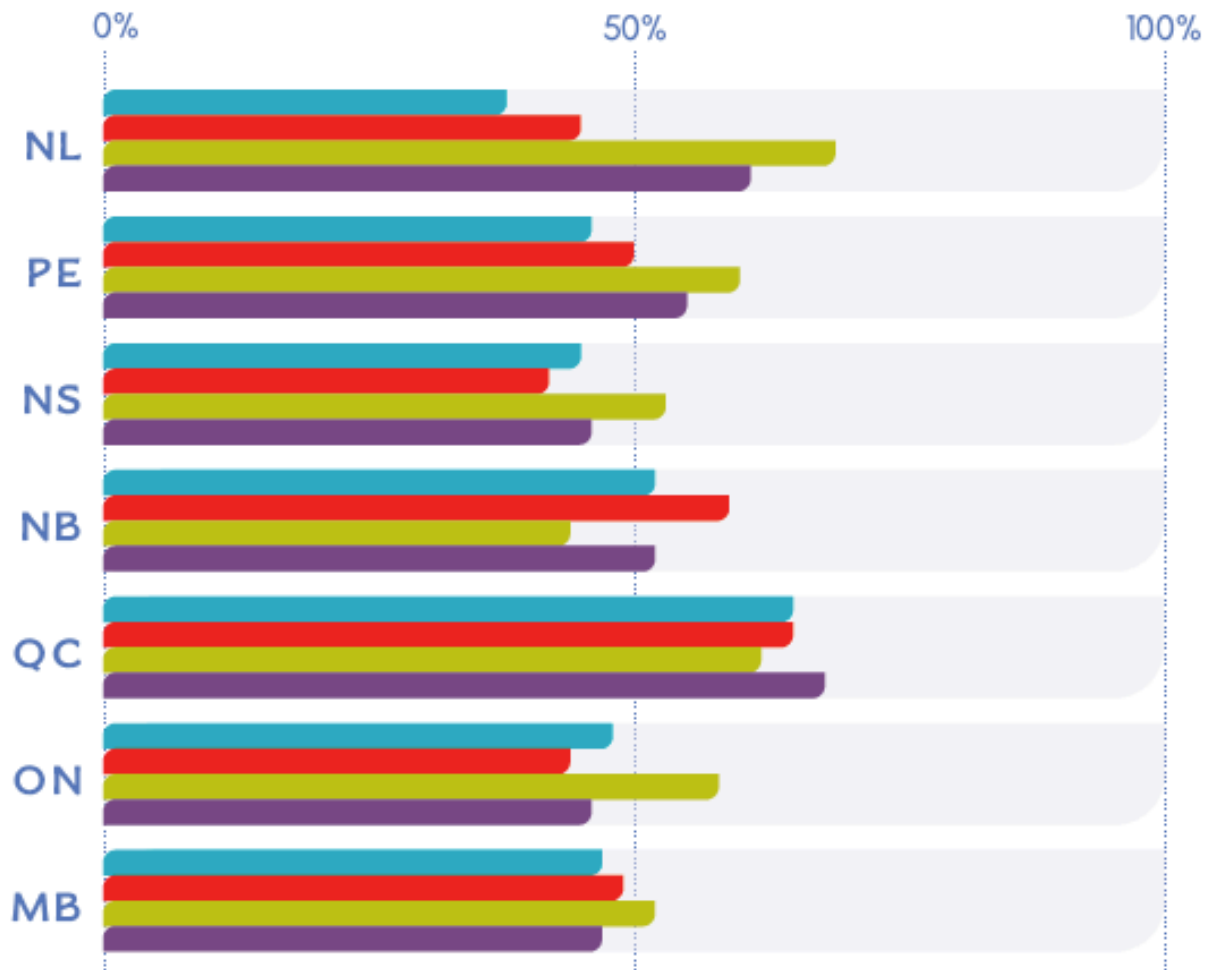
d Wage grids are in EYCs (PE) and CPEs (QC) only

e Wage support may be included within operating grants

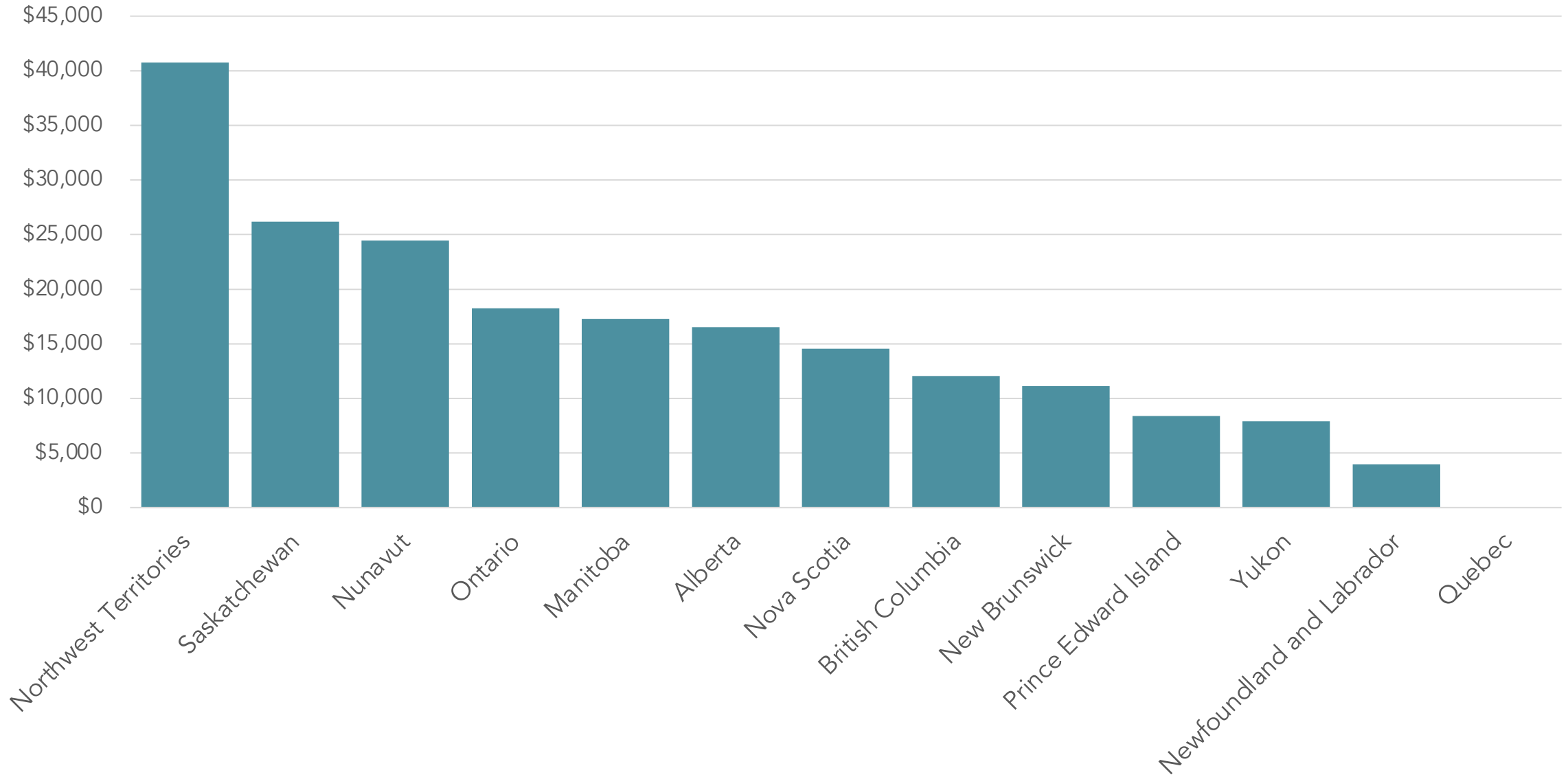


# ECE SALARIES AS A PERCENT OF TEACHER SALARIES

2011 • 2014 • 2017 • 2020

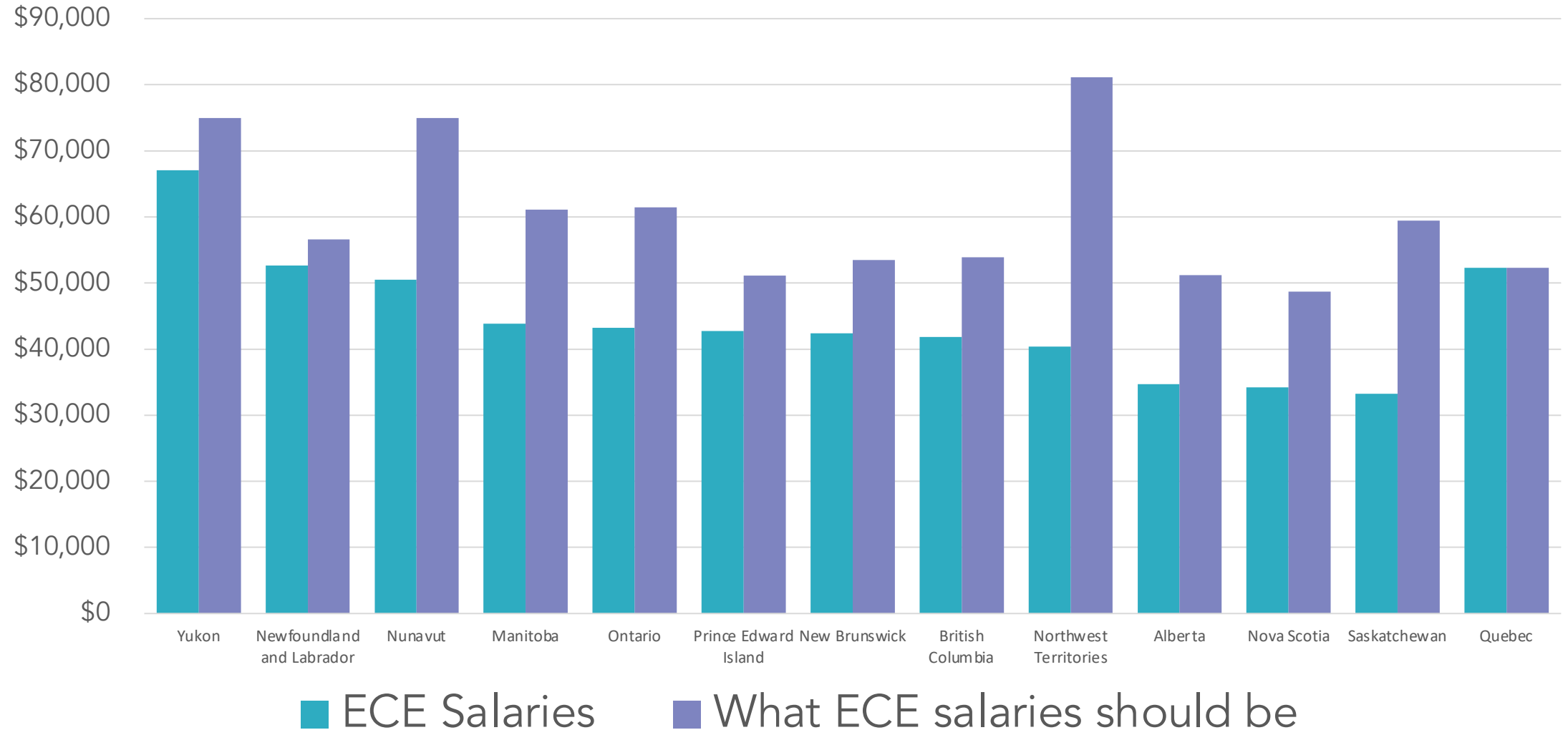


# Salary Difference Needed to Reach Benchmark

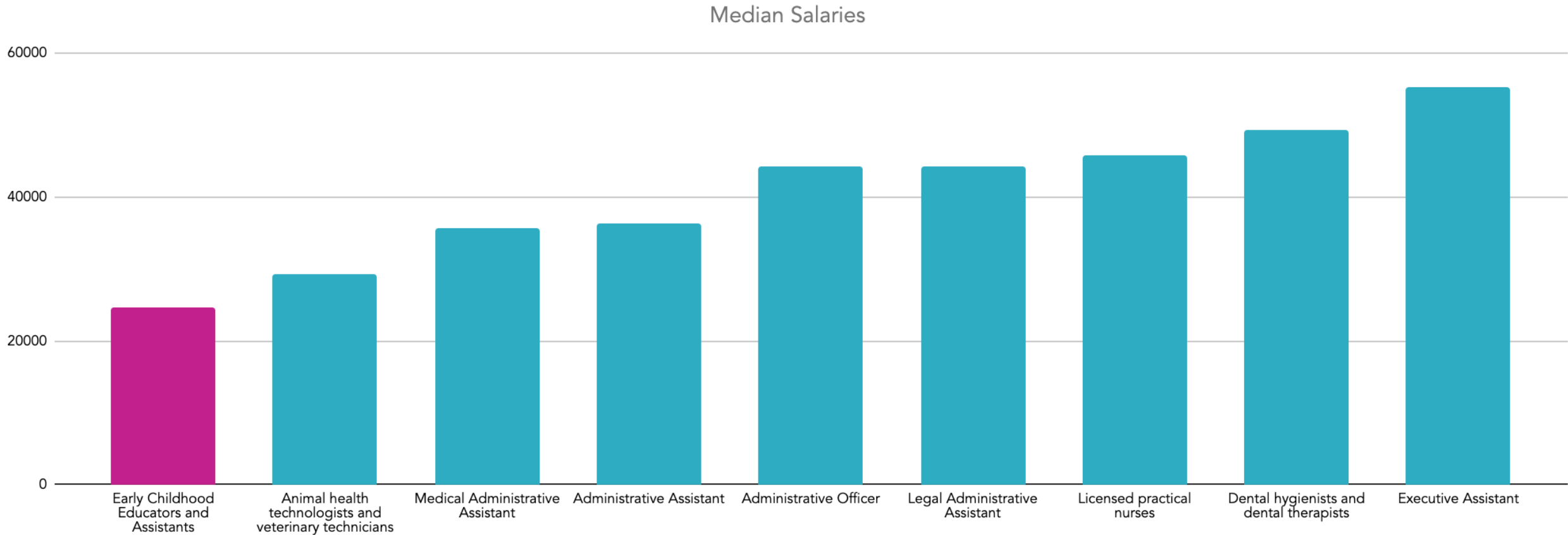




# What ECE Salaries are and What They Should Be

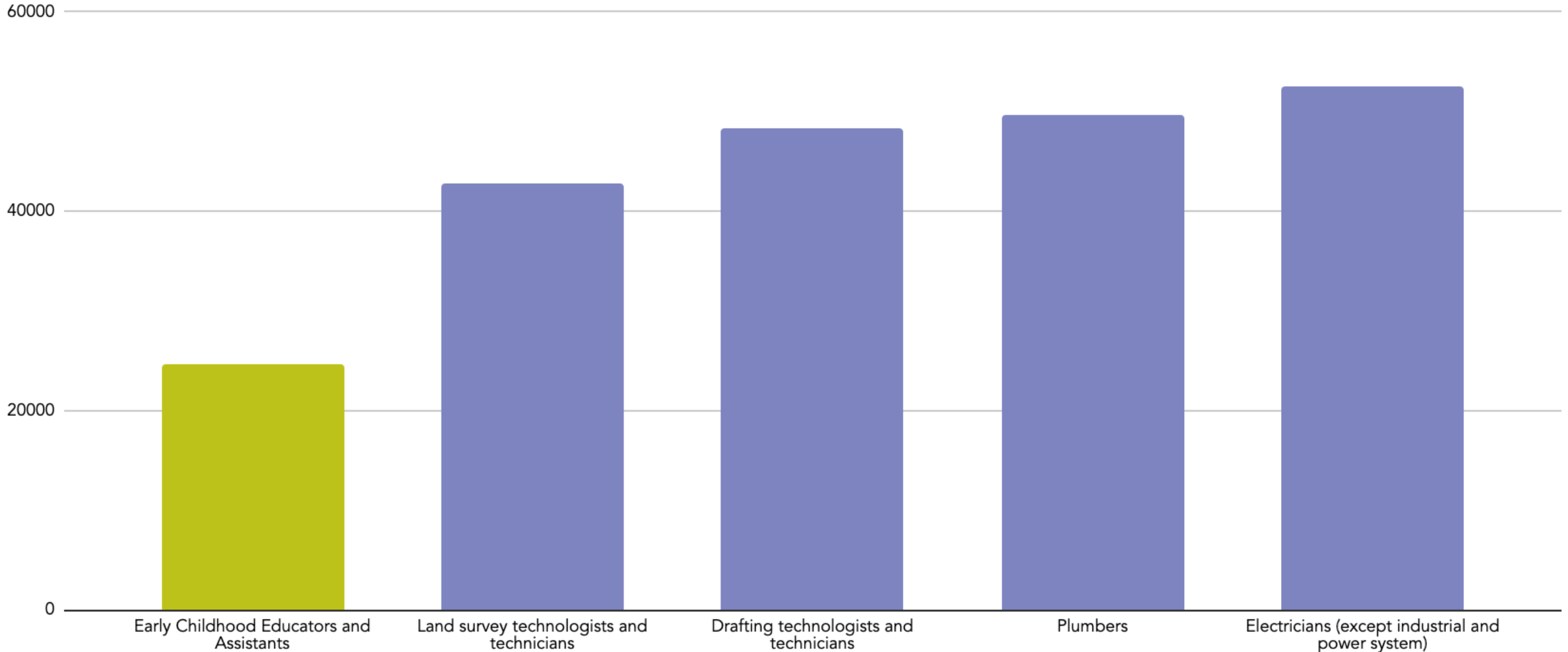


# ECE Earnings Compared to Other Non-STEM Female Dominated Occupations



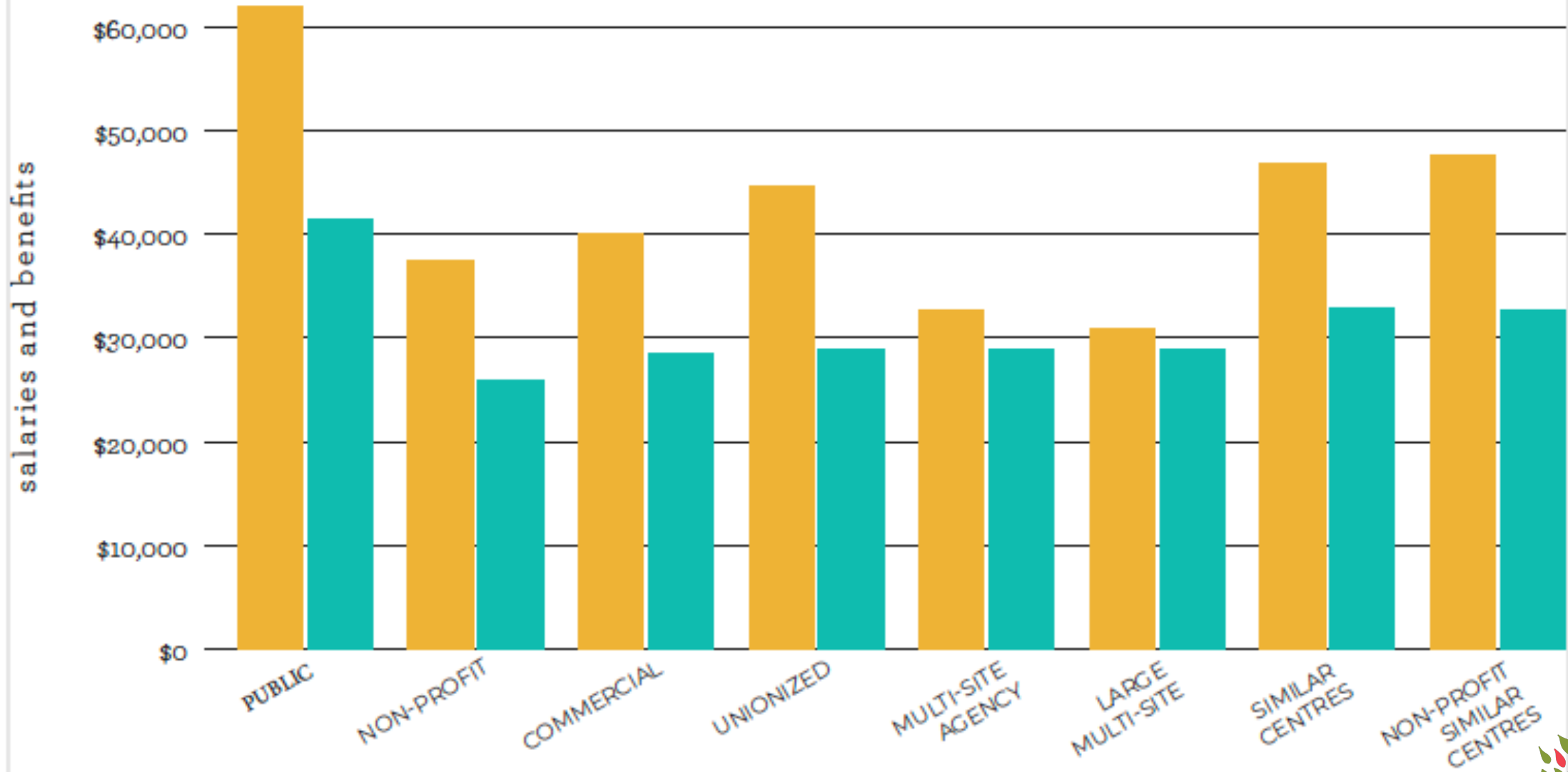
# ECE Earnings Compared to Other Comparable Male Dominated Occupations

Median Salaries



# 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

0

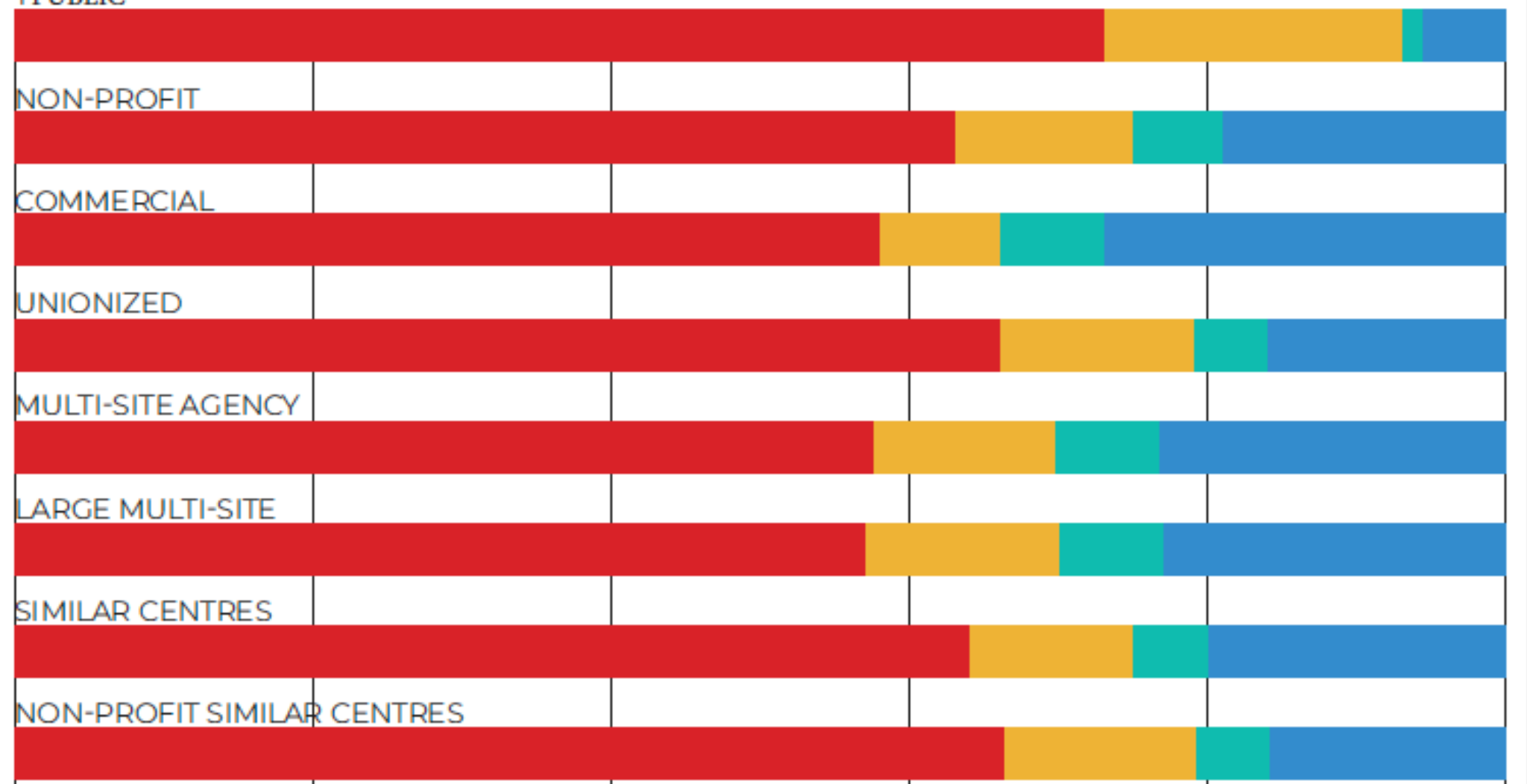
20%

40%

60%

80%

100%



*YEARS OF SERVICE FOR TELCCS  
EMPLOYEES BY POSITION*

supervisors

early childhood educat or

child care aide



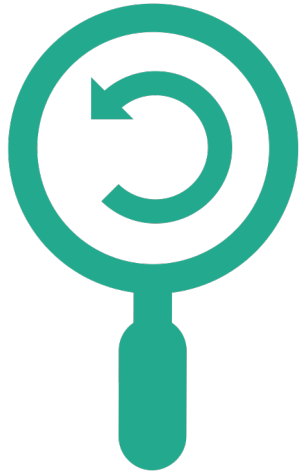
# Respect

Broken down

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# Centre Surveys



82% of employers had trouble recruiting and retaining qualified staff in the past year



62% of centres had to recruit staff in the last two years. Of those 30% had hiring difficulties



6% of centres had unfilled vacancies lasting for more than 4 months





# Staff Surveys



22% think their pay is fair



67% say their salaries do not adequately reflect their work



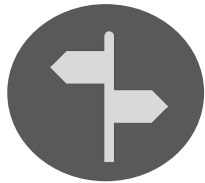
19% left job due to lack of promotion



34% left job due to cultural/quality in centre



32% left job due to poor management



24% couldn't reconcile own child care needs

Voices of  
Early Childhood Educators

# Tale of Two Opportunities

1

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

2

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.



PERCENT OF CHILDREN ATTENDING SCHOOL-OPERATED EARLY CHILDHOOD PROGRAMS

Province/ Territory	4-year-old Population	Percent Attending 4-year-old PreK		5-year-old Population	Percent Attending 5-year-old Kindergarten	
		Full Day Prekindergarten	Half Day Prekindergarten		Full day Kindergarten	Half day Kindergarten
NL <sup>a</sup>				4,690	97%	
PE <sup>a</sup>				1,616	94%	
NS <sup>b</sup>	8,850	52%		8,776	99%	
NB				7,333	100%	
QC <sup>c</sup>	90,703	10%		91,893	96%	
ON	147,823	87%		149,359	90%	
MB	17,566		15.3%	17,758		86%
SK	31,295 <sup>d</sup>		16%	15,720		91%
AB				54,999		65%
BC				47,633	98%	
NU				891	9%	81%
NT	629	88%		606	98%	
YT <sup>e</sup>	472		14%	487	89%	

a NL and PE's plans for Prekindergarten were put on hold due to pandemic

b NS Pre-Primary enrolment was 75% in 2021

c QC committed to full-day Prekindergarten by 2023

d SK population and Prekindergarten enrolment figures include 3- and 4-year-old children

e YT to begin full-day Early Kindergarten for 4-year-old children in 2021 school year.



THANK YOU



Atkinson  
Centre

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OISE | ONTARIO INSTITUTE  
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