



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

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June 2, 2021

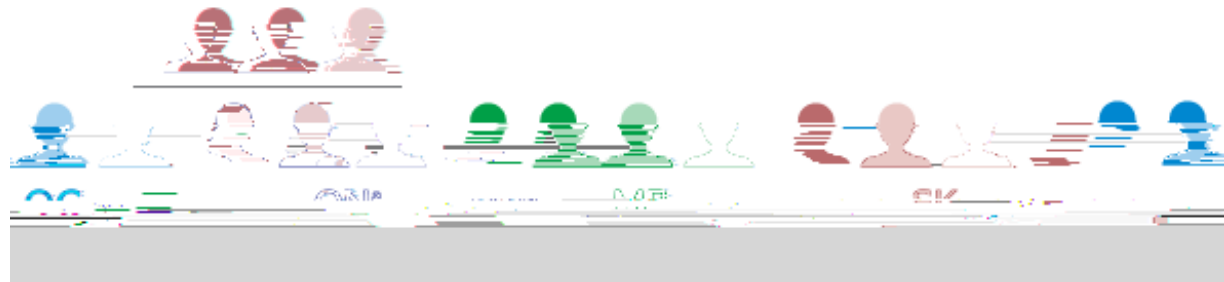
Total EC Canadian Workforce - 202,765

Employed - 193,555

Unemployed - 7,715

STATISTICS CANADA. NOC code 4214. ECEs and assistants

PROFESSIONALISM



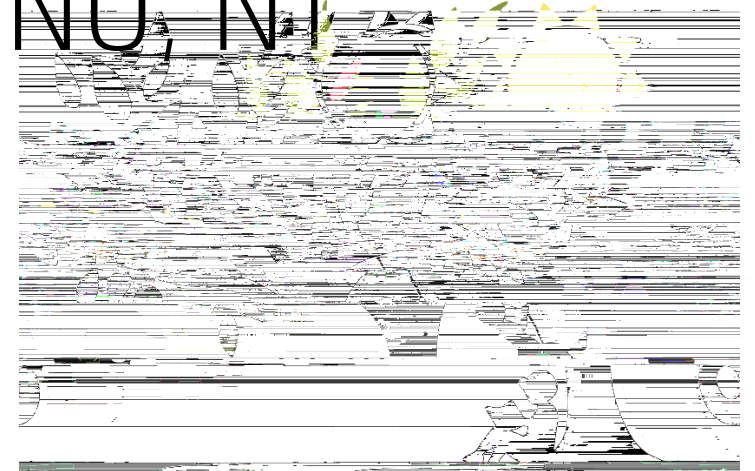
- a Two of three staff must hold qualifications for groups of 24; one of two must hold qualifications for groups of 16.
- b Two of three staff must hold qualifications for groups of 9-12 children in centres serving children from 0 to <36 months; one of two staff must

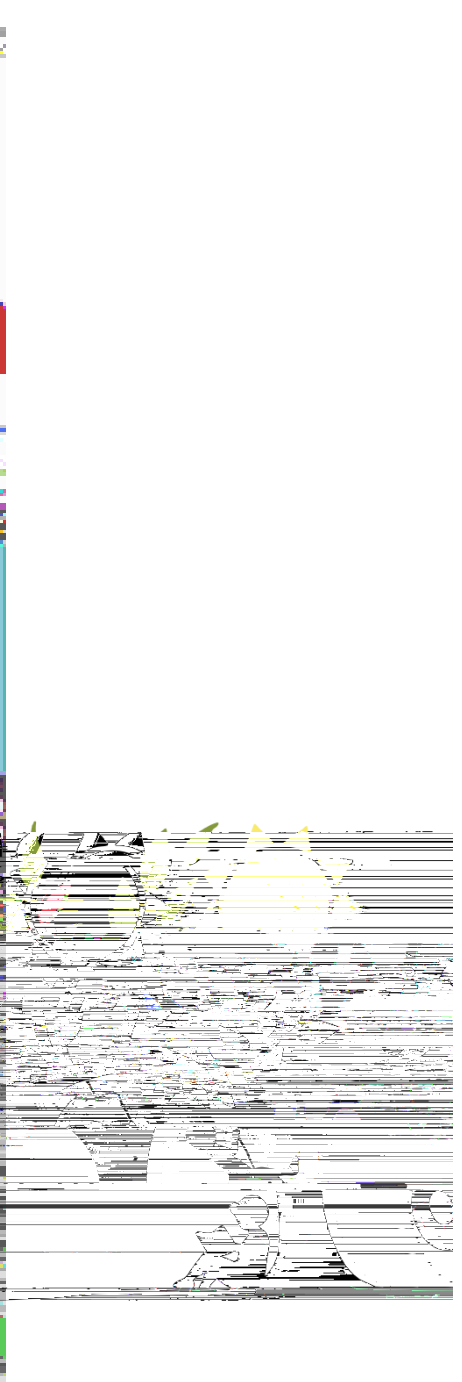
hold qualifications for centres serving children from 0 to 36 months





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





COMPENSATION

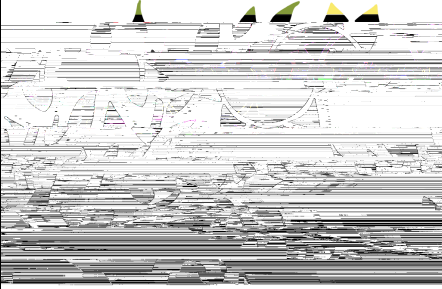
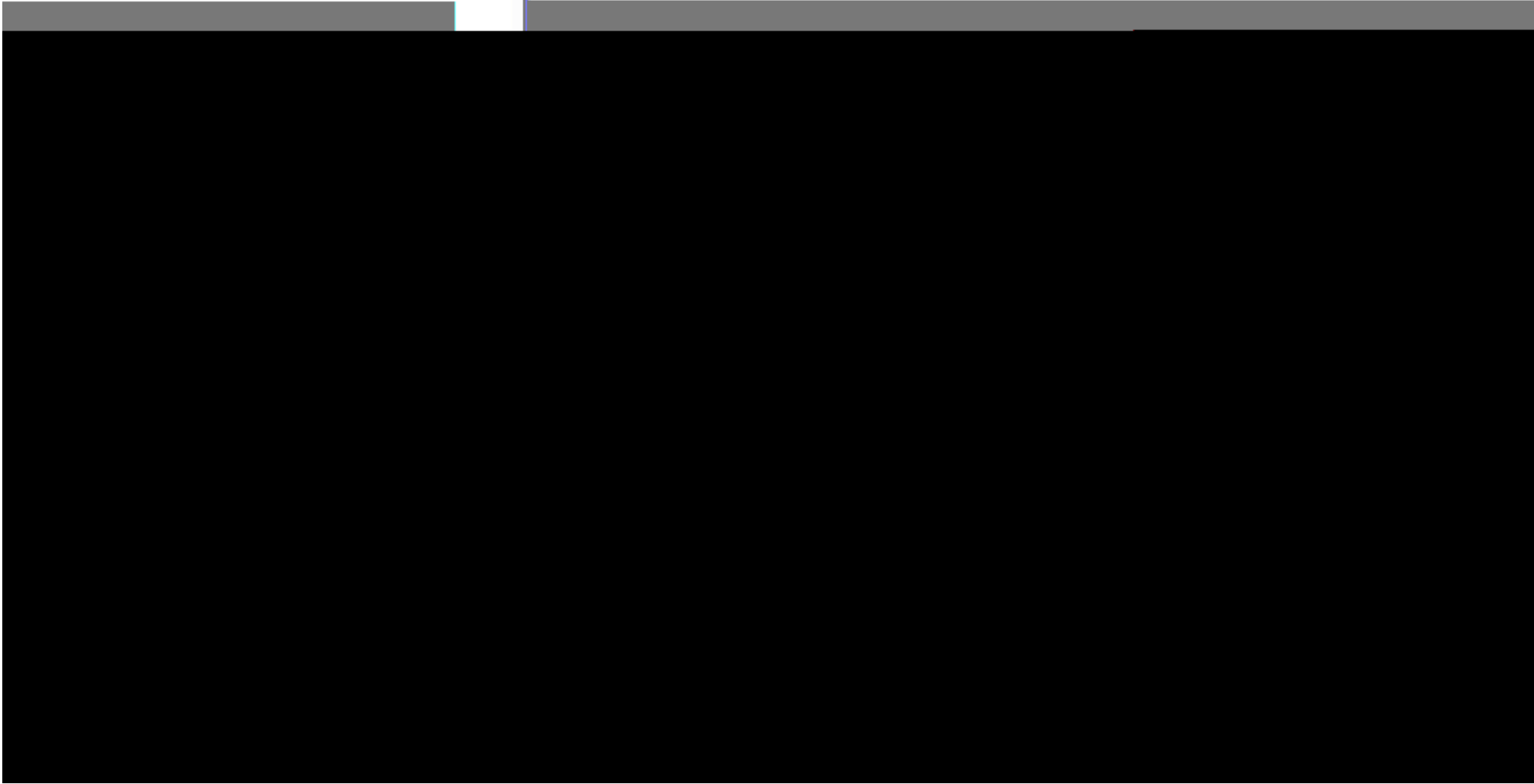


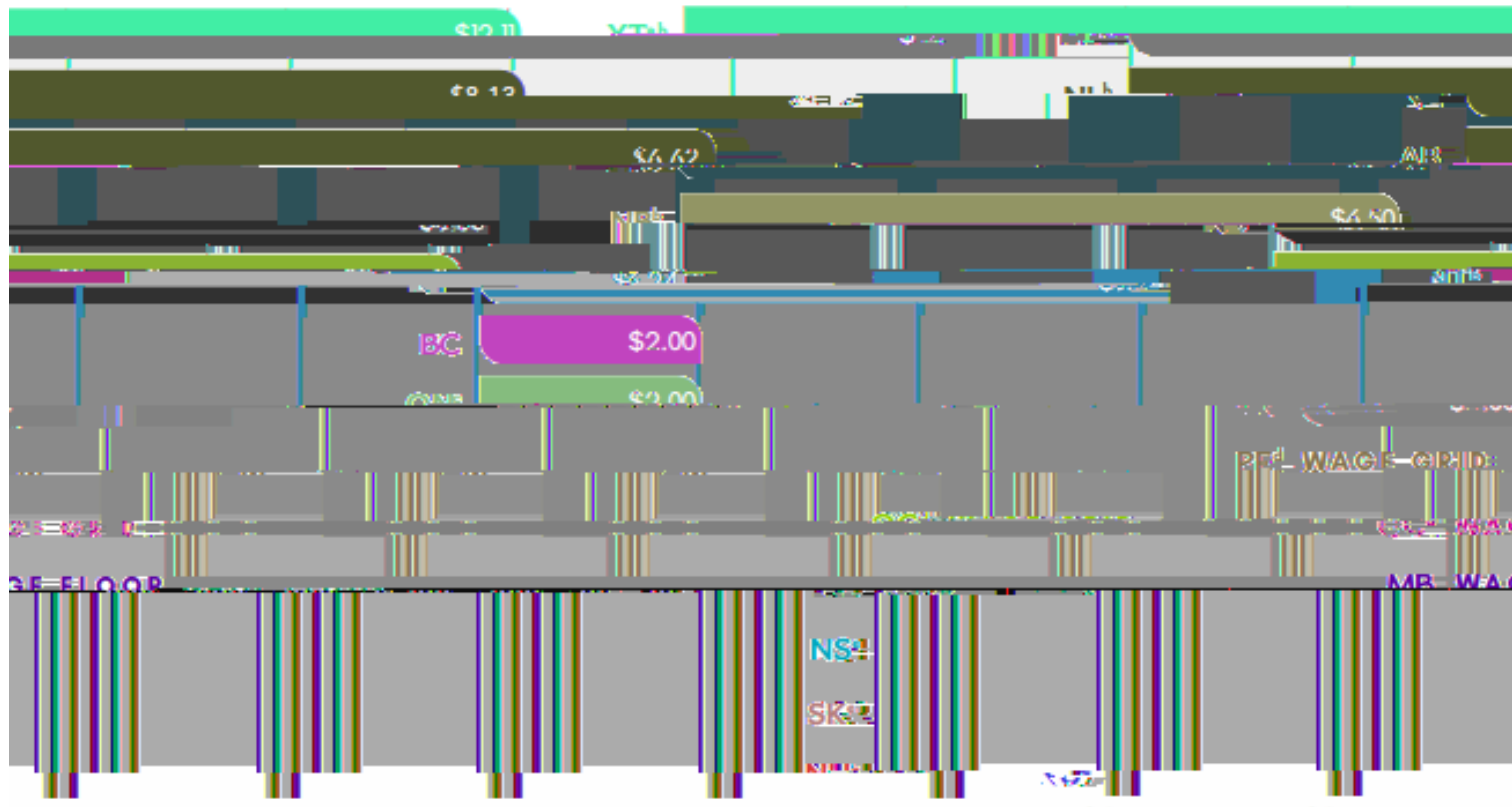
\$70K



\$40K

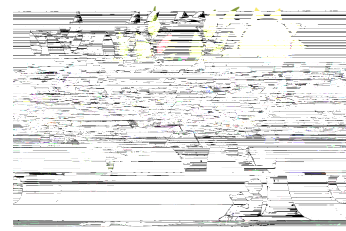
\$50K





\$17.11 per hour  
 Level of the educator  
 Wage enhancement reflects the qualification  
 level

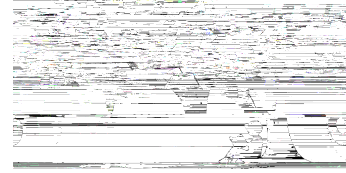
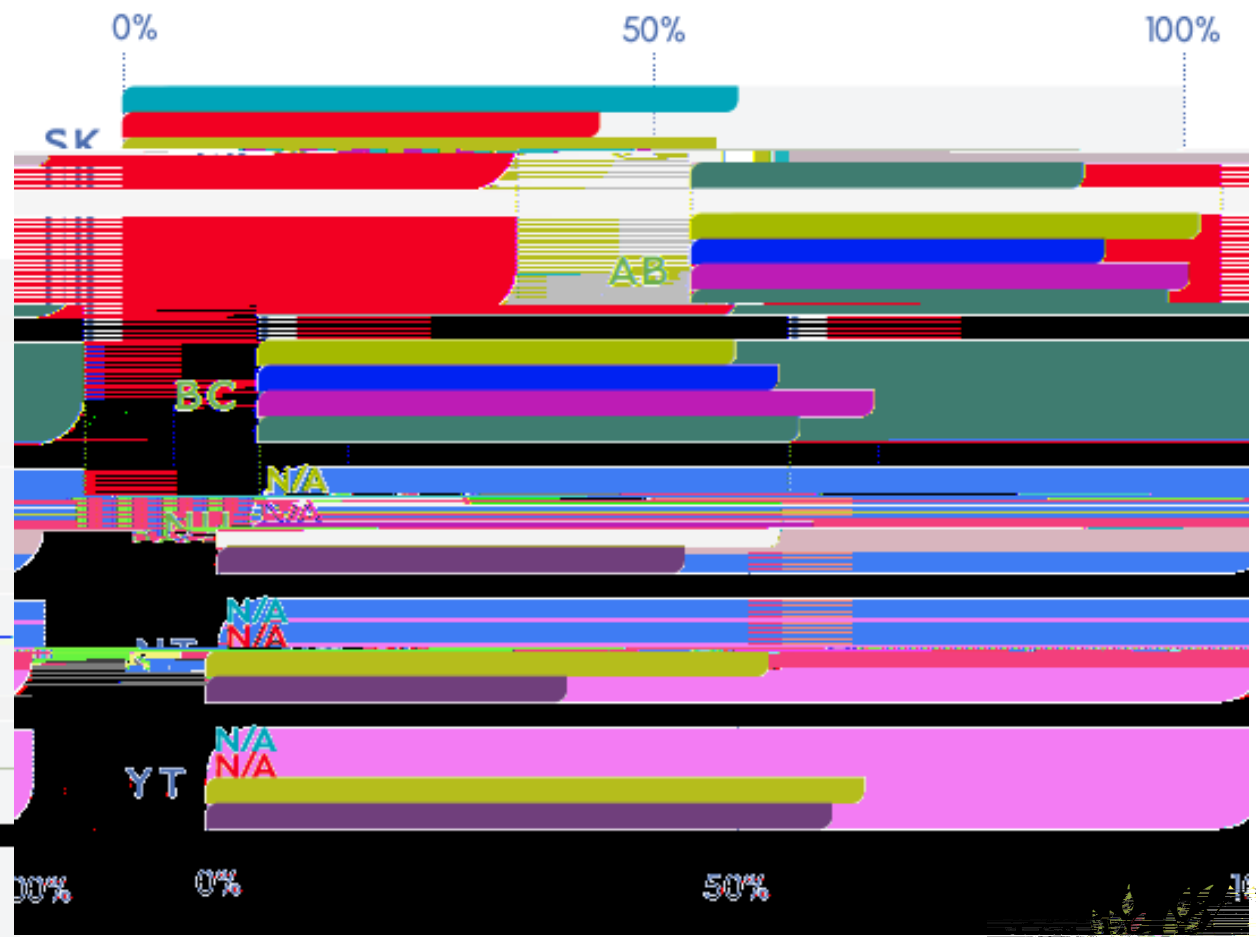
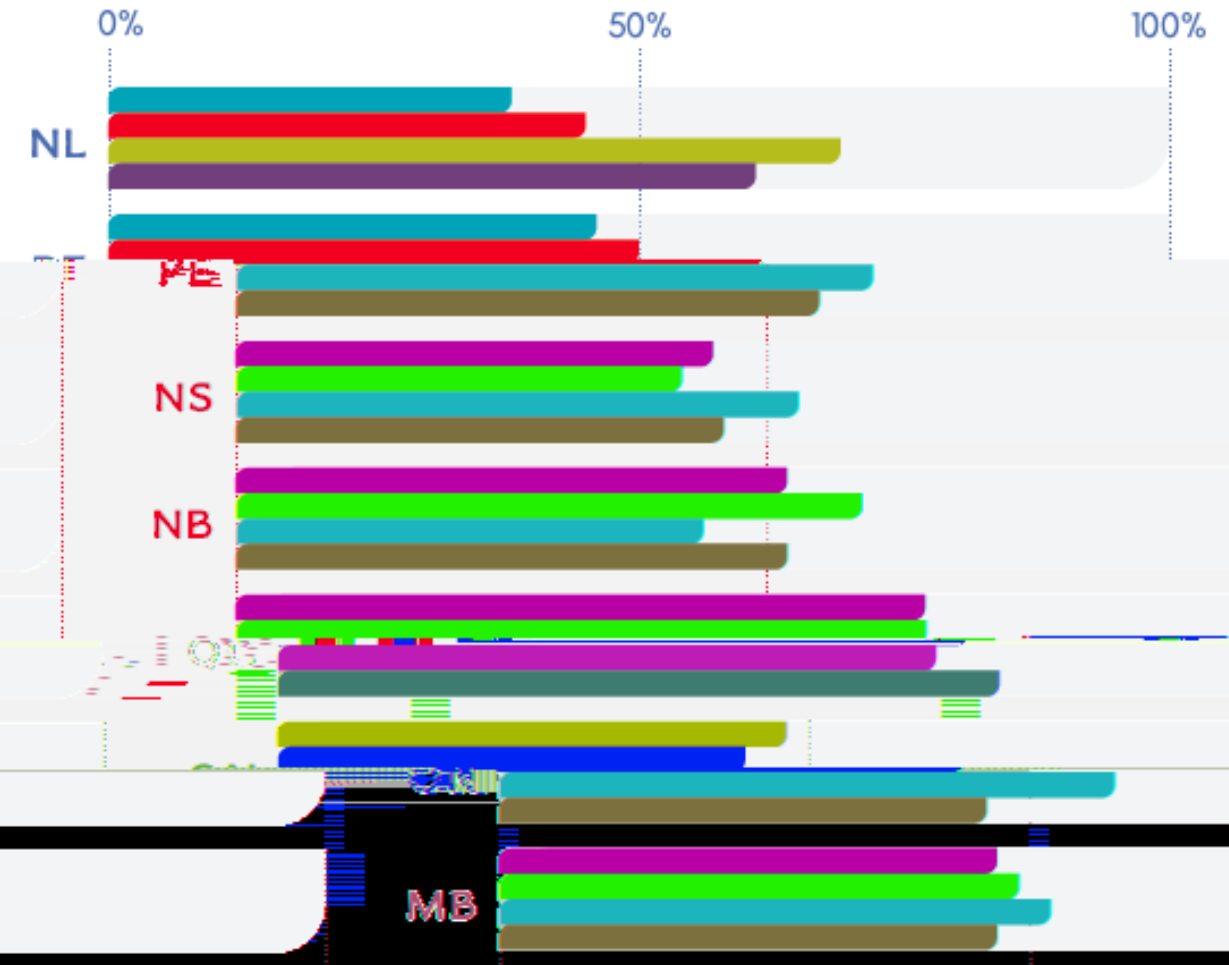
- a In April 2021, YTA increased its maximum wage-enhancement to
- b The amount of the wage-enhancement reflects the qualification
- c Educator earning more than \$27.17 per hour must be paid at
- d Wage rate of minimum \$20.00
- e No wage enhancement for minimum wage





# 100 SALARIED TO 70 PERCENT OF TEACHER SALARIES

2011 2014 2017 2020

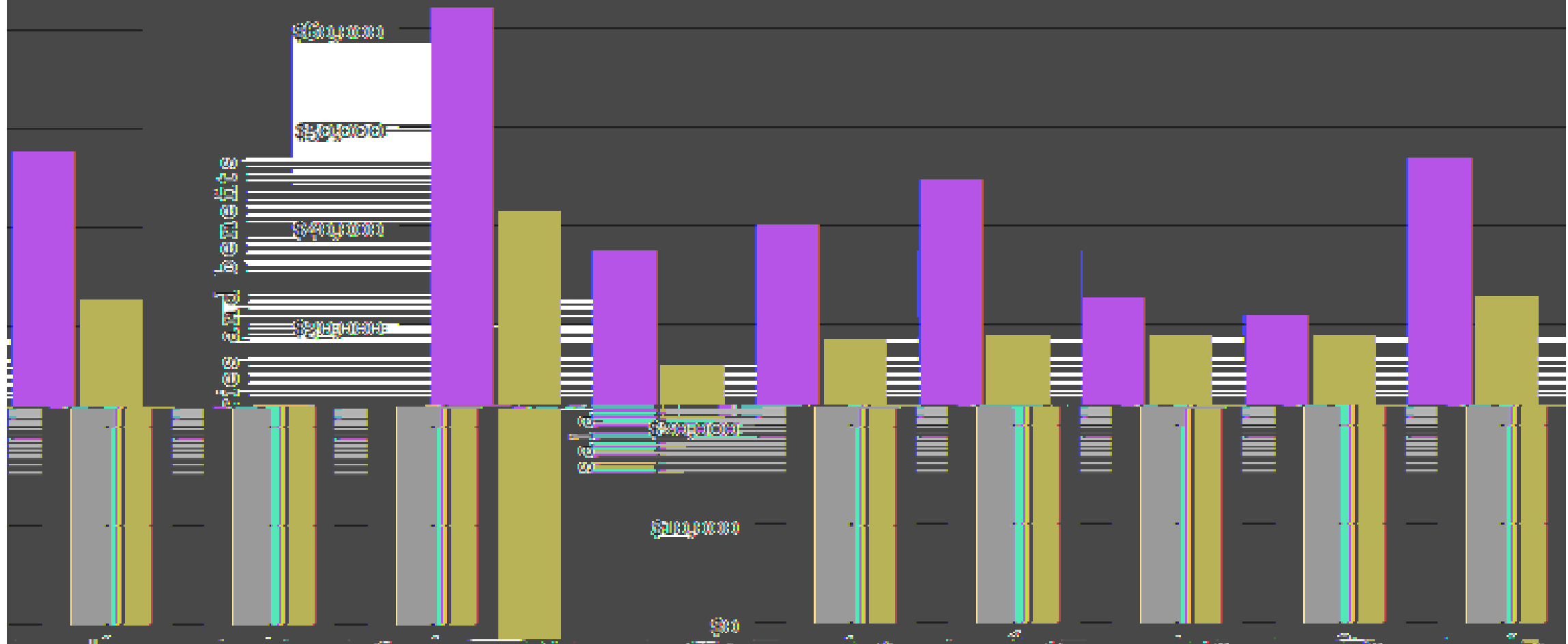


## EC EARNINGS COMPARED TO SIMILAR NON-STEM OCCUPATIONS

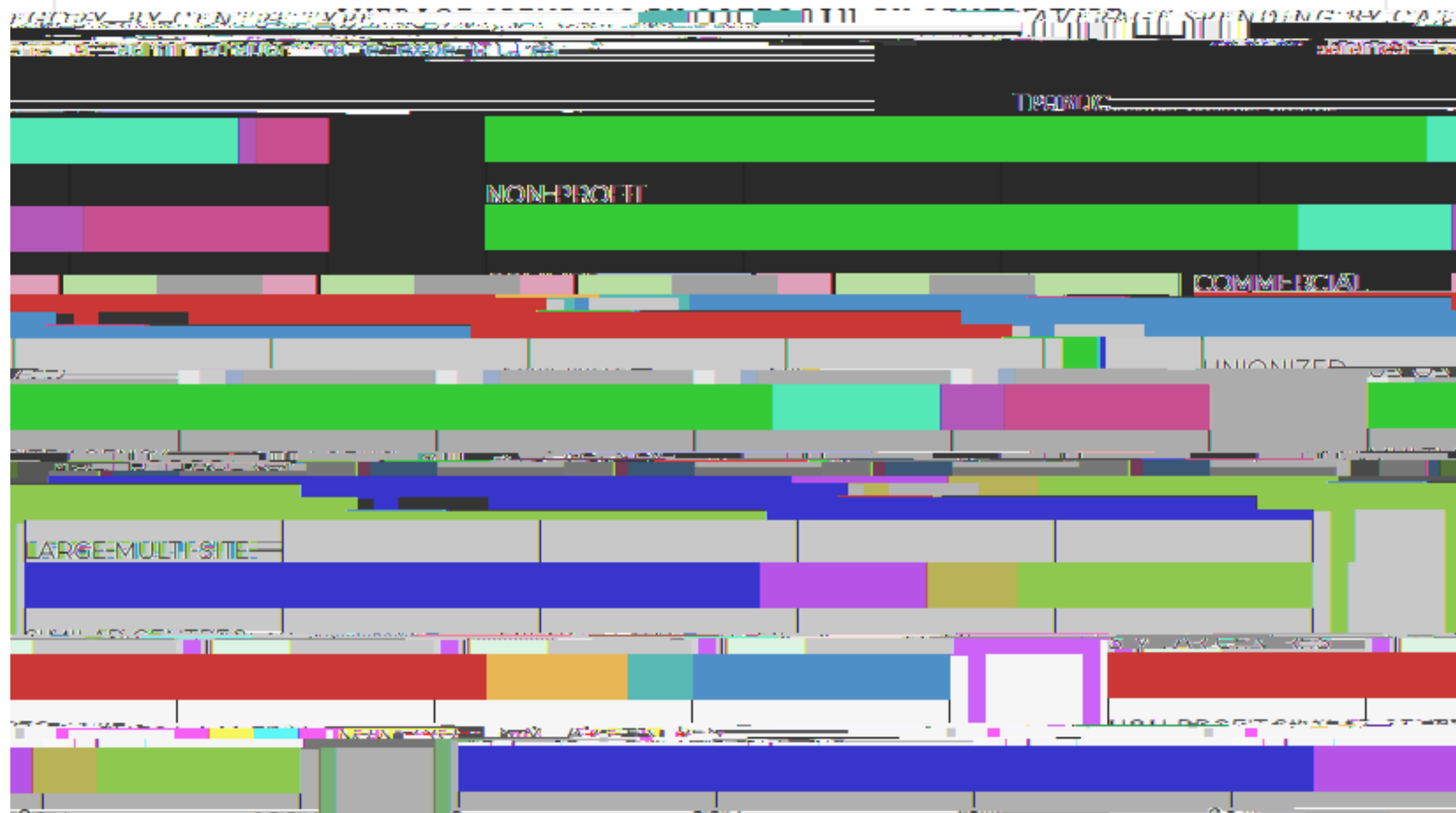
OCCUPATION CLASSIFICATION	WORKFORCE SIZE	MEDIAN EMPLOYMENT INCOME	AVERAGE EMPLOYMENT INCOME
21 Paraprofessional occupations in legal, social, community and education services	438,670	29,432	31,829
4211 Paralegal and related occupations	29,255	46,555	49,046
4212 Social and community service workers	147,310	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

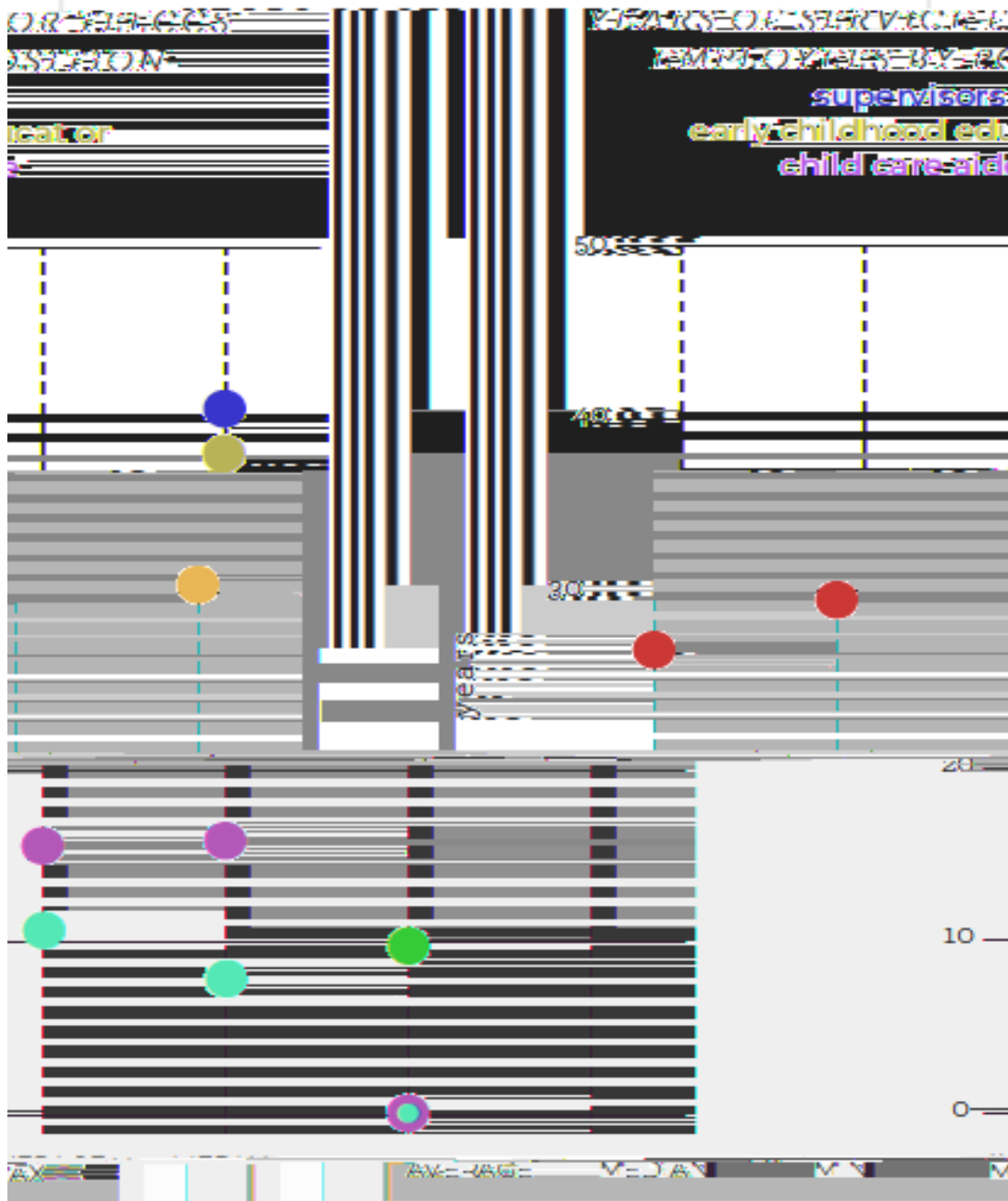
AVERAGE ANNUAL EARNINGS BY CENTRE TYPE (2010)

early childhood educators, child care aides/assistants



Source: Statistics Canada, Survey of Education and Training, 2010







RESPECT

On average educators working in



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.

Wages

22% thought that their pay was fair

# 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.

