

# A snapshot of the child care workforce



## Child Care Human Resources Sector Council

Prepared for the Child Care Human Resources Sector Council  
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Consistent and accurate statistics on the child care workforce are hard to come by. There is no regularly collected pan-Canadian data. Some provinces don't gather any information; others collect mainly data on wages. The most recent available snapshot comes from the custom tabulations of the 2001 Census used for the labour market update study, *Working for Change: Canada's Child Care Workforce*.<sup>i</sup>

## Who is in the workforce?

Most of those who work in the regulated sector are included in the National Occupational Classification (NOC-S), early childhood educators and assistants:

Early childhood educators plan and organize activities for pre-school and school-age children. Early childhood educator assistants provide care and guidance to pre-school children under the supervision of early childhood educators. Early childhood educators and assistants lead children in activities to stimulate and develop their intellectual, physical and emotional growth. Early childhood educators are employed in child-care centres, kindergartens, nursery schools and centres for exceptional children. Early childhood educator assistants are employed in day-care centres and nursery schools. Early childhood educators who are supervisors are included in this group.”  
[www.rhdcc.gc.ca/en/pe/imt/salaires/4214.shtml](http://www.rhdcc.gc.ca/en/pe/imt/salaires/4214.shtml)

Three additional NOC-S categories that include members of the broader early childhood education and care (ECEC) workforce were examined for comparison:

- Elementary school and kindergarten teachers
- Elementary and secondary school teacher assistants
- Babysitters, nannies and parents' helpers

## The numbers

- Total number of early childhood educators (ECEs) and assistants working in the regulated sector across Canada (approx.): 136,180
- Centre-based ECEs and assistants: 92,485
- Home-based ECEs and assistants providing family child care: 43,695

About 60,500 centre-based ECEs and assistants work full-time; about 33,000 home-based ECEs and assistants providing family child care work full-time.

Members of the broader early childhood education and care workforce include an estimated:

- 30,000 kindergarten teachers
- 40,000 teaching assistants who work with children under the age of 12
- 92,700 babysitters, nannies and parents' helpers.

This brings the total ECEC workforce to approximately 300,000.

## Gender

More than 96% of ECEs and assistants are women.

## Diversity

ECEs and assistants have the same proportion of **immigrants** as the general workforce—about 20%. Those in other care and education professions, such as teacher assistants, and elementary and kindergarten teachers, have a lower proportion of immigrants. Babysitters, nannies, and parents' helpers have the highest, including non-permanent residents.

The proportion of ECEs and assistants who are **visible minorities**, particularly those working in centres, are also more reflective of the general workforce—at about 12%—than other early childhood education and care occupations. Babysitters, nannies and parents' helpers have the highest proportion of visible minority representation.

## Age

The child care workforce is relatively young in relation to all occupations, but the number of older workers has increased considerably in the last 10 years. From 1991 to 2001, ECEs and assistants were the occupational group with the greatest increase in the proportion of workers aged 40 or more. This proportion rose to 38% from 27% of the workforce—an 11% increase, compared to 9% for all occupations. ECEs and assistants also saw the greatest drop in the percentage of workers under 25—a 12% drop compared to 5% for all occupations.

<sup>i</sup> All the data included in this backgrounder come from custom tabulations of 2001 Census data done for the Working for Change study.

## Education

A higher proportion of ECEs and assistants have a post-secondary credential (a one-year certificate, a two-year diploma or a three- or four-year university degree) compared to the overall working population:

- About 67% of centre-based ECEs and assistants have a post-secondary credential, compared to 53% of the general workforce.
- 46% of ECEs and assistants who work at home have a postsecondary credential.

## Education tables

### Education of centre-based ECEs and assistants

Province/Territory	Total number of centre-based ECEs and assistants	% with postsecondary credential	Number with a certificate or diploma (rounded)	Number with a degree (rounded)
Newfoundland and Labrador	865	73	545	90
Prince Edward Island	360	65	195	40
Nova Scotia	2,105	69	1,120	340
New Brunswick	1,435	49	540	160
Quebec	30,075	69	16,390	4,215
Ontario	31,865	69	17,690	4,350
Manitoba	4,490	54	1,670	740
Saskatchewan	2,395	54	1,010	285
Alberta	7,895	60	3,505	1,240
British Columbia	10,375	72	6,075	1,380
Yukon	250	56	100	40
Northwest Territories	215	33	60	10
Nunavut	165	30	40	10
Canada	92,485	67	48,920	12,900

### Education of ECEs and assistants providing family child care

Province/Territory	Total number of ECEs and assistants working at home	% with a post secondary credential	Number with a certificate or diploma (rounded)	Number with a degree (rounded)
Newfoundland and Labrador	155	42	45	20
Prince Edward Island	75	40	30	0
Nova Scotia	410	60	155	90
New Brunswick	260	65	150	20
Quebec	11,275	47	4,590	690
Ontario	15,995	44	5,460	1,500
Manitoba	1,675	45	540	215
Saskatchewan	1,830	41	605	140
Alberta	4,590	45	1,655	395
British Columbia	7,265	50	3,080	540
Yukon	50	40	20	0
Northwest Territories	100	40	30	10
Nunavut	15	0	0	0
Canada	43,695	46	16,375	3,625

## Earnings

ECEs and assistants earn much less than other workers and less than most women in other occupations. Centre-based staff earn about 62% as much as all women do, and family child care providers earn about 43%.

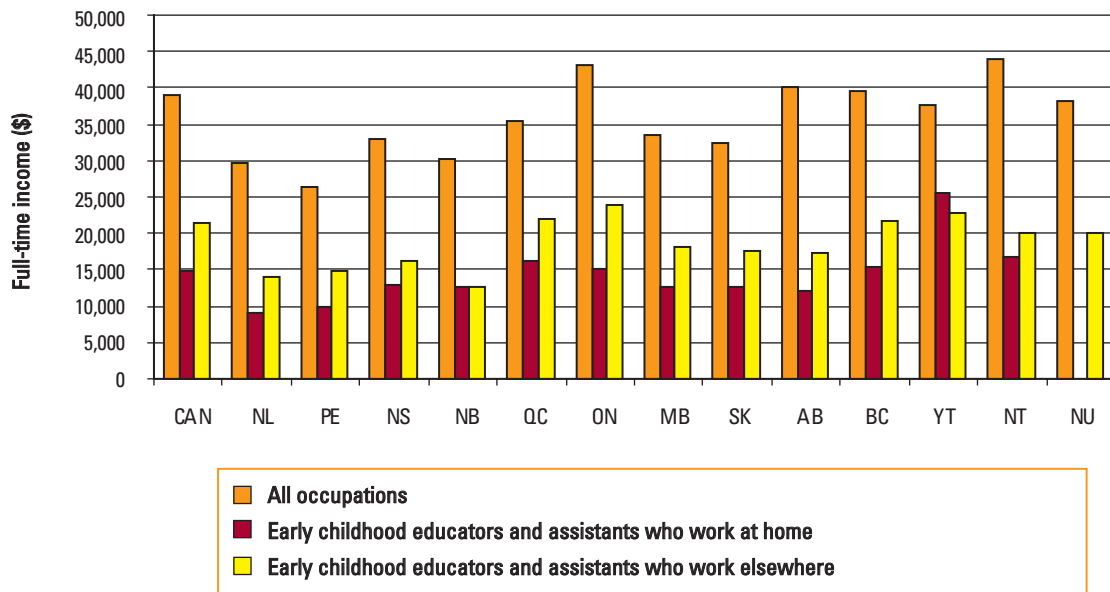
### Average annual full-time income

● All occupations:	\$38,978
● Women:	\$34,892
● Centre-based ECEs and assistants:	\$21,519
● Home-based ECEs and assistants:	\$14,916

Full-time earnings vary considerably by province/territory, from about \$10,000 annually for a family child care provider in Newfoundland and Labrador or Prince Edward Island, to just over \$25,000 in Yukon. Centre-based staff earn from about \$13,000 in New Brunswick to about \$24,000 in Ontario. Most significant is the difference between earnings of ECEs and assistants and average provincial/territorial income. As the chart below shows, centre-based staff in Alberta and the Northwest Territories earn approximately 43% and 45% respectively of average general workforce earnings, and in PEI and Quebec they earn 58% and 63% respectively.

## Chart 2.25

Full-time Employment Income for All Occupations vs. For Early Childhood Educators and Assistants, by Province/Territory



## Working for Change

The information in this backgrounder comes from the November 2004 labour market update study, *Working for Change: Canada's Child Care Workforce*. The study profiles those who work in regulated child care and points to solutions for addressing the critical labour shortage in this sector. The study was sponsored by the Child Care Human Resources Sector Council (CCHRSC).

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