

FISCAL  
2017-2018



# Membership Data Report

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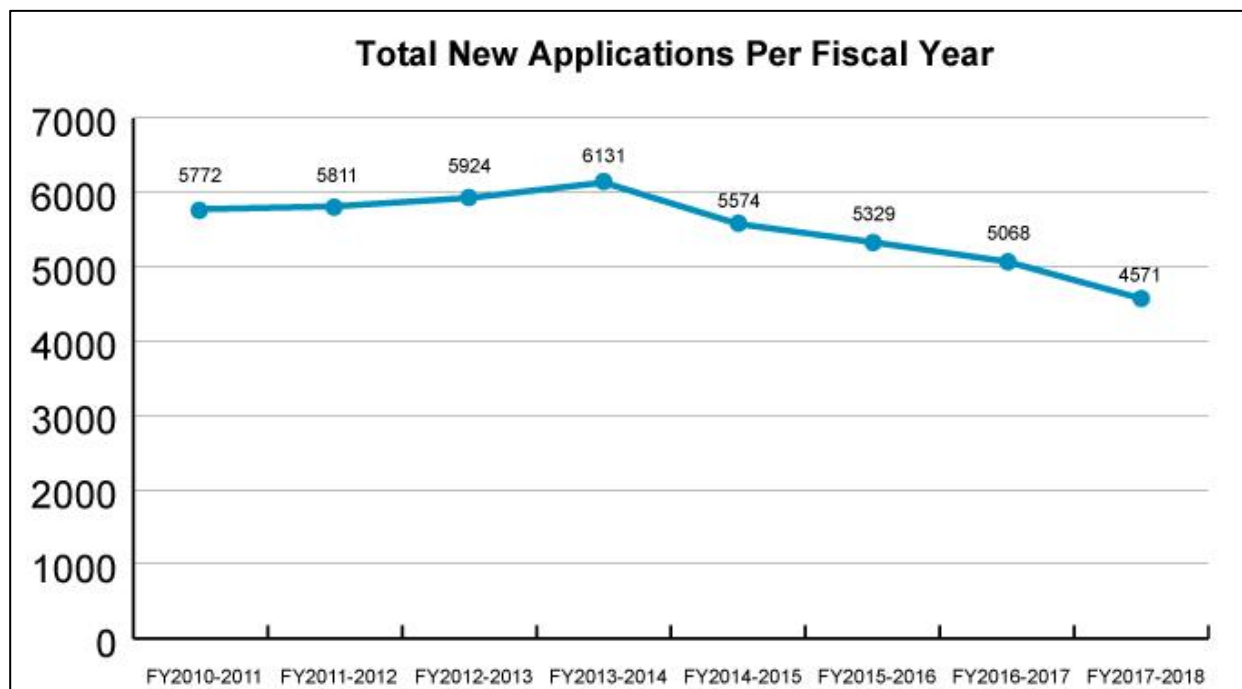
## A) Applications to the College

The College of Early Childhood Educators (the “College”), in its capacity as regulator of early childhood educators (ECEs), assesses applications based on the registration requirements set out in the Registration Regulation<sup>1</sup>. An applicant must meet all of the requirements in order to register, including:

1. Submission of a completed application package including fees
2. Successful completion of the education required to practice early childhood education in Ontario
3. Eligibility to work in Canada
4. Proficiency in English or French
5. Satisfying the considerations about issues potentially affecting practice

Applicants who demonstrate that they meet all of these requirements may be issued a Certificate of Registration with the College and engage in the practice of early childhood education, as defined in the *Early Childhood Educators Act, 2007*.

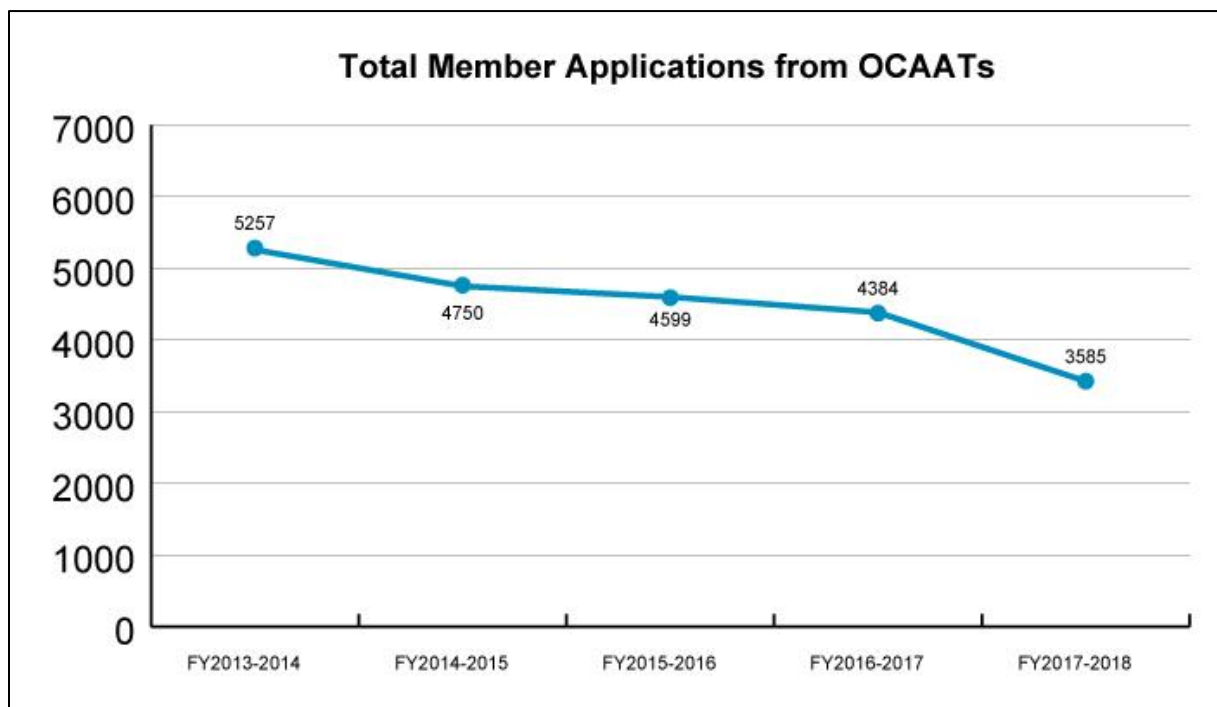
The successful completion of education is considered a core requirement for registration. There are a number of different ways that applicants can satisfy this requirement however, graduates from Ontario Colleges of Applied Arts and Technology (OCAAT) early childhood education diploma programs represent the vast majority of applications, accounting for, on average, 86% of new applications received annually.



<sup>1</sup> O.Reg 221/08 regarding Registration passed under the *Early Childhood Educators Act, 2007* (Canada).

Fiscal 2017-2018 saw fewer applications submitted to the College than previous years, with a 19% decrease in the overall number of applications received. This accounts for the lowest number of applications received by the College since its inception.

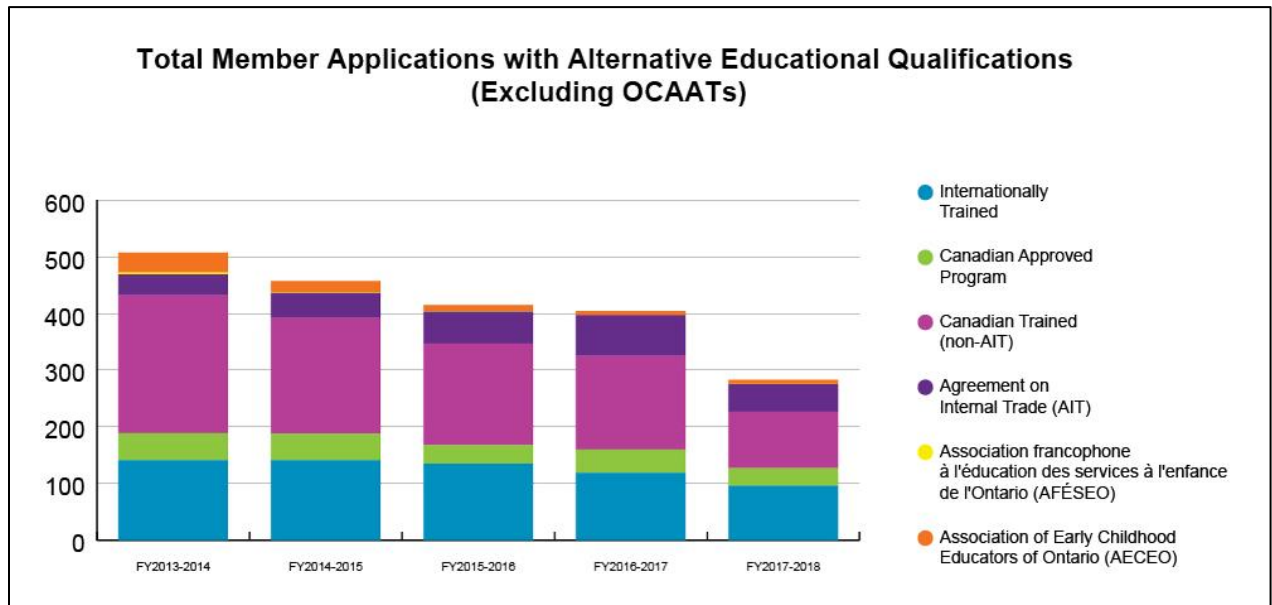
Over the past few years, the College has seen the number of applications from OCAAT graduates drop steadily. This is likely a result of the College reaching its mature membership state; however there are a number of other unknown factors that may have influenced this decline. 2017-18, however, saw a sharp decrease of 18% in the number of applications submitted by OCAAT graduates, significantly lower than past years and deviating from the previously noted trend. While the College can only speculate on the reasons behind the decline, it is likely that the OCAAT faculty strike in the fall of 2017 had some degree of impact on application numbers. According to the Ministry of Advanced Education and Skills Development (now named the Ministry of Training, Colleges and Universities), nearly 25,700 full-time students withdrew from the fall semester (10% of OCAAT students),<sup>2</sup> however, it is unclear what percentage of those account for students enrolled in ECE programs. Some OCAATs offered extended semesters to make up for lost class time, meaning that some applications may not be received until early in the next fiscal year. Data collected by OCAATs on student enrollment and graduation could provide the College with a better understanding of the varying factors that affect the College's membership. Establishing data sharing agreements with OCAAT would provide the opportunity for the College to identify trends that could support better operational planning.



Applications from individuals with alternative educational qualifications (i.e. did not complete an OCAAT diploma program in early childhood education) accounted for only 6% of applications received by the College. The College saw a 30% decrease in the total

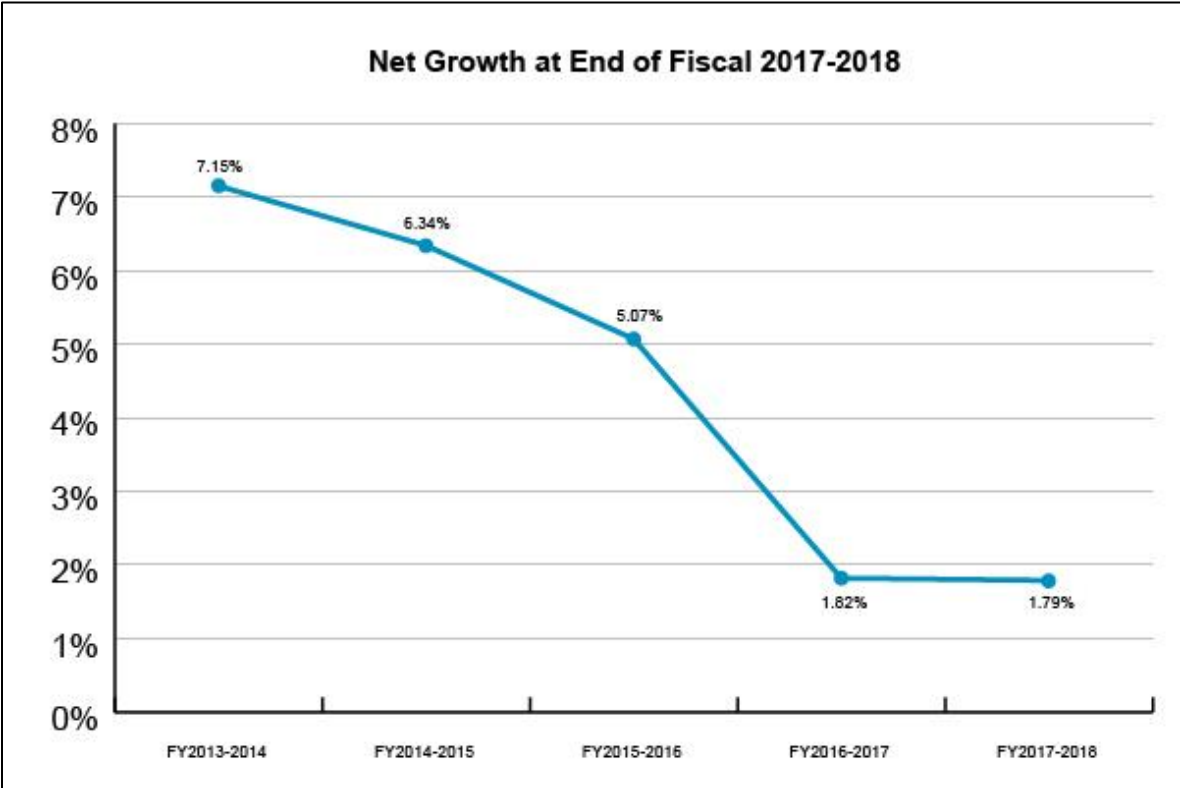
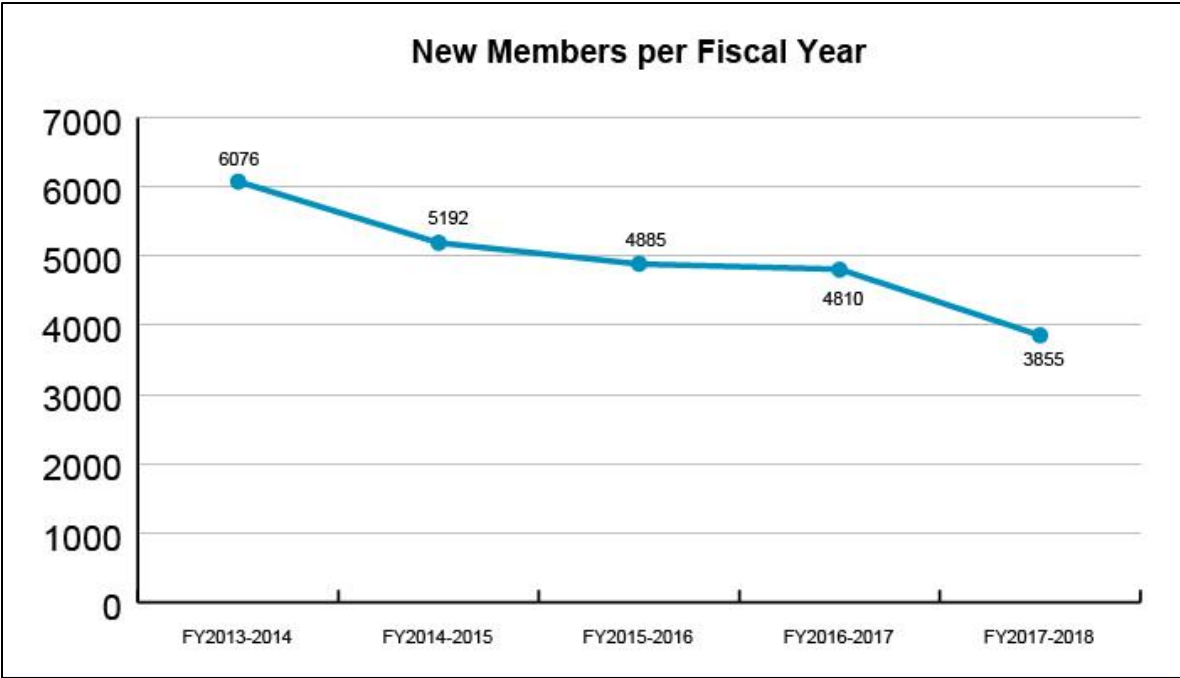
<sup>2</sup> Chiose, Simona. "Ten per Cent of Ontario College Students Withdraw from Semester following Strike." *The Globe and Mail*. December 12, 2017. Accessed August 7, 2018. <https://www.theglobeandmail.com/news/national/ten-per-cent-of-ontario-college-students-withdraw-from-semester-following-strike/article37308513/>

number of applications received from individuals with this group, falling from 404 applications in Fiscal 2016-2017 to 283 applications in Fiscal 2017-2018.



## B) Membership with the College

The College experienced a small growth in membership, with the total number of members in good standing reaching 53,180 (a 1.58% increase over the previous year). While total membership continues to grow, Fiscal 2017-2018 saw the lowest number of new members admitted. New membership dropped by 20% from the last fiscal; this significant decrease likely correlated to the decline in the number of new applications. New membership growth rates have steadily declined by an average of 9% over the past five years as the College's membership growth has begun to stabilize, with a net growth of 1.79% over the past year. As it reaches its 10<sup>th</sup> anniversary, the College's membership growth has begun to plateau and it will no longer experience the periods of rapid growth as would a newer organization. The slowing of membership growth is also a factor of attrition, which is discussed below.

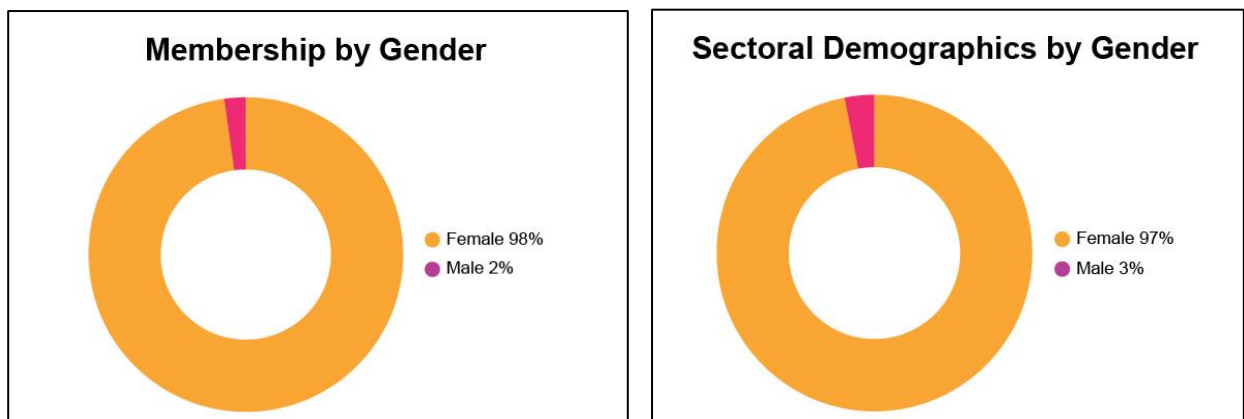


## C) Membership Demographics

The College did not experience statistically significant changes in its membership demographics, with the majority of members identifying as English-speaking women. Demographics of College members remain closely aligned with sectoral demographics<sup>3</sup>, with marginal variances.

The Ontario government's labour market reports provide insight into the sector, including regional and demographic trends, as well as industry statistics in order to assist individuals and organizations in assessing work trends and identifying the skills, education and training needed for employment today and in the future. Using information sourced from Statistics Canada, various federal and provincial ministries, related associations and licensing bodies, and the National Occupational Classifications system, the Ontario government creates monthly labour market reports which highlight employment trends and provide year-over-year comparisons.

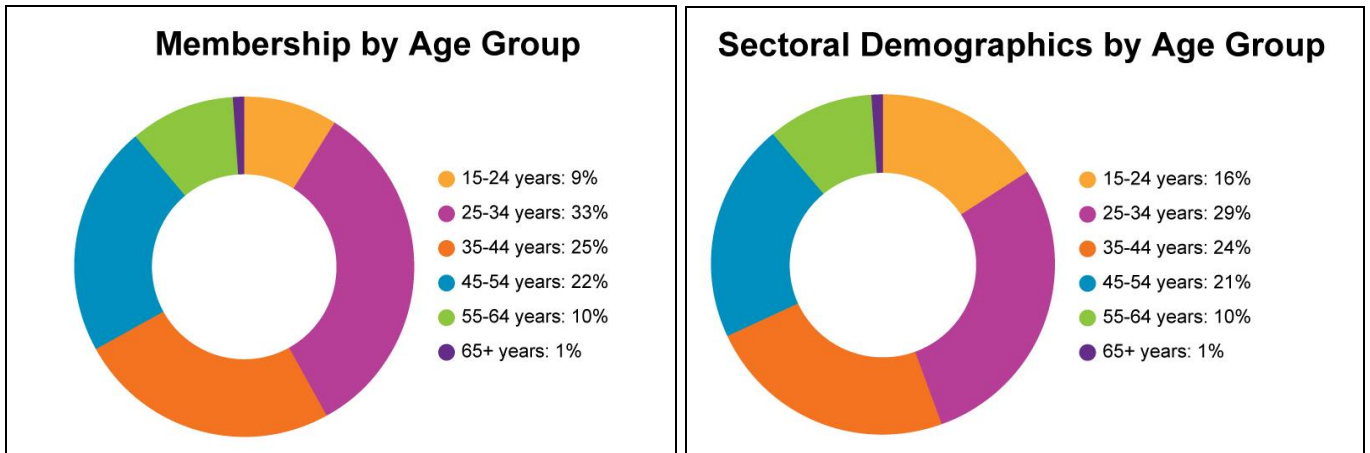
The Ontario Labour Market information for the early years sector is assessed under the National Occupational Code (NOC) 4214, which represents ECEs and Early Childhood Assistants, as well as their supervisors. This broad definition encompasses sectoral workers who may not fall under the College's regulatory purview. As such it provides a more holistic representation of the employment trends in the early years sector.



Similar to sectoral trends, the College has a primary female membership, accounting for 98% of all members. At the start of Fiscal 2017-2018, the College began providing the opportunity for members to identify as gender neutral if they so choose on their membership renewal form. Given the very small number of members that did not identify as either male or female there is a risk of inadvertently revealing personally identifiable information about a member. As a result this information has been suppressed.

<sup>3</sup> Government of Ontario "Early Childhood Educators and Assistants." *Ontario's Labour Market Job Profiles*. Accessed August 7, 2018.  
<https://www.iaccess.gov.on.ca/labourmarket/jobProfile/jobProfileFullView.xhtml?nocCode=4214>

The average age of a member in Fiscal 2017-2018 was 40 years old with a median age of 38 years. The age groups of members closely reflected sectoral averages, with the exception of those under 24 years of age.

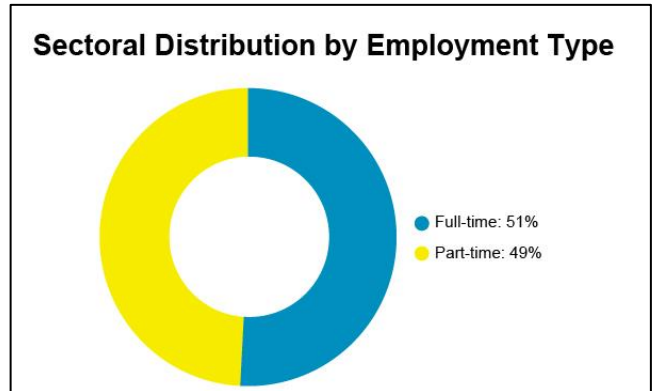
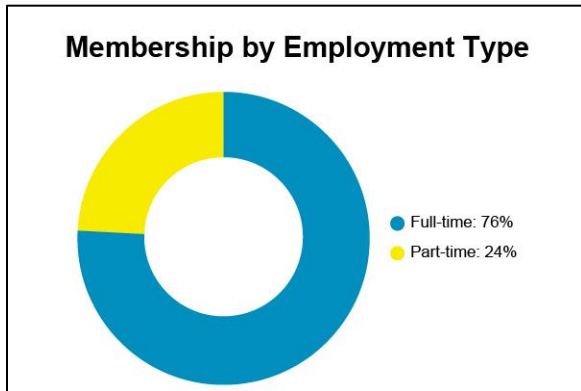


Nearly 5% of the College’s membership identified French as their preferred language of communication, a 35% growth over the total number from the previous year. In July 2017, the College began providing the opportunity for members to self-identify as Indigenous and/or Francophone on their annual membership renewal form. Once a full data reporting cycle has been concluded, the College will have a better understanding of the number of members who self-identify as Francophone, Indigenous, or both.

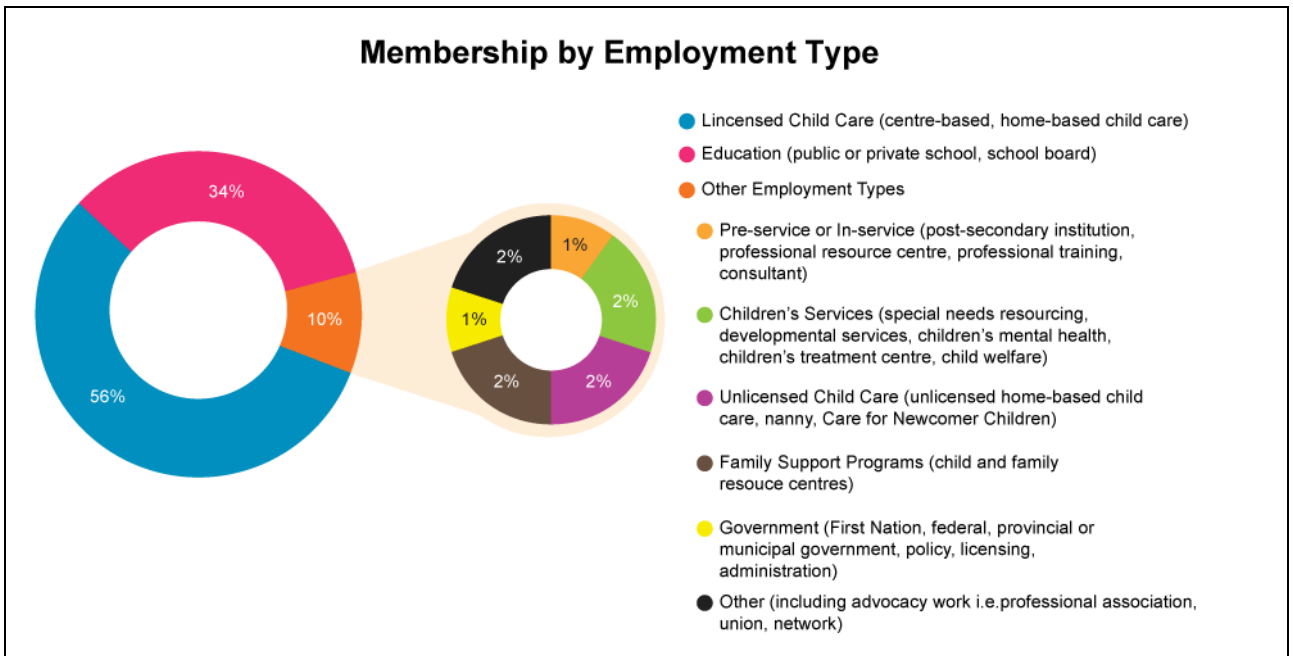


## D. Employment

Members of the College experience higher rates of full-time employment over sectoral trends, with 76% of members indicating they are employed full-time. The unemployment rate, however, is double sectoral rates, with 8% of members indicating they are not currently employed (while the average unemployment rate is 4.2% as reported by Statistics Canada). The difference in the unemployment rates may be attributed to multiple factors, including casual/contract and underemployment in the sector, varying definitions in the term “unemployment”, and the method in which the data is collected (example: provincial statistics are informed through the Federal Employment Insurance program).



Ninety percent of members who are employed full time indicated that they worked either in licensed child care or in the educational sector.



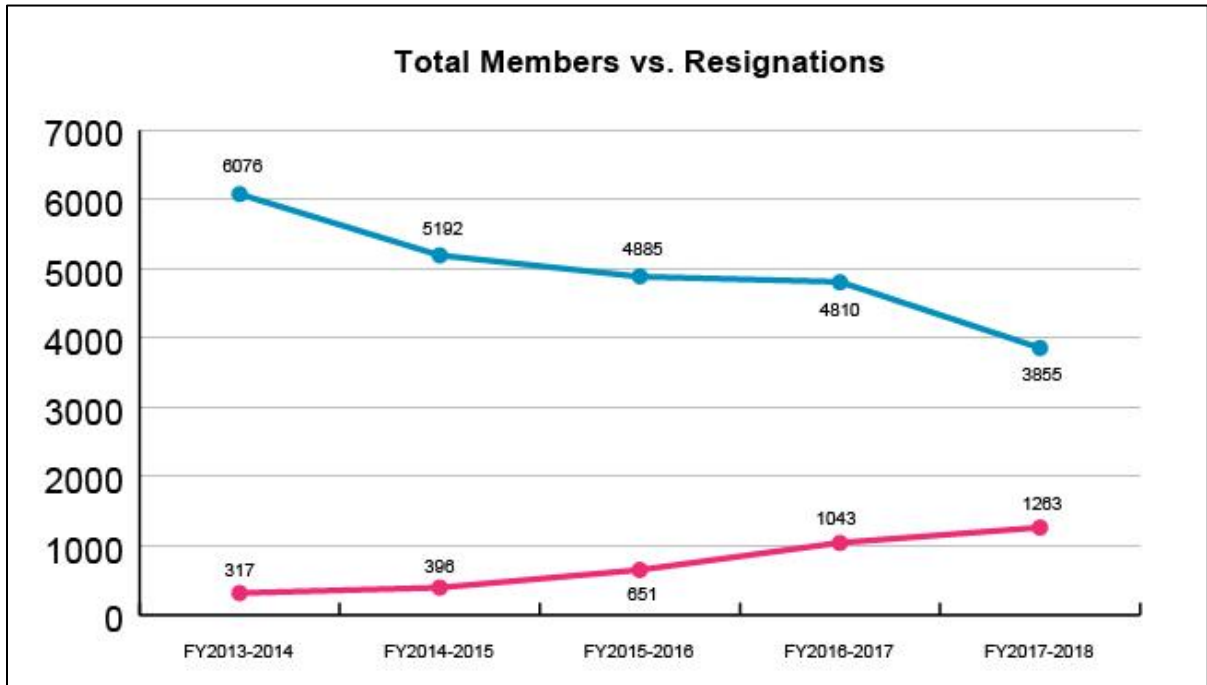
## E) Geographical Distribution of Members

Geographical distribution of members remained relatively stable. Each district saw small growth over the fiscal year (indicated by the positive percentages in the map below), with the South East region (District 3) seeing the largest growth of a 3.87% increase in members working/residing in that district.

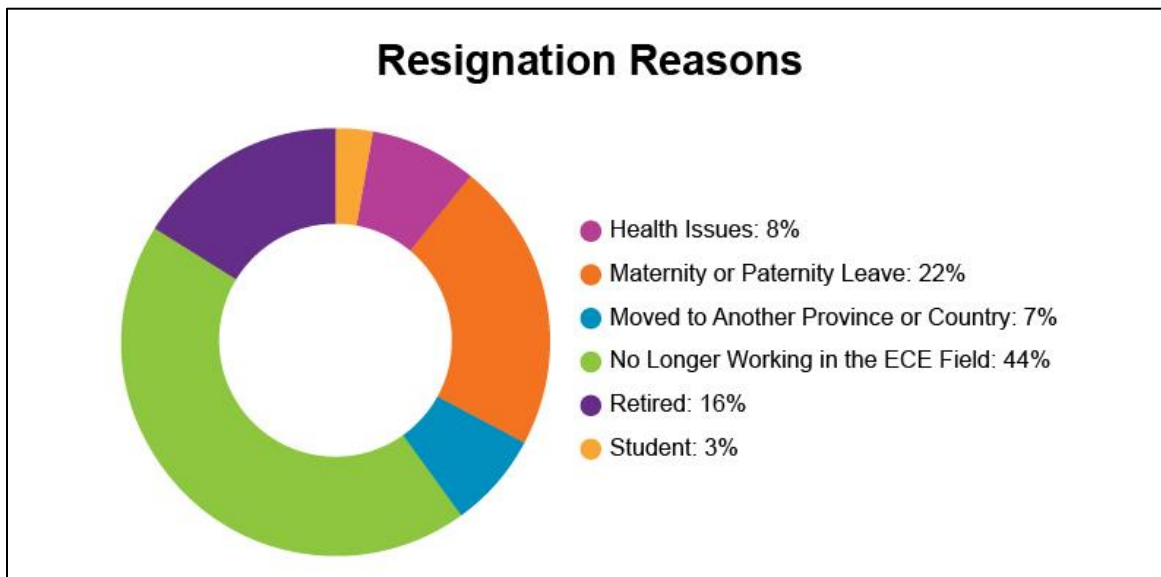


## F) Membership Retention

Members who changed their status to “canceled/resigned” account for less than 10% of the membership status changes within the College. While this percentage is low, the data indicates that there is a rising trend in the rates of resignations with Fiscal 2017-2018 seeing the highest rate of resignation since the College’s inception.



The predominant reason members provide for leaving the sector is that they are longer working in the field, followed by maternity/paternity leave, and retirement. As the College explores the possibility of various classes of membership (including a non-practicing class), total membership numbers may be affected.



Membership reinstatement accounted for a greater portion of the membership status changes within the College than resignations, with 29% more former members returning to the College during Fiscal 2017-2018 than resigning their membership.

Members who have had their Certificate of Registration revoked account for less than 10% of the statuses that are not in good standing with the College. A member's Certificate of Registration is revoked after a member's status with the College has been "suspended" for three years. Fiscal 2017-18 saw the largest number of membership revocations since the College's inception. Revocation increased by 27% over the previous fiscal year, with 1,481 members having their Certificate of Registration revoked. All of these Certificates were revoked from a status of 'suspended for non-payment of fees'.

These individuals cannot be reinstated, and they must re-apply to the College if they wish to hold a Certificate of Registration. In Fiscal 2017-18, 2,805 former members re-applied to the College, a significant increase over the previous fiscal which only saw 31 reapplications. Of those 2,805 reapplications, 2,411 became members.