

FISCAL
2018-2019



Membership Data Report

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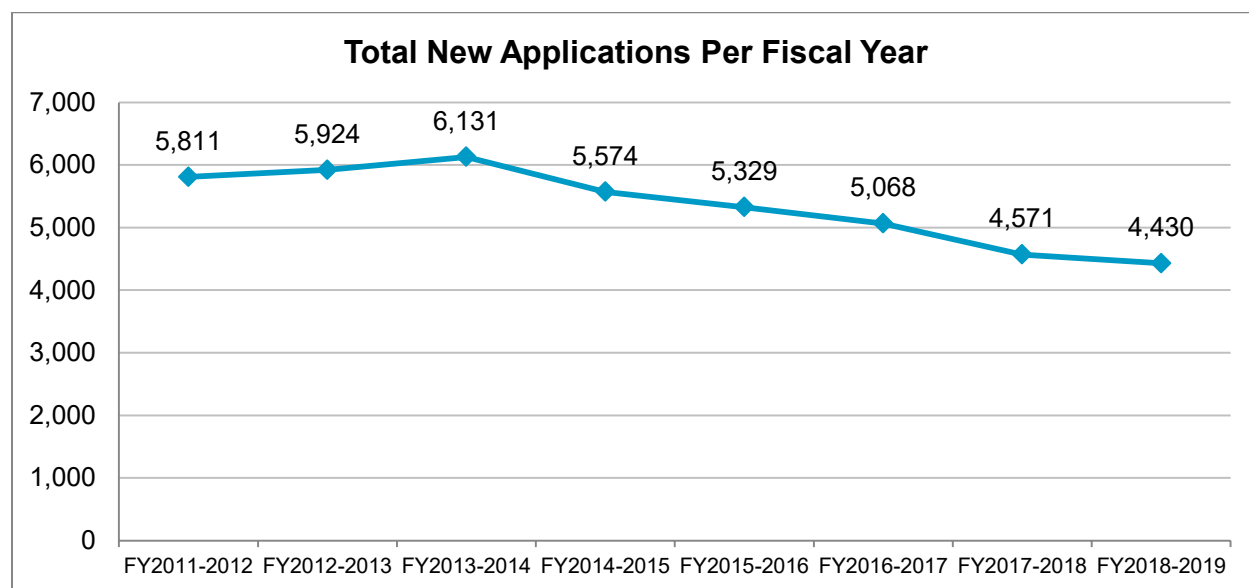
Applications to the College

The College of Early Childhood Educators (the College) assesses applications based on the registration requirements set out in the Registration Regulation¹. An application 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 one of the official languages (English or French); and,
5. Satisfying the considerations regarding issues potentially affecting practice.

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

The successful completion of education is considered a core requirement for registration. While there are a number of ways an applicant can satisfy this requirement, graduates who complete an early childhood education diploma program offered by Ontario Colleges of Applied Arts and Technology (OCAATs) represent the vast majority of applications to the College, accounting for more than 80% of new applications received annually.

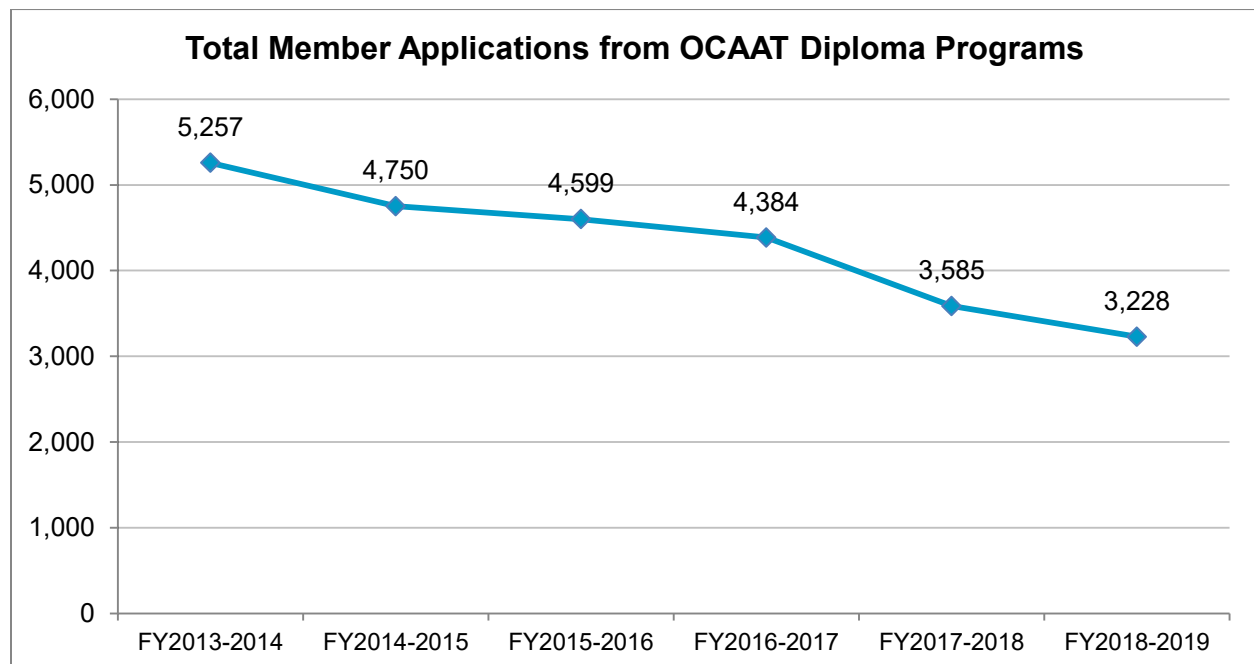


Fiscal 2018-2019 saw a marginal decrease in applications submitted to the College over the previous year, with a 3% decrease in the overall number of applications received. This accounts for the lowest number of applications received by the College in a fiscal year.

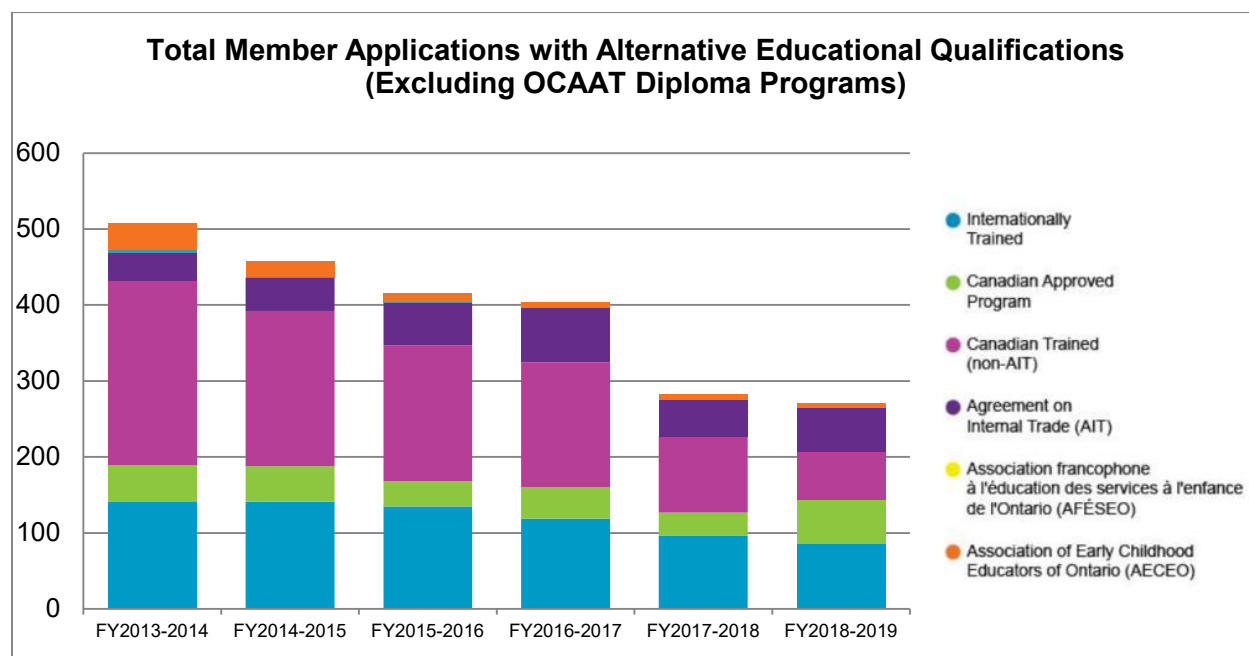
¹ O.Reg 221/08 regarding Registration passed under the *Early Childhood Educators Act, 2007* (Canada).

The College continued to see a drop in the volume of applications received from OCAAT diploma program graduates. This year saw an almost 10% decrease in the number of OCAAT applications received compared to the previous year. In the absence of information from OCAATs regarding enrollment numbers and graduation rates, the College is unable to draw any conclusions in relation to the decline, and can only continue to monitor application numbers from OCAAT diploma programs.

Information sharing by the OCAATs could provide greater insight into the factors impacting membership with the College, such as student enrollment and graduation rates. The College currently has data agreements with all programs approved under the College's *Approval of Education Programs Policy*, which can provide insight into the College's future membership. Establishing similar data sharing agreements with OCAATs would provide the College with the opportunity to identify trends that could support better operational planning and enable further comparison between programs that lead individuals to pursue membership with the College.

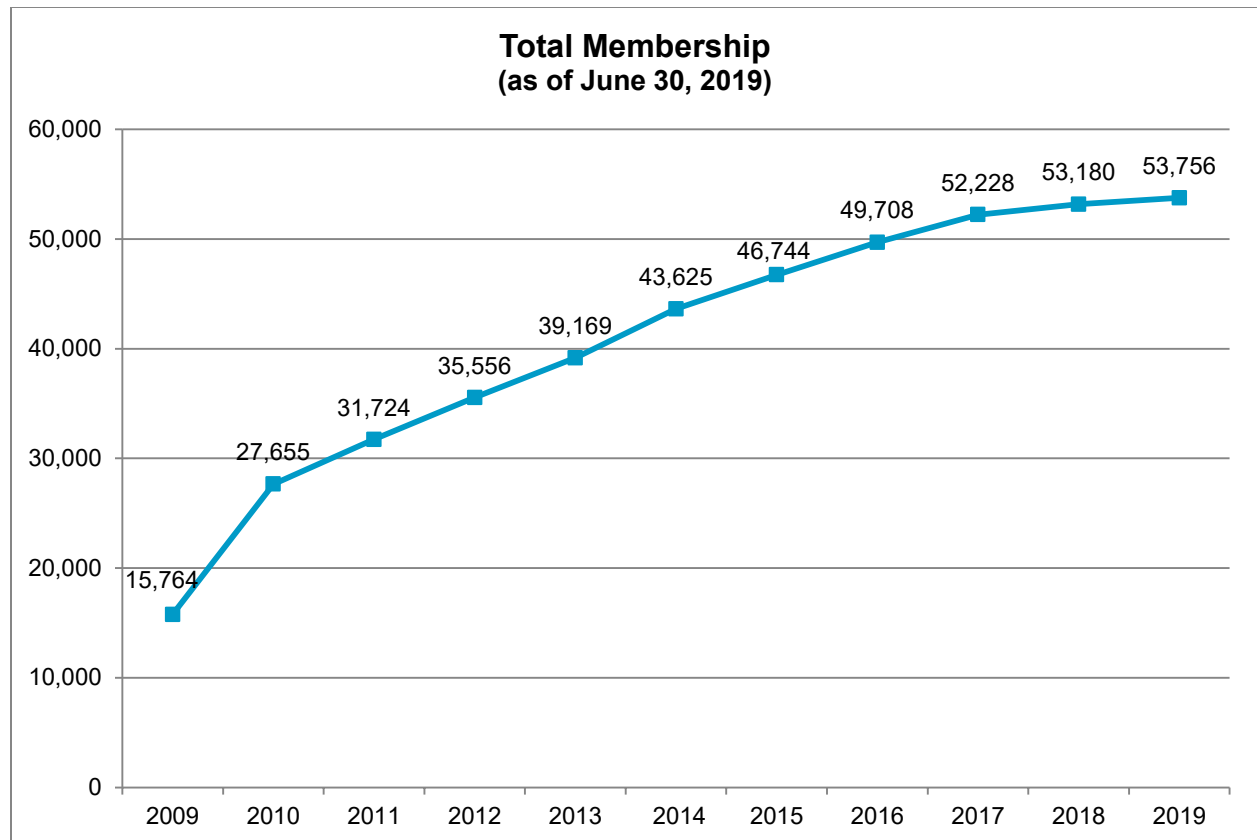


In line with previous years, applications from individuals with alternative educational qualifications (i.e. did not complete an early childhood education program offered by an OCAAT) accounted for less than 10% of the applications received by the College. Fiscal 2018-2019 saw a marginal decrease of 4.6% in the total number of applications received from individuals in this category, from 283 applications in Fiscal 2017-2018 to 270 applications in Fiscal 2018-2019.

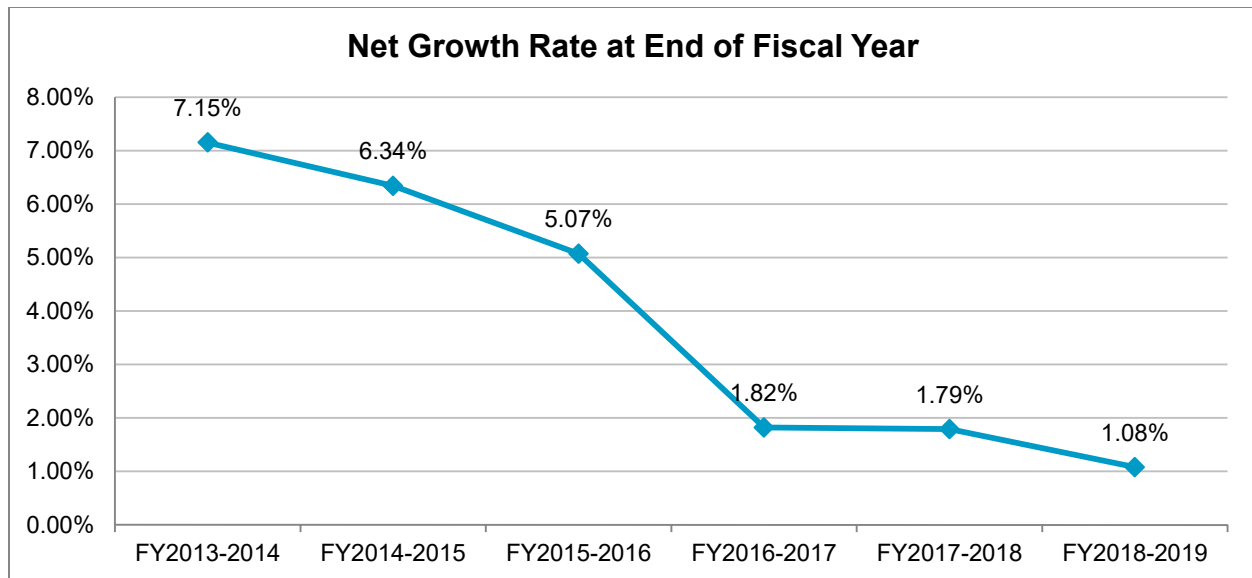


Membership with the College

The College continues to experience slow growth in membership as the organization matures, with the total number of members in good standing reaching 53,756 (a 1% increase over the previous year).

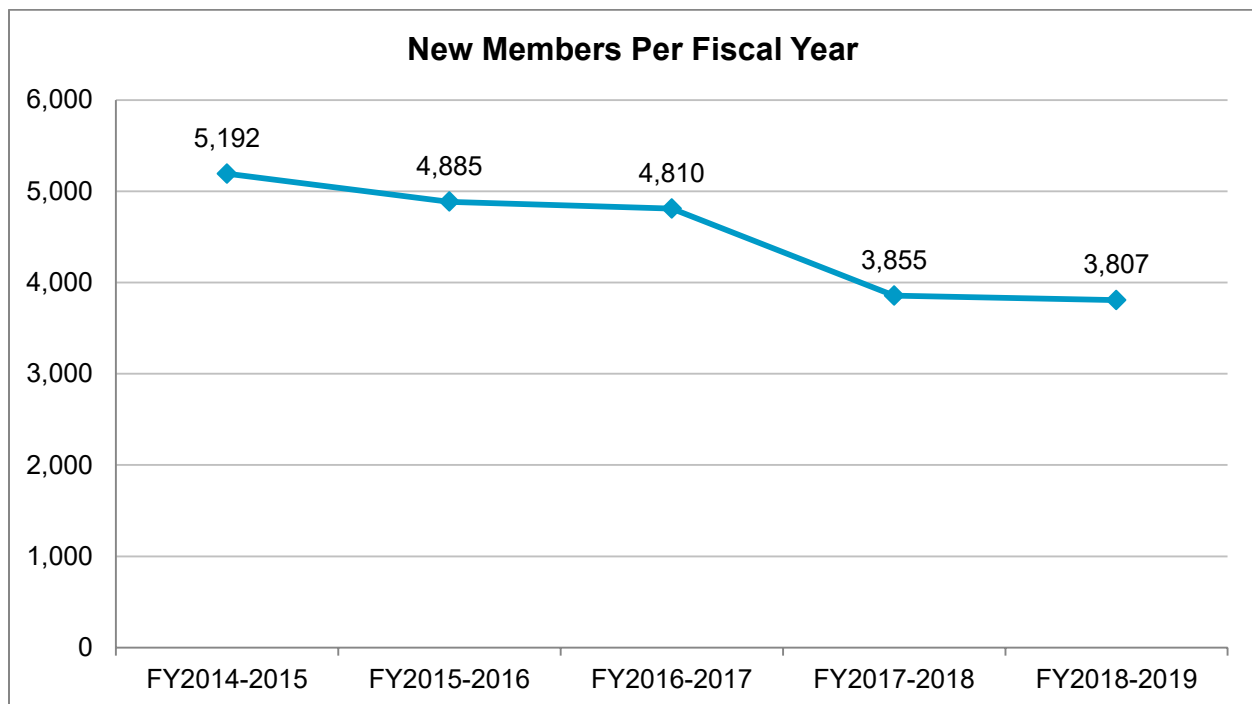


Continuing on trend with previous years, the membership growth rate continues to slow, with a net growth of 1.08% over the past year. Contributing factors are a decrease in the number of new members, and an increase in the number of members leaving the profession. With no foreseeable government initiatives or external systems factors that may lead to rapid growth, the College anticipates its net growth rate to remain minimal.



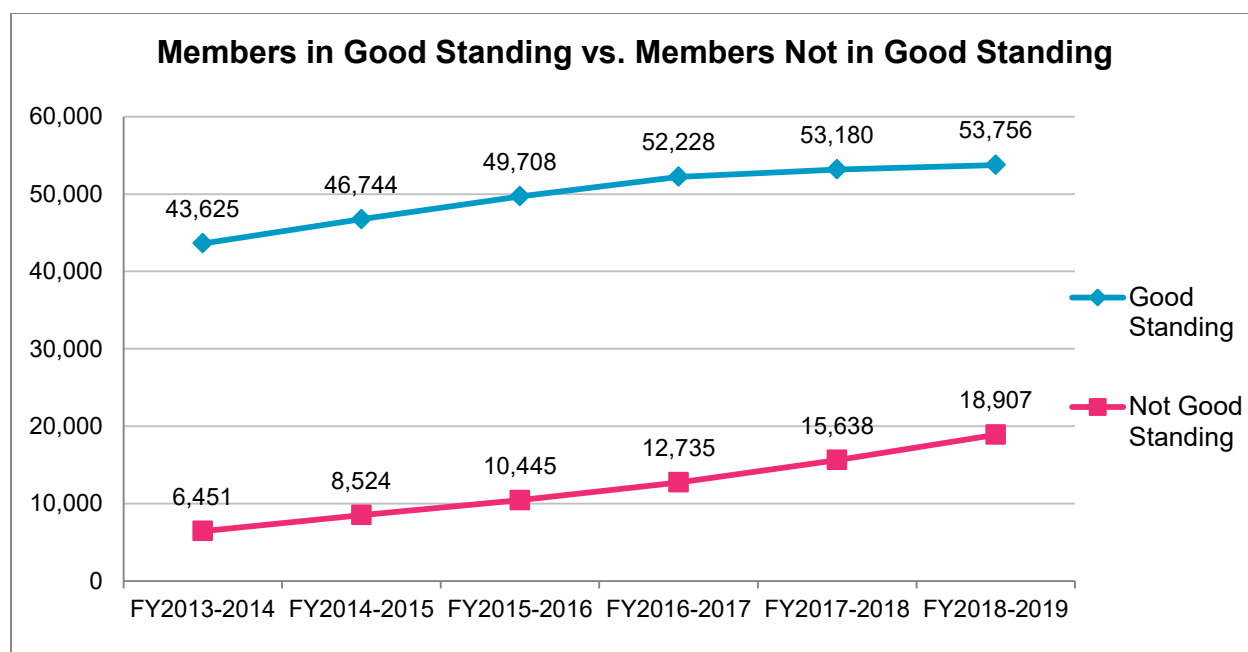
New Membership with the College

The college saw new membership rates decrease by 1.24% in Fiscal 2018-2019, continuing a declining trend.

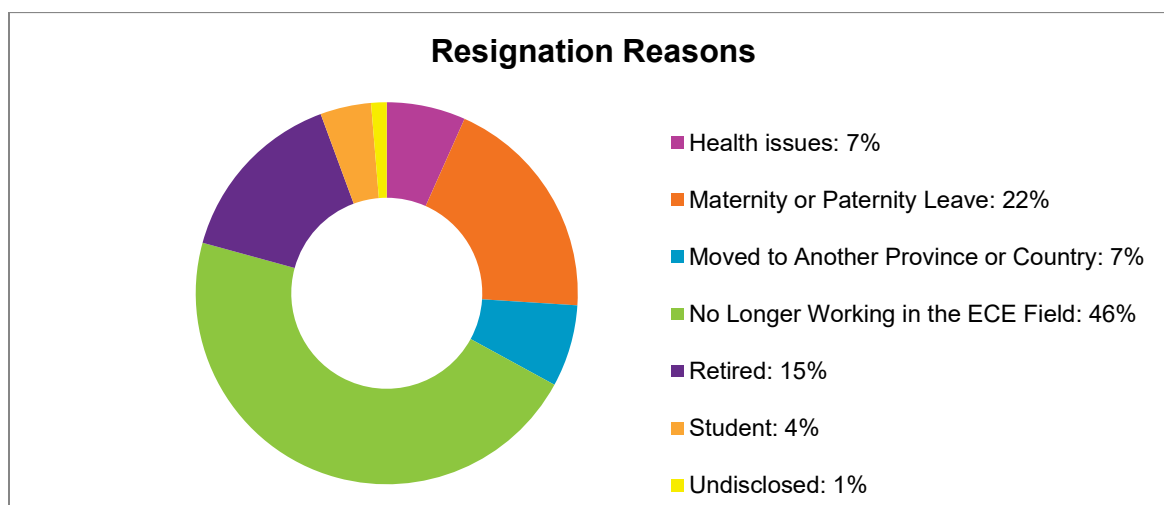


Membership Attrition

Members are considered no longer in good standing when their Certificate of Registration has either been suspended, expired, cancelled or resigned, or revoked. Of the over 70,000 Certificates of Registration issued by the College since its inception, 26% belong to former members who are no longer in good standing.



The data continues to indicate a rise in the rates of resignations in the College, with Fiscal 2018-2019 demonstrating an increase of resignations by 33% over the previous year. The predominant reason members provided for their resignation continued to be that they are no longer working in the field, followed by maternity/paternity leave, and retirement. Members who resign for temporary reasons, such as maternity leave or health issues, may choose to return to the profession by reinstating their membership.



Members may have their Certificate of Registration suspended if they fail to provide payment for their annual membership renewal, fail to provide information requested by the College, or for conduct matters. Of those members whose Certificate is no longer in good standing, more than 50% have been suspended. Fiscal 2018-19 saw a significant decrease in the number of suspensions with a drop of 36%. Members can generally reinstate their membership once the incomplete information and/or payment have been received. With the reduction in total suspensions, membership reinstatement rates also decreased over the fiscal period, with almost 13% fewer members reinstating their membership over the previous year.

Members who remain suspended for 3 consecutive years without reinstating have their Certificate of Registration revoked. This fiscal period saw a decrease in the number of revocations issued, falling by 22.4% to 1,149 from 1,481 in the previous year, which saw the highest volume of revocations in the College's history.

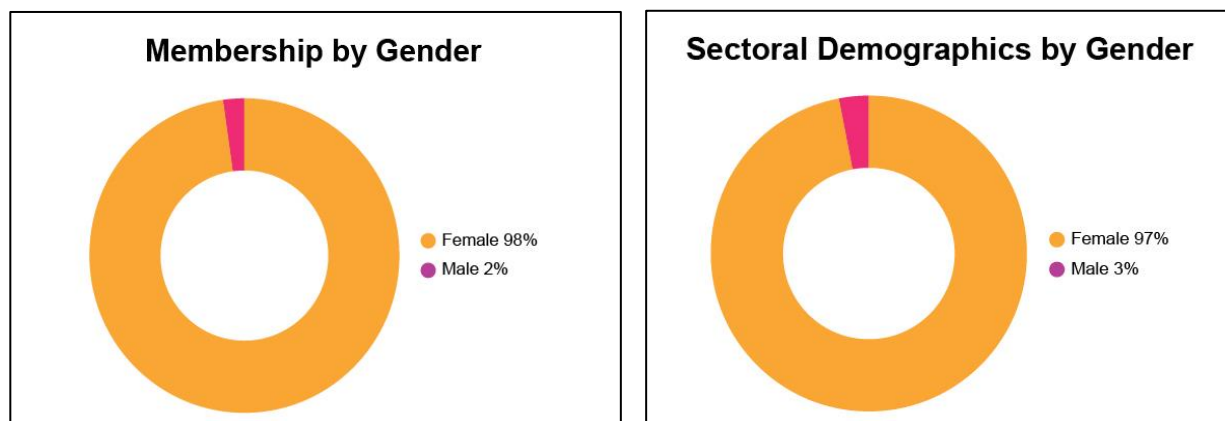
Individuals who have been revoked cannot be reinstated; they must re-apply to the College if they wish to hold a Certificate of Registration. This year saw a significant decrease in the total number of former members re-applying to the College, with a drop of over 90% to just over 200 re-applications from the previous year. Fiscal 2017-18 was considered a data outlier in regards to re-applications, the highest rate the College had seen in its history. The College will continue to monitor the rate of re-applications.

Membership Demographics

Similar to previous years, the College did not experience any 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 demographics², 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.

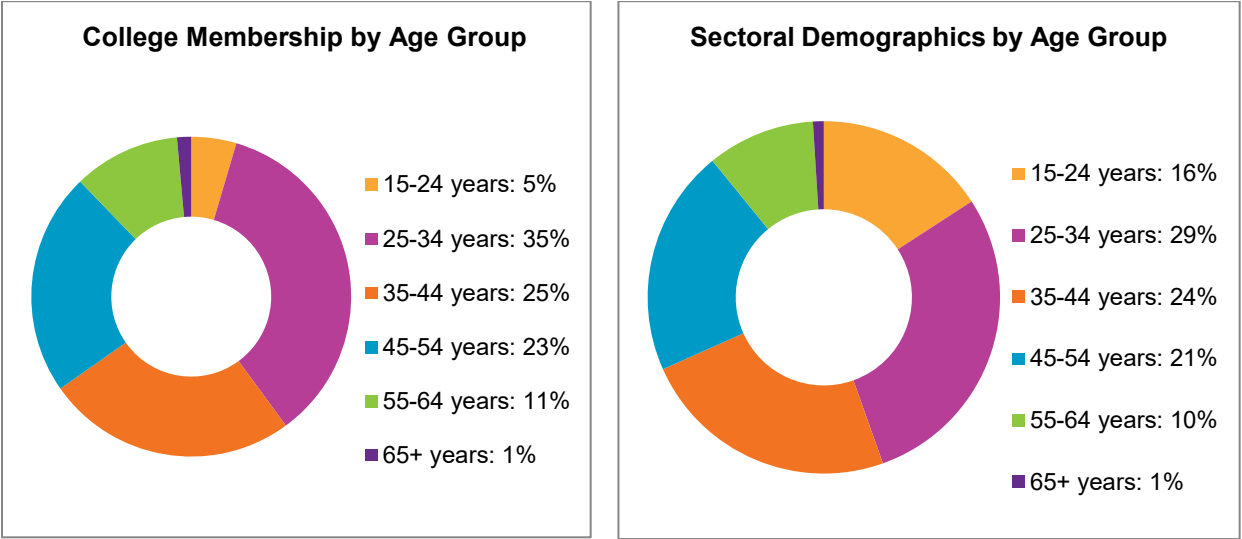
The Ontario Labour Market information for the early years sector is assessed under the National Occupational Code (NOC) 4214, which represents ECEs and Early Childhood Assistants, as well as their supervisors. This broad definition encompasses sectoral workers who may not fall under the College's regulatory purview. The next section provides a comparison of the College's membership to the sectoral demographics reported in Ontario's labour market job profiles.



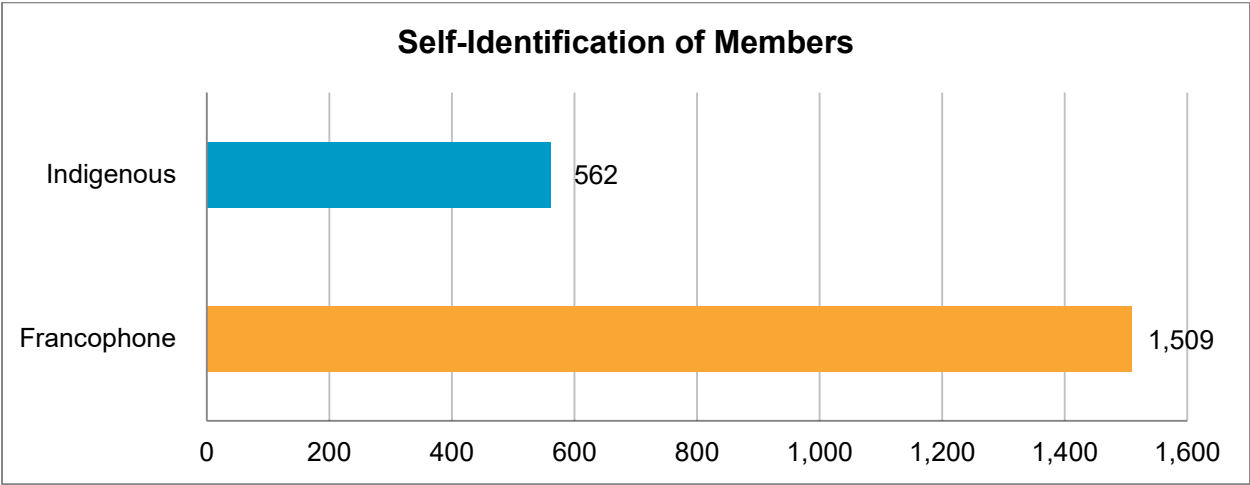
Similar to sectoral trends, the College continues to have a primarily female membership, accounting for 98% of members. The College provides members with the opportunity to identify as neither male or female if they so choose, however given the very small number of members who did choose to identify as neither gender, this information has been suppressed, in order to avoid the inadvertent disclosure of personal information. The College saw a slight increase in the number of members choosing to identify as neither gender, though this increase was not considered significant.

² Government of Ontario "Early Childhood Educators and Assistants." *Ontario's Labour Market Job Profiles*. Accessed August 22, 2019.
<https://www.iaccess.gov.on.ca/labourmarket/jobProfile/jobProfileFullView.xhtml?nocCode=4214>

The average age of a member continues to stand at 40 years old, with a median age of 38 years. The age groupings of the College’s membership closely align with the sectoral trends, with the exception of those age 15-24 years. This difference in those members age 15-24 years is likely due to the fact that the College’s data focuses exclusively on ECEs; individuals must complete at least a two-year diploma program in early childhood education from a post-secondary institution before they can be registered with the College. This would suggest that members are, at minimum, 19 years of age when they apply for registration with the College.

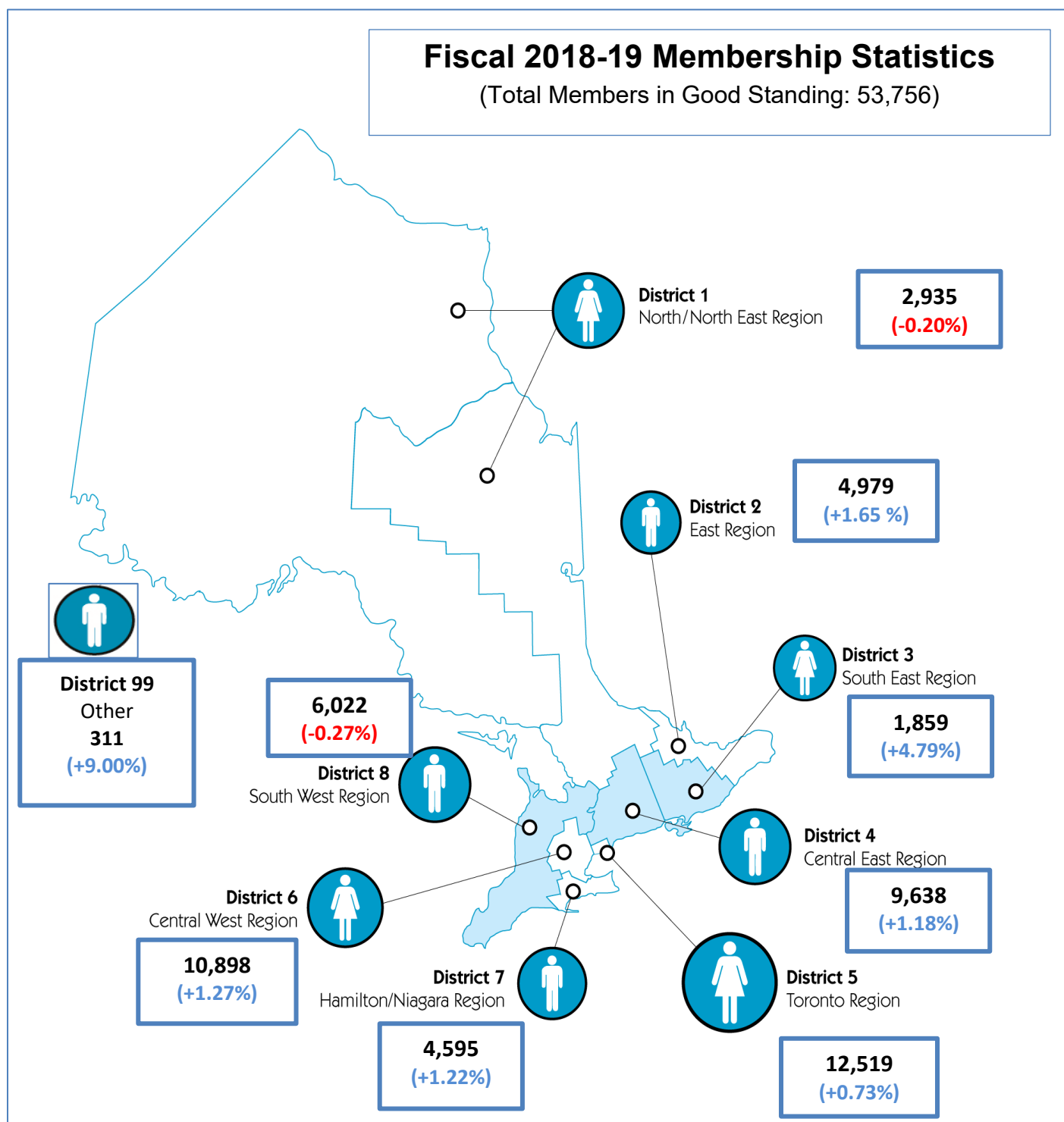


In Fiscal 2017-2018, the College began providing members with the opportunity to optionally self-identify as Indigenous, Francophone or both. At the end of Fiscal 2018-19, 3.8% of members chose to self-identify. As the number of members who identified as both Indigenous and Francophone was relatively small, this specific number has been included in the totals for Francophone and Indigenous, in line with data analysis best practices, to protect the identity and privacy of these members.



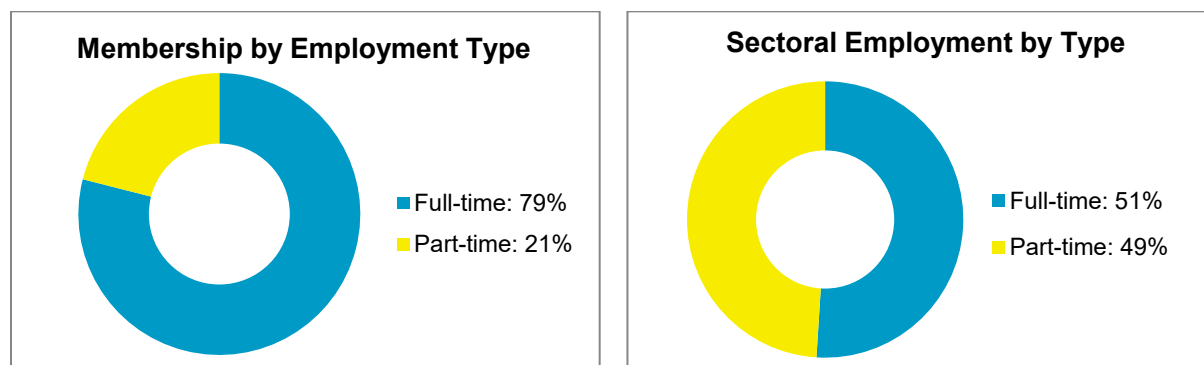
Geographical Distribution of Members

Similar to previous years, the geographical distribution of members remained relatively stable. Each district saw marginal changes over the fiscal year, with the exception of District 3 (the percentage change over the previous year indicated in the map below). District-99 saw the largest growth, with a 9% increase in members. Due to the small population size of members living outside of Ontario, this only accounts for an increase of 28 members.



Membership Employment

Members of the College experienced significantly higher rates of full-time employment over sectoral trends, with 79% of members indicating they are employed on a full-time basis. The full-time employment rate increased by 3% over last year showing that more members were able to secure full-time employment. In line with the previous fiscal year, the unemployment rate among members stood at 8%, compared to the sectoral rate of 4.2%. This difference in unemployment rates may be attributed to various factors, such as casual/contract and underemployment in the sector, data collection methods, and differences in how the term “unemployed” is defined.



Closely aligned with the sectoral trend, 5.71% of members indicated that they were self-employed, compared to 6% in the sector. Licensed child care and the education sector continue to be the most prominent employment settings, with 92% of all members indicating that they work at one or the other.

