

SALARY INFORMATION IN GROUP CHILD CARE

June 2022

Average Hourly Wages and Benefits in Greater Victoria

Definitions:

School-Aged Worker – refers to someone who works with children, kindergarten to twelve years of age.

Assistant Educator or Worker - refers to someone whose ECE is not complete and works under the supervision of an Early Childhood Educator.

Early Childhood Educator - refers to someone with an ECE Diploma or Certificate in charge of a group of children.

Infant-Toddler Educator - refers to someone who has both ECE and Infant/Toddler Certification and works with children under 3 years of age.

Special Needs Educator- refers to some who has both ECE and Special Needs Certification and works with children who require extra support.

Team Leader - refers to someone who directs a centre with mainly administrative duties and will work with children when required.

Administrative-Director/Manager - refers to someone who directs a centre with mainly administrative duties.

(This survey was first generated in September 1994 and has been repeated throughout the years. To give a better understanding, the information has been broken down into the sub-categories of childcare centres i.e.: Private Child Care Centres, Non-Profit Child Care Centres, Non-Union Child Care Centres. This survey was sent to a total of 146 centers, 63 of whom answered the survey. Thank you to all who responded!)

Everybody who answered the survey

Total number of respondents – 63 Group Care Centres

Classifications	Average Starting Wage	Average Highest Wage
School-Aged Worker	18.56	20.88
Assistant Educator	19.91	21.42
Early Childhood Educator	24.07	26.96
Infant-Toddler Educator	26.02	28.91
Special Needs Educator	24.92	27.18
Team Leader	26.28	28.88
Administrative/Manager	29.94	33.89

Number of centres offering the following benefits (4 participants skipped this question)	
paid sick days	95%
paid holidays	88%
employer contributions to pension plan	22%
employer contributions to RRSP's	24%
childcare offered to employees at a reduced cost	44%
dental plan	78%
extended medical plan	80%
long term disability plan	53%
accidental death	54%
life insurance	63%
paid professional development	85%

Does your childcare facility offer pay scale increments?
74% - yes; 26% - no; 5 skipped this question

Private Child Care Centres

(Of the respondents, 34% centres have indicated they are private centres)

Classifications	Average Starting Wage	Average Highest Wage
School-Aged Worker	18.69	21.25
Assistant Educator	19.58	21.13
Early Childhood Educator	24.24	27.22
Infant-Toddler Educator	26.39	28.63
Special Needs Educator	26.63	29.14
Team Leader	27.97	30.38
Administrative/Manager	30.39	33.88

Number of centres offering the following benefits (0 participants skipped this question)	
paid sick days	95%
paid holidays	95%
employer contributions to pension plan	25%
employer contributions to RRSP's	10%
childcare offered to employees at a reduced cost	55%
dental plan	85%
extended medical plan	80%
long term disability plan	50%
accidental death	60%
life insurance	70%
paid professional development	80%

Does your childcare facility offer pay scale increments?
79% - yes; 21% - no; 1 skipped this question

Non-Profit Child Care Centres

(Of the respondents, 66% centres have indicated they are non-profit centres)

Classifications	Average Starting Wage	Average Highest Wage
School-Aged Worker	18.55	20.93
Assistant Educator	20.10	21.55
Early Childhood Educator	24.10	26.97
Infant-Toddler Educator	25.78	28.47
Special Needs Educator	24.15	26.34
Team Leader	25.53	28.48
Administrative/Manager	30.18	34.21

Number of centres offering the following benefits (0 participants skipped this question)	
paid sick days	95%
paid holidays	84%
employer contributions to pension plan	21%
employer contributions to RRSP's	32%
childcare offered to employees at a reduced cost	39%
dental plan	74%
extended medical plan	79%
long term disability plan	53%
accidental death	53%
life insurance	61%
paid professional development	87%

Does your childcare facility offer pay scale increments?
74% - yes; 26% - no; 0 skipped this question

Non-Union Child Care Centres

(Of the respondents, 91% centres have indicated they are non-union centres)

Classifications	Average Starting Wage	Average Highest Wage
School-Aged Worker	18.64	21.04
Assistant Educator	19.94	21.38
Early Childhood Educator	23.97	26.96
Infant-Toddler Educator	26.08	28.65
Special Needs Educator	19.34	21.07
Team Leader	24.99	27.55
Administrative/Manager	30.10	34.15

Number of centers offering the following benefits (0 participants skipped this question)	
paid sick days	94%
paid holidays	87%
employer contributions to pension plan	17%
employer contributions to RRSP's	26%
childcare offered to employees at a reduced cost	45%
dental plan	75%
extended medical plan	77%
long term disability plan	47%
accidental death	53%
life insurance	60%
paid professional development	85%

Does your childcare facility offer pay scale increments?
73% - yes; 27% - no; 1 skipped this question

All 63 programs answers questions 10, 11, 12 and 15 of the survey as:

10) If you offer paid holidays, how many days per year do you offer?

- only statutory holidays – 21%
- only statutory holidays, and summer when the program is closed (preschool programs) – 3%
- maximum of two weeks per year – 13%
- starting at two weeks per year, increasing to a maximum of four weeks – 14%
- starting at two weeks per year increasing, to a maximum of six weeks – 31%
- Starting at two weeks per year increasing, to over six weeks per year 10%

11) If you offer paid sick days, how many days per year do you offer?

- maximum five days per year – 36%
- maximum ten days per year – 21%
- maximum twelve days per year – 24%
- maximum fourteen days per year – 7%
- five days per year, any unused days may be brought forward to the next year – 2%
- ten days per year, any unused days may be brought forward to the next year – 3%
- twelve days per year, any unused days may be brought forward to the next year 2 %
- fourteen days per year, any unused days may be brought forward to the next year - 5%

12) If you offer professional development to your staff, in what format do you offer it? (The most popular options are as follows)

- host a free training in the centre for staff – 36%
- \$50 to \$100 hundred dollars per year for each staff member – 34%
- Other – 36%

15) Have you offered a hiring bonus to obtain new staff?

- Yes 14%
- No 86%

(Of the participants who gave bonus amounts the range went from \$50 to \$2,500.)

(The Victoria CCRR would like to thank all the childcare centres who participated in this survey. The statistics contained within this document are for informational purposes only. The survey was sent to 146 participants by email and a total of 63 participants responded to this survey, with a 43% response rate.)