

# **SALARY INFORMATION IN GROUP CHILD CARE**

April 2025

## **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 (ECE)** - refers to someone with an ECE Diploma or Certificate in charge of a group of children.

**Infant-Toddler Educator (I/T)** - 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 someone 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 conducted in September 1994 and has been repeated throughout the years. This current survey was conducted during the month of April 2025 and has been sent to Licensed Group Childcares, Preschools, Out of School Programs, and Multi-Aged Childcares. Programs in both School District 61 and School District 63 were asked to complete this survey. All programs were asked for the average starting wage, the average highest wage, and benefits offered to those working in childcare. **All surveyed were requested to include the Wage Enhancement where applicable.** During this time, 70 childcare centres responded to this survey.

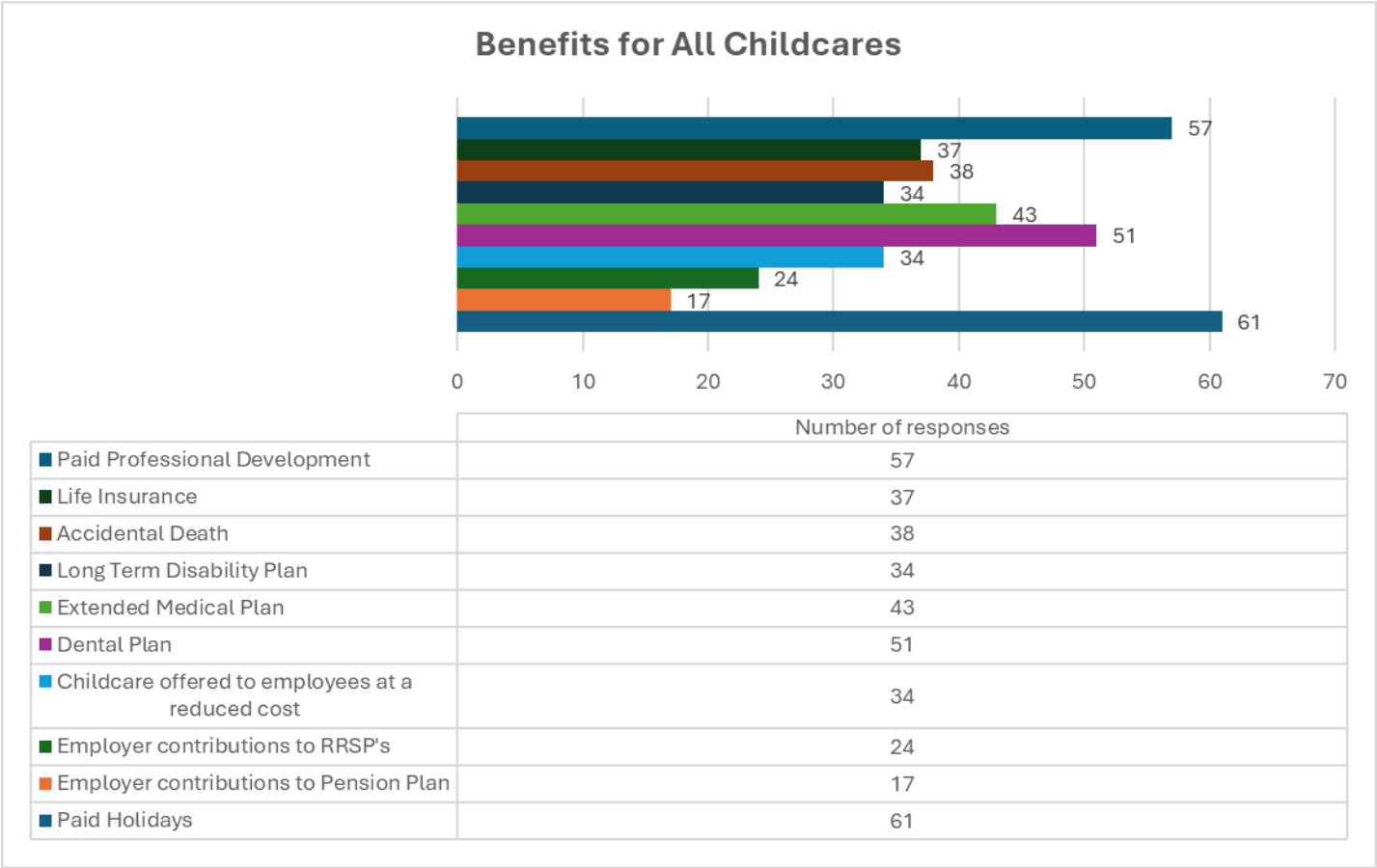
To give a better understanding, the information has been broken down into the categories of Private Childcare Centres (31 centres or 44%) and Non-Profit Childcare Centres (39 centres or 56%). Of the 70 childcare programs that have completed the survey, 61 centres or 81.7% have indicated they are part of the Wage Enhancement Program. Nine indicated they were *not* part of the Wage Enhancement Program. The data has also been divided into the categories of Private Childcare, with the Wage Enhancement Program (27 centres or 38.5%) and Non-Profit Childcare, with the Wage Enhancement Program (34 centres 48.5%). Only four centres have indicated they are part of a union. Of the 70 respondents, 49 indicated they offer pay-scale increments.

The BC government introduced the Wage Enhancement for ECEs and I/Ts in September 2018. At that time the overall average highest wage for ECEs and I/Ts was \$20.82 and \$21.49, respectively. It is interesting to note that from September 2018 to May 2025, the overall average wage has increased by \$11.06 for ECEs and \$11.74 for I/Ts.

The Victoria Child Care Resource and Referral wish to thank all who responded!

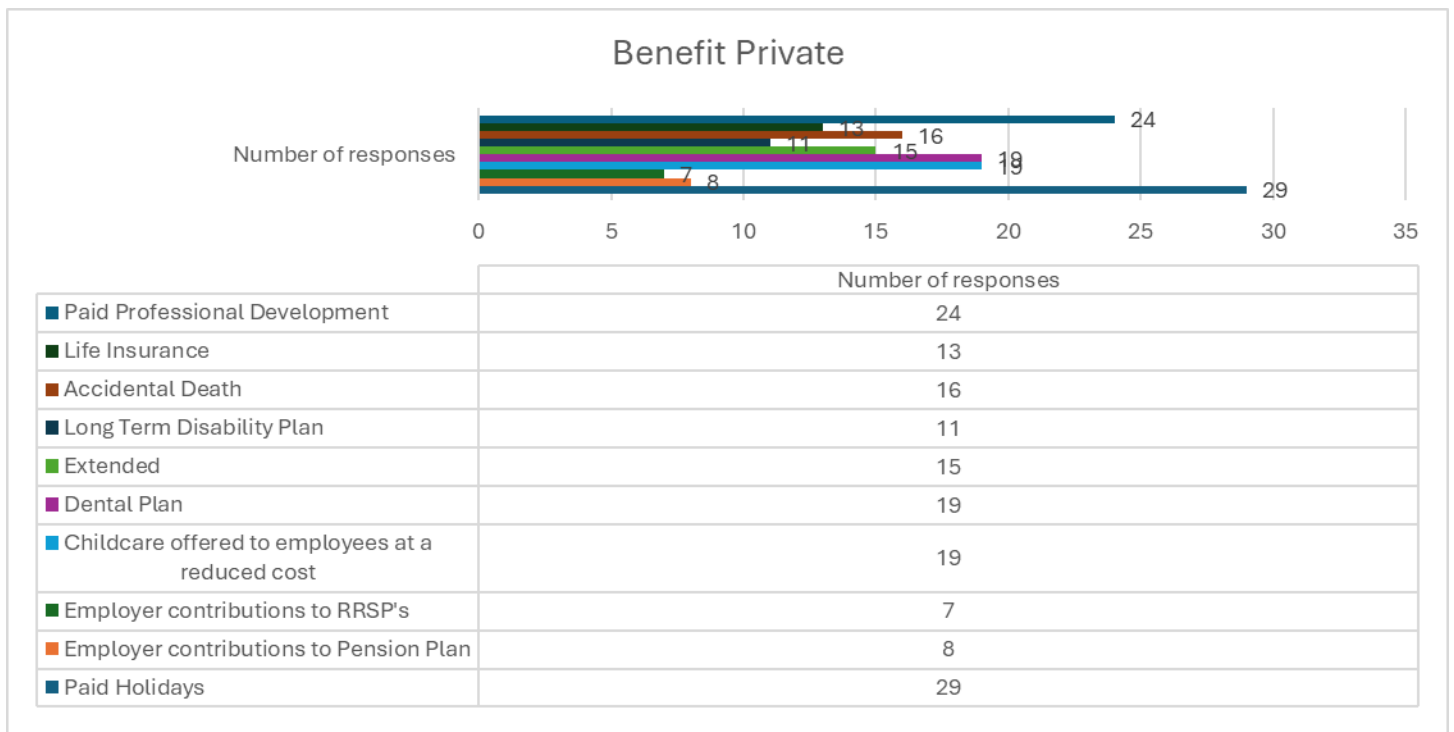
### All Childcare Centres

Classification	Average Starting Wage	Average Highest Wage	Overall Average Wage
School-Aged Worker	\$21.02	\$23.07	\$22.05
Assistant Educator	\$22.46	\$24.23	\$23.34
Early Childhood Educator	\$29.16	\$31.88	\$30.53
Infant Toddler Educator	\$30.23	\$33.23	\$31.73
Special Needs Educator	\$29.26	\$31.92	\$30.59
Team Leader	\$30.91	\$34.35	\$32.63
Administrative/Manager	\$32.78	\$38.13	\$35.17



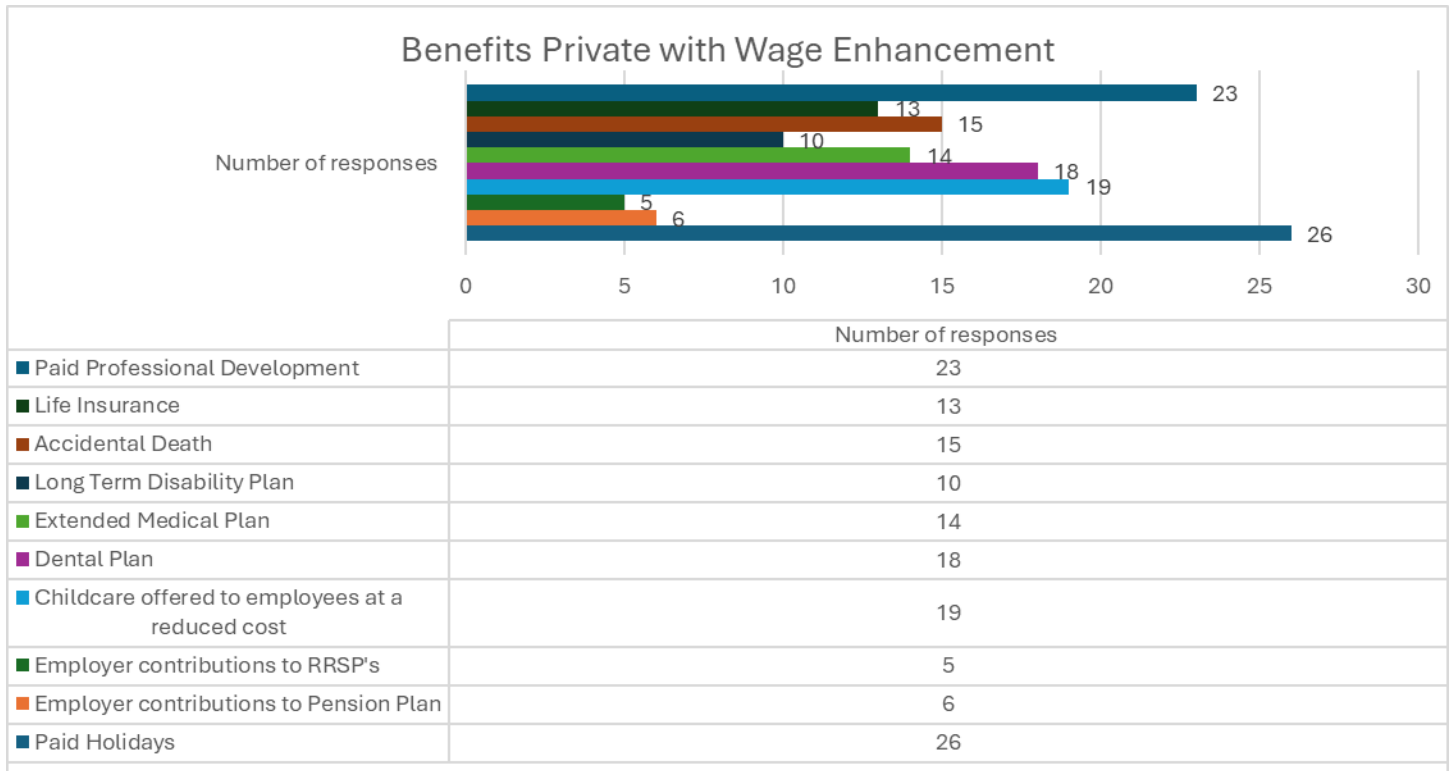
## Private Childcare Centres

Classification	Average Starting Wage	Average Highest Wage	Overall Average Wage
School-Aged Worker	\$21.18	\$22.91	\$22.04
Assistant Educator	\$22.20	\$24.22	\$23.17
Early Childhood Educator	\$28.19	\$31.50	\$29.69
Infant Toddler Educator	\$29.18	\$32.78	\$31.02
Special Needs Educator	\$28.50	\$32.35	\$30.43
Team Leader	\$30.11	\$34.48	\$32.29
Administrative/Manager	\$33.01	\$38.19	\$34.91



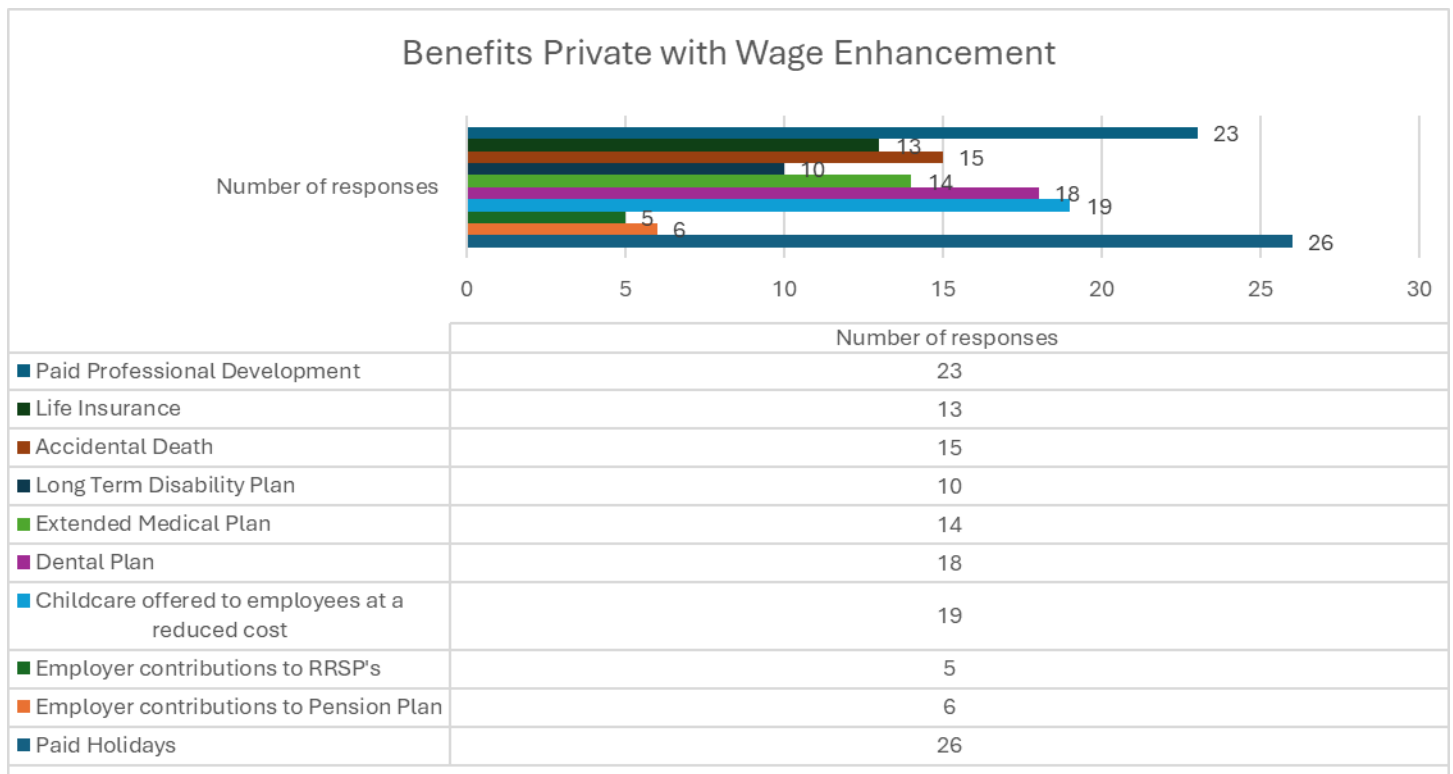
## Non-Profit Childcare Centres

Classification	Average Starting Wage	Average Highest Wage	Overall Average Wage
School-Aged Worker	\$20.76	\$23.16	\$21.98
Assistant Educator	\$22.69	\$24.40	\$23.54
Early Childhood Educator	\$29.96	\$32.50	\$31.23
Infant Toddler Educator	\$31.20	\$33.71	\$32.46
Special Needs Educator	\$29.96	\$31.52	\$30.74
Team Leader	\$31.46	\$34.27	\$32.86
Administrative/Manager	\$32.60	\$38.08	\$35.39



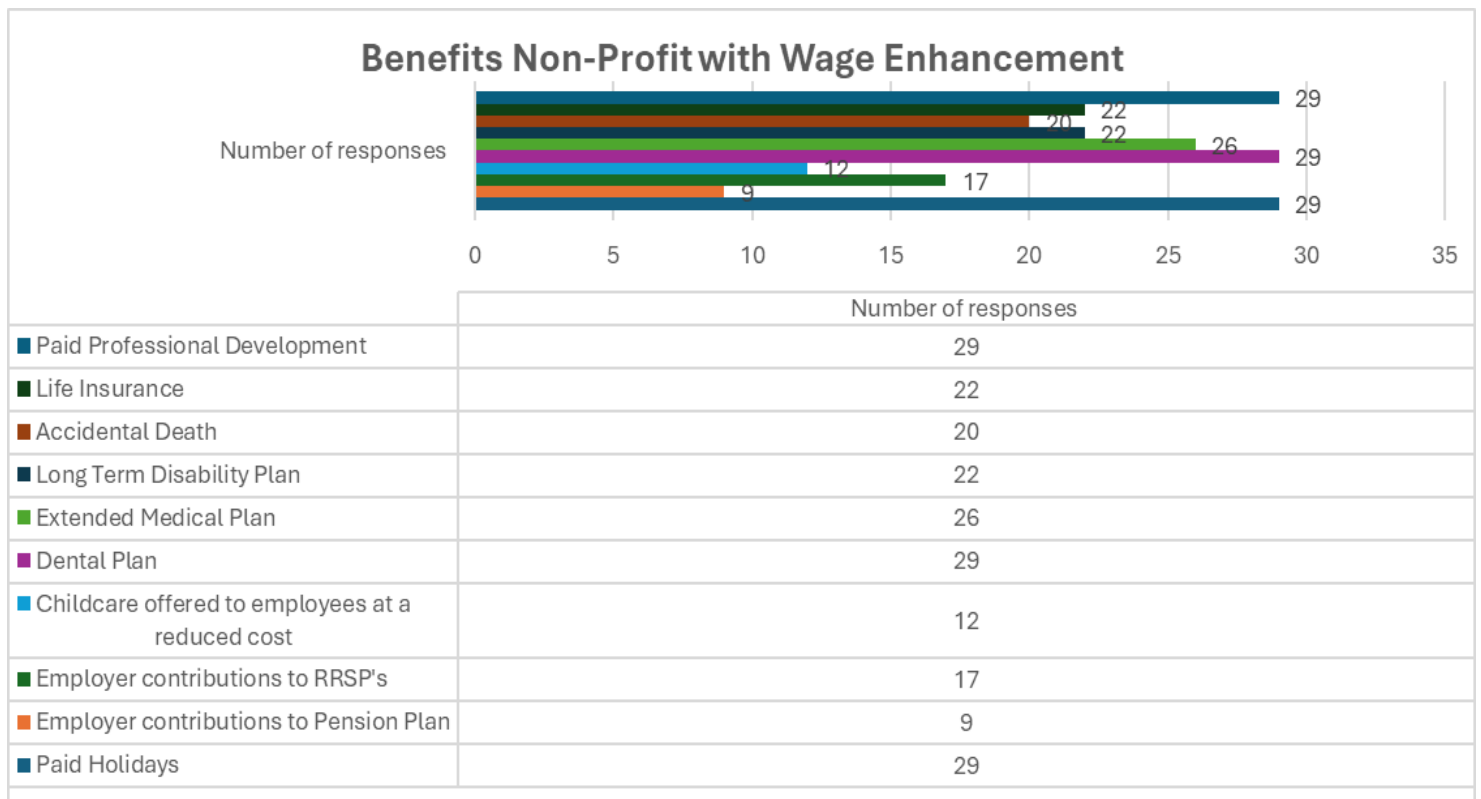
## Private Childcare Centres with the Wage Enhancement

Classification	Average Starting Wage	Average Highest Wage	Overall Average Wage
<b>School-Aged Worker</b>	\$19.89	\$21.82	\$20.86
<b>Assistant Educator</b>	\$21.44	\$23.63	\$22.51
<b>Early Childhood Educator</b>	\$28.06	\$31.35	\$29.74
<b>Infant Toddler Educator</b>	\$29.05	\$32.81	\$30.93
<b>Special Needs Educator</b>	\$28.30	\$32.11	\$30.21
<b>Team Leader</b>	\$30.26	\$35.05	\$32.65
<b>Administrative/Manager</b>	\$33.00	\$38.81	\$35.98



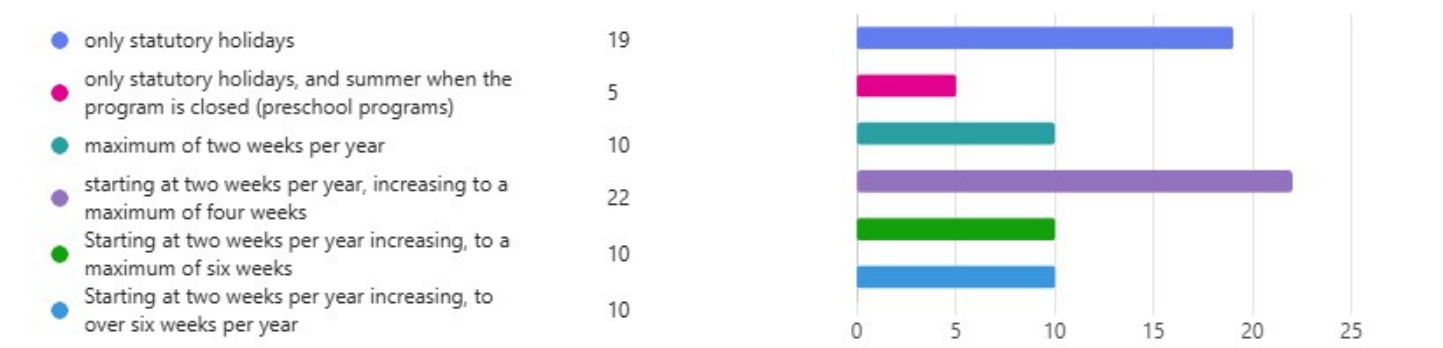
## Non-Profit Childcare Centres with the Wage Enhancement

Classification	Average Starting Wage	Average Highest Wage	Overall Average Wage
School-Aged Worker	\$20.85	\$23.29	\$22.09
Assistant Educator	\$22.71	\$24.35	\$23.53
Early Childhood Educator	\$30.04	\$32.60	\$31.32
Infant Toddler Educator	\$31.36	\$33.90	\$32.63
Special Needs Educator	\$30.04	\$31.62	\$30.83
Team Leader	\$32.27	\$35.23	\$33.75
Administrative/Manager	\$33.01	\$38.88	\$36.01



To clarify the survey questions about holidays, paid sick days, and professional development, the respondents answered:

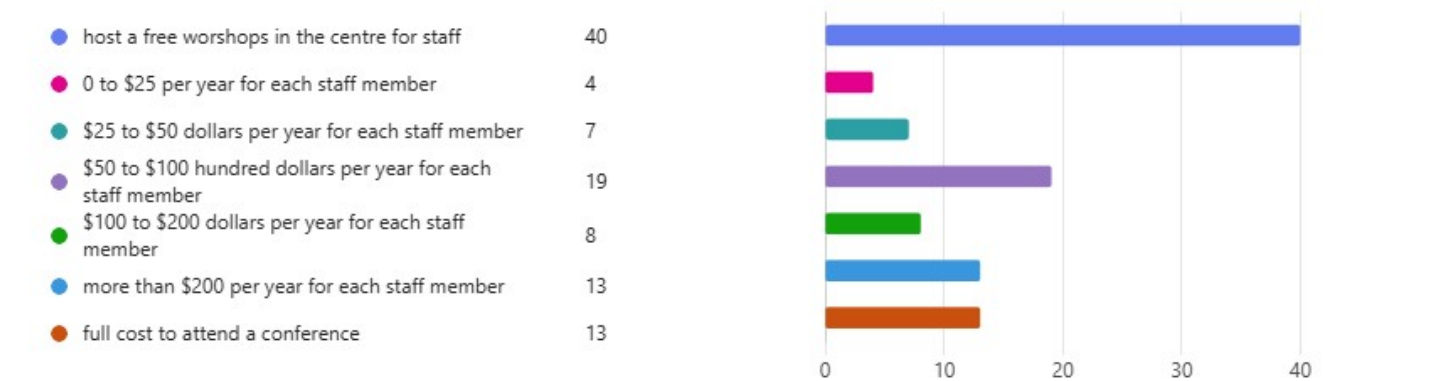
18. If you offer paid holidays, how many days per year do you offer?



19. If you offer paid sick days, how many days per year do you offer?



20. If you offer professional development to your staff, in what format do you offer it? Please click all that apply.



(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.)