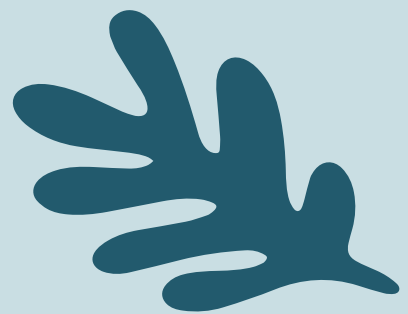




YUKON ECE SURVEY ON WORKING CONDITIONS



HOW THIS SURVEY CAME TO BE - THE SPARKS

- ECE's sharing their stories at Community of Practice meeting
- Yukon's ECE representation/data in pan-Canada studies like the [CCFs 2023 publication](#) on Child Care Sector in Canada or the [Early Childhood Education Report](#)
- ECEYT as a part of the [Childcare Now Workforce Policy Table](#), discussing Canada wide challenges and representing Yukon's ECE's without reliable data
- Upcoming Yukon Early Learning conference in September '24 ideal promotion platform

This survey is a collaboration between :



&



METHODOLOGY



- Online Survey (open from September 16th to November 15th 2024)
- Survey was first introduced at the Early Learning conference held in Whitehorse
- Survey was promoted on ECE Yukon's social media accounts and emailed out to all centers and day home providers in Yukon and newsletter subscribers
- Survey questions were a combination of choice questions, closed and open questions
- There were 83 respondents to the survey, although not all answered every question

YUKON ECE SURVEY OF WORKING CONDITIONS

YOUR VOICE MATTERS!

LAST CHANCE TO ENTER

ENTER FOR A CHANCE TO WIN!

SURVEY CLOSES ON NOVEMBER 15TH
PRIZE DRAW WILL BE HELD AT THE NOVEMBER COMMUNITY OF PRACTICE MEETING

MAC'S FIREWEED BOOKS

BIG BEAR CO

ECEBC | early childhood educators of BC

THE LOCAL CIVIC CARD

LONG MIGRATION

Cultured Fine Cheese

YUKON'S EARLY EARLY CHILDHOOD EDUCATORS



- 96% of the respondents identified themselves as female, remaining 4% identifying as male or non-binary
- The majority of the respondents were not born in Yukon:
 - 59% of educators identify as newcomers to the Yukon
 - 30% had lived in Yukon for ten years or more
 - 11% were born in Yukon or lived here from a young age
- About half (55%) of all respondents were Canadian citizens, 32% were permanent residents and 13% were temporary residents in Canada

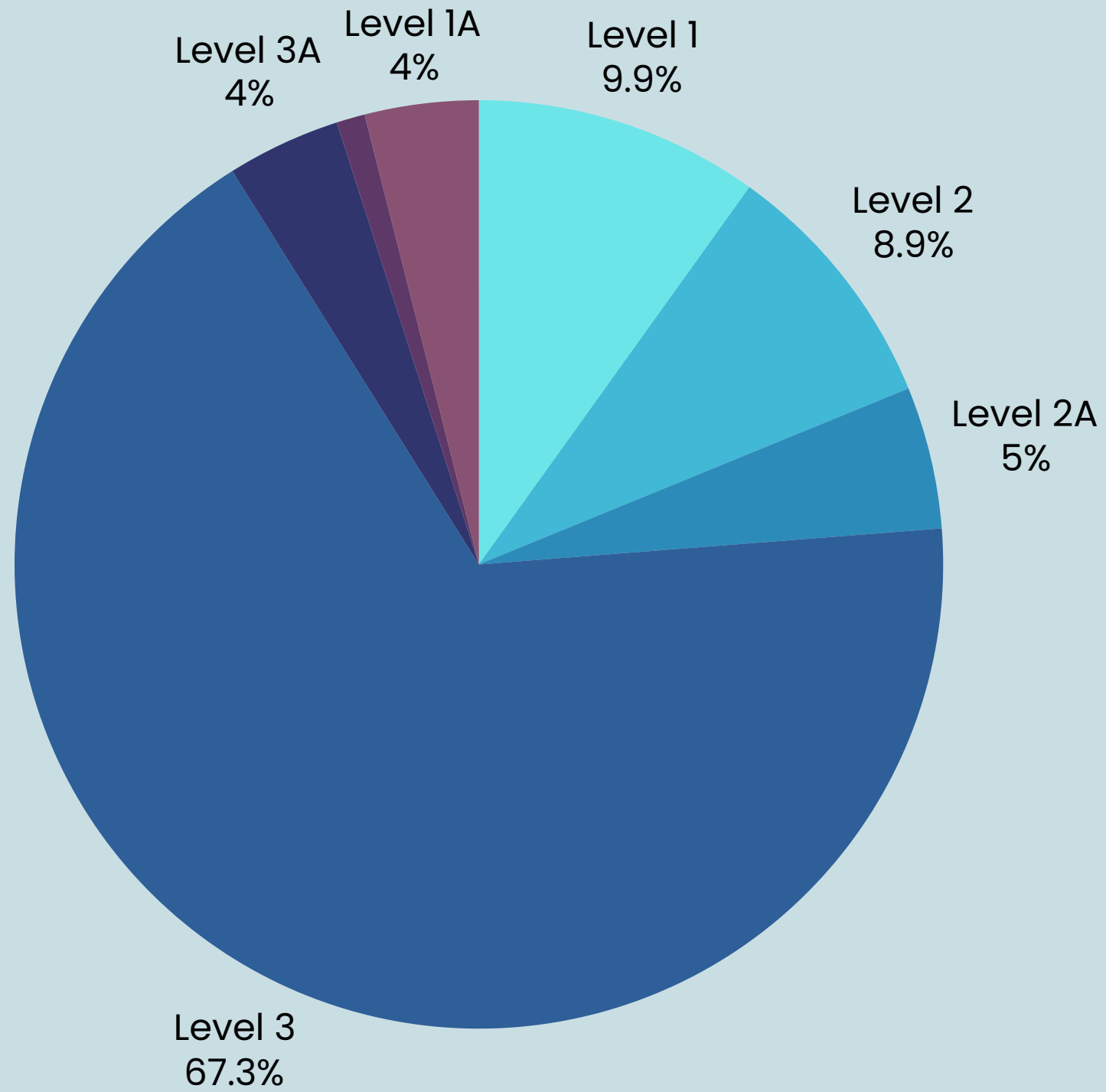
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- Survey respondents were mostly Level 3 ECEs (68%), with each other level representing 10% or less of total respondents.

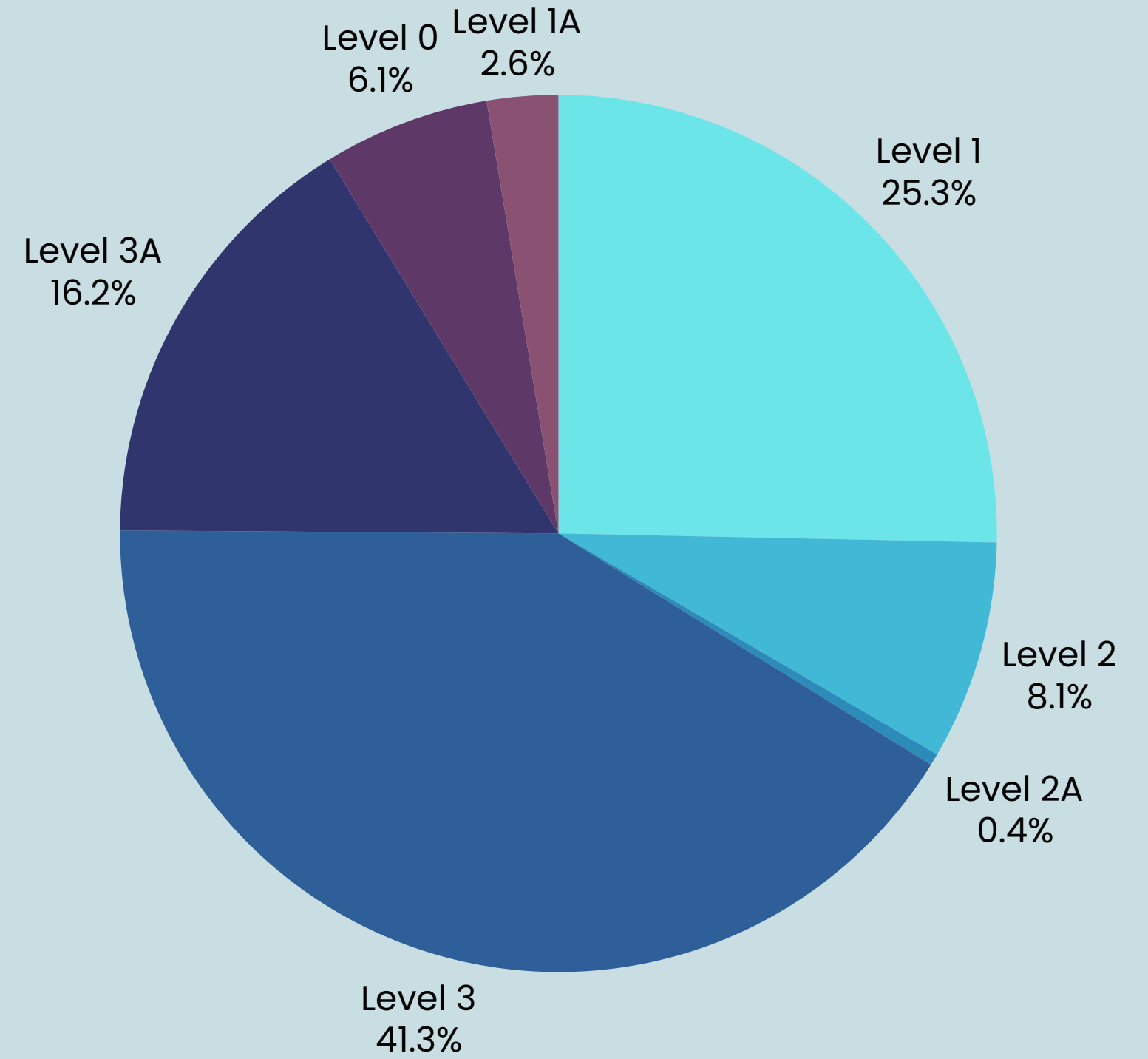
SURVEY PARTICIPANTS

Total Number: 81



OFFICIAL DATA YG MARCH 2023

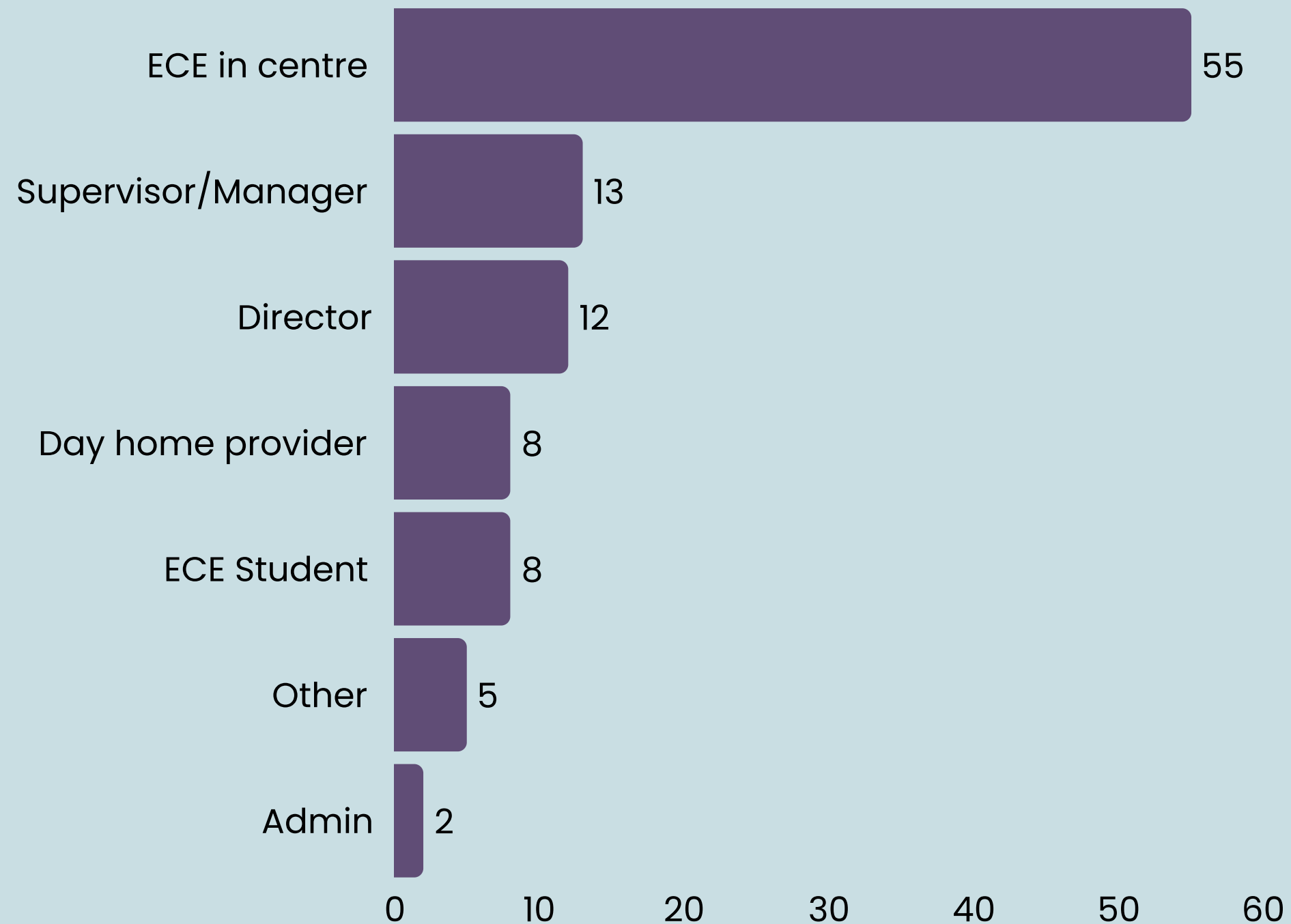
Total Number: 458



YUKON'S EARLY EARLY CHILDHOOD EDUCATORS

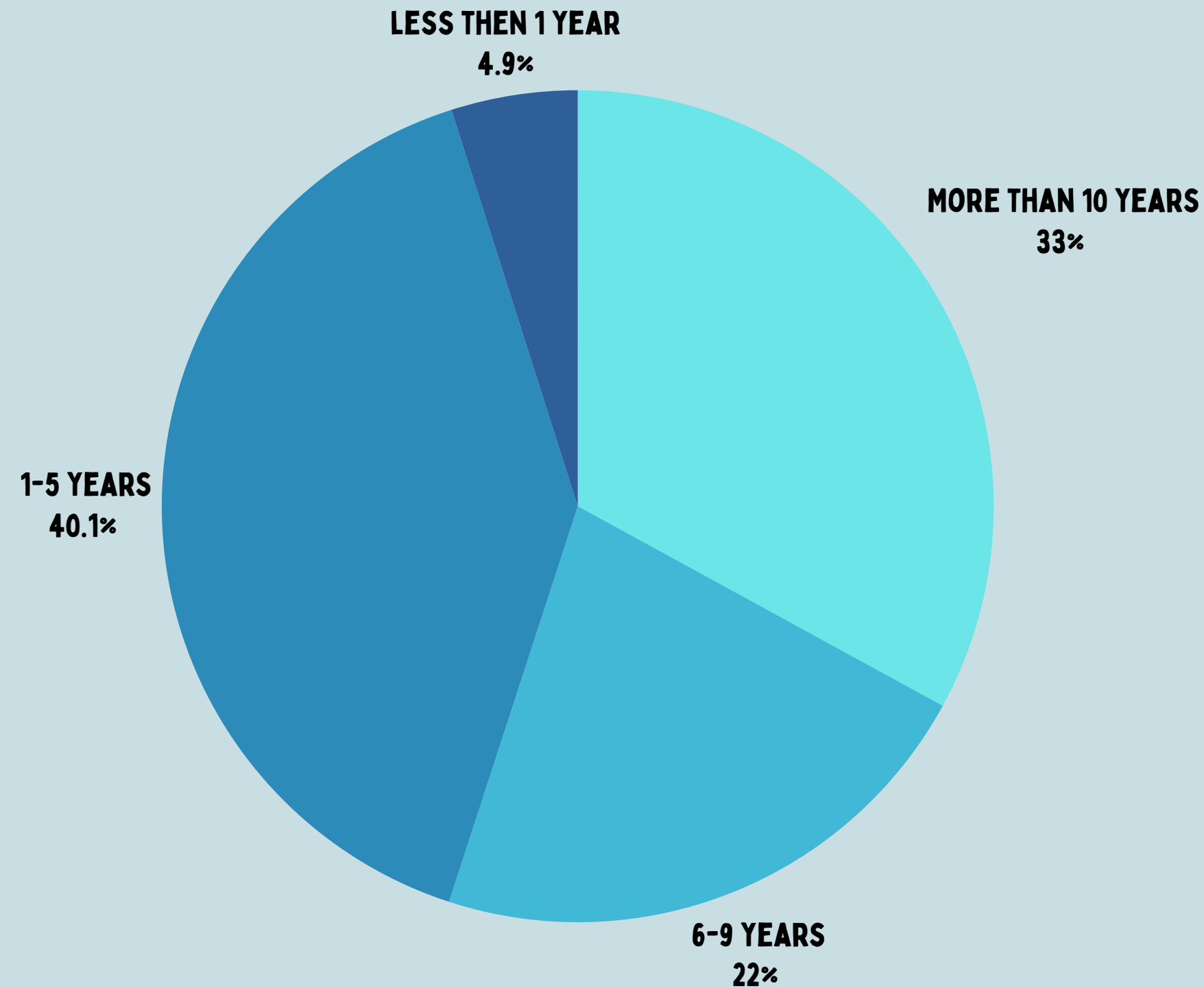


Role in the sector (actual count)

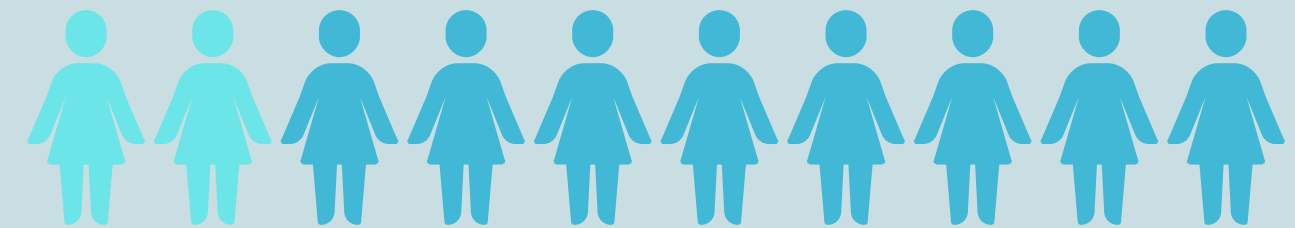


Most educators (81%) surveyed work in Whitehorse, which is reflective of overall population trends in the territory – 80% of Yukon's population reside in Whitehorse.

EXPERIENCE WITHIN THE FIELD



WORKING A SECOND JOB 17.6%



"Thank you for offer us the opportunity to have better wages since covid and Health insurance! It makes a big difference!" -survey participant

"I've been taking courses and they've really helped me understand this profession better. It's made me want to learn even more." - survey participant

"Also, being short staffed constantly, it's hard to take a day off sick or vacation without feeling guilty for it. But we do deserve days off just like everyone else." - survey participant

"I'm happy with my experience. It's just that I always feel like the workload is not aligned with the pay I get" - survey participant



"In my experience working at different daycare's in town, it's been difficult to take time off for medical or personal reasons because there's often no substitute available. This puts a lot of pressure on staff to work even when unwell, as the centers are usually understaffed, and finding coverage is a constant issue." survey participant

SICK DAYS, PENSION AND BENEFITS



- **Extended health and dental benefits:** The majority of respondents (83%) reported that they have extended health and dental benefits, 7% did not know and 11% do not have extended health and dental benefits.
- **Pension and retirement savings:** The Yukon government does not provide funding explicitly for pension or retirement plans for child care programs. Only 34% of respondents reported that they had access to a pension or retirement savings plan through their work, 10% did not know and 53% did not.
- **Paid sick days:** Most (70%) educators do have access to paid sick days. One notable difference was that 85% of educators working in non-profit licensed centre and 100% of those working in centers operated by First Nations had paid sick days, compared to 50% of those working in for-profit centers.

**“I am proud of my job.
But the pay and benefits
are not enough.” –
survey participant**

YUKONS EARLY YEARS WORKFORCE

27 out of 71 (38%) ECE's have no Paid Overtime

20 out of 74 (27%) ECEs don't have Paid Sick Days

25 out of 75 (34%) ECEs dont have Paid Vaccation Days

37 out of 74 (50%) ECEs have no Access to Payed Personal
Days

COMMUNITY CONNECTIONS



- The need for **stronger connections and community building** within the ECE sector was highlighted by respondents. Although 79% educators “always” or “often” felt supported by their co-workers, only 51% answered the same when asked about their connections to the wider ELCC community in Yukon, and across Canada.
- When asked “What would make you feel more connected to other ECEs in your community or more broadly?” almost all responses suggested **regular professional development** workshops and seminars, **conferences, meet-ups for rural providers** and other in-person opportunities for relationship-building, such as a **community of practice or mentorship program**.

“To develop my ECE skills if I’m connected with the community” – survey participant

WORKING CONDITIONS



- An overwhelming amount of ECEs voiced that **increased staffing levels and/or lower ratios** would improve their work conditions.
- The second most common category of response were those related to benefits: **paid sick days, personal leave and pensions.**
- Several comments also spoke about the need to have **more time to prepare and document** learning
- 60% of respondents had access to paid planning time during their regular working hours
- 67.1% of respondents had paid time for professional learning/development during their regular working hours, and another 14% had paid time for professional learning/development outside their regular working hours.

“I wish the field was less stressful. I wish I didn't feel so rushed and overwhelmed with the many needs of a large group of children. I wish that I had more space to build meaningful relationships with children and their family.” - survey participant

HOME CHILD CARE



There were 8 licensed day home providers who responded to the survey. As there are only 20 licensed day homes in Yukon this is a great number! Here is brief summary of their responses:

- Day home providers expressed interest in further **connection with other providers** in their community – suggesting activities such as regular meetings with other providers, visiting other day home programs and a newsletter, shared subs.
- The **long hours** of work and **inability to take time off** were both raised as challenging aspects of their working conditions.
- However, despite the challenges all respondents planned to continue operating their day home for the next year, and most planned to continue operating for the next five years.

“I always work outside of my normal work day doing tasks such as cleaning, documenting, meeting with parents or preparing for the next day.” – survey participant

REGULATIONS



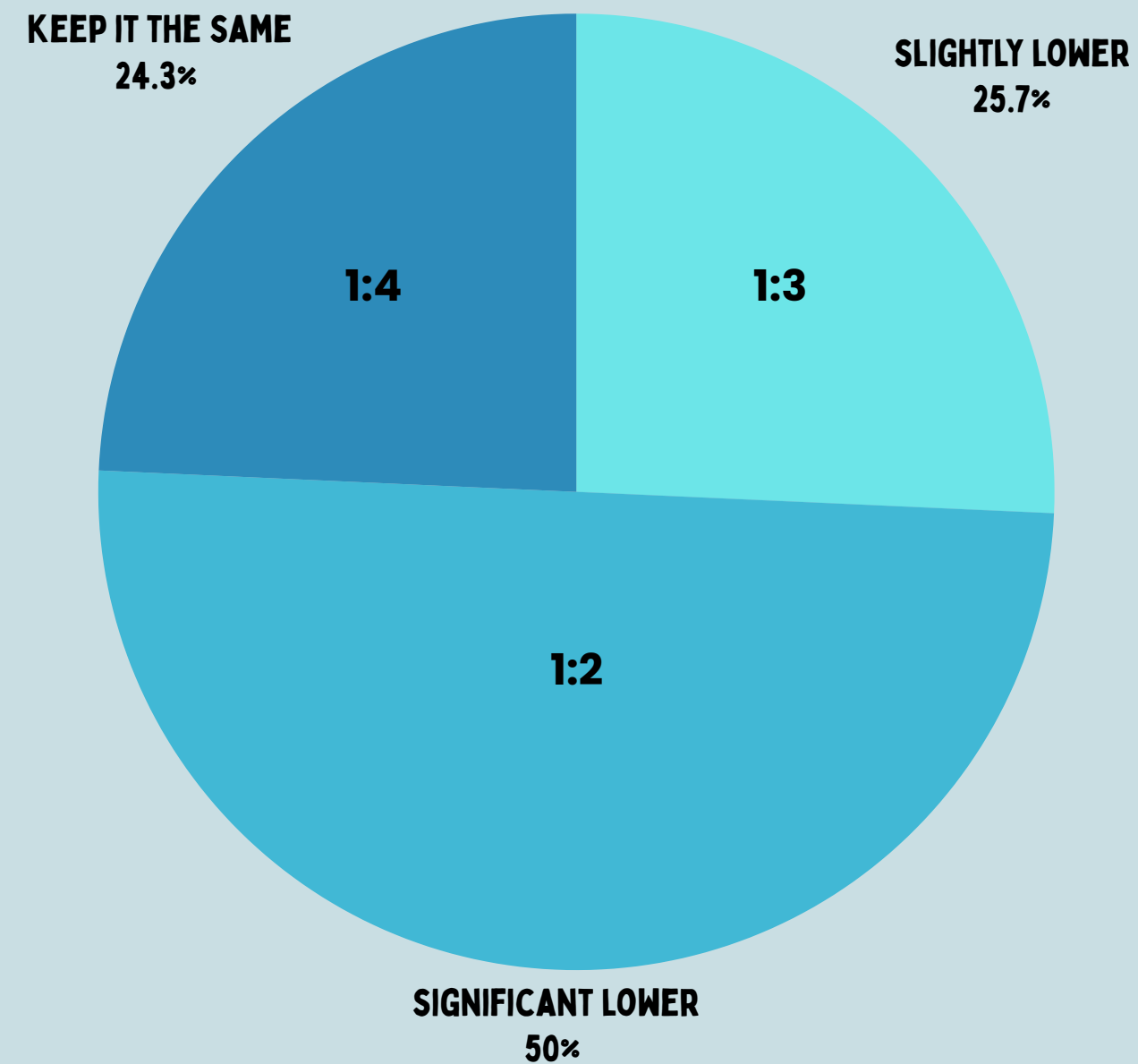
- **Decreasing ratios and/or group size** was the most common response to “In general, if you were making changes to the Child Care Act, what changes would you make?”
- **Staff well-being** was also a focus of several suggestions: to implement paid sick days, better vacation and personal day policy, paid time for professional development and ensure staff had adequate time for breaks and reflection off the floor.
- The need to **better integrate Indigenous ways of being and knowledge** into the regulations was also highlighted; suggestions included “being able to serve traditional food such as moose or fresh fish,” “inclusion of First Nations culture,” and “recognize the individuality of the communities”.

“The demands of large groups of children and high staff turnover has made it feel like there is no space to build strong relationships and implement new approaches.”– survey participant

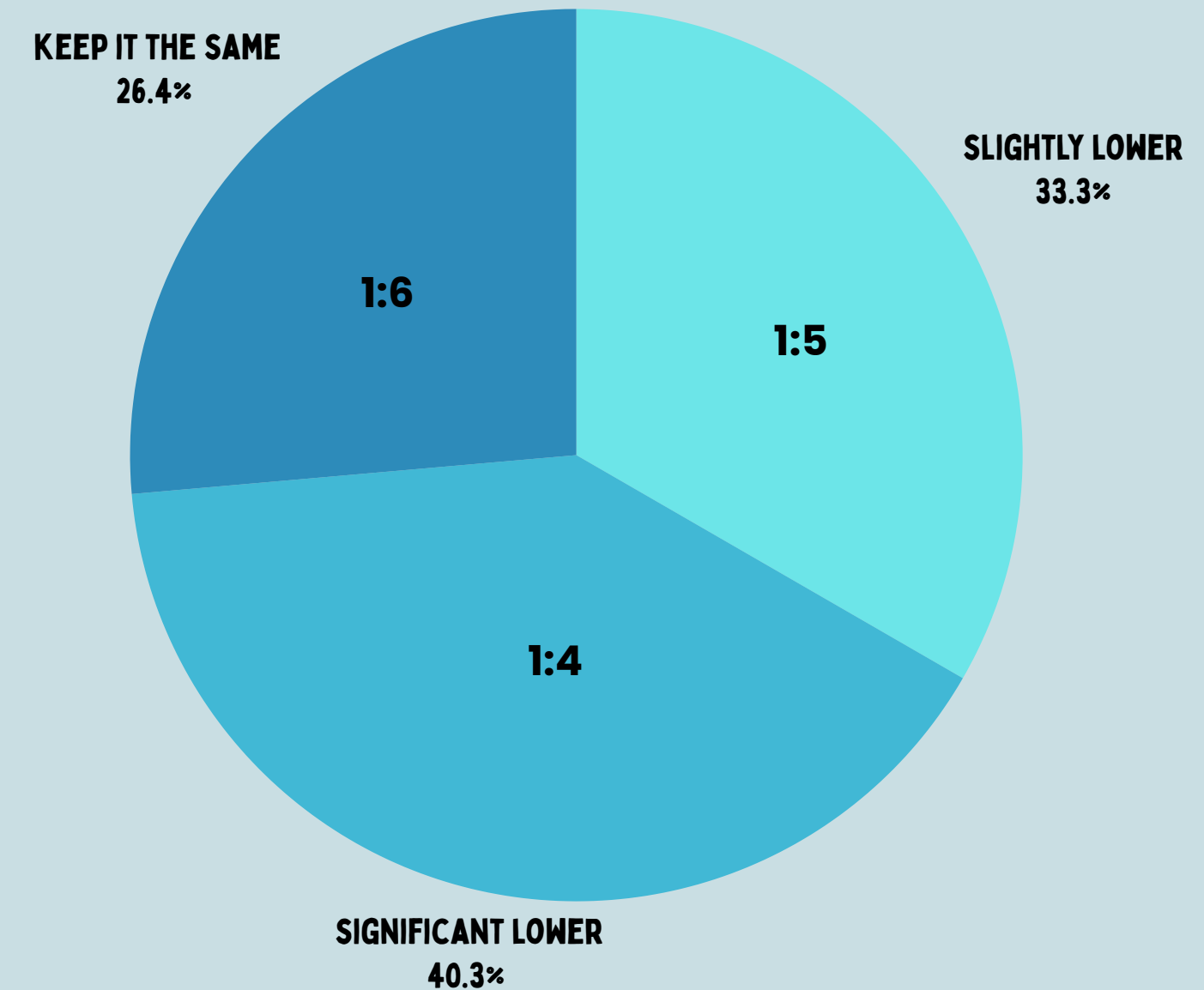
WHAT ECES THINK ABOUT RATIOS



Infants (0-18months)



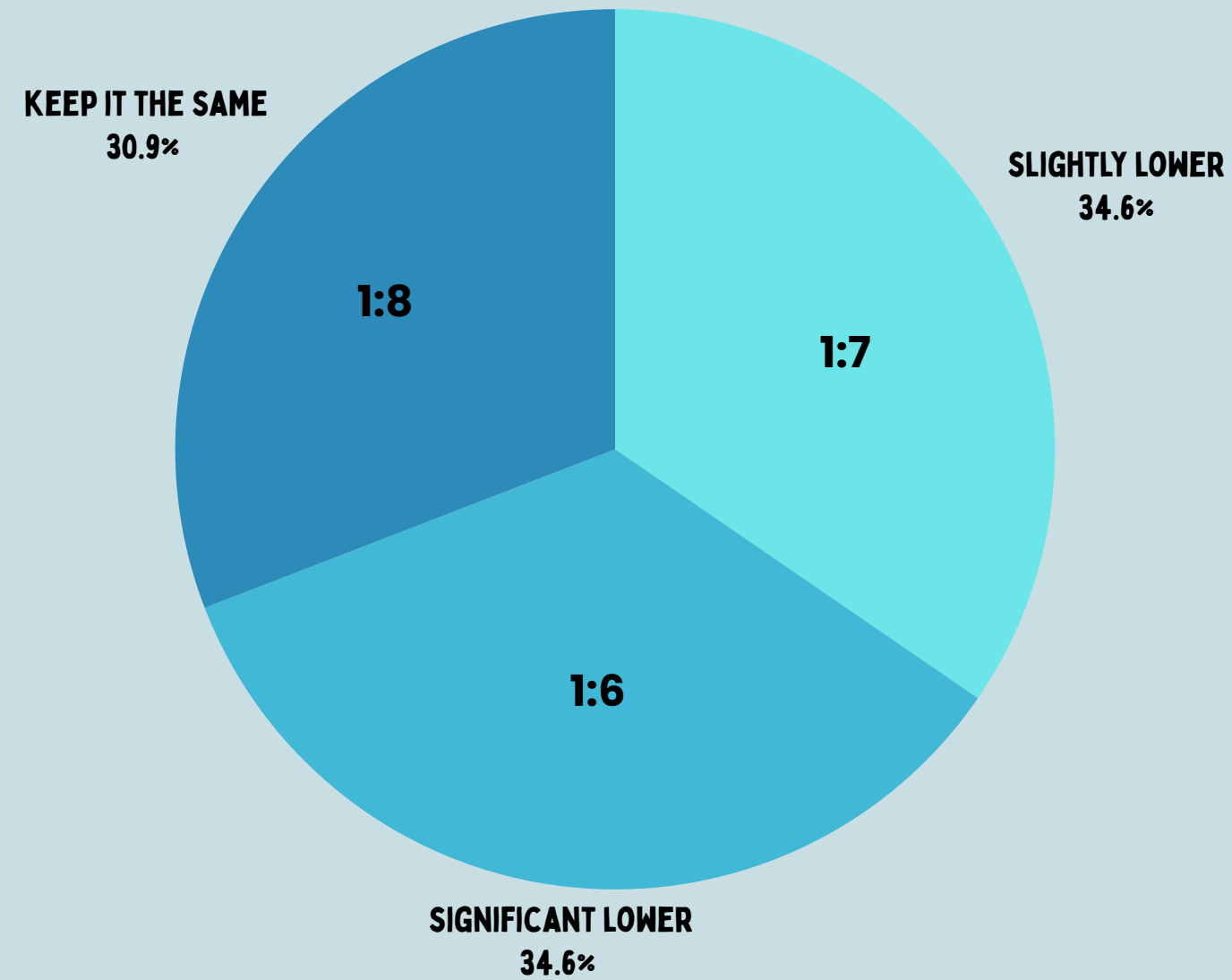
Toddler (18-24months)



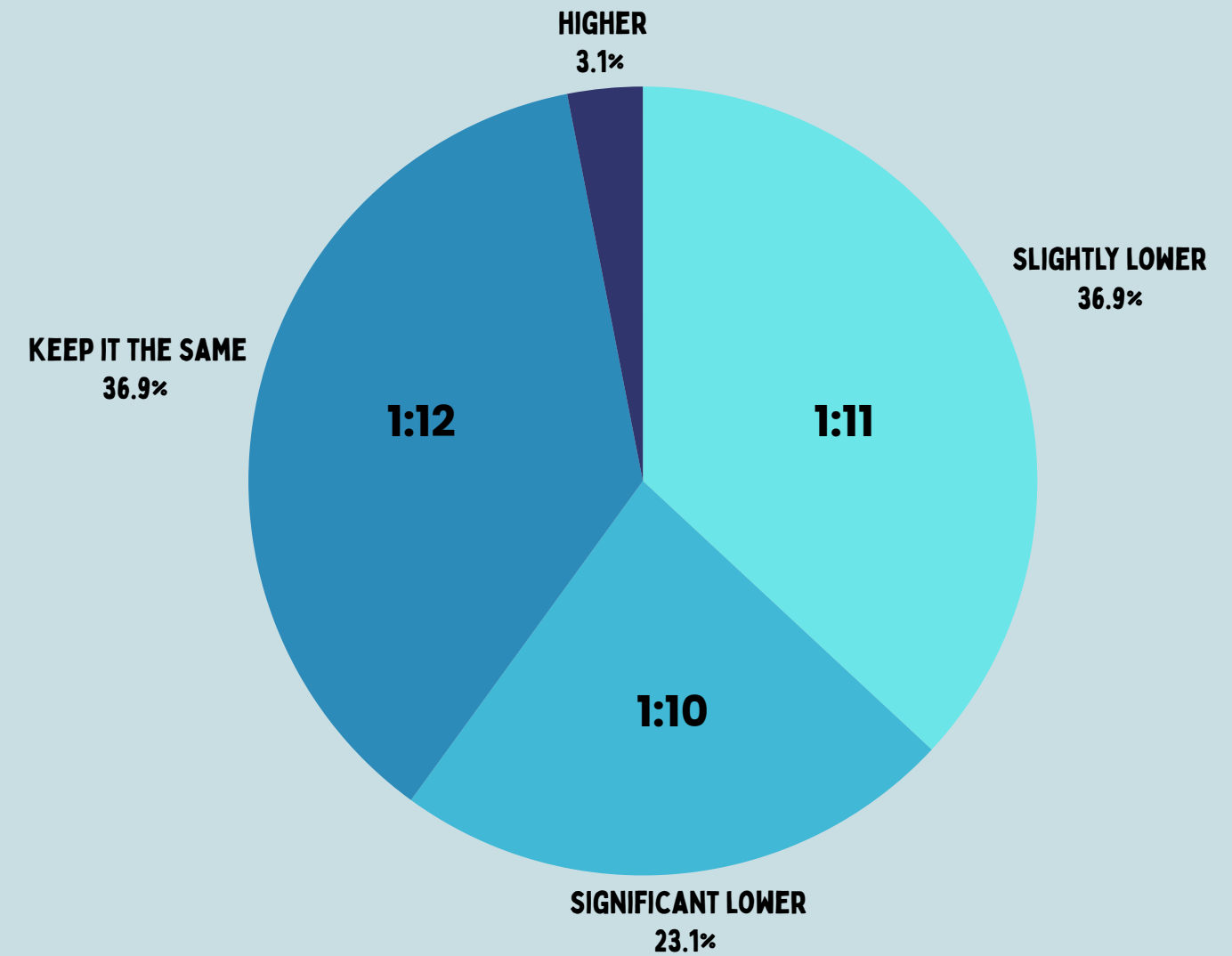
WHAT ECES THINK ABOUT RATIOS



Preschooler (3-6 years)



School-age (6-12 years)



Thank
you!