

2008 Early Childhood Educator  
Registry Survey  
FINAL REPORT

MINISTRY OF CHILDREN & FAMILY  
DEVELOPMENT  
FEBRUARY 2009



BCStats

## EXECUTIVE SUMMARY

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### *Background*

The Ministry of Children and Family Development (MCFD) Early Childhood Educator Registry is the provincial office which administers policy as determined by the *Community Care and Assisted Living Act* with respect to certification of Early Childhood Educators in BC. As part of its mandate, the Registry issues Early Childhood Education (ECE) Certificates. Prospective Early Childhood Educators (ECEs) must apply for initial certification through the Registry, and renew certification every five years thereafter. The purpose of the *2008 ECE Registry Survey* is to find out more information regarding ECEs and ECE-licences in British Columbia.

### *Key Findings*

#### **Working in the ECE Field:**

- 90% of respondents are working in the field of ECE.
- 23% of respondents reported that they are employed in more than one job.
- 27% of respondents reported working less than 30 hours per week.
- Results suggest that ECEs are proud of the work they do and over two-thirds reported that they would prefer to continue working in the field of ECE.
- Results suggest that the pay, benefits, and opportunities for advancement may be the key issues for ECEs working in the field.
- The estimated average wage<sup>1</sup> for respondents working in the field of ECE is \$17.43.

#### **Not Working in the ECE Field:**

- Respondents who are ECE licence-holders and are not working in the field of ECE reported three main reasons for working outside the field including:
  - They earn more in another field
  - They have more benefits in another field
  - There are more opportunities for advancement in another field.

#### **The Population: ECE Licence-holders:**

- 56% of respondents have been licenced for more than 10 years.
- 88% of respondents received their ECE training in British Columbia and 85% have worked as ECEs only within BC.

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<sup>1</sup> This is an estimate. See page 15 for a more detailed discussion.

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## METHODS

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This section presents the survey design, sample, survey administration, response rates, and type of analysis for the *2008 ECE Registry Survey*.

### *Survey Design*

A survey instrument was designed by BC Stats in collaboration with a working group of stakeholders from the Ministry of Children and Family Development (MCFD). The seven page survey included 25 questions. The survey was designed to gather information about the experiences of all ECE licence-holders in British Columbia, including those working in the ECE field and those working outside of the ECE field.

### *Survey Administration*

Through BC Mail Plus, BC Stats administered 9980 mail-out surveys. The surveys were sent out on September 16<sup>th</sup>, 2008 and returned via postage paid envelopes to BC Mail Plus. The return date stated on the survey was October 3<sup>rd</sup>, 2008 but surveys were included in the data if they were returned prior to November 20<sup>th</sup>, 2008. The majority of surveys were returned before the beginning of October.

### *Sample*

The target population for this survey was individuals who hold valid ECE licences from the province of British Columbia. The ECE Registry of British Columbia provided BC Stats with a list of all current licence-holders and their addresses. Mail was sent to all current ECE BC licence-holders within Canada. Those with US or international addresses were deemed out-of-scope for this survey.

The ECE Registry informed BC Stats that many of the addresses on the list would be out of date because licence-holders are required to renew their licences every five years and licence-holders may move within this five year time period. Due to this circumstance, it was not surprising that a large amount of surveys were returned to BC Stats unopened, due to non-current addresses.

There were a total of 3189 respondents from a possible in-scope population of 9880. Thus, the response rate was 32% which indicates a strong response from a research perspective (See Table 1 below). Nearly 12% of the surveys that were sent out were returned to BC Stats due to a lack of accuracy and currency in the addresses provided by the ECE Registry.

**Table 1: Response Rate**

Target Population	Out of Scope	In-Scope	Non-Response		Respondents	Response Rate
			Returned to BC Stats	Did Not Submit Survey		
9930	50	9880	1168	5523	3189	32%

### *Margin of Error*

The margin of error on a given question varies depending on how close the statistic is to 50% and how large the sample size is relative to the population size. In this survey, margins of error on the question “Are you currently working in the field of ECE?” is +/- 1.13. If the survey were conducted repeatedly, the proportion of respondents answering that they were working in the field of ECE would be between 87.9% and 90.1% 19 times out of 20.

## **ABOUT THIS REPORT**

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The remainder of this report is divided into three major sections:

1. Employment Situation
2. Working in the ECE Field
3. Not working in the ECE Field
4. About Licencees

The first section pertains to the majority of respondents, those licenced-ECEs who are working within the field of Early Childhood Education. The second section analyses questions answered by licence-holders who are working in a field outside of ECE. The final reports findings on all respondents including both those ECEs currently working in the field and those working outside the field of ECE. This section includes a large amount of demographic data.

Throughout the survey ECEs were asked to describe their circumstances or experiences. The qualitative data provided by ECEs provides rich data regarding their experiences and provides insights into the limits of this survey questionnaire. In an effort to allow the voices of the participants to resonate, all legible comments have been coded and analyzed. Due to the nature of mail surveys, there may be cases where a respondent indicated a response on one of the quantitative check boxes as well as providing a written comment. In these cases the respondent will be counted twice in the data. In many cases individuals chose multiple responses or many themes were represented in their comments.

## EMPLOYMENT SITUATION

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Through initial “screening” questions, respondents were classified as “not working for pay”, “not working in the field of ECE”, or “working in the field of ECE”. Those working in the ECE field were asked questions about their primary ECE job. Those who were not working in the ECE field were asked about their reasons for not working in this vocational field, as well as the circumstances that would prompt them to return to the ECE field. All respondents -including those not working for pay- were asked general questions about their ECE licence, their education, the languages they speak fluently, their Aboriginal status, and their household income. Please refer to Appendix A for a copy of the survey instrument and questions.

### *Employment Status*

The survey results may suggest that the majority of individuals who hold valid British Columbia ECE licences are employed with pay. The first question of the questionnaire asked respondents, “Would you describe yourself as currently having paid employment or not working for pay?” Eleven percent (11%) of respondents described themselves as *not* working for pay. Those who were not working for pay were asked to state the main reason they are not currently working for pay. Of those who were not working for pay, 36% stated the main reason was family commitments, 18% were retired, 15% were on leave, and 5% were on long-term illness or disability.

As shown in Table 2, of those 336 respondents who are not currently working for pay, 306 choose one of the 5 responses provided, 140 provided detailed comments explaining why they were not working for pay. The detailed responses were coded into an additional 12 categories (some of these categories overlap with those provided on the questionnaire and some respondents selected more than one category).

**Table 2: Reason for not working for pay**

<b>1b. What is the main reason you are not currently working for pay?</b>		
	<b>Count</b>	<b>Percent</b>
Family commitments	111	36%
Long-term illness/ disability	14	5%
On leave	47	15%
Other	78	25%
Retired	56	18%
Total	306	100%

Over one third of those respondents who specified the reason they were not working for pay provided details relating to family commitments, including maternity leave, staying home with their children or caring for a loved one. The percentages in Table 3 below are calculated from the total number of respondents who specified a reason for not working for pay within the comment box.

**Table 3: Reason for not working for pay, detailed responses**

<b>Other reasons not working for pay:</b>		
	<b>Count</b>	<b>Percent</b>
Family commitments (including staying at home with children and Maternity leave)	38	27.1%
Other	22	15.7%
Dissatisfied with ECE work	17	12.1%
School	15	10.7%
Health	14	10.0%
Working in the field as a substitute	12	8.6%
New business/Self-employment	11	7.9%
Looking for work	8	5.7%
Recently moved	7	5.0%
Temporary break from ECE	5	3.6%
Volunteering	4	2.9%
Illegible answer	3	2.1%
Specified another reason for not working for pay	140	

\* Percentages in table may add up to more than 100 due to multiple responses

## WORKING IN THE ECE FIELD

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Ninety percent (90%) of respondents captured in this survey, or 2632 ECEs, stated that they are currently working in the field of ECE. Anecdotal evidence suggests that the proportion of ECE-licence holders working in the field is significantly less.

For this section of the report, only those who stated they are currently working in the field of ECE were included in the analysis. The remaining 311 respondents are coded as working outside of the ECE field.

Less than one quarter (23%) of those working in the field of ECE are employed in more than one job. The majority of those working more than one job indicated that the job in which they work the most hours per week was in the field of ECE (87%). When asked, “is your main ECE job full time (30 hours/week or more) or part time?”, 73% of respondents indicated that it was full time and 27% said their job was part-time. The “main ECE job” was defined as the job where the respondent usually works the most hours per week.

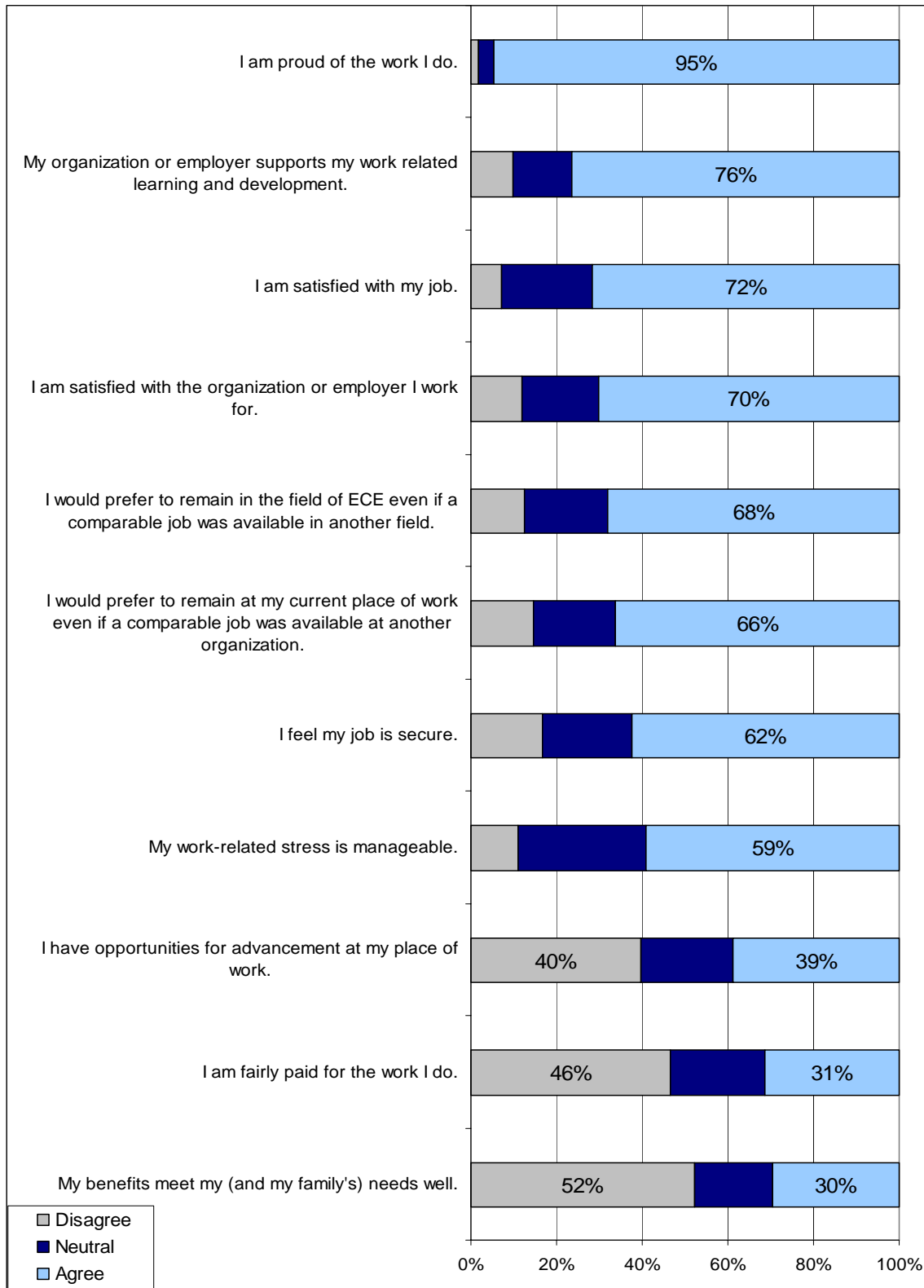
### *Workplace Attributes*

Those working in the ECE field were asked to report their level of agreement with ten statements regarding positive workplace attributes at their job:

- I am satisfied with my job.
- I feel my job is secure.
- I am fairly paid for the work I do.
- My benefits meet my (and my family's) needs well.
- I am proud of the work I do.
- My work-related stress is manageable.
- I am satisfied with the organization or employer I work for.
- My organization or employer supports my work related learning and development.
- I have opportunities for advancement within my organization or at my place of work.
- I would prefer to remain at my current place of work even if a comparable job was available at another organization.
- I would prefer to remain in the field of ECE even if a comparable job was available in another field.

The responses to these ten statements are reported as three categories: agree (includes both “Strongly Agree” and “Agree”), neutral (“Neither agree nor Disagree”), and disagree (includes both “Strongly Disagree” and “Disagree”).

**Figure 1: Positive Workplace Attributes**



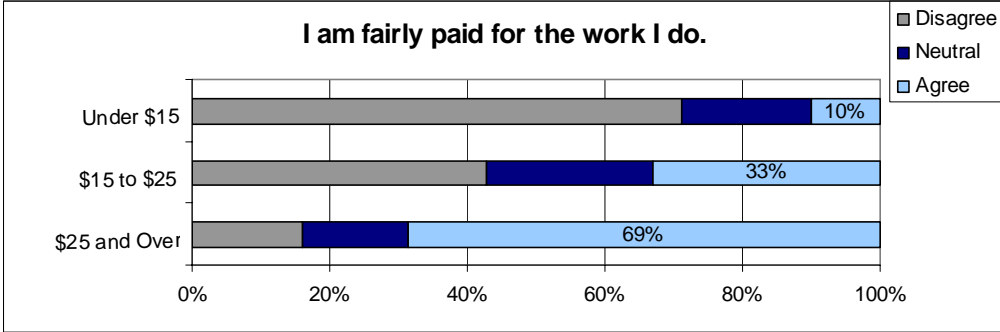
Nineteen (19) times out of 20, respondents stated that they agreed with the statement, “I am proud of the work I do.” Over three-quarters (76%) of respondents agreed that their organization or employer supports their work-related learning and development. For all statements other than, “I am proud of the work I do”, a large number of respondents chose “neither agree nor disagree”. In other words, a large number of respondents chose neutral responses to many of the statements. This neutral category ranged from 14% for the statement “My organization or employer supports my work related learning and development” to 30% for “My work-related stress is manageable.” Large numbers of neutral responses are not typical and may suggest that these are areas that require future investigation.

Three statements in particular had low levels of agreement. Only 39% of respondents agreed that they have opportunities for advancement within their organization or at their place of work. A larger percent (41%) disagreed with the statement about opportunities for advancement. On the topic of pay and benefits, the majority of respondents (52%) disagreed with the statement “My benefits meet my (and my family’s) needs” and 46% disagreed with the statement “I am paid fairly for the work I do”. Figure 6 shows the findings for each of the ten statements.

**Pay and Attitudes**

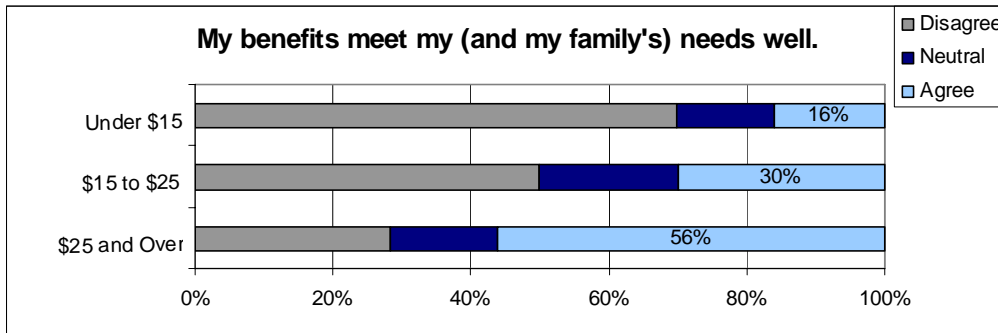
Further analyses of the 10 positive workplace attributes indicate that wage influenced respondents’ feelings about their workplace. In all 10 cases, there was a linear relationship between agreeing with positive attributes existing in their workplace and hourly wage. In other words, as wages increased so did respondents’ agreement with the positive statements about their organization or employer.

**Figure 2: Wage by Fair Pay**



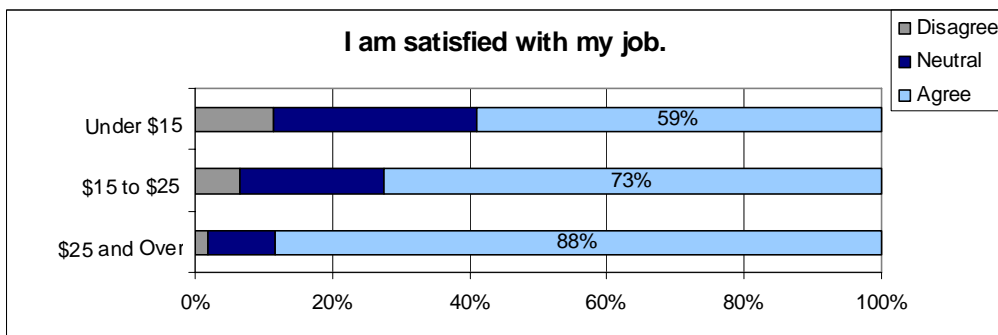
The attributes with the greatest discrepancy in agreement between the highest and lowest paid respondents were: wages, benefits, job satisfaction, and satisfaction with organization or employer. For the statement “I am fairly paid for the work I do”, agreement for respondents earning less than \$15 per hour are 59 percentage points lower than agreement for respondents earning over \$25 per hour (see Figure 7). Similarly, ECEs respondents earning less than \$15 per hour who agreed with the statement “My benefits meet my (and my family’s) needs well”, is 40 percentage points lower compared to those earning over \$25 per hour (see Figure 8).

**Figure 3: Wage by Benefits**



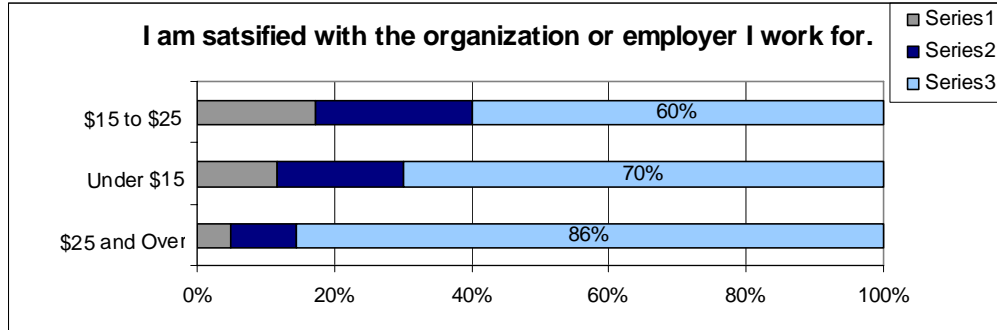
The majority of respondents agreed with the statement, “I am satisfied with my job”; however, there was a 29 percentage point difference in agreement between respondents making the lowest hourly wage and those making the highest (see Figure 9).

**Figure 4: Wage by Satisfaction with job**



In terms of organizational or employer satisfaction, 86% of respondents making \$25 per hour or more agreed with the statement “I am satisfied with the organization or employer I work for”. On the other hand, 60% of the lowest paid respondents agreed that they were satisfied with their organization or employer (see Figure 10).

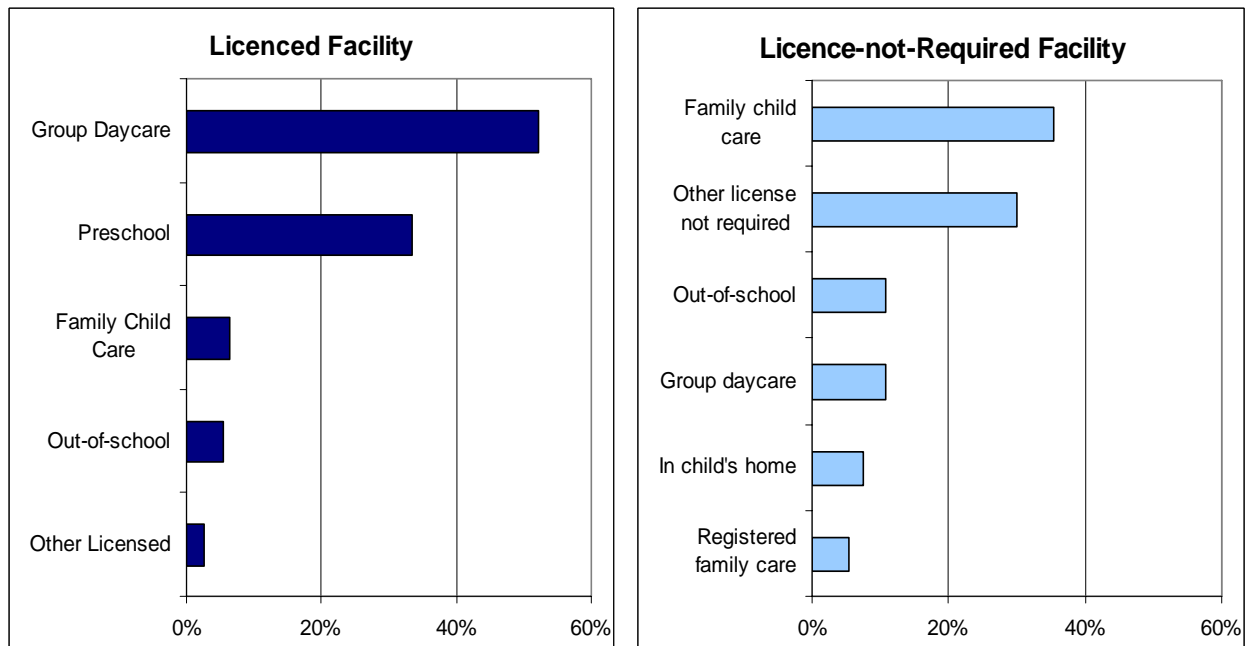
Figure 5: Wage by Satisfaction with organization or employer



### Characteristics of Work

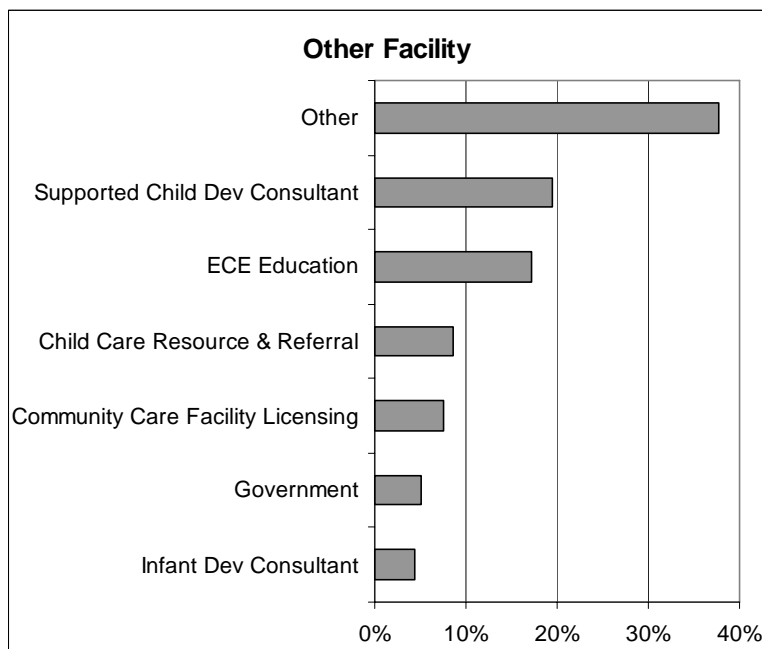
ECEs were asked “In what type of facility is your main ECE job?” Respondents were provided a list of 18 facility types to choose from. The facilities were categorized into licenced facilities, licence-not-required facilities, and other ECE positions or facilities. The majority of ECEs surveyed work in licenced ECE facilities (81%), a smaller portion (15%) work in other ECE positions or facilities, and a minority work in licence-not-required facilities. Other ECE positions or facilities included working in ECE education; working for the government; working in community care facility licencing, and working as a development consultant (either infant or supported child development). Figures 6 and 7 show the distribution of facility types.

**Figure 6: In what type of Facility is your main ECE job?**



As shown in Figure 6 (above) over half of all ECEs who work in licenced facilities are employed in group daycare facilities. An additional one third work in licenced preschool settings. Over two thirds of ECEs working in licence-not-required facilities work in family child care.

**Figure 7: In what type of facility is your main ECE job? Other**



Within the “Other ECE position or facility category”, 38% work in facilities or positions that were not listed as survey choices or options. A large number of respondents (both those who choose a facility type from the original categories and those who choose “Other” gave a detailed qualitative response regarding their main ECE job. The categories in Table 4 show the range of qualitative responses provided by 252 ECEs for the type of position or facility they work in. Some ECEs provided detail about more than one type of facility.

**Table 4: Facility Type specified**

<b>In what type of facility is your main ECE job?</b>		
<b>Type of Position or Facility</b>	<b>Count</b>	<b>Percent</b>
Strong Start	40	13.9%
Supported Child	26	9.1%
Program in a school setting	22	7.7%
Specific program	21	7.3%
Other	21	7.3%
Director/Manager	14	4.9%
Self-employed	11	3.8%
Preschool	11	3.8%
Kindergarten or Junior Kindergarten	11	3.8%
Family Resource	10	3.5%
Special Education Assistant or works with Special Needs children.	9	3.1%
Community Centre	9	3.1%
Administrator	9	3.1%
Family Place or Drop-in program	9	3.1%
Aboriginal program	8	2.8%
Montessori program	7	2.4%
Infant Toddler	7	2.4%
Autism, Behaviour, Behavioural Support	7	2.4%
Works at multiple facilities	6	2.1%
Government, Health Region, or City	6	2.1%
Respondents who specified type of position or facility	287	

## Working with Children

When asked, “in your main ECE job, do you usually work directly with children at least some of the time?”, the majority of respondents (96%) reported “yes” they do work with children some of the time. Respondents who work with children were asked to indicate what percentage of their time is spent working directly with children. Two-thirds (66%) indicated that they work with children 100% of the time, nearly one-quarter (23%) work with children 75% of the time and the remaining 11% work with children less than 50% of the time (see Figure 8).

Figure 8: Working with Children

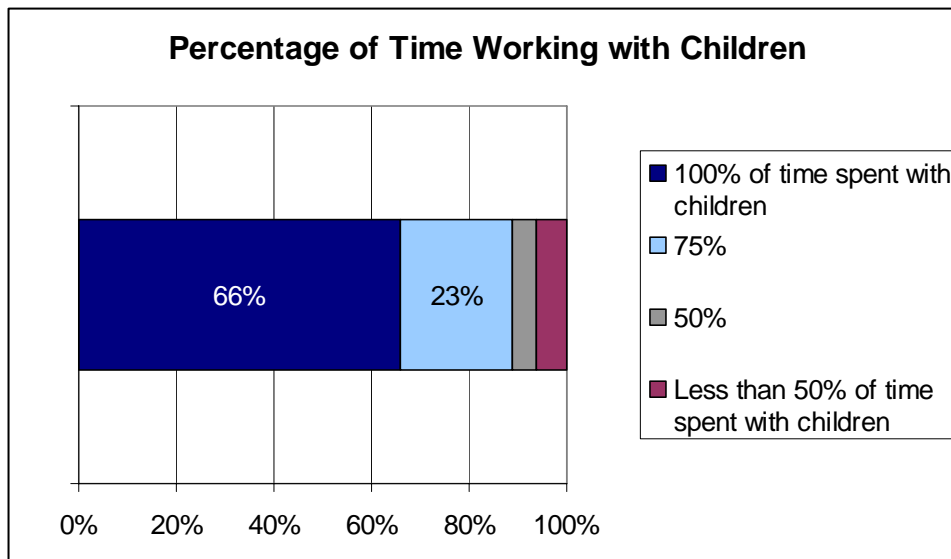


Table 5: Type of Work descriptions

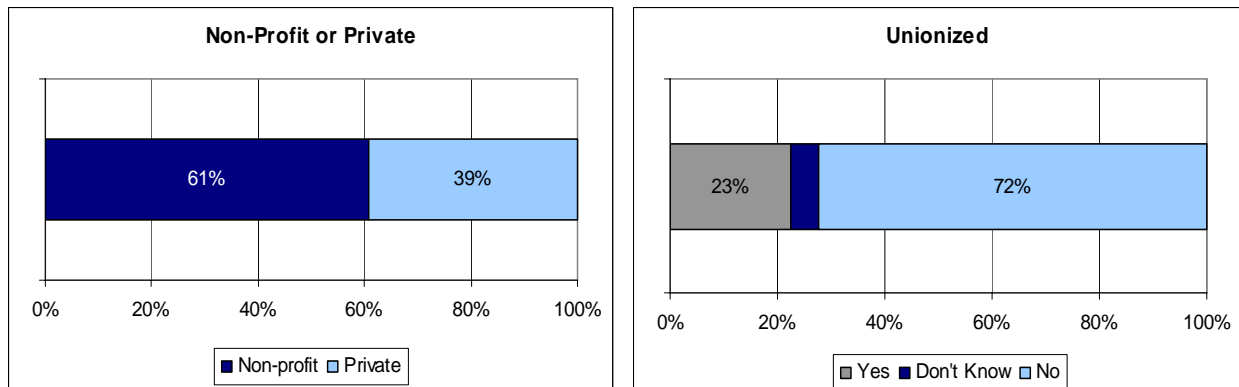
What type of work do you do?	Count	Percent
Works with children	155	43.2%
Teacher or ECE educator	85	23.7%
Supervisor, Director, or Manager	77	21.4%
Administration	38	10.6%
Infant Toddler specialization	23	6.4%
Facilitator or Coordinator	19	5.3%
Owner / Operator	17	4.7%
Licensing	16	4.5%
Other	15	4.2%
Childcare Resource and Referrals	12	3.3%
Consultant	8	2.2%
Respondents who specified the type of work they do	359	

Percentages in table may add up to more than 100 due to multiple responses

Respondents who do not work with children were asked “what type of work do you do”. Nearly half of those who specified what type of work they did indicated that they *do* work with children. Other respondents specified that they were supervisors, directors or managers of facilities, teachers, or administrators. Many respondents described the range of roles they fill in their position. Percentages in Table 5 are calculated based on the 359 respondents who specified the type of work they do.

Respondents were asked to indicate if they work for an organization that is private or non-profit, and whether in their organization the ECE staff are part of a trade union. As shown in Figure 9, of those ECEs surveyed, 61% reported that they work for non-profit organizations and 23% are unionized.

**Figure 9: Organization Type**

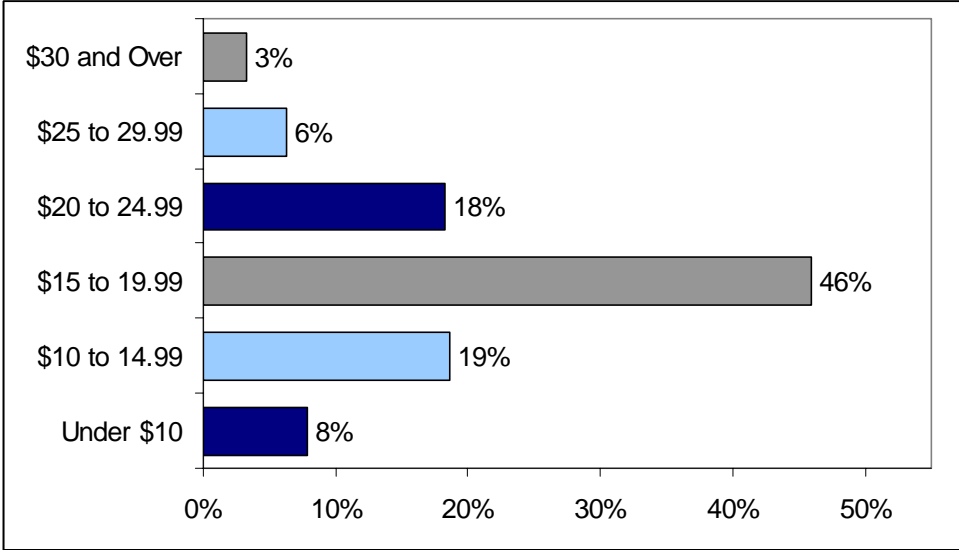


In general those who are unionized or work for non-profit organizations earn more than those who are not unionized or work for private organizations. Interestingly, those who work for a non-profit organization are more likely to agree with the following statements: “I am satisfied with my job”, “I am fairly paid for the work I do”, and “My benefits meet my (and my family’s) needs well”. Over 40% of ECEs who are unionized agree with the statements “I am fairly paid for the work I do” and “My benefits meet my (and my family’s) needs well” compared to less than 30% of non-unionized ECEs. The survey results suggest that ECEs who work for private organizations more frequently agree with the statement “I am satisfied with the organization or employer I work for” in comparison to other ECE groups.

***Pay, Benefits and Professional Development***

Nearly one half (46%) of all respondents working in the field of ECE reported an hourly income between \$15 and \$20. Further analysis indicates that of those making between \$15 and \$20, 58% were making between \$15 and \$17.50 per hour. The average hourly income in British Columbia in September 2008 was \$22.66. Therefore, nearly three quarters<sup>2</sup> of the working ECEs surveyed indicated that they were making less than the average hourly income in BC. The best estimate<sup>3</sup> of the average wage of the respondents working in the field of ECE is \$17.43.

**Figure 10: Hourly Income**



<sup>2</sup> 85% earning under \$22.49 per hour.

<sup>3</sup> This estimate removed all respondents who indicated they made an hourly wage less than \$1 or more than \$100. It was assumed that these responses were improperly scanned due to illegibility

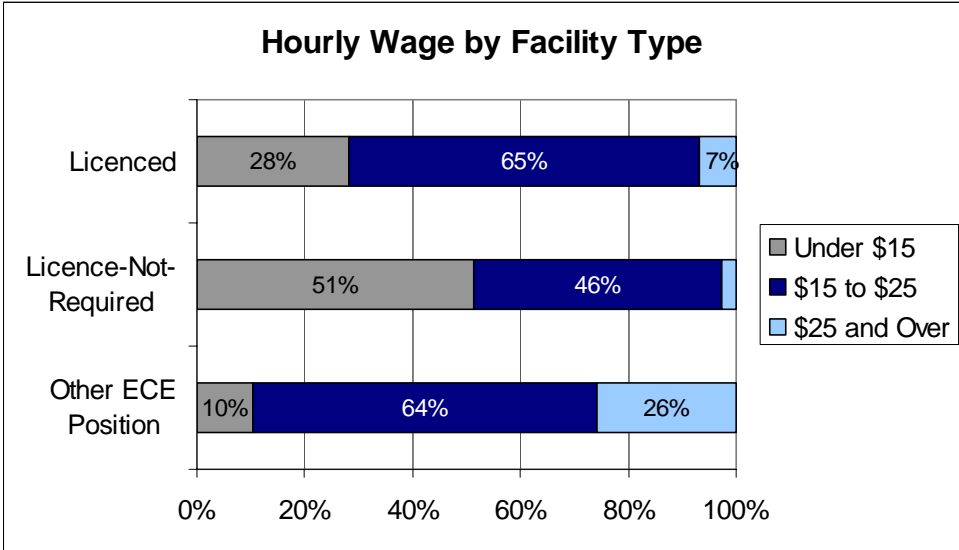
Pay is an important issue for ECEs working in their vocation. Table 6 below illustrates the range of hourly wages for respondents who work directly with children and those who do not usually work directly with children. Of those ECEs who work directly with children for the majority of their time (31%) earn under \$15 per hour. Only 1% of those who do not usually work directly with children earn less than \$15 per hour. It is important to recognize that there is an inverse relationship between hourly wage and amount of time working directly with children (see Table 6).

**Table 6: Hourly Wage by Directly Working or Not Working with Children**

	Works directly with Children		Works directly with Children		Works directly with Children	
	100%		75%		50%	
	Count	Percent	Count	Percent	Count	Percent
Under \$15	450	31%	124	24%	16	16%
\$15 to \$25	911	64%	346	68%	70	68%
\$25 and Over	73	5%	40.00	8%	17	17%
Total	1434	100%	510	100%	103	100%
	Works directly with Children		Does Not Usually Work directly with Children		Did not answer	
	Less than 50%					
	Count	Percent	Count	Percent	Count	Percent
Under \$15	5	3%	1	1%	6	16%
\$15 to \$25	96	67%	36	42%	27	71%
\$25 and Over	42	29%	49	57%	5	13%
Total	143	100%	86	100%	38	100%

When hourly wage is examined in relation to facility type, we see that ECEs working in different types of facilities earn significantly different hourly wages. That is, nearly two thirds (65%) of all ECEs working in a licenced facility make between \$15 and \$25 per hour and very few (7%) make over \$25 per hour. For ECEs working in facilities that are neither licenced nor licence-not-required, 26% earn more than \$25 per hour and a small percent (10%) earn less than \$15 per hour. The ECEs who earn the least are those who work in licence-not-required facilities.

**Figure 11: Hourly Wage by Facility Type**



## *Benefits and Professional Development*

Respondents were asked to indicate what benefits and opportunities for professional development they receive from their organization or place of work. Those working in the ECE field receive more opportunities for professional development than benefits (such as extended medical, dental, or MSP payments). Over one third (44%) of respondents stated that they do not receive benefits from their place of work and 15% indicated that they do not have opportunities for professional development. When asked, “does your organization or place of work provide benefits/opportunities for professional development to all ECE staff?”, 38% stated “Yes, all ECE staff receive benefits” and 71% stated “Yes, all ECE staff receive opportunities for professional development”. Additionally, only 9% of respondents indicated that they had taken advantage of applying for bursaries or scholarships available for ECEs for upgrading their education or accreditation.

**Table 7: Benefits**

<b>13. What benefits do you receive from your organization or place of work?</b>		
	<b>Count</b>	<b>Percent</b>
Extended medical	1,031	39%
Dental	1,071	41%
MSP Premium Payment	692	26%
Pension/RRSP Contribution	698	27%
Insurance	757	29%
Other	107	4%
I DO NOT receive benefits	1,165	44%

ECEs were given a list of five categories of benefits they may receive from their organization including extended medical, dental, MSP premium payment, pension or RRSP contribution, or insurance. Respondents were also given the opportunity to provide details regarding the “Other” benefits they receive. An “I do not receive benefits” category was also provided for respondents. Table 8 shows the responses given for the question regarding benefits excluding those who gave a written comment. Many respondents choose from the original list the type of benefits they receive and then gave additional details which were coded thematically (see Table 8).

Nearly 200 respondents provided detailed comments describing the nature of the benefits they receive in the open-ended comment box (see Table 8). Thirty (30) respondents (16% of those who specified the type of benefits they receive) stated that they receive some type of professional development, education or training as a benefit from their organization or place of work. Other common descriptions including receiving paid sick, family or personal days, pay in lieu of benefits (often in lieu of medical or dental), or a portion of medical or dental costs covered by their employer. The percentages in table are calculated based on the number of respondents who specified the type of benefits they receive.

**Table 8: Benefits, specified**

<b>Other benefits specified:</b>		
	<b>Count</b>	<b>Percent</b>
Professional development, education or training	30	16%
Paid sick, family or personal days	28	15%
Other benefits (includes uniform, flexible schedule, childcare, etc.)	25	13%
Pay in lieu of benefits	23	12%
Portion or percent of medical or dental paid	18	9%
Paid vacation	12	6%
On another plan	11	6%
Benefits available after a probationary period	6	3%
Counselling services	5	3%
CPP	5	3%
Fitness or gym membership	5	3%
Savings plan	5	3%
Transportation	5	3%
Basic personal coverage, family not included	4	2%
Membership fees or association dues paid	4	2%
Monetary Bonus	3	2%
Respondents who specified the benefits they receive	193	

\* Percentages in table may add up to more than 100 due to multiple responses

In a similar manner to the benefits questions, ECEs working in the field were also asked what professional development opportunities are provided by their organization or place of work. The categories, “paid time off to attend training/conferences”, “funding for fees related to training/conferences”, “funding for travel related to training/conferences” and “I do not have opportunities for professional development” were provided (see Table 9).

**Table 9: Opportunities for professional development**

<b>14. What opportunities for professional development are provided by your organization or place of work?</b>		
	<b>Count</b>	<b>Percent</b>
Paid time off	1,081	41%
Funding for fees related to training / conferences	1,591	60%
Funding for travel related to training / conferences	601	23%
Other	265	10%
I DO NOT have opportunities for professional development	403	15%

\*percentages in table may add up to more than 100 due to multiple responses

Over 400 respondents gave detailed responses regarding the type of opportunities their organization or place of work provides. The largest percent (42%) indicated that professional development opportunities were fully or partially funded by their place of work. Seventy nine respondents described having to pay for professional development themselves, and 61 stated they are expected to pursue professional development on their own time (for example on the weekends or evenings). While some of the details specifying other types of professional development offered may appear to overlap with the original categories (paid time off, funding for fees related to training/conferences, finding for travel related to training/conferences) in fact many respondents provided additional details about the professional development opportunities their workplace provides including the amount of funding they are given for professional development, or the limits of the opportunities.

**Table 10: Opportunities for professional development, specified**

<b>Other Professional Development opportunities specified:</b>		
	<b>Count</b>	<b>Percent</b>
Fully or partially funded professional development	169	42%
ECE must pay for professional development themselves	79	20%
ECE must do professional development on their own time (often evenings or weekends)	61	15%
Time off for professional development (not specified whether time was paid or not)	48	12%
Employer sponsored professional development is provided (may not be the type of courses or workshops that ECEs want)	46	11%
ECE is self-employed	31	8%
Other professional development opportunities were specified	23	6%
Not applicable	19	5%
ECE needs to find substitute when taking professional development	18	4%
First Aid is provided by employer	12	3%
Information about professional development is provided by employer	9	2%
Workplace closes for professional development opportunities	7	2%
ECE receives discount on professional development costs or membership fees	3	1%
Resources for professional development (personal computers, use of a computer etc)	3	1%
Respondents who specified the professional development opportunities they receive	405	

\* Percentages in table may add up to more than 100 due to multiple responses



## NOT WORKING IN THE ECE FIELD

The proportion of respondents *not working in the field of ECE* is estimated to be much higher than this survey would suggest. More information on licenced ECES not working in the field is an dimension for future research.

The main reason that respondents gave for not working in the ECE field was due to earning more money in their current vocation. Large numbers of respondents not working in the field also indicated that they receive “more benefits in [their] current field” (45%); “more opportunities for advancement in [their] current field” (41%); and “more professional development / training opportunities in [their] current field” (30%). Only 3% of licence-holders indicated that they either did not enjoy working in the field of ECE, or they were not able to find ECE work without relocating. Table 3 shows the figures for why respondents were not working in the field of ECE.

**Table 11: Reasons for not working in the field of ECE**

16. For which reasons are you not working in the field of ECE?		
	Frequency	Valid Percent
Earn more in current field	207	63%
More benefits in current field	149	45%
More opportunities for advancement in current field	135	41%
More professional development / training opportunities in current field	100	30%
ECE too stressful	56	17%
Hours of the work not good fit	49	15%
ECE too physically demanding	36	11%
I do not enjoy working in the field of ECE	11	3%
Could not find ECE without relocating	9	3%
Other	100	30%

\*Percentages may add up to more than 100 due to multiple responses and rounding.

Of those ECEs not working in the field, 212 provided detailed comments on the reasons they are not working in the field of ECE. Fifty respondents (24% of those who provided detailed comments) indicated that ECE wages are not sufficient. Other reasons licence-holders gave for not working in the field included family commitments, the lack of respect ECEs get for the work they do, and retirement.

**Table 12: Not working in the field of ECE, specified**

<b>Other reasons specified:</b>		
	<b>Count</b>	<b>Percent</b>
Pay or wages were too low	50	24%
Family commitments	29	14%
Lack of respect for the work ECEs do	18	8%
Retired	16	8%
Other	23	11%
Still working as an ECE or in ECE-related field	17	8%
None of the above, Not applicable	12	6%
Taking a break / Between jobs	12	6%
In school	11	5%
Dissatisfied with bureaucracy or management in ECE field	11	5%
Stress or workload	10	5%
Health	9	4%
Change of field or interest	8	4%
"Burnt out"	7	3%
Funding or budget cuts / Centre closed	6	3%
Dissatisfied with co-workers, or felt co-workers were under-qualified	5	2%
Respondents who specified another reason for not working in the field of ECE	212	

\* Percentages in table may add up to more than 100 due to multiple responses

## *Returning to the Field*

Those ECEs not working in the field of ECE were asked to rate the likelihood that they would return to the field of ECE for a series of circumstances. They were asked to use a scale where 1 was equal to “not likely at all” and 5 equalled “very likely”. The findings of these 6 questions are reported as three categories: likely, neither likely nor not likely, and not likely.

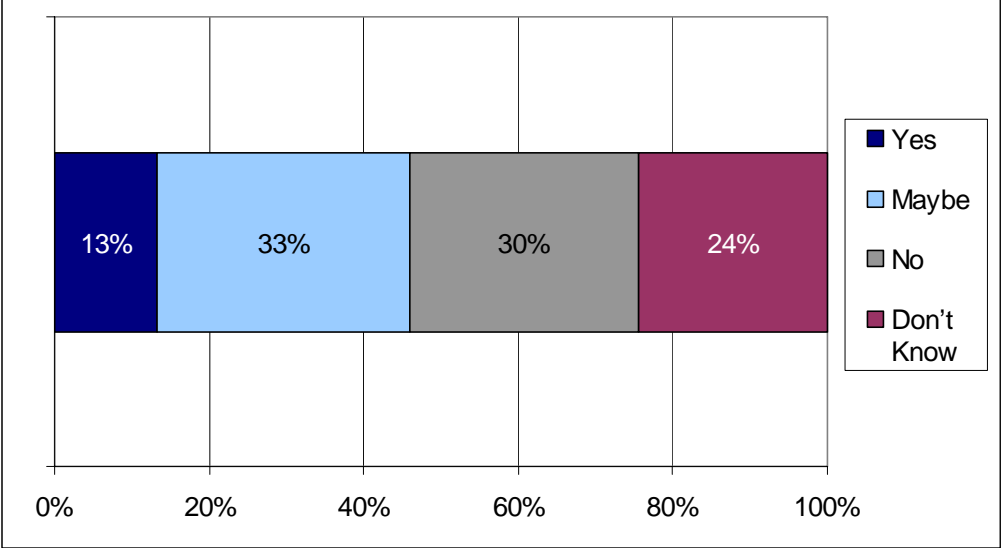
Over 50% of respondents not working in the field of ECE indicated that they *would* likely return to the field of ECE under any of the following circumstances:

- If you could receive better benefits in the field of ECE than you do in your current field (65%)
- If you could earn more in the field of ECE than you do in your current field (58%)
- If there were more opportunities for advancement in the field of ECE than in your current field (57%)
- If you could receive more professional development / training opportunities in the field of ECE than in your current field (51%).

Only 27% of respondents stated that they would likely return to the ECE field if they could find a job without relocating. Therefore, finding work in the field of ECE may not be a problem licence-holders are experiencing. Rather, to return to the ECE field, respondents indicated that they require better benefits, pay, opportunities for advancement, and professional development / training opportunities.

When asked if they planned to begin or resume working in the field of ECE in the next five years, 13% of respondents said “yes”, 33% said “maybe”, 30% said “no”. The remaining 24% indicated they did not know.

**Figure 12: Plans to return to the field of ECE**



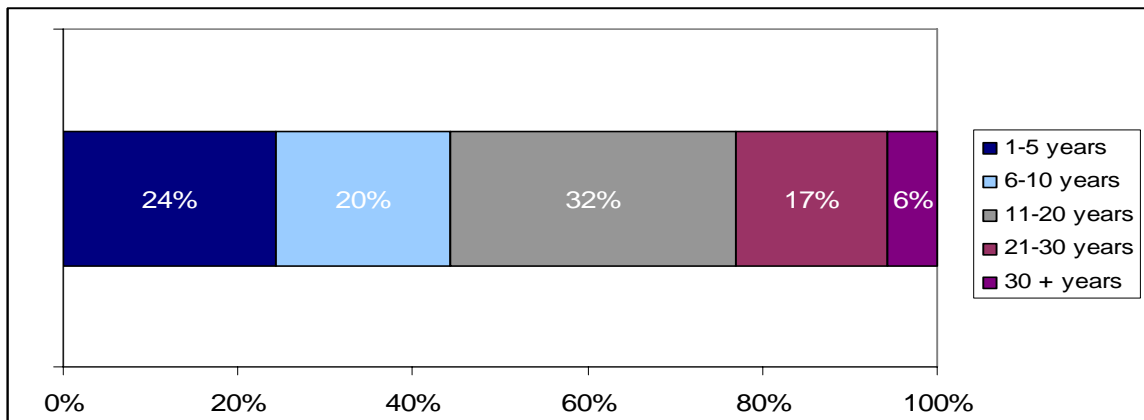
## ABOUT LICENCEES

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### *Experience*

Many of the ECEs licenced in British Columbia are highly experienced in the field. Respondents were asked, “for how many years have you been licenced as an ECE, including years licenced in BC and elsewhere?”, “have you ever worked as a licenced ECE outside of British Columbia?”, and “For how many years did you work outside of British Columbia as an ECE?”. Over half of the respondents had been licenced as an ECE for over 10 years in all jurisdictions (see Figure 1). The majority (85%) of licenced-holders have worked as ECEs only within British Columbia. Of those who have worked outside BC, 31% have worked outside of North America, 27% of respondents have worked in Alberta, and 15% have worked in Ontario.

**Figure 13: Years Licenced as an Early Childhood Educator**



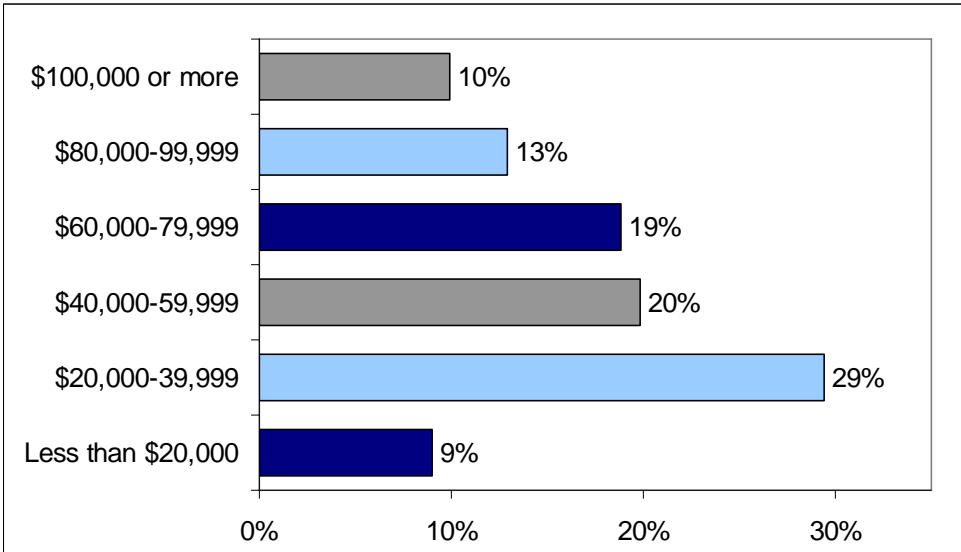
**Personal Characteristics**

One out of four respondents indicated that they were fluent in a language other than English. Four percent (4%) of respondents self-identified as Aboriginal, and an additional four percent of respondents either refused to answer whether they considered themselves to be Aboriginal or indicated that they “did not know”.

Over 90% of respondents estimated that their household income is over \$20,000 per year (see Figure 14 below). Within this group of respondents, 10% had a household income of \$100,000 or more. The majority of respondents claimed to earn between \$20,000 and \$80,000 annually:

- 30% between \$20,000 and \$40,000,
- 20% between \$40,000 and \$60,000
- and 19% between \$60,000 and \$80,000
- 

**Figure 14: Household Income**



### *More Information About Licenced ECEs*

The largest proportion of respondents were from the Fraser region (35%), followed by Vancouver Coastal (23%), Vancouver Island(18%), the Interior (16%) and the Northern region (7%). Two percent of the respondents were living outside of British Columbia.

**Table 13: Regional distribution**

HA	HSDA	HSDA		Total HA	
		Count	Percent	Count	Percent
Interior	East Kootenay	66	2%	505	16%
	Kootenay Boundary	67	2%		
	Okanagan	202	6%		
	Thompson Caribou Shuswap	170	5%		
Fraser	Fraser East	205	6%	1111	35%
	Fraser North	472	15%		
	Fraser South	434	14%		
Vancouver Coastal	Richmond	139	4%	730	23%
	Vancouver	372	12%		
	North Shore/Coast Garibaldi	219	7%		
Vancouver Island	South Vancouver Island	274	9%	570	18%
	Central Vancouver Island	190	6%		
	North Vancouver Island	106	3%		
Northern	Northwest	59	2%	216	7%
	Northern Interior	116	4%		
	Northeast	41	1%		
Outside BC		57	2%	57	2%

Many of the ECEs surveyed are highly experienced in the field and 15% have worked as licenced ECEs outside of British Columbia. Of those who have worked outside British Columbia, 31% have worked outside of North America, 27% of respondents have worked in Alberta, and 15% have worked in Ontario.

Table 14 shows the jurisdictions where licenced-holders have worked. When asked how many years they worked outside of British Columbia as an ECE, over half indicated that they had worked for 5 years or less.

**Table 14: Regions outside of BC**

<b>If you worked as a licenced ECE outside of British Columbia, in what province(s) /country?</b>		
	<b>Count</b>	<b>Percent</b>
Outside North America	148	31%
Alberta	128	27%
Ontario	73	15%
Various regions within Canada	41	9%
Manitoba	16	3%
USA	14	3%
Alberta and outside North America	9	2%
Ontario and outside North America	9	2%
Yukon	9	2%
Nova Scotia	8	2%
Other	7	1%
Canada and USA	6	1%
Canada and outside North America	5	1%
USA and outside North America	4	1%
Respondents who indicated they had worked as a licenced ECE outside of BC	477	

**Table 15: Years worked outside of BC**

<b>Years worked as an ECE outside of BC:</b>		
	<b>Count</b>	<b>Percent</b>
Less than 1	17	4%
1 to 5	249	52%
6 to 10	100	21%
11 to 15	32	7%
16 to 20	20	4%
Over 20	18	4%
Did not answer or illegible answer	41	9%

ECEs were asked what field their training or education was in. Respondents were given the options, “Education (including ECE)”, “Social Sciences”, “Arts or Humanities”, “Sciences” or were offered the opportunity to comment on their educational background. The majority (87%) of respondents chose Education or specified Education or ECE in the comment box. An additional 18% choose or specified fields within the social sciences or humanities. Table 16 shows the range of fields specified by respondents. This table represents both the four categories provided in the questionnaire as well as the coded open-ended comments<sup>4</sup>.

**Table 16: Training or Educational field specified**

<b>What field was your training or education in?</b>		
	<b>Count</b>	<b>Percent</b>
<b>Education (including ECE)</b>	2773	87.0%
<b>Social Sciences or Humanities</b>	566	17.7%
<b>Science</b>	105	3.3%
Children and Youth Care	52	1.6%
Administration or Business Administration	28	0.9%
Health-related fields including Nursing	43	1.3%
Business or Commerce	23	0.7%
Montessori	23	0.7%
Accounting or bookkeeping	14	0.4%
Hospitality or Tourism	13	0.4%
Other	123	3.9%
<i>Other includes:</i>		
Theology or Biblical Studies		
Computer Science		
General		
Human Services		
Recreation		
Social Work		
Dental Assistant		
Linguistics		
Cooking, Baking		
And other specified fields		

\* Percentages in table may add up to more than 100 due to multiple responses

<sup>4</sup> Please use caution when interpreting small sample sizes. Due to the nature of this analysis some respondent’s answers may be counted more than once.

Respondents were asked to specify where they received their highest level of certification in ECE. Nearly 90% of those ECEs who specified where they received their certification were trained in British Columbia. For those who received their training within British Columbia the name of the institution they attended is provided in the table below. For those who received their training outside of British Columbia the table below reports that they received their training outside Canada or the province in Canada where they received their highest level of certification. ECEs who were certified in British Columbia attended a wide range of institutions, the most common being Colleges in the lower mainland or on Vancouver Island (see Table 17).

**Table 17: Certification in ECE, Institution**

<b>Q22b. In what province and/or country did you receive your highest level of certification in ECE?</b>		
<b>Q22c. At what institution?</b>		
	<b>Count</b>	<b>Percent</b>
Langara College	220	7.50%
Douglas College	199	6.80%
Camosun College	135	4.60%
Capilano College	125	4.30%
Vancouver Community College	121	4.10%
Langley College	117	4.00%
Northern Lights College	112	3.80%
University College of the Fraser Valley	111	3.80%
Burnaby College	106	3.60%
Thompson Rivers University/Cariboo College	105	3.60%
Okanagan College	103	3.50%
North Island College	100	3.40%
Vancouver Island University	94	3.20%
Burnaby continuing education	84	2.90%
College of New Caledonia	81	2.80%
Kwantlen College	70	2.40%
College of the Rockies	52	1.80%
MTI Community College	52	1.80%
Montessori (AMI, Western or Other)	51	1.70%
Selkirk College	50	1.70%
Columbia Bible College	42	1.40%
Pacific Rim Institute	42	1.40%
University of Victoria	41	1.40%
Richmond / Delta continuing education	37	1.30%
North West Baptist Theological College	35	1.20%
Northwest Community College	35	1.20%
Langley continuing education	29	1.00%

University of British Columbia	28	1.00%
North Vancouver continuing education	22	0.80%
North Shore continuing education	19	0.60%
Century College	15	0.50%
Simon Fraser University	14	0.50%
Sprott Shaw Community College	13	0.40%
In BC Other	66	2.30%
In BC Unknown	33	1.10%
Total in BC	2559	87.30%

Seven percent (7%) of ECEs trained within Canada but outside of British Columbia in a variety of regions. Another 5% received their training outside of Canada. The percentages in Table 18 are calculated from the total number of responses. Some respondents indicated more than one institution where they received certification.

**Table 18: Certification outside of BC**

<b>Q22b. In what province and/or country did you receive your highest level of certification in ECE?</b>		
<b>Q22c. At what institution?</b>		
	<b>Count</b>	<b>Percent</b>
Outside Canada	156	5.30%
Alberta	92	3.10%
Ontario	87	3.00%
Manitoba	12	0.40%
Quebec	9	0.30%
Nova Scotia	8	0.30%
Newfoundland	3	0.10%
Saskatchewan	3	0.10%
Yukon	2	0.10%
Total outside BC	372	12.70%
Total	2931	100%

When asked whether they considered themselves to be fluent in any language(s) other than English, 28% of ECE said yes. Of those 869 respondents who were fluent in a language other than English 20% spoke Mandarin, 18% spoke Cantonese and 17% spoke French. Respondents indicated 75 different languages that they are fluent in, including four Canadian First Nation's languages and three Chinese dialects. Table 19 is a list of all the languages spoken by 5 or more respondents.

**Table 19: Languages**

<b>Do you consider yourself to be fluent in any language(s) besides English?</b>		
	<b>Count</b>	<b>Percent</b>
Mandarin	174	20.0%
Cantonese	155	17.8%
French	147	16.9%
Other	70	8.1%
German or Swiss German	69	7.9%
Hindi	69	7.9%
Spanish	66	7.6%
Taiwanese	62	7.1%
Punjabi	52	6.0%
Tagalog (Filipino)	52	6.0%
Italian	37	4.3%
Japanese	31	3.6%
Farsi (Persian)	30	3.5%
Polish	29	3.3%
Russian	24	2.8%
Dutch	21	2.4%
Portuguese	21	2.4%
American Sign Language	20	2.3%
Indian Languages ie. Marathi, Gujarati, Bengalese, Kutchi	20	2.3%
Serbian	15	1.7%
Romanian	13	1.5%
Korean	13	1.5%
Croatian	12	1.4%
Sinhalese	11	1.3%
Czech	9	1.0%
Greek	9	1.0%
Malay	9	1.0%
Vietnamese	9	1.0%
Hungarian	8	0.9%
Arabic	6	0.7%
First Nations Languages ie. Carrier, Chilcotin, Nisga'a, Witsuwiten	6	0.7%
Slovak	6	0.7%
Afrikaans	5	0.6%
Chinese Dialect ie. Haka, Toi San Wam, TewChow	5	0.6%
Tamil	5	0.6%
Total who consider themselves fluent in a language besides English	869	

Percentages in table may add up to more than 100 due to multiple responses

## Ministry of Children and Family Development 2008 ECE Licensee Survey

### WELCOME!

BC STATS is conducting the *2008 ECE Licensee Survey* on behalf of the Ministry of Children and Family Development. The survey is specifically designed to gain feedback from ECE license-holders like you. The information that you provide to us is valuable and will help us to better understand the needs of ECE license-holders in British Columbia.

The objective of this survey is to gain a better understanding of the ECE field in BC, as well as those persons who are licensed to work within it.

This voluntary survey should take approximately **10 minutes** to complete. Please return using the postage-paid envelope by Friday, October 3rd, 2008.

**CONFIDENTIALITY:** Responses to this questionnaire will be kept confidential by BC STATS. Under Section 9 of the *Statistics Act*, BC STATS cannot disclose information that could be used to identify an individual return to any person, organization or government agency. Section 9 of the *Statistics Act* applies despite the provisions of the *Freedom of Information and Protection of Privacy Act (FOIPPA)* other than Section 44(1)(b)(2) (2.1) and (3) of the *FOIPPA*.

### Protecting Your Confidential Information

BC STATS has taken every step to ensure the confidentiality of your responses to this survey. The information you provide will remain completely confidential within BC STATS, as guaranteed under the *Statistics Act*. Under Section 9 of the *Statistics Act*, we cannot disclose information that could be used to identify you to any person, organization, or government agency.

If you provide comments during the survey, BC STATS will make every effort to remove any information that could potentially be used to identify a respondent. **To help us preserve your anonymity, we strongly suggest that you avoid personalizing your comments.**

### QUESTIONS?

If you have any questions about the survey or the confidentiality of your responses, please contact the BC STATS Survey Administration Team:



1-888-447-4427



BCStats.SurveyMail3@gov.bc.ca

## EMPLOYMENT SITUATION

The following questions ask about your current employment situation.

1. Would you describe yourself as currently having paid employment or not working for pay?

SELECT ONE:

- I am *not* working for pay
- I have paid employment



1b. What is the *main* reason you are not currently working for pay?

SELECT ONE:

- On leave
- Long-term illness/disability
- Family commitments (e.g., taking care of children or other family members)
- Retired
- Other (*please describe below*)



PLEASE  
GO TO  
QUESTION 18

2. Are you currently working in the field of ECE?

SELECT ONE:

- Yes
- No (*PLEASE GO TO QUESTION 16*)

3. Are you currently employed in more than one job? (Please include all jobs, including those in the field of ECE and other fields)

SELECT ONE:

- Yes
- No



3b. Think of the job in which you work the MOST HOURS overall. Is it in the field of ECE?

SELECT ONE:

- Yes
- No

## YOUR MAIN ECE JOB

Your MAIN ECE JOB is the ECE-related job in which you usually work the most hours per week. Please answer the following questions with your MAIN ECE JOB in mind.

4. Is your MAIN ECE JOB full time (30 hours/week or more) or part time?

SELECT ONE:

- Full-time (30 hours/week or more)
- Part-time

5. What is your hourly income BEFORE taxes and deductions, from your MAIN ECE JOB?

\$ \_\_\_\_\_ . \_\_\_\_\_

**6. Thinking of your MAIN ECE JOB, please indicate your level of agreement with the following statements.**

*PLEASE CIRCLE A SINGLE RESPONSE FOR EACH STATEMENT BELOW.*

	Strongly Disagree					Strongly Agree	Don't Know
a. I am satisfied with my job.	1	2	3	4	5	DK	
b. I feel my job is secure.	1	2	3	4	5	DK	
c. I am fairly paid for the work I do.	1	2	3	4	5	DK	
d. My benefits meet my (and my family's) needs well.	1	2	3	4	5	DK	
e. I am proud of the work I do.	1	2	3	4	5	DK	
f. My work-related stress is manageable.	1	2	3	4	5	DK	
g. I am satisfied with the organization or employer I work for.	1	2	3	4	5	DK	
h. My organization or employer supports my work related learning and development.	1	2	3	4	5	DK	
i. I have opportunities for advancement within my organization or at my place of work.	1	2	3	4	5	DK	
j. I would prefer to remain at my current place of work even if a comparable job was available at another organization.	1	2	3	4	5	DK	
k. I would prefer to remain in the field of ECE even if a comparable job was available in another field.	1	2	3	4	5	DK	

**7. In what type of facility is your MAIN ECE JOB?**

*SELECT ONE:*

**Licensed**

- Group daycare
- Family child care
- Preschool
- Out-of-school
- Other licensed

**License-not-Required**

- Group daycare
- Family child care
- Registered family care
- In child's home
- Out-of-school
- Other license-not-required

**Other ECE Position/Facility**

- ECE Education
- Government
- Community Care Facility Licensing
- Child Care Resource and Referral
- Infant Development Consultant

- Supported Child Development Consultant
- Other (*please describe below*)

\_\_\_\_\_

\_\_\_\_\_

**8. In what type of organization is your MAIN ECE JOB?**

*SELECT ONE:*

- Private
- Non-profit

**9. In your organization, is ECE staff part of a trade union?**

*SELECT ONE:*

- Yes
- No
- Don't Know

**10. Which groups does your organization or place of work support?**

*SELECT ALL THAT APPLY:*

- Infant (birth to 12 months)
- Toddler (13-35 months)
- Preschooler (30 months to school-aged)
- School-aged (children who attend school, including kindergarten or older)
- Children with special needs
- Aboriginal children
- Children for whom English is a second language

**11. Which groups do you work with in your MAIN ECE job?**

*SELECT ALL THAT APPLY:*

- |  |  |
|--|--|
| <ul style="list-style-type: none"> <li><input type="radio"/> Infant (birth to 12 months)</li> <li><input type="radio"/> Toddler (13-35 months)</li> <li><input type="radio"/> Preschooler (30 months to school-aged)</li> <li><input type="radio"/> School-aged (children who attend school, including kindergarten or older)</li> </ul> | <ul style="list-style-type: none"> <li><input type="radio"/> Children with special needs</li> <li><input type="radio"/> Aboriginal children</li> <li><input type="radio"/> Children for whom English is a second language</li> </ul> |
|--|--|

**12. In your MAIN ECE JOB, do you usually work directly with children at least some of the time?**

*SELECT ONE:*

- Yes
- No



**12b. Approximately what percentage of your time at this job is usually spent working directly with children?**

*SELECT ONE:*

- 100%
- 75%
- 50%
- 25%
- Less than 25%

**12c. What type of work do you do?**

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**13. What benefits do you receive from your organization or place of work?**

*SELECT ALL THAT APPLY:*

- Extended medical (e.g., chiropractic, massage therapy, vision care)
- Dental
- Medical Services Plan Premium Payment
- Pension/RRSP contributions
- Insurance (e.g., life, short/long-term disability)
- Other (please describe below)

\_\_\_\_\_

I **DO NOT** receive benefits

**13b. Does your organization or place of work provide benefits to all ECE staff?**

*SELECT ONE:*

- Yes, all ECE staff receive benefits
- Yes, some ECE staff receive benefits
- No, ECE staff do not receive benefits

**14. What opportunities for professional development are provided by your organization or place of work?**

*SELECT ALL THAT APPLY:*

- Paid time off to attend training/conferences
- Funding for fees related to training/conferences
- Funding for travel related to training/conferences
- Other (please describe below)

\_\_\_\_\_  
\_\_\_\_\_

I **DO NOT** have opportunities for professional development

**14b. Does your organization or place of work provide opportunities for professional development to all ECE staff?**

*SELECT ONE:*

- Yes, all ECE staff receive opportunities for professional development
- Yes, some ECE staff receive opportunities for professional development
- No, ECE staff do not receive opportunities for professional development

**15. Have you taken advantage of bursaries or scholarships for ECEs to upgrade your education or accreditation?**

- Yes
- No



**PLEASE GO TO QUESTION 19**

**NOT WORKING IN THE FIELD OF ECE**

The following questions are intended to better understand why some licensed ECEs are not working in the field of ECE.

**16. For which reasons are you not working in the field of ECE? *SELECT ALL THAT APPLY:***

- I do not enjoy working in the field of ECE
- The hours of the work are not a good fit with my life
- I found the field of ECE to be too physically demanding
- I could not find a job in the field of ECE without relocating
- I receive more professional development/training opportunities in my current field
- I found the field of ECE to be too stressful
- I earn more in my current field
- I receive more benefits in my current field
- There are more opportunities for advancement in my current field
- Other (please describe below)

\_\_\_\_\_

**INSERT BAR CODE**

**17. On the following scale of 1-5, please rate the likelihood that you would return to the field of ECE under the following circumstances.**

*Please circle a single response for each circumstance listed below.*

	Not at All Likely				Very Likely	Don't Know
a. If you could find a job in the field of ECE without relocating.	1	2	3	4	5	DK
b. If you could earn more in the field of ECE than you do in your current field.	1	2	3	4	5	DK
c. If you could receive better benefits in the field of ECE than you do in your current field.	1	2	3	4	5	DK
d. If there were more opportunities for advancement in the field of ECE than in your current field.	1	2	3	4	5	DK
e. If you could receive more professional development/training opportunities in the field of ECE than in your current field.	1	2	3	4	5	DK
g. If all of the above factors were in place.	1	2	3	4	5	DK

**18. Do you plan to begin or return to working IN THE FIELD OF ECE in the next five years?**

**SELECT ONE:**

- Yes  
 Maybe  
 No  
 Don't Know

## ABOUT YOU

The following questions are designed to better understand ECE Licensees in BC.

**19. For how many years have you been licensed as an ECE, including years licensed in BC *and* elsewhere?**

**SELECT ONE:**

- 1-5 years  
 6-10 years  
 11-20 years  
 21-30 years  
 More than 30 years  
 Don't Know

**20. Have you ever worked as a licensed ECE outside of British Columbia?**

- Yes
- No



**20b. In what province(s)/country(ies)?**

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**20c. For how many years did you work outside of British Columbia as an ECE?**

\_\_\_\_\_ Years (total worked outside of BC)

**21. What is the highest grade or level of education you have ever attained, in any field?**

*SELECT ONE:*

- Post-secondary certificate
- Post-secondary diploma
- Undergraduate degree
- Graduate certificate
- Graduate degree
- Post-graduate degree

**21b. What field was your training or education in?**

- Education (including ECE)
- Social Sciences (e.g., Psychology, Sociology)
- Arts or Humanities (e.g., Visual Art, History, English)
- Science (e.g., Biology, Physics)
- Other *(please describe below):*

\_\_\_\_\_

**22. Where did you receive your HIGHEST level of certification in ECE?**

*Please select one of the following.*

- Outside of BC
- In BC



**22b. In what province and/or country?**

\_\_\_\_\_

\_\_\_\_\_



**22c. At what institution?**

\_\_\_\_\_

**23. Do you consider yourself to be fluent in any language(s) besides English?***Please select **one** of the following.*

- Yes
- No

**23b. Which language(s)?***Please select **all that apply**.*

- French
- Cantonese
- Mandarin
- Punjabi
- Hindi
- Taiwanese

- Korean
- Tagalog (Filipino)
- Farsi (Persian)
- Other (*please list below*)
- \_\_\_\_\_

**24. Do you consider yourself to be an Aboriginal person, that is, First Nations, Metis or Inuit?***SELECT **ONE**:*

- Yes
- No
- Don't Know

**25. What is your best estimate of your total household income for the last 12 months before taxes and deductions? Please include income from all household members and from all sources.***Please select **one** of the following.*

- |   |   |
|---|---|
| <input type="radio"/> Less than \$20,000  | <input type="radio"/> \$60,000 – \$79,999 |
| <input type="radio"/> \$20,000 – \$39,999 | <input type="radio"/> \$80,000 – \$99,999 |
| <input type="radio"/> \$40,000 – \$59,999 | <input type="radio"/> \$100,000 or more   |

***Thank you for taking the time to complete this survey.****Please return using the postage-paid envelope  
by **Friday October 3<sup>rd</sup>**.*