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Indigenous and non-Indigenous early learning and child care workers in Canada



by Kristyn Frank and Rubab Arim

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Indigenous and non-Indigenous early learning and child care workers in Canada

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Abstract

This study examines the sociodemographic and employment characteristics of early learning and child care (ELCC) workers who are First Nations people, Métis or Inuit. Data from the 2016 Census long-form questionnaire were used to study two occupational groups—early childhood educators and assistants (ECEAs) and child care providers (CCPs). Comparisons were also made with non-Indigenous ELCC workers in the same occupational groups. The study finds that First Nations, Métis and Inuit ECEAs and CCPs were more likely to be younger than their non-Indigenous counterparts. Additionally, a higher proportion First Nations ECEAs and CCPs were men than among non-Indigenous ECEAs and CCPs. Both First Nations and Inuit ECEAs and CCPs were less likely to work full-time hours compared with non-Indigenous ECEAs and CCPs. Differences were also observed across industry sectors.

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Introduction

Researchers have found that attending early learning and child care (ELCC) programs is associated with better cognitive and developmental outcomes for young children and longer-term educational outcomes (Elek et al. 2020). Among Indigenous children, early childhood programs that focus on their community's traditional cultural practices, identity and language have been found to act as protective factors, improving children's language abilities and cultural pride (Elek et al. 2020; Morcom and Roy 2019). Educators who are part of Indigenous children's own communities can play an important role in providing them with early learning experiences that reflect their cultural heritage and traditions (Anderson, n.d.). However, there is a shortage of Indigenous workers trained in early childhood education in Canada, partly because of challenges they face in acquiring training, such as costs, entrance requirements and residence in remote areas with restricted technology (Greenwood, de Leeuw and Ngaroimata Fraser 2007; Manitoba Moon Voices, Inc. 2017).

While Indigenous ELCC workers play a key role in the early learning experiences of Indigenous children, little is known about the characteristics of these workers. This is primarily because of data limitations, such as small sample sizes, which prevent the dissemination of detailed information on First Nations, Métis and Inuit workers within specific occupational groups in Canada. The purpose of this study was to address this gap by using data from the 2016 Census long-form questionnaire. More specifically, sociodemographic and employment characteristics of Indigenous ELCC workers who identified themselves as First Nations people, Métis or Inuit are examined. Indigenous people residing on reserve or off reserve are included in the sample. Information about the sociodemographic and employment characteristics of non-Indigenous ELCC workers is also presented.

ELCC workers provide services related to the education and care of young children. Within this study, the term "early learning and child care workers" refers to two occupational groups in particular—early childhood educators and assistants (ECEAs) and child care providers (CCPs). These occupational groups are defined according to the 2016 National Occupational Classification (NOC), Canada's national system for describing occupations.¹ While some researchers consider these occupations as part of a broader workforce of early childhood education (e.g., Beach et al. 2004), these two occupations were selected for analysis because the main objective of this study was to focus on individuals working with preschool-aged children.

Generally, ECEAs are defined as individuals who "plan, organize and implement programs for children" and primarily work in daycare centres, kindergartens and agencies where early childhood education services are provided (Statistics Canada 2018, 293).² The work activities of ECEAs can also include assessing the abilities and needs of children and discussing concerns with parents and other staff.

CCPs are defined as workers who care for children on an ongoing or short-term basis, performing tasks such as supervising, bathing, and dressing infants and children; planning and preparing meals; and overseeing children's activities. While the 2016 NOC classifies this group as "home child care providers," suggesting that they work in private households, these workers may also be employed in child care agencies or be self-employed (Statistics Canada 2018). Therefore, this study instead uses the term child care providers (CCPs) to refer to this group of workers.³

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1. Early childhood educators and assistants are NOC unit group 4214 and child care providers are NOC unit group 4411 (Statistics Canada 2018).
 2. The 2016 NOC excludes elementary and secondary school teacher assistants, child care centre administrators, and elementary school and kindergarten teachers from the ECEA occupational group.
 3. Although CCPs employed in private households may differ from those employed in child care agencies and other industries, results were not separated by industry because of the small sample sizes for Indigenous CCPs across different industries.

Previous research has primarily examined workers who provide these services as one broad group, or focused on ECEAs specifically. However, important differences exist between those who primarily provide early learning services and those who primarily provide caregiving services (Centre for Spatial Economics 2009). Therefore, this study presents results for ECEAs and CCPs separately, with a particular focus on differences between First Nations, Métis, Inuit and non-Indigenous ELCC workers within these occupations.

Data

This study uses the 25% microdata sample of the 2016 Census of Population. These data are from the long-form census questionnaire and provide a range of sociodemographic, educational and employment information on the Canadian population.

The analysis focuses on First Nations, Métis, Inuit^{4,5} and non-Indigenous workers who were employed as either early childhood educators and assistants (ECEAs) or child care providers (CCPs) in 2016.⁶ Note that this study also uses the term “early learning and child care workers,” or ELCC workers, to refer to ECEAs and CCPs collectively.

This study focuses on workers who were employed as ECEAs or CCPs in 2016 ($N=82,635$). Of this sample, 55,510 (67.2%) were ECEAs and 27,125 (32.8%) were CCPs.⁷ Among ECEAs, the sample size was 5,440 for Indigenous workers⁸ and 50,000 for non-Indigenous workers. Among CCPs, there were 1,940 Indigenous workers⁹ and 25,155 non-Indigenous workers in the sample.

Results

Overall, nearly 5% of all early learning and child care (ELCC) workers in Canada were Indigenous (Table 1), higher than the proportion of Indigenous workers represented among all workers (4.0%).¹⁰ There was a slightly higher proportion of Indigenous workers represented among ECEAs (4.9%) than among CCPs

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4. The 2016 Census long-form questionnaire asked respondents whether they identified themselves as First Nations people, Métis or Inuit. Two additional categories—“Multiple Aboriginal responses” and “Aboriginal responses not included elsewhere”—are also identified in the census data. These two categories were combined for this study as “other or multiple Indigenous identities.” However, because of small sample sizes, results for this group could be presented only in Table 1.
 5. Among all workers, 2.1% were First Nations people, 1.7% were Métis, 0.2% were Inuit, 0.1% were categorized under “other or multiple Indigenous identities,” and 96% were non-Indigenous (Table 1). First Nations people include individuals residing either on reserve or off reserve.
 6. Occupation is reported for individuals aged 15 or over, in private households, who had worked since January 1, 2015. The reported occupation usually refers to the individual’s job held during the reference week (May 1 to May 7, 2016). However, if the person did not work during that week, but had worked at some point since January 1, 2015, the occupation reported relates to the longest held job since January 1, 2015. A detailed analysis of occupation group by four-digit North American Industry Classification System code was not possible because of low sample sizes.
 7. In accordance with census dissemination guidelines, all counts reported in this study are rounded to the nearest five. Census weights that are created for the long-form questionnaire sample were applied to all results presented in the study.
 8. Sample sizes for each Indigenous group were as follows: 3,920 First Nations people, 820 Métis and 705 Inuit. Because of small sample sizes for the “other or multiple Indigenous identities” category, results for this group were not included in this part of the analysis.
 9. Sample sizes for each Indigenous group were as follows: 1,150 First Nations people, 505 Métis and 285 Inuit. Because of small sample sizes for the “other or multiple Indigenous identities” category, results for this group were not included in this part of the analysis.
 10. These results are determined from adding together the percentages of First Nations, Métis and Inuit workers presented in Table 1.

(4.5%). While the majority of ELCC workers were non-Indigenous workers (95.2%), First Nations workers comprised 2.7% of ELCC workers, followed by Métis (1.6%) and Inuit (0.3%) workers.

Table 1**Distribution of First Nations, Métis, Inuit and non-Indigenous workers in Canada, 2016**

	Total early learning and child care workers	Early childhood educators and assistants	Child care providers	All workers (ELCC and non-ELCC workers combined)
	percent			
Indigenous workers				
First Nations	2.7	3.0	2.3 *	2.1
Métis	1.6	1.5	1.9 *	1.7
Inuit	0.3	0.4	0.3	0.2
Other or multiple Indigenous identities	0.1	0.1	0.1 ^E	0.1
Non-Indigenous workers	95.2	95.1	95.4 *	96.0
Sample size	82,635	55,510	27,125	4,940,870

^Euse with caution

* significant difference between the group estimates for early childhood educators and assistants and child care providers ($p < 0.05$)

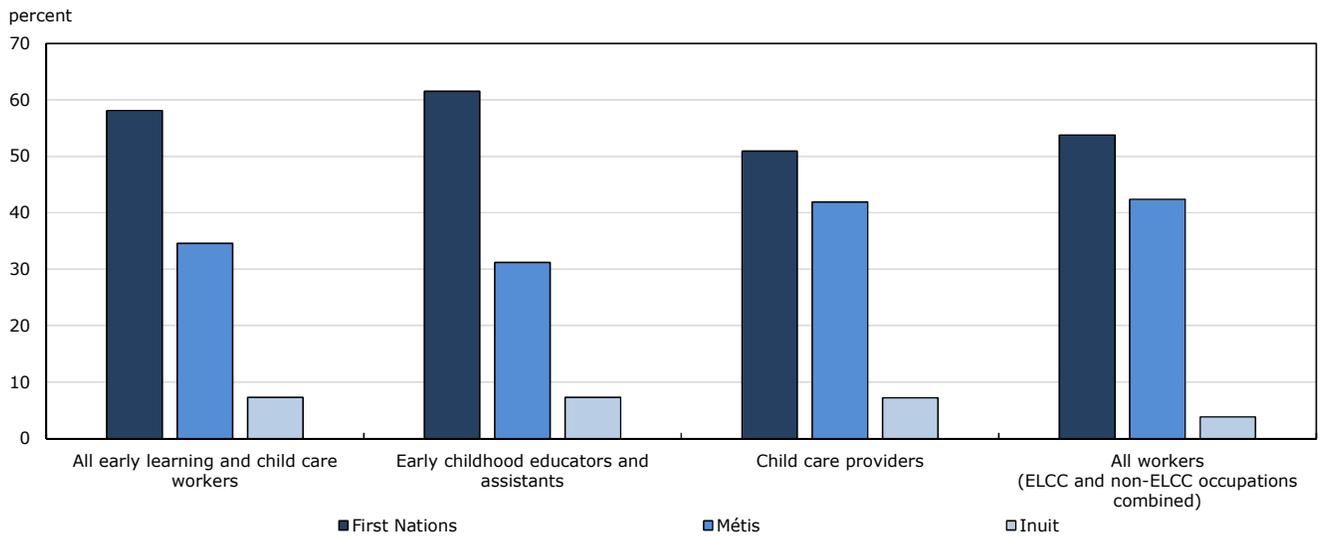
Note: ELCC: early learning and child care. Results may not sum to 100% because of rounding.

Source: Statistics Canada, 2016 Census of Population.

For Indigenous workers specifically, the distribution of First Nations, Métis and Inuit ELCC workers by occupational group is presented in Chart 1. A higher proportion of First Nations workers were represented among ECEAs than among CCPs, although they comprised the majority of Indigenous workers in both occupational groups (61.5% and 50.9%, respectively). Among Indigenous workers, there was also a higher representation of First Nations workers among ECEAs than among workers in all occupational groups combined (53.8%).

In contrast, a higher proportion of Métis were represented among Indigenous CCPs than ECEAs (41.9% vs. 31.3%). A similar proportion of Inuit were represented among both ECEAs and CCPs, as they comprised just over 7% of Indigenous workers in both occupational groups.

Chart 1
Distribution of Indigenous workers by Indigenous identity and occupational group, 2016



Note: ELCC: early learning and child care.
Source: Statistics Canada, 2016 Census of Population.

The sociodemographic characteristics of Indigenous and non-Indigenous ECEAs are presented in Table 2. Notably, there were higher proportions of male First Nations (5.2%) and Inuit (5.9%) ECEAs compared with non-Indigenous male ECEAs (3.8%). First Nations, Métis and Inuit ECEAs were also more likely to be younger than non-Indigenous ECEAs. Of note, 45.1% of Inuit ECEAs were younger than 25 years old, compared with 13.6% of non-Indigenous ECEAs.

Table 2
Sociodemographic characteristics of First Nations, Métis, Inuit and non-Indigenous early childhood educators and assistants, 2016

	First Nations	Métis	Inuit	Non-Indigenous
		percent		
Sex				
Female	94.8 *	95.4	94.1 *	96.2
Male	5.2 *	4.6	5.9 ^{*E}	3.8
Age group				
Younger than 25	20.5 *	23.1 *	45.1 *	13.6
25 to 29	14.8 *	14.6	17.8 *	12.8
30 to 39	26.2	26.7 *	15.1 *	26.2
40 to 49	19.9 *	19.0 *	11.0 *	24.3
50 or older	18.6 *	16.7 *	11.0 *	23.1
Marital status				
Single (never married)	38.6 *	32.8 *	49.8 *	25.4
Married or common-law relationship	52.4 *	58.3 *	47.3 *	65.8
Divorced, separated or widowed	9.0	8.9	2.9 ^{*E}	8.8
Presence of young children in census family				
No children aged 5 or younger	73.9 *	77.1	61.7 *	79.7
One child aged 5 or younger	18.3 *	16.5	25.3 *	14.4
Two or more children aged 5 or younger	7.9 *	6.4	13.0 *	5.9
Lives in major CMA (Montréal, Toronto or Vancouver)				
Does not live in major CMA	92.2 *	88.2 *	x	57.3
Lives in major CMA	7.8 *	11.8 *	F	42.7
Reported having Registered or Treaty Indian status				
No	17.4	90.5	x	...
Yes	82.6	9.5	F	...
Postsecondary education				
Does not have a postsecondary education	36.9 *	34.3 *	72.6 *	22.0
Has a postsecondary education	63.1 *	65.7 *	27.4 *	78.0

... not applicable

x suppressed to meet the confidentiality requirements of the *Statistics Act*

^E use with caution

F too unreliable to be published

* significant difference between the Indigenous group estimate (i.e., First Nations, Métis or Inuit) and the non-Indigenous group estimate ($p < 0.05$)

Note: CMA: census metropolitan area.

Source: Statistics Canada, 2016 Census of Population.

First Nations (38.6%), Métis (32.8%) and Inuit (49.8%) ECEAs were also more likely to be single (never married), compared with non-Indigenous ECEAs (25.4%). Additionally, about 8 in 10 non-Indigenous ECEAs did not have any children aged 5 years or younger in their census family, a higher proportion than both First Nations (73.9%) and Inuit ECEAs (61.7%).¹¹ Both First Nations (7.9%) and Inuit (13.0%) ECEAs, but not Métis (6.4%) ECEAs, were more likely to have two or more children aged 5 years or younger in their census family, compared with non-Indigenous ECEAs (5.9%).

11. This measure indicates the number of children aged 5 or younger in the worker's census family. Census family refers to a married couple, a couple living common-law, or a lone parent of any marital status with at least one child living in the same dwelling. Children may be by birth, marriage, common-law union or adoption. Grandchildren living with one or more grandparents, but with no parents present, also constitute a census family.

Just over 4 in 10 non-Indigenous ECEAs lived in a major census metropolitan area (CMA; i.e., resided in Montréal, Toronto or Vancouver),¹² while the figure was 7.8% among First Nations ECEAs and 11.8% among Métis ECEAs. Additionally, the majority of First Nations ECEAs (82.6%) and nearly 1 in 10 Métis ECEAs (9.5%) reported having Registered or Treaty Indian status.¹³

Finally, the majority of First Nations (63.1%) and Métis (65.7%) ECEAs had a postsecondary education, while just over one-quarter of Inuit (27.4%) ECEAs had a postsecondary education. In comparison, over three-quarters of non-Indigenous ECEAs (78.0%) had a postsecondary education. However, the lower proportion of Inuit ECEAs with a postsecondary education should be interpreted with caution, given that 45.1% of Inuit ECEAs were younger than 25 years old and may still have been completing postsecondary education.¹⁴

Largely similar patterns were observed among CCPs (Table 3). A higher proportion of First Nations CCPs were men (7.1%), compared with non-Indigenous workers (4.8% men). First Nations, Métis and Inuit CCPs were more likely to be younger than non-Indigenous CCPs. Notably, 42.5% of Inuit CCPs were younger than 25 years old, compared with 15.5% of non-Indigenous CCPs. First Nations (44.7%) and Métis (37.5%) CCPs were also more likely to be single (never married), compared with non-Indigenous CCPs (28.4%). About 8 in 10 non-Indigenous CCPs did not have any children aged 5 years or younger in their census family. First Nations (16.2%), Métis (15.4%) and Inuit (22.0%) CCPs were more likely to have one child aged 5 years or younger in their census family compared with non-Indigenous CCPs (10.6%).

12. Because of small sample sizes for Indigenous ELCC workers, results are presented only for the three major CMAs combined and for those not residing in the major CMAs.

13. "Registered or Treaty Indian status" refers to whether or not a person is a Registered or Treaty Indian. Registered Indians are people who are registered under the *Indian Act*. Treaty Indians are people who belong to a First Nation or Indian band that signed a treaty with the Crown. Registered or Treaty Indians are sometimes also called Status Indians.

14. Over one-third (37%) of Inuit ECEAs in the sample who were younger than 25 years old indicated that they had attended school during the nine-month period between September 2015 and May 2016.

Table 3
Sociodemographic characteristics of First Nations, Métis, Inuit and non-Indigenous child care providers, 2016

	First Nations	Métis	Inuit	Non-Indigenous
	percent			
Sex				
Female	92.9 *	95.8	91.3	95.2
Male	7.1 *	4.3 ^E	8.7 ^E	4.8
Age group				
Younger than 25	29.9 *	28.8 *	42.5 *	15.5
25 to 29	12.5 *	10.8	12.7 *	8.1
30 to 39	20.4 *	22.7	15.5 ^{*E}	24.9
40 to 49	16.4 *	14.1 *	14.5 ^{*E}	20.4
50 or older	20.9 *	23.7 *	14.8 ^{*E}	31.2
Marital status				
Single (never married)	44.7 *	37.5 *	x	28.4
Married or common-law relationship	48.0 *	53.1 *	x	57.9
Divorced, separated or widowed	7.3 *	9.5 *	F	13.7
Presence of young children in census family				
No children aged 5 or younger	78.4 *	77.3 *	70.1 *	84.1
One child aged 5 or younger	16.2 *	15.4 *	22.0 *	10.6
Two or more children aged 5 or younger	5.4	7.4	7.9 ^E	5.3
Lives in major CMA (Montréal, Toronto or Vancouver)				
Does not live in major CMA	91.1 *	93.1 *	x	62.4
Lives in major CMA	8.9 *	6.9 ^{*E}	F	37.6
Reported having Registered or Treaty Indian status				
No	25.8	92.2	x	...
Yes	74.2	7.8	F	...
Postsecondary education				
Does not have a postsecondary education	65.3 *	64.6 *	83.5 *	50.3
Has a postsecondary education	34.7 *	35.5 *	16.5 ^{*E}	49.7

...not applicable

x suppressed to meet the confidentiality requirements of the *Statistics Act*

^E use with caution

F too unreliable to be published

* significant difference between the Indigenous group estimate (i.e., First Nations, Métis or Inuit) and the non-Indigenous group estimate ($p < 0.05$)

Note: CMA: census metropolitan area.

Source: Statistics Canada, 2016 Census of Population.

Nearly 4 in 10 non-Indigenous CCPs lived in a major CMA (37.6%), compared with fewer than 1 in 10 First Nations (8.9%) and Métis (6.9%) CCPs. While nearly three-quarters of First Nations CCPs reported having Registered or Treaty Indian status (74.2%), this was a lower proportion than among First Nations ECEAs. Among Métis CCPs, 7.8% reported having Registered or Treaty Indian status.

The proportion of workers with a postsecondary education was generally lower among all CCPs than all ECEAs. Among CCPs, First Nations (34.7%), Métis (35.5%) and Inuit (16.5%) workers were less likely to have a postsecondary education, compared with their non-Indigenous counterparts (49.7%). Once

again, the figure was notably low among Inuit workers, likely because of the high proportion of Inuit CCPs who were younger than 25 years of age.¹⁵

The employment characteristics of Indigenous and non-Indigenous ECEAs and CCPs are presented in Table 4.¹⁶ First, the class of worker is examined (i.e., paid employee or self-employed worker). This section of the analysis excludes workers who were unpaid family members, because of very small sample sizes. Self-employed individuals include those with or without paid help. The number of hours worked in the census reference week is also examined¹⁷ and is measured in terms of part-time or full-time hours. Part-time hours are defined as working less than 30 hours during the reference week, and full-time hours are defined as working 30 hours or more during the reference week.

A lower proportion of First Nations (5.2%) and Inuit (0.0%) ECEAs were self-employed, compared with their non-Indigenous counterparts (14.6%). Regarding the number of hours worked, just under two-thirds of non-Indigenous ECEAs worked full-time hours during the reference week (64.4%), whereas the figure was lower, at 61.0%, for First Nations ECEAs, and 43.5% for Inuit ECEAs. The employment characteristics of Métis ECEAs were not statistically different than those of non-Indigenous ECEAs.

Table 4
Employment characteristics of First Nations, Métis, Inuit and non-Indigenous early childhood educators and assistants and child care providers, 2016

	First Nations	Métis	Inuit	Non-Indigenous
	percent			
Early childhood educators and assistants				
Class of worker				
Paid employee	94.8 *	85.8	100.0 *	85.4
Self-employed	5.2 *	14.2	0.0 *	14.6
Hours worked during reference week				
Worked part-time hours (less than 30 hours)	39.0 *	34.3	56.5 *	35.6
Worked full-time hours (30 hours or more)	61.0 *	65.7	43.5 *	64.4
Child care workers				
Class of worker				
Paid employee	73.1 *	60.7	82.9 *	63.9
Self-employed	26.9 *	39.3	17.1 * ^E	36.1
Hours worked during reference week				
Worked part-time hours (less than 30 hours)	53.3 *	49.5	62.1 *	44.8
Worked full-time hour (30 hours or more)	46.7 *	50.5	37.9 *	55.2

^E use with caution

* significant difference between the Indigenous group estimate (i.e., First Nations, Métis or Inuit) and the non-Indigenous group estimate ($p < 0.05$)

Source: Statistics Canada, 2016 Census of Population.

15. Over one-third of Inuit CCPs in the sample who were younger than 25 years old (35.1%) were attending school during the nine-month period between September 2015 and May 2016, indicating that many may still be completing postsecondary education. Future analysis that employs an age-standardization approach would allow for more meaningful comparisons by adjusting for differences in the age distributions.

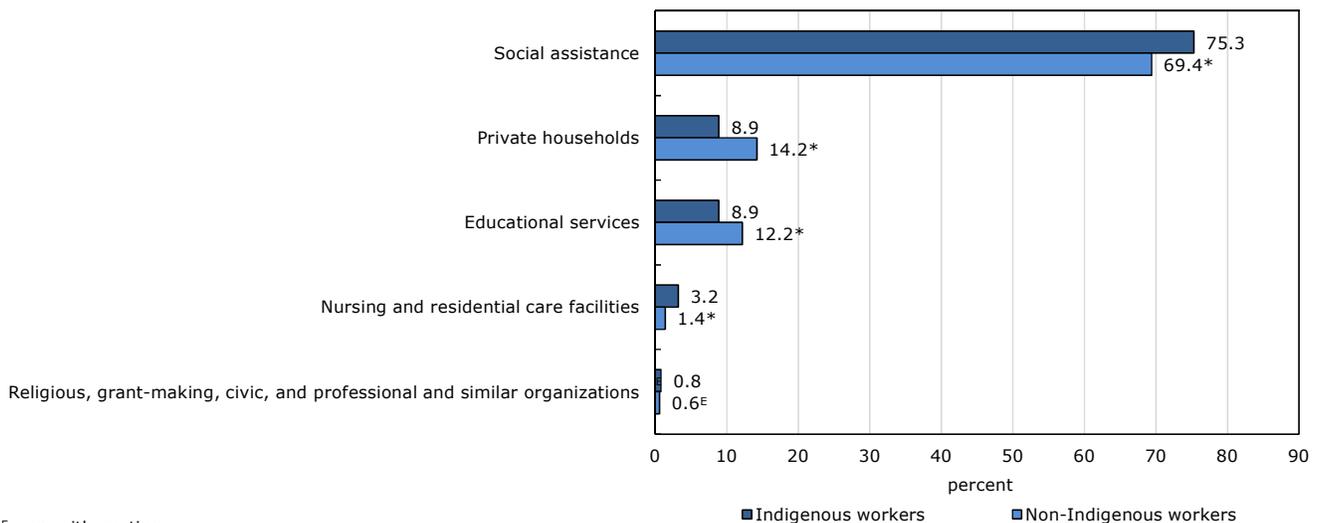
16. Since hourly wage information cannot be calculated from census data, wages of ELCC workers are not examined in this paper.

17. This refers to the number of hours an individual worked during the census reference week of Sunday, May 1, to Saturday, May 7, 2016.

Similar results were observed among CCPs. First Nations CCPs (26.9%) were less likely to be self-employed compared with their non-Indigenous counterparts (36.1%). Regarding the number of hours worked, while over half of non-Indigenous CCPs worked full-time (55.2%), the figures were lower for First Nations and Inuit CCPs—46.7% for First Nations and 37.9% for Inuit CCPs. Generally, the percentage of CCPs who worked full-time hours was lower than the percentage of ECEAs who worked full-time hours across all groups.

Finally, additional information about the top industries in which Indigenous and non-Indigenous ELCC workers were employed in 2016 is presented in Chart 2.¹⁸ The top five industry subsectors for both Indigenous¹⁹ and non-Indigenous workers were the same. However, there was a higher proportion of Indigenous than non-Indigenous ELCC workers employed in the social assistance (75.2% vs. 69.4%) and nursing and residential care facilities²⁰ (3.2% vs. 1.4%) sectors. In contrast, there was a smaller proportion of Indigenous than non-Indigenous workers employed in the private households (8.9% vs. 14.2%) and educational services (8.9% vs. 12.2%) sectors.²¹

Chart 2
Top five industry subsectors of Indigenous and non-Indigenous early learning and child care workers, 2016



^E use with caution

* significant difference between Indigenous group estimate (i.e., First Nations, Métis and Inuit early learning and child care workers combined) and the non-Indigenous group estimate (p < 0.05)

Note: Based on two-digit subsectors of the North American Industry Classification System.

Source: Statistics Canada, 2016 Census of Population.

18. Chart 2 provides information about the top industries in which Indigenous and non-Indigenous ELCC workers were employed. These results were aggregated, because preliminary analysis indicated very small numbers for the distribution of workers by Indigenous identity and ELCC occupation across industries. Additionally, only the top five industries are examined at the subsector (three-digit) level of the 2012 North American Industry Classification System.

19. To maintain consistency with the other employment results reported, the results presented in Chart 2 include only First Nations, Métis and Inuit ELCC workers and exclude individuals in the “other or multiple Indigenous identities” group.

20. This sector includes the industry group “other residential care facilities,” which includes establishments primarily engaged in providing residential care, such as “transition homes for women, homes for emotionally disturbed children, camps for delinquent youth, group foster homes, halfway group homes for delinquents and offenders, and orphanages” (Statistics Canada 2012).

21. Please refer to Appendix 1 for further information about the industries represented in the top five industry subsectors shown in Chart 2.

Conclusion

Indigenous early learning and child care (ELCC) programs that focus on the languages and cultural identities of First Nations, Métis and Inuit communities have been found to contribute to better educational outcomes for Indigenous children and help to build their language abilities and sense of cultural pride (Elek et al. 2020; Morcom and Roy 2019). While First Nations, Métis and Inuit ELCC workers can contribute to providing culturally relevant ELCC to Indigenous communities, there is a shortage of Indigenous workers in ELCC occupations (Greenwood, de Leeuw and Ngaroimata Fraser 2007; Anderson, n.d.), and little information about these workers is known.

The results presented in this study shed light on the sociodemographic and employment characteristics of First Nations, Métis and Inuit ELCC workers, and non-Indigenous ELCC workers. Several notable differences were observed. For example, First Nations, Métis, and Inuit early childhood educators and assistants (ECEAs) and child care providers (CCPs) were more likely to be younger and less likely to have a postsecondary education, compared with their non-Indigenous counterparts. Moreover, First Nations and Inuit ECEAs were more likely to have two or more children aged 5 years or younger in their census family compared with non-Indigenous ECEAs. Similarly, First Nations, Métis and Inuit CCPs were more likely have one child aged 5 years or younger in their census family compared with non-Indigenous CCPs.

Interestingly, although ELCC occupations are female-dominated, First Nations ECEAs and CCPs were more likely to be men than non-Indigenous ECEAs and CCPs. Moreover, both First Nations and Inuit ECEAs and CCPs were more likely to be paid employees, but less likely to work full-time compared with their non-Indigenous counterparts. Métis CCPs were also less likely to work full-time compared with non-Indigenous CCPs. Differences were also observed across industry sectors. For example, a higher proportion of Indigenous ELCC workers than their non-Indigenous counterparts were employed in the social assistance sector.

Results from this study contribute to a better understanding of the sociodemographic and employment characteristics of Indigenous ECEAs and CCPs by examining these factors separately for First Nations, Métis and Inuit workers (where possible). Future research that further explores census data and other potential sources of data to examine a broader range of characteristics of First Nations, Métis, Inuit and non-Indigenous ELCC workers would provide additional information about these workers. In particular, information on wages and the characteristics of workers at a regional level would provide greater insight into Indigenous ELCC workers in Canada.

Appendix 1

Examples of industries at the four-digit level of the top five subsectors of Indigenous and non-Indigenous early learning child care workers:

- **Social assistance (North American Industry Classification System [NAICS] subsector 624)**
 - Individual and family services (NAICS 6241)
 - Vocational rehabilitation services (NAICS 6243)
 - Child day-care services (NAICS 6244)
- **Private households (NAICS subsector 814)^a**
 - Private households (NAICS 8141)
- **Educational services (NAICS subsector 611)**
 - Elementary and secondary schools (NAICS 6111)
 - Other schools and instruction (NAICS 6116)
 - Educational support services (NAICS 6117)
- **Nursing and residential care facilities (NAICS subsector 623)**
 - Nursing and residential care facilities (NAICS 6230)^b
- **Religious, grant-making, civic, and professional and similar organizations (NAICS subsector 813)**
 - Religious organizations (NAICS 8131)
 - Social advocacy organizations (NAICS 8133)
 - Civic and social organizations (NAICS 8134)

Notes: ^a indicates that there is only one four-digit-level NAICS industry associated with the subsector.

^b indicates that this is the only four-digit-level NAICS industry represented for this subsector for early learning and child care workers.

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