

ECE WAGE RATES COMPARED TO MARKET BASKET MEASURE (MBM) THRESHOLDS FOR 2 ADULTS/2 CHILDREN BY REGION

ABOUT THIS CHART

This chart assesses the adequacy of Early Childhood Educator (ECE) wages by region. It compares government-subsidized wage rates for qualified educators working in licensed group child care centres participating in the Canada-Wide Early Learning and Child Care plan with the most recently available cost of living in their communities.

Calculations are based on government-subsidized wage rates for an ECE with a two-year diploma or equivalent, with approximately 5 years of experience, and working a 7.5-hour day for 261 days a year. Where annual earnings or work hours are reported as part of a wage grid, that amount is used. Not all jurisdictions

Region	2023 MBM adjusted for Inflation	Provincial minimum wage	ECE hourly rate	ECE Annual earnings (37.5 hr/week)	Difference between annual earnings and MBM	Percentage difference between ECE earnings and MBM	Sources
Newfoundland and							

Region	2023 MBM adjusted for Inflation	Provincial minimum wage rate	ECE hourly rate	ECE annual earnings (37.5 hr/week)	Difference between annual earnings and MBM	Percentage difference between ECE earnings and MBM	Sources

Region	2023 MBM adjusted for Inflation	Provincial minimum wage rate	ECE hourly rate	ECE annual earnings (36hr/week)	Difference between annual earnings and MBM	Percentage difference between ECE earnings and MBM	Sources
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Region	2023 MBM adjusted for Inflation	Provincial minimum wage	ECE hourly rate	ECE annual earnings (37.5 hr/week)	Difference between annual earnings and MBM	Percentage difference between ECE earnings and MBM	Sources
Quebec, rural	\$45,765	\$15.75	\$24.48	\$47,920	\$2,155	5%	Rate for an ECE with 5 years' experience as of March 31, 2023*

Region	2023 MBM adjusted for Inflation	Provincial minimum wage	ECE hourly rate	ECE annual earnings (37.5 hr/week)	Difference between annual earnings and MBM	Percentage difference between ECE earnings and MBM	Sources
Ontario, rural	\$48,674	\$17.20	\$24.86	\$48,663	\$11	1%	2025 cap for a Registered ECE.*
Ontario, population under 30,000	\$49,467			\$48,663	\$804	2%	
Ontario, population 30,000 to 99,999	\$48,835			\$48,663	\$172	1%	
Ontario, population 100,000 to 499,999	\$51,421			\$48,663	\$2,758	5%	
Ontario, population 500,000 and over	\$53,678			\$48,663	\$5,015	9%	

Region	2023 MBM adjusted for Inflation	Provincial minimum wage	ECE hourly rate	ECE annual earnings (37.5 hr/week)	Difference between annual earnings and MBM	Percentage difference between ECE earnings and MBM	Sources
Manitoba, rural	\$47,181	\$15.80	\$22.90	\$44,827	\$2,354	5%	ECE II effective July 1, 2024.
Manitoba, population under 30,000	\$49,345			\$44,827	\$4,518	9%	
Manitoba, population 30,000 to 99,999	\$49,419			\$44,827	\$4,592	9%	
Brandon, Manitoba	\$48,759			\$44,827	\$3,932	8%	
Winnipeg, Manitoba	\$53,064			\$44,827	\$8,236	16%	

*Includes suggested rates for directors and assistant directors based on the size of the centre.

Region	2023 MBM adjusted for Inflation	Provincial minimum wage	ECE hourly rate	ECE annual earnings (37.5 hr/week)	Difference between annual earnings and MBM	Percentage difference between ECE earnings and MBM	Sources
Saskatchewan, rural	\$48,105	\$15.00	\$23.50	\$46,001	\$2,104	4%	Represents minimum wage plus \$8.50 wage enhancement . Effective September 1, 2024 .*
Saskatchewan, population under 30,000	\$50,109			\$46,001	\$4,108	8%	

Region	2023 MBM adjusted for Inflation	Provincial minimum wage	ECE hourly rate	ECE annual earnings (181 hours/month)	Difference between annual earnings and MBM	Percentage difference between ECE earnings and MBM	Sources
Alberta, rural	\$54,247	\$15.00	\$29.01	\$56,787	\$2,540	5%	Average wage for a ECE Level 3 with top up as of September 2024*
Alberta, population under 30,000	\$55,543			\$56,787	\$1,244	2%	
Alberta, population 30,000 to 99,999	\$53,963			\$56,787	\$2,824	5%	
Alberta, population 100,000 to 499,999	\$54,657			\$56,787	\$2,130	4%	
Edmonton, Alberta	\$57,341			\$56,787	\$554	1%	
Calgary, Alberta							

Region	2023 MBM adjusted for Inflation	Provincial minimum wage	ECE hourly rate	ECE annual earnings (37.5 hr/week)	Difference between annual earnings and MBM	Percentage difference between ECE earnings and MBM
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