

SALARY INFORMATION IN GROUP CHILD CARE

April 2026

Average Hourly Wages and Benefits in Greater Victoria

Definitions:

School-Aged Worker – refers to someone who works with children, kindergarten to twelve years of age.

Assistant Educator or Worker - refers to someone whose ECE is not complete and works under the supervision of an Early Childhood Educator.

Early Childhood Educator (ECE) - refers to someone with an ECE Diploma or Certificate in charge of a group of children.

Infant-Toddler Educator (I/T) - refers to someone who has both ECE and Infant/Toddler Certification and works with children under 3 years of age.

Special Needs Educator- refers to someone who has both ECE and Special Needs Certification and works with children who require extra support.

Team Leader - refers to someone who directs a centre with mainly administrative duties and will work with children when required.

Administrative-Director/Manager - refers to someone who directs a centre with mainly administrative duties.

This survey was first conducted in September 1994 and has been repeated throughout the years. This current survey was conducted during the month of April 2026 and has been sent to Licensed Group Childcares, Preschools, Out of School Programs, and Multi-Aged Childcares. Programs in both School District 61, School District 62, and School District 63 were asked to complete this survey. All programs were asked for the average starting wage, the average highest wage, and benefits offered to those working in childcare. **All surveyed were requested to include the Wage Enhancement where applicable.** During this time, 80 childcare centres responded to this survey.

To give a better understanding, the information has been broken down into the categories of Private Childcare Centres (25 centres or 31%) and Non-Profit Childcare Centres (53 centres or 68%). Of the 80 childcare programs that have completed the survey, 64 centres or 80% have indicated they are part of the Wage Enhancement Program. Sixteen indicated they were *not* part of the Wage Enhancement Program. The data has also been divided into the categories of Private Childcare, with the Wage Enhancement Program (22 centres or %) and Non-Profit Childcare, with the Wage Enhancement Program (41 centres %). Only four centres have indicated they are part of a union. Of the 80 respondents, 54 indicated they offer pay-scale increments.

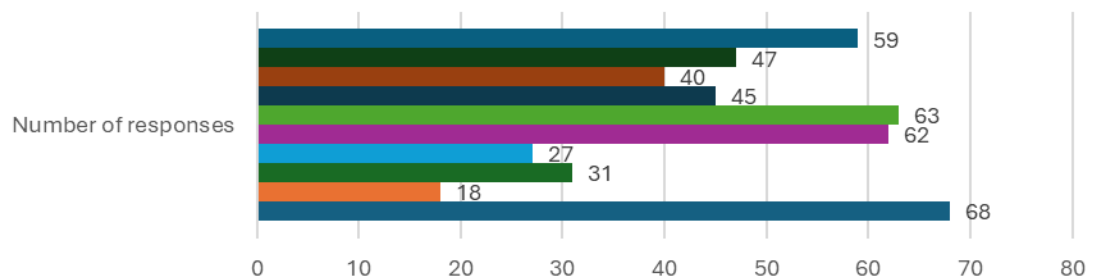
The BC government introduced the Wage Enhancement for ECEs and I/Ts in September 2018. At that time the overall average highest wage for ECEs and I/Ts was \$20.82 and \$21.49, respectively. It is interesting to note that from September 2018 to May 2026, the overall average wage **has increased by 47% for both ECEs and I/Ts**.

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

All Childcare Centres

Classification	Average Starting Wage	Average Highest Wage	Overall Average Wage
School-Aged Worker	21.18	22.98	22.10
Assistant Educator	22.49	24.50	23.49
Early Childhood Educator	29.27	32.13	30.69
Infant Toddler Educator	30.32	32.70	31.51
Special Needs Educator	29.69	31.76	30.74
Team Leader	31.95	34.56	33.29
Administrative/Manager	35.13	39.16	37.14

Benefits for All Childcares

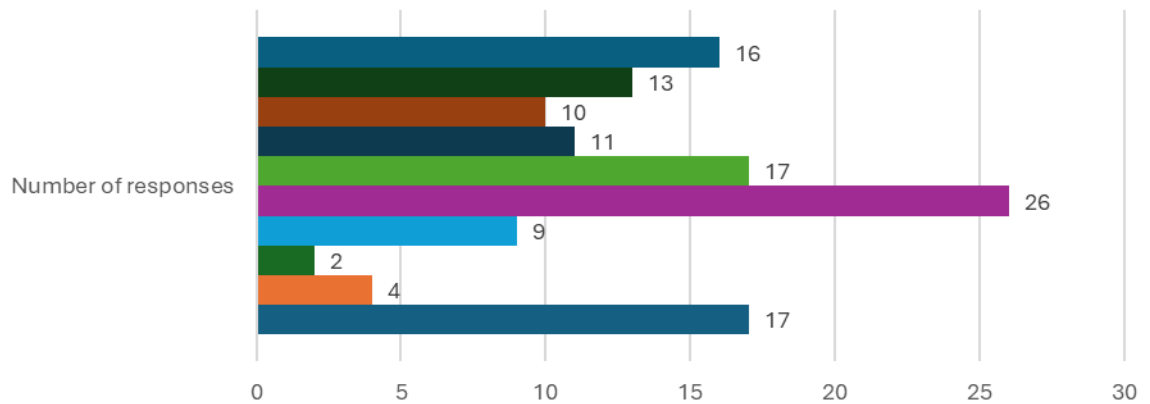


	Number of responses
Paid professional development	59
Life insurance	47
Accidental Death	40
Long Term Disability Plan	45
Extended medical plan	63
Dental Plan	62
Childcare offered to employees at a reduced cost	27
Employer contributions to RRSP's	31
Employer contributions to pension plan	18
Paid Holidays	68

Private Childcare Centres

Classification	Average Starting Wage	Average Highest Wage	Overall Average Wage
School-Aged Worker	20.92	22.90	21.94
Assistant Educator	21.65	23.74	22.70
Early Childhood Educator	28.71	31.10	29.88
Infant Toddler Educator	29.58	32.08	30.83
Special Needs Educator	28.70	30.80	29.75
Team Leader	31.36	33.83	32.59
Administrative/Manager	34.23	38.91	36.51

Benefits for Private Childcare Centres

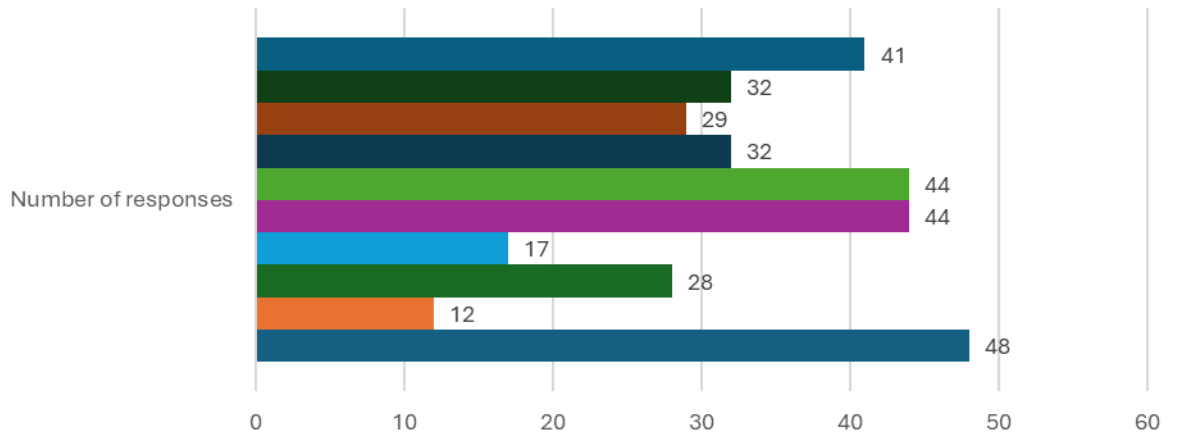


	Number of responses
Paid professional development	16
Life insurance	13
Accidental Death	10
Long Term Disability Plan	11
Extended medical plan	17
Dental Plan	26
Childcare offered to employees at a reduced cost	9
Employer contributions to RRSP's	2
Employer contributions to pension plan	4
Paid Holidays	17

Non-Profit Childcare Centres

Classification	Average Starting Wage	Average Highest Wage	Overall Average Wage
School-Aged Worker	21.18	22.88	22.04
Assistant Educator	22.71	24.70	23.69
Early Childhood Educator	29.42	32.50	30.96
Infant Toddler Educator	30.67	33.00	31.84
Special Needs Educator	30.11	32.16	31.15
Team Leader	32.08	34.74	33.44
Administrative/Manager	35.64	39.29	37.49

Benefits for Non-Profit Childcare Centres

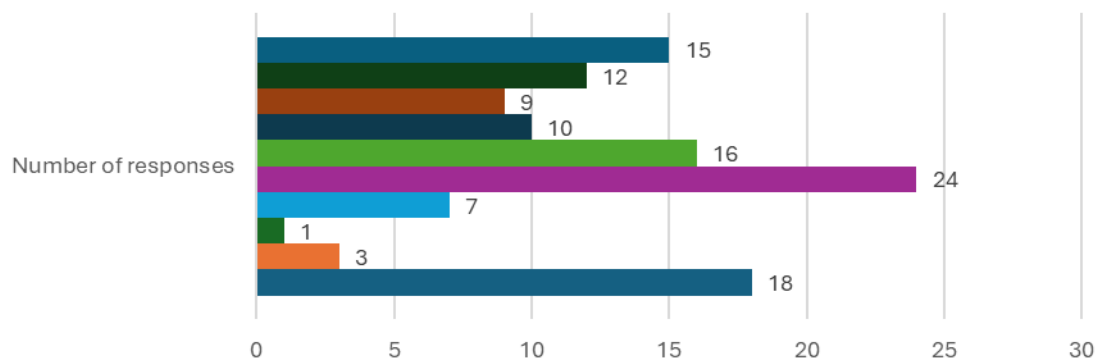


	Number of responses
■ Paid professional development	41
■ Life insurance	32
■ Accidental Death	29
■ Long Term Disability Plan	32
■ Extended medical plan	44
■ Dental Plan	44
■ Childcare offered to employees at a reduced cost	17
■ Employer contributions to RRSP's	28
■ Employer contributions to pension plan	12
■ Paid Holidays	48

Private Childcare Centres with the Wage Enhancement

Classification	Average Starting Wage	Average Highest Wage	Overall Average Wage
School-Aged Worker	20.53	21.95	21.27
Assistant Educator	21.38	23.58	22.48
Early Childhood Educator	28.61	31.10	22.82
Infant Toddler Educator	29.42	32.08	30.75
Special Needs Educator	28.79	31.36	30.08
Team Leader	31.73	34.25	32.99
Administrative/Manager	33.59	37.97	35.72

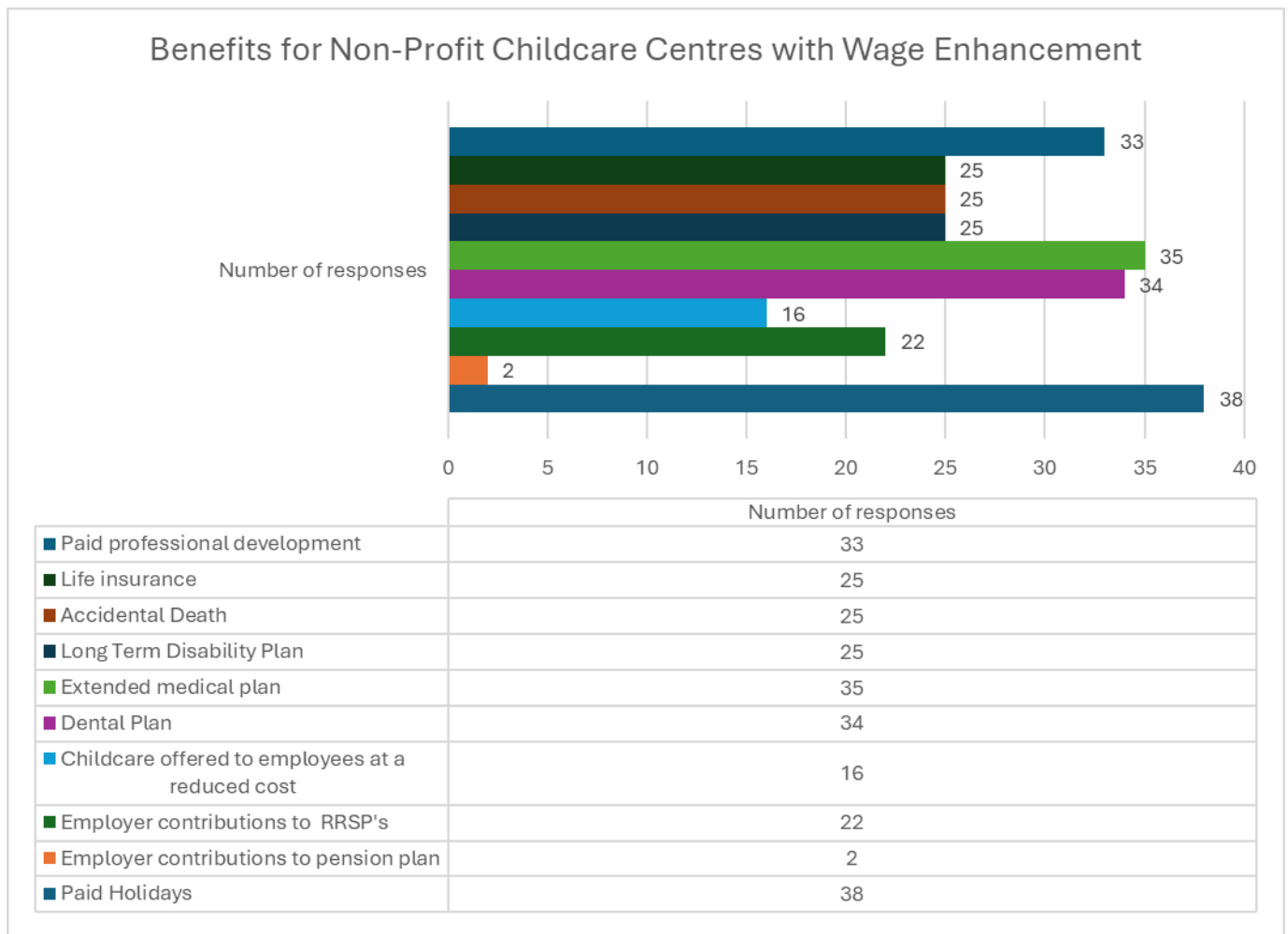
Benefits Private Childcare Centres with the Wage Enhancement



	Number of responses
■ Paid professional development	15
■ Life insurance	12
■ Accidental Death	9
■ Long Term Disability Plan	10
■ Extended medical plan	16
■ Dental Plan	24
■ Childcare offered to employees at a reduced cost	7
■ Employer contributions to RRSP's	1
■ Employer contributions to pension plan	3
■ Paid Holidays	18

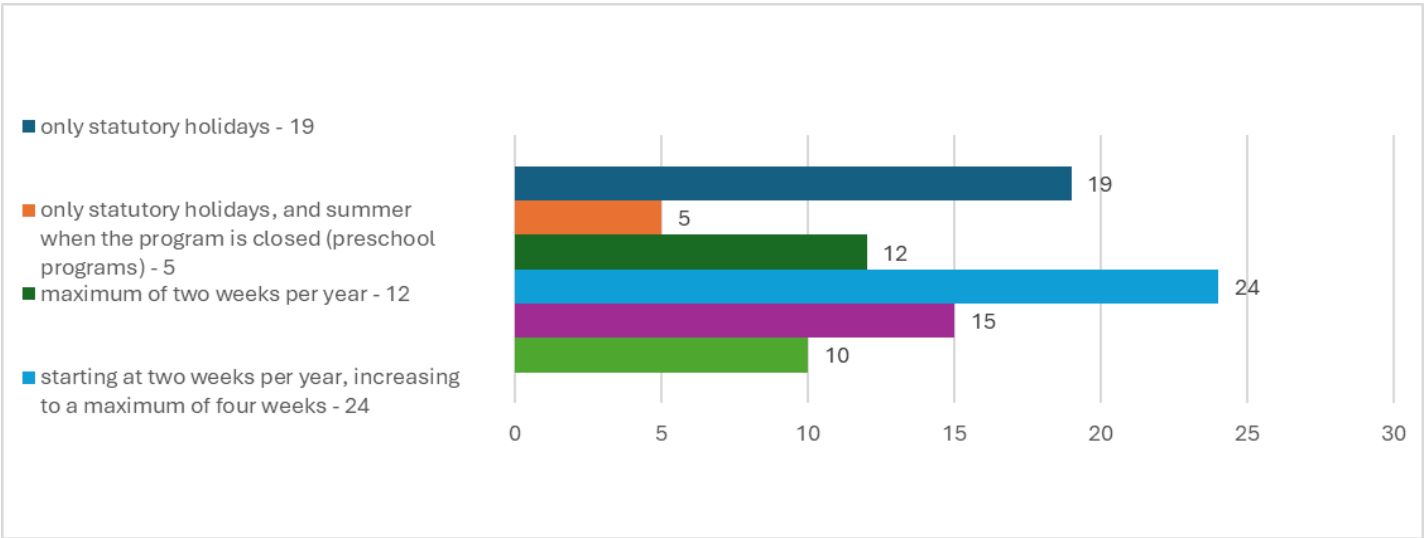
Non-Profit Childcare Centres with the Wage Enhancement

Classification	Average Starting Wage	Average Highest Wage	Overall Average Wage
School-Aged Worker	20.53	21.95	22.02
Assistant Educator	21.38	23.58	23.57
Early Childhood Educator	28.61	31.10	31.37
Infant Toddler Educator	29.42	32.08	32.30
Special Needs Educator	28.79	31.36	31.54
Team Leader	31.73	34.25	33.89
Administrative/Manager	33.59	37.97	38.38

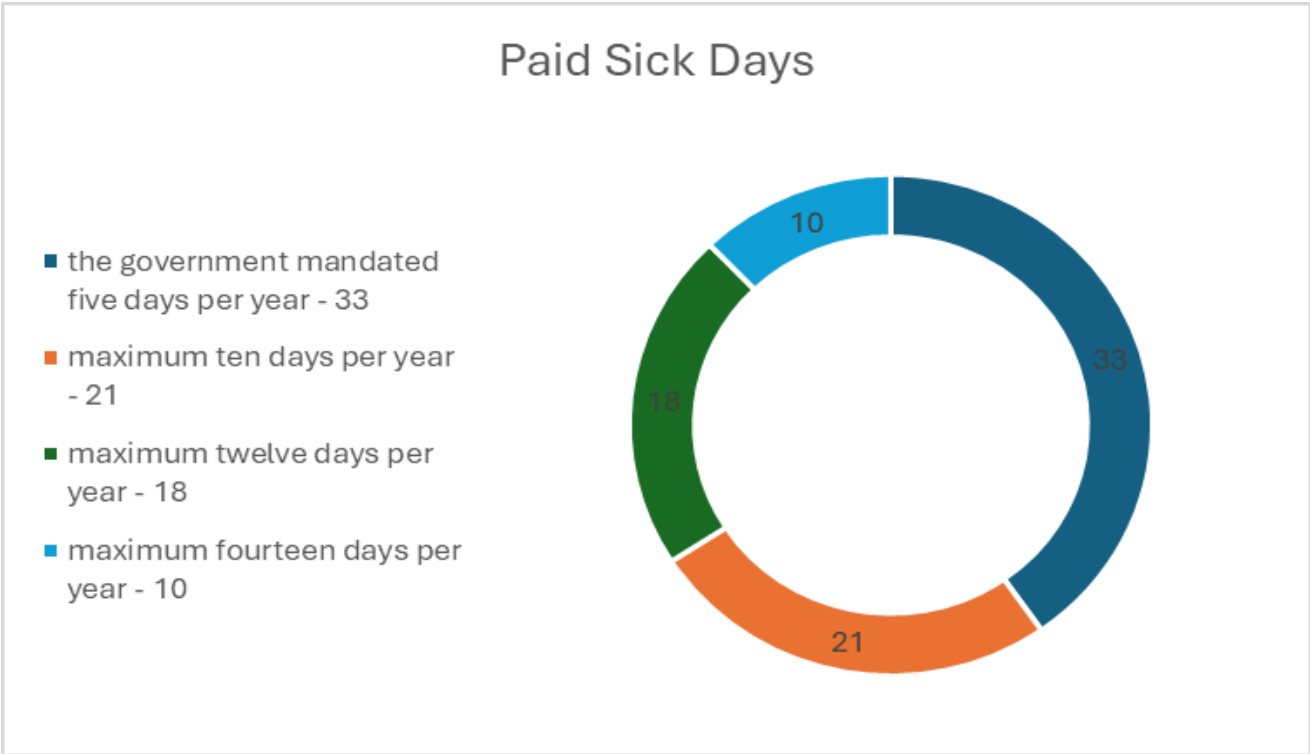


To clarify the survey questions about holidays, paid sick days, and professional development, the respondents answered:

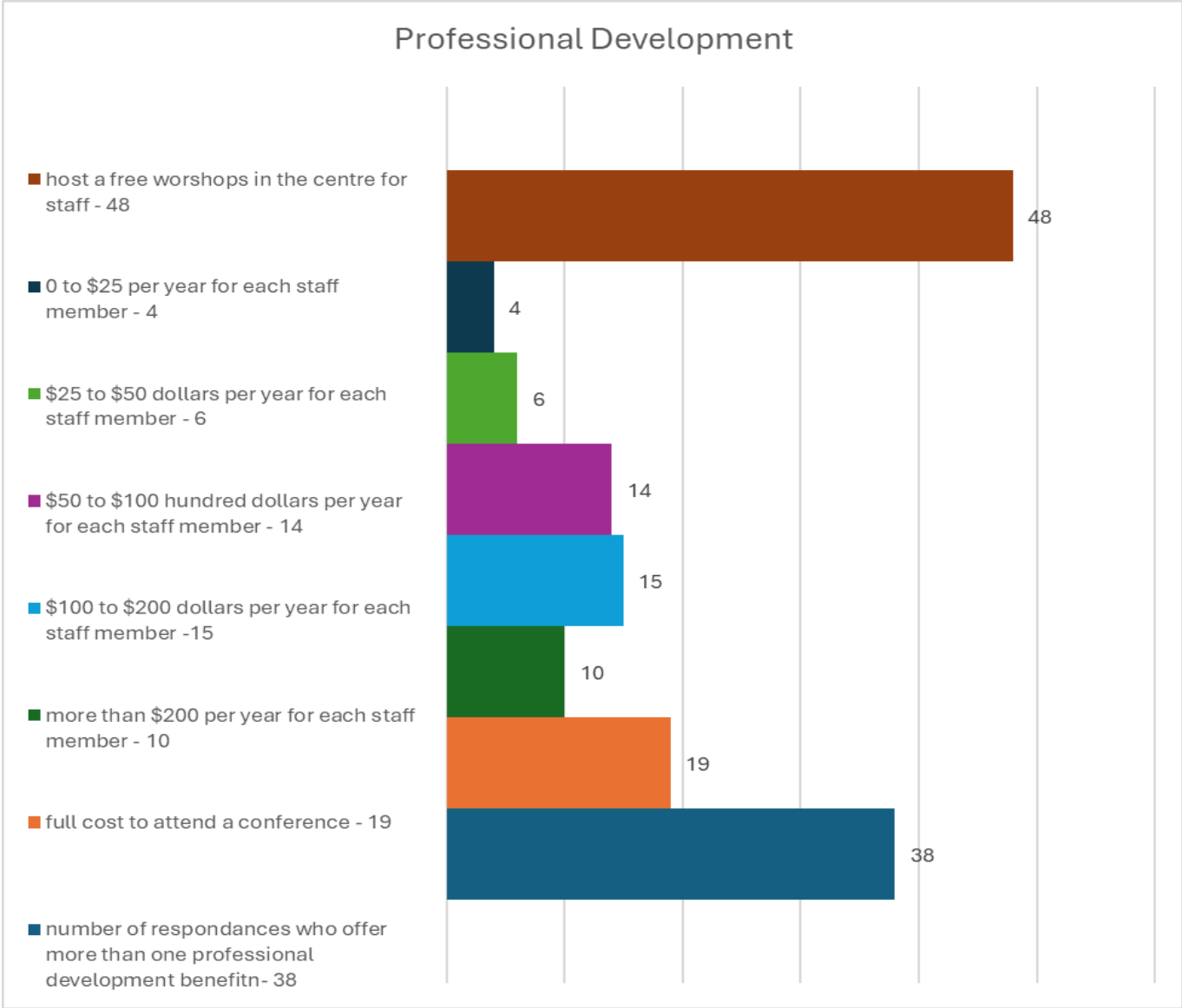
18. If you offer paid holidays, how many days per year do you offer?



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



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



(The Victoria CCRR would like to thank all the childcare centres who participated in this survey. The statistics contained within this document are for informational purposes only.)