
Newfoundland and Labrador



OVERVIEW

Newfoundland and Labrador made some significant changes to early childhood education and care, creating a new Department of Education and Early Childhood Development that includes kindergarten, regulated child care and family resource programs. The new department's Family and Child Development branch has the responsibility for child care and family resource programs.

The province has developed a ten year child care strategy (2012 - 2022) [Caring For Our Future: Provincial Strategy for Quality, Sufficient and Affordable Child Care in Newfoundland and Labrador](#) that builds on three key pillars: quality, sufficiency and affordability.

Kindergarten is provided on a part-day basis for all five year olds; attendance is not compulsory. Centre-based child care is mostly operated on a for-profit basis, with some non-profit centres and several publicly-operated programs. Both agency and individually licensed family child care models of regulation are used.

PROVINCIAL CONTEXT

Number of children 0-12 years (2014 rounded estimate)

Age	Number of children
0	4,300
1	4,400
2	4,800
3	4,500
4	5,500
5	4,400
6	5,800
7	4,700
8	5,600
9	5,400
10	5,600
11	5,200
12	4,700
Total	64,800

Number of children 0-12 years (aggregated) (2014 rounded estimate)

Age	Number of children
0-2	13,500
3-5	14,400
6-12	37,000
Total	64,800

Number of children 0-12 years with employed mothers (2014 rounded estimate)

Age	Number of children
0	2,600
1	2,600
2	2,600
3	2,300
4	3,200
5	2,300
6	3,400
7	3,000
8	3,600
9	3,100
10	3,800
11	3,500
12	3,100
Total	39,200

Number of children 0-12 years with employed mothers (aggregated) (2014 rounded estimate)

Age	Number of children
0-2	7,800
3-5	7,800
6-12	23,500
Total	39,200

Number of children 0-14 years identifying with an Aboriginal group (2011)

Age	First Nations	Metis	Inuit	Multiple	Other	Total
0-4	1,340	530	465	15	140	2,485
5-9	1,405	675	565	10	225	2,875
10-14	1,485	590	550	20	155	2,795
Total	4,225	1,790	1,575	40	520	8,155

Workforce participation of mothers by age of youngest child (2014 rounded estimate)

Age of youngest child	Number of mothers	Participation rate (%)
0-2	8,500	69.7
3-5	6,900	69.0
6-15	21,400	81.4

FAMILY-RELATED LEAVE**Maternity leave**

Seventeen weeks.

Parental leave

Thirty-five weeks available to both parents.

Adoption leave

Seventeen weeks of adoption leave to which can be added 35 weeks of parental leave.

Note: Paid maternity and parental leave provisions are divided between federal and provincial/territorial governments. All leave provisions are set under employment standards legislation by provinces/territories. The federal government benefit for these leaves pays for up to 15 weeks of maternity leave and 35 weeks of parental leave/ adoptive leave (either parent) for new parents eligible under Employment Insurance rules. In all jurisdictions except Quebec (which has its own approach), the benefit is paid at a rate of 55% of earned income to a maximum of \$524/week (2015).

KINDERGARTEN

PROVINCIAL RESPONSIBILITY FOR KINDERGARTEN

Department of Education
Division of Program Development
P.O. Box 8700
St John's, NL, A1B 4J6
Telephone: (709) 729-1840
Website: www.gov.nl.ca/edu/

LEGISLATION

Newfoundland and Labrador. House of Assembly.
Schools Act. 1997. (Amended 1999, 2000, 2001). S.N.L
1997 c. S-12.2.

AGE ELIGIBILITY

Five years old by December 31.

COMPULSORY

Kindergarten is not compulsory in Newfoundland and Labrador. A legislated right of access mandates provision of kindergarten in every school.

HOURS

There is an average of 2.5 hours of instructional time per day. Many schools rotate between morning and afternoon attendance on a bi-weekly or monthly basis.

CLASS SIZE

There is a provincial class size limit of 20 in kindergarten.

TEACHER QUALIFICATIONS

Qualification requirements: B.Ed. or a B.A. plus one year of post-degree study in education.

There is no requirement for training in early childhood education.

CURRICULUM

[Completely Kindergarten: Kindergarten Curriculum Guide – Interim Edition](#)

SPENDING ON KINDERGARTEN

K-12 per pupil spending \$12,754

REGULATED CHILD CARE

PROVINCIAL RESPONSIBILITY FOR CHILD CARE

Department of Education and Early Childhood Development
Family and Child Development Branch
3rd Floor, West Block Confederation Building,
P.O. Box 8700
St. John's, NL, A1B 4J6
Telephone: (709) 729-5960
Website: www.ed.gov.nl.ca/edu/family/

LEGISLATION

Newfoundland and Labrador. House of Assembly.
Child Care Services Act. — SNL 1998, chapter c-11.1, amended 1999 c22 s6, 2001 c36.
Newfoundland and Labrador. House of Assembly.
Child Care Services Regulation 37/99, revised March 2007.

CHILD CARE SERVICES

UNREGULATED CHILD CARE

Unregulated family child care

Maximum number of children permitted: Four, including the provider's own children under 13 years. If all are under 24 months, maximum is three children.

Unregulated group programs

Programs for no more than six children for no more than nine hours a week, or for an unspecified number of children for no more than six hours a day for fewer than eight weeks in a 12-week period.

REGULATED CHILD CARE

Child care centres

Centre-based care for more than six children under 13 years between the hours of 6:30 a.m. and 8:30 p.m. Centres may be full-day or part-day.

School-age child care centres

Centre-based care outside school hours for school-aged children under 13 years.

Family child care

Care in the home of the provider for up to six children (up to eight children under special circumstances) including the provider's own children not attending school on a full-time basis.

CURRICULUM FRAMEWORK

A curriculum framework is in development.

CHILDREN WITH SPECIAL NEEDS

Newfoundland and Labrador has a written policy regarding children with special needs.

Inclusion supports may be available to centres and family child care providers who require them to include children with special needs in the regular programming of the centre or home. The level of support depends on the needs of the child.

Each of the four regions of the province has a Child Care Services Inclusion Consultant available to advise and support licensees and providers on how to include children with special needs. The licensee also has access to funding to employ a staff member in addition to the minimum staff-child ratio requirements if recommended by the Inclusion Consultant or may be funded to employ a child-specific support staff. The licensee/provider may be funded to have a vacant space to reduce the number of children in the room or family child care home.

Parents do not pay for additional supports for a child with special needs that are provided in a regulated child care centre or home.

Funding is available for substitute staff to allow regular staff to attend meetings related to a child with special needs.

There are no special training requirements for staff working with children with special needs. The Inclusion Consultants provide training/workshops to child care practitioners on an as-needed basis.

One regulated centre, Daybreak Parent/Child Centre, works exclusively with approximately 59 at-risk children and their families. This centre receives base (core) funding from the province.

ABORIGINAL CHILD CARE

There is one licensed centre in Miawpukek First Nation at Conne River.

There are additional centres under the federal First Nations and Inuit Child Care Initiative (FNICCI) funding, serving largely Innu and Inuit communities in coastal Labrador, including Sheshatshui, Hopedale, and Nain. First Nations and Inuit licensed child care centres receive the same provincial funding as other centres in the province and parents are eligible for fee subsidies.

Aboriginal Head Start funds projects in Hopedale, Sheshatshiu and Happy Valley-Goose Bay. These programs are not considered to provide "child care" and are not subject to licensing requirements.

On December 1, 2005, the Nunatsiavut Government was established pursuant to the self-government provisions of the Labrador Inuit Land Claims Agreement. The provincial government continues to license Nunatsiavut child care centres, which have the same rights and responsibilities as other child care centres in the province. The Nunatsiavut Government (Department of Health and Social Development) operates two centres – one in Hopedale and one in Nain.

SPACE STATISTICS (2012)

Note: All space statistics below are from 2012. More recent data were not available.

Number of regulated child care spaces

<i>Centre-based</i>			
Age group	Full-day	Part-day	Total
Infant (birth-24 months)	90	-	90
Preschool (24 months – school entry age)	5,108	440	5,548
School-age (Stand alone)	-	957	957
<i>Total centre-based spaces</i>	5,198	1,397	6,595
<i>Total family child care</i>			605
Total number of regulated spaces			7,200

Children with special needs in regulated child care

Statistics are not kept on total number of children with special needs attending typical child care facilities but approximately 322 children with special needs received a fee subsidy.

There are also 48 children with special needs at Daybreak Parent/Child Centre, which receives core funding.

Quality and Inclusive Practice (EQUIP) is a voluntary, on-site collaborative consultation program for child care centres. Its aim is to assess and enhance the quality and inclusive practices of child care centres by promoting early learning opportunities and increasing professional support services.

Children receiving fee subsidies	2,468
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Number of child care programs

<i>Centres</i>	
Full day	137
Part day nursery school	37
Stand-alone school age	18
Total centre-based (includes school-based child care centres)	192
For infants	2
For preschool and school-age	19
For school-age	21
<i>Family child care</i>	
Family child care agencies	2
Family child care homes (agency-based and individually licensed)	104

Sponsorship of regulated centre-based spaces

<i>Full-time regulated centre-based spaces</i>	
Non-profit	1,424
For-profit	3,774
Total	5,198
<i>Part-time and school-age regulated centre-based spaces</i>	
Part-time non-profit	252
Part-time for-profit	188
Total	440
School-age non-profit	656
School-age for-profit	301
Total	957
Non-profit	2,332
For-profit	4,263
Total	6,595

Parent fees

There is no set parent fee with the exception of child care centres choosing to participate in the Operating Grant Program which must set their rates at approved fee subsidy rates and may not surcharge for services (see section on the Operating Grant Program).

In 2012, a national survey of child care centres and staff found median monthly fees of:

<i>Age group</i>	<i>Median monthly fee</i>
Infant	not available
Toddler	\$773
Preschool	783

In 2014, a national survey of child care fees in Canada's largest cities included St. Johns

	<i>Median monthly pre-schooler fee</i>
St. Johns	\$868

Note: See Table 3 in this document for age breakdowns.

STANDARDS AND REGULATIONS

REGULATED CENTRES

Maximum centre size:	60 spaces	
Maximum room size:	not specified	
Maximum staff/child ratios and group sizes		
Age	Staff: child ratio	Max. group size
0-24 months	1:3	6
25-36 months	1:5	10
37-69 months	1:8	16
57-84 months, attending school	1:12	24
85-155 months, attending school	1:15	30

Centre staff qualification requirements

One staff person with each group of children is required to have Level One certification (a one year certificate in ECE) (see description of certification levels below) for the age group in which the staff is assigned and a minimum of one year's experience in that classification.

All other staff who are included in the staff/child ratio must have Entry Level certification (a 30-60 hour Orientation course), with the exception of infant programs, where the minimum qualification is Level One infant care.

Centre operators must have Level Two certification in the age groups for which the centre is licensed and two or more years experience working with children in those age groups, or its equivalent from another jurisdiction.

ECE instructors and program consultants are required to have Level Four certification.

The educational or experience qualification requirements may be waived if a provincial Director is satisfied that persons who meet the qualifications cannot be reasonably obtained by the child care service in the area in which the service is operated, and if the licensee meets conditions set out in the Regulations. The staff person is required to be actively upgrading to the minimum level of the position.

Certification levels:

- *Entry Level:* Child Care Services certification requires completion of an orientation course of 30-60 hours, depending on the age group with which the staff will be working.

- *Level One:* certification requires a minimum of a one-year certificate in Early Childhood Education. Staff are certified to work with particular age groups.
- *Level Two:* certification requires a minimum of a two-year diploma in Early Childhood Education. Staff are certified to work with particular age groups.
- *Level Three:* certification requires Level Two certification plus an ECE-specific or an ECE-related post-diploma specialization.
- *Level Four:* certification requires an ECE-specific university degree or a university degree plus an ECE diploma.

Applicants from out-of-province are required to have their course work and practicum requirements compared to the Post-Secondary Program Standards for a determination of equivalency. If applicants are certified/registered in another province or territory they may apply under the Agreement on Internal Trade and not submit coursework/practicum information.

A minimum of 30 hours of professional development every three years is required to keep any certification level valid.

The Department of Education and Early Childhood Development contracts with the Association of Early Childhood Educators of Newfoundland and Labrador (AECENL) to certify staff and to deliver the orientation courses at no cost to the individual. AECENL also provides professional development opportunities through face-to-face workshops and conferences, online workshops, a resource library and webinars.

REGULATED FAMILY CHILD CARE

Model of organization

Newfoundland and Labrador uses two models: a) individually licensed providers and b) licensed non-profit agencies that enter into contractual agreements with approved providers under the regulations.

Individually licensed providers tend to be in the more rural areas of the province.

Maximum capacity

Care for up to six children including the provider's own children not attending school on a full-time basis. No more than three children may be under 36 months; of these, no more than two may be under 24 months. Under exceptional circumstances (and with a Director's

approval), the provider may add two school-age children if she has two children of her own who are younger than school-age. With director's approval, a seventh child may be added for a maximum of 1.5 hours per day, or for a maximum of 12 continuous hours once a week.

A provider may care for three children under 24 months if there are no other children being cared for at the same time.

Licensing, monitoring and enforcement

In agency-based family child care, home visitors make both announced and unannounced visits at least once a month to monitor the home and provide support to the provider. Home visitors also conduct annual inspection visits at least once a year, at which time a written evaluation of the child care service and related requirements is completed. In addition, annual fire/life safety and health inspections are conducted by Government Services Centre inspectors. Home visitors are required to have at least Level II certification in family child care and two years experience in a family child care setting. Agencies are inspected annually by staff in the region.

Individually licensed homes are monitored and supported through monthly visits (where possible), and receive annual inspections from regional staff. In addition, annual fire/life safety and health inspections are conducted by Government Services Centre inspectors.

Family child care provider qualification requirements

Providers in regulated family child care who work under the supervision of an agency or who are individually licensed are required to have Entry Level certification in family child care (one 30-60 hour course). A minimum of 30 hours of professional development every three years is required to keep the certification valid.

Providers must be at least 18 years old, have Criminal and Child Protection Records Checks and hold a valid first aid certificate.

FUNDING

CHILD CARE SERVICES ELIGIBLE FOR FUNDING

All types of services are eligible for all types of funding except Capacity Initiative funding which is limited to rural child care programs.

TYPES OF FUNDING

Fee subsidies

Any licensed full-time, centre-based or family child care, non-profit or for-profit child care service is eligible to enrol children receiving subsidies.

Subsidies are guaranteed to all eligible families. Families on income support who have previously been needs tested do not require further testing while other families are income tested. To be eligible, parents must be employed or in school, or the child is referred to child care for developmental reasons. Child development is considered in the eligibility criteria for subsidy whether or not the parent is in the paid labour force or training.

The maximum subsidy rates may not cover the full cost of child care. There is no minimum user fee but with the exception of child care centres choosing to participate in the Operating Grant Program, programs may surcharge subsidized parents above the maximum subsidy rates.

One time funding

Start-up and Equipment Grants

Available for regulated family child care homes. Any regulated family child care provider who provides care to infants and toddlers only and agrees to set fees at the subsidy rates may be eligible for an Infant Stimulus Grant of \$200/month/infant space.

Recurring funding

Newfoundland and Labrador has a number of kinds of recurring child care funding.

Early Learning and Child Care Supplement

Provides wage funding to child care staff trained in early childhood education, program operators, and regulated family child care providers. The intent of the initiative is to attract a greater number of qualified individuals to work in regulated child care settings.

ELCC Capacity Initiative

This initiative aims to increase and fund child care in rural, remote and underserved communities. Regional capacity consultants work with community groups to establish non-profit programs. Funding is available on an as-needed basis for start up and on-going operational developmental costs. (Note: Ongoing operational funding is provided through the Operating Grant Program)

Operating Grant Program

This program was launched in December 2014 to assist in making child care affordable for more parents. The voluntary Operating Grant Program requires centres to meet specific accountability criteria, including setting child care fees at provincial daily subsidy rates. This program is open to all centres for-profit and non-profit.

Inclusion Supports Program

Provides supports to centres for children with special needs.

Supports to Infant Centres in High Schools

Provides core funding to three infant centres in high schools.

Other funding

Bursaries

The Entry Level ECE Trainee Supplement Bursary provides some funds to Entry Level child care practitioners who are taking courses to upgrade their certification level to Level I.

Bursaries are available immediately upon graduation from full-time recognised ECE programs in NL for graduates who agree to work in a child care centre or regulated family child care for a minimum of two years.

Bursaries for College of the North Atlantic on-campus field placements for ECEs and regulated family child care providers who are upgrading their qualifications through distance education.

Bursaries of up to \$500 per year for those upgrading their Early Childhood Education qualifications through online/distance programs while working in the regulated child care sector.

PROVINCIAL ALLOCATIONS FOR REGULATED CHILD CARE (2011/2012)

Note: All allocations below are from 2012. More recent data was not available.

Fee subsidies	\$13,541,230
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One time funding

Equipment grants	\$434,775
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Recurring funding

ELCC supplement	\$3,057,000
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Inclusion	1,414,200
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Capacity initiative	1,768,000
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Family Child Care Initiative	694,900
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Family child care agencies	314,400
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Total recurring funding	\$7,248,500
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Total regulated child care	\$21,224,505
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Other funding

ECE bursaries	\$224,000
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Certification and professional development	177,400
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Other grants	319,775
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