

Nunavut



OVERVIEW

Nunavut’s regulated child care and kindergarten are the responsibility of the Department of Education.

Kindergarten is a part day program for all five-year-olds.

Regulated child care programs for children aged 0-12 are all non-profit. Individually licensed family child care homes are called “family day homes” in Nunavut and are considered non-profit.

The Department of Education’s Early Learning and Child Care Division is responsible for promoting early childhood development, licensing and monitoring early childhood facilities, and developing linguistically and culturally appropriate early childhood resources. Regional offices act as liaisons between non-profit providers and the Early Learning and Child Care Division to administer applications and coordinate services.

Nunavut, previously part of the Northwest Territories, is the result of a land claim agreement that took effect April 1st, 1999 and is considered to be entirely Indigenous land. There are no reserves. Nunavut’s population is predominantly Inuit.

Nunavut signed a bilateral agreement on early learning and child care with the Government of Canada on September 20th, 2017. [The agreement](#) allocates just over \$7M over three years to Nunavut’s child care, with a focus on providing more spaces, professional development opportunities for the workforce and greater incorporation of Nunavut’s official languages into programs.

TERRITORIAL CONTEXT

Please note that some of the following figures are rounded, while totals are based on exact figures and may therefore not equal the sum of the rounded figures shown here.

Number of children 0-12 (2016, annual averages)

| Age | Number of children |
|------|--------------------|
| 0-2 | 2,600 |
| 3-5 | 2,300 |
| 6-12 | 4,700 |
| 0-12 | 9,600 |

Number of children 0-12 years with employed mothers (2016 rounded estimate)

| Age | Number of children |
|------|--------------------|
| 0-2 | 900 |
| 3-5 | 1000 |
| 6-12 | 2,200 |
| 0-12 | 4,100 |

Number of children 0-14 identifying with an Indigenous group (2016)

| Age | First Nations | Métis | Inuk (Inuit) | Multiple | Other |
|-------|---------------|-------|--------------|----------|-------|
| 0-4 | 10 | 15 | 3,800 | 10 | 0 |
| 5-9 | 15 | 10 | 3,865 | 10 | 0 |
| 10-14 | 10 | 10 | 3,240 | 10 | 0 |
| Total | 35 | 25 | 10,905 | 30 | 0 |

Workforce participation of mothers by age of youngest child (2016 rounded estimate)

Not available

Living arrangements by age of child by number of parents (2016)

| Age | Living with two parents | Living with one parent | Lone mother | Lone father |
|-------|-------------------------|------------------------|-------------|-------------|
| 0-4 | 2,970 | 1,045 | 780 | 260 |
| 5-9 | 2,905 | 955 | 745 | 210 |
| 10-14 | 2,305 | 785 | 555 | 230 |

Language most often spoken in home by age of child (2016)

| Age | English | French | Non-official | Multiple |
|-------|---------|--------|--------------|----------|
| 0-4 | 1,860 | 40 | 2,195 | 60 |
| 5-9 | 1,775 | 30 | 2,235 | 70 |
| 10-14 | 1,515 | 15 | 1,825 | 55 |
| Total | 5,155 | 90 | 6,255 | 180 |

Median after-tax income among families with children aged 0-5 years (2015) (\$)

| Two parent families | Lone parent families | Male lone-parent families | Female lone-parent families |
|---------------------|----------------------|---------------------------|-----------------------------|
| 65,109 | 21,824 | 11,168 | 24,309 |

FAMILY RELATED LEAVE

Maternity leave

Seventeen weeks.

Parental leave

Thirty-seven weeks may be shared between the parents. If a woman takes both leaves, the leaves are to be taken consecutively to total a maximum of fifty-two weeks of combined maternity and parental leave.

Adoption leave

Thirty-seven weeks

Benefits

Maternity and parental leave provisions in Canada, outside Quebec, are divided between federal and provincial/territorial governments. Benefits are paid by the federal government under the Employment Insurance program (EI), while provincial /territorial provisions for job-protected leave are established in each jurisdiction's employment standards legislation.

EI is a contributory program; both employees and employers contribute. Under EI, the federal benefit covers 15 weeks of maternity leave for eligible employees who are birth mothers, up to 12 weeks prior to the expected date of birth, and up to 17 weeks following the date of birth. Until December 3, 2017, there was only one option for parental leave benefits: 35 weeks of paid leave taken over a 12 month period, paid at 55% of average weekly insurable earnings, up to \$543/week (2017) for either eligible parent, including adoptive parents. This option is now known as the Standard Parental Benefit and will continue to be offered.

However, as of December 3, 2017, the federal government amended the Employment Insurance benefits offering an additional option for the parental leave portion, referred to as the Extended Parental Benefit. The new option allows 61 weeks of parental leave benefits, that can be taken over an 18 month period, paid at 33% of average weekly earnings up to \$326/week (2017) for either eligible parent including adoptive parents.

Although the federal parental benefit provisions have changed, new parents cannot be paid for the Extended option until provinces/territories make changes to their own leave provisions. Leave provisions under the Canada Labour Code have already changed.

Note: For further details about the EI federal benefit, Quebec benefit and leave provisions, and provincial/territorial provisions for job-protected leave, see the FAMILY LEAVES AND BENEFITS section of this publication. Provincial/territorial provisions are up-to-date in this document up to December 31 2017.

KINDERGARTEN

TERRITORIAL RESPONSIBILITY FOR KINDERGARTEN

Curriculum and School Services
Department of Education
P.O. Box 1000, Station 960
Iqaluit, NU X0A 0H0
Phone: 867-975-5666

[Website](#)

LEGISLATION

Nunavut. Legislative Assembly. *Education Act*. 2014.

KINDERGARTEN SERVICES

Kindergarten is delivered in public schools under regional school operations and is a part day program.

AGE ELIGIBILITY

Five-years-old by December 31 of the school year.

KINDERGARTEN ENROLMENT

807 children.

COMPULSORY

Attendance is not compulsory but most children attend. Access to kindergarten is legislated and it is an entitlement.

HOURS

The requirement is for no fewer than 485 and no more than 570 instructional hours per year and no more than six hours per day.

CLASS SIZE

There is no class size limit.

TEACHER QUALIFICATIONS

Kindergarten teachers must hold a valid Nunavut teaching certificate, requiring a four year Bachelor of Education (B.Ed.) or a two year post degree Bachelor of Education After Degree (BEAD).

Kindergarten certification requires a two year program in ECE, successful completion of two academic years of classroom teaching, and completion of courses for one year of teacher training, or a Letter of Authority—which requires one year ECE or some course work towards a B.Ed. and must be renewed annually.

Most kindergarten teachers have a B.Ed. or Letter of Authority as a Language Specialist, which means that they speak an Inuit language. All but five kindergarten classes are in Inuit languages. A kindergarten teacher who has only a Language Specialist qualification (Letter of Authority) must be participating in teacher training.

CURRICULUM

[Kindergarten curriculum guides](#)

SPENDING ON KINDERGARTEN

Not available

K-12 per pupil spending - Not available

REGULATED CHILD CARE

TERRITORIAL RESPONSIBILITY FOR CHILD CARE

Department of Education
Government of Nunavut
Early Childhood Division
Box 1000, Station 920
Iqaluit, NU, X0A 0H0
Telephone: (867) 975-5600

[Website](#)

LEGISLATION

Nunavut. Legislative Assembly. *Northwest Territories Child Day Care Act and Child Day Care Standards and Regulations*, 1994.

CHILD CARE SERVICES

UNREGULATED CHILD CARE

Unregulated family child care

Maximum number of children permitted: Four, including the caregiver's own children up to 12-years-old.

REGULATED CHILD CARE

Day care centres

Group care, instruction and supervision for five or more children aged 0–12 years by a person who is not a relative of the majority of the children.

Nursery schools/preschool

Programs for children under six years of age for four consecutive hours or less per day, including Aboriginal Head Start Programs, which are licensed by the territory.

Family day homes

Care in a private home for up to eight children under 12 years (including the caregiver's own children).

After-school care

Care outside school hours for school-aged children, up to and including 11 years of age.

CURRICULUM FRAMEWORKS

None

CHILDREN WITH SPECIAL NEEDS

There are no segregated child care programs for children with special needs. Centres and other care providers are funded through daily operating grants to provide the necessary supports, which are based on the age of the child and the area in which the centre is located. The operating grant for a preschool child is increased by approximately 50% for a child with an identified special need and is an entitlement. A letter from a recognised health care professional may be required for the centre to receive the additional funding.

In addition, centres may apply for funding from the Healthy Children’s Initiative (HCI) for adaptive equipment or for a one-on-one worker if necessary. The HCI has two arms, Community Initiatives and Supportive Child Services. The former provides funding for the enhancement of a variety of early childhood programs and services whereas the latter provides funding for individual children requiring intensive or specific support.

Parents are eligible for fee subsidy for their children with special needs even if they are not employed or at school. This subsidy eligibility requires a financial needs assessment and parents must have a medical referral from a recognised health care professional for the child to be in developmental care.

[Inuit Children with Special Needs: Perspectives of Early Childhood Educators](#)

INDIGENOUS CHILD CARE

Nunavut is the result of one land claim agreement that took effect April 1st, 1999. As a result, the whole territory is now considered to be Indigenous land. There are no reserves.

There is an Aboriginal Skills and Employment Training Strategy (ASETS) regional office in each of Nunavut’s three regions, each of which is responsible for the delivery and administration of the Inuit child care programs and funding by the federal First Nations and Inuit Child Care Initiative (FNICCI) program.

First Nations and Inuit Child Care Initiative (FNICCI)—a facet of ASETS Nunavut—aims to provide child care for First Nations and Inuit children (0-6) whose parents are beginning new employment or participating in a training program. FNICCI operates under a mandate to increase the number of spaces while offering quality child care programming in collaboration with elders. Services are intended to be rooted in the cultures and languages of the Indigenous communities they serve. Since 1995, FNICCI has provided capital and start-up funding for the development of approximately 59 centres in Nunavut.

In addition to providing capital funding for new child care centres, all child care centres with the exception of Aboriginal Head Start programs may receive block funding from ASETS.

ASETS may also provide one-time funding for repairs

and renovations and for developing or acquiring culturally relevant program materials. In addition, ASETS may provide wage subsidies based on the number of Inuit staff in a centre and fee subsidies to parents who are land claim beneficiaries. These fee subsidies are in addition to the regular fee subsidy funded through Early Childhood Services. ASETS offices have also provided funding for training in each region, including the delivery of ECE training through Arctic College.

Additionally, there are seven Aboriginal Head Start programs funded by the federal government.

SPACE STATISTICS

Number of regulated child care spaces (2016)

| <i>Centre-based</i> | | | |
|---|------------|------------|-------------|
| Age group | Full day | Part day | Total |
| Infant (under two years) | 155 | - | 155 |
| Preschool-age (two years-school entry) | 468 | 276 | 744 |
| School-age (kindergarten-12 years) | - | 137 | 137 |
| <i>Family child care</i> | | | |
| Infant (under two years) | 2 | - | 2 |
| Preschool-age (two years-school entry) | 4 | - | 4 |
| School-age (kindergarten-12 years) | - | 2 | 2 |
| Total number of regulated spaces | 629 | 415 | 1044 |

Children with special needs in regulated child care

Information not available.

Children receiving fee subsidies in regulated child care

The number of children is not available, but 104 families received subsidies through the Daycare User Subsidy, and 70 families received subsidies through the Young Parents Stay Learning program. These are in addition to fee subsidies provided to land claim beneficiary parents through the ASETS program (see Indigenous child care section above).

Number of child care programs

| <i>Centre-based</i> | |
|--|-----------|
| Full day centres | 27 |
| Part day nursery schools/preschools | 15 |
| Stand-alone after-school programs | 6 |
| Total number of centre-based programs | 48 |

| | |
|--|----|
| <i>School-based child care centres</i> | |
| For preschool-age children | 12 |
| For school-age children (included in centre-based) | 4 |
| <i>Family child care homes</i> | 1 |

Sponsorship of regulated centre-based spaces

All child care centres in Nunavut are non-profit. Family child care homes are considered to be non-profit as well.

Parent fees

Average daily parent fees for centre-based care

| <i>Age group</i> | <i>Full time fees</i> | <i>Part time fees</i> |
|------------------|-----------------------|-----------------------|
| Infants | \$35.12 | \$18.82 |
| Preschoolers | \$34.95 | \$18.83 |
| School-age | - | \$18.80 |

Note: This information comes from the application for Program Contributions collected each year.

Maximum staff: child ratios and group size for mixed-age groupings

| <i>Age</i> | <i>Staff:child ratio</i> | <i>Max.group size</i> |
|-------------|--------------------------|-----------------------|
| 0–24 months | 1:4 | 8 |
| 2–5 years | 1:8 | 16 |
| 5–11 years | 1:10 | 20 |

Centre staff qualification requirements

There are no early childhood training requirements.

Staff must be at least 19 years of age, have an awareness of early childhood development theory, have an awareness of the basic health and safety measures, have up to date immunizations, provide a doctor's note documenting good health if needed, have a first aid certificate, and submit to an RCMP Security Clearance. It is also detailed in the *Child Day Care Act* that staff must be able to communicate with and be accepted by the children, as well as representing the cultural background of the children.

STANDARDS AND REGULATIONS

REGULATED CENTRES

Maximum centre size: not specified

Maximum staff: child ratios and group sizes for individual age groups

| <i>Age</i> | <i>Staff: child ratio</i> | <i>Max. group size</i> |
|--------------|---------------------------|------------------------|
| 0–12 months | 1:3 | 6 |
| 13–24 months | 1:4 | 8 |
| 23–25 months | 1:6 | 12 |
| 3 years | 1:8 | 16 |
| 4 years | 1:9 | 18 |
| 5–11 years | 1:10 | 20 |

Maximum room size

| <i>Age</i> | <i>Max. number of children in a room</i> |
|--------------|--|
| 0–12 months | 9 |
| 13–24 months | 12 |
| 25–35 months | 18 |
| 3 years | 25 |
| 4 years | 27 |
| 5–11 years | 30 |

At least two staff must be on duty when there are more than six children being cared for.

REGULATED FAMILY CHILD CARE

Model of organization

Individually licensed.

Maximum capacity

The provider may care for a maximum of eight children under 12-years-old, including the provider's children. No more than six of the children may be younger than five-years-old, no more than three children may be younger than three years, and no more than two children may be younger than two years.

Licensing, monitoring and enforcement

Homes are visited at least once a year by staff from the Early Childhood Program, as well as a representative from each of the Public Health Department and the Fire Marshall's office.

Provider qualification requirements

There are no early childhood training requirements.

Providers must be at least 19 years of age, have an awareness of early childhood development theory, have up to date immunizations, provide a doctor's note stating good health, have a first-aid certificate, submit to a RCMP Security Clearance, and represent the cultural background of the children.

FUNDING

CHILD CARE SERVICES ELIGIBLE FOR FUNDING

Funding is only available to non-profit, regulated centres and family day homes except fee subsidies, which may be used in unregulated child care.

TYPES OF FUNDING

Fee Subsidies

Daycare User Subsidy (Administered by the Department of Family Services)

Fee subsidies may be used in both regulated and unregulated child care.

Subsidies are paid directly to service providers on behalf of eligible parents if the child care is a regulated service unless the child care centre requests that the subsidies be paid directly to the parent.

In the case of unregulated care, the subsidy is paid to the parent and is based on an attendance report signed by the child care provider. An unregulated provider may be a relative of a parent of the child being subsidised.

To qualify for the Day Care Subsidy, the applicant must be at least 18 years of age, with a child who is 12-years-old or younger, be employed and/or attending a training or education program or have a child with a special need for whom child care is recommended by a recognised health care professional. Eligibility is determined by a needs assessment, which takes into consideration parent costs and family size, as well as income.

Maximum subsidy rates are set for each type of care. There is no minimum user fee and programs may surcharge subsidised parents.

Fee subsidy rates

Maximum monthly amounts per child

| | |
|---|-------|
| Licensed child care (full time) | \$700 |
| Licensed family day care (full time) | \$600 |
| Unlicensed (full time) | \$500 |
| Licensed child care (part time) | \$350 |
| Licensed family day home care (part time) | \$300 |
| Unlicensed child care (part time) | \$250 |
| School-age (part time) | \$145 |

Young Parents Stay Learning Program (Administered by the Department of Education)

Since June 2009, all parents who are working toward a high school diploma may be eligible for child care subsidy under this program regardless of their age. Students under 18 who are attending a post secondary institution within Nunavut may also be eligible.

Eligibility for Young Parents Stay Learning does not require a needs test. The parent must use regulated child care if available; unregulated care may be approved in certain circumstances.

Maximum rates and payments in the Young Parents Stay Learning are the same as the regular subsidy rates. The parent's school attendance records are sent to the early childhood officer along with the child's attendance records; there is an expectation that the parent will be attending school unless he or she is ill or has an excused absence. Parents may apply for subsidy in person, by mail, or by fax.

One-time-funding

Start-up funding

Available to non-profit, regulated centres and family day care homes including part time, infant, after-school, and special needs spaces. Funding ranges from \$300-\$3,420/space depending on the geographic area of the program and the ages of the children served.

Security and Safety Funding

The Security and Safety Funding program was developed and implemented in the fall of 2014. Each licensed facility is eligible once every three years for up to \$40,000. This money is allocated for upgrades and repairs that contribute to security and safety features.

Recurring funding

Operating funding

An allocation of \$2.42-\$17.25 per occupied space per day (depending on the age of the child and the location of the program) is available to non-profit, regulated centres and family day care homes.

Other funding

Healthy Children Initiative

The Department of Education offers funding to early childhood programs (licensed and unlicensed) and additional programs and services for individual children aged 0–6-years-old who require extra supports to reach their full potential. Funding is available for community programs or for individual children. Programs eligible for funding can support children with special needs in a variety of ways and may take a variety of forms: parent and child groups, parenting workshops, equipment, and expert services, etc.

District Education Authority—Early Childhood Education Inuit Language Funding

The Nunavut Education Act states that District Education Authorities (DEAs) shall provide funding for early childhood programs that promote fluency in the Inuit language and knowledge of Inuit culture. DEAs are able to access funding to support existing early childhood programs (licensed and unlicensed) that promote Inuit language and culture, or they can get funding to create and operate their own early childhood education programs.

TERRITORIAL ALLOCATIONS FOR REGULATED CHILD CARE (2015–2016)

Fee subsidies

| | |
|-----------------------------|-----------|
| Daycare User Subsidy | \$502,000 |
| Young Parents Stay Learning | \$170,000 |

Note: Fee subsidy budgets include spending on both regulated and unregulated child care.

One-time funding (Security & Safety Funding) \$833,000

Recurring funding

| | |
|-------------------------------|-------------|
| Start-up and operating grants | \$2,150,000 |
|-------------------------------|-------------|

Note: A breakdown between one-time start-up and ongoing operating grants is not available.

Total regulated child care \$3,655,000

Other Funding

| | |
|-----------------------------|-----------|
| Healthy Children Initiative | \$908,000 |
|-----------------------------|-----------|

Note: This funding is for early childhood programs to enhance the development opportunities of children 0 to 6-years-of-age. This can be used for licensed or unlicensed early childhood programs.

| | |
|-----------------------------------|-------------|
| DEA-ECE Language/Cultural Funding | \$1,000,000 |
|-----------------------------------|-------------|
