

New Brunswick



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New Brunswick

■ OVERVIEW

In New Brunswick, early learning and child care includes kindergarten, non-designated regulated part- and full-time child care centres, school-age centres, family child care homes and designated New Brunswick Early Learning Centres and Homes.

New Brunswick is officially a bilingual province with parallel English and French public education sectors that deliver kindergarten in French and English. The Department of Education and Early Childhood Development is responsible for kindergarten under the [Education Act](#) which is available full-school day for all five-year-olds and is compulsory.

The Department of Education and Early Childhood Development licenses programs under the [Early Childhood Services Act](#), and regulates them under [Licensing Regulation – Early Childhood Services Act](#). Licensed programs are delivered by non-profit and for-profit operators, with nearly twice as many for-profit operators. There are two municipalities operating three centres and five licensed centres on First Nations reserves.

New Brunswick has developed a category of “designated” [New Brunswick Early Learning Centres](#) and family child care homes which have additional requirements. In 2022, a majority of programs have designation status.

Fee subsidies are available to parents using designated programs through the Parent Subsidy Program, and the Daycare Assistance Program for those using non-designated programs. On November 1, 2022, eligibility criteria for the Parent Subsidy Program expanded to improve access for newcomers and refugees. Designated programs have been required to use the Market Fee Threshold to manage parent fees since December 2017. From June 2022, a Standard Parent Fee Grid sets parent fees in designated centres and homes.

Regulated family child care is individually licensed. Its spaces are termed “approved spaces” while regulated family child care homes are termed “community child care homes”. Parental leave is termed “child care leave”.

New Brunswick signed the Canada-New Brunswick Early Learning and Child Care Agreement (Multilateral Framework Agreement) on August 30, 2017; it was extended on August 19, 2020 with an additional \$9.7 million allocated to the 2020-2021 fiscal year, and renewed on August 13, 2021 with another \$48.1 million allocated over four years.

The Canada-New Brunswick Canada-Wide Early Learning and Child Care Agreement was signed by New Brunswick on December 10, 2021. It allocated \$492 million over five years to:

- reduce fees for children 0-6 to an average of \$10/day by 2025 – 2026;
- create 3,400 new designated spaces by 2026, prioritizing rural areas and other areas with identified service gaps;
- implement a wage grid based on training and experience; and
- look into fast-tracking immigration for qualified individuals.

The Canada-wide agreement does not replace but runs parallel to the Multilateral Framework Agreement.

■ PROVINCIAL 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 (2021 rounded estimate)

Age	Number of children (2021)
0	6,000
1	4,900
2	7,900
3	7,200
4	6,500
5	7,500
6	7,500
7	7,200
8	7,600
9	7,000
10	8,000
11	9,000
12	8,500
Total	94,700

Number of children 0 – 12 years (aggregated) (2021 rounded estimate)

Age	Number of children (2021)
0 – 2	18,800
3 – 5	21,200
6 – 12	54,800
Total	94,700

Number of children 0 – 12 years with employed mothers (2021 rounded estimate)

<i>Age</i>	<i>Number of children (2021)</i>
0	4,100
1	3,600
2	5,400
3	5,100
4	4,200
5	5,200
6	5,100
7	5,400
8	5,100
9	5,200
10	6,100
11	6,300
12	6,100
Total	66,900

Number of children 0 – 12 with employed mothers (aggregated) (2021 rounded estimate)

<i>Age</i>	<i>Number of children (2021)</i>
0 – 2	13,100
3 – 5	14,500
6 – 12	39,300
Total	66,900

Number of children 0 – 14 identifying with an Indigenous group (2021)

<i>Age</i>	<i>First Nations</i>	<i>Métis</i>	<i>Inuk (Inuit)</i>	<i>Multiple</i>	<i>Other</i>
0 – 4	1,445	335	90	25	55
5 – 9	1,705	455	75	30	75
10 – 14	1,825	690	50	70	70
Total	4,975	1,480	215	125	200

Workforce participation of mothers by age of youngest child (2021 rounded estimate)

<i>Age of youngest child</i>	<i>Number of mothers</i>	<i>Participation rate (%)</i>
0 – 3	15,000	82.4
4 – 5	5,900	83.1
0 – 5	20,900	82.6
6 – 12	21,800	89.0

Living arrangements by age of child by number of parents (2021)

<i>Age</i>	<i>Living with two parents</i>	<i>Living with one parent</i>	<i>Lone mother</i>	<i>Lone father</i>
0 – 4	25,465	6,265	5,280	990
5 – 9	28,165	9,345	7,375	1,970
10 – 14	28,480	11,215	8,800	2,420

Languages spoken most often at home (2021)

<i>Age</i>	<i>English</i>	<i>French</i>	<i>Non-official</i>	<i>Multiple</i>
0 – 4	23,005	7,180	1,100	950
5 – 9	27,050	8,690	1,240	1,190
10 – 14	28,440	9,670	1,260	1,175
Total	78,490	25,535	3,600	3,315

Median after-tax income among families with children aged 0 – 5 (2020) (\$)

<i>Two-parent families</i>	<i>Male lone-parent</i>	<i>Female lone-parent</i>
\$90,000	\$44,400	\$43,200

PARENTAL LEAVE AND BENEFITS

Maternity and parental leave provisions in Canada outside Quebec are divided between federal and provincial/territorial governments. The federal government pays benefits under the Employment Insurance program (EI); 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.

LEAVE PROVISIONS

Maternity leave

17 weeks.

There is no minimum length of employment tied to eligibility. All pregnant employees are eligible.

Parental leave (Child care leave)

62 weeks for birth or adoption.

There is no minimum length of employment tied to eligibility. All parents, natural or adoptive, are entitled to child care leave.

Parents can receive their weeks of benefits at the same time or one after another.

An employee taking maternity and parental leave must do so consecutively.

PARENTAL LEAVE BENEFITS

Benefit options in 2022

Employment Insurance (EI) covers 15 weeks of maternity leave for eligible employed birth mothers up to 12 weeks prior to the expected date of birth and up to 17 weeks following the date of birth.

Two options for parental leave benefits

(parents must choose one)

Until December 3, 2017, there was one option for parental leave benefits: 35 weeks of paid leave taken over 12 months, paid at 55% of average weekly insurable earnings (up to \$638/week in 2022). This option is now known as the Standard Parental Benefit.

As of December 3, 2017, EI benefits include an additional option, the Extended Parental Benefit. This pays 61 weeks of parental leave benefits taken over 18 months and paid at 33% of average weekly earnings (up to \$383/week in 2022).

As of March 17, 2019, the Parental Sharing Benefit also became available to non-birth/second parents. Under this additional benefit, five weeks of Standard Benefits are available if parents share Standard Parental Benefits (40 weeks total) or an additional eight weeks of Extended Benefits is available when parents share Extended Parental Benefits (69 weeks total).

Parents' access to taking paid parental leave requires that provinces/territories' leave provisions must match federal benefits.

Note: For further details about the EI federal benefit, Quebec benefit and leave provisions, and provincial/territorial provisions for job-protected leave, see the PARENTAL LEAVE AND BENEFITS in the front section of this publication.

■ KINDERGARTEN

In New Brunswick, kindergarten is the responsibility of the Department of Education and Early Childhood Development.

As an officially bilingual province, New Brunswick has parallel English and French public education sectors. Four anglophone and three francophone elected District Education Councils develop and monitor policies to address priorities and needs in local schools.

Full-school day kindergarten is available to all five-year-olds and is compulsory.

Seven schools on reserve offer kindergarten, which is funded by Indigenous Services Canada and operated by Mi'gmaq and Wolastoqey First Nations. Indigenous Services Canada also pays for children living on reserve to attend provincial public schools.

New Brunswick does not regulate or fund denominational or independent schools.

PROVINCIAL RESPONSIBILITY FOR KINDERGARTEN

Department of Education and Early Childhood Development

Place 2000

P. O. Box 6000

Fredericton, NB, E3B 5H1

250 King Street

Fredericton, NB, E3B 9M9

Telephone: (506) 453-3678

Fax: (506) 457-4810

Website [EN]: <https://www2.gnb.ca/content/gnb/en/departments/education/k12.html>

Website [FR]: <https://www2.gnb.ca/content/gnb/fr/ministeres/education/m12.html>

LEGISLATION AND REGULATIONS

New Brunswick. Legislative Assembly. *Education Act*. SNB1997. C-E-1.12. Amended 2000, C-52, s.1; 2004, C-19, s.1.

KINDERGARTEN FOR FIVE-YEAR-OLDS

Kindergarten in New Brunswick is a full-school day program delivered in parallel English and French public schools.

DISTRIBUTION OF PROGRAM THROUGHOUT THE JURISDICTION OR POPULATION

Kindergarten is available for all eligible children across New Brunswick.

ELIGIBILITY

To be eligible for kindergarten, children must be five years of age by December 31 of the school year.

ENROLMENT

Attendance in kindergarten is compulsory for all children. Parents may choose to defer enrolment in kindergarten for one year if their child is born between September 1 and December 31 of the school year.

ENTITLEMENT

All eligible children are entitled to attend kindergarten and access is legislated.

INSTRUCTIONAL HOURS PER DAY/TYPICAL LENGTH OF THE SCHOOL DAY

Kindergarten is a full-school day, with between four and four-and-a-half hours of instructional time per day, with an average of 832 instructional hours per year.

CLASS SIZE

Class sizes are negotiated between the New Brunswick Treasury Board and the New Brunswick Teachers' Federation. The maximum class size for kindergarten is 21. If the kindergarten class is combined with any other grade, the maximum class size is 16.

CURRICULUM OR CURRICULUM FRAMEWORK

The use of prescribed curricula is mandated. For further details see:

[K-12 Anglophone Sector Kindergarten Curriculum](#)

[K-12 Francophone Sector Kindergarten Curriculum](#)

GENERAL TEACHER QUALIFICATIONS AND CERTIFICATION

All teachers must hold a New Brunswick Teacher's Certificate. A bachelor's degree in a teachable subject and a bachelor's degree in education are two of the requirements for certification. Eligible internationally trained teachers may be issued an Interim Teacher's Certificate until they have worked for two years in the New Brunswick public school system.

There are no specific ECE requirements for kindergarten teachers.

TOTAL ENROLMENT

(SCHOOL YEAR 2020 – 2021)

Anglophone kindergarten enrolment	4,534
Francophone kindergarten enrolment	2,079
Total enrolment	6,613

Note: Enrolment figures are for public schools only.

FINANCIAL (SCHOOL YEAR 2020 – 2021)

Financial information on kindergarten spending is not available.

CHILD CARE

PROVINCIAL RESPONSIBILITY FOR CHILD CARE

Department of Education and Early Childhood Development

Place 2000

P. O. Box 6000

Fredericton, NB, E3B 5H1

Telephone: (506) 453-3714

Website: <https://www2.gnb.ca/content/gnb/en/departments/education/elcc.html>

For further details, see [Education and Early Childhood Development](#).

LEGISLATION AND REGULATIONS

New Brunswick. Legislative Assembly. [Early Childhood Services Act](#). – SNB2010 C-E-0.5 Amended 2012, C-22, s.1.

New Brunswick. Legislative Assembly. [Licensing Regulation – Early Childhood Services Act](#). – SNB2018-11 C-E-0.5 Amended O.C. 2018-39.

New Brunswick. Legislative Assembly. [Child Care Subsidies Regulation – Early Childhood Services Act](#). – SNB2018-12 C-E-0.5 Amended O.C. 2018-40.

New Brunswick. Legislative Assembly. [Programs for Children with Autism Spectrum Disorder – Early Childhood Services Act](#). – O.C. 2018-41.

New Brunswick. Legislative Assembly. [On-line Registry Regulation – Early Childhood Services Act](#) O.C. 2021-140 2021-42.

CHILD CARE SERVICES

UNREGULATED CHILD CARE

Unlicensed child care is limited to: no more than two infants; no more than four preschool-age children, or no more than eight school-age children, with a total of no more than five children. Children of the operator are counted within all maximums.

Additional exemptions can be found in the [Early Childhood Services Act](#).

REGULATED CHILD CARE

Full-time early learning and child care centre

A licensed full-time early learning and child care centre provides care for more than four consecutive hours per day and three or more days per week for groups of:

- more than three infants;
- more than five preschool-age children; and
- more than six children total, if the children are from more than one of the above age groups and also include school-age children.

Part-time early learning and child care centre

A part-time early learning and child care centre provides services to either more than five preschool-age children for up to four consecutive hours per day or for fewer than three days per week, or to more than nine school-age children. All age groups include the children of the operator.

Early learning and child care home

A licensed facility at which services are provided in a home setting for more than four consecutive hours per day and three or more days per week to a group of children. Maximum group sizes are as follows:

- three infants;
- five preschool-age children;
- nine school-age children, or
- six children, if the children are from more than one of the age groups. The group cannot include more than two infants and must include at least one school-age child.

All age groups include the children of the operator.

New Brunswick Early Learning Centre and New Brunswick Early Learning Home Designation

For licensed centres and homes to be designated as a New Brunswick Early Learning Centre or a New Brunswick Early Learning Home, operators must voluntarily enrol in the program. A majority of child care programs in New Brunswick are designated programs in 2022.

Designated centres and homes provide care for children between the ages of 0 – 5 years not attending school and receive operating funding to offset the costs of meeting the designation requirements. Parents have access to improved child care fee subsidies through the Parent Subsidy program. Non-profit and for-profit programs are eligible for designation.

It is preferred but not required that a designated centre provide infant care.

The designated program must use either the New Brunswick Curriculum Framework for Early Learning and Child Care – English or the Curriculum éducatif des services de garde francophones du Nouveau-Brunswick and ensure the staff are trained in the chosen curriculum framework.

The designated program must also:

- implement the low fee policy as specified;
- operate within the Market Fee Threshold policy;
- work with the department to investigate ways to provide more infant and toddler spaces;
- improve capacity for inclusion;
- create annual quality improvement plans and assessments;
- actively participate in communities of practice and ongoing professional learning; and
- work with government on data sharing to inform public policy.

A New Brunswick Early Learning Home has specified eligibility criteria and program requirements set by the Department of Education and Early Childhood Development for children aged five years and under who are not attending school.

Note: The Market Fee Threshold is the range of fees provided by designated New Brunswick Early Learning Centres and New Brunswick Early Learning Homes. It is based on the average fee currently charged to parents for infants and preschool aged children under the age of five in two different sizes of communities: large urban, and small urban and rural.

CURRICULUM FRAMEWORK

The English and French early learning and child care curriculum frameworks for children aged 0 – 5 years. The two frameworks are distinct and not translations.

English: [New Brunswick Early Learning and Child Care Curriculum Framework, 2008](#)

French: [Le Curriculum éducatif Services de gardes francophone, 2008](#)

Designated New Brunswick Early Learning Centres and New Brunswick Early Learning Homes are required to use one of the two provincially recognized curriculums and ensure staff are trained in the chosen framework.

All staff must complete the 30 hours curriculum training portion of the 90 hour Introduction to Early Childhood Education regardless of the facility designation.

CHILDREN WITH SPECIAL NEEDS

(New Brunswick uses the term children with disabilities and additional needs)

New Brunswick has two funding programs that support children with disabilities and additional needs in licensed early learning and child care programs, the Inclusion Support Program and Developmental Child Care.

INCLUSION SUPPORT PROGRAM

New Brunswick has had a long history of partnering with the New Brunswick Association for Community Living for development of training specific to inclusion and to provide onsite support.

A re-design of the previous Enhanced Support Worker Program (ESWP) completed in 2020 – 2021 has been renamed the Inclusion Support Program (ISP). It includes:

- Intensive Inclusion Support;
- Targeted inclusion support; and
- Universal inclusion support.

Intensive Inclusion Support Funding is available to licensed child care to help children with disabilities and additional needs participate in the day-to-day activities of the child care facility. Funding may be individualized (one-on-one) or shared, which allows for an Inclusion Support Worker to support up to a maximum of four children based on the children's additional needs. Funding may be provided for a specific amount of time (three, six or 12 months) depending on the needs of the child(ren) and those of the facility.

Facilities receive funding for preschool-age children up to 35 hours/week and for school-age children up to 20 hours/week during the school year and 35 hours during summer, one week in December and March break.

To be eligible for Intensive Inclusion Support, parents must be working or attending school/training.

A referral from a health professional or Family and Early Childhood Agency is required, documenting the need for individualized support. An observation, meeting/consultation with the Early Learning Consultant for the Inclusion Support Program, is part of the application process.

Targeted Inclusion Support is provided through access to Early Learning Consultant(s) and includes:

- child specific support observation, documentation and planning;
- coaching on family engagement strategies; and
- access to a range of professional learning to build capacity for implementing inclusion practices in child care.

Universal Inclusion Support provides:

- access to a range of professional learning to build capacity for implementing inclusion practices in child care; and
- support in developing inclusion policies and practices.

Beginning in 2021 – 2022, Inclusion Support Workers were required to complete three 45 minute Inclusion Webinars. Training on Duty to Accommodate is in development. As of August 1, 2022, Inclusion Support Workers are eligible for the same levels of wage enhancement as educators. See [Guidelines: Inclusion Support Program](#) for further details.

In 2022, the Department of Education and Early Childhood Development (EECD) added Early Learning Consultant positions with expanded responsibility for inclusion in each of the School Districts.

Funding for this program is limited and not guaranteed for eligible applicants.

DEVELOPMENTAL CHILD CARE

Developmental Child Care is specific to children of families who are receiving Early Intervention services. The program may include children with disabilities and additional needs but the primary clients are children living in conditions of vulnerability who may be at risk. This program offers 12 hours/week rather than the full-time hours provided under the Inclusion Support Program.

CHILDREN WITH DISABILITIES AND ADDITIONAL NEEDS – OTHER

New Brunswick has no licensed child care facilities solely or primarily for children with disabilities and additional needs.

Newly constructed child care facilities are not required by the province to be fully accessible; however, some municipalities have requirements for accessibility and facilities must comply with those by-laws.

A legislative amendment in 2021 requires all licensed facilities to have an inclusion policy and to implement inclusive practices.

FIRST NATIONS, MÉTIS AND INUIT CHILD CARE

FIRST NATIONS, MÉTIS AND INUIT CHILD CARE ON RESERVES AND ON INUIT LANDS

New Brunswick licenses child care centres for First Nations communities on reserve upon request. Ongoing monitoring and renewal functions of licensed facilities are undertaken by the province.

There are five licensed centres on reserve.

Number of licensed spaces on reserve (March 31, 2021)	
Infants (0 < - 2 years)	9
Preschool-age	150
School-age (before- and after-school)	30
Total licensed spaces	189

There are no licensed family child care providers on reserve.

Aboriginal Head Start on Reserve (AHSOR) is licensed on request. There are 15 licensed and unlicensed AHSOR programs in New Brunswick.

Number of unlicensed child care centres on reserve

Information not available

Centres located on reserve are not eligible for regular provincial funding. First Nations families living on reserve and accessing off reserve child care are eligible for provincial fee subsidy.

New Brunswick provides funding for children with special needs in licensed on reserve child care programs.

Child care on reserve is not eligible for designation in 2022.

INDIGENOUS CHILD CARE OTHER THAN ON RESERVE

Aboriginal Head Start in Urban and Northern Communities (AHSUNC) may be licensed by New Brunswick on request.

There is one licensed AHSUNC program, with morning and afternoon sessions, each of which enrolls nine children.

OTHER INDIGENOUS-SPECIFIC RESOURCES/INITIATIVES

The Union of New Brunswick Indians Training Institute provides training to Indigenous ECE students.

SPACE STATISTICS

NUMBER OF REGULATED SPACES (March 31, 2021)

Full-day centres

Infants (0 < - 2 years)	2,170
Preschool-age (2 - 5 years) (not yet in school)	12,171

Part-day centres

Preschool-age (2 - 5 years) (not yet in school)	881
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TOTAL CENTRE SPACES (0 - 5 years)	15,222
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Before- and after-school care (licensed, regulated, approved or authorized)

<i>Total number of spaces in before- and after-school care for children in kindergarten and grades 1 - 6</i>	16,214
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TOTAL CENTRE SPACES (0 - 12 years)	31,436
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Regulated family child care

<i>Early learning and child care homes</i>	<i>Number of spaces</i>
Full-day (children not attending school, including 213 infants and 409 preschool-age children)	622
Part-day (children attending school)	358
Total early learning and child care home spaces	980

Note: licensed capacity, not enrolment in family child care.

TOTAL REGULATED SPACES (in centres and family child care)	32,416
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Number of centre-based programs

<i>Total number of centres</i>	697
Number of centres providing a full-day program	422
Number of centres providing a part-day (nursery or preschool) program	50

Number of centres providing a part-day program for children attending school	263
Number of francophone centres	264
Number of centres designated as NB Early Learning Centres	411
Number of centres providing infant age care (< - 2 years)	231
Number of centres providing preschool-age care (2 - 5 years) (not yet in school)	460
Number of centres providing non-standard hours care	14
Number of centres in publicly delivered and funded schools	145

Note: For a definition of non-standard hours care in New Brunswick, see [Non-standard work and child care in Canada \(pg. 89\)](#).

Number of regulated early learning and child care homes (active)

Number of homes

<i>Total number of early learning and child care homes</i>	145
Number of francophone early learning and child care homes	68
Number of anglophone early learning and child care homes	77

Programs by auspice

Centres

For-profit	473
Non-profit	216
Publicly operated	8

Note: Publicly operated includes three municipally operated centres and five licensed centres operated by First Nations.

Centre spaces by auspice

	<i>Full-day spaces</i>	<i>Part-day spaces¹</i>	<i>BASC spaces²</i>	<i>Total spaces</i>
For-profit	13,973	443	6,307	20,723
Non-profit	5,376	438	4,639	10,453
Publicly operated ³	195	0	65	260
Total	19,544	881	11,011	31,436

¹ Nursery/preschool part-day spaces

² Before- and after-school care (5 - 12 years) spaces

³ Municipality/municipal entity, school authority, other government agency or Indigenous governance organization

Note: For a profile of child care auspice in New Brunswick see [Risky Business](#).

FEE SUBSIDIES

Children receiving fee subsidies in licensed, regulated, or approved child care (March 31, 2021)

<i>Parent Subsidy Program</i>	<i>Number of children</i>
Full subsidy	1,805
Partial subsidy	1,353
<i>Daycare Assistance Program</i>	
Full subsidy	521
Partial subsidy	516
Other (see note below)	868

TOTAL CHILDREN RECEIVING FEE SUBSIDIES 5,063

Note: For 868 of these children, information is not available, as information about full or partial subsidy is not available for school-aged children.

SPECIAL NEEDS/DISABILITY SUPPORT FUNDING

Children in licensed, regulated, or approved child care supported by special needs/disability support funding (March 31, 2021) 249

For a list of all licensed programs and services in New Brunswick, see this [directory](#).

ENROLMENT STATISTICS

Number of children enrolled in regulated centres (2021)

Centre-based enrolment

Full-day centres

Infants (0 – < 2 years)	1,634
Preschool-age (2 – < 5 years) (not in school)	8,832

Part-day centres

Preschool-age (2 – < 5 years) (not in school)	174
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TOTAL ENROLMENT (0 – 5 years) 10,640

Total number of children in kindergarten and Grades 1 – 6 enrolled in before- and after-school care 10,372

TOTAL ENROLMENT (0 – 12 years) 21,012

Note: New Brunswick does not require operators to report enrolment of school-age children nor do they require non-designated facilities to report enrolment. Some operators have provided this information in the operator portal; however, only designated facilities are required to report enrolment. Therefore, these numbers do not reflect the actual number of children enrolled in before- and after-school care or non-designated facilities.

PARENT FEES

New Brunswick has made changes to parent fee policy and programs several times between 2017 and 2022.

As part of the Canada-New Brunswick Early Learning and Child Care Agreement (2017 – 2020), a low fee policy was established for designated New Brunswick Early Learning Centres and New Brunswick Early Learning Homes. It uses a mixture of operating grants, parent fee subsidy, and a Market Fee Threshold.

The Market Fee Threshold is a tool that guides New Brunswick Early Learning Centres and New Brunswick Early Learning Homes in their fee increase decisions. The Market Fee Threshold provides the limits permitted for fee increases for designated facilities. This is based on the current fees charged by facilities and includes the impact of increases to the cost of living. The Market Fee Threshold provides predictable fees for families and greater consistency across the province in the management of child care fees.

The Market Fee Threshold was initially established in December 2017, based on the provincial average parent fee. A review was conducted in 2020 and the Threshold was updated in May 2021, based on the results of the consultations.

Operators of designated facilities have been required to adhere to the Market Fee Threshold policies.

New Brunswick Early Learning Centres and New Brunswick Early Learning Homes have been able to increase their parent fees once annually by up to 3% if their fees are below the Threshold. Operators agreed not to exceed the provincial Market Fee Threshold for parent fees in the table below:

Market Fee Threshold (2021)

	<i>Infant</i>	<i>Toddler</i>	<i>Preschool-age</i>
<i>Large urban</i>			
Full-day	\$41.30	\$36.70	\$35.00
Part-day	\$31.00	\$27.50	\$26.30
<i>Small urban and rural</i>			
Full-day	\$37.10	\$32.60	\$31.30
Part-day	\$27.80	\$24.50	\$23.50

Note: Designated New Brunswick Early Learning Centres and New Brunswick Early Learning Homes are required to operate within the Market Fee Threshold.

Standardized Parent Fees (June 2022)

<i>Large urban</i>	<i>Infant</i>	<i>Preschool-age</i>
Full-day	\$21	\$18
Part-day	\$12	\$7

Small urban and rural

Full-day	\$19	\$16
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Standardized parent fees were implemented on June 1, 2022. These fees set the amount for the new parent fees and play a role in determining funding by the government to the operator. The Market Fee Threshold, representing the maximum child care fee operators of designated facilities are permitted to set for the cost of the service, supports the Standardized Parent Fees in establishing the overall pricing model for operators.

Under the Canada-New Brunswick-Canada-Wide Early Learning and Childcare Agreement, the Parent Fee Reduction Subsidy was implemented to provide operators with the difference between the Standardized Parent Fees introduced in 2022 and the fees on record for each child enrolled in the facility.

PROVINCIAL DATA ON AVERAGE FEES

Average daily parent fees in designated facilities (2021, 2022)

Designated early learning and child care centres

<i>Full-time average daily fee</i>	<i>April 22, 2021</i>	<i>April 27, 2022¹</i>	<i>June 1, 2022²</i>
Infant	\$37.91	\$38.45	\$20
Toddler	\$32.52	\$33.08	\$17
Preschool-age	\$31.76	\$32.14	\$17

1 Before fee change under the New Brunswick-Canada-Wide ELCC agreement

2 After the fee change under the New Brunswick-Canada-Wide ELCC agreement

Designated early learning and child care homes

<i>Full-time average daily fee</i>	<i>April 22, 2021</i>	<i>April 27, 2022¹</i>	<i>June 1, 2022²</i>
Infant	\$33.93	\$35.24	\$20
Toddler	\$31.21	\$32.00	\$17
Preschool-age	\$30.69	\$31.42	\$17

1 Before fee change under the New Brunswick-Canada-Wide ELCC agreement

2 After the fee change under the New Brunswick-Canada-Wide ELCC agreement

Note: School-age spaces are not designated and are included in the non-designated fees.

Average daily parent fees in non-designated centres and homes (2021, 2022)

Early learning and child care centres

<i>Full-time average daily fee</i>	<i>April 22, 2021</i>	<i>April 27, 2022</i>
Infant (0 - < 2 years)	\$34.97	\$38.27
Toddler (2 years)	\$29.32	\$30.95
Preschool-age (3 - 5 years)	\$32.07	\$32.38
School-age	\$17.12 ¹	\$17.97 ¹

Early learning and child care homes

Infant (0 - < 2 years)	\$35.00	\$35.47
Toddler (2 years)	\$37.17	\$34.50
Preschool-age (3 - 5 years)	\$37.17	\$34.19
School-age	\$18.67 ¹	\$18.41 ¹

¹ Part-time

Median monthly fees in New Brunswick:

Annual Fee Survey

In 2021, a national survey of child care fees in Canada's large cities included the following New Brunswick cities:

Median monthly fees for full-time child care

<i>City</i>	<i>Infant</i>	<i>Toddler</i>	<i>Preschool-age</i>
Saint John	\$885	\$738	\$738
Moncton	\$868	\$781	\$759
Fredericton	\$846	\$749	\$735

Source: Macdonald, D., & Friendly, M. (2022). *Game Changer: Will provinces and territories meet the new federal child care fee targets? Canadian child care fees 2021*. Ottawa: Canadian Centre for Policy Alternatives

Note: These median monthly figures include fees from centre-based child care and regulated family child care.



WORKFORCE

EARLY CHILDHOOD CERTIFICATION

New Brunswick currently does not have a provincial early childhood certification process.

An exploration of models across Canada has been completed to establish a set of recommendations for a certification program for the early childhood educator profession.

See the Workforce Strategy in the Funding section for more information.

STAFF WAGES

Provincial data on average wages

In New Brunswick, wages and benefits of early childhood educators are set by each employer. However, development and implementation of a wage grid and increased wages for trained educators working with preschool-age children will be funded through the [Canada-New Brunswick Canada-Wide Early Learning and Child Care Agreement](#).

As of October 29, 2021, the average wages were as follows:

	<i>Trained</i>	<i>Untrained</i>
All eligible staff	\$20.41	\$15.76
Administrators	\$24.24	\$19.06
Educators	\$20.04	\$15.69
Family child care providers	\$19.91	\$15.69

Note: Trained staff wages include \$7.25/hour supplement and Untrained wages include \$3.15/hr supplement.

An ECE wage grid is being developed to support recruitment and retention of qualified educator profession. It will be implemented no later than March 2023. It will be based on levels of training and steps and recognizes years of experience and will be regularly reviewed and updated as needed.

The Wage Support Program for Early Childhood Educators (WSP-ECE) is a wage enhancement program to support the recruitment and retention of trained educators.

Wage top-up is based on the following levels of training:

- **Level 1:** 1-year Certificate or 2-year Diploma in Early Childhood Education or University degree issued by a recognized Canadian post-secondary Institution or equivalent; or
- **Entry Level:** Completion of the “Introduction to Early Childhood Education” 90-hour online course.

Increased wages for trained early childhood educators working in a designated preschool-age facility (0 – 5 years) as of April 1, 2022:

- Early Childhood Educators approved for Level 1 in the Wage Support Program for Early Childhood Educators (WSP-ECE) – an hourly wage increase from \$19.00/hour to \$23.47/hour. This will increase the wage top-up for Level 1 educators from \$7.25 per hour to \$11.72 per hour (inclusive of the province’s recent \$2/hour minimum wage increase).
- Early Childhood Educators approved for Entry Level in the WSP-ECE will have an hourly wage increase from \$14.90/hour to \$16.90/hour. This will increase the wage top-up for Entry Level from \$3.15/hour to \$5.15/hour (inclusive of the province’s recent \$2/hour minimum wage increase).

In November 2022, New Brunswick implemented a [wage grid](#) that sets out the minimum hourly rate operators must pay eligible educators. Legacy wage rates will be in place for staff whose current earnings exceed the proposed wage scale.

Increased wages for trained early childhood educators working in a school-age program as of April 1, 2022:

- Early Childhood Educators approved for Level 1 in the Wage Support Program for Early Childhood Educators (WSP-ECE) will have an hourly wage increase from \$19.00/hour to \$21.47/hour. This will increase the wage top up for Level 1 educators from \$7.25 per hour to \$9.72 per hour (the operator is responsible for the province’s recent \$2/hour minimum wage increase).

Median annual employment income (\$) and median hourly wage range (\$) for Early Childhood Educators and Assistants working in day care services full-time, full-year

<i>Median annual employment income</i>	\$30,800
<i>Median hourly employment income</i>	\$14.81 – 16.92

Note: Calculated using 2,080 hours/year (40 hours/week) and 1,820 hours/year (35 hours/week).

Source: *Canadian Census (2021)*. Special run by Statistics Canada.

Note: These data include Early Childhood Educators and Assistants, as defined in NOC 4214 and “working in the day care services industry in centre-based environments with children aged 0 – 12 years”, as defined in NAICS 6244. Included are individuals who worked full-time (30+ hours/week) and full-year (48+ weeks/year), did not work at home, and were not self-employed. Included are supervisors but not managers. Employment income refers to income from all jobs if the Early Childhood Educator or Assistant holds a second job providing a wage, salary or commissions.

Note: See Table 18 in this report for comparable data from other provinces/territories and Canada average.

STANDARDS AND REGULATIONS

REGULATED EARLY LEARNING AND CHILDCARE CENTRES

In New Brunswick, early learning and childcare centres are licensed and regulated under the [Early Childhood Services Act](#) and [Licensing Regulation – Early Childhood Services Act](#).

Maximum size for part-time and full-time centres: 60 spaces.

Staff:child ratio and maximum group size		
Age of child	Staff:child ratio	Maximum group size
0 – < 2 years	1:3	6
2 – 3 years	1:5	10
3 – 4 years	1:8	16
4 – 5 years	1:10	20
School-age	1:15	30

Early childhood requirements for staffing a centre

In New Brunswick, early childhood qualification requirements of educators are assigned at a centre level.

Before July 1, 2020, the operator or administrator of the centre, or 25% of educators, were required to have a one-year community college ECE certificate (or training that, in the opinion of the Minister, is equivalent).

As of July 1, 2020, 50% of educators and an administrator are required to hold a one-year Early Childhood Education certificate or equivalent training.

There are no ECE qualification requirements for educators working strictly with school-age children.

Educators in designated New Brunswick Early Learning Centres are required to participate in 30 hours of professional learning every three-year period. Early Childhood Development district staff coordinate and offer the training, and Early Learning and Childcare services (the licensing branch) is responsible to verify the hours and training. If an operator does not ensure all staff participate it is considered non-compliance. Depending on the severity, a loss of designation funding and/or designation status may result. As of May 10, 2022 it is legislated that educators in designated facilities years must participate in 10 hours of professional learning each year.

There are no requirements for ongoing professional learning for non-designated childcare centre educators.

An administrator or an educator who does not hold a one-year ECE Certificate or equivalent training must complete the *Introduction to Early Childhood Education* course, which consists of 30 hours of curriculum training and 60 hours of introduction to early childhood. The Department of Education and Early Childhood Development offers this course free of charge in an on-line format.

New Brunswick accepts a Bachelor of Education from a recognized university as a training credential in early learning and child care. These educators must also take the 30-hour curriculum training.

Early childhood qualifications for centre administrators

There must be an individual appointed as administrator by an operator to provide on-site supervision of the day-to-day activities of a facility. An operator/owner may be considered administrator if carrying out these duties. As of July 1, 2020, an administrator must hold a one-year Early Childhood Education Certificate or training that is equivalent in the opinion of the Minister.

Exemptions to early childhood qualifications for educators and administrators

Upon request from operators, exemptions have been granted until June 2022 to allow operators, administrators and educators to obtain training as required by legislation. Where operators have not submitted an exemption request, a non-compliance would be indicated on licensing inspections.

Exemptions are only provided for the number of staff required to hold a one-year Early Childhood Education Certificate.

As of April 6, 2022, 95 of 471 Early Learning and Childcare centres providing service to preschool-age children have been granted an exemption.

Other requirements

All administrators, educators, and staff must be at least 16 years old. Educators who are under 19 years of age are required to be supervised by an educator who is at least 19 years of age.

All staff counted in the staff: child ratio must have first aid training, cardio-pulmonary resuscitation certificate and prior contact/criminal record checks/vulnerable sector checks.

For more information regarding regulations of childcare centres, see [Operator Manual: Full-time and Part-time Early Learning and Childcare Centres](#).

Licensing, monitoring and enforcement of regulated early learning and childcare centres

A licence may be issued for up to one year. A probationary licence may be issued for a period of three months if there are significant areas of non-compliance. A maximum of two consecutive probationary licences may be issued.

Regulations regarding inspection

The Department of Education and Early Childhood Development authorizes early learning and childcare licensing staff under the *Early Childhood Services Act* to license and inspect licensed child care facilities.

Facilities are inspected annually for licence renewal and for monitoring inspections, which range from one to three additional visits per year.

Licensing staff include two positions: quality assurance monitor and inspector/ investigator.

Licensing staff are required to hold Bachelor's Degrees in Education, Psychology, Social Sciences or equivalent. They are required to be abreast of best practices from around the world, have a deep understanding of quality child care, child development, early learning and curriculum frameworks as well as legislation so that they can provide effective coaching to administrators and educators and to improve the quality of the childcare system.

Licensing staff must have a minimum of two years related experience, including one-year of interpretation, reinforcement and inspection of legislative requirements and/or conducting inspections

There are four types of inspection:

1. An initial inspection is required of all early learning and childcare facilities for licensing purposes. This is the only scheduled visit. All other inspections are unannounced;
2. Annual licensing inspections of licensed facilities are unannounced and occur 45-90 days before the current licence expires;
3. Unannounced monitoring inspections are made throughout the year to assess the facility's compliance with the *Act* and regulations. The detail and frequency of the monitoring inspection will vary. The goal of the Monitoring Inspection is to support early learning and childcare facilities in:

- continuing improvement of the quality of service offered in the facility; and
 - achieving and maintaining requirements of the *Early Childhood Services Act* and Licensing Regulation – *Early Childhood Services Act*.
4. Unscheduled complaint and incident inspections may be conducted to gather information related to a complaint or incident.

REGULATED FAMILY CHILD CARE

In New Brunswick, regulated family child care homes are called early learning and child care homes. Early learning and child care homes are licensed under the [Early Childhood Services Act](#) and [Licensing Regulation – Early Childhood Services Act](#).

Model of organization

Early learning and childcare homes are individually licensed and care is to be provided in the provider's personal residence.

Maximum capacity

A licensed home can provide care to one group of children which includes the operator's children 12 years or younger.

Only one of the following groups of children may be cared for in a home:

- three infants;
- five preschool-age children;
- nine school-age children; or
- six mixed-age children with at least one school-age child and no more than two infants.

Licensing, monitoring, and enforcement

Licensing, monitoring and enforcement processes for child care homes are similar to those of child care centres.

Early learning and childcare home provider requirements

An early learning and childcare home provider must have successfully completed the 90 hour Introduction to Early Childhood Education course. The Department of Education and Early Childhood Development offers this course free of charge in an online format.

Operators of designated New Brunswick Early Learning Homes are required to participate in 30 hours of professional learning over a three year period.

There are no requirements for ongoing professional learning for non-designated early learning and child care home providers.

An alternate care provider may provide care in a child care home in the absence of the provider. This person may also be referred to as a staff member. The alternate care provider must be 19 years of age or older, have first aid and CPR certification, complete a criminal reference check with the Department of Social Development.

Providers must be at least 19 years old and have first aid and CPR certificates. Providers are required to have a prior record check and criminal record check/vulnerable sector check.

Anyone 18 years of age or older living in the early learning and childcare home must complete a criminal reference check and check with the Department of Social Development.

For more information regarding regulations of child care homes, see [Operator Manual: Full-time and part-time early learning and childcare homes](#).



■ FUNDING FOR REGULATED CHILD CARE

EARLY LEARNING AND CHILD CARE SERVICES' ELIGIBILITY FOR FUNDING

Non-profit and for-profit facilities are eligible for specific funding according to program guidelines.

Funding specific to designated New Brunswick Early Learning Centres and New Brunswick Early Learning Homes is not available to non-designated centres or homes. Both non-profit and for-profit programs are eligible for designation. Funding specific to designated facilities include Parent Subsidy, an Operational Grant and wage enhancements for early childhood educators. Occasionally, one time funding, such as the Quality Improvement Funding, may be provided to designated facilities.

Non-designated facilities are eligible to receive a lower wage top-up for educators and eligible parents can access the Daycare Assistance Program to offset parent fees.

TYPES OF FUNDING

CHILD CARE FEE SUBSIDIES

New Brunswick has two child care fee subsidy programs:

- the Parent Subsidy program for those families with children aged 0 – 5 not in school enrolled in a designated facility; and
- the Daycare Assistance Program (DAP) for families with children aged 0 – 12 enrolled in an undesignated facility, including after-school services in any licenced facility.

Parent Subsidy Program – Designated Centre

Eligibility criteria

Families are eligible for the [Parent Subsidy program](#) if they:

- have at least one preschool-aged child not in school and enrolled in a Designated New Brunswick Early Learning Facility;
- are a Canadian citizen or permanent resident, as well as a resident of New Brunswick; and
- are either working, in a training or education program or have special circumstances.

Financial eligibility

The Parent Subsidy Program is based on gross income. Families with a total annual gross income of \$37,500 or less are eligible for free early learning and child care services for children under five years (not yet in school) at a designated New Brunswick Early Learning Centre or New Brunswick Early Learning Home. Partial subsidies are available on a sliding scale to families with a gross annual income between \$37,501 – \$80,000.

Subsidy amounts take into account child care fees, the number of children under the age of five not attending school in the family and total annual gross household income.

Families with multiple preschool children under the age of five do not pay more than 20% of their gross household annual income on child care for children 0 – 5 years enrolled in a Designated Facility, regardless of income level.

An [online calculator](#) is available to obtain an estimated subsidy amount.

Surcharges above the approved subsidy amount

Families accessing the Parent Subsidy Program who are not eligible for free child care are responsible for paying any difference between the fee charged and their approved daily subsidy amount.

Child care fee subsidy rates

The subsidy rate is the maximum amount paid by the provincial government to the child care facility operator to cover all or part of the parent fee. The maximum subsidy rate under the Parent Subsidy program is set at the established parent fees set by the facility for each given age group in accordance with the Standard Parent Fee Grid (see table in previous Parent Fee section).

Are all eligible families entitled to a fee subsidy?

There is no waitlist for this program.

All eligible families can access the [Designated Centre - Parent Subsidy Program](#), which has been adapted to reflect the Standard Parent Fee Grid.

Daycare Assistance Program

The [Daycare Assistance Program \(DAP\)](#) is primarily used for before- and after-school care. It pays full or partial parent fees on behalf of eligible families with children 5 – 12 years attending school in licensed early learning and child care facilities as well as families with children 0 – 5 years attending licensed non-designated early learning and childcare.

The Daycare Assistance Program is administered by the Department of Social Development on behalf of the Department of Education and Early Childhood Development who has budget responsibility

An [online calculator](#) is available to obtain the estimated subsidy for which a family is eligible.

Eligibility criteria

Families must be:

- Canadian citizens or permanent residents;
- residents of New Brunswick; and
- working, enrolled in an education program or training, or have special circumstances.

Financial eligibility

Subsidies under the Daycare Assistance Program (DAP) are based on net income.

A family qualifies for a full subsidy up to \$22,000 net annual income. Families will be subsidized on a sliding income eligibility scale up to \$55,000 net annual income.

Service providers' eligibility to deliver subsidized child care

The DAP is available for families with preschool-aged children attending a licensed non-designated Early Learning and Childcare facility as well as school-age children attending a licensed childcare facility, regardless of designation status.

Surcharges above the fee subsidy

Families accessing the Daycare Assistance Program are responsible for paying any difference between the child care fee charged and their approved daily subsidy amount.

Subsidy rates

The maximum fee subsidy rate is the maximum amount paid by the provincial government to the service to cover all or part of a fully subsidized parent's fee.

Daycare Assistance Program maximum daily fee subsidy rates for licensed, non-designated Early Learning and Childcare facilities (2021)

	<i>Full-time</i>	<i>Part-time</i>
Infants (0 – < 2 years)	\$28.50	\$14.50
Children (2 – 13 years)	\$24.25	\$12.75

All eligible families can access the [Daycare Assistance Program](#). There is no waitlist for the program.

Other fee subsidy programs

In addition to the fee subsidy programs parents used in regulated child care, the Alternative Child Care Program provides funding for eligible families to use unlicensed child care if they are working or in training and do not have access to regulated child care due to where they live or their hours of work. It is administered by the Department of Social Development on behalf of the Department of Education and Early Childhood Development which has the budget responsibility

Families must demonstrate that they do not have reasonable access to a regulated early learning and child care facility within a five km radius of the home, workplace or training institution.

The maximum daily subsidy for this program is \$18.50 for infants, \$16.50 for children two to five years, and \$9.25 for school-age care. Maximum daily subsidy rates for part-time attendance are \$9.75 for infants and \$9.25 for children two years and older.

OPERATIONAL FUNDING

Operational Grants

Operational Grants are available to Designated New Brunswick Early Learning Centres and New Brunswick Early Learning Homes.

Operational Grants are paid monthly to designated facilities to offset the costs of administering the program and maintaining the low fee policy. Operational funding is based on enrolment and is reported through the Operator Portal.

Funding includes the following components:

- Infant Operating Grant – Early Learning Centres receive \$10.00/enrolled infant space/day.
 - Quality Grant – All designated centres and homes are eligible to receive an operational grant of \$2.50/enrolled preschool-age space/day.
-

Parent Fee Reduction Subsidy

On June 1, 2022, the Fee Reduction Subsidy for operators of designated centres was introduced. This new subsidy covers the difference between the new Standardized Parent Fee Grid and the fees on record for the designated facility.

Wage Support Program for Early Childhood Educators (WSP-ECE)

The [WSP-ECE](#) is a wage enhancement program intended to support recruitment and retention of trained educators. Higher wage top-up is paid for early childhood educators with post-secondary qualifications to encourage higher levels of training within the workforce.

All operators of licensed child care facilities are eligible to register for WSP-ECE and to enrol their qualifying staff. Funding is paid monthly directly to the operator, based on actual hours reported. Operators of non-designated facilities and school-age services are responsible for meeting the minimum wage requirements in order to qualify for the hourly wage top-up.

With New Brunswick's \$2.00/hour increase to the minimum wage effective October 1, 2022, the minimum contribution to the salary of early childhood educators for operators of designated facilities was set at \$11.75 per hour (which was the minimum wage prior to April 1, 2022) for educators providing services to children birth to two years and \$13.75 per hour for educators providing after-school services. Operators of designated facilities must adhere to the Market Fee Threshold policy for fee increases.

Under the Canada-New Brunswick Canada-Wide Early Learning and Child Care Agreement, wages for trained early childhood educators working in a designated preschool facility (0 – 5 years) were increased as of April 1, 2022, absorbing the impact of the increase in minimum wage for operators of designated facilities.

Before May 2021, the [Wage Support Program for Early Childhood Educators](#) (WSP-ECE) was known as the Quality Improvement Funding Support Program (QIFS). QIFS was created to support improvements to quality of licensed child care services and to aid with recruitment and retention efforts.

The table below outlines wage top-up amounts by level for educators in designated and non-designated facilities effective April 1, 2022. They apply to all eligible WSP program participants, regardless of their role.

Wage top-up amounts under WSP-ECE funding for early learning and child care centre educators and early learning and childcare home providers (Effective April 1, 2022)

Type of program	Staff education level		
	Level 1 HWT ²	Entry Level HWT ²	Relief Staff ¹ HWT ²
Educators of children 0 – 5 years in designated facilities	\$11.72	\$5.15	\$5.15
School-age educators regardless of designation status	\$9.72	\$3.15	\$3.15
Educators in non-designated facilities	\$7.25	\$3.15	\$3.15

1 Untrained – maximum 88 hours per month
2 Hourly wage top-up

Note: Operators of school-age programs are responsible for the minimum wage increases (\$2.00). This aligns the wages with those of educators in designated facilities.

To receive Entry Level top-up, untrained educators working with children birth to five years old must register for the Introduction to Early Childhood Education (90 hour) course. Upon completion of the course, they are required to provide proof of completion by uploading their certificate and the condition is removed. Educators have one year from enrolment to complete the course.

In situations where Level 1 educators do not hold an ECE certificate or equivalent training and they are required to complete the Introduction to Early Childhood Education (90 hour) course, the above process is the same.

School-age educators are not currently required to complete the Introduction to Early Childhood Education (90 hour) course.

Inclusion Support Program

Eligibility for the Inclusion Support Program is determined through an annual application process. The funding is to support the wages of Inclusion Support workers. The hourly rates are under review; as of April 1, 2022, they were \$15.27/hour plus 10% administration.

1 The Foundations program, intended to transfer federal funds to provinces/territories for child care, was put in place by bilateral agreements between the federal government and provinces territories. These were cancelled in early 2007 in the program's first year by an incoming Conservative federal government.

ONE-TIME FUNDING

The Quality Improvement Grant for Designated Facilities was part of the Canada-New Brunswick Canada-Wide Early Learning and Childcare Agreement and the New Brunswick Action Plan 2021 – 2023. The grant was provided to support increased quality in the indoor and outdoor learning environments of New Brunswick Early Learning Centres and New Brunswick Early Learning Homes. The Department of Education and Early Childhood Development provided a grant in the amount of \$600 per enrolled space (birth to 24 months) and \$430 per enrolled preschool space (2 – 5 years old).

OTHER ELCC FUNDING

Early Childhood Education Tuition Reimbursement Program

In 2007, initial funding for the ELCC Trust Fund, which came from the agreement between the federal government and New Brunswick associated with the first year of the canceled Foundations¹ program, was about \$8 million. The Trust Fund was initially created to support the development and implementation of early learning and child care curricula, training for early learning and child care workers, creation of new rural, infant and extended hours child care spaces and the creation of child care spaces operating in the minority language of their community.

Following the dissolution of the Early Learning and Child Care Trust Fund in 2021, the Early Childhood Education Tuition Reimbursement Program was created in February 2021 to support and promote learning and development in early childhood, in alignment with the training requirements for early childhood educators set forth by [Early Childhood Services Act](#).

From the Early Childhood Education Tuition Reimbursement Program, funding of up to \$3,000 is available to educators or administrators currently working in a licensed Early Learning and Childcare facility who are either working toward their ECE Certificate or Diploma, or who have completed their ECE Certificate or Diploma after January 1st, 2007. The ECE Certificate or Diploma must be from an institution recognized by the department.

Early Learning and Childcare Trust Fund annual reports can be found [here](#).

Training Assistance for Child Care Staff

This funding is available to individuals who work in licensed early learning and child care facilities to support the completion of an ECE certificate from a recognized institution in New Brunswick. A maximum of \$3,000 is available for child care staff who do not have their ECE certification but are enrolled in recognized NB training institutions.

Workforce Strategy – ECE Training

In 2021 – 2022 under the Workforce Strategy Agreement between the Federal Government and the Government of New Brunswick, free tuition was provided for ELCC educators working with children under the age of five. A number of initiatives were part of this strategy:

- 90-hour online course “Introduction to Early Childhood Education”: the department has enhanced its ability to deliver the 90 hour online “Introduction to Early Childhood Education” course by having more Early Learning Consultants in place to support educators;
- Micro-credentialing and Work-Integrated Learning: The New Brunswick Community College (NBCC) and the Collège communautaire du Nouveau-Brunswick (CCNB) were contracted to develop and implement innovative training models whereby educators complete their training while continuing to work. Available options for educators are the micro-credential experiential learning programs to be completed within a six to eight month time frame and the work integrated learning program to be completed over a two-year period, attending classes part-time. New Brunswick Community College and Collège Communautaire du Nouveau-Brunswick are responsible for the delivery of the training;
- Grants were provided to operators to support educators to complete the one year ECE certificate through either of the innovative training models offered within the specified timeframes. This second pathway is aimed at recognizing prior experience as course credits. Funding may be used to cover the pedagogical resources, pay for a substitute educator that allow the educator study time within work hours and/or provide the educator with technology equipment to facilitate completion of the program; and

- Emergent Leadership Institute: two leadership streams are being developed in collaboration with the Early Learning and Childcare sector:
 - The Pedagogical Leadership stream is aimed at early childhood educators who want to build their competencies and deepen their understanding of the curriculum to become coaches and mentors for other early childhood educators; and
 - The Organizational Leadership stream is aimed at early childhood educators and operators who have a desire to lead or who are leading the administration and management component of a service. This stream focuses on organizational duties such as human resources management, financial management, facility management with an in-depth understanding of legislation impacting early learning and childcare.
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Early Childhood Educator Career Growth and Development Program

The Early Childhood Educator Career Growth and Development Program is intended to support early childhood educators in their career pathways. The program will support early childhood educators in building their professional portfolio to demonstrate how they acquire and improve their knowledge and competencies.

Substitute database

A model for an early childhood educator substitute database has been developed and is being validated with representatives of the sector.

Prioritization of the early childhood educator profession

Through a partnership with Working NB, a new three-year action plan will focus on the recruitment and retention of qualified early childhood educators in New Brunswick. This three-year plan is currently based on ongoing initiatives and will be enhanced once the department has determined a long-term recruitment and retention strategy for this sector.

PROVINCIAL FUNDING FOR REGULATED CHILD CARE (2020 – 2021)

FEE SUBSIDIES

Daycare Assistance Program (DAP)	\$7,873,580
Parent Subsidy Program	\$17,410,499
Total fee subsidies	\$25,284,080

OPERATIONAL FUNDING

<i>Program</i>	<i>Amount</i>
Operational Grants	\$9,340,606
Wage Support Funding	\$37,390,251
Inclusion Support Program	\$4,424,128
Total operational funding	\$51,154,986

ONE-TIME FUNDING \$0

**TOTAL FUNDING FOR REGULATED CHILD CARE
(fee subsidies and operational
funding)** **\$76,439,066**

Note: Funding reflects actual expenditures.

OTHER ELCC FUNDING

<i>Program</i>	<i>Amount</i>
Early Learning and Child Care Trust Fund Training assistance for child care staff	\$1,000,000
Family Resource Centres (New Brunswick Association of Family Resource Programs)	\$400,000

Note: Following the dissolution of the Early Learning and Child Care Trust Fund in 2021, the Early Childhood Education Tuition Reimbursement Program was created in February 2021.

FEDERAL TRANSFERS TO PROVINCE

<i>Federal transfer</i>	<i>Amount</i>
Multilateral Early Learning and Child Care Framework – Early Learning and Child Care Bilateral Agreements	\$9,676,896
Federal Wage Support Program Agreement (Estimate)	\$10,936,800
Safe Restart Agreement (child care specific funding)	\$14,319,000

COVID-19 RELATED SUPPORTS

Emergency funding	\$2,647,852
Wage Top-Up for Frontline Workers (Federal Wage Support)	\$7,334,450
Health & Safety Grant	\$4,654,955
Loss of income	\$1,222,745
Sanitary stipend	\$339,000
Lockdown funding	\$41,480



■ OF INTEREST

MUNICIPAL ROLE

While there is no mandated or formal role for municipalities in the delivery of early learning and child care, two towns operate child care centres.

The Town of Woodstock operates two child care facilities, one full-time facility (licensed in 2005) and one school-aged facility (licensed in 2015).

The town of Bathurst under the Bathurst Aquatic Centre operates a full-time child care facility (licensed in 1999).

FAMILY RESOURCE CENTRES

There are 13 [Family Resource Centres](#) in New Brunswick funded through the federal Community Action Program for Children (CAPC), and the Department of Education and Early Childhood Development (EECD). Each is governed by a community board of directors. The 13 regional centres cover the province by operating a network of more than 90 outreach sites, which include remote rural areas.

Family Resource Centres offer a variety of free programs and activities for parents and their children ages 0 – 6, including drop-ins, parent education and support groups, collective kitchens, prenatal and postnatal nutrition programs, toy and resource-lending libraries and programs to promote parent-child communication and bonding, family literacy and child development and safety.

■ PROVINCIAL ECEC ORGANIZATIONS AND ADVISORY GROUPS

[Child Care Now New Brunswick](#)

