

# Newfoundland and Labrador



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# Newfoundland and Labrador



## ■ OVERVIEW

In Newfoundland and Labrador, early learning and child care includes kindergarten, regulated child care centres and family child care.

Kindergarten is the responsibility of the Department of Education. Full-day kindergarten is available to all children who turn five by December 31 of the respective school year. Kindergarten attendance is not compulsory.

Newfoundland and Labrador is implementing year-round full-day pre-kindergarten for all four-year-old children, per its Canada-wide Early Learning and Child Care (CWELCC) Action Plan. In May 2022, the province reported that approximately 600 pre-k spaces would be created in 2022 – 2023.

Child care is the responsibility of the Department of Education, under the Early Learning and Child Development Division. Programs are delivered by non-profit and for-profit operators, with the number of for-profit centres nearly double the number of non-profits. Six publicly delivered programs are operated by the Nunatsiavut Government and the Newfoundland and Labrador English School District.

The province sets fees at centres that receive funding through the Operating Grant Program. A small proportion of centres do not participate in this program and set their own rates. Parent fee subsidies are available and may be used at all regulated non-profit and for-profit centres.

Newfoundland and Labrador signed the Canada-Newfoundland and Labrador Early Learning and Child Care Agreement (Multilateral Framework Agreement) on December 15, 2017. The agreement allocated \$22 million over three years; it was extended on January 12, 2021 with another \$7.1 million allocated to the 2020 – 2021 fiscal year, and renewed on July 28, 2021 allocating a further \$34.8 million over four years.

The Canada-Newfoundland and Labrador Canada-Wide Early Learning and Child Care Agreement (CWELCC) was signed by Newfoundland and Labrador on July 28, 2021. This agreement allocated \$306 million over five years to:

- reduce fees to an average of \$15/day by January 2022 and an average of \$10/day by 2025 – 2026;
- expand the existing Operating Grant Program, Child Care Capacity Initiative, and child care subsidy;
- provide grants and bursaries to educators who complete a post-secondary ECE program or upgrade their credentials, and operators for renovation and purchases or initiatives related to quality improvement create approximately 5,900 new spaces by 2025 – 2026;
- develop a plan to guide Newfoundland and Labrador to expand public and non-profit child care; and
- create and implement a provincial wage grid.

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)

<i>Age</i>	<i>Number of children (2021)</i>
0	3,500
1	3,400
2	4,200
3	3,700
4	4,400
5	4,900
6	6,100
7	4,200
8	4,100
9	4,500
10	4,700
11	4,900
12	5,400
Total	57,900

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

<i>Age</i>	<i>Number of children (2021)</i>
0 – 2	11,100
3 – 5	13,000
6 – 12	33,900
Total	57,900

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

<i>Age</i>	<i>Number of children (2021)</i>
0	2,100
1	2,100
2	2,500
3	2,500
4	2,800
5	2,900
6	3,300
7	3,200
8	2,700
9	3,000
10	3,000
11	3,100
12	3,200
Total	36,400

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

<i>Age</i>	<i>Number of children (2021)</i>
0 – 2	6,700
3 – 5	8,200
6 – 12	21,500
Total	36,400

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**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	1,480	310	450	80	70
5 – 9	1,695	445	480	50	145
10 – 14	2,065	615	590	70	190
Total	5,240	1,370	1,520	200	405

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**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	8,200	74.5
4 – 5	4,500	80.4
6 – 12	12,700	76.6
6 – 12	12,800	80.0

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**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	14,425	4,255	3,660	595
5 – 9	16,615	5,880	4,755	1,125
10 – 14	18,505	6,945	5,525	1,420

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### Languages spoken most often at home (2021)

Age	English	French	Non-official	Multiple
0 – 4	18,200	55	530	200
5 – 9	22,310	60	400	255
10 – 14	25,455	60	445	190
Total	65,965	180	1,370	655

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

Two-parent families	Male lone-parent	Female lone-parent
\$101,000	\$43,200	\$41,200

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## 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 (Pregnancy leave)

17 weeks

A pregnant employee who has been employed by the same employer for at least 20 consecutive weeks is eligible.

#### Parental leave

61 weeks for birth or adoption

An employee who has been employed by the same employer for at least 20 consecutive weeks and who is the parent of a child is eligible

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

#### Adoption leave

17 weeks

An employee who has been employed by the same employer for at least 20 consecutive weeks is eligible.

### PARENTAL LEAVE BENEFITS

#### Benefit options in 2022

Employment Insurance (EI) benefits cover 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 parent. Under this additional benefit, five weeks of Standard Benefits is 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

Kindergarten is the responsibility of the Department of Education. The Newfoundland and Labrador English School District and the Conseil Scolaire Francophone administer the daily operations of public schools.

Full-school day kindergarten is available to all children who turn five by December 31 of the respective school year; it was introduced in 2016. Kindergarten is not compulsory but all children must start school in the year they turn six.

In September 2022, Newfoundland and Labrador began implementing the first phase of a prekindergarten program for four-year-olds. The prekindergarten programs will be located in schools where space is available, and will be licensed as full-day non-profit child care centres that operate year round.

Indigenous Services Canada provides funding to First Nations for eligible students who live on reserve. The Miawpukek First Nation provides kindergarten in the school it operates on the Miawpukek Mi'kamaway Mawi'omi reserve (formerly known as Conne River).

In 2009, Mamu Tshishkutamashutau Innu Education was established to oversee the education of Innu people in Labrador. Kindergarten is offered in the two Innu schools on reserve in Labrador.

Newfoundland and Labrador regulates but does not fund denominational or other private schools.

## PROVINCIAL RESPONSIBILITY FOR KINDERGARTEN

Department of Education  
Programs and Services Division  
P.O. Box 8700  
St John's, NL, A1B 4J6  
Telephone: (709) 729-1840  
Email: [education@gov.nl.ca](mailto:education@gov.nl.ca)  
Website: <https://www.gov.nl.ca/education/>

## LEGISLATION AND REGULATIONS

Newfoundland and Labrador. House of Assembly. *Schools Act*. SNL1997 CHAPTER S-12.2. Amended 2021 c21.

## KINDERGARTEN FOR FIVE-YEAR-OLDS

### DEFINITION

Kindergarten is a full-school day program available to all five-year-old children in Newfoundland and Labrador.

### AGE ELIGIBILITY

In order to attend kindergarten, children must be five years old by December 31 of the academic year.

### ENROLMENT

Attendance in kindergarten is not mandatory. Compulsory schooling begins in the school year the child is six years old by December 31.

### ENTITLEMENT

All eligible children have legislated access to a space in kindergarten.

### INSTRUCTIONAL HOURS PER DAY/ TYPICAL LENGTH OF THE SCHOOL DAY

All schools across must provide five hours of instructional time per day in kindergarten.

### CLASS SIZE

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

### CURRICULUM OR CURRICULUM FRAMEWORK

[Completely Kindergarten: Kindergarten Curriculum Guide](#) (Interim Edition, September 2010).

The use of the curriculum is mandated in all public schools.

### GENERAL TEACHER QUALIFICATIONS AND CERTIFICATION

To be a qualified teacher in Newfoundland and Labrador, a four-year academic degree with a major in a teachable subject area, plus a one-year or two-year education degree is required. Alternatively, teachers may have a four- or five-year education degree with a concentration in primary or elementary education.

There are no ECE specific qualifications for kindergarten teachers.

### TOTAL ENROLMENT

#### (SCHOOL YEAR 2020 – 2021)

Number of children enrolled in kindergarten 4,373

### FINANCIAL (SCHOOL YEAR 2020 – 2021)

Spending on kindergarten (total) \$ 64,611,800

Spending on kindergarten (per child) \$ 14,320

*Note: The total spending is based on kindergarten enrolment and Statistics Canada per pupil spending for 2020 – 2021.*

## KINDERGARTEN FOR FOUR-YEAR-OLDS (PRE-KINDERGARTEN)

In September 2022, Newfoundland and Labrador began implementing the first phase of a pre-kindergarten program in five pilot locations. The pre-kindergarten programs will be located in schools where space is available, and will be licensed as non-profit full-day child care centres that operate year round. Parents will pay the same fee as in full-day child care – \$15/day in 2022, \$10/day in 2023, and eligible families may receive a child care fee subsidy. Additional pre-kindergarten programs will open in phases, starting in December 2022, with the goal of opening a total of 35 pilot locations by March 2023, adding approximately 600 new licensed child care spaces. The YMCA of Newfoundland and Labrador was selected as the non-profit operator for all 35 pilot locations.

In August 2022, the Child Care Regulation was amended to include pre-kindergarten. There is a maximum class size of 20 children, with a 1:10 staff to child ratio. At least one staff person must hold a Level III certificate and a pre-kindergarten classification. All staff that are counted as part of the ratio must complete an orientation course regarding the provincial Early Learning Framework.

## OTHER SCHOOL-OPERATED EARLY CHILDHOOD PROGRAMS

### KINDERSTART

[KinderStart](#) is a registration-based school transition program offered in the year prior to kindergarten entry. The program consists of four 2.5-hour orientation sessions organized and promoted at the school level for children and their parents/caregivers. The sessions are intended to support children's adjustment to the school environment, and provide parents/caregivers with information on how to support their children's learning at home.

Registration takes place in the calendar year a child becomes four years of age.

## CHILD CARE

### PROVINCIAL RESPONSIBILITY FOR CHILD CARE

Early Learning and Child Development Division  
Department of Education  
P.O. Box 8700  
St. John's, NL, A1B 4J6  
Telephone: 709-729-5960  
Website: <https://childcare.gov.nl.ca/>

## LEGISLATION AND REGULATIONS

Newfoundland and Labrador. House of Assembly. [Child Care Act](#). SNL2014 C-11.01. Amended 2018 C-C-12.3 s.117.

Newfoundland and Labrador. House of Assembly. [Child Care Regulations](#). NLR39/17, Amended 66/17, 70/17, 95/18, 2018 C-C-12.3 s.129.

Child Care Policy and Standards Manual. [Child Care Legislation – Education \(gov.nl.ca\)](#).

## CHILD CARE SERVICES

### UNREGULATED CHILD CARE

Unregulated child care is not monitored by the Department of Education.

A child care provider is not required to be licensed if child care is offered for less than 10 hours a week or the child care provider cares for a maximum of four children under age 13, and no more than two of these children are under age two. Where all of the children are younger than age two, a maximum of three children can be cared for. These numbers include the provider's own children.

*Note: Additional exemptions from licensing can be found in sections 2(f) and 2(g) of the [Child Care Act](#).*

### REGULATED CHILD CARE

All regulated child care can provide services to children from birth to 13 years and may operate between the hours of 6:30 a.m. and 8:30 p.m. Care may be offered outside these standard hours with written Ministerial approval.

#### Child care centre

A child care centre is a facility in which a child care service is operated (not including a licensed or approved family home). Centres may operate on a full-day or part-day basis and are required to hold a child care licence as determined by the *Child Care Act* and Regulations.

#### School-age child care centre

A school-age child care centre provides care outside school hours for school-age children under 13 years of age. School-age care has two age categories: "younger school age range" which refers to children from four years and nine months old up to seven years old, and "older school age range" which refers to children from six years and nine months up to 13 years.

### Family home child care

A family child care home is a facility in which a child care provider lives and operates the child care service. Depending on the location, the home is either individually licensed by the Department of Education or approved through a licensed family child care agency.

Family home child care services may operate on a full-day or part-day basis.

The number of children who can participate in a regulated family home child care at one time is determined by the ages and needs of the children, the physical configuration of the home, the program of the child care service and any previous violations issued in relation to the administrator, the child care service or the facility.

The maximum number of children a regulated home child care provider can provide care for is seven children.

## CURRICULUM FRAMEWORK

[Navigating the Early Years: An Early Childhood Learning Framework](#)

Newfoundland and Labrador's curriculum framework is based on the symbol of the Fisher's Knot. The framework is meant to encourage a holistic approach to the development of children – like the interwoven strands of the Fisher's Knot, the framework respects the strength of the whole during the critical period of early childhood.

Currently, the use of this framework is voluntary in licensed child care settings. The intention was that, following an anticipated legislative review in 2022, it would be introduced as the guiding framework for early learning programs and part of the licence application process.

## CHILDREN WITH SPECIAL NEEDS

*(Newfoundland and Labrador uses the term children with exceptionalities)*

Newfoundland and Labrador offers the Child Care Inclusion Program, which provides assistance to regulated child care services to ensure all children, including those with exceptionalities (diagnosed or undiagnosed), can participate to their fullest potential in regulated child care.

The inclusion program is voluntary: Centres and homes are not required to accept children with exceptionalities. Support is provided at the request of the child care service.

Exceptionalities refer to patterns of strengths and needs that are outside those common to groups of children, and may fall within one or more of the following domains: Developmental, cognitive, social-emotional, behavioural, sensory, physical or medical.

A diagnosis is not required for a child to be eligible for inclusive child care.

Funding covers all eligible children, and all types of regulated child care programs are eligible to receive funding.

The Child Care Inclusion Program provides funding to the child care program overall to include children with extra support needs rather than funding specific children.

Regional Inclusion consultants in the Department of Education assess, monitor and operationalize the inclusion program. Inclusion Consultants provide resources, knowledge, skill teaching and offer training/workshops to child care services on an as needed basis. When the need has been assessed by a regional consultant, inclusion supports may also include grants to assist eligible child care services ensure that all children can participate to their fullest potential in a regular child care service program. This includes:

- **Replacement Staff:** to assist with the cost of replacing a caregiver who is participating in a multi-disciplinary meeting or a professional learning session which is directly related to the needs of the home/homeroom;
- **Professional Learning:** to assist with the cost of caregivers accessing professional learning relevant to the needs of the home/homeroom. It may include professional learning fees and some associated travel;
- **Funded Space:** to assist with cost of utilizing a vacant space to reduce the caregiver to child ratio in the impacted home/homeroom; and
- **Staffing Grant:** to assist with the cost of wages and benefits for an additional caregiver to reduce the caregiver to child ratio.

Newly constructed or renovated facilities are required to be fully accessible/barrier-free.

Newfoundland and Labrador's inclusion policies can be found online at: [Inclusive Child Care – Education \(gov.nl.ca\)](#)



## FIRST NATIONS, MÉTIS AND INUIT CHILD CARE

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

Newfoundland and Labrador is home to Inuit people as well as Innu and Mi'kmaq First Nations people.

#### Number of licensed spaces on First Nations' reserves and in Inuit communities

There is one licensed full-day child care centre on the Samiajij Miawpukek reserve (formerly known as Conne River) that serves a total of 28 children between two years and five years and nine months.

There are four licensed centres in the autonomous Inuit area in Nunatsiavut, Labrador. These centres, in the communities of Nain, Hopedale, Rigolet and Makovik serve 67 children between two years and five years and nine months.

These centres receive the same funding as other provincially licensed centres, including wage supplements, funding for children with special needs and parent fee subsidies.

There are two Aboriginal Head Start on Reserve (AHSOR).

There is one licensed family child care provider on reserve.

### INDIGENOUS CHILD CARE OTHER THAN ON RESERVE

**There is one Indigenous centre not on reserve. It is licensed for the following number of spaces:**

Infants	6
Toddlers and preschool-age	14
Preschool-age	15
<b>Total full-day spaces</b>	<b>35</b>

There are three Aboriginal Head Start in Urban and Northern Communities (AHSUNC). Newfoundland and Labrador does not licence AHSUNC programs.

## SPACE STATISTICS

### NUMBER OF REGULATED SPACES (March 31, 2021)

<i>Full-day centres</i>	<i>Number of spaces</i>
Infant (0 – 24 months)	127
Toddler (18 – 36 months)	1,132
Preschool-age (2 years, 9 months – 5 years, 9 months) (not attending school)	3,368

<i>Part-day centres</i>	
Preschool-age (2 years, 9 months – 5 years, 9 months) (not attending school)	75

**TOTAL CENTRE SPACES (0 – 5 years) 4,702**

### 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>	2,717
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**TOTAL CENTRE SPACES (0 – 12 years) 7,419**

### Regulated family child care (enrolment)

<i>Family child care</i>	
<i>Total regulated family child care spaces (enrolment)</i>	623

### TOTAL REGULATED SPACES (centre spaces and family child care enrolment)

**8,042**

### Number of child care centres (2021)

<i>Centre-based programs</i>	
<i>Total number of centres</i>	186
Number of centres providing a full-day program	149
Number of centres providing a part-day (nursery or preschool) program	6
Number of centres providing a part-day program for children attending school (approx 4 – 12 years)	123
Number of centres providing infant care (0 – 24 months)	19
Number of centres providing toddler care (18 – 36 months)	126
Number of centres providing preschool-age care (2 years, 9 months – 5 years, 9 months) (not attending school)	145
Number of centres providing non-standard hours care	6
Number of centres in publicly delivered and funded schools	28

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

*Note: These categories are likely to overlap.*

<b>Number of regulated family child care homes</b>				
Number of individually licensed family child care homes (active)	15			
Number of agency-based family child care homes (active)	95			
<b>Total number of family child care homes</b>	<b>110</b>			
<hr/>				
<b>Number of family child care agencies</b>	<b>1</b>			
<hr/>				
<b>Municipal delivery</b>				
Number of municipalities or municipal entities operating child care centres (i.e. are the licence holder)	0			
<hr/>				
<b>Programs by auspice (2021)</b>				
<i>Number of centres</i>				
For-profit	116			
Non-profit	56			
Publicly operated <sup>1</sup>	7			
<i>Family child care agencies</i>				
For-profit	0			
Non-profit	1			
1 Municipality/municipal entity, school authority, other government agency or Indigenous governance organization				
<i>Note: This includes centres operated by the Nunatsiavut Government (four centres), Newfoundland and Labrador English School District (two centres) and Conne River Health and Social Services (one centre).</i>				
<hr/>				
<b>Centre spaces by auspice</b>				
	<i>Full-day spaces</i>	<i>Part-day spaces<sup>1</sup></i>	<i>BASC spaces<sup>2</sup></i>	<i>Total spaces</i>
For-profit	3,438	16	1,740	5,194
Non-profit	862	59	922	1,843
Publicly operated <sup>3</sup>	327	0	55	382
1 Nursery/preschool part-day spaces				
2 Before- and after-school care (4 – 13 years) spaces				
3 Municipality/municipal entity, school authority, other government agency or Indigenous governance organization				
<i>Note: For a profile of child care auspice in Newfoundland and Labrador, see <a href="#">Risky Business</a>.</i>				

## FEE SUBSIDIES

### Number of children receiving subsidies in licensed and regulated child care (March 31, 2021)

Full subsidy	1,132
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## SPECIAL NEEDS/DISABILITY SUPPORT FUNDING (MARCH 2021)

Not available

For a list of all licensed child care programs and services in Newfoundland and Labrador, see the [directory](#).

## ENROLMENT STATISTICS

### Centre-based enrolment (March 31, 2021)

<i>Full-day centres</i>	<i>Number of children enrolled</i>
Infant (0 – 24 months)	108
Toddler (18 – 36 months)	935
Preschool-age (2 years, 9 months – 5 years, 9 months) (not attending school)	2,797
<i>Part-day centres</i>	
Preschool-age (2 years, 9 months – 5 years, 9 months) (not attending school)	50

**TOTAL CENTRE ENROLMENT (0 – 5 years) 3,890**

### Before- and after-school care (licensed, regulated, approved or authorized)

Total number of children in kindergarten and Grades 1 – 6 enrolled in before- and after-school care 1,609

**TOTAL CENTRE ENROLMENT (0 – 12 years) 5,499**



## PARENT FEES

Parent fees in Newfoundland and Labrador are set by the province if the centre or regulated family home participates in the Operating Grant Program (OGP). In 2021, regulated child care centres and family child care homes participating in the OGP comprised 95% of licensed spaces.

Centres and family child care homes not participating in the set fee Operating Grant program may set their own fees.

On January 1, 2021, an operating grant program for regulated family home child care was introduced.

On January 1, 2021, child care fees in Newfoundland and Labrador for infants, toddlers, preschool-age and full-day school-age children in regulated centres and homes participating in the Operating Grant Program were reduced to \$25/day.

On January 1, 2022, the fees for all full-day regulated child care services in Newfoundland and Labrador participating in the OGP were reduced to \$15/day as part of the Canada-Newfoundland and Labrador Early Learning and Child Care Agreement.

Full-day fees were further reduced to \$10/day on January 1, 2023.

The fee reduction program was originally launched in December 2014 as part of *Caring for our Future*, the provincial government's 10 year plan for child care and is now a key component of the Canada-Newfoundland and Labrador Early Learning and Child Care Agreement.

### PROVINCIAL DATA ON AVERAGE FEES

#### Provincially set fees for centres and family child care homes participating in the Operating Grant Program (2021 – 2022)

	<i>Full-time daily fee (2021)</i>	<i>Full-time daily fee (2022)</i>
<b>Centres</b>		
Infant	\$25	\$15
Preschool-age	\$25	\$15
School-age (full-day)	\$25	\$15
After-school	\$14	\$ 8
Before- and after-school	\$16	\$10
<b>Family child care homes</b>		
Infant	\$25	\$15
Preschool-age	\$25	\$15
School-age (full-day)	\$25	\$15
After-school	\$14	\$ 8
Before-and after-school	\$16	\$10

#### Centres and family child care homes not participating in the Operating Grant Program

Centres and family child care homes not participating in the Operating Grant Program may set their own fees. Provincial information on average fees for those centres and homes is not available from the province.

#### Median monthly fees in Newfoundland and Labrador: Annual Fee Survey

In 2021, an annual national survey of child care fees in Canada's larger cities included St. John's:

##### *Median monthly fees for full-time child care*

<i>Infant</i>	<i>Toddler</i>	<i>Preschool-age</i>
\$543	\$543	\$543

The survey also provides St. John's median parent fees for centres and family child care not using set fees:

##### *Median monthly fees for full-time market fee child care St. John's (2021)*

<i>Infant</i>	<i>Toddler</i>	<i>Preschool-age</i>
<i>Not available</i>	\$1,564	\$1,335

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

Newfoundland and Labrador both certifies and classifies individuals working in the regulated child care sector.

Individuals may hold multiple levels and classifications of certification. To change the level or classification of certification, the individual must apply for a reissued certificate.

### EARLY CHILDHOOD CERTIFICATION

In Newfoundland and Labrador, child care staff must be certified to work in the regulated child care sector. The Association of Early Childhood Educators Newfoundland – Labrador (AECENL) is funded by the provincial government to administer the province's Child Care Services Certification process.

Certification includes both levels and classifications. Levels are based on the post-secondary education credentials the individual has completed (or is enrolled in), primarily in ECE.

There are five certification levels.

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#### Trainee Level

- An orientation course, and proof of registration in an ECE program.

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#### Level One

- One-year ECE certificate.

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#### Level Two

- Two-year ECE diploma.

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#### Level Three

- Three-year ECE diploma, or two-year ECE diploma and one-year post-diploma ECE specialization; or
- One-year ECE certificate and a university degree.

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#### Level Four

- University degree in ECE, or two-year ECE diploma and a university degree.

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Individuals must renew their certification every three years.

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#### Renewal of requirements for Level One certification and above

- 30 hours of professional learning if renewing prior to the expiry date, or
- 36 hours of professional learning plus one hour for each month lapsed.
- If an individual holds a combination of certification levels (e.g. Centre Level III School-Age with Trainee Level Preschool), renewal requirements are based on the lowest level of certification held.

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#### Renewal requirements for Trainee Level

- Renewal requirements for Trainee Level vary by type of classification and may or may not involve upgrading.
- Newfoundland and Labrador's Trainee Level replaced the province's Entry Level certification in 2017 and some individuals were grandparented, with additional recertification requirements.

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For further information on certification and renewal see: [ECE certification](#).

#### Classification

The classification is based on the regulated child care setting and the age group with which the individual staff is certified to work.

There are four classifications:

- **Preschool Classification** covers children from age two to school entry age in child care centres.
- **School-age Classification** covers children from school entry to age 13 in child care centres.
- **Mixed-age Classification** covers children from birth to 13 years in family child care.
- **Infant Classification** covers children 0 – 24 months in both centres and family child care. For an infant classification, individuals must hold at least Level One certification. A family child care provider must also take a post-secondary infant care course or AECENL's infant orientation course.

*Note: There is no Trainee Level for family child care – Infant classification. However, those who were operating infant-designated family child care homes when the Child Care Act came into effect (July 31, 2017) were required to upgrade to Level One with Infant classification. They were required to meet the same renewal requirements as a child care centre - Trainee Level.*

#### STAFF WAGES

To date, wages and benefits of early childhood educators and child care workers have been set by each employer.

A wage grid under the Operating Grant Program is being developed by the Early Childhood Educators Human Resources Council, with full implementation planned for 2023. This is part of the obligation under the [Canada-Newfoundland and Labrador Canada-Wide Early Learning and Child Care Agreement](#).

It was announced in March 2023 that the new wage grid would come into effect April 1, 2023 with a base of \$25/hour for Level 2. For further details see [The Early Childhood Educator wage grid](#).

*Note: The current ELCC Supplement paid directly to educators will become part of the wage grid.*

#### Provincial wage data

Child care centres participating in the Operating Grant Program are required to pay a minimum of \$14/hour to ECEs and \$16/hour to Administrators. In addition, qualified staff are eligible to receive the ELCC Supplement of between \$12,900 and \$16,900 per year depending on the level of certification and job held. This supplement is paid quarterly, directly to the individual ECE (See the FUNDING section for details).

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

*Median annual employment income* \$31,600  
*Median hourly employment income* \$15.19 – 17.36

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 CHILD CARE CENTRES**

Newfoundland and Labrador does not specify a maximum number of children permitted in a child care centre.

<b>Staff:child ratio and maximum group size</b>		
<i>Age of child</i>	<i>Staff:child ratio</i>	<i>Maximum group size</i>
Infants (1 year, 1 month – 3 years)	1:3	6
Infant and toddler (0 – 3 years) <i>Conditions: No children are 12 months or younger. Not more than three children are 24 months or younger.</i>	1:3	6
Toddler (18 months – 3 years)	1:5	10
Toddler and preschool-age (24 months – 5 years, 9 months and not attending school) <i>Conditions: No children are 24 months or younger. Not more than four children are 3 years or younger.</i>	1:7	14
Preschool-age (2 years, 9 months – 5 years, 9 months and not attending school)	1:8	16

Preschool-age and younger school-age (3 years, 1 month – 7 years) <i>Conditions: No children are 3 years or younger. Not more than 4 children are 5 years, 9 months or older.</i>	1:8	16
Younger school-age (4 years, 9 months – 7 years)	1:12	24
Younger and older school-age (4 years, 9 months – 13 years) <i>Conditions: No more than 12 children are 7 years or younger.</i>	1:15	30
Older school-age (6 years, 9 months – 13 years)	1:15	30

**Staffing requirements for centres**

In NL legislation, “caregiver” refers to a person who provides care or supervision or both to children and does not include a student or volunteer.

*Early childhood qualification requirements for staffing a centre*

In Newfoundland and Labrador, centre staff early childhood qualification requirements are assigned at a room level and by age range.

There must be one caregiver with at least Level I certification assigned to every homeroom. Where more than one caregiver is required for a homeroom to ensure the staff:child ratio, the second and subsequent caregivers must have at least Trainee certification.

There must be at least one administrator designated for every centre and one for every five homerooms.

Centre administrators must have at least:

- Level II certification in the age groups for which the centre is licensed, and
- two years of experience working in a licensed child care centre serving at least eight children.

*Minimum staff certification requirements in centres*

This section describes the minimum staffing requirements for a regulated centre to operate. It includes early childhood qualification requirements for centre staff and centre supervisors/directors and other requirements (e.g. age, first aid, background check).

**Number of certified staff required in regulated settings by age range**

*Age range*      *Minimum certified staff required*

**Infant**      All infant staff must have Level I – Infant Classification.  
No Trainee Level Certification permitted for caregivers working with this age range.

**Infant and toddler**      Where one or more children in the homeroom is two years old or younger, one caregiver must hold Level I – Infant Classification in addition to Level I – Preschool Classification. Where the group size exceeds three, the second caregiver may hold Trainee Level – Preschool Classification.

**Toddler**      Where one or more children in the homeroom are two years old or younger, one caregiver must hold Level I – Infant Classification in addition to Level I – Preschool Classification. Where more than three children are two years or younger, the second caregiver must hold a level I certification. The second caregiver may hold Trainee Level – Preschool where the group size exceeds five, and no more than three children are two years or younger.

**Toddler and preschool-age**      Where the group size exceeds seven, the second caregiver may hold Trainee Level – Preschool Classification.

**Preschool-age**      Level 1 – Preschool Classification. Where the group size exceeds eight, the second caregiver may hold Trainee Level – Preschool Classification.

**Preschool-age and younger school-age**      Level I – Preschool and School-Age Classification. Where the group size exceeds eight, the second caregiver may hold Trainee Level – Preschool and School-Age Classification.

**Younger school-age**      Level I – School-Age Classification. Where the group size exceeds 12, the second caregiver may hold Trainee Level – School-Age Classification.

**Younger and older school-age**      Level I – School-Age Classification. Where the group size exceeds 15, the second caregiver may hold Trainee Level – School-Age Classification.

**Older school-age**      Level I – School-Age Classification. Where the group size exceeds 15, the second caregiver may hold Trainee Level – School-Age Classification.

*Note: Specific age groupings, ratio, and group size conditions associated with these can be seen in the following table “Staff:child ratio and maximum group size.”*

*Exemption to early childhood qualification requirements for centre staff*

A regional manager may waive the requirements for caregiver certification. A waiver is valid for one year and can be renewed a maximum of four times. Waivers can only be renewed if the caregiver is continuing to upgrade their qualification, current public job advertising is ongoing, and no qualified employee/applicant is available.

Since November 2020, the [Casual Caregiver Pilot Program](#) allows child care centres in communities lacking qualified caregivers due to unique geographic market-related challenges or long-term workforce impacts of COVID, to hire temporary employees to fill short-term vacancies and absences. Caregivers must work under the supervision of a qualified caregiver and not work in an infant room. In 2022, 35% of regulated centres were using this program covering almost 100 employees.

Since November 2021, the [Primary Teacher Pilot Program](#) allows child care centres to hire provincially certified primary teachers (active or retired) to fill short-term vacancies and absences. Unlike the Casual Caregiver Pilot Program, they are permitted to work as a single caregiver in a preschool-age or toddler room; do not require supervision from a qualified ECE; and are not limited to a number of consecutive working days or working days per year. Fewer than 1% of regulated child care centres used this program in 2022.

#### *Exemption to early childhood qualification requirements for centre administrator*

A regional manager may waive only one of the requirements for a centre administrator. A waiver is valid for one year and can be renewed a maximum of four times.

#### *Other staffing requirements*

Every employee (caregiver and administrator), student and volunteer must have a criminal records check, first aid and CPR certificate, and up-to-date immunization record. Volunteers completing an educational placement who are under the supervision of a caregiver and are not part of the caregiver to child ratio is not required to hold a first aid certificate.

A caregiver must be at least 18 years of age.

#### **Licensing, monitoring and enforcement of regulated child care centres**

A licence to operate a child care service is valid for a maximum of three years.

One pre-licensing on-site inspection and at least one comprehensive inspection per year must be conducted for each centre by an inspector from the Department.

Where non-compliance of the Child Care Act or Regulations is identified an inspector will initiate a specified corrective action ranging from verbal notification to suspension of the license.

Each child care service is assigned one or more inspectors who have the following qualifications:

- holds at least Level IV certification and have at least three years' experience in a child care centre under a valid child care licence;
- is a registered social worker; or
- is an employee of the Department of Health and Community Services or Service Newfoundland and Labrador.

Inspectors must complete a comprehensive inspection of each centre at least once a year. Child care centres are also inspected twice annually by Environmental Health Officers.

For more details including specified corrective actions, see [Child Care Policy and Standards Manual](#).

#### **Initiatives regarding assessing and improving quality**

An ELCC Quality Enhancement program was introduced in 2021. The aim is “to collaboratively create opportunities to strengthen the sector’s capacity to enhance the quality of early learning and child care for all children in regulated child care”.

Dedicated Child Care Consultants (Quality) work with, and provide consultation to, all regulated child care services that wish to participate. Consultation services include:

- access to tools for self-reflection;
- planning, program quality, child development;
- learning processes; and
- facilitating access to services and mentorship.

A small grant is available for professional learning opportunities and structural aspects of the learning environment that enhance the quality of learning and child care.

Policy and forms are available at [Early Learning and Child Care Quality Enhancement Program – Education \(gov.nl.ca\)](#).

#### **REGULATED FAMILY CHILD CARE**

In Newfoundland and Labrador, the term family child care is used. Family child care is regulated under The [Child Care Act](#) and [Child Care Regulations](#).

Family child care must be provided in the provider’s personal residence.

#### **Model of organization**

Newfoundland and Labrador uses two ways to regulate family child care:

- approved under the licence of a Family Child Care Agency; or
- individually licensed by a regional Early Learning and Child Development Division of the Department of Education.

A licensed [family child care agency](#) is licensed to issue approval certificates to affiliated family home child care providers who are not individually licensed. An agency is licensed by the Early Learning and Child Development Division of the Department of Education and fulfills the following roles:

- approve family child care providers in accordance with legislation;
- monitor family child care providers it approves in accordance with legislation;
- provide supports to the family child care providers it approves; and
- appoint monitors (home visitors) to exercise the powers and perform the duties and functions conferred to them by the legislation.

Currently, there is [one licensed family child care agency](#) in Newfoundland and Labrador. All regulated providers in the St. John's/Metro area, and many of the regulated providers in Corner Brook and surrounding areas are approved under this licensed family child care agency.

Regulated family child care providers in other areas of the province are licenced directly through the Department's regional offices. Under the [Canada-Newfoundland and Labrador Canada-Wide Early Learning and Child Care Agreement](#) the family child care agency has been funded to expand to other regions of the province.

### Maximum capacity

A family child care provider can care for up to seven children, depending on ages:

- no more than three children if the children are in the infant age range;
- no more than five children if two are in the infant age range and three in the toddler age range;
- no more than six children if two are in the infant age range and two in the toddler age range; and
- no more than seven children if none of the children are in the infant or toddler age range.

In all these variations, the provider's own children in the infant, toddler, and preschool-age range count toward the number of children. Up to two of the child care service provider's own children in the younger or older school-age range can be exempt from the number of children participating in the child care service.

### Family child care provider requirements

Family child care service providers must hold at least a Trainee Level certification. Family child care providers in a home in which all children are infants are required to have Level I certification with an infant classification.

In addition, family child care providers must be at least 18 years old, hold a valid first aid certificate, a current record of immunization and a criminal record check or criminal records screening certificate, and a vulnerable sector records check.

Every person who is 18 years old or older and lives in the family child care home must have a current record of immunization and a criminal records check or criminal records screening certificate, and a vulnerable sector records check.

For more details, see [Child Care Policy and Standards Manual](#).

## Licensing, monitoring, and enforcement

### Provincial inspections

Each individually licensed family child care home or licensed family child care agency is assigned one or more inspectors, who work for the provincial government.

Inspectors must complete a comprehensive inspection of individually licensed homes and family child care agencies at least once a year. They must also inspect a specified number of agency-affiliated child care homes at least once a year.

Inspectors must have the following qualifications and experience set out in the Regulations:

- holds at least Level IV certification and have at least three years' experience in a child care service operated in a centre under a valid child care service license;
- is a registered social worker; or
- is an employee of the Department of Health and Community Services or Service Newfoundland and Labrador.

### Monitoring by agencies

Agencies appoint to each approved family child care home a monitor (home visitor). Monitors must visit each family home at least once a month. Monitors must meet the following qualification requirements:

- hold level II ECE certification; and
- have two years' experience as a family child care provider.

## ■ FUNDING FOR REGULATED CHILD CARE

### CHILD CARE SERVICES' ELIGIBILITY FOR FUNDING

All non-profit and for-profit, full- or part-time, centre-based or family child care services are eligible for funding with the exception of Child Care Capacity program funding, which is available to non-profit and family child care only.

As well, the Newfoundland and Labrador-Canada Early Learning and Child Care Agreement (2021) specifies that new expansion must be public/non-profit to be funded by the new federal funding.



## TYPES OF FUNDING

### FEE SUBSIDIES

#### Eligibility criteria

To be eligible for a fee subsidy, a family must demonstrate a need for child care services, defined as:

- employment;
- education or training;
- injury/illness/disability/rehabilitation ;
- child development; and
- referral by the Department of Children, Seniors and Social Development.

#### Financial eligibility (2021)

Financial eligibility for a fee subsidy is based on family monthly net income and the number of children attending regulated child care.

All eligible families are entitled to receive a subsidy. There is no waiting list for a child care subsidy.

All applications for child care subsidy are income tested except families who receive Income Support, are caregivers under the Department of Children, Seniors and Social Development, families in receipt of the Special Child Welfare Allowance program and intermediate and high school students. These families receive full subsidies.

Until 2022, the amount a family eligible for fee subsidy is assessed to pay was based on an income test which considers the family monthly income and the number of children attending regulated child care. A family (one or two parent(s)/guardian(s) are entitled to full child care subsidy if they meet the yearly net income thresholds and number of children in the family who attend a regulated child care service, as noted below.

Following the move to the \$15/day set fee in 2022, there are no longer partial subsidies. Families with incomes above the threshold for full subsidy pay the provincially set fee, while families below the threshold pay no fee.

Further details about eligibility can be found in the [Child Care Subsidy Policy Manual, January 1, 2022](#).

#### Financial eligibility for fee subsidy (2021)

##### Net family income ceiling for maximum subsidy

One or two parents, one child in regulated child care	\$35,000
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One or two parents, two children in regulated child care	\$35,000
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##### Net family income at which partial subsidy ends

One or two parents, one child in regulated child care	Varies by child care cost
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One or two parents, two children in regulated child care	Varies by child care cost
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As of January 2022, the net income threshold for maximum subsidy was increased.

#### Financial eligibility for fee subsidy (2022)

##### Net family income ceiling for full subsidy (no fee)

##### (no partial subsidies)

One or two parents, one child in regulated child care	\$41,000
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One or two parents, two children in regulated child care	\$47,000
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#### Service providers' eligibility to deliver subsidized child care

All regulated child care services are eligible to enroll children receiving subsidies.

The eligible services may be full- or part-time, centre-based or home-based, non-profit or for-profit.

#### Surcharges above the fee subsidy

Child care centres participating in the Operating Grant Program are required to use a provincially set fee; operators cannot charge parents above that fee (\$15 a day in 2022; \$10 a day in 2023).

Fully subsidized families who use a child care service participating in the Operating Grant Program receive free child care in those services and cannot be required to pay a fee, with the exception of transportation. If a family voluntarily wishes to use transportation provided by the service, they may be charged a transportation fee.

For programs not participating in the Operating Grant Program, the maximum subsidy rates may not cover the full cost of child care. These programs may surcharge subsidized parents above the maximum subsidy rates.

## Subsidy rates

The maximum subsidy rate is the amount the government pays a centre or approved family child home on behalf of a fully subsidized parent to cover some or all of the parent fee. Newfoundland and Labrador's subsidy rates were changed in 2021.

### Maximum daily subsidy rates in licensed child care participating in the Operating Grant Program (2020)

#### Centres and family child care

Age group	Full-time 4.5 – 8.5 hours	Part-time < 4.5 hours
Infant (0 – 2 years)	\$44	\$23
Toddler (18 months – 3 years)	\$33	\$17.50
Preschool (33 months – 13 years)	\$30	
After-school		\$14
Before- and after-school		\$16

In January 2021, the maximum daily subsidy rates in licensed child care centres and family child care homes participating in the Operating Grant Program were changed to reflect the reduction in maximum fees. The subsidy rates are equivalent to the set fee for the child care type.

### Maximum daily subsidy rates in licensed child care participating in the Operating Grant Program (2021)

#### Centres and family child care

Age group	Full-time 4.5 – 8.5 hours	Part-time < 4.5 hours
Birth – 13 years	\$25	\$16
After-school only		\$14
Before- and after-school		\$16

On January 1, 2022, the maximum daily subsidy rates in licensed child care centres and family child care homes that participate in the Operating Grant Program were changed again to reflect the further reduction in maximum fees.

### Maximum daily subsidy rates in licensed child care centres and family child homes participating in the Operating Grant Program (January 1, 2022)

#### Centres and family child care full-time

Birth – 13 years	\$15
After-school	\$8
Before- and after-school	\$10

Note: The maximum subsidy rates for family child care and for centres that do not participate in the Operating Grant Program remained unchanged from 2020.

## OPERATIONAL FUNDING

### Operating Grant Program (OGP)

The Operating Grant Program contributes to the cost of operating eligible child care services. The public funds from the OGP and other public funding plus the set parent fee make up the child care service's revenue to deliver the service.

Participation in the OGP is voluntary and has been available to providers regardless of auspice.

In 2021, more than 95% of centres and homes participated in the Operating Grant Program. Services that demonstrate that their operational expenses are higher due to considerations such as their location, higher staffing costs, etc. may be eligible for an enhanced rate up to the maximum amount as determined by policy.

### Daily operating grants for full-time child care in centres participating in the Operating Grant Program (as of January 1, 2021)

Age group	Child care centres		Family child care	
	Base	Enhanced	Base	Enhanced
Infants	\$35.00	\$40.50	\$32.00	\$40.50
Toddlers	\$17.50	\$21.00	\$16.00	\$21.00
Preschool-age	\$14.00	\$17.50	\$13.00	\$17.50
School-age (full-day)	\$14.00	\$17.50	\$13.00	\$17.50
Before- and after-school or part-time preschool	\$4.00	\$7.50	\$3.00	\$7.50

Effective January 2022, centres and homes participating in the Operating Grant Program received the following daily amounts:

### Daily operating grants for full-time child care in centres and homes participating in the Operating Grant Program (as of January 1, 2022)

Age group	Child care centres		Family child care	
	Base	Enhanced	Base	Enhanced
Infants	\$46.50	\$52.00	\$43.50	\$52.00
Toddlers	\$28.50	\$32.00	\$27.00	\$32.00
Preschool-age	\$25.00	\$28.50	\$24.00	\$28.50
School-age (full-day)	\$25.00	\$28.50	\$24.00	\$28.50
Before- and after-school	\$10.50	\$14.00	\$9.50	\$14.00

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### Early Learning and Child Care Supplement Program (2022)

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The [Early Learning and Child Care \(ELCC\) Supplement Program](#) provides funding directly to eligible early childhood staff (child care centre and family child care), administrators (child care centre), and monitors (family child care agency). The intent of the initiative is to attract a greater number of qualified individuals to work in regulated child care settings. These funds are paid directly to the staff person on a quarterly basis.

The full annual supplement amounts below are effective April 1, 2019.

<i>Position</i>	<i>Certification Level</i>	<i>Full Annual Supplement Amounts</i>
Early Childhood Educator (child care centre); and	One	\$12,900
	Two	\$14,400
Early Childhood Educator (family child care)	Three	\$14,900
	Four	\$15,400
Administrator (child care centre); and	Two	\$15,900
	Three	\$16,400
Monitor (family child care agency)	Four	\$16,900

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### Early Learning and Child Care Capacity Initiative (ELCCCI)

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The ELCCCI provides funding to municipalities, not-for-profit organizations and family child care providers to increase the number of regulated child care services, particularly in underserved areas, with a focus on rural, linguistic minority and Indigenous communities.

The ELCCCI assists with the costs associated with start-up and renovation expenses such as the purchase of quality materials and equipment to meet health and safety requirements (e.g. necessary renovations, egress windows, fire suppression systems) as well as developmentally appropriate materials and equipment to deliver an inclusive quality program. Once licensed, operational funds for the ELCCCI are provided through the Operating Grant Program – which is mandatory for ELCCCI sites.

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### Child Care Inclusion Program

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The [Child Care Inclusion Program](#) is available to all regulated child care programs (licensed child care centres; individually licensed family child care homes, and family child care providers approved under an agency licence). The aim of the program is to provide assistance to regulated programs to support and fully include children with exceptionalities (diagnosed or undiagnosed) in a regular program.

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### Infant Stimulus Grant

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The Infant Stimulus Grant was available to family child care providers (individually licensed family child care homes, and family child care providers approved under an agency licence). Providers caring exclusively for infants in infant family child care homes are eligible to receive an additional \$200/month grant per infant attending. The grant ended in January 2021, with the implementation of the Operating Grant Program.

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### Supports to infant centres in high schools

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Prior to January 2021, this funding provided core operational funding to three infant centres in high schools. These centres are now funded under the Operating Grant Program. High school students receive free child care via the subsidy program.

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### ONE-TIME FUNDING

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#### Early Childhood Education bursaries

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The [Early Childhood Education \(ECE\) Trainee Bursary Program](#) was established in 2006 and revised in 2015 to provide support to Trainee (Entry) Level Caregivers who are taking required ECE courses to upgrade their certification to Level I. The aim is to provide assistance to candidates who successfully complete early childhood education courses through distance or online delivery from a provincially recognized early childhood education program. The bursary is a joint partnership between the Department of Education and the Association of Early Childhood Educators Newfoundland and Labrador to provide the ECE Trainee Bursary to those who qualify.

All eligible applicants receive a bursary of \$250 per completed course.

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### Early Childhood Education Graduate Bursary Program

[Early Childhood Education Graduate Bursary Program](#) is aimed at improving recruitment and retention of qualified early childhood educators in regulated child care services by reducing student debt. Bursaries of \$7,500 are available to graduates who meet the criteria set by the Department of Education (EDU). In return, bursary recipients must commit to work in a regulated child care service in this province for three years after graduation.

### Equipment grants

Available to child care centres and regulated family child care homes for equipment and materials. Amounts are based on the type of service and number of spaces. This grant is separate from ELCCCI funding and can be received annually.

### Early Learning and Child Care Quality Enhancement Grant

On July 1, 2021, the Early Learning and Child Development Division introduced the Early Learning and Child Care (ELCC) Quality Enhancement Program, aimed at enhancing quality in regulated child care services through consultation on program design, learning processes, interactions with children and their families, and enhancements to physical environments. The program provides a child care consultant to work with, and provide consultation to, all child care services that wish to participate. A Quality Enhancement Grant is available to all child care programs participating in the program if it is requested jointly by the Child Care Consultant and the child care administrator. It covers a percentage of the quality enhancement costs, ranging from 75 – 90%. For further details see the [Early Learning and Child Care Quality Enhancement Program](#).

### OTHER ELCC FUNDING

Newfoundland and Labrador provides operational funding to two ELCC organizations: the Association of Early Childhood Educators and Family and Child Care Connections and one early childhood service, Daybreak Parent Child Centre.

## PROVINCIAL FUNDING FOR REGULATED CHILD CARE (2020 – 2021)

<b>FEE SUBSIDIES</b>	<b>\$17,555,800</b>
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### OPERATIONAL FUNDING

<i>Program</i>	<i>Amount</i>
Early Learning and Child Care (Income)	
Supplement Program	\$9,300,000
ELCC Capacity Initiative	\$2,478,100
Operating Grant Program	\$13,174,900
Child Care Inclusion Program	\$2,190,600
Organization Operational Funding	
Daybreak	\$1,916,488
Family and Child Care Connections (family child care agency)	\$218,795
<b>Total operational funding</b>	<b>\$29,278,883</b>

*Note: The former Infant Stimulus Grant and the supports to infant centres in high schools ended with the implementation of the Operating Grant Program.*

### ONE-TIME FUNDING

<i>Program</i>	<i>Amount</i>
One-time funding – capital (major and minor)	
Capital renovation grant	\$1,000,000
Equipment grants	\$331,284
Early childhood education bursaries	\$400,000
<b>Total one-time funding</b>	<b>\$1,731,284</b>

<b>TOTAL FUNDING FOR REGULATED CHILD CARE (fee subsidies, operational funding, one-time funding, and carry over)</b>	<b>\$49,132,923</b>
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### OTHER ELCC FUNDING

<i>Program</i>	<i>Amount</i>
Family resource centres (unregulated)	
31 hubs with 120+ satellites	\$7,038,600
Non-regulated early learning programs	\$2,762,100
Association of Early Childhood Educators of Newfoundland and Labrador	\$566,956

## FEDERAL TRANSFERS TO PROVINCES

<i>Federal transfer</i>	<i>Amount</i>
Multilateral Early Learning and Child Care Framework – Early Learning and Child Care Bilateral Agreements	\$7,128,923
Safe Restart Agreement (child care specific funding)	\$10,200,000

## COVID-19 RELATED SUPPORTS

### Provincial funding for centres and homes

Provincial funding for centres and homes to remain available for essential workers and to stay whole (continue to pay staff during closure; full OGP payments while closed; payment at subsidy rates for 100% of spaces).

\$14,639,300

*Note: These provincial COVID-related supports were funded through internal savings and are included in the subsidy and operating grant amounts noted above.*

## OF INTEREST

### FAMILY RESOURCE CENTRES

A network of [Family Resource Centres](#) (FRCs) delivered by non-profit community-based organizations is funded by the Ministry of Education. There are 31 hubs and more than 120 satellite programs. FRCs deliver programs to promote positive parent-child interactions and support child development. They offer a variety of programs and services to families with children ages 0 – 6 such as:

- Drop-in programs focusing on parent-child interaction;
- Group training and parent support groups (e.g. Nobody's Perfect);
- Resource materials on parenting, child development, wellness and community services;
- Lending libraries such as toys and books;
- Exchange services such as clothing;
- Community family events, gatherings and celebrations; and
- Services in partnership with other stakeholders, such as pregnancy and post-natal supports.

### PROVINCIAL ECEC ORGANIZATIONS AND ADVISORY GROUPS

[Association of Early Childhood Educators Newfoundland and Labrador](#)

[Early Childhood Educators Human Resources Council](#)

ELCC Minister's Advisory Committee – to be established by March 31, 2023, according to the Canada-Newfoundland and Labrador CWELCC agreement

