

# Nunavut



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# Nunavut

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## ■ OVERVIEW

In Nunavut, early learning and child care includes kindergarten, regulated day care centres, nursery schools, school-age child care, and family day homes (family child care).

Kindergarten is the responsibility of the Department of Education under the [Education Act](#). Kindergarten is a legislated entitlement available for all children who are five years old by December 31 of the school year. It operates as a voluntary part-day program.

Child care is the responsibility of the Department of Education's Early Learning and Child Care Division under the [Consolidation of the Child Day Care Act](#) and [Consolidation of the Child Day Care Standards Regulations](#). Regional offices act as liaisons between non-profit providers and the Early Learning and Child Care Division to administer applications and coordinate services.

Centre and home-based programs are delivered by non-profit and public operators. There are no for-profit operators in Nunavut. Family day homes are individually licensed in Nunavut and are considered non-profit.

Fees are set by operators and fee subsidies are available from the territory for eligible families accessing either regulated or unregulated child care. As of December 1, 2022 centres became eligible to receive funding to reduce parent fees to \$10 a day.

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

Nunavut signed the Canada-Nunavut Early Learning and Child Care Agreement (Multilateral Framework Agreement) on September 20, 2017. This allocated \$7 million over years to Nunavut for regulated child care; it was extended on August 13, 2021 with an additional \$10 million over four years. In 2021, the federal government also made a one-time transfer of \$2.8 million to support recruitment and retention of qualified early childhood educators.

The Canada-Nunavut Canada-Wide Early Learning and Child Care Agreement was signed by Nunavut on January 24, 2022. It allocated \$61 million over five years to:

- reduce parent fees to an average of \$10/day by April 2026;
- create 238 regulated non-profit and public spaces;
- identify and address barriers to providing inclusive and flexible child care; and
- improve compensation for early childhood educators.

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

## ■ TERRITORIAL CONTEXT

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

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

Age	Number of children
0 – 2	1,800
3 – 5	2,400
6 – 12	6,000
Total	10,200

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

Age	Number of children
0 – 2	600
3 – 5	1,000
6 – 12	2,600
Total	4,200

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

Age	First Nations	Métis	Inuk (Inuit)	Multiple	Other
0 – 4	15	0	3,985	30	10
5 – 9	10	0	3,670	25	10
10 – 14	10	0	3,450	25	0
Total	35	0	11,105	80	20

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

Not available

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

Age	Living with two parents	Living with one parent	Lone mother	Lone father
0 – 4	2,895	1,325	930	395
5 – 9	2,695	1,105	805	295
10 – 14	2,445	995	735	260

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**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	1,950	30	2,050	355
5 – 9	1,880	45	1,670	390
10 – 14	1,635	30	1,690	345
Total	5,465	105	5,405	1,095

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**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>
\$118,000	\$42,400	\$52,000

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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 an employer for at least 12 months is eligible.

#### Parental leave

37 weeks for birth or adoption.

An employee who has been employed by the same employer for at least 12 months is eligible.

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 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

In Nunavut, kindergarten is the responsibility of the Department of Education. Three Regional School Operations are responsible for operating schools in collaboration with 27 locally elected District Education Authorities. The [Commission scolaire francophone du Nunavut](#) operates the one French language school in the territory.

Kindergarten is available for all children who are five years old by December 31 of the school year. It operates as a part-day program, except at the francophone school Ecole des trois soleils, and Nanook Elementary School/ Apex District Education Authority, where it is full-day. A District Education Authority may allow a child who is under five years of age to register in a school under its jurisdiction.

Kindergarten is a legislated entitlement. Attendance is voluntary.

Private schools must be registered and follow an approved curriculum. However, there are currently no private schools in Nunavut.

### TERRITORIAL RESPONSIBILITY FOR KINDERGARTEN

Department of Education  
P.O. Box 1000, Station 960  
Building 1107  
Iqaluit, NU X0A 0H0  
Phone: 867-975-5666  
Website: <https://www.gov.nu.ca/education/>

### LEGISLATION AND REGULATIONS

Nunavut. Legislative Assembly. [Education Act](#).  
– SNu2008, C15.

### KINDERGARTEN FOR FIVE-YEAR-OLDS

In all but two schools, kindergarten is a part-day program offered in public schools to all five-year-olds in Nunavut.

### ELIGIBILITY

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

### ENROLMENT

Attendance in kindergarten is not compulsory but most children attend. Compulsory education begins in the school year in which the child is six years of age by December 31.

### ENTITLEMENT

Kindergarten is a legal entitlement for all eligible children in Nunavut.

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

At least 485 and no more than 570 hours of instructional time per year must be provided in kindergarten. The typical kindergarten day is approximately three hours.

### CLASS SIZE

There is no maximum class size for kindergarten.

### CURRICULUM OR CURRICULUM FRAMEWORK

The [kindergarten curriculum guide](#) provides teachers and families with best practices, Inuit Qaujimagatuqangit, and the philosophical approaches of the Department of Education. In addition to the guide, a [database for approved curriculum and resources](#) is available.

### GENERAL TEACHER QUALIFICATIONS AND CERTIFICATION

To be eligible to teach kindergarten in Nunavut, an educator must have completed:

- a Bachelor of Education degree; or
- a two-year teacher training program and be working on completion of their Bachelor of Education degree; or
- a two-year early childhood education program combined with a 25-hour teacher training program and be in process of completing a one-year teacher training program.

In cases where no qualified educator is available, a person may be hired on a Letter of Authority to teach kindergarten.

### TOTAL ENROLMENT (SCHOOL YEAR 2020 – 2021)

Kindergarten	812
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### FINANCIAL (SCHOOL YEAR 2020 – 2021)

Spending on kindergarten (total)	\$7,041,532
Spending on kindergarten (per child)	\$17,365

## RECENT OR ANTICIPATED DEVELOPMENTS, INCLUDING ANY PILOT PROJECTS

Under the current mandate, Katujjiluta\*, it is a priority to begin a phased rollout of full-day kindergarten programs. Pilot projects are being developed in select schools, which will begin operating in the 2023 school year.

*Note: Katujjiluta means “a commitment to work in unity to manifest the courageous dream.”*

## OTHER SCHOOL-OPERATED EARLY CHILDHOOD PROGRAMS

District Education Authorities (DEA) are required to provide an early childhood program that promotes fluency in Inuit language and knowledge of Inuit culture, with funding through the [Early Childhood Education Inuit Language and Culture Funding](#). Some DEAs operate their own programs, which may take the form of a language nest, a parent-child program or a library program. Others provide resources and support existing community based early childhood programs, including child care centres and preschools. The programs are available for children not yet in Grade 1. Kindergarten children can attend outside school hours. More information can be found using the [Inuit Language and Culture Funding Guide](#).

## ■ CHILD CARE

### TERRITORIAL RESPONSIBILITY FOR CHILD CARE

Department of Education  
P.O. Box 1000, Station 960  
Building 1107  
Iqaluit, NU X0A 0H0  
Phone: 867-975-5666

Website: <https://www.gov.nu.ca/education/information/early-learning-and-child-care>

### LEGISLATION AND REGULATIONS

Nunavut. Legislative Assembly. [Consolidation of the Child Day Care Act](#). RSNWT(Nu) 1988 c.C-5

Nunavut. Legislative Assembly. [Consolidation of the Child Day Care Standards Regulations](#).

– RRNWT(Nu)1990 c.C-3.

## CHILD CARE SERVICES

### UNREGULATED CHILD CARE

#### Unregulated family child care

A maximum of four children up to 12 years old including the caregiver’s own children are permitted in unregulated family child care.

*Note: Additional exemptions can be found in the [Consolidation of the Child Day Care Act](#).*

### REGULATED CHILD CARE

#### Day care centres (Full-time centres)

Group care, instruction and supervision for five or more children aged 0 – 12 years by a person who is not a relative of the majority of the children. Day care centres may provide full-time or part-time care.

Full-time day care is considered five or more consecutive hours a day and part-time day care is considered to be less than five consecutive hours per day.

#### Nursery school (Nursery school day care)

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

#### School-age child care (out-of-school day care)

Care outside school hours for school-aged children from Grades 1 – 6, following completion of the daily school program.

*Note: Children who are in kindergarten are included in preschool/full-day child care age group.*

#### Family home day care

A family home day care may care for a maximum of eight children under 12 years old, including the provider’s own children. No more than six children may be five years old or less, three children three years old or less, and two children two years old or less (including the caregiver’s own children) may attend the family home day care.

A family home day care is operated within the private residence of the provider.



## CURRICULUM FRAMEWORK

There is currently no early learning curriculum framework in Nunavut.

An Early Learning and Child Care Quality Framework is in development.

## CHILDREN WITH SPECIAL NEEDS

*(Nunavut uses the term “children who require special supports”)*

The [Healthy Children Initiative](#) provides funding for licensed and unlicensed child care and other eligible organizations that support children’s healthy development, especially for those who require special supports (have special needs). This funding is available for programs that fall under two categories:

- Community Initiatives provide funding for the enhancement or development of early childhood programs and services for children 0 – 6 years of age and their families. This may include family resource centres, parenting workshops, prenatal nutrition, parent and tot groups.
- Supportive Child Services provides funding on an individual basis for children 0 – 6 years of age requiring intensive support or specific assistance. This may include supported childcare, occupational therapy, physiotherapy, speech and language therapy and supports, and supports that enable children to attend centre-based early childhood programs.

Eligible programs can support children in a variety of ways including: parent and child groups, parenting workshops, equipment, and expert services, etc. To receive funding, an application must be submitted.

Supportive Child Services provides funding for additional staff for children requiring special supports. A diagnosis or other documentation is required for a child’s eligibility for this funding. All licensed programs are eligible to receive Healthy Children Initiative funding, but are not required to accept and include children who require special supports. Funding is specific to the individual child, and it covers all eligible children.

There is full inclusion in Nunavut; there is no child care solely or primarily for children who require special supports.

Centres and other care providers are funded through daily operating grants to provide the necessary supports, which are based on the age of the child and the geographic area in which the centre is located. Parents are eligible for a fee subsidy for their children with special needs even if they are not employed or at school. This subsidy eligibility requires a financial needs assessment and parents must have a medical referral from a recognized health care professional for the child to be in developmental care.

There are no specific qualifications or requirements for staff who work with children who require special supports, nor any specific ratio or group sizes for a room or group that includes a child who requires special supports.

## FIRST NATIONS, MÉTIS AND INUIT CHILD CARE

Nunavut is the result of one land claim agreement that took effect April 1, 1999. The whole territory is considered to be Indigenous land; there are no reserves. Thus, federal programs for Indigenous ELCC are relevant for all of Nunavut, the population of which is predominantly Inuit.

The federal government has engaged with Indigenous peoples and organizations across the country to review and renew Indigenous labour market programs. Following extensive engagement between the Government and various Indigenous partners, the Indigenous Skills and Employment Training (ISET) Program has replaced the Aboriginal Skills and Employment Training Strategy (ASETS).

The First Nations and Inuit Child Care Initiative (FNICCI), included in ISET, aims to provide child care for First Nations and Inuit children (0–6) whose parents are beginning new employment or participating in a training program. FNICCI operates under a mandate to increase the number of spaces while offering quality child care programming in collaboration with elders. Services are intended to be rooted in the cultures and languages of the Indigenous communities they serve. FNICCI supports staff and centres through operating grants and training in 59 centres in Nunavut.

In addition to full-day child care, there are seven Aboriginal Head Start in Northern and Urban Communities (AHSUNC) programs in Nunavut funded by the federal government.

All AHSUNC programs are licensed.

#### OTHER INDIGENOUS-SPECIFIC RESOURCES/ INITIATIVES

In addition to federal and territorial spending, funding is provided by regional Inuit organizations, which vary between the regions. This funding provides fee reductions beyond the territorial subsidy programs, specifically for Inuit land claim beneficiaries.

Nunavut Tunngavik Incorporated (NTI), which coordinates and manages Inuit responsibilities set out in the Nunavut Agreement and ensures that the federal and territorial governments fulfill their obligations, has partnered with Nunavut Arctic College to offer ECE certification courses in Igloolik and Arviat. The three centres in Igloolik and the four in Arviat have been funded to hire a double cohort of staff so that each staff may spend half the day taking courses and half the day working at a centre.

Kakivak, a community and economic development organization in the Qikiqtani (formerly known as Baffin) region, has received federal funding to build new licensed child care centres; four projects are underway in the region.

Kakivak also offers a staff incentive for all Inuit employees working in a child care centre in the Qikiqtani region. This program provides a \$7/hour wage top-up for each Inuit employee working in a child care centre. In 2021 – 2022, 196 Inuit child care employees in 17 child care centres accessed this wage top-up through Kakivak.

The Kitikmeot Inuit Association provides a \$2/hour top-up to all ELCC centre staff in its region. It also provides funding to some ELCC centres to offset the costs associated with some of their staff.

The Department of Education creates resources that are culturally relevant and are translated in all four official languages of Nunavut.

## SPACE STATISTICS

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

<i>Centre spaces</i>	
<i>Full-day centres</i>	
Infant (0 – <2 years)	208
Preschool-age (2 – 5 years) (including kindergarten-age children)	586
<i>Part-day centres</i>	
Preschool-age (2 – 5 years) (including kindergarten-age children)	258

**TOTAL CENTRE SPACES (0 – 5 years) 1,052**

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

Number of spaces in before- and after-school care for children in Grades 1 – 6	155
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**TOTAL CENTRE SPACES (0 – 12 years) 1,207**

### Regulated family child care

<i>Family home day care</i>	
Full-day (children not in school)	30
Part-day (children in school)	10
<i>Note: kindergarten-age children are included in full-day spaces.</i>	
<b>Total regulated family child care spaces (enrolment)</b>	<b>40</b>

**TOTAL REGULATED SPACES  
(centre spaces and family child care enrolment) 1,247**

### Number of child care centres (2021)

<i>Total number of centres</i>	60
<i>Centre-based programs</i>	
Number of centres providing a full-day program	33
Number of centres providing a part-day (nursery school) program	15
Number of centres providing a part-day program for children attending school (approximately 5 – 12 years)	7
Number of centres providing infant care (0 – < 2 years)	30
Number of centres providing preschool-age care (2 – 5 years)	33
Number of centres providing non-standard hours care (non-standard hours as defined by the province/territory)	0
Number of centres in publicly delivered and funded schools	11

*For a definition of non-standard hours care in Nunavut, see Non-standard work and child care in Canada (pg. 89).*



## Number of regulated family child care homes

Number of family child care homes (active) 5

## Municipal delivery

Number of municipalities or municipal entities operating child care centres (i.e. are the licence holder) 6

*Note: The Hamlets of Gjoa Haven, Qikiqtarjuaq, Arctic Bay, Coral Harbour, Nauyasat and Cambridge Bay operate a total of seven licensed centres.*

## Programs by auspice (2021)

Centres	Number of centres/agencies
For-profit	Not applicable
Non-profit	48
Publicly operated	11

*Note: There are seven centres operated by municipalities (hamlets) and four by District Education Authorities. There may be additional licensed child care delivered by Inuit government organizations.*

## Centre spaces by auspice

	Full-day spaces	Part-day spaces <sup>1</sup>	BASC spaces <sup>2</sup>	Total spaces
For-profit	0	0	0	0
Non-profit	736	112	155	1,003
Publicly operated <sup>3</sup>	58	146	0	204

1 Nursery school spaces

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

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

*Note: For a profile of child care auspice in Nunavut, see [Risky Business](#).*

## FEE SUBSIDIES

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

	Number of children
Daycare User Subsidy – full subsidy	Not available
Daycare User Subsidy – partial subsidy	Not available
Young Parents Stay Learning – full subsidy	23
Young Parents Stay Learning – partial subsidy	0

## SPECIAL NEEDS/DISABILITY SUPPORT FUNDING

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

Not available

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

## PARENT FEES

Child care fees in Nunavut are not territorially set. Licensed facilities set their own fees.

Facilities receiving Operation and Maintenance Top-up funding are not permitted to raise parent fees.

## TERRITORIAL DATA ON AVERAGE FEES

### Average daily parent fees

Centres and family child care homes	Full-time 2020	Full-time 2021
Infant and preschool-age <sup>1</sup>	\$45 – \$65	\$45 – \$65
School-age (school year)	Not available	Not available

<sup>1</sup> Including children also attending kindergarten

As of December 1, 2022, all licensed child care centres providing care to children who have not yet entered Grade 1 (and that charge parental fees) are eligible to receive funding that reduces the amount paid by parents to \$10/day. Of the 41 centres eligible for the subsidy, 38 had applied as of December 20, 2022.

## FEE REDUCTION PROGRAMS SPECIFICALLY FOR INUIT LAND CLAIM BENEFICIARIES

In the Qikiqtani Region, there are two additional fee reduction programs that can lower fees for children whose parents are Nunavut Inuit land claim beneficiaries. The [Qikiqtani Inuit Association](#) (QIA) parental subsidy amounts to \$10 a day. Separately, the Kakivak Association provides an additional \$19/day for Inuit children with similar criteria; this fee has been in place since the late 1990s.

Eligible parents or other caregivers are able to combine the two fee reductions, thus receiving a \$29/day fee reduction (\$629 a month) or roughly half the median fee in the Qikiqtani Region.

### Median monthly fees in Nunavut: Annual Fee Survey

In 2021, a national survey of child care fees in Canada's large cities included Iqaluit:

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

Infant	Toddler	Preschooler
\$1,324	\$1,194	\$1,194

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 home child care.*

## WORKFORCE

### EARLY CHILDHOOD CERTIFICATION

There is no territorial early childhood certification process.

[Nunavut Artic College](#) offers an ECE Applied Certificate Program and a two-year ECE diploma program.

In addition, the Department of Education's Early Childhood Education staff offer training to groups and individuals interested in improving their early child care skills, in both program management and early childhood practice.

### STAFF WAGES

Wages and benefits of early childhood educators and child care workers are set by individual operators.

#### Average hourly wages in Nunavut by region (October, 2022)

	Nunavut	Qikiqtaaluk	Iqaluit	Kivalliq	Kitikmeot
Executive director/Director	\$39.37	\$37.95	\$41.05	\$34.12	Not Applicable
Assistant director/Manager/Coordinator	\$32.36	\$33.25	\$32.75	\$33.12	\$24.66
Educator	\$25.49	\$28.67	\$26.01	\$21.66	\$29.52
Programming supports <sup>1</sup>	\$24.00	\$24.23	\$25.10	\$16.86	\$24.66
<sup>1</sup> Day care worker/care provider/elder/admin support					

Note: Data related to wages was compiled and analysed from a variety of sources, including survey responses directly from 26 ELCC Centres and Department of Education data. The Department of Education data did not include any top-ups, and given the similarity in findings to the survey data, it is assumed that the reported wages do not include any wage top-ups.

Increased operating funding is available to licensed facilities through the [Canada-Nunavut Early Learning and Child Care Agreement – 2020-2021](#) to improve staff wages, maintain fees and allow for a cost of living increase of no more than 3%/year. In order to be eligible for this funding, licensed facilities must agree to pay staff \$20/hour or more.

A Nunavut wage grid will be created through the Canada-Nunavut Canada-Wide Early Learning and Child Care Agreement. Nunavut has proposed investing up to 25% of its federal funding on increasing early childhood educators' wages.

### 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	\$29,600
Median hourly employment income	\$14.23 – 16.26

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

**Maximum centre size:** The total number of children permitted in a child care centre is not specified.

#### Staff:child ratio, maximum group size & maximum room size for single age groups

Age of child	Staff:child ratios	Maximum group size	Maximum children in a room
0 – 12 months	1:3	6	9
13 – 24 months	1:4	8	12
25 – 36 months	1:6	12	18
3 years	1:8	16	25
4 years	1:9	18	27
5 – 11 years	1:10	20	30

#### Staff:child ratio & maximum group size for mixed age groupings

Ages of children	Staff:child ratio	Maximum group size
0 – 24 months	1:4	8
25 months – 6 years	1:8	16
5 years, 8 months – 11 years (child has started kindergarten)	1:10	30

### **Staffing requirements for centre-based programs**

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

#### *Early childhood qualification requirements for centre staff*

At a centre level, at least two staff persons must be on duty when more than six children are present at a child day care facility. One of the two staff persons must have no responsibilities other than care of the children attending the facility.

In Nunavut, centre staff are not required to have post-secondary early childhood qualifications.

Staff involved in the delivery of the daily program are encouraged, but not required, to participate in professional training.

#### *Early childhood qualification requirements for centre supervisor/directors*

There must be one individual designated to be in charge of the day-to-day operation of the centre. This individual must meet the requirements of a primary staff person (see below).

#### *Other requirements*

Primary staff must be at least 19 years of age. Support staff may be under the age of 19, but must be supervised by a primary staff person at all times.

Permanent staff must have a certificate of medical examination. Casual and temporary staff and volunteers are to be in good health.

All staff must have up-to-date immunizations, first aid and cardiopulmonary resuscitation (CPR) certificates and a criminal record check.

The Director of Child Day Care Services may allow a person to start work without the required first aid and CPR certifications and set a date by which the person must obtain them.

### **Licensing, monitoring and enforcement**

Centre day care facilities are licensed and regulated under the authority of the [Consolidation of the Child Day Care Act](#) and [Consolidation of the Child Day Care Standards Regulations](#).

A Regional Early Childhood Officer works directly with child care operators and may provide guidance through the application process.

A centre licence may be issued:

- for the period stated in the licence, unless it is suspended or revoked;
- subject to any terms or conditions and valid until the expiry date stated on the licence; or
- subject to an order of the Minister exempting the operator from compliance with provisions in the *Act*, and is valid for a period of three years.

Annual inspections are required for licence renewal and are conducted by the Regional Early Childhood Officer, Fire Marshal and Environmental Health Officer. A licence will automatically be renewed if the inspection reports show that the operator and facility are in compliance with the *Act* and Regulations.

A facility can be inspected by the departments at any time.

For more detailed information, see [Understanding Nunavut's Child Day Care Regulations: A Manual for Early Childhood Programs](#) (Section 2: Licenses).

### **Parent involvement**

Non-profit child care centres are governed by boards of directors. The board of directors must ensure that:

- a majority of the members of the board of directors are the parents or guardians of children attending the child day care facility; or
- the board of directors has established a day care committee, the majority of whom are parents or guardians of children attending the child day care facility.

### **REGULATED FAMILY CHILD CARE**

In Nunavut, regulated family child care may be called family home day care facilities or family day homes.

Family child care must be provided within the provider's personal residence.

#### **Model of organization**

Family home day care providers are individually licensed.

#### **Maximum capacity**

A family home day care provider may care for a maximum of eight children under 12 years old, including their own children. Additional age limitations include:

- no more than six of the children may be five years or younger;
- no more than three children may be younger than three years; and
- no more than two children may be younger than two years.

### Requirements for family child care providers

#### *Early childhood qualification requirements*

Family home day care providers are not required to have early childhood qualifications.

Family home day care providers are encouraged, but not required, to participate in professional training.

#### *Other requirements*

Family home day care providers must be at least 19 years of age, have up to date immunizations, a medical note stating they are in good health, a criminal record check, and first aid and CPR certificates.

Criminal record checks are also required for any adult who ordinarily resides in the private residence in which family child care is provided.

### Licensing, monitoring, and enforcement

Family child care is licensed and regulated under the authority of the [Consolidation of the Child Day Care Act](#) and [Consolidation of the Child Day Care Standards Regulations](#).

Licensing, monitoring and enforcement processes for family home day care facilities are similar to those of centre facilities. For more details, refer to the *Regulated child care centres* section of this profile or see [Understanding Nunavut's Child Day Care Regulations: A Manual for Early Childhood Programs](#) (Section 2: Licenses).

Children attending a family home day care facility must be supervised at all times by the operator, or for short periods of time or in the case of an emergency, by a substitute who has been approved by the Director.

As part of the licence application, the operator must include a written description of how parents will be involved.

## FUNDING FOR REGULATED CHILD CARE

### CHILD CARE SERVICES' ELIGIBILITY FOR FUNDING

Funding is available to all licensed child care centres and family day homes. There is no for-profit child care.

### TYPES OF FUNDING

#### FEE SUBSIDIES (DAYCARE SUBSIDY)

All eligible families are approved for a fee subsidy until the budget is exhausted. (This has not happened to date.)

#### Eligibility criteria

To be eligible for a Daycare Subsidy, parents must:

- reside in Nunavut;
- be 18 years of age or older; and
- be working, in school or at a training program.

An exemption to these criteria is allowed for children with additional needs where a health professional recommends that the child attend a licensed child care facility.

#### Financial eligibility (2021)

Subsidy eligibility is based on a needs test that takes into consideration family income, and eligible living expenses (rent, utilities, food and clothing, and actual child care costs).

#### Service providers' eligibility to deliver subsidized child care

All full-time and part-time regulated and unregulated child care that passes the standard assessment is eligible.

#### Surcharges above the fee subsidy

Before December 2022, programs could surcharge subsidized parents above the fee subsidy as there was no minimum user fee or fee cap.

As of December 2022, all licensed programs were eligible to receive support to reduce parental fees (reduces the amount paid by parents to \$10/day).

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### Maximum subsidy rates (2021)

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The subsidy rate is the amount paid by the territorial government to the service on behalf of an eligible parent to cover all or part of the parent fee.

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#### Maximum daily subsidy rate for licensed child care (2021)

Type of care	Full-time/ month	Part-time/ month
Licensed centre	\$700	\$350
Licensed family day home	\$600	\$300
Out-of-school care	-	\$145

Nunavut also provides subsidies for unlicensed care at a rate of \$500 for full-time and \$250 for part-time care.

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### Additional programs that subsidize individual families

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The [Young Parents Stay Learning \(YPSL\)](#) program has been available since 2009. To qualify for the program, all parents under the age of 18 working toward a high school diploma or attending a post-secondary institution in Nunavut may be eligible for child care fee subsidy under this program. Students under 18 who are attending a post-secondary institution within Nunavut may also be eligible. The parent's school attendance records are sent to the early childhood officer along with the child's attendance records; there is an expectation that the parent will be attending school unless he or she is ill or has an excused absence.

Eligibility for Young Parents Stay Learning does not require a needs test. The parent must use regulated child care if available; unregulated care may be approved in certain circumstances. To access this subsidy, a parent may not also use the Day Care Subsidy.

Prior to August 1, 2019, maximum rates and payments in the Young Parents Stay Learning were the same as the regular subsidy rates. Since August 1, 2019, there has been no maximum subsidy rate for children whose parents are enrolled in the Young Parents Stay Learning Program; the posted fee was fully covered.

With the fee reduction subsidy available through the Canada-Wide ELCC Agreement as of December 1, 2022, YPSL covers \$10/day and the remainder of the fee is covered by the federal funding when care is provided by a licensed centre participating in the \$10/day subsidy program.

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## OPERATIONAL FUNDING

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### Operation and maintenance top-up funding

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Operation and Maintenance Top-up funding is annual funding for operating expenses.

An allocation of \$2.42 – \$17.25 per space per day (depending on the age of the child, the composition of the program, and whether the centre is in a public or a privately owned building) is available to not-for-profit centres and regulated family day care homes.

Through the bilateral agreement with the federal government, facilities may also receive an additional top up of \$0.48 – \$6.90 per space per day (depending on the age of the child and the location of the program).

In order for facilities to receive this funding, staff wages must meet or exceed the minimum of \$20/hour, and funding must be used to maintain parental fees at the current rate, while also ensuring that parental fees are not greater than \$65/day during the 2020 – 2024 fiscal years.

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## ONE-TIME FUNDING

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### Child Care Space Creation in Underserved Communities

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This funding is available on a first come/first served, application basis, and prioritizes facilities in underserved communities where few or no other ELCC facilities are operational. The purpose of this funding is to support an increase in child care spaces in underserved communities, by providing funding for renovations, or for necessary maintenance and repair. The maximum amounts are based on need and funding availability.

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### Start-up contributions

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Available to licensed not-for-profit centres and family day care homes including part-time, infant, after-school, and special needs spaces. Funding ranges from \$300 – \$3,420/space depending on the geographic area of the program and the ages of the children served.

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## Health and Safety Funding

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The Health and Safety Funding of up to \$5,000 is available for renovations, repairs, or additional equipment to meet health and safety regulations. Child care facilities operating in government buildings are not eligible for this funding.

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## ELCC Training Sessions

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The Department of Education will plan and deliver ELCC Training and Professional Development Sessions. These sessions may be offered in communities, regionally or territorial-wide, depending on what type of training is needed. The sessions provide an opportunity for at least one staff person from each licensed ELCC facility to come together to share best practices, identify common challenges and issues, and access training, professional development and in-servicing opportunities. Possible training includes topics such as: administration, financial management, program planning, behavior management, and communications.

It is anticipated that as many as 250 educators will benefit from the training sessions, a minimum of 50 of which through direct participation, and the remaining through peer-to-peer learning from their colleagues upon return to the ELCC facility.

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## OTHER FUNDING

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### Educational Programming Resources and Training

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Through funding from the Department of Education, standardized program materials will be created to help support the delivery of consistent, high-quality instruction in ELCC facilities. The training resources will identify methodologies, activities and themes to use and implement in the day-to-day delivery of programming in the facility. These resources will also focus on approaches to program delivery which are inclusive in nature, as this is important to the Department and in keeping with the principles of Inuit Qaujimajatuqangit and consistent with the principles of the Indigenous Early Learning and Child Care Framework.

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## Healthy Children Initiative

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The [Healthy Children Initiative](#) is funded through the Department of Education to support early childhood programs (licensed and unlicensed) and additional programs and services for individual children aged 0 – 6 years who require extra support and early intervention to reach their full potential.

Funding is available to community programs or for individual children and eligible programs can support children with special needs in a variety of ways including: parent and child groups, parenting workshops, equipment, and expert services, etc. To receive funding, an application must be submitted.

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## Early Childhood Education Inuit Language and Culture Funding

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In keeping with Section 17 of the Nunavut [Education Act](#), District Education Authorities (DEAs) provide funding to early childhood programs that promote fluency in the Inuit language and knowledge of Inuit culture through the [Early Childhood Education Inuit Language and Culture Funding](#). DEAs are able to access funding to support existing early childhood programs (licensed and unlicensed) that promote Inuit language and culture, or they can get funding to create and operate their own early childhood education programs. If funds remain after all District Education Authorities and the Commission scolaire francophone du Nunavut have had the opportunity to access funding, licensed child care centres may apply directly to the Department of Education for funds. More information can be found using the [Inuit Language and Culture Funding Guide](#).

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

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### FEE SUBSIDIES

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Daycare Subsidy	\$477,000
Young Parents Stay Learning	\$64,838
<b>Total fee subsidies</b>	<b>\$541,838</b>

*Note: the Daycare Subsidy amount is the budgeted allocation, and not necessarily the actual spending.*

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## OPERATIONAL FUNDING

<i>Program</i>	<i>Amount</i>
Operation and maintenance top-up funding	\$3,984,281
<b>Total operational funding</b>	<b>\$3,984,281</b>

## ONE-TIME FUNDING

### One-time funding – capital (major and minor)

<i>Program</i>	<i>Amount</i>
Start-up contributions	\$111,950

### One-time funding – other

<i>Program</i>	<i>Amount</i>
Educational Programming Resources and Training	\$697,739

<b>Total one-time funding</b>	<b>\$809,689</b>
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**TOTAL FUNDING FOR REGULATED CHILD CARE (fee subsidies, operational funding, and one-time funding) \$5,335,808**

## OTHER ELCC FUNDING

<i>Program</i>	<i>Amount</i>
Healthy Children Initiative	\$201,159
Early Childhood Education Inuit Language and Culture Funding	\$635,670

*Note: This amount includes the funding under the Healthy Children Initiative spent in licensed child care centres.*

## FEDERAL TRANSFERS TO TERRITORY

<i>Federal transfer</i>	<i>Amount</i>
Multilateral Early Learning and Child Care Framework – Early Learning and Child Care Bilateral Agreements	\$2,385,174
Safe Restart Agreement (child care specific funding)	\$1,178,000

## COVID-19 RELATED SUPPORTS

ELCC and Nunavut Tunngavik Incorporated (NTI) COVID Support	\$894,307
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*Note: Nunavut Tunngavik Incorporated is the legal representative of the Inuit of Nunavut for the purposes of native treaty rights and treaty negotiation.*

## OF INTEREST

### RECENT INITIATIVES UNDERTAKEN OR UNDERWAY

The following activities were underway as of December 2022:

- a Quality Framework for ELCC in Nunavut;
- a Strategic Plan for Inclusion and Equity;
- a Monitoring, Evaluation, Learning, and Accountability Framework;
- a wage grid;
- an early learning and child care database;
- a start-up manual to support the licensing of new centres; and
- partnership with Nunavut Tunngavik Incorporated and Regional Inuit Associations on ELCC projects, including exploration of sector transformation.

