

Yukon



OVERVIEW 274

TERRITORIAL CONTEXT 275

Demographic information
Parental leave and benefits

KINDERGARTEN 277

Territorial responsibility for kindergarten
Kindergarten for five-year-olds
Kindergarten for four-year-olds

CHILD CARE 278

Territorial responsibility for child care
Legislation and regulations
Child care services (definitions)
Unregulated child care
Regulated child care
Curriculum framework
Children with special needs
First Nations, Métis and Inuit child care
Space statistics
Fee subsidies
Enrolment statistics
Parent fees
Workforce
Standards and regulations
Regulated child care centres
Regulated family child care

FUNDING FOR REGULATED CHILD CARE 285

Parent fee subsidies
Operational funding
One-time funding
Other ELCC funding
Territorial funding for regulated child care
Federal transfers to territory

OF INTEREST 288

Cultural Enhancement Funding
Other

TERRITORIAL ECEC ORGANIZATIONS AND ADVISORY GROUPS 289

Yukon



■ OVERVIEW

In the Yukon, early learning and child care includes early kindergarten (K4) and kindergarten (K5), regulated child care centres, school-age programs, and family child care, termed family day homes. The Yukon does not require part-day centre-based programs (preschools) to be licensed.

Kindergarten is the responsibility of the Department of Education under the [Education Act](#). Full-day kindergarten (K5) is available to all children who are five years old by December 31 of the school year. Early kindergarten (K4) is available in most rural schools for four-year-olds. Parents decide whether their child will attend full- or part-day. Francophone schools offer full-day K4 and K5.

Child care is the responsibility of the Department of Education under the [Child Care Act](#). Until April 1, 2021, child care was licensed and regulated by the Department of Health and Social Services. Programs are delivered by non-profit, for-profit, and public operators, with for-profit representing a significant majority.

The Indigenous population in the Yukon are primarily First Nations; there are no First Nations reserves in the Yukon.

The Yukon has eight full-day licensed centres, with a total of 273 spaces owned and operated by the Yukon First Nations governments. Fees are set by the operators with the territorial government contributing funding to reduce the posted parent fees substantially. Fee subsidies for lower income families are available and may be used at regulated for-profit or non-profit centres and day homes.

The appointed Yukon Child Care Board, under the [Child Care Act](#), makes recommendations to the Minister of Education. It provides input on the planning, development, coordination, and evaluation of policies, programs, and administrative procedures pertaining to child care.

On April 1, 2021, the Yukon launched the [Universal Child Care \(UCC\) program](#), allocating nearly \$15 million to reduce parent fees by up to \$700/month. Child care operators that opt in to this program are also eligible to receive additional operational and wage enhancement funding.

The Yukon signed the Canada-Yukon Early Learning and Child Care Agreement (Multilateral Framework Agreement) on February 7, 2018. This agreement allocated \$7.2 million over three years to regulated child care; it was extended on July 2, 2020 with another \$13.7 million allocated to the 2020 – 2021 fiscal year, and renewed on August 12, 2021 with an additional \$10.1 million over four years.

The Canada-Yukon Canada-Wide Early Learning and Child Care Agreement was signed by the Yukon on July 23, 2021. This agreement allocated \$41.6 over five years to:

- create 110 licensed spaces;
- reduce operational and administrative costs for operators;
- provide greater support for high-quality and culturally relevant programming; and
- implement a territorial wage scale 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	800
3 – 5	1,400
6 – 12	3,600
Total	5,800

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	2,700
Total	4,300

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

Age	First Nations	Métis	Inuk (Inuit)	Multiple	Other
0 – 4	520	105	25	30	0
5 – 9	570	60	25	25	0
10 – 14	530	105	25	0	10
Total	1620	270	75	55	10

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	1,795	350	275	70
5 – 9	1,730	575	430	150
10 – 14	1,520	645	465	180

Languages spoken most often at home (2021)

Age	English	French	Non-official	Multiple
0 – 4	1,940	75	95	50
5 – 9	2,180	75	55	60
10 – 14	2,065	75	60	65
Total	6,190	230	215	180

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

Two-parent families	Male lone-parent	Female lone-parent
\$123,000	\$63,200	\$54,000

PARENTAL LEAVE AND BENEFITS

Maternity and parental leave provisions in Canada outside Quebec are divided between federal and provincial/territorial governments. The federal government pays benefits under the Employment Insurance program (EI); provincial/territorial provisions for job-protected leave are established in each jurisdiction's employment standards legislation. EI is a contributory program; both employees and employers contribute.

LEAVE PROVISIONS

Maternity leave

17 weeks.

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

Parental leave

63 weeks for birth or adoption.

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

Parents sharing leave must do so consecutively unless the parent taking leave first becomes unable to care for the child due to injury, illness, death, or other hardship in the family.

PARENTAL LEAVE BENEFITS

Benefit options in 2022

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

Two options for parental leave benefits

(parents must choose one)

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

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

As of March 17, 2019, the Parental Sharing Benefit also became available to non-birth/second parents. Under this additional benefit, five weeks of Standard Benefits 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 the Yukon, kindergarten for four and five-year-olds is the responsibility of the Department of Education.

Sixteen School Councils have designated seats for guaranteed representatives who are appointed by a First Nation that has students attending the school. The *scolaire francophone du Yukon* operates the French First Language schools. All other schools have a School Council, made up of locally elected and appointed community members overseen by the Public Schools Branch of the Department of Education.

In June 2021, the Government of Yukon and the Chief's Committee on Education announced the finalization of the Yukon First Nation School Board Framework Agreement. A number of schools will transition to the new school board in the 2022 – 2023 school year.

Kindergarten (K5) is available to all children who are five years old by December 31 of the school year. Kindergarten can be a half-day or full-school day program, depending on the school. Some schools include kindergarten in blended-grade classrooms.

Early kindergarten (K4) is available in most rural schools for four-year-olds. As of the 2021 – 2022 school year, most rural schools offer full-day K4 and K5. Implementing the early kindergarten program in Whitehorse area schools will be explored in the longer term.

Francophone schools offer full-school day K4 and K5.

Catholic schools in the Yukon are funded under an agreement between Yukon's Commissioner and the Catholic Episcopal Corporation. The Yukon monitors and evaluates but does not fund private schools.

TERRITORIAL RESPONSIBILITY FOR KINDERGARTEN (K5 AND K4)

1000 Lewes Boulevard (E-1) Y1A 3H9

Whitehorse, YT

Telephone: (867) 667-5141

Fax: 867-393-6254

Website: <http://www.education.gov.yk.ca>

LEGISLATION AND REGULATIONS

Yukon Territory, Legislative Assembly. *Education Act*. RSY2002 c.61.

KINDERGARTEN FOR FIVE-YEAR-OLDS

DEFINITION

In most schools, kindergarten is full-school day but may be either part-day or full-school day depending on the location.

Kindergarten is also provided in blended grade classrooms in some schools.

ELIGIBILITY

Children must be five years old on or before December 31 of the academic year to start kindergarten.

ENROLMENT

Enrolment in kindergarten is not compulsory but most children attend.

ENTITLEMENT

Every eligible child in the Yukon has a legislated entitlement to attend kindergarten.

INSTRUCTIONAL HOURS PER DAY / TYPICAL LENGTH OF THE SCHOOL DAY

Full-school day kindergarten programming is typically 5.13 hours a day, excluding recess and lunch time; the school day in Whitehorse schools is typically from 8:30 am to 3:00 pm. The school day varies by school in the rural communities but all have the same number of instructional hours.

CLASS SIZE

Kindergarten class size is not set by the territorial government but full-school day kindergarten classes are capped at 18 students by the collective agreement between the Yukon Government and Yukon Association of Education Professionals.

CURRICULUM OR CURRICULUM FRAMEWORK

In September 2017, the Yukon Department of Education adopted the British Columbia kindergarten curriculum. In 2018 – 2019, when British Columbia implemented a new curriculum, the Yukon adopted these changes and the new curriculum.

The [Yukon curriculum](#) also draws on Yukon First Nations' ways of knowing, doing, and being, which allows schools to tailor the curriculum for the local community, area, and culture.

Use of the curriculum is required in all English kindergarten programs in the Yukon.

GENERAL TEACHER QUALIFICATIONS AND CERTIFICATION

A kindergarten teacher must have teacher certification, which requires a B.Ed. or a Bachelor's degree plus an approved program of teacher preparation of not less than one academic year.

There are no ECE requirements for kindergarten teachers.

EARLY KINDERGARTEN FOR FOUR-YEAR-OLDS (K4)

DEFINITION

Early kindergarten (K4) is either a part-day or full-day program for four-year-olds, depending on the location. Most rural Yukon schools offered full-time early kindergarten starting in the 2021 – 2022 school year.

AGE ELIGIBILITY

Children must be four years old on or before December 31 of the respective school year.

ENROLMENT

Enrolment in K4 is not compulsory but where it is offered most families choose to send their children.

ENTITLEMENT

Early kindergarten is available to all age-eligible children in all rural schools

INSTRUCTIONAL HOURS PER DAY/TYPICAL LENGTH OF THE SCHOOL DAY

Full-day early kindergarten has approximately five instructional hours a day. School start and end times vary by rural school.

CLASS SIZE

The maximum class size is 18.

A minimum of seven students in total (early kindergarten plus kindergarten) is required to operate a separate early kindergarten/kindergarten class. Where there are fewer than seven eligible students for a program of early kindergarten or kindergarten instruction, student enrolment in these classes may be combined with other primary students if an appropriate instructional system can be established and maintained.

CURRICULUM OR CURRICULUM FRAMEWORK

See curriculum for K-5.

GENERAL TEACHER QUALIFICATIONS AND CERTIFICATION

A teacher in K4 must have teacher certification, which requires a B.Ed. or a Bachelor's degree plus an approved program of teacher preparation of not less than one academic year.

There are no specific ECE requirements for teachers in early kindergarten.

TOTAL ENROLMENT K5 AND K4 (SCHOOL YEAR 2021 – 2022)

Kindergarten (K5)	449
Early kindergarten (K4)	117
Total enrolment for kindergarten and early kindergarten	566

FINANCIAL (SCHOOL YEAR 2020 – 2021)

Spending on kindergarten (K5 and K4) (total)	<i>Not available</i>
Spending on kindergarten (K5 and K4) (per child)	<i>Not available</i>

OTHER SCHOOL-OPERATED EARLY CHILDHOOD PROGRAMS

LEARNING TOGETHER PROGRAM

Learning Together is a free drop-in program operated by the Department of Education for children under the age of five and their caregivers. The program is led by qualified teachers with the objective of helping children learn school routines and caregivers learn to support learning at home.

■ CHILD CARE

TERRITORIAL RESPONSIBILITY FOR CHILD CARE

Early Learning and Child Care Unit

Department of Education

P.O. Box 2703 (E-23)

Whitehorse, YT, Y1A 2C6

Telephone: (867) 667-3492

Website: <https://yukon.ca/en/early-childhood-learning-and-programs>

Responsibility for child care was transferred to Education from Health and Social Services on April 1, 2021.

LEGISLATION AND REGULATIONS

Yukon Territory. Legislative Assembly. [Child Care Act](#). – RSY2002, C30.

Yukon Territory. Legislative Assembly. [Child Care Act Regulations](#), 1995.

Yukon Territory. Legislative Assembly. [Family Day Home Program Regulation](#), 1995.

Yukon Territory. Legislative Assembly. [School-Age Program Regulation](#), 1995.

[Regulatory guidelines for child care and family day home programs](#)

CHILD CARE SERVICES

UNREGULATED CHILD CARE

Unlicensed family child care

A maximum of three children younger than school age, or seven school age children not including the provider's own children is permitted.

Preschool

Programs for children aged three to six years old operating for less than three consecutive hours are not required to be licensed.

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

REGULATED CHILD CARE

Child care centre

Group care for less than 24 hours a day for four or more children, up to and including 12 years of age, in a place other than a preschool, a school-age program or a family day home.

School-age child care program

Care outside school hours for eight or more school-aged children in Grade 1 up to and including 12 years old (16 years old for children with special needs).

Family day home

Care in a private home for up to four children if all are under 18 months; up to six children if no more than three are under 18 months; and up to eight children if all are over 18 months. Four additional school-age children may attend with an additional staff member with the above numbers. The provider's preschool children are included in the above numbers; their own school-age children are exempt from the maximum number of children permitted.

CURRICULUM FRAMEWORK

A Yukon Early Learning Curriculum is currently under development and when approved, will move into an implementation stage.

CHILDREN WITH SPECIAL NEEDS

(the term children with special needs is used in the Yukon)

A child with special needs refers to a child 16 years of age or younger, who has had an individual assessment by a qualified professional and who has a physical, emotional, behavioural, mental, developmental, communicative or other identifiable and recognized disorder.

The Yukon government supports children with special needs through the Supported Child Care Program (SCCP). This program provides funding to support inclusive programming for children that require additional supports to access licensed child care programs.

The Yukon provides full inclusion; there are no child care facilities that are solely or primarily for children with special needs. There are no specific qualifications required for staff working with children with special needs, nor specific ratios or group sizes.

The service provider must have a current Individual Program Plan (IPP) for each child with special needs attending the program.

A diagnosis or other documentation is required for a child's eligibility for funding under the SCCP.

All types of licensed facilities are eligible to receive funding to support children with special needs but are not required to accept and include them.

Funding is limited by budgetary constraints but should the demand exceed the budget, efforts are made to secure additional funding from within the program budget or within the Department of Education.

Under this program, funding may be provided to hire early childhood educators to work with children, typically on a one-to-one basis, in order to support their inclusion and learning, and additional training for regular staff. Centres can also apply for funding for renovations or equipment purchases to support an inclusive and accessible early learning environment suitable for children with additional needs.

The Supported Child Care Program is currently under review.

The Yukon also funds the Child Development Centre in Whitehorse, a non-profit organization that provides therapeutic services and supports the developmental needs of all Yukon children from birth to kindergarten.

FIRST NATIONS, MÉTIS AND INUIT CHILD CARE

There are no First Nations reserves in the Yukon.

There are eight full-day licensed centres, with a total of 273 spaces owned and operated by the Yukon First Nations governments.

There are four Aboriginal Head Start in Urban and Northern Communities (AHSUNC) programs. These are not licensed by the territory.

The Yukon government funds all licensed child care centres including those owned and operated by First Nations. Cultural enhancement funding is available to all licensed centres. Parents who use First Nations licensed centres and family day homes are eligible for fee subsidies.

There are no specific initiatives aimed at increasing the supply of Indigenous educators. However, the Yukon government provides funding to Yukon University to offer increased access to early learning and child care courses in rural communities where much of the population is Indigenous.

The Yukon also funds a cultural connection program at an urban First Nations-owned and operated program.



SPACE STATISTICS

NUMBER OF REGULATED SPACES (March 31, 2021)

<i>Centre spaces</i>	
Total centre spaces (0 – 12 years)	1,659
<i>Family day homes (regulated family child care)</i>	
Total regulated family child care spaces (enrolment)	210

Note: The Yukon does not license spaces by age group. See enrolment figures for age breakdowns of children enrolled in child care centres on March 31, 2021

TOTAL REGULATED SPACES (centre spaces and family child care enrolment) 1,869

Number of child care centres (2021)	
Total number of centres	49
<i>Centre-based programs</i>	
Number of centres providing a full-day program	45
Number of centres providing a part-day program for children attending school (approximately 4 – 12 years)	23
Number of centres providing infant care (0 – < 18 months)	30
Number of centres providing toddler care (18 – < 36 months)	39
Number of centres providing preschool-age care (36 months – kindergarten)	46
Number of centres providing non-standard hours care	Not available
Number of centres in publicly delivered and funded schools	2

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

Number of individually licensed family day homes (active) 22

Municipal delivery	
Number of municipalities or municipal entities operating child care centres (i.e. are the licence holder)	0

Programs by auspice (2021)	
<i>Centres</i>	<i>Number of centres</i>
For-profit	29
Non-profit	12
Publicly operated ¹	8

¹ municipality/municipal entity, school authority, other government agency or Indigenous governance organization

Note: These centres are operated by First Nations governments.

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

Centre spaces by auspice

	Full-day spaces	Part-day spaces ¹	BASC spaces ²	Total spaces
For-profit	947	NA ³	Included	947
Non-profit	451	NA ³	in full-day	451
Publicly operated ⁴	261	NA ³	spaces	261

1 Preschools and nursery schools

2 Before- and after-school care spaces (4 – 12 years)

3 Not applicable

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

Note: The Yukon does not require part-day preschools to be licensed.

Note: The Yukon does not license centres by age group; the full-day spaces represent all spaces.

FEE SUBSIDIES

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

426

SPECIAL NEEDS/DISABILITY SUPPORT FUNDING

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

47

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

ENROLMENT STATISTICS

Number of children enrolled in regulated centre-based programs (March 31, 2021)

Full-day centres

Infants (< 18 months)	75
Toddlers (18 months – 3 years)	357
Preschool-age (3 years – kindergarten)	638

TOTAL ENROLMENT (0 – 5 years) 1,070

Note: Enrolment figures include full-time, part-time and drop-in spaces.

Before- and after-school child care

(licensed, regulated, approved or authorized)

Number of children in early kindergarten and kindergarten enrolled in before- and after-school care	116
Number of children in Grades 1 – 6 enrolled in before- and after-school child care	272
Total number of children in early kindergarten, kindergarten and Grades 1 – 6 enrolled in before- and after-school care	388

TOTAL CENTRE-BASED ENROLMENT

(0 – 12 years) **1,466**

Note: includes full-time and part-time.

PARENT FEES

The Yukon does not have set child care fees.

Beginning in April 2021, the Yukon began reducing parent's out-of-pocket payments. They approach this by taking the posted, or market, fee as the fee and providing (up to) \$700 per child to the operator to reduce the parent's out-of-pocket payment.

Using this approach, fees for infants, toddlers and preschool-age are off-set by (up to) \$700/child/month. For example, if the posted monthly infant fee is \$970, a parent's payment will be reduced by (up to) \$700 to \$270/month or \$12.86/day. Kindergarten-age fees during the school year are off-set by (up to) \$350/month; in the summer they are off-set by \$700. Grade 1 and up fees during the school year are off-set by (up to) \$300/month; in the summer they are off-set by (up to) \$500.

While the Yukon fee reduction pre-dated the territory's July 2021 agreement to the Canada-Yukon Canada-Wide Early Learning and Child Care Agreement, it continued following the agreement.

Beginning in 2021, service providers are limited to an annual increase of 3% of the average fee unless otherwise approved by the Department of Education.

As of January 2022, every licensed operator in the Yukon had opted into the [Early Learning and Child Care Funding Program](#).

Part-time programs receive pro-rated amounts. The other fee support programs, such as the Fee Subsidy program, Teen Parent Grant and Grandparent Grant, continue to operate. See the information on Yukon funding in this section and the Yukon government website [funding program](#) for more information.

TERRITORIAL FEE DATA

Note: As described above, posted parent fees are reduced by up to \$700 per enrolled child, with the balance paid to the service by the territorial government.

Average posted (market) monthly child care fees (2021)

	Whitehorse child care centre	Whitehorse family day home	Rural child care centre
Infant	\$953.13	\$831.33	\$765.00
Toddler	\$909.42	\$798.75	\$748.13
Pre-school	\$892.22	\$781.94	\$740.63
Kindergarten-age			
School year	\$525.00	\$443.67	\$454.29
Summer	\$818.67	\$726.92	\$716.67
School-age			
School year	\$544.31	\$415.20	\$417.00
Summer	\$811.18	\$680.00	\$636.00

Average posted (market) monthly child care fees (2022)

	Whitehorse child care centre	Whitehorse family day home	Rural child care centre
Infant	\$970.00	\$846.00	\$835.00
Toddler	\$938.00	\$810.59	\$802.50
Pre-school	\$922.00	\$803.00	\$780.83
Kindergarten-age			
School year	\$580.00	\$448.57	\$485.00
Summer	\$908.00	\$743.75	\$740.00
School-age			
School year	\$511.00	\$440.57	\$468.50
Summer	\$824.00	\$690.83	\$675.00

Median monthly fees in the Yukon: Annual Fee Survey

In 2021, a national survey of child care fees in Canada's large cities included Whitehorse. These median monthly figures include fees from centre-based child care and home child care and have taken into account the up to \$700/month paid by the government.

Median monthly fees for full time child care

Infant	Toddler	Preschooler
\$240	\$200	\$195

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

The Yukon has a territorial staff certification process. The Early Learning and Child Care Unit in the Yukon Department of Education is responsible for assessing applications for certification.

There are five certification levels and minimum requirements for early childhood educators in the Yukon. The classification criteria for each designation are described below. For further details see the [Early Learning and Child Care Professional Level Certification Guidelines](#).

Level 1

- 60 hours of coursework in early childhood development, or equivalent

Level 1A

- Level 1 requirements plus additional coursework, not yet complete one-year certificate

Level 2

- One-year certificate in early childhood education or early childhood development

Level 2A

- Level 2 requirements plus additional coursework, not yet complete two-year diploma

Level 3

- Two-year diploma in early childhood education or early childhood development

Note: Coursework must be credit coursework from a recognized post-secondary educational institute. For further details on specific course requirements see: [Yukon ELCC Professional Level Certification Guidelines](#).

A Bachelor of Education degree may be considered for Level 3 Equivalency Certification. Other related degrees or diplomas may be considered for Level 3 Equivalency at the discretion of the Director of Early Learning and Child Care. Applicants must have also successfully completed a 60-hour early childhood development course. If an applicant holding a Bachelor of Education or other related degree is granted a Level 3 equivalent certification, the certification will be valid for one year.

It is recommended that certified educators continue to enroll in workshops, courses, and conferences as part of their professional development.

As of November 01, 2022, more than 90% of early childhood educators working in licensed programs have at least a Level 1 certificate. Approximately 35% of ECEs have a minimum of a two-year diploma or higher education.

In April 2022, the Yukon launched the [Professional Diploma Pathway \(PDP\) program](#) in partnership with Yukon University. This program provides access to accelerated training for early childhood educators with Level 3 equivalent status who want to reach full Level 3 status.

STAFF WAGES

As of April 1, 2021, a mandatory wage floor was instituted as part of the Yukon Early Learning and Child Care Funding Program.

For 2022, it includes a wage floor of \$30.01/hour (\$32.81/hour in rural communities) for a full-time educator with Level 3 certification.

The wage floor establishes the minimum wage that must be paid to educators dependent on their level of certification.

The Yukon has committed to a wage grid in its Canada-Yukon Early Learning and Child Care agreement.

Territorial wage data

Not available

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 \$46,000

Median hourly employment income \$22.12 – 25.27

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.

Wage floor (2022)

Wage floors by certification level

	<i>Whitehorse</i>	<i>Rural</i>
Level 0	\$15.70	\$17.55
Level 1	\$19.82	\$20.19
Level 1a	\$21.71	\$22.41
Level 2	\$23.14	\$24.09
Level 2a	\$25.66	\$27.05
Level 3 equivalent	\$28.01	\$29.81
Level 3	\$31.01	\$32.81

Note: Effective April 1, 2022, the minimum wage in the Yukon was \$15.70.

Whitehorse wage enhancements (2021)

<i>Child care worker level</i>	<i>Current enhancement</i>	<i>2021 increase</i>	<i>New enhancement</i>
Level 0	Not applicable	Not applicable	Not applicable
Level 1	\$2.12	\$2.00	\$4.12
Level 1a	\$4.01	\$2.00	\$6.01
Level 2	\$5.44	\$2.00	\$7.44
Level 2a	\$7.96	\$2.00	\$9.96
Level 3 Equivalent	\$10.31	\$2.00	\$12.31
Level 3	\$10.31	\$5.00	\$15.31

Rural wage enhancements (2021)

<i>Child care worker level</i>	<i>Current enhancement</i>	<i>2021 increase</i>	<i>New enhancement</i>
Level 0	\$1.85	Not applicable	\$1.85
Level 1	\$2.49	\$2.00	\$4.49
Level 1a	\$4.71	\$2.00	\$6.71
Level 2	\$6.39	\$2.00	\$8.39
Level 2a	\$9.35	\$2.00	\$11.35
Level 3 Equivalent	\$12.11	\$2.00	\$14.11
Level 3	\$12.11	\$5.00	\$17.11

Source: <https://yukon.ca/sites/yukon.ca/files/edu/edu-early-learning-child-care-funding-program-family-day-home.pdf>

Wage enhancements

Funding for wage enhancement grants are provided to licensed child care operators in the form of a wage supplement through the Early Learning and Child Care Funding Program.

The wage enhancement is paid based on actual hours worked by each early childhood educator and their qualifications to a maximum of 40 hours per week, with a different supplement in Whitehorse and rural Yukon and an additional 14% for mandatory employment-related costs (e.g., CPP, EI and WCB).

Licensed child care operators must agree that the wages paid to each child care worker before the wage enhancement must be no less than the minimum wage as outlined in the *Employment Standards Act*. The operator is responsible for paying at least the territorial minimum wage.

Early childhood educators whose wages are paid through the Supported Child Care Program receive the minimum mandatory wage per early childhood education level through a direct payment to the operator.

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: 64 spaces

Staff:child ratio & maximum group size			
Age of child	Staff:child ratios		Maximum group size
Up to 18 months	1:4		8
18 months – 3 years	1:6		12
3 years – kindergarten-age	1:8		16
Grade 1 – 12 years	1:12		24

When there are more than six children in attendance at the child care centre program there must be at least two staff members on duty, one of whom must be free of other responsibilities while engaged in the care of children.

Staffing requirements for centres

Early childhood requirements for staffing a centre

The Yukon stipulates staffing requirements at a centre level.

The legislation requires that:

- 20% of staff must meet or exceed Level 3 qualifications;
- an additional 30% must meet Level 2 qualifications; and
- the remainder (50%) must meet Level 1 qualifications.

Exemptions to early childhood qualification requirements of centre staff

Operators can apply for a training exemption when hiring an educator without a level; however, the individual must be shown to be actively working towards a level.

Requirements for centre supervisor/directors

Each centre is required to have a designated supervisor. They are not required to have a specific level of certification.

Other requirements

A person at least 18 years of age must be in charge at all times.

At least one caregiver present in each group of children must have a first aid certificate. The Director may allow a caregiver to have up to six months after commencing employment to become certified in first aid.

All staff must have up to date immunizations, a medical note stating that they are in good health, a tuberculosis test, and a confidential police check. The Director may approve a staff person for employment in the program pending the completion of the police check.

Licensing, monitoring and enforcement

In the Yukon, child care centres are licensed and regulated under the [Child Care Act](#) and [Child Care Act Regulations](#).

A licence is valid for a maximum of one year and is not transferable to another person. The operator must submit an application for licence renewal.

A centre may be inspected at any time by child care inspectors designated by the Director. Each centre is inspected a minimum of every three months; this could be more often depending on the level of support required.

Child Care inspectors must be designated by the Director of Early Learning and Child Care.

If a centre is found in non-compliance, the centre will be asked to remedy the violation within the time limits specified by the Director. If the non-compliance remains past the time limits, the centre’s licence may be suspended or revoked.

REGULATED FAMILY CHILD CARE

In the Yukon, regulated family child care are called family day homes.

Family day homes are not required to be provided in the provider’s personal residence.

Currently (2022) only one family day home is in another home that is not the provider’s main residence.

Model of organization

Family day homes are individually licensed.

Maximum capacity

A family day home program can serve from four to eight children:

- four infants (under 18 months); or
- six children with no more than three under 18 months; or
- eight children all over 18 months.

Four additional school-age children may attend if there is an additional caregiver.

The provider's preschool-age children are included in the above numbers; their own school-age children are not.

Licensing, monitoring, and enforcement

Family child care is provided under the authority of [Child Care Act](#) and [Family Day Home Program Regulations](#).

A licence is valid for a maximum of one year and is not transferable to another person.

The operator must submit an application for licence renewal.

A family day home may be inspected at any time by child care inspectors designated by the Director. As with centres, each family day home is inspected a minimum of every three months or more often depending on support needed.

Family child care provider requirements

Family day home operators must complete a 60-hour introductory early childhood development course or a specific family day home course or equivalent within the first year they provide care for children.

A caregiver must be 18 years of age, have up to date immunizations, a medical note and a tuberculosis test, and a confidential police check.

Each group of children must always be in the care and supervision of at least one caregiver who is first aid certified. The director may grant an exemption to the operator of a family day home program to enable a caregiver to have up to six months after commencing their employment to become certified in first aid.

A confidential police check is required for any resident of the family day home program facility who is 18 years of age or older.

FUNDING FOR REGULATED CHILD CARE

CHILD CARE SERVICES' ELIGIBILITY FOR FUNDING

All regulated non-profit and for-profit child care programs are eligible for all types of funding.

TYPES OF FUNDING

FEE SUBSIDIES

Fee subsidies may be used in any for-profit or non-profit licensed centre-based program and family child care home.

Note: The Yukon Child Care Subsidy is an income-tested program applicable to the out-of-pocket parent fees after the universal reduction (up to \$700) has been applied. Thus, it is calculated using reduced parent fees.

Eligibility criteria

To be eligible, parents must be:

- employed;
- actively seeking employment;
- attending/preparing to attend an educational institution;
- undertaking medical treatment; or
- have a special need (themselves or their child), as assessed by a professional.

Subsidy is also available when child care is recommended by a child protection service, approved on the basis of an individual assessment of special needs of the family or child by a qualified professional, or when emergency child care services are required to meet a short term family crisis.



Income eligibility (2021)

Eligibility is based on net monthly income and takes into account family size and the community where the applicant resides.

Maximum net monthly income levels for full fee subsidy (2021)

	Whitehorse	Old Crow	Rural Yukon ¹
One parent, one child	\$1,919	\$2,006	\$2,457
Two parents, two children	\$2,837	\$2,986	\$3,762

Monthly net income at which partial fee subsidy ends (2021)

	Whitehorse	Old Crow	Rural Yukon ¹
One parent, one child	\$2,500	\$2,200	\$3,370
Two parents, two children	-\$3,100	-\$2,810	-\$4,280
Two parents, two children	\$3,425	\$3,175	\$4,675
Two parents, two children	-\$4,000	-\$3,800	-\$5,585

¹ Other than Old Crow

Surcharges above the fee subsidy

Programs may surcharge subsidized parent fees above the maximum subsidy rate if their posted fee is higher, in which case the parent must pay the difference.

Subsidy rates (2022)

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

Age and hours in child care	Monthly maximum
<i>Full-time (100 hours/month or more)</i>	
Infant (0 – 18 months)	\$688
Toddler (19 – 36 months)	\$622
Preschool-age (37 – 59 months)	\$578
Child with special needs (0 – 59 months or 71 months for children in half-day K)	\$688
Kindergarten-age	\$578
School-age	\$550
<i>Part-time (less than 80 hours/month)</i>	
Kindergarten-age	\$330
School-age	\$303

Entitlement to a fee subsidy

Subsidy is available for eligible families. There is no cap on the number of subsidized spaces and no waiting list for subsidy.

OPERATIONAL FUNDING

The Early Learning and Child Care Funding program introduced April 1, 2021 consists of two parts:

- Funding to reduce fee payments made by parents; and
- Child Care Operational Funding (Formerly the Direct Operating Grant).

Funding to reduce fee payments made by parents

As of April 1, 2021, the [Yukon Early Learning and Child Care Funding Program](#) directly funds all licensed early learning and child care services to reduce fee payments made by parents. The service provider must apply this funding to reduce the monthly payment made by parents.

Families are required to pay the difference between this funding and the operator's posted fee but not more.

Funding for fee reduction by age group (2021)

Type of space	Funding per full-time space
Infant*	\$700
Toddler*	\$700
Preschool-age*	\$700
Kindergarten (full-time, not in school)	\$700
Kindergarten (part-time, in school)	\$350
School-age (during school year)	\$300
School-age (during summer)	\$500

Note: Funding for part-time attendance is prorated based on the number of hours a child attends the program as a percent of full-time hours of operation.

Child Care Operational Funding (Formerly the Direct Operating Grant)

All licensed non-profit and for-profit child care programs are eligible for Child Care Operational Funding.

Child Care Operational Funding has three parts:

- quality program enhancement, including additional support for children with special needs;
 - wage enhancement; and
 - operational expenses.
-

Quality program enhancement (Formally Child Care Centre Enrollment Unit Funding)

Quality program enhancement funding is based on the number of children attending the program.

Quality program enhancement – Whitehorse area programs (2021)

Age	Funding per space/month ¹	Funding per space/month ²
Infant	\$206.10	\$238.16
Toddler	\$154.58	\$186.64
Preschool-age	\$114.50	\$146.56
School-age (grade 1 and above)	\$97.33	\$129.39

Quality program enhancement – rural programs (2021)

Age	Funding per space/month ¹	Funding per space/month ²
Infant	\$242.10	\$298.59
Toddler	\$181.58	\$238.07
Preschool-age	\$134.50	\$190.99
School-age (Grade 1 and above)	\$114.33	\$151.99

¹ Programs not offering meal program

² Programs offering a nutritious meal program

Supports for children with special needs

As part of Quality Program Enhancement funding, service providers receive additional funding to support the inclusion of children with special needs.

Age	Funding per month ¹	Funding per month ²
Toddler	\$54.96	\$64.56
Preschool-age	\$91.60	\$107.60
School-age (grade 1 and above)	\$114.50	\$134.50

Wage enhancement funding

Wage enhancement funding contributes to staff wages based on staff training level. It is provided up to a maximum of 40 hours per week, per staff, for actual hours worked. See the Workforce section for details.

Operational expenses for child care centres

The funding provides \$0.37 for Whitehorse area programs and \$0.43 for rural community programs for every \$1.00 the program spends monthly on building expenses (excluding capital expenses). For more information on eligible business expenses see the [Yukon Early Learning and Child Care Funding Program](#).

Early Learning and Child Care Benefits

As of April 1, 2022, access to funding for benefits for early childhood educators is considered a standard part of the Yukon ELCC Funding Program.

The [Early Learning and Child Care Benefits Funding program](#) aims to improve access to comprehensive insurance benefits to early childhood educators working in licensed Yukon early ELCC programs. It provides compensation for up to 8% of staff wages for employers to select and offer a comprehensive benefits package from a registered Canadian insurance provider.

ONE-TIME FUNDING

Start-up funding

Family child care homes may receive up to \$1,000/ home in Whitehorse and up to \$2,000/ home in the rest of the territory.

Child care centres may receive up to a maximum of \$10,000.

Enhancement funding

Up to \$5,000 is available to child care centres on an annual basis to meet regulatory requirements related to health and safety or playground development and maintenance.

Up to \$500 is available to family day home programs on an annual basis for the replacement of a major appliance (up to 50% of the cost), for health and safety requirements and for outdoor play space development and maintenance.

Additional funding needs for larger child care centres are considered on a case by case basis.

OTHER FUNDING

Whitehorse Child Development Centre Funding

In 2022, the Whitehorse Child Development Centre received a total of \$3.3 million from the Government of Yukon's Department of Education. This figure reflects several funding agreements that are not limited to supporting children in licensed child care.

TERRITORIAL FUNDING FOR REGULATED CHILD CARE (2020 – 2021)

FEE SUBSIDIES	\$1,004,354
----------------------	--------------------

OPERATIONAL FUNDING

Program

Operating grants (includes wage enhancement)	\$7,454,838
Supports to children with special needs	\$610,038
Other eligible expenses	\$417,320

Total operational funding	\$8,482,196
----------------------------------	--------------------

ONE-TIME FUNDING

One-time funding – capital (major and minor)

Program

Start-up funding	\$37,951
Enhancement funding	\$167,172

One-time funding – other

Program

Radon funding	\$2,494
Total one-time funding	\$207,617

TOTAL FUNDING FOR REGULATED CHILD CARE (fee subsidies, operational funding, and one-time funding)	\$9,694,167
--	--------------------

OTHER ELCC FUNDING

Child Development Centre	\$2,562,000
--------------------------	-------------

Note: This funding is not relevant only for ELCC and comes from several government budgets.

FEDERAL TRANSFERS TO TERRITORY

<i>Federal transfers</i>	<i>Amount</i>
Multilateral Early Learning and Child Care Framework – Early Learning and Child Care Bilateral Agreements	\$2,405,774
Safe Restart Agreement (child care specific funding)	\$2,651,000

COVID-19 RELATED SUPPORTS

Not available

OF INTEREST

CULTURAL ENHANCEMENT FUNDING

Cultural Enhancement Funding provides up to \$5,000 for licensed centres, \$2,000 for licensed family day homes or \$500 for individual educators to develop enhanced, culturally rich early learning programs that incorporate the Yukon First Nations ways of knowing, being and doing, place-based, outdoor, and experiential learning, francophone language and culture, as well as other diverse language and cultural learning.

Eligible licensed programs and ECEs actively working in licensed programs are able to apply for funding to develop programs and/or develop resource kits to support culturally responsive programming. This fiscal year, approximately 50 programs and 105 ECEs have been approved for cultural funding.

OTHER

The Yukon has begun the development of a ECE recruitment and retention strategy, including:

- attending Yukon high schools and participating in job fairs (i.e., Yukon University) to promote the early childhood educator sector;

- partnering with Yukon University to offer additional early learning courses in rural communities;
- partnering with the Yukon First Nation Education Directorate and the Early Years Program to offer the Understanding the Early Years course. Participants that successfully complete the course will receive a Level 1 early childhood educator certificate;
- with support from the Government of Canada, partnering with the Yukon University to offer the Professional Pathways Program whereby educators assessed as a “level 3 equivalent” can complete the requirements for a level 3 certificate to become fully qualified; and
- providing education bursaries for post-secondary study as well as an enhanced bursary option, up to \$500, for educators to access other learning and development opportunities, and contracting with individuals and organizations to create and deliver workshops and training opportunities.

In July 2022, the Yukon Department of Education launched the [Early Learning Educators Web Hub](#). The new Hub is a virtual network that provides early childhood educators access to online courses and resources; information on the Yukon early learning events and updates; and information on funding for educators and more.

A robust data management system is under development.

A review of the Supported Child Care program is underway, with a final report anticipated in March 2023.

■ TERRITORIAL ECEC ORGANIZATIONS AND ADVISORY GROUPS

[Yukon Child Care Association](#)

