

Newfoundland and Labrador



OVERVIEW

In 2014, Newfoundland and Labrador made significant changes to early childhood education and care (ECEC), beginning with creating a new Department of Education and Early Childhood Development that includes kindergarten, regulated child care, and family resource programs. The new department's Family and Child Development branch has responsibility for child care and family resource programs.

Kindergarten is part of elementary and secondary education in the Department of Education and Early Childhood Development. Since September 2016, kindergarten has been provided on a full school day basis for all five year olds. Attendance is not compulsory.

In the spring of 2019, the provincial government engaged in public consultations to inform development of a phased-in implementation plan for junior kindergarten (four year olds).

Centre based child care is mostly operated on a for-profit basis, with some non-profit centres. Newfoundland and Labrador also provides regulated home child care for which both agency and individually licensed models of organization are used.

In 2017, a Premier's Task Force on the Improvement of Educational Outcomes released [Now is the time](#) including a list of recommendations for early learning and child care.

A new child care regulation document was enacted on July 31, 2017, replacing the old regulations under the *Child Care Services Act*. It included new requirements for facilities and staff qualifications. The cap on centre sizes was removed and the provincial government committed to a five year legislative review process with public consultation. The act was most recently amended in 2018 to add section 66 (1.1) with respect to waivers of building and outdoor play area requirements.

In 2017, the Government of Newfoundland and Labrador announced an initiative intended to reduce child care fees for families through the Operating Grant Program, which would set daily fee maximums for participating child care programs (see FUNDING section below). At this time approximately 65% of child care centres participate in this program.

In October, 2020, the Government of Newfoundland and Labrador announced that its Budget 2020 would introduce \$25/day child care "to ease the financial pressures on families, especially on women" beginning in January 2021. Licensed family child care was also included in the new initiative. The initiative is envisioned to be delivered through the already established Operating Grant Program to reduce fees paid by parents.

In December 2017, Newfoundland and Labrador and the Government of Canada signed the [Canada – Newfoundland and Labrador Early Learning and Child Care Agreement](#), allocating just over \$22 million federal dollars to Newfoundland and Labrador over three years. The money was to go towards implementing the province’s existing 10 year early learning and child care (ELCC) strategy, focusing on increasing accessibility and affordability for low and middle income families while enhancing the quality of early childhood education and care in the province.

■ PROVINCIAL CONTEXT

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

Number of children 0 – 12 (2019 rounded estimate)

Age	Number of children
0	3,800
1	3,600
2	3,900
3	4,900
4	4,500
5	4,500
6	5,000
7	4,300
8	5,500
9	5,400
10	5,600
11	6,200
12	4,600
Total	61,800

Number of children 0 – 12 years (aggregated) (2019 rounded estimate)

Age	Number of children
0 – 2	11,300
3 – 5	13,900
6 – 12	36,600
Total	61,800

Number of children 0 – 12 years with employed mothers (2019 rounded estimate)

Age	Number of children
0	2,200
1	2,200
2	2,200
3	2,900
4	2,700
5	2,700
6	3,200
7	2,700
8	2,900
9	3,500
10	3,600
11	4,100
12	3,000
Total	37,900

Number of children 0 – 12 with employed mothers (aggregated) (2019 rounded estimate)

Age	Number of children
0 – 2	6,600
3 – 5	8,300
6 – 12	23,000
Total	37,900

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

Age	First Nations	Métis	Inuk (Inuit)	Multiple	Other
0 – 4	1580	435	430	6	115
5 – 9	2110	570	535	25	155
10 – 14	2140	565	450	70	215
Total	5,825	1,565	1,415	160	485

Workforce participation of mothers by age of youngest child (2019 rounded estimate)

Age of youngest child	Number of mothers	Participation rate (%)
0 – 2	7,400	67.9
3 – 5	7,400	75.5
0 – 5	14,900	72.3
6 – 15	20,000	82.0

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

Age	Living with two parents	Living with one parent	Lone mother	Lone father
0 – 4	17,205	4,740	4,160	575
5 – 9	19,270	6,170	5,175	1000
10 – 14	19,090	6,350	5,185	1,170

Languages spoken most often at home (2016)

Age	English	French	Non-official	Multiple
0 - 4	21,555	75	535	185
5 - 9	25,230	75	495	230
10 - 14	25,315	65	420	190
Total	72,100	210	1,450	595

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

Two parent families	Lone parent families	Male lone parent families	Female lone parent families
92,542	27,674	32,469	27,544

PARENTAL LEAVE AND BENEFITS

Maternity leave (Pregnancy leave)

17 weeks. Pregnant employees who have been employed by the same employer for at least 20 consecutive weeks are eligible for pregnancy leave.

Parental leave

61 weeks are available to both parents with the Extended Parental Leave and 35 weeks with Standard Parental Leave. An employee who has been employed by the same employer for at least 20 consecutive weeks and who is the parent of a child is eligible for parental leave.

Adoption leave

17 weeks of adoption leave is available in addition to the period of 61 weeks of parental leave. An employee who has been employed by the same employer for at least 20 consecutive weeks is eligible for adoption leave.

Benefits

Maternity and parental leave provisions in Canada outside Quebec, are divided between federal and provincial/territorial governments. Benefits are paid by the federal government under the Employment Insurance program (EI), while provincial /territorial provisions for job-protected leave are established in each jurisdiction's employment standards legislation. The federal benefit covers 15 weeks of maternity leave for eligible employees who are birth mothers, up to 12 weeks prior to the expected date of birth, and up to 17 weeks following the date of birth.

There are two federal benefit options for parental leave: Standard Parental Benefit and the Extended Parental Benefit. The Standard Parental Benefit covers 35 weeks

of paid leave taken over a 12 month period, paid at 55% of average weekly insurable earnings, up to \$573/week (2020) for either eligible parent, including adoptive parents. The Extended Parental Benefit allows 61 weeks of parental leave benefits taken over an 18 month period paid at 33% of average weekly earnings up to \$344/week (2020) for either eligible parent including adoptive parents.

The Parental Sharing Benefit is available to non birth (second) parents. It covers an additional five weeks of benefits if both parents have shared the Standard benefit option (40 weeks total) or an additional eight weeks of benefits under the Extended option if both parents have shared the Extended Benefit option (69 weeks total). It is paid at either the Standard or the Extended rate.

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

KINDERGARTEN

PROVINCIAL RESPONSIBILITY FOR KINDERGARTEN

Department of Education and Early Childhood Development

Division of Program Development

P.O. Box 8700

St John's, NL, A1B 4J6

Telephone: (709) 729-1840

Website: <https://www.gov.nl.ca/education/>

LEGISLATION

Newfoundland and Labrador. House of Assembly. Schools Act. 1997. (Amended 1999, 2000, 2001). S.N.L 1997 c. S-12.2 (Current to 2018) A legislated right of access mandates provision of kindergarten in every school.

AGE ELIGIBILITY

Five years old by December 31.

KINDERGARTEN ENROLLMENT

4,521 students (2018/2019)

4,545 students (2019/2020)

COMPULSORY

Attendance in kindergarten in Newfoundland and Labrador is not mandatory.

Children must start school in a year in which they are six years of age on December 31.

HOURS

All schools across the province began offering full day kindergarten to all five year olds in 2016, defined as five hours of instructional time per day.

CLASS SIZE

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

TEACHER QUALIFICATIONS

Qualification requirements: B.Ed. or a B.A. plus one year of post-degree study in education.

There are no additional qualifications/training requirement for teacher training to work in Kindergarten classrooms.

CURRICULUM

[Completely kindergarten: Kindergarten curriculum guide – Interim edition \(2010\)](#)

SPENDING ON KINDERGARTEN

Not available for 2018 – 2019

Estimated K–12 per pupil spending (2014–2015)

\$13,174

REGULATED CHILD CARE

PROVINCIAL RESPONSIBILITY FOR CHILD CARE

Department of Education and Early Childhood Development

Family and Child Development Division

3rd Floor, West Block Confederation Building,

P.O. Box 8700

St. John's, NL, A1B 4J6

Telephone: (709) 729-5960

Website: <https://www.gov.nl.ca/eecd/childcare/>

LEGISLATION

Newfoundland and Labrador. House of Assembly. *Child Care Services Act.* — SNL 2014 CHAPTER C-11.01

Newfoundland and Labrador. House of Assembly. *Child Care Services Regulation 39/17*, amended by 66/17, 70/17, 95/18, 2018 cC-12.3 s129.

Legislation and policies can be found at: <https://www.gov.nl.ca/eecd/childcare/resources/>

CHILD CARE SERVICES

UNREGULATED CHILD CARE

Unregulated family child care

The Department of Education and Early Childhood Development does not monitor unregulated child care.

A child care provider is exempt from the requirement to hold a child care service license where one or both of the following apply:

- The child care service operated by the child care service provider is offered for less than 10 hours a week or
- The child care service provider has:
 - Three or fewer children participating in the child care service and all of the children are in the infant age range or
 - Four or fewer children participating in the child care service and two or fewer of the children are in the infant age range.
- The child care service provider's own children are counted toward the number of children participating in the child care service.

Programs exempt from licensing

A child care service is an activity or other arrangement that provides temporary care or supervision of a child but does NOT include:

- Transition to school activities provided to children before entry to kindergarten developed and approved by the Department of Education and Early Childhood Development
- Activities or other arrangements of artistic instruction, tutoring or sports provided to children who are enrolled in school full time
- Day camps during school breaks provided to children who are enrolled in school full time
- An occasional activity or other arrangement of more than 10 consecutive hours that either is a child care service exempt under another provision of the *Act* or the regulations or is provided by a child care provider exempted under another provision of the *Act* or regulations
- Other activities or arrangements exempted under the *Act* or regulations

REGULATED CHILD CARE

Regulated child care services

- Can provide services to children birth to 13 years
- Are permitted to operate between the hours of 6:30 a.m. and 8:30 p.m.
- Care can be offered outside these standard hours with Ministerial approval. The request to operate outside standard hours must be made in writing.

Child care centres

A child care centre is a facility in which a child care service is operated (it does not include a child care service operated in a licensed or approved family home).

It is required to hold a child care license as determined by the *Child Care Act* and Regulations. Centres may operate on a full day or part day basis.

School-age child care centres

Centre based care outside school hours for school-aged children under 13 years of age.

Family home child care

A family home is a facility in which child care service provider lives and operates the child care service. The home is either individually licensed by the Department of Education and Early Childhood Development or approved through the licensed family child care agency.

The [Child Care Services Regulation](#) legislation identifies the number and ages of children permitted in a regulated family child care home.

Family home child care services may operate on a full day or part day basis. (For additional details, see Family child care in this section).

SPACE STATISTICS

Number of regulated child care spaces (2019)			
<i>Centre based programs</i>			
Age group	Full day	Part day	Total
Birth – school-age	6,008	374	6,382
Infant	-	-	-
Toddler	-	-	-
Preschool-age	-	-	-
After school (stand alone)		954	954
<i>Total centre based spaces</i>			7,336
<i>Family child care spaces</i>			774
Total number of regulated spaces			8,110
<i>Note: Newfoundland and Labrador has instituted a new information and management system. However reporting modules for the timeframe of this report were not in production; age break downs are not available for this period.</i>			
Children with special needs in regulated child care (2019)			
Number of children supported in their child care centre/ family child care home through the Child Care Inclusion Supports Program			214
<i>Note: Statistics are not kept on the total number of children with special needs attending typical child care facilities, but child care centres and family child care homes received inclusion support for 214 children with special needs under the Inclusion Supports Program in 2018-2019. This includes 48 children with special needs at Daybreak Parent/Child Centre, which receives core operating funding.</i>			
Children receiving fee subsidies (2019)			1,747
Number of child care programs (2019)			
<i>Centre based programs</i>			
Full day			151
Part day nursery			7
Stand alone after school			31
Total			189

Note: With the change in the child care legislation in July 2017 the cap on the number of children was removed from a centre license. As a result, some licensees with multiple licenses in a single building combined the licenses in the building, thus lowering the total number of licenses held in the province. The number of spaces in centre based child care actually increased over this same period.

Family child care – number of agencies and individual homes

Family child care agencies (operates in two locations)	1
Individual family child care homes (agency based and individually licensed)	119

Sponsorship of full and part day centre based child care spaces (2018/2019)

	<i>Non-profit</i>	<i>For-profit</i>	<i>Total</i>
Full day	1,346	4,662	6,008
Part day and school-age	833	495	1,328
Total spaces by sponsorship	2,179	5,157	7,336

PARENT FEES

Centres participating in the Operating Grant Program

Child care centres choosing to participate in the Operating Grant Program, which comprise 65% of licensed centres in 2020, are required to use set parent fees. Operating Grant centres may not surcharge parents for services.

This program was launched in December 2014 as part of Caring for our Future, the provincial government’s 10 year plan for child care. The program is voluntary, available to providers regardless of auspice, and requires that participating centres lower their fees to match those of the province’s current subsidy rates (\$44/day for infants, \$33/day for toddlers, \$30/day for 3 – 12 year olds in full day care, and \$14/day for after-school programs up to 12 years of age).

The provincial government in turn provides an Operating Grant as compensation for lost revenue, based on average market rates for parent fees.

Centres not participating in the Operating Grant Program

These centres may set their own fees. Average fee information for these market fee centres is not available from the province.

In 2019, a national survey of child care fees in Canada’s large cities included St. John’s:

Median monthly fees for full time child care

Infants (\$)	Toddlers (\$)	Preschoolers (\$)
\$955	\$726	\$660

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

Source: Macdonald, D., & Friendly, M. (2020). In Progress: Child care fees in Canada 2019. Ottawa: Canadian Centre for Policy Alternatives.

CURRICULUM FRAMEWORK

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

Use of this Framework is currently voluntary but it is anticipated that the next Legislation review in 2022 will introduce the framework as the basis for the program submitted as part of the license application process.

The Fisher’s Knot is used throughout as a symbol of the framework. It represents the unique culture of Newfoundland and Labrador, and the importance culture plays in the lives of all who live in this province.

All children are unique and bring their own perspectives to everyday learning experiences. Each of the four goals below impacts the overall development of a child and draws strength from the others. There are four separate strands of the Fisher’s Knot, each of which contributes to the overall strength of the knot. If one strand is frayed, the strength of the knot is compromised. The framework encourages a holistic approach to the development of children. Like the interwoven strands of the Fisher’s Knot, the framework respects the strength of the whole during the critical period of early childhood.

The strands represent the four goals for early childhood learning, which are:

1. Well being and belonging;
2. Communication;
3. Play and exploration;
4. Social contribution.

CHILDREN WITH SPECIAL NEEDS (CHILDREN WITH EXCEPTIONALITIES)

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

The Inclusion Program is a voluntary program for services.

Inclusion supports include:

- *Consultative Support* - guidance and information to assist eligible child care services identify and access resources to plan and ensure all children can participate to their fullest potential in a regular child care service program. Where approved, consultative support can be provided through face-to-face meetings and other methods of communication.
- *Grants* - financial resources to assist eligible child care services in ensuring all children can participate to their fullest potential in a regular child care service program. Where approved, there are three types of grants available within the Child Care Inclusion Program:
 - *Replacement Staff*: Financial support to assist with the cost of a child care service replacing a caregiver who is participating in a multi-disciplinary meeting or a professional learning session which is directly related to the needs of the home/homeroom;
 - *Funded Space*: Financial support to assist with cost of a child care service utilizing a vacant space to reduce the caregiver to child ratio in the impacted home/homeroom; and
 - *Staffing Grant*: Financial support to assist with the cost of wages and benefits for an additional caregiver to be added to the impacted home/homeroom to reduce the caregiver to child ratio.

Parents do not pay for these additional supports for a child with exceptionalities in regulated child care.

Each of the province's four regions have Child Care Services Inclusion Consultants to assess, monitor and operationalize the inclusion program. Inclusion Consultants provide resources, knowledge, skill teaching and offer training/workshops to child care services on an as needed basis.

Additional caregivers who work in a child care service under the inclusion program are required to have at least a Trainee Level ECE certification (complete fully or partially, an orientation course and submit the acceptance letter into the ECE recognized college/university program).

One regulated centre, Daybreak Parent/Child Centre, is funded operationally by the province to work exclusively with 50 at risk children and their families.

INDIGENOUS CHILD CARE

First Nations and Inuit licensed child care centres receive the same provincial funding as other centres in the province, and parents are eligible for fee subsidies.

There is one licensed on reserve centre in Miawpukek First Nation at Conne River and a number of additional centres funded by the federal First Nations and Inuit Child Care Initiative (FNICCI) funding. These largely serve Innu and Inuit communities in coastal Labrador, including Sheshatshui, Hopedale, and Nain.

The federal government's Aboriginal Head Start in Urban and Northern Communities (AHSUNC) funds programs in Hopedale, Sheshatshui, and Happy Valley-Goose Bay. These programs are not subject to licensing requirements. While each service is unique to the region and community it serves, Aboriginal Head Start offers programming for both parents and children (health and nutrition education, family resources, and social supports of various kinds), while programming for children is culturally guided and has a school readiness focus.

On December 1, 2005, the Nunatsiavut Government on the northwest coast of Labrador was established pursuant to the self government provisions of the Labrador Inuit Land Claims Agreement. The provincial government continues to license Nunatsiavut child care centres, which have the same rights and responsibilities as other child care centres in the province.

STANDARDS AND REGULATIONS

REGULATED CENTRES

Maximum centre size

As of July 31, 2017, there is no longer a cap on the number of children permitted in a given child care centre.

An administrator meeting certification and experience requirements under the legislation must be employed for every five homerooms under a license.

Maximum staff:child ratios and group sizes (2019)

Age group	Staff:child Ratios	Max. group size
<i>Infants</i> (0 – 24 months)	1:3	6
<i>Infant and toddler</i> (0 – 36 months) <i>Conditions:</i> No children are one year (12 months) or younger. Not more than three children are two years (24 months) or younger.	1:5	10
<i>Toddler</i> (18 – 36 months)	1:5	10
<i>Toddler and preschool-age</i> (18 months – five years) (and not attending school) <i>Conditions:</i> No children are two years (24 months) or younger. Not more than four children are three years or younger.	1:7	14
<i>Preschool-age</i> (two years and nine months – five years and nine months) (not attending school)	1:8	16
<i>Preschool-age and younger school-age</i> (three – seven years) <i>Conditions:</i> No children are three years or younger. Not more than four children are five years and nine months or younger.	1:8	16
<i>Younger school-age</i> (four years and nine months – seven years)	1:12	24

Age group	Staff: Child Ratios	Max. group size
<i>Younger and older school-age</i> (four years and nine months to 13 years)	1:15	30
<i>Conditions:</i> Not more than 12 children are seven years or younger.		
<i>Older school-age</i> (six years and nine months to 13 years)	1:15	30

STAFF QUALIFICATIONS

Staff qualification requirements for certification and levels

Child Care Services certification includes the:

- Type of facility in which a person is certified to be a caregiver (child care centre or family home)
- Levels as indicated below (Trainee, I, II, III or IV)
Age ranges of the children to whom the person is certified to be a caregiver. Age ranges are assessed and determined based on the educational components of the early childhood education program completed (infant, preschool – includes toddler and school-age).
- *Trainee Certification:* Child Care Services certification may be granted where an applicant successfully completes an orientation course of 30–60 hours and proof of registration at a post secondary institution in early childhood education approved by the Minister.
- *Level One:* Certification may be granted where an applicant holds a certificate from a post secondary institution in a one year program in early childhood education approved by the Minister and where assessed to be required, successfully completed the applicable orientation course(s).
- *Level Two:* Certification may be granted where an applicant holds a diploma from a post secondary institution in a two year program in early childhood education approved by the Minister and where assessed to be required, successfully completed the applicable orientation course(s). Staff are certified to work with particular age groups.

- *Level Three:* Certification may be granted where an applicant holds a diploma from a secondary institution in a three year program in early childhood education approved by the Minister and, where assessed to be required, successfully completed an orientation course. Level Three certification may also be granted where an applicant holds a diploma from a post secondary institution in a two year program in early childhood education approved by the Minister and a one year post diploma specialization. The applicant may also be required to complete an orientation course where assessed to be required.

Level Three certification may also be granted where an applicant holds a degree from a university approved by the Minister and a diploma from a post secondary institution in a one year program in early childhood education approved by the Minister. The applicant may also be required to complete an orientation course where assessed to be required.

Level Three certification classification may be granted where an applicant holds a degree in Education from a university approved by the Minister and has successfully completed the applicable orientation course(s). This level will be limited to the school-age range classification only.

- *Level Four:* Certification may be granted where an applicant holds a degree in early childhood education from university approved by the Minister.

Level Four certification may also be granted where an applicant holds a degree from a university approved by the Minister and a diploma from a post secondary institution in a two year program in early childhood education approved by the Minister.

A person who holds certification or registration in another province or territory must apply to have their application assessed and approved for certification in NL. Certification is issued based on the scope of practice for the certification in the other Province/Country and processed under the Canada Free Trade Agreement (formerly Agreement on Internal Trade). The level(s) and classification(s) are assigned based on the valid certification/registration submitted.

Requirements for staff qualifications in a licensed centre

In accordance with the new *Child Care Act* enacted July 31, 2017, child care centres require:

- One caregiver with at least level I certification shall be assigned to every homeroom – Regulation 54(6)
- Where more than one caregiver is required to be assigned to a homeroom by the caregiver to child ratio, the second and subsequent caregivers must have at least Trainee certification
- A regional manager may waive the requirements under the regulations for a caregiver in relation to a specific child care service to hold certification for level, type of facility or age range. A waiver is valid for one year and can be renewed a maximum of four times.

Number of certified staff required in regulated settings by age range

Age range	Minimum caregiver certification required
<i>Infant</i>	No Trainee Level Certification is permitted for caregivers working with this age range. Level I: Infant Classification is the minimum requirement.
<i>Infant and toddler</i>	Where one or more children in the homeroom are two years old or younger, one caregiver must hold Level I: Infant Classification in addition to Level I: Preschool Classification. Where the group size exceeds three, the second caregiver may hold Trainee Level I: Preschool Classification.
<i>Toddler</i>	One caregiver must have at least Level I: Preschool classification. Where one or more children in the homeroom are two years old or younger, one caregiver must hold Level I: Infant Classification in addition to Level I: Preschool Classification. The second caregiver may hold Trainee Level: Preschool where the group size exceeds five, and no more than three children are two years or younger.

Toddler and preschool-age

One caregiver must have at least Level I: Preschool classification. Where the group size exceeds seven, the second caregiver may hold Trainee Level: Preschool Classification

Preschool-age

One caregiver must have at least Level I: Preschool classification. Where the group size exceeds eight, the second caregiver may hold Trainee Level: Preschool Classification.

Preschool-age and younger school-age

One caregiver must have at least Level I: Preschool classification. Where the group size exceeds eight, the second caregiver may hold Trainee Level: Preschool Classification.
Where the group size exceeds eight, the second caregiver may hold Trainee Level: Preschool and School-Age Classification.

Younger school-age

One caregiver must have at least Level I: Preschool classification. Where the group size exceeds 12, the second caregiver may hold Trainee Level: School-Age Classification.

Younger and older school-age

One caregiver must have at least Level I: Preschool classification. Where the group size exceeds 15, the second caregiver may hold Trainee Level: School-Age Classification

Older school-age

One caregiver must have at least Level I: Preschool classification. Where the group size exceeds 15, the second caregiver may hold Trainee Level: School-Age Classification.

Note: Specific age groupings, ratio, and group size conditions associated with these can be seen in the previous table “Maximum staff/child ratios and group sizes”.

Child care centre administrators (the person designated under section 55 of the Child Care Regulations with specific qualifications and duties) must have Level II certification in the age groups for which the centre is licensed, and two or more years experience working in a child care service operated in a child care centre under a valid child care service license that permitted at least eight children to participate in the child care service at any one time with children in those age groups, or its equivalent from another jurisdiction.

The educational or experience qualification requirements may be waived if a Regional Manager is satisfied that persons who meet the qualifications cannot be reasonably obtained by the child care service in the area in which the service is operated and if the licensee meets conditions set out in the Regulations. In this case, the staff person is required to be actively upgrading to the minimum Level of certification for the position.

Each child care service is assigned one or more inspectors who is appointed under the *Child Care Act* and has the following qualifications and experience set out in the Regulations:

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

Inspectors exercise the powers and perform the duties and functions conferred or imposed on them by the *Child Care Act* and Regulations.

For more details, see [Child Care Act, Services and Regulations](#)

STAFF WAGES

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

Median annual employment income \$29,665

Median hourly employment income \$14.36 - 16.30/hr
(calculated using 2080 hrs/year (40 hrs week)
and 1280 hrs/year (35 hrs/week)

Source: Canadian Census, 2016

Note: These data include Early Childhood Educators and Assistants, as defined in NOC 4214, working in the day care services industry in centre based environments with children aged 0 – 12 years, as defined in NAICS 6244. Included as 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.

REGULATED FAMILY CHILD CARE

Model of organization

Newfoundland and Labrador uses two family child care models:

1. individually licensed providers;
2. licensed non-profit agencies that approve providers under their license.

A licensed agency is required to approve affiliated child care service providers in accordance with the *Child Care Act* and Regulations the same as those who apply for a license to operate a child care service in a family home. The agency must supervise the affiliated child care service providers it approves to ensure compliance with legislation and appoint monitors to exercise the powers and perform the duties and functions as outlined in legislation.

Currently, one licensed agency operates in Newfoundland and Labrador, located in St. John's/Metro with a satellite location in Corner Brook. Individuals who apply to be a family home child care service provider can choose to be licensed by the Department or approved by the agency. However, in areas not served by the agency, the applicants are individually licensed by the Department.

Maximum capacity in a child care home

A family child care provider can care for up to three children in the infant age range and may add two of her/ his own children if they are in the younger or older school-age range. In a group of children ranging from infant to older school-age, the maximum number permitted is five, in which case no more than two can be infants and no more than three can be toddlers. In the same age range, the maximum increases to six children where two of the children are infants and two children are toddlers. The maximum can be seven children where there are no infants or toddlers participating.

In all these variations, the provider's own children in the infant, toddler, and preschool range count toward the number of children. The provider can add up to two of his/her own children in the younger or older school-age range.

Licensing, monitoring and enforcement

Agencies must appoint to each approved affiliated child care service a monitor (home visitor) to exercise the powers and perform the duties and functions conferred or imposed upon them by the *Act*. Monitors must:

- Hold at least Level II certification
- Have two years experience as a family home child care service provider

Monitors must perform both announced and unannounced visits to the affiliated child care service provider's home once a month to ensure adherence to the legislation and provide support. Monitors must prepare a written report of every visit and also conduct annual inspection visits at least once a year, at which time a written evaluation of the child care service and related requirements is completed.

Individually licensed homes are monitored and supported through monthly announced and unannounced visits (where possible) by a regional inspector official to ensure adherence to the legislation and provide support. Inspectors also conduct annual inspections, which are prepared in a written report. In addition, annual fire/life safety and health inspections are conducted by Government Services NL inspectors.

Family child care provider qualification requirements

As of July 31, 2017, family home child care service providers must have a minimum of Trainee Level Certification unless they are providing services to children who are all in the infant age range. In this circumstance, the family home child care service provider is required to have at least Level I certification with an infant classification.

A family home child care service provider with Trainee certification can be renewed with proof of ten hours of professional learning approved by the Minister. A family home child care service provider with Level I certification can be renewed with at least one hour of professional learning, approved by the Minister, for every month that has passed since the date the certification was granted prior to the expiry of their current certification. Applicants are not required to complete more than 30 hours of professional learning in this circumstance.

Family child care service providers must:

- Provide proof that he or she lives in the family home in which the child care service is operated;
- Provide his or her consent and the consent of all residents of the family home who are 16 years or older to permit a manager to access information from departments, agencies, boards and commissions of the government of the province regarding their suitability to care for or be in contact with children;
- be at least 18 years old;
- Provide certified criminal records checks or a criminal records screening certificate and vulnerable sector records checks;
- Hold a valid first aid certificate and provide a current record of immunization.

FUNDING

CHILD CARE SERVICES ELIGIBILITY FOR FUNDING

All types of services are eligible for all types of funding except Capacity Initiative funding which is limited to not-for-profit or municipal child care programs where need is demonstrated.

TYPES OF FUNDING

Fee subsidies

Eligibility for families

Social criteria

- employment
- education and training
- child development
- health/disability of the parent/guardian
- department of children, seniors and social development (CSSD) referral.
- only children attending regulated child care services are eligible.

Financial criteria (2019)

- Net family annual income threshold to receive full subsidy \$35,000.

The amount a family eligible for fee subsidy is assessed to pay is based on a parental contribution formula which includes the age of the child/cost of the space, number of children and net family income. The income test does not have a specific upper limit.

Which service providers are eligible to deliver subsidized child care?

Any licensed, full or part time, centre based or family child care, non-profit or for-profit child care service is eligible to enroll children receiving subsidies.

Surcharges above the fee subsidy

Child care centres participating in the Operating Grant program are required to use a provincially set fee.

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

Subsidy rates

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

Daily maximum subsidy rates

	Full time (between 4.5 and 8.5 hours)	Part-time (< 4.5 hours)
Birth to under 24 months	\$44	\$23
24 to under 36 months	\$33	\$17.50
3 – 12 years:	\$30	*\$14 **\$16

*after school; **before and after school

Are all eligible families entitled to a fee subsidy?

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

Are there other programs that subsidize the individual family or child?

Disability-Related Transportation Supplement is available for families in receipt of child care subsidy that meet the eligibility criteria in the program.

Operational (Previously Recurring) Funding

Newfoundland and Labrador has a number of kinds of child care operational funding.

Early Learning Supplement Initiative

Provides a financial supplement to wages to eligible (certified Level I or higher) child care staff working in regulated environments—this includes staff in child care centres, regulated family child care providers, and family child care agency monitors. The intent of the initiative is to attract a greater number of qualified individuals to work in regulated child care settings.

Effective April 1, 2017, the annual supplement for an Early Childhood Educator working in a child care centre with:

- Level I certification - \$12,900
- Level II certification - \$14,400
- Level III certification - \$14,900
- Level IV certification - \$15,400

The annual supplement for Administrators (previously referred to as Operators) and Early Childhood Educators in family child care effective April 1, 2017 is:

- Level II certification - \$15,900
 - Level III certification - \$16,400
 - Level IV certification - \$16,900
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ELCC Capacity Initiative

This initiative aims to increase and fund child care in rural, remote, and underserved communities. Regional capacity consultants work with community groups to establish non-profit programs. Funding is available on an as-needed basis for start up and developmental costs. Operational funds are provided through the Operating Grant Program.

Operating Grant Program

This program was launched in December 2014 as part of Caring for our Future, the provincial government's 10 year plan for child care. The program is voluntary, available to providers regardless of auspice, and requires that participating centres lower their fees to match those of the province's current subsidy rates (\$44/day for infants, \$33/day for toddlers, \$30/day for 3–12 year olds in full day care, and \$14/day for after school programs up to 12 years of age). The provincial government in turn provides compensation for lost revenue, based on average market rates for parent fees.

Child Care Inclusion Program

Provides assistance to regulated child care services so all children with exceptionalities (diagnosed or undiagnosed) can participate to their fullest potential in a regular child care service. The Child Care Inclusion Program is voluntary for the service.

Infant Stimulus Grants

The Infant Stimulus Grant of \$200/month/ infant space is available to regulated family child care providers who care exclusively for children under the age of two and agree to cap fees at current subsidy rates.

Supports to Infant centres in high schools

Provides core operational funding to three infant centres in high schools.

One Time Funding

Equipment grants

Available to child care centres and regulated family child care homes annually for equipment and materials.

Also see Capacity Initiative above, which may include one time funding.

Other funding

Bursaries

The Early Childhood Education Trainee Bursary provides up to \$500 per year (or \$250 per completed course) to trainee level child care practitioners who are taking courses to upgrade their certification level to Level I. To qualify for this bursary, eligible candidates must hold a valid trainee level certification, be working in regulated child care services (centre or family child care, and have completed at least one post secondary course in early childhood education from a recognized post secondary institution.

The ECE Graduate Bursary Program (up to \$7,500) is available to ECEs who have obtained a diploma through full time studies in early childhood education through a recognized post secondary institution in Newfoundland and Labrador, who agree to work for two years in a licensed child care centre or family child care home within Newfoundland and Labrador upon graduation.

PROVINCIAL ALLOCATIONS FOR REGULATED CHILD CARE (2018-2019)

Fee subsidies	\$17,126,800
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Operational (previously Recurring) funding

Early Learning and Child Care (Income) Supplement Program	\$7,800,000
ELCC Capacity Initiative	\$2,315,300
Operating Grant Program	\$12,487,700
Inclusion Supports Program	\$2,190,600
Organization Operational Funding (e.g., Association of Early Childhood Educators; Family and Child Care Connections; Daybreak Parent Child Centre)	\$2,912,100

Total Operational funding	\$27,705,700
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One time funding

Capital renovation grant	\$2,878,700
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Note: Federal funding of \$7,378,451 through the Canada – Newfoundland and Labrador Early Learning and Child Care Agreement for 2018-2019 is included in the provincial allocations.

TOTAL ALLOCATION	\$ 47,711,200
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Total provincial allocation for regulated child care + \$7,378,451 federal funding through the Canada- Newfoundland and Labrador Early Learning and Child Care Agreement (2018-2019)

Other funding

Early Childhood Education bursaries	\$424,000
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