Newfoundland and Labrador



OVERVIEW

Newfoundland and Labrador made significant changes to early childhood education and care in Fall 2014, 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 division has the responsibility for child care and family resource programs.

Since September 2016, kindergarten has been provided on a full school-day basis for all five-year-olds. Attendance is not compulsory.

Centre-based child care is mostly operated on a for-profit basis, with some non-profit centres and several publicly-operated programs. Both agency and individually licensed family child care models of regulation are used.

The province has a ten-year strategy (2012-2022) Caring for our future: Provincial strategy for quality, sufficient and affordable child care in Newfoundland and Labrador that builds on three key pillars: quality, sufficiency and affordability. As part of this plan, the province committed to a new legislative framework with an emphasis on inclusion and play-based programming, and to increasing staff qualifications with the intention of improving quality.

A new <u>Child care regulation document</u> was enacted on July 31, 2017, replacing the old regulations under the *Child Care Services Act*. There are 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 Premier's Task Force on the Improvement of Educational Outcomes, released its report Now is the time in July 2017. The report includes a chapter on the early years, with a list of recommendations for early learning and child care.

Newfoundland and Labrador and the Government of Canada signed an <u>Early learning and child care agreement</u> in December 2017. The federal government will allocate just over \$22 million to Newfoundland and Labrador over the course of three years. The money will go towards implementing the existing 10 year strategy for early leaning and child care, focusing primarily 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 (2016 rounded estimate)

Age	Number of children
0	3,500
1	4,000
2	4,700
3	4,300
4	5,400
5	4,300
6	6,100
7	5,100
8	5,000
9	5,200
10	5,500
11	4,500
12	5,800
Total	63,500

Number of children 0-12 years (aggregated) (2016 rounded estimate)

Age	Number of children
0-2	12,200
3-5	14,000
6-12	37,200
Total	63,500

Number of children 0-12 years with employed mothers (2016 rounded estimate)

Age	Number of children
0	2,000
1	2,100
2	2,900
3	2,500
4	3,300
5	3,000
6	3,600
7	3,000
8	3,000
9	3,200
10	3,200
11	2,900
12	3,600
Total	38,100

Numbe	r of children 0-12 with emplo	oyed mothers	(aggregated) (2016 ro	unded estimate)	
Age	Number of chil	dren			
0-2	7	,000			
3-5	8	,800			
6-12	22	,500			
Total	38	,100			
Numbe	r of children 0-14 identifying	with an Indig	enous group (2016)		
Age	First Nations	Métis	Inuk (Inuit)	Multiple	Other
0-4	1580	435	430	65	115
5-9	2110	570	535	25	155
10-14	2140	565	450	70	215
Total	5,825	1,565	1,415	160	485
Workfo	rce participation of mothers	by age of you	ngest child (2016 rour	nded estimate)	
Age of y	oungest child	Number of m	others	Participation	rate (%)
0-2			8,000		68.4
3-5			7,400		78.7
6-15		2	2,500		82.7
Langua	ges spoken most often at ho	me (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	
Living a	rrangements by age of child	by age by nun	nber of parents (2016)		
Age	Living with two parents	Living w	ith one parent	Lone mothe	er Lone fathe

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

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

FAMILY LEAVE AND BENEFITS

Maternity leave

Seventeen weeks.

Parental leave

Thirty-five weeks available to both parents.

Adoption leave

Seventeen weeks of adoption leave to which 35 weeks of parental leave can be added.

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.

EI is a contributory program; both employees and employers contribute. Under EI, 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. Until December 3, 2017, there was only one option for parental leave benefits: 35 weeks of paid leave taken over a 12 month period, paid at 55% of average weekly insurable earnings, up to \$543/week (2017) for either eligible parent, including adoptive parents. This option is now known as the Standard Parental Benefit and will continue to be offered.

However, as of December 3, 2017, the federal government amended the Employment Insurance benefits offering an additional option for the parental leave portion, referred to as the Extended Parental Benefit. The new option allows 61 weeks of parental leave benefits, that can be taken over an 18 month period, paid at 33% of average weekly earnings up to \$326/week (2017) for either eligible parent including adoptive parents.

Although the federal parental benefit provisions have changed, new parents cannot be paid for the Extended option until provinces/territories make changes to their own leave provisions. Leave provisions under the Canada Labour Code have already changed.

Note: For further details about the EI federal benefit, Quebec benefit and leave provisions, and provincial/territorial provisions for job-protected leave, see the FAMILY LEAVES AND BENEFITS section of this publication. Provincial/territorial provisions are up-to-date in this document up to December 31 2017.

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

LEGISLATION

Newfoundland and Labrador. House of Assembly. *Schools Act. 1997.* (Amended 1999, 2000, 2001). S.N.L 1997 c. S-12.2.

AGE ELIGIBILITY

Five-years-old by December 31.

KINDERGARTEN ENROLLMENT

4,899 students (2015/2016)

COMPULSORY

Kindergarten is not compulsory in Newfoundland and Labrador.

A legislated right of access mandates provision of kindergarten in every school.

HOURS

As of September 1, 2016, all schools across the province began offering full day kindergarten to all five-year-olds, offering 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 is no requirement for training in early childhood education.

CURRICULUM

Completely kindergarten: Kindergarten curriculum guide-Interim edition

SPENDING ON KINDERGARTEN

Not available

K-12 per pupil spending (2014-2015)

\$13,174

REGULATED CHILD CARE

PROVINCIAL RESPONSIBILITY FOR CHILD CARE

Department of Education and Early Childhood Development Early Learning and Child Development

3rd Floor, West Block Confederation Building, P.O. Box 8700

St. John's, NL, A1B 4J6

Telephone: (709) 729-5960

Website

LEGISLATION

Newfoundland and Labrador. House of Assembly. <u>Child</u> Care Act. — SNL 2017,

Newfoundland and Labrador. House of Assembly. Child Care Regulation 39/17, amended by 66/17, 70/17.

CHILD CARE SERVICES

UNREGULATED CHILD CARE

Unregulated family child care

The maximum number of children permitted in unregulated family child care is four children, including the provider's own children under 13-years-old. If all are under 24 months, the maximum number of children permitted is three.

Unregulated group programs

Programs for no more than six children for no more than nine hours a week, or for an unspecified number of children for no more than six hours a day for fewer than eight weeks in a 12 week period, are not regulated.

REGULATED CHILD CARE

Child care centres

Centre-based care for more than six children under 13-years-old is permitted between the hours of 6:30 a.m. and 8:30 p.m. As of July 31 2017, care can be offered outside these hours with Ministerial approval.

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 child care

Care in the home of the provider for up to seven children, including the provider's own children not attending school on a full time basis. Maximums are placed on the number of infants and toddlers a caregiver can provide for in a group, depending on the total number of children being cared for (see Family child care section below).

CURRICULUM FRAMEWORK

Early Childhood Learning Framework (pilot)

CHILDREN WITH SPECIAL NEEDS

Newfoundland and Labrador operates an inclusive child care program. It provides assistance for regulated child care services to include children with additional needs so they may participate to their fullest potential in regulated programs. Child care providers are required to include children with special needs in regular programming in centres or home child care.

Inclusion supports include funding for consultation, training, ratios, and more, available to centres and family child care providers who request them after a regional consultant of the department has confirmed the need.

Each of the province's four regions has a Child Care Services Inclusion Consultant to advise and support licensees and providers on how to include children with special needs. Funding may also be available to employ a child-specific support staff above the minimum staff-child ratio if recommended by the Inclusion Consultant, or to reduce the number of children in the room or family child care home. Parents do not pay for these additional supports for a child with special needs in regulated child care.

There are no special training requirements for staff working with children with special needs. Inclusion Consultants offer training/workshops to child care practitioners on an as-needed basis.

One regulated centre, Daybreak Parent/Child Centre, is funded operationally by the province to work exclusively with 48 at-risk children and their families.

INDIGENOUS CHILD CARE

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. 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.

The federal government's Aboriginal Head Start in Urban and Northern Communities (AHSUNC) funds programs in Hopedale, Sheshatshiu, and Happy Valley-Goose Bay. These programs do not provide child care and 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. The Nunatsiavut Department of Health and Social Development operates four centres— in Hopedale, Makkovik, Rigolet and Nain.

SPACE STATISTICS

Number of regulated child care spaces (March 2016)

Centre-based

Age group	Full day	Part day	Total
Birth-school age	5,965	390	6,355
After school (Stand alone)		942	942
Total centre-based spaces			7,297
Family child care spaces			862
Total number of regulated sp	oaces		8,159

Total number of regulated spaces 8,1

Note: Newfoundland and Labrador is in the process of introducing a new information management system; no further age break-downs are available at this time.

Children with special needs in regulated child care (est. 2016)

136

Statistics are not kept on the total number of children with special needs attending typical child care facilities, but approximately 88 children with special needs received inclusion support under the Inclusion Supports Program in 2015–2016.

As well, there are 48 children with special needs at Daybreak Parent/Child Centre, which receives core funding.

Children receiving fee subsidies (March 2016)	1,809
Number of child care programs	
Centres	
Full day	155
Part day nursery school	19
Stand-alone after school	31
Total centre-based	205
Family child care	
Family child care agencies (operates in two locat	tions) 1
Family child care homes (agency-based and indi-	vidually
licensed)	155
Sponsorship of regulated centre-based spaces	
(March 2016)	
Full time spaces	
Non-profit	1,257
For-profit	4,708
Total full time spaces	5,965
Part time and school-age spaces	
Part time non-profit	136
Part time for-profit	254
Total part time spaces	390
After school non-profit	685
After school for-profit	257
Total after school	942
Non-profit	821
For-profit	511
Total part time and school-age spaces	1,332

Parent fees

There is no set parent fee with the exception of child care centres choosing to participate in the Operating Grant Program. These centres are required to set parent fees to approved fee subsidy rates and may not surcharge for services (see section on the Operating Grant Program).

Fee information is not available from provincial sources.

In 2016, a national survey of child care fees in Canada's large cities included St. John's:

Median monthly infant fee	\$1,085
Median monthly toddler fee	\$868
Median monthly preschooler fee	\$890

Note: These median monthly figures include fees from centrebased child care and home child care.

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 legislation must be employed for every five homerooms under a licence.

Λσο	child ratios and	group sizes (20	17)
Age	Staff: child ratio	o Max. g	group size
Infants			
0–24 months	1:	3	6
Infant and toddler			
0-36 months	1:	5	10
Conditions: No ch	ildren are one ye	ear or younger. I	Not more
than three childr	en are two years	or younger.	
 Toddler			
18-36 months	1:	5	10
Toddler and presch 18 months-five y (and not attendi	ears and nine m		14
•	,		
Conditions: No ch	•		
more than four o	inilaren are three	years or young	er.
Preschool			
Two years and n		•	
(not attending so	chool) 1:	8	16
(not attending s			
Preschool and your	-		
Preschool and your Two years and n	-	n years	
Preschool and your	-		16
Preschool and your	ine months-seve	8	
Preschool and your Two years and n Conditions: No ch	ine months-seve 1: oildren are three y	8 years or younge	r. Not
Preschool and your Two years and n	ine months-seve 1: ildren are three y children are five y	8 years or younge	r. Not
Preschool and your Two years and n Conditions: No ch more than four of Younger school age	ine months-seve 1: ildren are three y children are five y	8 vears or younge vears and nine n	r. Not
Preschool and your Two years and n Conditions: No ch more than four of Younger school age	ine months-seve 1: ildren are three y children are five y	8 years or younge years and nine n	r. Not
Preschool and your Two years and n Conditions: No ch more than four of Younger school age	ine months-seve 1: ildren are three y children are five y ine months-7 ye	8 years or younge years and nine n	r. Not nonths.
Preschool and your Two years and n Conditions: No ch more than four of Younger school age Four years and n Younger and older	ine months-seve 1: ildren are three y children are five y ine months-7 ye	8 years or younge years and nine n ears 2	r. Not nonths.

younger.

Older school-age

Six years and nine months-13 years

1:15 30

Centre staff qualification requirements

In accordance with the new *Child Care Act* enacted July 31, 2017, a caregiver in a regulated setting (centre or home) must have Trainee Certification at minimum, and is required to upgrade to a higher level within five years.

Certification levels

Trainee Certification: Child Care Services certification requires completion of an orientation course of 30–60 hours, depending on the age group with which the staff will be working.

Level One: Certification requires a minimum of a one year certificate in Early Childhood Education from a postsecondary institution. Staff are certified to work with particular age groups.

Level Two: Certification requires a minimum of a two year diploma in Early Childhood Education. Staff are certified to work with particular age groups.

Level Three: Certification requires Level Two certification plus an ECE-specific or an ECE-related post-diploma specialization.

Level Four: Certification requires an ECE-specific university degree or a university degree plus an ECE diploma.

Applicants from out-of-province are required to have their course work and practicum requirements compared to the Post-Secondary Program Standards for a determination of equivalency. If applicants are certified/registered in another province or territory they may apply under the Agreement on Internal Trade and not submit coursework/practicum information.

A minimum of 30 hours of professional development every three years, is required to keep any certification level valid with the exception of Trainee.

The Department of Education and Early Childhood Development contracts with the Association of Early Childhood Educators of Newfoundland and Labrador (AECENL) to certify staff and to deliver orientation courses at no cost to the individual. AECENL also provides professional development opportunities through face-to-face workshops and conferences, online workshops, a resource library, and webinars.

For more information see the provincial <u>Certification</u> Levels document.

Staff training requirements by child age group

Age range* Minimum caregiver certification

required

Infant No Trainee Level Certification is permit-

ted for caregivers working with this age range; Level I in the Infant classification

is the minimum requirement.

Infant and toddler

Where one or more children in the homeroom are two years old or younger, one caregiver must hold Level I: Infant Classification in addition to Level

I: Preschool Classification.

Where the group size exceeds three, the second caregiver may hold Trainee Level:

Preschool Classification.

Toddler Where one or more children in the

homeroom are two years old or younger, one caregiver must hold Level I: Infant Classification in addition to Level I: Preschool Classification. Where more than three children are two years or younger, the second caregiver must hold

a Level I certification.

The second caregiver may hold Trainee Level: Preschool where the group size exceeds five, and no more than three children are two years or younger.

Toddler and preschool

Where the group size exceeds seven, the second caregiver may hold Trainee Level:

Preschool Classification.

Preschool Where the group size exceeds eight, the

second caregiver may hold Trainee Level:

Preschool Classification.

Preschool and younger school-age

Where the group size exceeds eight, the second caregiver may hold Trainee Level: Preschool and School-Age

Classification.

Younger school-age

Where the group size exceeds 12, the second caregiver may hold Trainee Level:

School-Age Classification.

Age range* Minimum caregiver certification

required

Younger and older school-age

Where the group size exceeds 15, the second caregiver may hold Trainee Level: School-Age Classification

Older school-age 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".

One staff person with each group of children is required to have Level One certification (a one year certificate in ECE) for the age group in which the staff is assigned, and a minimum of one year's experience in that classification.

All other staff who are included in the staff/child ratio must have Trainee Level certification (a 30-60-hour orientation course), with the exception of infant programs, where the minimum qualification is Level One.

Centre operators must have Level Two certification in the age groups for which the centre is licensed, and two or more years experience working 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.

ECE instructors and program consultants are required to have Level Four certification. Program consultants are required to have a minimum three years experience in a child care setting. For more details, see the province's Age range, caregiver to child ratio, group size and caregiver certification document.

REGULATED FAMILY CHILD CARE

Model of organization

Newfoundland and Labrador uses two family child care models: a) individually licensed providers and b) licensed non-profit agencies that approve providers under their licence. Legislated requirements are the same for both types of homes. Providers may choose which model they operate under, but are likely to be influenced by where the agencies operate. Individually licensed providers tend to be in the more rural areas of the province.

Maximum capacity

A family child care provider can care for up to three children in the infant age range. The provider may add up to two of their own children, so long as they are in the younger or older school-age range.

When caring for a group of children ranging from infant to older school-age, the maximum number of children 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 if there are no more than two infants and two toddlers, or in a final configuration, the maximum can be seven children if there are no infants or toddlers. In all of these variations, the provider's own children in the infant, toddler, and preschool range count toward the number of children participating in the child care service.

Licensing, monitoring and enforcement

In agency-based family child care, home visitors make both announced and unannounced visits at least once a month to monitor the home and provide support to the provider. Home visitors 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.

In addition, annual fire/life safety and health inspections are conducted by Government Services Centre inspectors. Home visitors are required to have at least Level II certification in family child care and two years' experience in a family child care setting. Agencies and a percentage of approved homes under the licence are inspected annually by staff in the region.

Individually licensed homes are monitored and supported through monthly visits (where possible), and receive annual inspections from regional staff. In addition, annual fire/life safety and health inspections are conducted by Government Services Centre inspectors.

Family child care provider qualification requirements

As of July 31, 2017, providers in regulated family child care who work under the supervision of an agency or who are individually licensed are required to have Trainee level certification in Family Child Care . Trainees (who have completed an orientation course and proof that they are enrolled in a post secondary institution) are permitted to provide care so long as they are engaged in an upgrading process. A minimum of 30 hours of professional development every three years is required to keep the certification valid.

Providers must be at least 18-years-old, have Criminal and Child Protection Records Checks, and hold a valid first aid certificate.

FUNDING

CHILD CARE SERVICES ELIGIBLE 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

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

Subsidies are available to all eligible families. Families on income support who have previously been needs tested do not require further testing while other families are income tested. To be eligible, parents must be employed or in school, or the child may be referred to child care for developmental reasons; developmental reasons are considered in the eligibility criteria for subsidy whether or not the parent is in the paid labour force or training.

The maximum subsidy rates may not cover the full cost of child care. There is no minimum user fee, with the exception of child care centres choosing to participate in the Operating Grant Program (see below). Otherwise programs may surcharge subsidized parents above the maximum subsidy rates.

The Child Care Subsidy Program helps eligible parents or guardians pay for child care in a licensed child care centre or a regulated family child care home. Some or all of the fees may be covered, depending on family income, the child care fee, and the maximum subsidy rate. The subsidy is paid directly to the child care service provider on behalf of the family. A parental contribution is determined for eligible families based on an income test.

Maximum subsidy rates (daily)

Infant	\$44
Toddler	\$33
Preschooler	\$30
School-age	\$14

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 below.

Recurring funding

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

Early Learning Supplement Initiative

Provides a financial supplement 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. The funding is sent directly to each staff person.

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

Level I certification	\$9,500
Level II certification	\$11,000
Level III certification	\$11,500
Level IV certification	\$12,000

The annual supplement for Administrators (previously referred to as Operators) and Family Child Care Home Visitors effective April 1, 2017 is:

Level II certification	\$12,500
Level III certification	\$13,000
Level IV certification	\$13,500

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 tenyear 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 afterschool 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.

Inclusion Supports Program

Provides supports to child care centres and family child care homes for children with special needs.

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.

Other funding

Bursaries

The Early Childhood EducationTrainee Bursary provides funding 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 Child Care Services certification, be working in regulated child care services (centre or family-based), 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 also agree to work for three years in a licensed child care centre or family child care home within Newfoundland and Labrador upon graduation.

PROVINCIAL ALLOCATIONS FOR REGULATED CHILD CARE (2015–2016)

Fee subsidies	\$17,325,831

One-time funding

Equipment grants

Note: This funding is now paid out of the Operating Grant budget, though child care services do not have to be receiving the Operating Grant to be eligible for the Equipment Grant.

Recurring funding	
ELCC supplement	\$6,500,874
Inclusion	\$1,986,894
Capacity Initiative	\$1,815,300
Family Child Care Initiative	\$1,000,000
Operating Grant Program	\$10,684,298
Total recurring funding	\$21,987,366
Total regulated child care	\$39,313,197
Other funding	
ECE bursaries	\$224,000
Other grants and funding (e.g. Certific	cation
and Professional Development; Family	Child
Care Agencies; Daybreak)	\$4,695,160

