



# Early Childhood Education and Care in Canada 2021

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13TH EDITION – REVISED

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CHILDCARE RESOURCE AND RESEARCH UNIT



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# Land acknowledgement

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The CRRU team lives and works across Turtle Island, in the land we now call Canada. We publish *Early childhood education and care in Canada 2021* in what is known as downtown Toronto which is the land of the Anishinaabeg and the Haudenosaunee peoples, the Huron-Wendat and Petun First Nations, the Seneca, and most recently the Mississaugas of the Credit.

We acknowledge that this territory is covered by the Dish with One Spoon Wampum Belt Covenant, a treaty between the Three Fires Confederacy, the Iroquois Confederacy and allied nations promising to peaceably share and care for the resources around the Great Lakes.

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“The Truth and Reconciliation Commission of Canada (2015) calls on “the federal, provincial, territorial, and Aboriginal governments to develop culturally appropriate early childhood education programs for Aboriginal families.” (Call to Action #12)

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With a mandate to work towards a universally accessible, publicly funded, inclusive early learning and child care system in Canada, CRRU acknowledges that this cannot be done without First Nations, Métis, and Inuit perspectives defining what each aspect of this system means to Indigenous children, families and communities.

In the conception of this *ECEC in Canada* edition, CRRU has sought and gratefully received guidance from First Nations, Métis, and Inuit ELCC experts, especially on taking a distinctions-based approach to Indigenous-related data collection and representation.

As a policy research organization, CRRU commits to continuously examining and acting upon its role and responsibility in working proactively with Indigenous stakeholders and addressing systemic barriers preventing Inuit, First Nations, and Métis communities from participating in the education and care services anchored in their knowledge and ways of living.

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From its beginnings at the end of the 1980s, developing *ECEC in Canada* has been a collective effort, relying on the cooperation and expertise contributed by multiple individuals and organizations. This has been especially so with this 13th edition, which the circumstances of the COVID-19 pandemic and Canada's subsequent commitment to building a quality universal child care system made more challenging to execute than usual.

First and foremost among the contributors, we wish to acknowledge and thank the provincial/territorial early learning and child care officials who provided the core data and information, especially as our detailed data requests came at a hyper-busy time of rapid policy and provision change. As with other versions of *ECEC in Canada*, we underscore that this publication would not have been possible without the expertise and collaboration of these provincial and territorial officials. Many thanks to all of you professionally and personally.

With this edition of *ECEC in Canada*, we undertook to better align its content on First Nations, Métis and Inuit early learning and child care with the conceptions and aspirations of those distinct Indigenous communities. We were guided in this by several First Nations, Métis and Inuit ELCC experts, and hugely appreciate their input on content and process. We are also most appreciative of the contributions of the officials at the Indigenous Early Learning and Child Care Secretariat, Employment and Social Development Canada (ESDC) who generously shared the data, contacts and clarification reflected in several sections of the report. We would also like to recognize and thank the federal officials at Employment and Social Development Canada (ESDC) for funding, administering and supporting this edition of *ECEC in Canada*.

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Finally—the group at CRRU and beyond directly responsible for this report includes Billie Carroll and Sonya V. Thursby, who have long contributed their stellar creative graphic and web site work to CRRU. Their physical locations – one facing the Pacific in B.C., the other facing out over the Atlantic in Newfoundland – so symbolize not only the coast-to-coast nature of *ECEC in Canada* but the Canada-wide ELCC project more broadly.

— *Martha Friendly, Jane Beach, Ngoc Tho (Tegan) Nguyễn, Matthew Taylor,  
Patrícia Borges Nogueira, Laurel Rothman and Barry Forer*

# Childcare Resource and Research Unit

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The Childcare Resource and Research Unit (CRRU) is an independent, non-partisan, policy research institute that focuses on early childhood education and care (ECEC) and social and family policy. CRRU has a mandate to work towards to a universal, high quality, publicly funded, and inclusive ECEC system. We work collaboratively with other researchers, non-governmental organizations, advocacy groups, and government policy makers across multiple levels of government and the early childhood education community on ECEC and family policy.

CRRU operates on the premise that the best possible evidence about policy and practice, drawn from multidisciplinary research and policy analysis, has a key role to play in informing, developing, and interpreting public policy.

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# This document

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## ■ BACKGROUND

Between 1992 and 2023, the Childcare Resource and Research Unit (CRRU) has developed thirteen versions of *Early Childhood Education and Care in Canada*. The report series has reliably served as Canada’s sole source of consistently collected and presented cross-Canada, longitudinal data and information about regulated child care, kindergarten and parental leave. The publications provide profiles of ECEC services and policies in each province/ territory—information on kindergarten, child care—spaces by age, type and auspice, funding, regulations, the workforce, governance, parental leave and much more. A series of summary tables present key information and data across Canada and over time, covering the period 1992 to the present. For further details, see [the online Backgrounder](#).

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“The [CRRU report series](#) has reliably served as Canada’s sole source of consistently collected and presented cross-Canada, longitudinal data and information about regulated child care, kindergarten and parental leave.”

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The present report covers the period 2020 – 2023. Like previous editions, the numerical data are specific (as much as possible) to the snapshot date, which was March 2021 for this report. However, the descriptions and policy content cover the whole period from the previous edition of the report right up to publication of this edition to be as up-to-date as possible.

This edition of *ECEC in Canada* has proven to be especially challenging in this time of unprecedented change in early childhood education and care. In trying to capture what was often a “moving target”, the report user will find a “before” and “after” on some topics. For example, although data on parent fees is included for 2021, in most provinces/ territories, additional information is included outlining the reductions to parent fees that were the focus of federal/provincial/territorial Agreements and Action Plans Canada-wide throughout 2022, even extending into early 2023.

The time frame of this edition of *ECEC in Canada* also means new data uncertainties. For example, provinces/territories have long provided us with breakdowns of child care funding for a specified fiscal year. But this time, child care closures due to the pandemic and subsequent low enrolment meant that the expected spending (for example, on fee subsidies or operational funding) was not as usual, with jurisdictions addressing these changes in child care financing in a variety of ways at that time. Additionally, earmarked federal funds for child care through Safe Restart were transferred to provinces/territories but may or may not have all been used in fiscal year 2020 – 2021. It should also be noted that while our target fiscal year (2020 – 2021) precedes transfer of significant new federal funds through the Canada-Wide Early Learning and Child Care agreements (CWELCC), improvements to child care after 2021 that came as a result of the CWELCC funding (such as, for example, wage enhancements and introduction of wage grids) are identified.

Our assessment of provincial/territorial child care financing during this period lead to our conclusion that the best approach would be to include each jurisdiction's funding for regulated child care plus that jurisdiction's share of Safe Restart child care funds, along with a caveat that this anomalous fiscal year should not be compared to financial data from previous versions of *ECEC in Canada*.

With this edition of *ECEC in Canada*, CRRU considerably improved some parts of our collection of provincial/territorial data and information, providing clearer information in some areas both numerical and textual than we had had previously. One example of this was the use of a short topical questionnaire to ask jurisdictions about their approach to First Nations, Métis and Inuit ELCC – one factor that improved information about Indigenous ELCC.

Finally, it is of note that this edition of *ECEC in Canada* has been developed right at the beginning of the new Canada-wide early learning and child care program—during the initial year. As such, it is hoped that it can serve as a benchmark for the many changes yet to come.

## ■ DATA SOURCES

In addition to the sources listed below, most provincial/territorial data in this report was provided by provincial/territorial officials or obtained from publicly available sources. The sources for any other data or information are included as notes throughout the document.

### **Number of children 0-12 years**

Special tabulation based on the *Labour Force Survey, 2021 Annual Average*.  
Conducted by Statistics Canada.

### **Children 0-12 years with employed mothers**

Special tabulation based on the *Labour Force Survey, 2021 Annual Average*.  
Conducted by Statistics Canada.

### **Workforce participation of mothers by age of youngest child**

Statistics Canada, *Labour Force Survey (2020 annual)*, Table 14-10-0120-01.

Statistics Canada, *Labour Force Survey (2021 annual)*, Table 14-10-0396-01.

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

Statistics Canada, *2021 Census*, Table 98-10-0075-01.

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

Children 0-14 years by marital status of family

Statistics Canada, *2021 Census*, Table 98-10-0135-01.

### **Children 0-14 years identifying with an Indigenous group**

Statistics Canada, *2021 Census*, Table 98-10-0264-01

### **Children 0-14 years by language spoken most often at home**

Statistics Canada, *2021 Census*, Table 98-10-0169-01.

## **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.**

Special tabulation based on the *2021 Census*. Conducted by Statistics Canada.

*Note: These data include Early Childhood Educators and Assistants, as defined in NOC 4214 and “working in the day care services industry in centre-based environments with children aged 0 – 12 years”, as defined in NAICS 6244. Included are individuals who worked full-time (30+ hours/week) and full-year (48+ weeks/year), did not work at home, and were not self-employed. Included are supervisors but not managers. Employment income refers to income from all jobs if the Early Childhood Educator or Assistant holds a second job providing a wage, salary or commissions.*

## **PARENT FEES**

Macdonald, D., & Friendly, M. (2021). *Game changer: Will provinces and territories meet the new federal child care fee targets?* Canadian Centre for Policy Alternatives.

## **FIRST NATIONS, MÉTIS AND INUIT EARLY LEARNING AND CHILD CARE**

The Public Health Agency of Canada, Indigenous Services Canada, First Nations Health Authority (British Columbia), the Indigenous ELCC Secretariat, Employment and Social Development Canada and provincial/territorial officials.

## **COVID-19 AND CHILD CARE**

Friendly, M., Forer, B., Vickerson, R., & Mohamed, S. S. (2021). COVID-19 and Childcare in Canada: A Tale of Ten Provinces and Three Territories. *Journal of Childhood Studies*, 46(3), 42-52. <https://doi.org/10.18357/jcs463202120030>

## ■ THE STATE OF CANADIAN EARLY CHILDHOOD EDUCATION AND CARE IN 2022

In the last three years, early childhood education and care (ECEC) has been substantially altered as Canada has experienced unprecedented changes in ECEC policy. These changes are attributable to two developments that have been hugely significant for child care. The first development was the crisis in child care provision resulting from the global COVID-19 pandemic beginning in 2020. This gave rise to the second development: the first child care initiative to be sustained long enough for governments to begin crafting and implementing a publicly funded Canada-wide early learning and child care (ELCC) system for all families and children.

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“ In the last three years, early childhood education and care (ECEC) has been substantially altered as Canada has experienced unprecedented changes in ECEC policy.”

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This section sets out the current state of Canadian child care. It first presents a short historical overview of child care through 2015, then examines the impact of the COVID-19 pandemic on child care and the introduction of a historic Canada-wide child care plan, both of which have come about since the [previous version of ECEC in Canada](#) was published three years ago. The next section in this report, *How early learning and child care is organized in Canada: Roles and responsibilities*, presents an overview of how early learning and child care is organized, financed and governed in Canada, taking note of the significant policy and program changes that are underway.

### CHILD CARE AND THE FEDERAL GOVERNMENT: EARLY DAYS THROUGH 2015

Although a national child care program was first recommended in 1970 by the [Royal Commission on the Status of Women](#), there has not been a Canada-wide child care policy until the present time. The lack of a national approach to child care has been an issue that has generated public debate over much of the last 40 years as various federal governments made attempts to advance child care at a Canada-wide level (1984, 1987, 1993, 2003, 2005). Until 2017, the initiative put in place by then-Prime Minister Paul Martin and then-Social Development Minister Ken Dryden had been the sole attempt that moved even as far as the initial stage. Mr. Martin's Liberal government set out Canada-wide principles, offered funding and secured agreements with all provinces/territories (except Quebec) and transferred the first funds under those agreements before they were summarily cancelled in 2006 by the incoming Conservative government led by Stephen Harper.



TABLE I

Two decades of federal child care initiatives 1984 – 2006.

	Initiative	How the initiative concluded
1984	The Task Force on Child Care was a ministerial task force commissioned by PM Pierre Trudeau's government (the "Katie Cook Task Force").	The Task Force's <a href="#">report</a> put forward a detailed <a href="#">plan</a> for universal child care and improved parental leave. It was publicly released but shelved in 1986 following a change in government.
1987	A <a href="#">Parliamentary Special Committee on Child Care</a> was established by PM Brian Mulroney's government. It produced a report aimed at setting up a national child care program and improving maternity leave ( <a href="#">Sharing the responsibility</a> ) and tabled national legislation.	The Progressive Conservative legislation (Bill C-144) died on the order paper as a federal election was called and was not re-introduced. The sole recommendation put in place introduced a parental leave benefit for either parent following the initial four-month maternity leave benefit.
1993	The <a href="#">Red Book</a> was the detailed election platform of PM Jean Chrétien.	The Liberal commitments spelled out in the Red Book to improve child care were not kept.
2003	A federally proposed Multilateral Framework Agreement on Early Learning and Child Care was agreed to by all provinces except Quebec.	This Liberal initiative, framed as the "first step toward a national child care program" by the then-federal minister, Jane Stewart, was not put in place but led the way to the Foundations Program, which followed.
2005	The <a href="#">Foundations Program</a> was PM Paul Martin's commitment to a national child care program in the 2005 election platform. His government began to put it in place following the election by negotiating bilateral agreements with all provinces/territories.	The Liberal government signed bilateral agreements with all provinces/territories except Quebec and flowed the first <a href="#">year of funding</a> .  Cancellation of this funding and the agreements and funding was a priority for Stephen Harper's incoming Conservative government, which cancelled the agreements and the remaining federal funding when elected early in 2006.

In the decade of Conservative government between 2006 and 2015 that followed, publicly funded, regulated early learning and child care was off the federal government's agenda. However, the need and desire for early learning and child care continued to be highlighted, remaining a key issue for federal opposition parties both Liberal and New Democrat. Some provinces/territories made their own advances in child care but from the perspective of federal/provincial/territorial engagement or federal financial and policy, it was a period in which child care stagnated, with Canada receiving poor rankings in [international](#) research and analysis.

## POST-2015: THE MULTILATERAL FRAMEWORK ON EARLY LEARNING AND CHILD CARE

In the federal election held in the fall of 2015, child care was prominent, as the New Democratic Party put it high up on their [election agenda](#). Canada elected a Liberal government, which re-engaged with provinces and territories on early learning and child care (ELCC) following the election.

A first result of this was the June 2017 announcement of a [Multilateral Framework on Early Learning and Child Care \(MLF\)](#)<sup>1</sup> agreed to by the federal government and provincial and territorial governments. The MLF stated that federal/provincial/territorial governments “agree that the further development of early learning and child care systems is one of the best investments that governments can make to strengthen the social and economic fabric of our country” and identified five principles for ELCC—accessibility, affordability, high-quality, flexibility and inclusivity.

The federal government also co-developed, working with First Nations, Métis and Inuit governance organizations, the [Indigenous Early Learning and Child Care Framework \(IELCC\)](#), announced in September 2018, which is the umbrella framework for First Nations, Inuit and Métis frameworks.

Under these frameworks, funding is scheduled to be transferred to provinces/territories and Indigenous governance bodies through 2026 – 2027. The total funding commitment of more than \$7.5 billion dollars over ten years, with specific funds earmarked for Indigenous ELCC, was outlined in the 2017 federal budget. Federal funding under this initiative came to \$540 million in 2018 – 2019 and is expected to grow to \$870 million annually in 2026 – 2027. Despite the 2017 financial and policy commitments—which were relatively modest compared to the needs, provision of child care continued to be funded primarily by parent fees, provided by a low-wage child care workforce and the supply continued to be too limited to meet families’ child care needs. Overall, this first federal ELCC policy initiative post-2015 did little more than supplement the existing child care market.

This round of bilateral agreements were subsequently renegotiated and renewed for the 2020 – 2021 fiscal year prior to initiation of the Canada-wide Early Learning and Child Care (CWELCC) agreements in 2021. The funding for these bilateral agreements and the subsequent CWELCC agreements remains separate.

---

1 See Lisa Pasolli. (2018). [An analysis of the multilateral early learning and child care agreements: What do they say, and how do they stack up?](#) for an analysis of the MLF and the subsequent bilateral agreements.

TABLE II

Initial child care policy responses to the COVID-19 pandemic  
March – August 2020. Provinces/territories (2020).

P/T	Mandated closure of child care centres	Mandated closure of regulated family child care	Was emergency child care provided for essential workers?	Were families required to pay for emergency child care?	Were services permitted to charge fees if they were closed?	Was there financial support from the P/T to cover lost parent fees?
NL	Yes	Yes	Yes	No	No	Yes
PE	Yes	Yes	Yes	No	No	Yes
NS	Yes	Yes	No	<i>Not applicable</i>	No	Yes
NB	Yes	Yes	Yes	Yes	Yes <sup>1</sup>	Yes <sup>2</sup>
QC	Yes	Yes	Yes	No	No	Yes
ON	Yes	No	Yes	No	No	No
MB	Yes	No	Yes	Yes	No	No
SK	No <sup>3</sup>	No	Yes	Yes	No	No
AB	Yes	No	Yes	Yes	Yes	No
BC	No	No	Yes	Yes	No <sup>4</sup>	No <sup>5</sup>
YT	No	No	No	<i>Not applicable</i>	Yes	No
NT	No	No	No	<i>Not applicable</i>	<i>Not applicable</i>	No
NU	Yes	Yes	No	<i>Not applicable</i>	No	Yes

1 If staff were not laid off.

2 The province covered fees for families who could not pay due to lost income.

3 Centres in schools were closed.

4 If receiving Temporary Emergency Funding.

5 Temporary Emergency Funding was available and covered some portion of lost parent fees.

## A TURNING POINT FOR EARLY LEARNING AND CHILD CARE: THE COVID-19 PANDEMIC<sup>2</sup>

The global COVID-19 pandemic officially came to Canada early in 2020. Widespread closure of regulated child care and schools by public health authorities Canada-wide came at the beginning of the pandemic's first wave in the early spring of 2020. The closures created an unprecedented financial crisis for most child care service providers when they lost the parent fees that were their primary source of revenue for paying staff

2 Table 7 in the comparative tables section of this report presents available data on child care and COVID-19 discussed in this section.

and operating services. Although some provincial/territorial funding filled in some revenue gaps, the [combination](#) of closures and disrupted child care use by families generated significant financial instability, early childhood staff layoffs and reduced, and uneven enrolment in child care services.

The initial widespread closure of Canadian child care and schools in the first wave of the pandemic lasted into the summer of 2020, with [varying conditions](#) by jurisdiction. Across the provinces and territories, what was funded, what was required to close (for example, some provinces closed child care centres but did not close regulated family child care homes to regular use), which parents were eligible for emergency services and how much they were required to pay, what government support was available, and health and safety rules varied enormously. As the pandemic proceeded, policies were modified and re-modified as policymakers and service providers scrambled to respond to an unknown, shifting, and anxiety-producing situation.

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“The disruptions to child care generated by the pandemic, layered on top of Canada’s marketized, underfunded, and patchwork service provision have persisted, as staffing shortages create barriers both to maintaining services and to expansion of service provision as demand for child care rebounded.”

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Throughout multiple waves and COVID-19 variants, after re-opening in 2020, ELCC services were not generally closed again and [research](#) did not report high transmission of the virus via regulated child care services. There were, however, specific, mostly local, and usually time-limited closures. As well, individual centres (or rooms within centres) were [closed](#) due to COVID outbreaks, although these were quite limited. At the same time, child care services struggled financially. Enrolment of children in regulated child care was [much lower](#) than it had been pre-pandemic, as some parents worked from home, sometimes on reduced incomes, some were no longer employed and some feared the effects of contagion.

Perhaps the most important feature of the pandemic-generated child care crisis that has persisted through 2022 has been the reluctance of early childhood educators to remain in the field, aggravating the already existing staffing crisis. During the first wave of the pandemic, more than 70% of child care centres [reported](#) they had laid off all or some of their staff. While some staff were subsequently re-hired, many did not come back to work, leaving child care service providers to [report](#) that child care staffing issues were “a big problem”.

Overall, the COVID-19 pandemic has had a profound impact on Canadian child care services, destabilizing their operations, staffing and finances, with many of Canada’s regulated child care service providers and front-line educators relying on the substantial [general federal benefits](#) available to mitigate the impact of the pandemic. Indeed, without

these benefits, many more programs would undoubtedly have closed permanently. In late 2022, almost three full years into the pandemic, the disruptions to child care it generated, layered on top of Canada's marketized, underfunded, and patchwork service provision persisted, as staffing shortages create barriers both to maintaining services and to expansion of service provision as demand for child care rebounded.

The turmoil created in child care by the COVID-19 pandemic was not unique to Canada. In Canada, however, it reinforced 50 years of arguments by child care advocates, feminists and policy researchers that Canada needs to move beyond the child care market model to transform into a system capable of delivering the affordable, accessible, high quality early learning and child care needed by modern families and children, and 21st-century Canada.

## **LAYING THE FOUNDATIONS OF A CANADA-WIDE EARLY LEARNING AND CHILD CARE SYSTEM: THE 2021 FEDERAL BUDGET**

As the child care struggles experienced by parents were intensified during the pandemic, mothers were disproportionately affected as they struggled to balance employment and child care. As a result, the recognition that child care is an essential service in an economy that has come to rely heavily on the employment of mothers with young children has broadened beyond the usual advocates for child care. The idea that child care is an essential economic service has become mainstream, as reflected in [party platforms](#) in the September 2021 election, all of which pledged to improve child care to support women's equality and economic activity<sup>3</sup>.

When the federal government had set out a plan for economic recovery from the pandemic in the September 23, 2020 Throne Speech, it had recognized that "Women – and in particular low-income women – have been hit hardest by COVID-19", describing the crisis as a "She-cession". The [2020 Throne Speech](#) went on to state:

It has been nearly 50 years since the Royal Commission on the Status of Women outlined the necessity of child care services for women's social and economic equality. We have long understood that Canada cannot succeed if half of the population is held back. Canadians need more accessible, affordable, inclusive, and high quality childcare. Recognizing the urgency of this challenge, the Government will make a significant, long-term, sustained investment to create a Canada-wide early learning and childcare system.

The Government will build on previous investments, learn from the model that already exists in Quebec, and work with all provinces and territories to ensure that high-quality care is accessible to all. There is broad consensus from all parts of society, including business and labour leaders, that the time is now.

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<sup>3</sup> The political parties differed on the approaches they proposed, however. For example, the Conservative Party proposed demand-side funding, while the Liberals, New Democrats and Green Parties proposed supply-side funding.

The 2020 Throne Speech was followed in November by the [Fall Economic Statement \(FES\)](#), in which the federal Finance Minister announced that “the government is committed to making historic investments to make this happen. Budget 2021 will lay out the plan to provide affordable, accessible, inclusive and high quality child care from coast to coast to coast”.

The [April 2021 budget](#) was historic for child care. It set out the high-level details of the Trudeau government’s intention to build a Canada-wide child care system, building on recognition of the fragility of Canadian child care as exposed by the pandemic, 50 years of advocacy for universal child care, lessons from global and domestic (Quebec) ELCC developments, and the foundational steps taken under the Multilateral Framework prior to the child care crisis of the pandemic.

In its 2021 budget, the federal government announced it would substantially augment existing child care financing through a new Canada-wide initiative with ambitious policy goals, making building a universal early learning and child care system central to the government’s plans for economic recovery from the pandemic, especially with regard to its disproportionate impact on women.

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“ The federal Finance Minister announced that “the government is committed to making historic investments to make this happen. Budget 2021 will lay out the plan to provide affordable, accessible, inclusive and high quality child care from coast to coast to coast.”

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The budget specified that the Government of Canada would spend \$27.2 billion over the next five years to build a “Canada-wide, community-based system of quality child care”, representing the most significant federal financial and policy commitment to child care to date. Combined with previous spending announced in the 2017 federal budget, earmarked federal spending for early learning and child care will thus total just under \$34 billion over five years. Federal funding in the 2021 – 2022 fiscal year will jump significantly to \$4.1 billion. By 2025 – 2026, a minimum of \$9.2 billion annually including funds for Indigenous ELCC is earmarked for early learning and child care. The 2021 federal budget projected that the federal government’s earmarked ELCC spending will equal provincial/territorial ELCC spending by year five.

The budget also committed to building on the 2018 Indigenous Early Learning and Child Care Framework (IELCC) and First Nations, Métis and Inuit frameworks’ distinctions-based approach, specifying \$2.5 billion over the next five years, with Indigenous ELCC program funding to increase by 3% annually beginning in 2027 – 2028.



Other ELCC commitments specified in the 2021 federal budget include:

- \$3.5 million ongoing, to Employment and Social Development Canada (ESDC) for a new federal Secretariat on early learning and child care;
- creation of a new National Advisory Council to provide expert advice, consultation and a forum for issues and challenges facing the early learning and child care sector; and
- an additional \$29.2 million over two years, starting in 2021 – 2022, to support child care centres to improve accessibility in physical spaces for children with disabilities.

The budget also set out key goals for the transformed ELCC system, identifying affordability, expansion in service availability, and addressing child care workforce issues. Affordability was the most detailed of these goals, with a target of a 50% reduction in average fees for all families by the end of 2022 and an average \$10/day parent fee by 2025 – 2026 for all regulated child care spaces. Importantly, expansion of availability—a commitment to annual growth in quality, affordable child care spaces—was specified as “primarily not-for-profit quality spaces”. A commitment to expansion was included in the budget but specific targets in terms of the number of spaces were left to the negotiated action plans to be developed by each province and territory. There was also a commitment to “meaningful progress” for before- and after-school care.

With regard to the child care workforce, the federal budget stated that “with provincial and territorial partners, the government will work to ensure that early childhood educators are at the heart of the system, by valuing their work and providing them with the training and development opportunities needed to support their growth and the growth of a quality system of child care”.

There were also commitments to:

- tabling early learning and child care legislation following consultations with stakeholders, provincial, territorial, and Indigenous partners to enshrine the principles of a Canada-wide child care system in law;
- working with provinces/territories to build a baseline of common, publicly available data on which to measure progress, report to Canadians, and continuously improve the system; and
- negotiating bilateral agreements with all provinces/territories including an asymmetrical agreement with Quebec that will allow for further improvements to their system.

The 2022 federal budget followed up this first substantial round of ELCC commitments with the promise of a fund earmarked for capital funding. The new Early Learning and Child Care Infrastructure Fund included an allocation of \$625 million over four years beginning in 2023 – 2024.

## CANADA-WIDE AGREEMENTS AND ACTION PLANS TO 2023

Following the 2021 federal budget, the Government of Canada and provinces/territories began negotiations on agreements intended to set out how the Canada-wide child care system will be built. The first Canada-Wide Early Learning and Child Care (CWELCC) agreement, with British Columbia, was signed on July 7, 2021 and the last, with Ontario, on March 28, 2022, with all provinces/territories<sup>4</sup> except Quebec agreeing to collaborate to achieve common Canada-wide goals. Under these agreements, each jurisdiction has developed an action plan that applies to the period between 2021 – 2023. The current actions plans specify that the next round of action plans will be developed to follow the first phase, providing an opportunity for “course correction”.

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“ An ELCC issue that has been growing in importance Canada-wide is Indigenous early learning and child care’s formation, conceptualization and governance. A variety of ELCC services for First Nations, Métis and Inuit children and families with different purposes and targets have been federally funded for some years, as part of the federal government’s historical responsibilities to Indigenous peoples.”

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[Summarizing](#) selected elements—affordability, expansion, auspice and the child care workforce—of the CWELCC agreements and first round of action plans provides a flavour of changes to early learning and child care to date and some of the changes yet to come. “Affordability” was set out in the 2021 federal budget speech to be achieved in phases, with the first step specified by the federal government as a reduction in parent fees by an average of 50% by the end of 2022. The summary shows that in this phase, most jurisdictions used the mechanism of a percent or flat rate reduction to the existing market fees. Two of the provinces (Newfoundland and Prince Edward Island) that already used provincially set parent fees reduced these. Other provinces/territories that set parent fees, i.e., Quebec, Manitoba and British Columbia (British Columbia uses set fees in one tier of centres) used other approaches – see [Summary](#) report. Additionally, most of the provinces and territories will also continue to use individual parent fee subsidy systems.

All provinces/territories have committed to specific numbers of expansion spaces, identified in each agreement, but only a minority have made a clear commitment to develop an expansion plan. Two provinces specify that they will ensure that existing spaces are used to full capacity and almost all jurisdictions set out expansion priorities such as low-income and vulnerable families and children, rural communities, racialized families, Indigenous families, municipal and public child care and others.

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<sup>4</sup> Except Quebec, which struck an asymmetrical agreement with the Government of Canada, will work toward its own goals.

The federal government specified in the 2021 budget speech that expansion would “primarily” be in the not-for-profit and public sectors. The summary of specific provincial/territorial aims with regard to auspice shows all jurisdictions intend that expansion will be exclusively or predominantly not-for-profit or public, with seven provinces/territories stating that federal funds will be used exclusively for not-for-profit or public expansion. Most will treat existing for-profits and not-for-profits/public services identically or almost identically. Several jurisdictions have no, or very few, for-profit ELCC services, while in some jurisdictions, for-profit provision is predominant.

A key recommendation linked to improving wages for the child care workforce has been implementation of wage grids specifying decent wages. Ten of the 13 jurisdictions either already have a province/territory-wide wage grid or have made a commitment to develop one. Additionally, the provincial/territorial agreements show a wide range of commitments to bursaries, improved professional development, increased complements of qualified staff and other initiatives, as well as some specific wage increases in the form of wage enhancement funding. No jurisdiction has committed to a comprehensive workforce strategy.

## **NEXT STEPS TO A CANADA-WIDE EARLY LEARNING AND CHILD CARE SYSTEM: PUTTING TRANSFORMATION IN PLACE**

A year and a half after the historic commitments in the April 2021 federal budget, Canada’s ELCC system transformation has begun. In addition to the federal budget’s commitments, the agreements and first phase action plans, federal child care minister Karina Gould introduced [\*Bill C-35, An Act respecting early learning and child care\*](#) on December 15, 2022. The child care legislation is intended to “establish a permanent, legislated commitment to federal funding for early learning and child care” and takes a rights-based approach to provision of ELCC. It is expected to be passed into law early in 2023. The National Advisory Council committed to in the 2021 federal budget was also established in December 2022.

At the end of 2022, the foundational first phase of establishing the long-sought Canada-wide child care system has been accomplished but the ever-important implementation phase is just beginning. The envisioned mature high early learning and child care system for all will not be in place for some years, with much policy and program development and fine tuning yet to come before the ambitious goal of affordable, accessible, high-quality, inclusive early learning and child care for all—“transformation”—is solidly achieved.

## ■ HOW EARLY LEARNING AND CHILD CARE IS ORGANIZED IN CANADA: ROLES AND RESPONSIBILITIES

As the previous section describes, Canada has recently begun to develop Canada-wide policy to address provision of child care to support women's equality, mothers' employment and to provide children with the "best start in life". Although the process of implementing this has now begun, the institutional context and governance arrangements have not fundamentally changed. Although some elements of how ELCC is organized and funded in Canada have begun to undergo changes, with additional changes anticipated to come, it is a given that changes to early learning and child care will need to be designed to fit into Canadian institutional governance arrangements. This section examines key contextual issues related to government roles and responsibilities and goes on to describe the main common elements of provincial/territorial early learning and child care Canada-wide, including recent changes that have occurred up to the end of 2022.

### THE CONTEXT OF CANADIAN FEDERALISM

The [complexities](#) of establishing a Canadian child care policy have often been attributed, at least in part, to Canada's governance structure as a federation<sup>5</sup>, not a unitary state. In the Canadian federation, 13 provinces and territories have the main responsibility for social programs such as early learning and child care. The division of powers between federal and provincial governments was established in the *Constitution Act* of 1867, which identified certain powers as federal powers, such as public debt, the criminal code, regulation of trade and commerce, taxation and defense, and some provincial powers, such as hospitals, justice, marriage, and corporate affairs. Social programs such as child care not yet identified in 1867 are considered to be provincial matters. Education is an entirely provincial responsibility in Canada with no federal funding and no national department of education<sup>6</sup>.

Canada's main national social programs were primarily developed in the post-World War II period with the federal government often playing a lead or collaborative role. Despite the barriers presented by Canadian federalism to the kind of social safety net developed more easily in unitary states, a number of Canada-wide social programs have been developed under provincial jurisdiction. Most notable is Canada's public health insurance program shaped by the overarching *Canada Health Act* (1987) and its five principles but designed and delivered by provinces/territories as 13 relatively similar

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<sup>5</sup> A federation is a system of government in which power and responsibility are shared between a national government and a number of sub-national state or regional governments.

<sup>6</sup> Most other countries that are, as Canada is, federations (for example, the United States, Australia, Austria, Spain and Germany) do have national education departments.

but separate public health insurance programs. In another example, for 30 years (1966 to 1995)<sup>7</sup>, the cost-shared (50-50 federal/provincial) Canada Assistance Plan (CAP) set broad conditions and requirements for provincially designed and delivered social welfare programs, including specification of conditions under which cost-shared funds would be transferred to provinces to support some aspects of child care. CAP funding was one of the main factors shaping provincial child care provision. Indeed, a key CAP funding and policy element continues to persist today—provincial/territorial fee subsidy programs aimed at low-income parents. A final example is the Canada-wide parental leave benefit program, which funds eligible parents taking maternity and parental leave as defined by all provinces/territories outside Quebec, which has its own paid parental leave program. A number of major social programs based on income transfers to individual Canadians such as unemployment insurance (EI), public pensions and the Canada Child Tax Credit are defined and delivered by the federal government.

Although federal and provincial roles in social policy are often contested in Canada, with many shifts over the years, [Barbara Cameron](#), a political scientist, has described roles and responsibilities in social programs primarily under provincial/territorial jurisdiction this way:

Under the constitution, the federal government cannot set standards that amount to regulating a social service under provincial jurisdiction. It can, however, attach conditions to money transferred to the provinces for social welfare services ... these conditions relate to the Canada-wide social citizenship responsibilities of the federal government.

## FEDERAL GOVERNMENT CHILD CARE FUNDING

Between the 1995 termination of the Canada Assistance Plan (which provided funds for some aspects of child care as a service for low-income families) and 2017, when new earmarked federal funding became available to provinces/territories for the first time<sup>8</sup>, most federal government funds to provinces/territories used for child care provision came from broader transfers via the Canada Social Transfer (CST) or its predecessor, the Canada Health and Social Transfer (CHST). These funds were not earmarked or reported upon with respect to specific purposes such as child care but included in a “block” of funds apportioned by population that the province/territory could choose to allocate among many social purposes including child care.

With the introduction of the Canada-Wide Early Learning and Child Care plan (CWELCC) the federal government now plays not only a much larger funding role but a larger policy role in child care by setting high-level conditions for how this funding

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7 The Canada Assistance Plan was eliminated by the federal government in 1995, replaced by the Canada Health and Social Transfer (CHST), a block fund that was in turn then replaced by the CHT (Canada Health Transfer) and the CST (Canada Social Transfer). There is no Canada-wide social welfare program.

8 With the exception of the first year funding transferred in 2005 before that federal child care initiative was ended by the Conservatives.

is used. For example, it has required provinces/territories to begin making child care more affordable to parents by reducing fees 50% by the end of 2022 and specified that expansion of spaces would “primarily” be in the public and non-profit sectors. This kind of policy role falls under the “[federal spending power](#)”, defined by the Centre for Constitutional Studies as “Parliamentary authority to spend as it chooses monies collected pursuant to its taxing and regulatory powers ... Parliament may make gifts to provinces or individuals ... and if it chooses, may attach conditions to its gifts.”

As the previous section in this report described, the introduction of substantial new federal funds ramping up to at least \$9.2 billion in the 2025 – 2026 fiscal year will significantly change the funding role of the federal government. It will become a primary funder of child care Canada-wide, although the respective balance of federal and provincial/territorial funding varies by jurisdiction. Nevertheless, early learning and child care provision will remain under provincial/territorial jurisdiction as it has been historically.

An ELCC issue that has been growing in importance Canada-wide is Indigenous early learning and child care’s formation, conceptualization and governance. A variety of ELCC services for First Nations, Métis and Inuit children and families with different purposes and targets have been federally funded for some years, as part of the federal government’s historical responsibilities to Indigenous peoples. Since 2018, federally funded First Nations, Métis and Inuit ELCC programs have been consolidated under the Indigenous Early Learning and Child Care (IELCC) [framework](#) with the Indigenous ELCC Secretariat in Employment and Social Development Canada (ESDC), collaborating with Indigenous governance groups to play a major role. A section of this report entitled FIRST NATIONS, METIS AND INUIT EARLY LEARNING AND CHILD CARE outlines ELCC goals, concerns and aspirations and the status of First Nations, Métis and Inuit ELCC and progress made toward it at the end of 2022.

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“ The federal government has required provinces/territories to begin making child care more affordable to parents by reducing fees 50% by the end of 2022 and specified that expansion of spaces would “primarily” be in the public and non-profit sectors.”

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In addition to funding regulated child care through transfer payments to provinces/territories and Indigenous governance organizations, the federal government reimburses individual parents (the lower income earner in a couple) for eligible child care expenses as an employment-related tax deduction, the Child Care Expense Deduction (CCED) under *The Income Tax Act*. These funds may be used by the parents for any variety of regulated or unregulated child care or related programs (such as a summer camp), and parental employment is required. The federal government also funds some child care services (not ordinarily regulated) for newcomer parents engaged in federal language training programs (Language Instruction for Newcomers to Canada, or LINC). These federal child care-related programs are described in this report.



The federal government also pays benefits to individual eligible parents for paid maternity and parental leave under Employment Insurance (EI), while provinces/territories specify the provisions for parents' leave from work. This applies across Canada outside Quebec, which has its own program covering both leave provisions and benefits, the Quebec Parental Insurance Plan (QPIP). These arrangements are described in a section of this report titled PARENTAL LEAVE.

In addition, Canada has other child- or family-related programs, the most prominent of which is the [Canada Child Benefit](#), an indexed, geared-to-income, tax-free monthly child benefit payment for families to help with the general cost of raising children under 18 years of age. This child benefit is intended to be income support, not an early learning and child care program.

## HOW PROVINCES/TERRITORIES ORGANIZE EARLY LEARNING AND CHILD CARE

The main elements of Canada's ELCC provision are defined and administered by each provincial/territorial government. Although there are many variations from jurisdiction to jurisdiction, in many ways ELCC provision is more similar than different Canada-wide. Each of Canada's 13 jurisdictions—ten provinces and three territories—has two main programs for early childhood education and child care: regulated or licensed child care, and kindergarten. Provinces/territories have the primary responsibility for both of these.

### REGULATED CHILD CARE

Each province and territory has developed a program of regulated child care, which usually includes:

- centre-based full-day child care;
- regulated/licensed or approved family (home) child care;
- child care outside regular school hours for children from kindergarten-age to 12 years; and
- part-day centre-based services called nursery schools or preschools.

Unregulated child care is legal in all jurisdictions if the number of children cared for does not exceed a specified number of children.

In most jurisdictions, regulated child care is now under the aegis of a ministry that includes public education. Historically, neither the federal government nor the provinces/territories have treated early learning and child care as an entitlement or a right.

Each of the provincial/territorial child care programs includes:

- legislated requirements under a provincial/territorial *Act* or law;
- regulations for service delivery including monitoring; and
- funding arrangements.

### **The child care workforce**

The main level of education required by provinces/territories for centre-based child care services is a one- to three-year college-level early childhood education program (ECE), although none of the provinces/territories require all staff to have ECE training and several allow non-ECE equivalencies. In several jurisdictions, centre directors are not required to have early childhood education qualifications, and post-secondary in ECE is not required in regulated family child care. A minority of child care staff across Canada are unionized with a sizable unionized sector only in Quebec.

### **Child care ownership**

Canada-wide, a majority of child care services are operated by not-for-profit voluntary boards of directors including parent, voluntary and charitable groups, multi-service and multi-site operations. While they are a minority Canada-wide, for-profit child care operations are the majority in several jurisdictions. The not-for-profit child care sector represented the majority of the total supply of child care centre spaces in 2021, with for-profits (ranging from one centre operations to corporate-type chains that may have more than 50 or even more locations) making up almost all the rest. There are very few publicly operated services delivered by municipal governments, school boards or other public local government entities, although this form of ownership is growing in some provinces/territories. (See Appendix A for [profiles](#) of each province/territory vis-a-vis auspice.)

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“ The main elements of Canada’s ELCC provision are defined and administered by each provincial/territorial government. Although there are many variations from jurisdiction to jurisdiction, in many ways, ELCC provision is more similar than different Canada-wide.”

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### ***Parent fees and public funding***

In the last decade, a growing number of provinces/territories had begun to fund child care services operationally together with setting province-wide parent fees in some or most of their regulated child care programs. As a result, the fees in these services were lower than market-based fees. Quebec was the first province to provide substantial operational funding and to set low parent fees but was followed by Manitoba and Prince Edward Island and in the last few years by several other jurisdictions as well.

Until the Canada-wide policy changes of 2021, all types of child care services in Canada except in Quebec were primarily funded by parent-user fees. This has shifted with the first funding changes under CWELCC, with provincial/territorial governments taking [different approaches to fee reduction](#). By the end of 2022, federal funds had been transferred to provincial/territorial governments and regulated child care providers had reduced parents’ out-of-pocket costs substantially. As parent fees were until 2022 the

main source of revenue for child care services in most provinces/territories, affordability will continue to be out of reach for some parents until federal funding is fully rolled out to further reduce parent fees to an average of \$10/day per child.

Historically, all provinces/territories<sup>9</sup> except Quebec have subsidized individual eligible low-income families to use regulated child care by covering some or all of the fee on the parent's behalf; the fee subsidy is paid directly to the service provider in all provinces/territories. In the initial stage of the new Canada-wide initiative, this approach has been maintained by almost all jurisdictions. Parent fee subsidies are administered by provincial/territorial governments except in Ontario where local (municipal or regional) governments are mandated to manage administration of provincial child care funding including fee subsidies.

### *Local government roles*

In many countries, local governments play significant roles in child care provision. Canadian municipalities, which do not have their own powers and are subordinate to the provinces, do not play a large role in child care Canada-wide. In Ontario, they play several key roles in child care but outside Ontario, local governments have no mandated role in child care. Nevertheless, some municipalities or local-level governments in a number of provinces/territories have chosen to deliver child care services or support them in other ways.

School authorities, which are usually local, have primary responsibility for operation of elementary schools including kindergarten. In several provinces such as Quebec and Ontario, school authorities are required by the provincial government to ensure provision of child care outside regular school hours if there is community demand. Provincial capital funds to provide facilities for child care in schools have played a major role in expansion in several provinces, especially Ontario. As well, many schools Canada-wide host third-party child care programs in a “landlord” role. School boards also hold licenses for regulated child care centres in some provinces.

## KINDERGARTEN

In addition to regulated child care, all provincial/territorial governments also all provide separate kindergarten programs, covering all five-year-olds in all jurisdictions and an increasing number of four-year-olds in some provinces/territories. In other jurisdictions, there is some kindergarten offered to some four-year-olds and even younger children, usually prioritizing children deemed to be “vulnerable”. These early learning programs are usually provided at no fee to parents, and are almost always delivered by public education authorities. Participation in kindergarten is for the most part voluntary, although several provinces require that five-year-olds attend.

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<sup>9</sup> Quebec used parent fee subsidies until it began to fund child care services operationally and ended its fee subsidy system.

Over the past decade, full school-day programs for four- and five-year-olds have become the norm in Canadian kindergarten provision, although kindergarten is still part-time in Manitoba, Saskatchewan, Nunavut and Alberta. All provinces/territories also offer child care outside regular school hours for kindergarten-age children, sometimes as part of a before- and after-school child care program for older school-age children up to age 12.

All jurisdictions treat kindergarten as an entitlement similar to elementary school although participation is not compulsory in most provinces/territories.



## ■ PARENTAL LEAVES AND BENEFITS<sup>10</sup>

Paid maternity leave for birth mothers was originally introduced in Canada in 1972. Paid parental leave benefits for either parent were added in 1989 and in 2001, the duration of the combined leave benefit was doubled for new parents. A number of other changes have been made since 2001. In this section, all leave provisions associated with birth or adoption of a child are referred to as “parental leave” unless otherwise specified.

Today Canada has two parental leave and benefit regimes: one specific to Quebec and the second for the remaining 12 provinces/territories and workers under the *Canada Labour Code*. Maternity and parental leave benefits and leave provisions for all provinces/territories except Quebec, which has had its own parental leave system since 2006, are divided between federal and provincial/territorial governments. In all provinces/territories with the exception of Quebec, benefits are paid by the federal government while provincial/territorial provisions for job-protected leave are established in each jurisdiction’s employment standards legislation.

### BENEFITS: CANADA OUTSIDE QUEBEC

Maternity and parental leave benefits in Canada outside Quebec are under the Employment Insurance (EI) system. Employment Insurance is a contributory program to which employees and employers both contribute. Parental leave benefits have been amended by the federal government a number of times since 2016.

Under EI, the federal benefit covers 15 weeks of maternity leave for eligible employees who are birth mothers.

As of January 1, 2017, the waiting period for EI claims was reduced from two weeks to one.

In February 2017, a change was made to allow maternity leave benefits to be collected as early as 12 weeks before the expected date of birth, up from eight.

Until December 3, 2017, there was one Canada-wide option for parental leave benefits: 35 weeks of payment was available to cover parental leave for either eligible parent including adoptive parents. This was amended by the federal government in December 2017 to offer two options for new parents. These remain the two main options for parental leave benefits in most of Canada despite subsequent changes made.

Two main parental leave benefit options:

- Standard parental benefit paid at 55% of wages (35 weeks of parental benefits for a total of 50 weeks total including 15 weeks of maternity benefits for birth mothers); and

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<sup>10</sup> Much of the data and information in this section comes from Doucet, Lero, McKay, Mathieu, Regued, Thompson, and Tremblay’s Canada chapter in the *18th International Review on Leave Policies and Related Research* (2022).

- Extended parental benefit paid at 33% of wages (61 weeks of parental leave benefits for a total of 76 weeks including 15 weeks of maternity benefits for birth mothers). The Extended parental benefit is paid at a lower rate (33%) than the Standard benefit (55%), paying the same total benefit over a longer period of time.

In 2022, maternity benefits and the Standard parental benefits were paid at 55% of wages up to a ceiling of \$638 a week; the Extended parental benefit was paid at 33% of wages up to a ceiling of \$383 a week.

Between April 2018 and March 2019, more than 31,910 parents (16% of total claims) established a claim for the new Extended parental benefit. This figure rose to 37,770 (17.8% of total claims) between April 2019 and March 2020, and 38,770 (18.2% of total claims) between April 2020 and March 2021.

On March 17, 2019 an additional leave benefit was added. The Parental Sharing Benefit became available to non-birth (second) parents<sup>11</sup>; five additional weeks of benefits are now available under the Standard option if both parents share parental benefits (40 weeks total). An additional eight weeks of benefits are available under the Extended option when parents share parental leave under the Extended option (69 weeks total).

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“The federal government also contributes to paid maternity and parental leave by providing benefits to eligible families under Employment Insurance (EI), while the provinces/territories determine the leave from work provisions. This applies across Canada outside Quebec, which has its own program covering both leave provisions and benefits, the Quebec Parental Insurance Plan (QPIP).”

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The *EI monitoring and assessment report* (2020/2021) showed that 21.1% of standard parental benefit claimants and 25.4% of extended parental benefit claimants shared some weeks of parental benefits in the 2020 – 2021 fiscal year.

Maternity Benefits may begin as early as 12 weeks before the estimated date of birth. The maximum ceiling for maternity and parental leave benefits are indexed to increase annually.

Although the federal benefit provisions have changed, parents must still refer to the allotted periods outlined in the *Employment Standards Act* (or equivalent) of their province or territory of employment, which may be less. Leave provisions under the *Canada Labour Code* have been amended to be consistent with the federal EI benefit changes. (See the provincial/territorial tables in this section for further details about provinces’/territories’ leave provisions.)

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<sup>11</sup> This is equivalent to the paternity leave available in many countries but has been extended in Canada to same-sex parents.



As of August 12, 2018, it became possible to receive EI maternity and parental leave benefits while continuing to work (Working While on Claim). A new parent may earn money while receiving EI benefits and may keep \$.50 of benefits for every dollar earned up to 90% of previous weekly earnings. Working While on Claim does not need a separate application; claimants already receiving maternity and/or parental benefits only need to declare their earnings online.

Government of Canada administrative data for fiscal year 2020 – 2021 show Employment Insurance parental benefit claims (for parents in all provinces/territories except Quebec) were paid to:

- a total of 213,100 parents, of whom 174,330 were paid Standard benefits and 38,770 Extended benefits; and
- of these, 50,100 were men and 163,000 were women.

Maternity and parental leave comprise two of the six kinds of EI Special Benefits (maternity, parental, sickness, family caregiver for a child, family caregiver for an adult, and compassionate care).

A total of \$1,324.7 million for maternity leave benefits \$3,177.8 million for parental leave benefits (a total of \$4,502.5 million) was paid out by the Employment Insurance program in fiscal year 2020 – 2021.

Self-employed Canadians can access Employment Insurance Special Benefits including maternity and parental leave by voluntarily registering with the Canada Employment Insurance Commission.

Eligibility for Special maternity and parental leave benefits requires:

- operating an independent business or working for a corporation but being unable to access EI benefits due to controlling more than 40% of the corporation's voting shares; and
- being either a Canadian citizen or a permanent resident of Canada.

An applicant for Special EI Benefits must wait 12 months from the date of confirmed registration before applying for the EI Special Benefits. To apply for Special EI Benefits in 2022, a minimum net income of \$8,092 in self-employed earnings in 2021 was required.

Please refer to the tables in this section, which shows further details of the federal EI leave benefits in 2022.

## **LEAVE PROVISIONS: CANADA OUTSIDE QUEBEC**

Provisions for maternity and parental leave outside Quebec are the responsibility of provinces/territories. Please refer to the tables in this section and provincial/territorial section for further details.

## BENEFITS AND LEAVE: QUEBEC

The Quebec Parental Insurance Plan (QPIP) is also a contributory insurance program. It includes both benefit provisions and provisions for job-protected leave from work.

It includes two main options:

- Basic Plan totalling 55 weeks covers 18 weeks of maternity leave at 70% of wages, 32 weeks of parental leave (seven weeks at 70%, 25 weeks at 55%) and five weeks of paternity leave at 70%. In 2022, the Basic Plan paid a maximum of \$1,185/week for maternity leave, dropping to \$930.77/week for the parental leave portion.
- Special Plan totalling 43 weeks covers 15 weeks of maternity leave at 75% of wages, 25 weeks of parental leave at 75% of wages and three weeks of paternity leave at 75%. The Special Plan benefit pays a maximum of \$1,269/week for all leave portions in 2022.

The creation of specific paternity leave significantly increased the number of fathers claiming or intending to claim leave in Quebec since the introduction of the plan: from 27.8 % in 2005 to 85.6% in 2018 – 19.

Self-employed new parents in Quebec are eligible for paid parental leave under the QPIP. Self-employed workers are automatically covered in QPIP and are eligible for leave once they have stopped working or seen a reduction of at least 40% of usual income.

Other recent changes to QPIP were introduced under legislation introduced in 2019, [Bill 51, An Act mainly to improve the flexibility of the parental insurance plan in order to promote family-work balance](#).

Quebec's significant changes between 2020 and 2022 include:

- new adoption benefits—an increase in the number of weeks;
- sharing of parental and adoption benefits—additional benefits with two parents sharing a minimum number of weeks of parental or adoption benefits;
- benefit for multiple births or adoptions—each parent is entitled to additional weeks of parental or adoption benefits, adding five weeks at 70% of wages for the Basic Plan or three weeks at 75% benefits for the Special Plan;
- increased benefit for single parents—applies to either a single birth parent or a single adoptive parent, who is now entitled to five additional non-shareable parental benefit or adoption benefit weeks under the Basic or three additional weeks under the Special Plan.

See the tables in this section and the Quebec section of this report for further details about the QPIP.

TABLE III

### Characteristics of Canadian and Quebec maternity and parental leave benefits (2022).

Type of benefit	Canada-wide leave benefits under Employment Insurance (EI)	Leave benefits under the Quebec Parental Insurance Plan (QPIP)
<i>Maternity leave benefit</i> Birth mother only Not shareable	15 weeks at 55%	<i>Basic Plan</i> – 18 weeks at 70% <i>Special Plan</i> – 15 weeks at 75%
<i>Parental leave benefit</i> Either parent Shareable	<i>Standard Parental Benefit</i> – 35 weeks at 55% <i>Extended Parental Benefit</i> – 61 weeks at 33%	<i>Basic Plan</i> – 32 weeks (7 at 70% + 25 @ 55%) – Additional 4 weeks at 55% once 8 weeks have been paid to each parent <i>Special Plan</i> – 25 weeks at 75% – Additional 3 weeks at 75% once 6 weeks have been paid to each parent
<i>Paternity leave</i> Parental Sharing benefit – EI Not shareable Non-birth parent only	<i>Standard Parental Benefit</i> – 5 weeks at 55% <i>Extended Parental Benefit</i> – 8 weeks at 33%	<i>Basic Plan</i> – 5 weeks at 70% <i>Special Plan</i> – 3 weeks at 75%
<i>Paternity leave</i> Parental Sharing benefit – EI Paternity leave – QC Not shareable	<i>Not available</i>	Additional weeks for each parent <i>Basic Plan</i> – 5 weeks at 70% <i>Special Plan</i> – 3 weeks at 75%
<i>Single parent parental/adoption</i> Not shareable	<i>Not available</i>	Additional weeks <i>Basic Plan</i> – 5 weeks at 70% <i>Special Plan</i> – 3 weeks at 75%
<i>Adoption leave benefit</i> Shareable	<i>Standard Parental Benefit</i> – 35 weeks at 55% <i>Extended Parental Benefit</i> – 61 weeks at 33%	<i>Basic Plan</i> – 32 weeks (7 weeks – 70%, 25 weeks – 55%) – Additional – 4 weeks at 55% once 8 weeks have been paid to each parent) <i>Special Plan</i> – 25 weeks (25 weeks- 75%) – Additional – 3 weeks at 75% once 6 weeks have been paid to each parent)
<i>Adoption leave benefit</i> Not shareable	<i>Not available</i>	<i>Basic Plan</i> – 5 weeks to each parent at 70% <i>Special Plan</i> – 3 weeks to each parent at 75%

**TABLE III *continued*.** Characteristics of Canadian and Quebec maternity and parental leave benefits (2022).

<b>Characteristics</b>	<b>Canada-wide leave benefits under Employment Insurance (EI)</b>	<b>Leave benefits under the Quebec Parental Insurance Plan (QPIP)</b>
<i>Maximum insurable earnings (2022)</i>	\$60,300/year	\$88,000/year
<i>Payment ceiling/cap (2022)</i>	<i>Standard Parental Benefit</i> – \$638/week <i>Extended Parental Benefit</i> – \$383/week	<i>Basic Plan</i> – Maternity, 7 weeks parental, paternity = \$1,185 + 25 weeks of parental = \$931 <i>Special Plan</i> – \$1,269/week for all
<i>Eligibility</i>	– 600 hours continuous employment in previous year – Self-employed eligible if registered one year previously (voluntary to register)	– \$2,000 earnings/contributions in previous year – Self-employed eligible if registered one year previously (compulsory to register)
<i>Low income supplement</i>	Up to 80% of earnings	Up to 100% of earnings
<i>Waiting period</i>	1 week	None

TABLE IV

Duration of maternity, parental & paternity adoption leave in weeks.  
Provinces/territories (2022).

P/T	Maternity/pregnancy leave (weeks)	Parental leave (weeks)	Adoption leave (weeks) (in addition to parental leave)
NL	17	61	17
PE	17	62	No additional
NS	16	61 – birth mother 77 – other parent	No additional
NB	17	62	No additional
QC <sup>1</sup>	Basic Plan – 18	32 <sup>1</sup> 36 <sup>1</sup>	5 for each parent – non-shareable 13 – additional, shareable
	Special Plan – 15	25 <sup>1</sup> 28 <sup>1</sup>	3 for each parent – non-shareable 12 – additional – shareable
ON	17	61 – birth mother 63 – other parent	No additional
MB	17	63	No additional
SK	19	59 – birth mother 71 – other parent	19
AB	16	62	No additional
BC	17	61 – birth mother 62 – other parent	No additional
YT	17	63	No additional
NT <sup>2</sup>	17	61 (69 if shared)	No additional
NU	17	37	No additional

1 In Quebec, parental leave benefits are now extended when shared by both parents. In the Basic Plan, an additional four weeks at 55% are granted once eight weeks have been paid to each parent. In the Special Plan, an additional three weeks at 75% are granted once six weeks have been paid to each parent.

2 In the Northwest Territories, parental leave benefits are now extended by eight weeks when shared by both parents.

TABLE V		Name, duration and timing of maternity leave. Provinces/territories (2022).	
P/T	Name	Duration	Timing
NL	Pregnancy leave	17 weeks	Leave can begin up to 17 weeks before the expected date of delivery.
PE	Maternity leave	17 weeks	Leave can begin up to 13 weeks before the expected date of delivery.
NS	Pregnancy leave	16 weeks	Leave can begin up to 16 weeks before the expected date of delivery
NB	Maternity leave	17 weeks	Leave can begin up to 13 weeks before the expected date of delivery.
QC	Maternity leave – <i>Basic Plan</i>	18 weeks	Leave can begin up to 16 weeks before the expected date of delivery
	Maternity leave – <i>Special Plan</i>	15 weeks	
ON	Pregnancy leave	17 weeks	Leave can begin up to 17 weeks before the expected date of delivery.
MB	Maternity leave	17 weeks	Leave can begin up to 17 weeks before the expected date of delivery
SK	Maternity leave	19 weeks	Leave can begin up to 13 weeks before the expected date of delivery.
AB	Maternity leave	16 weeks	Leave can begin up to 13 weeks before the expected date of delivery.
BC	Maternity leave	17 weeks	Leave can begin up to 13 weeks before the expected date of delivery
YT	Maternity leave	17 weeks	Leave can begin up to 17 weeks before the expected date of delivery.
NT	Pregnancy leave	17 weeks	Leave can begin up to 17 weeks before the expected date of delivery.
NU	Pregnancy leave	17 weeks	Leave can begin up to 17 weeks before the expected date of delivery.

TABLE VI

### Duration and timing of parental and adoption leave<sup>1</sup>. Provinces/territories (2022).

P/T	Duration	Timing
NL	Parental leave: 61 weeks  Adoption leave: 17 weeks	Must begin within 35 weeks of birth or the child coming into the parent's custody for the first time, and end no more than 96 weeks after that date.
PE	62 weeks	Must begin no later than the day of birth or the day after maternity leave ends, or the day the child comes into the parent's custody for the first time. Must be taken continuously.
NS	61 weeks	Must begin no later than the day of birth or the day after pregnancy leave ends, or the day the child comes into the parent's custody for the first time, and end no more than 61 weeks after that date.
NB	62 weeks	Must begin no later than the day of birth or the day after maternity leave ends, or the day the child comes into the parent's custody for the first time, and end no more than 78 weeks after that date.
QC	<i>Basic Plan</i> Parental leave: 32 weeks (36 weeks if shared) Adoption leave: 5 weeks <hr/> <i>Special Plan</i> Parental leave: 25 weeks (38 weeks if shared) Adoption leave: 3 weeks	Parental leave must begin no later than the week of birth or the day after maternity leave ends and may end no later than 78 weeks after that date. Parental leave may be shared and is extended when shared. In the Basic Plan, an additional four weeks at 55% are granted once eight weeks have been paid to each parent. In the Special Plan, an additional three weeks at 75% are granted once 6 weeks have been paid to each parent. Adoption leave may begin no earlier than the week of birth or the week the child comes into the parent's custody for the first time, and end no more than 78 weeks later. Adoption leave weeks are per parent and are not transferable.
ON	61 weeks – birth mother 63 weeks – other parent	Must begin no later than 78 weeks after the day of birth or the day the child comes into the parent's custody for the first time, and must be taken continuously.
MB	63 weeks	Must begin no later than 18 months after the day of birth or the day the child comes into the parent's custody for the first time, and must be taken continuously.
SK	Parental leave: 59 weeks – birth mother 71 weeks – other parent  Adoption leave: 19 weeks	Birth parents taking parental leave may begin when maternity leave ends. Non-birth (adoptive) parents may begin parental leave up to 13 weeks before the estimated date of birth. Adoption leave must begin on the first day the child comes into the parent's custody. The parent may take parental leave afterwards.
AB	62 weeks	May be taken any time after the day of birth or the day the child comes into the parent's custody for the first time, and ends no more than 78 weeks later.



**TABLE VI *continued*. Duration and timing of parental and adoption leave<sup>1</sup>.  
Provinces/territories (2022).**

<b>P/T</b>	<b>Duration</b>	<b>Timing</b>
<b>BC</b>	61 weeks – birth mother 62 weeks – other parent	Birth parents taking parental leave must begin when maternity leave ends. Parental leave must be taken continuously.  Non-birth (adoptive) parents must begin their leave no later than 78 weeks after the day of birth or the day the child comes into the parent’s custody for the first time. It must be taken continuously.
<b>YT</b>	63 weeks	May begin any time after the day of birth or the day the child comes into the parent’s custody for the first time. The last 63 weeks (for the birth parent, not shared) or 71 weeks (shared) must end no more than 78 weeks later, and must be taken continuously.
<b>NT</b>	61 weeks (69 weeks if shared)	Must begin on the day of birth or the day the child comes into the parent’s custody for the first time, must end 78 weeks (not shared) or 86 weeks (shared) later, and must be taken continuously.  An additional eight weeks of parental leave are immediately available when parental leave benefits are shared.
<b>NU</b>	37 weeks	Must begin on the day of birth or the day the child comes into the parent’s custody for the first time, may be taken by both parents, and must end one year later.

<sup>1</sup> In most provinces/territories (but not all), parental leave and adoption leave have the same rules.

## FEDERAL EARLY LEARNING AND CHILD CARE PROGRAMS

### CHILD CARE EXPENSE DEDUCTION (CCED)

The [Child Care Expense Deduction \(CCED\)](#), which falls under the Canada Revenue Agency, is a tax measure earmarked for parents' employment-related child care expenses. It "provides some relief for taxpayers who incur child care expenses in order to work, carry on a business or undertake certain educational activities". In two-parent families (married or common-law) the taxpayer with the lower income makes the claim for child care expenses incurred in the tax year.

Annual child care expense amount allowed for an eligible child:

- \$8,000 for a child under seven years at the end of the year;
- \$5,000 for a child aged seven to 16 years; and
- \$11,000 for a child with a disability eligible for the Disability Tax Credit.

An eligible child of a taxpayer for a tax year is defined as:

- a child of the taxpayer or of the taxpayer's spouse or common-law partner; or
- a child who is dependent on the taxpayer or on the taxpayer's spouse or common-law partner for support and whose income for the year does not exceed the basic personal amount for the year.

In addition, the child must either be:

- under 16 years of age at some time in the year; or
- dependent on the taxpayer or on the taxpayer's spouse or common-law partner and have a mental or physical infirmity.

The CCED cannot be deducted for:

- medical expenses;
- clothing, transportation or education costs; or
- board and lodging expenses.

For more detailed information, see [Child Care Expense Deduction](#).

Federal spending (Estimates and projections: millions of dollars, 1992 – 2023)

Year	Estimates (\$)	Projections (\$)
1992	315	
1993	305	350
1994	305	
1995	365	320
1996	420	415
1997	480	480
1998	510	560
1999	550	520
2000	595	550
2001	530	510
2002	535	540
2003	535	545
2004	570	535
2005	570	500
2006	740	605
2007	750	745
2008	790	765
2009	810	775
2010	850	790
2011	925	810
2012	990	925
2013	960	980
2014	1,080	1,015
2015	1,345	1,360
2016	1,215	1,290
2017	1,240	1,320
2018	1,270	1,365
2019	1,270	1,410
2020		900
2021		1,040
2022		995
2023		950

Source: [Report on Federal Tax Expenditures](#), pg. 33.

## CARE FOR NEWCOMER CHILDREN (CNC)

### THE LINC PROGRAM AND CARE FOR NEWCOMER CHILDREN (CNC)

Launched in 1992, the [Language Instruction for Newcomers to Canada \(LINC\)](#) program supports a variety of settlement services to help permanent resident newcomers integrate into Canada and their communities. Responsibility for this program falls under the federal Department of Immigration, Refugees and Citizenship Canada (IRCC). Quebec has a separate agreement for services to newcomers. A *Canada-Quebec Accord* gives Quebec exclusive responsibility for choosing immigrants and refugees, in addition to funding to help with their settlement in the province.

Approximately 20,000 newcomer children under five years of age arrive in Canada annually and child care programs associated with federal language instruction programs for newcomers have been provided since the 1990s. Through Care for Newcomer Children, these children may participate in free, on-site child care while their parents are engaged in LINC programs that provide information, language acquisition and other assistance at settlement agencies across the country.

CNC programs are not ordinarily licensed or regulated. They are intended as support to specific families engaged in specified activities at the same site as the child care.

[Care for Newcomer Children \(CNC\)](#) is funded by Immigration, Refugees and Citizenship Canada (IRCC) as a support to settlement services at locations in every province except Quebec. In 2020, there were more than 250 CNC locations across the country caring for more than 6,000 children while their parents take part in settlement services.

CNC structure and operations vary based on provincial specifications. While some programs are licensed under provincial/territorial child care regulations, the majority are unlicensed and operate under the [Care for Newcomer Children Requirements](#).

### TYPES OF CHILD CARE OFFERED BY CARE FOR NEWCOMER CHILDREN PROGRAMS

There are three types of child care offered under the Care for Newcomer Children requirements: Long Term, Short Term, and Combined, offered individually or in combination, depending on client needs.

#### **Eligibility requirements**

All permanent residents and accepted refugees to Canada have access to free settlement services including CNC programs prior to obtaining citizenship. Non-permanent residents or immigrants who have not obtained citizenship cannot access these services.

#### **Care for Newcomer Children funding**

Significant funding is in place to operate English and French CNC programs in urban and rural areas but there can be wait times to access them. Fewer programs offer infant care, so wait times for these services tend to be longer.

CNC services are funded as a component of the financial agreements by which IRCC funds LINC programs. Non-governmental organizations submit proposals for funding to deliver a range of services to newcomers and many of these proposals include requests for CNC funding as part of their settlement services. CNC is provided and funded as one of the supports to six LINC primary service streams: Needs Assessment, Information and Orientation, Language Assessments, Language Training, Employment-related services, and Community Connections.

#### CHILDMINDING, MONITORING ADVISORY AND SUPPORT (CMAS)

Childminding, Monitoring, Advisory and Support (CMAS) is an organization funded by Immigration, Refugees and Citizenship Canada (IRCC). It was founded in 2000 to monitor and support LINC child care services. The process of developing standards for all LINC (then “childminding”) programs began with CMAS’ development of standards in Ontario. In 2001, IRCC worked with CMAS to develop a national set of standards. The *National LINC Childminding Requirements* were released the following year to help organizations providing LINC services across Canada with implementation of programs to look after children.

Since then, CMAS has helped programs move from a “childminding” model into the Care for Newcomer Children model introduced in 2013 and continuing today. Thus, the term “childminding” is no longer used.

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“ All permanent residents and accepted refugees to Canada have access to free settlement services including CNC programs prior to obtaining citizenship. Non-permanent residents or immigrants who have not obtained citizenship cannot access these services.”

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Requirements for what are now called Care for Newcomer Children programs, developed by CMAS and community stakeholder organizations across Canada, were released in 2013. These requirements make it possible for community providers of settlement services to offer safe and healthy programs within a comprehensive and flexible system to meet the needs of parents, and provide effective, efficient standards that manage risks and support newcomer child development.

#### **Monitoring and supporting Care for Newcomer Children programs by CMAS**

CMAS is funded by the federal government to work with CNC programs to build quality through research-backed standards development, assessments, resources, and professional development. CMAS consultants conduct an annual review of all CNC programs to ensure health, safety, and program quality standards are met. The review includes program observations, interviews with staff members, and review of documentation including fire safety plans, enrolment forms, policies and procedures. The CMAS process uses an 80-point checklist to review all aspects of the care. If a site fails to meet a requirement, the CMAS consultant works with program staff to develop an action plan.



CMAS also develops resources and training to help community settlement programs meet the unique needs of newcomer families, including:

- multilingual tip sheets for CNC staff and newcomer parents;
- program guides on caring for refugee children and managing trauma;
- workshops, webinars, tutorials, and courses for the newcomer child care sector with both in-person and online options;
- training covers a range of topics, from creating inclusive environments and supporting the use of home languages to managing life-threatening allergies and helping to prevent child abuse; and
- professional development conferences for caregivers and administrators, where attendees learn about subjects related to the support of young immigrant and refugee children.

The [CMAS website](#) provides a wide range of resources related to supporting newcomer children and families. These range from CMAS-developed resources to the most current news on the early years and newcomer sectors. CMAS' own resources include articles, interviews and online tutorials, many of which are translated into French; some resources are available in over 40 languages. CMAS consultants are available for onsite support across the country to help programs with any specific issues they encounter. A special needs consultant offers guidance, site visits, and lunch and learn sessions to assist in the support of children who are suspected of having or have an identified special need.

## ■ EARLY LEARNING AND CHILD CARE FOR FIRST NATIONS, INUIT AND MÉTIS CHILDREN AND FAMILIES

This section sets out the context, foundations, considerations, and status of early learning and child care for First Nations, Métis and Inuit people, recognizing the uniqueness of each Indigenous cultural group.

### FIRST NATIONS, INUIT AND MÉTIS COMMUNITIES

People who self-identify as Indigenous to the land known as Canada numbered 1,807,250 in the 2021 long-form Census, up 9.4% from the Indigenous population in the 2016 Census. Accounting for 5% of the Canadian population, the Indigenous population includes First Nations, Inuit and Métis people—all constitutionally recognized Indigenous peoples in Canada.

Indigenous peoples live in northern areas, in the south, in remote and urban areas. Some First Nations people live on reserves but according to the 2021 Census, “801,045 Indigenous people lived in a large urban centre of at least 100,000 people, accounting for over half (44.3%) of the total Indigenous population”. Thus, early learning and child care for Indigenous children and families in all sorts of communities—Indigenous lands and communities, rural, remote and northern, towns, suburbs and large cities—is of interest.

The First Nations population of 1,048,045 (2022) includes those in 630 First Nations communities (reserves) representing more than 50 nations and 50 languages, as well as First Nations people not living on reserves. According to 2016 Census data, 40% of First Nations people lived on reserve.

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“ For First Nations, Inuit and Métis peoples, the principle of self-determination and the centrality of cultural identity are key in the design and delivery of early learning and child care services.”

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The 70,540 Inuit people live mostly in Inuit Nunangat which is comprised of four regions: the Inuvialuit Settlement Region (northern Northwest Territories), Nunavut, Nunavik (northern Quebec) and Nunatsiavut (northern Labrador). Inuit Nunangat includes 53 communities and encompasses roughly 35% of Canada’s land mass and 50% of its coastline. About one in four Inuit people live outside Nunangat. Of those living outside Inuit Nunangat, about half live in towns or cities. More than a third of the 53 communities in Inuit Nunangat have populations under 500 people and most can only be reached by air year-round and by air and sea during the summer.

The Métis emerged as a distinct Indigenous people and nation in the historic Northwest during the late 18th century. The historic Métis Nation Homeland encompasses the prairie provinces of Manitoba, Saskatchewan and Alberta and extends into contiguous parts of Ontario, British Columbia, the Northwest Territories, and the northern United States.

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“The Truth and Reconciliation Commission (TRC) was initiated in 2008 and reported in 2015 after substantial consultation. Its creation was part of a settlement of the “largest class action in Canadian history” between the federal government, four national churches and Indigenous persons who had been removed from their families as children to live at residential schools.”

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Developing and providing early learning and child care for the varied First Nations, Inuit and Métis communities is a complex task that requires collaboration among individuals, communities, jurisdictions and funding sources. For First Nations, Inuit and Métis peoples, the principle of self-determination and the centrality of cultural identity are key in the design and delivery of early learning and child care services. Overarching principles underpinning the development of early learning and child care services are shared among First Nations, Inuit and Métis peoples, but each distinct group tailors its programs to the specific culture and priorities that best serve its families.

## **THE FOUNDATIONS OF FIRST NATIONS, INUIT AND MÉTIS NATION EARLY LEARNING AND CHILD CARE**

### **TRUTH AND RECONCILIATION**

In 1996, the [Royal Commission on Aboriginal Peoples \(vol 5\)](#) recommended federal, provincial, and territorial governments cooperate to support an integrated early childhood funding strategy to: a) extend early childhood education to all Indigenous children regardless of residence; b) encourage programs that foster the physical, social, intellectual and spiritual development of children, reducing distinctions between child care, prevention and education; c) maximize Indigenous control over service design and administration; and d) offer one-stop accessible funding; and e) promote parental involvement and choice in early childhood education options.

The [Truth and Reconciliation Commission \(TRC\)](#) was initiated in 2008 and reported in 2015 after substantial consultation. Its creation was part of a settlement of the “largest class action in Canadian history” between the federal government, four national churches and Indigenous persons who had been removed from their families as children to live at residential schools. Citing the Canadian history of forced separation of children from their families to send them to residential schools, abuse, cultural assimilation and appropriation of Indigenous lands, the TRC [called for action in 94 areas](#) including “federal, provincial, territorial, and Aboriginal governments developing culturally appropriate early childhood education programs for Aboriginal families”.

Following the release of the Truth and Reconciliation report, the October 2015 federal election resulted in a change of government. The Liberal government first elected in 2015 committed to working towards addressing the historical wrongs to Indigenous peoples.



In 2016, Canada endorsed the [UN Declaration on the Rights of Indigenous Peoples \(UNDRIP\)](#). Canada has committed to “a roadmap to advance lasting reconciliation with Indigenous peoples” and “further steps to respect, recognize and protect the human rights of Indigenous peoples and to address the wrongs of the past.” In 2019, Canada passed [An Act Respecting First Nations, Inuit and Métis Children, Youth and Families](#) which sets out national principles and confirms the jurisdiction of Indigenous peoples over Indigenous child and family services. In 2021 Parliament passed [The United Nations Declaration on the Rights of Indigenous Peoples Act \(UNDRIP Act\)](#) which obligates Canada, in consultation and cooperation with Indigenous peoples to “take all measures necessary to ensure that the laws of Canada are consistent with the Declaration” and to “... prepare and implement an action plan to achieve the objectives of the Declaration.”

These legislated commitments set the stage for Indigenous early learning and child care as Canada is embarking on developing a Canada-wide child care system for all. The federal government’s [Indigenous ELCC Transformation Initiative](#), which is described on the next page, supports the implementation of the Indigenous Early Learning and Child Care Framework (IELCC). The Indigenous Early Learning and Child Care Framework IELCC recognizes the importance of a distinctions-based approach in ensuring that the rights, interests and circumstances of First Nations, Inuit and Métis Nation are acknowledged, affirmed, and implemented, and that Framework supports distinct First Nations, Inuit, and Métis Nation frameworks representing their respective vision, goals and priorities. It also embodies the spirit and substance of the UNDRIP Act by enabling Indigenous control through a new partnership model and co-development of Indigenous ELCC under the IELCC.

Bill C-35, *An Act respecting Early Learning and Child Care in Canada*, was introduced in the House of Commons on December 8, 2022 to frame and transform the current child care market to a system of universal early learning and child care Canada-wide for all families and children including those who are Indigenous. It includes clear and explicit identification of Indigenous rights and specifically references UNDRIP in a rights-based framework.

## CULTURAL INTEGRITY

A central concern for First Nations, Inuit and Métis people is maintenance of their culture and cultural identity through self-determination. Thus, culturally sensitive “distinctions-based” early childhood education (that is, early childhood education designed to reflect the unique needs of First Nations, Inuit and Métis peoples, including their history, cultures, languages and traditions, and the implications of this for staff training and service delivery) is a main focus. These elements are reflected in the ELCC Frameworks of the First Nations, Inuit and Métis peoples.

As a 2016 [report](#) from the First Nations Information Governance Centre noted:

The health and well-being of Indigenous peoples is rooted in a unique relationship between the people, the land, and the cultures and languages that connect us to the land. For Indigenous children in particular, their understanding of who they are and their connections with Indigenous ways of knowing and being in the world is integrally interconnected with their early life experiences. Developing an understanding of one's self, individually and as part of a collective, is a learning process that begins at birth.

The National Association of Friendship Centres (NAFC) includes more than 100 Indigenous-operated non-profit, member organizations and charities across Canada. The NAFC highlights the importance of providing culturally safe, relevant and appropriate spaces and services to Indigenous peoples, especially urban Indigenous children and families. In its submission to the UN on the rights of the Indigenous child under UNDRIP, NAFC emphasized the absence of a focus on urban Indigenous early learning and child care, "... something that is sorely needed."

## **TRANSFORMING FIRST NATIONS, MÉTIS AND INUIT EARLY LEARNING AND CHILD CARE**

### **THE INDIGENOUS EARLY LEARNING AND CHILD CARE TRANSFORMATION INITIATIVE**

[The Indigenous Early Learning and Child Care Transformation Initiative](#) supports implementation of the co-developed Indigenous Early Learning and Child Care Framework (IELCC) (2018) and the distinct First Nations, Inuit and Métis Nation frameworks which reflect the unique cultures and priorities of First Nations, Inuit, and Métis families and children across Canada. This initiative enables greater Indigenous control in IELCC through a new partnership model to facilitate Indigenous-led decision-making to advance national and regional priorities. The goal is for Indigenous children and families to have greater access to ELCC programs and services that are holistic, accessible, inclusive, and flexible, culturally appropriate and improve children's outcomes.

Employment and Social Development Canada (ESDC) is the federal focal point guiding this horizontal initiative, with Indigenous Services Canada (ISC) and the Public Health Agency of Canada (PHAC) as co-signatories to the horizontal terms and conditions of the IELCC Transformation Initiative.

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"For Indigenous children in particular, their understanding of who they are and their connections with Indigenous ways of knowing and being in the world is integrally interconnected with their early life experiences. Developing an understanding of one's self, individually and as part of a collective, is a learning process that begins at birth."

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At the time the Multilateral Early Learning and Child Care Framework was released in June 2017, the federal government announced co-development of a separate Indigenous Early Learning and Child Care Framework beginning with extensive cross-Canada engagement with Indigenous communities across the country. Recognizing the distinct needs and goals of Indigenous children and families, in September 2018, the Government of Canada, the Assembly of First Nations (AFN), Inuit Tapirit Kanatami (ITK) and the Métis National Council (MNC) released a co-developed [Indigenous Early Learning and Child Care Framework \(IELCC\)](#). It is a complement to the 2017 Multilateral Early Learning and Child Care Framework (MLF) between the Government of Canada and provinces/territories.

## THE INDIGENOUS EARLY LEARNING AND CHILD CARE FRAMEWORK

The IELCC Framework (2018) is an overarching conceptual structure that sets the stage for implementation of three distinct frameworks for First Nations, Inuit and Métis early learning and child care policies, programs and services that Indigenous families and communities in rural, remote and urban locations across Canada want and need. Recognition of these needs and appropriate responses to them are essential components of reconciliation with Indigenous peoples and compliance with the Canadian UNDRIP *Act*. Currently, new policies and programs are being introduced in many jurisdictions, involving First Nations, Inuit and Métis governance bodies and community-based, non-profit Indigenous led organizations.

The [IELCC Framework](#) states that:

It envisions First Nations, Inuit and Métis children and families as happy and safe, imbued with a strong cultural identity...children and families supported by a comprehensive and coordinated system of ELCC policies, programs and services led by Indigenous peoples, rooted in Indigenous knowledges, cultures and languages, and supported by strong partnerships of holistic, accessible and flexible programming that is inclusive of the needs and aspirations of Indigenous children and families.

The Framework outlines nine principles, each of which flows from engagement with First Nations, Inuit and Métis Nation communities and leadership:

1. Indigenous knowledges, languages and cultures;
2. First Nations, Inuit and Métis self-determination;
3. High quality programs and services;
4. Child and family-centred;
5. Inclusiveness;
6. Flexibility and adaptability;
7. Accessibility;
8. Transparency and accountability; and
9. Respect, collaboration and partnership.

The Indigenous ELCC Framework acknowledges that First Nations, Inuit and the Métis are distinct peoples with rights to self-determination, including the right for each group to control the design, delivery and administration of its ELCC system.

To enable greater self-determination and control of Indigenous ELCC priorities, a partnership model has been adopted to implement the Indigenous ELCC Framework; the Government of Canada, First Nations, Inuit and Métis representatives are working together to establish ELCC priorities, policies and funding allocations. The Indigenous ELCC Secretariat at Employment and Social Development acts as a focal point within the federal government to implement the IELCC Framework.

Consistent with the broad principles of the IELCC, distinctions-based First Nations, Inuit and Métis frameworks with specific priorities have been developed:

- **Priorities – [First Nations Early Learning and Child Care Framework](#)**

Establishment and expansion of high quality ELCC programs and services that enhance the cultural continuity of First Nations is primary, rooted in First Nations languages, knowledge and cultural practices. Curriculum development and professional resources for ELCC programs that are based in First Nations cultures and languages are key to implementing this framework.

- **Priorities – [Inuit Early Learning and Child Care Framework](#)**

In seeking to achieve a system of Inuit ELCC in which the Inuktitut language and Inuit culture are embedded, a major strategy is to pursue funding arrangements including the Inuit Nunangat Fiscal Policy Space, an approach that enables long-term integrated funding that the Inuit would control and could direct toward a sustainable IELCC system. In addition to prioritizing stable, decent wages and working conditions for early childhood educators with explicit consideration for the cost of living in the North and to building human resource capacity and training in early childhood education based upon Inuit knowledge, it is a priority to support Inuit families living outside Inuit Nunangat by establishing Inuit-centered and led child care and family resource programs in urban areas.

- **Priorities – [Métis Nation Early Learning and Child Care Framework](#)**

The overarching goal of Métis Nation ELCC Framework is to create and enhance early learning programs and supports for Métis children and their families that are anchored in Métis culture and responsive to the unique needs of Métis children and families. One key strategy is to support “... ELCC providers, from inside and outside the Métis Nation, to be trained and educated in early childhood education and the cultural ways of the Métis Nation, thereby enhancing their competency in working with Métis Nation children and their families.”

## ELCC PROGRAM PROVISION AND FINANCING

### INDIGENOUS EARLY LEARNING AND CHILD CARE IN THE 2021 FEDERAL BUDGET AND BEYOND

The April 2021 federal budget provided a historic commitment to early learning and child care. The \$27.2 billion over the next five years and commitment to build a “Canada-wide, community-based system of quality child care” represents the most significant federal financial and policy commitment to child care to date. As a component of this, budget 2021 built on the Indigenous Early Learning and Child Care Framework’s distinctions-based approach and framework with a proposed additional investment of \$2.5 billion over the next five years in Indigenous ELCC to support programs and services, infrastructure, governance and partnership building. The earmarked \$2.5 billion for the IELCC for 2021 – 2026 includes:

- \$1.4 billion over five years, and \$385 million ongoing, to improve Indigenous families’ access to high quality programming;
- \$515 million over five years, and \$112 million ongoing to support Before and After School Care for First Nations children on reserve;
- \$264 million over four years, and \$24 million ongoing to repair and renovate existing Indigenous ELCC centres;
- \$420 million over three years, and \$21 million ongoing to build and maintain new centres in additional communities; and
- An annual increase of 3% for Indigenous ELCC program funding starting in 2027 – 2028 to ensure that programs can grow as communities grow. (This is not applicable to before- and after-school care on reserve.)

An additional \$34 million per year over 10 years will enhance the Aboriginal Head Start in Urban and Northern Communities (AHSUNC) program. As well, another \$44 million per year has been identified for 10 years for the Indigenous ELCC Quality Improvement Project. This application-based, Indigenous-led fund will support projects advancing foundational elements of Indigenous ELCC such as cultural and language resources, professional capacity, centres of excellence or networks, data, research reporting or evaluation activities and links to provincial/territorial initiatives.

All these additional funds for IELCC build on previously existing federal funds of approximately \$132.6 million (2018) for the three “legacy” federal Indigenous ELCC programs described in the following section, as well as a further \$1.7 billion over 10 years committed in 2017 and 2018.

At the present time, Canada-wide federal ELCC programs for First Nations, Inuit and Métis families and children are under the new umbrella horizontal Terms and Conditions of the Indigenous ELCC Transformation Initiative. This Initiative enables horizontal coordination of federal investments in Indigenous early learning and child care through

flexible, Indigenous-led approaches. Employment and Social Development Canada, Indigenous Services Canada and the Public Health Agency of Canada are the federal partners that use these Terms and Conditions to participate in the Indigenous ELCC Initiative.

## INDIGENOUS EARLY LEARNING AND CHILD CARE LEGACY PROGRAMS

### **Aboriginal Head Start in Urban and Northern Communities (AHSUNC) – Public Health Agency of Canada**

In 1995, the Government of Canada established the Aboriginal Head Start in Urban and Northern Communities (AHSUNC) program to fulfill an election commitment to establish early intervention programs for Indigenous children. AHSUNC is a national early intervention initiative to support healthy development of Indigenous children not living in First Nations reserves or on Inuit lands. Thus, it supports First Nations, Inuit and Métis children and families.

The Public Health Agency of Canada (PHAC) provides funding to local Indigenous organizations and governance bodies to develop and deliver culturally appropriate programming. AHSUNC sites typically offer part-time programming for multiple cohorts of children to expand their reach. The program is centered on six components: education, health promotion, culture and language, nutrition, social support, and parental/family involvement.

AHSUNC was initiated as, and largely remains, a centre-based, part-day program. Currently, it reaches approximately 4,300 children annually through preschool programs most of which are part-day. A [2022 evaluation of AHSUNC](#) confirmed that families strongly support the cultural programming and inclusion of Indigenous languages in AHSUNC programs. At the same time, there is a growing need for additional AHSUNC services in unserved and under-served areas and a specific need for more resources to enable AHSUNC programs to support children with special needs and their families. Difficulty in recruiting and retaining staff is exacerbated by limited financial capacity. The evaluation notes that new funding committed in the 2021 federal budget to the IELCC Initiative will provide incremental funding increases for AHSUNC over the next five years beginning in 2022 – 2023 (total \$122.9 million).

In 2022, there were 133 AHSUNC sites across Canada. The number of AHSUNC sites by province/territory can be found in Table 13 in this report.

### **Aboriginal Head Start on Reserve (AHSOR) – Indigenous Services Canada**

Aboriginal Head Start on Reserve was initiated in 1998, building on Aboriginal Head Start in Urban and Northern Communities. AHSOR funds activities that support learning and developmental needs of young children living on First Nations reserves.



Like AHSUNC, AHSOR is centred on six components: education, health promotion, culture and language, nutrition, social support, and parental/family involvement. AHSOR was initiated as a part-day program and remains that way for the most part.

In 2022, there were 511 AHSOR programs Canada-wide. Table 13 in the report shows AHSOR by province.

### **First Nations and Inuit Child Care Initiative (FNICCI)**

The First Nations and Inuit Child Care Initiative was first established in 1995 through Human Resources and Skills Development Canada (HRSDC) to provide Indigenous children with similar access to affordable, quality child care as non-Indigenous children. According to a 2018 federal government report, [\*An audit of social infrastructure funding – First Nations and Inuit Child Care Initiative\*](#):

[FNICCI] had a goal of creating 6,000 child care spaces on First Nations reserves and in the Territories based on a government commitment from 1993. Additionally, FNICCI was intended to provide culturally appropriate, affordable, quality child care services comparable to what is available to other Canadian children. In 1999, FNICCI was bundled into the Aboriginal human resource development agreements with First Nations and with service providers in the Territories to take advantage of the agreement holders' delivery networks.

Originally funded through one of then-HRSDC's<sup>12</sup> labour market development programs, FNICCI was developed at least in part to support parental employment. Since 2011, FNICCI has been funded under Indigenous skills and employment training programs (now ISET) under the mandate of Employment and Social Development Canada (ESDC). It is described as “providing access to quality child care services for First Nations and Inuit children whose parents are starting a new job or participating in a training program”. In 2022, there were 463 centre-based programs with FNICCI funding across Canada. Note that FNICCI-funded child care centres also use other funds, both federal and provincial/territorial. Table 12 in this report provides provincial/territorial numbers of child care centres for Indigenous families and children.

## **FEDERALLY-FUNDED INDIGENOUS PROGRAMS IN INDIVIDUAL PROVINCES**


### **FIRST NATIONS CHILD CARE ON RESERVE – ONTARIO**

Regulated child care centres and family child care on Ontario First Nations reserves have had federal funding for many years under the federal government-Ontario 1965 Indian Welfare Agreement. These programs are delivered by First Nations under agreements with the Ontario government (Ministry of Education) and are regulated under Ontario's provincial child care legislation and regulations.

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<sup>12</sup> HRSDC was one of the predecessors of ESDC.





In 2021, 74 licensed child care centres delivering 3,291 spaces were operating in 59 First Nation on reserve communities in Ontario. There were also two regulated home child care agencies with 31 homes, with spaces for 186 children on First Nations.

# Newfoundland and Labrador



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# Newfoundland and Labrador



## ■ OVERVIEW

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

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

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

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

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

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

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

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

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

## ■ PROVINCIAL CONTEXT

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

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

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

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

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

---

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

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

---

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

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

---

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

<i>Age</i>	<i>First Nations</i>	<i>Métis</i>	<i>Inuk (Inuit)</i>	<i>Multiple</i>	<i>Other</i>
0 – 4	1,480	310	450	80	70
5 – 9	1,695	445	480	50	145
10 – 14	2,065	615	590	70	190
Total	5,240	1,370	1,520	200	405

---

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

<i>Age of youngest child</i>	<i>Number of mothers</i>	<i>Participation rate (%)</i>
0 – 3	8,200	74.5
4 – 5	4,500	80.4
6 – 12	12,700	76.6
	12,800	80.0

---

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

<i>Age</i>	<i>Living with two parents</i>	<i>Living with one parent</i>	<i>Lone mother</i>	<i>Lone father</i>
0 – 4	14,425	4,255	3,660	595
5 – 9	16,615	5,880	4,755	1,125
10 – 14	18,505	6,945	5,525	1,420

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

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

---

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

<i>Two-parent families</i>	<i>Male lone-parent</i>	<i>Female lone-parent</i>
\$101,000	\$43,200	\$41,200

---

**PARENTAL LEAVE AND BENEFITS**

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

**LEAVE PROVISIONS****Maternity leave (Pregnancy leave)**

17 weeks

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

**Parental leave**

61 weeks for birth or adoption

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

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

**Adoption leave**

17 weeks

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

**PARENTAL LEAVE BENEFITS****Benefit options in 2022**

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

**Two options for parental leave benefits**

*(parents must choose one)*

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

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

As of March 17, 2019, the Parental Sharing Benefit also became available to non-birth/second parent. Under this additional benefit, five weeks of Standard Benefits is available if parents share Standard Parental Benefits (40 weeks total) or an additional eight weeks of Extended Benefits is available when parents share Extended Parental Benefits (69 weeks total).

Parents' access to taking paid parental leave requires that provinces/territories' leave provisions must match federal benefits.

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

**KINDERGARTEN**

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

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

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

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

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

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

## PROVINCIAL RESPONSIBILITY FOR KINDERGARTEN

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

## LEGISLATION AND REGULATIONS

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

## KINDERGARTEN FOR FIVE-YEAR-OLDS

### DEFINITION

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

### AGE ELIGIBILITY

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

## ENROLMENT

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

## ENTITLEMENT

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

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

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

## CLASS SIZE

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

## CURRICULUM OR CURRICULUM FRAMEWORK

*Completely Kindergarten: Kindergarten Curriculum Guide* (Interim Edition, September 2010).

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

## GENERAL TEACHER QUALIFICATIONS AND CERTIFICATION

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

There are no ECE specific qualifications for kindergarten teachers.

## TOTAL ENROLMENT

### (SCHOOL YEAR 2020 – 2021)

Number of children enrolled in kindergarten 4,373

## FINANCIAL (SCHOOL YEAR 2020 – 2021)

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

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

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



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

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

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

## OTHER SCHOOL-OPERATED EARLY CHILDHOOD PROGRAMS

### KINDERSTART

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

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

## ■ CHILD CARE

### PROVINCIAL RESPONSIBILITY FOR CHILD CARE

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

## LEGISLATION AND REGULATIONS

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

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

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

## CHILD CARE SERVICES

### UNREGULATED CHILD CARE

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

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

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

### REGULATED CHILD CARE

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

#### Child care centre

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

#### School-age child care centre

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

### Family home child care

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

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

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

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

## CURRICULUM FRAMEWORK

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

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

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

## CHILDREN WITH SPECIAL NEEDS

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

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

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

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

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

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

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

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

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

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

Newfoundland and Labrador's inclusion policies can be found online at: [Inclusive Child Care — Education \(gov.nl.ca\)](https://www.gov.nl.ca/education/inclusive-child-care/)

## FIRST NATIONS, MÉTIS AND INUIT CHILD CARE

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

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

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

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

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

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

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

There is one licensed family child care provider on reserve.

### INDIGENOUS CHILD CARE OTHER THAN ON RESERVE

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

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

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

## SPACE STATISTICS

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

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

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

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

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

<i>Total number of spaces in before- and after-school care for children in kindergarten and Grades 1 – 6</i>	2,717
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**TOTAL CENTRE SPACES (0 – 12 years) 7,419**

#### Regulated family child care (enrolment)

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

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

**8,042**

#### Number of child care centres (2021)

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

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

*Note: These categories are likely to overlap.*

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

## FEE SUBSIDIES

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

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

Not available

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

## ENROLMENT STATISTICS

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

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

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

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

Total number of children in kindergarten and Grades 1 – 6 enrolled in before- and after-school care	1,609
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**TOTAL CENTRE ENROLMENT (0 – 12 years) 5,499**



## PARENT FEES

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

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

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

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

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

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

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

### PROVINCIAL DATA ON AVERAGE FEES

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

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

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

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

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

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

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

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

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

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

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

Source: Macdonald, D., & Friendly, M. (2022). *Game Changer: Will provinces and territories meet the new federal child care fee targets? Canadian child care fees 2021*. Ottawa: Canadian Centre for Policy Alternatives

*Note: These median monthly figures include fees from centre-based child care and regulated family child care.*

## WORKFORCE

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

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

### EARLY CHILDHOOD CERTIFICATION

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

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



There are five certification levels.

#### Trainee Level

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

#### Level One

- One-year ECE certificate.

#### Level Two

- Two-year ECE diploma.

#### Level Three

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

#### Level Four

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

Individuals must renew their certification every three years.

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

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

#### Renewal requirements for Trainee Level

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

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

#### Classification

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

There are four classifications:

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

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

#### STAFF WAGES

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

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

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

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

#### Provincial wage data

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

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

<i>Median annual employment income</i>	\$31,600
<i>Median hourly employment income</i>	\$15.19 – 17.36

Note: Calculated using 2,080 hours/year (40 hours/week) and 1,820 hours/year (35 hours/week).

Source: Canadian Census (2021). Special run by Statistics Canada.

Note: These data include Early Childhood Educators and Assistants, as defined in NOC 4214 and “working in the day care services industry in centre-based environments with children aged 0 – 12 years”, as defined in NAICS 6244. Included are individuals who worked full-time (30+ hours/week) and full-year (48+ weeks/year), did not work at home, and were not self-employed. Included are supervisors but not managers. Employment income refers to income from all jobs if the Early Childhood Educator or Assistant holds a second job providing a wage, salary or commissions.

Note: See Table 18 in this report for comparable data from other provinces/territories and Canada average.

## STANDARDS AND REGULATIONS

### REGULATED CHILD CARE CENTRES

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

#### Staff:child ratio and maximum group size

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

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

### Staffing requirements for centres

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

#### Early childhood qualification requirements for staffing a centre

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

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

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

Centre administrators must have at least:

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

#### Minimum staff certification requirements in centres

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



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

<i>Age range</i>	<i>Minimum certified staff required</i>
Infant	All infant staff must have Level I – Infant Classification. No Trainee Level Certification permitted for caregivers working with this age range.
Infant and toddler	Where one or more children in the homeroom is two years old or younger, one caregiver must hold Level I – Infant Classification in addition to Level I – Preschool Classification. Where the group size exceeds three, the second caregiver may hold Trainee Level – Preschool Classification.
Toddler	Where one or more children in the homeroom are two years old or younger, one caregiver must hold Level I – Infant Classification in addition to Level I – Preschool Classification. Where more than three children are two years or younger, the second caregiver must hold a level I certification. The second caregiver may hold Trainee Level – Preschool where the group size exceeds five, and no more than three children are two years or younger.
Toddler and preschool-age	Where the group size exceeds seven, the second caregiver may hold Trainee Level – Preschool Classification.
Preschool-age	Level 1 – Preschool Classification. Where the group size exceeds eight, the second caregiver may hold Trainee Level – Preschool Classification.
Preschool-age and younger school-age	Level I – Preschool and School-Age Classification. Where the group size exceeds eight, the second caregiver may hold Trainee Level – Preschool and School-Age Classification.

**Younger school-age**

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

**Younger and older school-age**

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

**Older school-age**

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

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

**Exemption to early childhood qualification requirements for centre staff**

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

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

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

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

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

#### *Other staffing requirements*

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

A caregiver must be at least 18 years of age.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

#### **Model of organization**

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

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

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

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

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

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

### **Maximum capacity**

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

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

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

### **Family child care provider requirements**

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

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

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

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

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

### *Provincial inspections*

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

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

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

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

### *Monitoring by agencies*

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

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

## **FUNDING FOR REGULATED CHILD CARE**

### **CHILD CARE SERVICES' ELIGIBILITY FOR FUNDING**

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

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

## TYPES OF FUNDING

### FEE SUBSIDIES

#### Eligibility criteria

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

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

#### Financial eligibility (2021)

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

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

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

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

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

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

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

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

One or two parents,	
one child in regulated child care	\$35,000
One or two parents,	
two children in regulated child care	\$35,000

##### *Net family income at which partial subsidy ends*

One or two parents,	Varies by
one child in regulated child care	child care cost
One or two parents,	Varies by
two children in regulated child care	child care cost

As of January 2022, the net income threshold for maximum subsidy was increased.

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

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

One or two parents,	
one child in regulated child care	\$41,000
One or two parents,	
two children in regulated child care	\$47,000

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

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

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

#### Surcharges above the fee subsidy

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

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

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

## Subsidy rates

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

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

#### *Centres and family child care*

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

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

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

#### *Centres and family child care*

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

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

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

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

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

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

## OPERATIONAL FUNDING

### Operating Grant Program (OGP)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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### Child Care Inclusion Program

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

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### Infant Stimulus Grant

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

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### Supports to infant centres in high schools

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

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## ONE-TIME FUNDING

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### Early Childhood Education bursaries

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

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

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### Early Childhood Education Graduate Bursary Program

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

### Equipment grants

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

### Early Learning and Child Care Quality Enhancement Grant

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

### OTHER ELCC FUNDING

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

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

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

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

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

### ONE-TIME FUNDING

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

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

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



## FEDERAL TRANSFERS TO PROVINCES

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

## COVID-19 RELATED SUPPORTS

### Provincial funding for centres and homes

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

\$14,639,300

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

## OF INTEREST

### FAMILY RESOURCE CENTRES

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

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

## PROVINCIAL ECEC ORGANIZATIONS AND ADVISORY GROUPS

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

[Early Childhood Educators Human Resources Council](#)

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



# Prince Edward Island



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# Prince Edward Island



## ■ OVERVIEW

In Prince Edward Island, early learning and child care includes pre-kindergarten, kindergarten, regulated Early Childhood Centres, Early Years Centres, preschool centres, school-age centres, and family home centres.

Kindergarten is the responsibility of the Department of Education and Lifelong Learning (DELL). Full-school day kindergarten is available to all age-eligible five-year-olds. Part-day pre-kindergarten at no parental fee is available for all four-year-olds and is offered under child care aegis by regulated child care centres. Kindergarten is compulsory, but parents may delay their child's entry for a year if they choose. Pre-kindergarten is not compulsory.

Child care is the responsibility of the Department of Education and Lifelong Learning under the *Early Learning and Child Care Act*. Programs are delivered by non-profit and for-profit operators. There are nearly twice as many for-profit as non-profit operators and a small number of centres delivered by public entities. There are two licensed Early Years Centres located on First Nations reserves on PEI, both of which receive regular funding from the province.

Parent fees in Early Years Centres (EYC) are set by the province. EYCs receive base, or operational, funding on a quarterly basis. EYCs have been required to use a provincial wage grid since 2010.

As of January 1, 2022, centres that are not EYCs may receive funding to reduce parent fees. A parent fee subsidy is available to eligible parents through the Child Care Subsidy Program and may be used at any licensed centre or home.

Prince Edward Island signed the Canada-Prince Edward Island Early Years and Child Care Agreement (Multilateral Framework Agreement) on August 29, 2017. This agreement allocated \$10.6 million over three years; it was extended on September 16, 2020 with an additional \$3.5 million allocated to the 2020 – 2021 fiscal year, and renewed on August 5, 2021, allocating another \$16.2 million over four years.

The Canada – Prince Edward Island Canada-Wide Early Years and Child Care Agreement was signed by Prince Edward Island on July 27, 2021. This agreement allocated nearly \$118 million over five years to:

- improve affordability by capping parent fees and expanding access to the existing child care subsidy program;
- support centres to expand hours and open on weekends;
- create more infant spaces and spaces in rural areas;
- expand existing services for children with special needs, Acadian and Francophone families with newborn children, and children in underserved communities;
- further development and implementation of a province-wide wage grid; and
- provide professional development opportunities.

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

## ■ PROVINCIAL CONTEXT

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

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

Age	Number of children (2021)
0	1,300
1	1,500
2	1,300
3	1,500
4	1,600
5	1,600
6	2,000
7	1,700
8	1,800
9	1,700
10	1,500
11	1,600
12	1,600
Total	20,800

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

Age	Number of children (2021)
0 – 2	4,100
3 – 5	4,700
6 – 12	11,900
Total	20,800

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

<i>Age</i>	<i>Number of children (2021)</i>
0	1,000
1	1,100
2	900
3	1,000
4	1,200
5	1,200
6	1,500
7	1,400
8	1,300
9	1,200
10	1,000
11	900
12	1,200
Total	14,900

---

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

<i>Age</i>	<i>Number of children (2021)</i>
0 – 2	3,000
3 – 5	3,400
6 – 12	8,500
Total	14,900

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

<i>Age</i>	<i>First Nations</i>	<i>Métis</i>	<i>Inuk (Inuit)</i>	<i>Multiple</i>	<i>Other</i>
0 – 4	175	45	15	0	15
5 – 9	140	70	25	0	10
10 – 14	210	85	15	0	0
Total	525	200	55	0	25

---

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

<i>Age of youngest child</i>	<i>Number of mothers</i>	<i>Participation rate (%)</i>
0 – 3	3,500	85.4
4 – 5	1,300	86.7
0 – 5	4,800	85.8
6 – 12	4,700	85.5

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

<i>Age</i>	<i>Living with two parents</i>	<i>Living with one parent</i>	<i>Lone mother</i>	<i>Lone father</i>
0 – 4	5,645	1,040	855	180
5 – 9	6,240	1,740	1,360	370
10 – 14	6,530	2,105	1,630	475

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

<i>Age</i>	<i>English</i>	<i>French</i>	<i>Non-official</i>	<i>Multiple</i>
0 – 4	6,175	80	360	135
5 – 9	7,380	115	425	170
10 – 14	7,960	120	530	175
Total	21,510	315	1,320	485

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

<i>Two-parent families</i>	<i>Male lone-parent</i>	<i>Female lone-parent</i>
\$89,000	\$45,200	\$43,200

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## PARENTAL LEAVE AND BENEFITS

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

### LEAVE PROVISIONS

**Maternity leave**

17 weeks.

A pregnant employee who has been employed by the same employer for at least 20 of the 52 weeks immediately preceding the commencement date specified in the leave application is eligible for maternity leave.

**Parental leave**

62 weeks for birth or adoption.

An employee who has been employed by the same employer for at least 20 of the 52 weeks immediately preceding the day on which the requested leave is to commence and who is the parent of a child is eligible.

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

### 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; or

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

As of March 17, 2019, the Parental Sharing Benefit also became available to non-birth/second parent. Under this additional benefit, five weeks of Standard Benefits is available if parents share Standard Parental Benefits (40 weeks total) or an additional eight weeks of Extended Benefits is available when parents share Extended Parental Benefits (69 weeks total).

Parents' access to taking paid parental leave requires that provinces/territories' leave provisions must match federal benefits.

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

## KINDERGARTEN

In Prince Edward Island, kindergarten is the responsibility of the Department of Education and Lifelong Learning (DELL).

The Public Schools Branch operates PEI public schools and has been governed by an appointed Board of Director. Prince Edward Island has committed to reinstating an elected school board for the Public Schools Branch. The proposed new model includes eight elected trustees from across the province and three appointed members—one Mi'kmaq representative, and two appointed members-at-large. The French Language School Board continues to be elected and consists of nine elected trustees from across the province.

Full-school day kindergarten is available to all children of eligible age. Kindergarten is compulsory, but parents may delay their child's entry for a year if they choose.

In Fall 2021, Prince Edward Island introduced a non-compulsory, part-day, universal program for all four-year-olds called pre-kindergarten. There is no fee for the core program of 15 hours per week, which is offered in licensed early childhood centres and provided by certified early childhood educators.

Lennox Island Mi'kmaq First Nation operates a school for kindergarten children living on the Lennox Island reserve funded by Indigenous Services Canada.

Prince Edward Island regulates but does not fund denominational or other private schools.

### PROVINCIAL RESPONSIBILITY FOR KINDERGARTEN

Department of Education and Lifelong Learning  
Suite 101, 250 Water Street  
Summerside, PE C1N 1B6  
Phone: 902-438-4130  
Email: [DeptELL@gov.pe.ca](mailto:DeptELL@gov.pe.ca)  
Website: <https://www.princeedwardisland.ca/en/topic/education-and-lifelong-learning>

### LEGISLATION AND REGULATIONS

Prince Edward Island. Legislative Assembly. *Education Act*. – RSPEI1988, C-E-.02.

## KINDERGARTEN FOR FIVE-YEAR-OLDS

### DEFINITION

Kindergarten is a full-school day program, part of the public education system and the responsibility of the Department of Education and Lifelong Learning (DELL).

Prior to 2010, kindergarten was delivered by child care centres under child care legislation. In 2010, it moved into the public education system.

### ELIGIBILITY

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

### ENROLMENT

Kindergarten is compulsory, but parents can choose to defer entry for one year if they choose. Thus, compulsory education begins when a child is six years old by December 31 of the school year.

### ENTITLEMENT

All eligible children are entitled to a kindergarten space.

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

As a full-school day program, there are five instructional hours per day. According to the academic calendar there are 182 instructional days per academic year.

### CLASS SIZE

Kindergarten class sizes are based on 15 children. If there are 18 or more children in a class, an additional teacher is required.

### CURRICULUM OR CURRICULUM FRAMEWORK

[Kindergarten integrated curriculum document](#)

[Maternelle d'immersion français - programme d'études](#)

The use of the [kindergarten curriculum](#) is mandated in public schools. In French immersion, the Maternelle d'immersion français is to be used.

### GENERAL TEACHER QUALIFICATIONS AND CERTIFICATION

To be a qualified PEI teacher requires a valid [Prince Edward Island Teacher's Certificate](#) issued by the Certification and Standards Section Department of Education and Lifelong Learning.



To qualify for a PEI Teacher's Certificate, applicants require an approved 120 credit hour bachelor of education, or an approved undergraduate degree of a minimum of 90 credit hours plus an approved teacher education program with a minimum of 30 credit hours.

Kindergarten teachers are not required to have a primary/elementary concentration (K – 6) but it is considered an asset.

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

Universal Pre-Kindergarten Program  
Department of Education and Lifelong Learning  
PO Box 2000  
Charlottetown, PE C1A 7N8  
Email Attn: Manager of Early Learning and Child Care  
[prekindergarten@gov.pe.ca](mailto:prekindergarten@gov.pe.ca)

Website: <https://www.princeedwardisland.ca/en/information/education-and-lifelong-learning/the-universal-pre-kindergarten-program>

Prince Edward Island announced the implementation of a part-day [Universal Pre-Kindergarten Program in March 2021](#).

As of September 2021, the province offers a free, play-based pre-kindergarten program to all four-year-old children. The core program is delivered for 15 hours a week in licensed early childhood centres (non-profit and for-profit). The program follows the [Early Learning and Child Care Act](#).

#### PARENT FEES

There are no parent fees for the 15 hour per week pre-kindergarten program. Families whose child is in full-day child care do not pay for the pre-kindergarten component of the day.

#### DISTRIBUTION OF PROGRAM

Pre-kindergarten is delivered through licensed child care centres across the province. As delivery of the program is based on licensed early childhood centres' capacity to offer the program and the needs of the community, if a gap in service is identified, the provincial government (DELL) works with service providers/municipalities/interested individuals to license additional pre-kindergarten spaces in that area.

#### ELIGIBILITY

Children must be four years old by December 31 of the year of enrolment.

#### COMPULSORY

Participation in pre-kindergarten is voluntary.

#### ENTITLEMENT

Pre-kindergarten is not an entitlement.

#### INSTRUCTIONAL HOURS PER DAY /TYPICAL LENGTH OF THE PRE-KINDERGARTEN DAY

Pre-kindergarten is funded for 15 hours per week but schedules vary. For example, centres can choose to offer part-day, daily programming five days/week for three hours/ day, or they may decide to offer full-day programming two days a week for 7.5 hours per day.

#### CLASS SIZE

There is no maximum class size for a pre-kindergarten room but it is based on a staff:child ratio of 1:10 as per the regulations in the [Early Learning and Child Care Act](#) for children aged three years to school entry.

#### CURRICULUM OR CURRICULUM FRAMEWORK

All early childhood centres offering the pre-kindergarten program use the [PEI Early Learning Framework](#).

#### GENERAL EDUCATOR QUALIFICATIONS AND CERTIFICATION

The pre-kindergarten program is staffed by certified early childhood educators, preferably at the ECE 3 level. Staff qualifications are outlined in the [Early Learning and Child Care Act](#).

#### TOTAL ENROLMENT (SCHOOL YEAR 2021 – 2022)

Kindergarten for 5-year-olds (public school)	1,545
Pre-kindergarten (4-year-olds)	1,172
<b>Total enrolment</b>	<b>2,717</b>

*Note: Kindergarten enrolment includes children enrolled in public schools only. An additional 26 children are enrolled in private kindergartens.*

## FINANCIAL (SCHOOL YEAR 2021 – 2022)

Spending on kindergarten (per child)	\$12,500
Spending on kindergarten (total)	<b>\$19,312,500</b>
Spending on pre-kindergarten (per child)	
(Sept 2021 – March 2022)	\$2,071
Spending on pre-kindergarten (total)	<b>\$2,426,996</b>
(Sept 2021 – Mar 2022)	

*Note: Pre-kindergarten spending is based on \$70/child/week for 10 months/year.*

## RECENT OR ANTICIPATED DEVELOPMENTS

### Pre-kindergarten Expansion Funding Capital Grant

Funding is available for capital costs to support existing non-profit and for-profit centres to increase enrolment numbers for pre-k.

## CHILD CARE

### PROVINCIAL RESPONSIBILITY FOR CHILD CARE

Department of Education and Lifelong Learning  
Holman Centre  
Suite 101, 250 Water Street  
Summerside, PE C1N 1B6  
Phone: 902-438-4130  
Email: DeptELL@gov.pe.ca  
Website: <https://www.princeedwardisland.ca/en/topic/education-and-lifelong-learning>

### LEGISLATION AND REGULATIONS

Prince Edward Island. Legislative Assembly. [Early Learning and Child Care Act](#). RSPEI 1988 C-E-0.1.

Prince Edward Island. Legislative Assembly. [Early Learning and Child Care Act Regulations](#). PEI Reg EC819/16.

### CHILD CARE SERVICES

#### UNREGULATED CHILD CARE

An unregulated provider may care for a maximum of five children, with no more than two infants, or six children, if all are preschool-age or a mixture of preschool and school-age, or seven school-age children. The provider's own children must be included in the total numbers.

There are no health, safety or training requirements or provision for public oversight in unregulated care. Attention by local or provincial public officials is on a complaint basis.

*Note: Additional exemptions to regulation can be found in the [Early Learning and Child Care Act](#).*

#### REGULATED CHILD CARE

##### Early Childhood Centres

Early Childhood Centres are licensed early learning and child care programs that provide services to infants, preschool-aged and school-aged children.

There are two types of Early Childhood Centres:

- centres with Early Years Centre (EYC) designation, which are more publicly managed and include for-profit, not-for-profit and public; and
- centres without EYC designation, which are termed private centres and may be for-profit or not-for-profit.

Early Childhood Centres operate full-day for less than 24 hours/day.

##### Early Years Centres

To be considered for an [Early Years Centre designation](#), a centre must be an Early Childhood Centre and in good standing with the Early Learning and Child Care Board for a minimum of six months prior to designation.

Early Years Centres are governed by additional provincial policies, such as being required to provide infant care, accept children with special needs, have parent advisory committees, charge a provincially set parent fee, pay specified staff wages and benefits according to a provincial salary scale, use a mandated curriculum framework, use the Early Learning and Child Care Registry, and have all certified staff (with the exception of support staff). Early Years Centres are also mandated to participate in the Early Childhood Resource program, which provides support vis-a-vis the curriculum framework.

Early Years Centres receive formula-based operating funding to cover the difference between regulated parent fees and operating costs.

As of July 2022, there were 72 active Early Years Centres across Prince Edward Island.

### Preschool centres

Centre-based programs operating less than four consecutive hours per day for children who are at least three years of age but not yet attending school.

### School-age centres

Centre-based child care programs for school-age children (usually aged 5 – 12 years) on weekdays during one or more of the following time periods: before or after school, school lunch period or during regular school hours when schools are closed (e.g. professional development days or summer break).

### Family home centres

Licensed child care located in a private residence, where a family home child care provider can provide care for a maximum of eight children, aged infant to school-age, including the provider's own child(ren).

## CURRICULUM FRAMEWORK

[PEI Early learning framework 2011: Relationships, environments, experiences \(ELF\)](#).

The curriculum framework is focused on children from infancy to school entry. Early Years Centres and publicly funded pre-kindergarten programs are required to use the provincial early learning framework.

Other early childhood centres may seek permission from the Early Learning and Child Care Board to use alternative programs to the provincial curriculum as long as those programs meet the requirements set out by regulation.

### EARLY CHILDHOOD RESOURCE TEAM

The provincial government's [Early Childhood Resource Team](#) provides support to licensed programs, including licensed family home child care. The team supports early years directors, staff and owners through training and mentoring, quality improvement measures and encouraging a community of learning within the sector. The resource team includes early childhood coaches, inclusion support consultants, and an English as a Second Language and French as a Second Language early childhood consultant.

Participation is mandatory for designated Early Years Centres and centres with pre-kindergarten programs. All other licensed programs can ask for assistance from the Early Childhood Resource Team.

## CHILDREN WITH SPECIAL NEEDS

*(PEI uses the term children with special needs)*

Special Needs Funding and Early Years Autism Funding provide support to families and child care facilities to include children requiring additional supports in child care programs. Supports may include additional staff and training and professional development for regular staff.

Special Needs Grant was introduced in 1988. The purpose of the grant is to:

- support inclusion of children with special needs in a licensed early childhood setting;
- allow for appropriate, individualized programs within a licensed child care centre;
- eliminate the need for parents of children with disabilities to be income tested for eligibility for such additional services;
- provide for accountability on the part of licensed early childhood centres for funded programs; and
- encourage communication among parents, centre staff, and other professionals involved in working with the child.

A diagnosis is not required for Special Needs Funding; the centre submits an application and provides details explaining why they are requesting funding to support the inclusion of the child or children. Funding is specific to the individual child, but may also be available for a child care program overall to include children with special needs, rather than being allocated to specific children.

All types of licensed child care are eligible to receive funding support; however, it is limited by budgetary constraints.

Intensive Behavioural Intervention (IB) service is available in centres for children with a diagnosis of autism spectrum disorder. The service has a waitlist based on available caseload spaces.

For purposes of the Special Needs Grant, a child with special needs is defined as one who is under the age of 12 years, and in order to attain the usual developmental goals, requires additional and/or specific types of stimulation/care.

A diagnosis is required to be eligible for the Early Years Autism Funding.

There are no child care programs solely or primarily for children with special needs.

Early Years Centres are required to accept and include children with special needs and are required to be accessible.

All licensed centres are required to follow ratios and infant group size as defined in the *Early Learning and Child Care Act*. There are no additional requirements for children with special needs.

Centres may apply for a Special Needs Grant on behalf of a child to cover staff to support the child plus mandatory employment-related costs. The role of these grants is to lower ratios to allow for successful inclusion in early childhood settings.

Staff who work as special needs assistants can be paid on the Special Needs wage grid if certified as an early childhood educator.

## FIRST NATIONS, MÉTIS AND INUIT CHILD CARE

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

Licensed child care centres on reserve are eligible to receive the same funding as other provincially licensed centres, including operating grants, inclusion funding and parent fee subsidies.

Prince Edward Island has two licensed early childhood centres in Indigenous communities on reserve, each of which includes an Aboriginal Head Start on Reserve (AHSOR).

Both centres hold Early Years Centre designation and are funded by the province. These spaces are included in the overall provincial space statistics.

AHSOR programs, of which there are two in PEI, are licensed by invitation.

Number of licensed spaces on reserve	
Infants	12
Toddlers	20
Preschool-age	53
<b>Total licensed spaces</b>	<b>85</b>

## INDIGENOUS CHILD CARE OTHER THAN ON RESERVE

There is one licensed Indigenous-focused child care centre not on reserve. Previously licensed as a 12 space part-day preschool, it became a full-day centre in May 2021, but still operated part-time until June 2022. It became a designated Early Years Centre with infant, toddler and preschool-age spaces in September 2022 and includes an Aboriginal Head Start in Urban and Northern Communities (AHSUNC) part-day component.

AHSUNC programs have not been licensed in PEI.

## OTHER INDIGENOUS-SPECIFIC RESOURCES/INITIATIVES

The Prince Edward Island Early Learning Framework is undergoing revisions, which will include a focus on the principles of Truth and Reconciliation, ensuring they are woven into the document.

The Native Council of PEI is represented on the Minister's Early Years Committee, which provides expert knowledge, guidance, and direction to the implementation of PEI's ELCC system.

The Mi'kmaq Family Resource Centre supports off-reserve families in PEI to "Foster the Strength, Pride and Respect of Aboriginal Children and Families." Programs include special playgroups and outings, children's programming, Aboriginal Head Start, Early Years Centre, and parent support.

## SPACE STATISTICS

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

Centre spaces	
<i>Full-day centres (Early Childhood Centres)</i>	
Designated Early Years Centres	2,687
Infants (0 – < 22 months)	362
Toddlers (22 months – < 3 years)	592
Preschool-age (3 – 5 years)	1,733
Non-designated centres	1,032
Infant (< 22 months)	72
Toddlers (22 months – < 3 years)	166
Preschool-age (3 – 5 years)	794
<i>Part-day centres</i>	
Preschool-age (3 – 5 years)	206
<b>TOTAL CENTRE SPACES (0 – 5 years)</b>	<b>3,925</b>

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

Total number of spaces in before- and after-school care for children in kindergarten and Grades 1 – 6 2,439

**TOTAL CENTRE SPACES (0 – 12 years) 6,364**

### Regulated family child care (enrolment)

#### Family home centres

Full-day (children not attending school) 27

Part-day (children attending school) 2

Total regulated family child care spaces (enrolment) 29

### TOTAL REGULATED SPACES

(centres spaces and family child care enrolment) 6,393

### Number of child care centres (2021)

Total number of centres 150

#### Centre-based programs

Number of designated Early Years Centres (full-day) 54

Number of centres other than EYC providing a full-day program 24

Number of preschool centres (part-day) 11

Number of school-age centres (approximately 5 – 12 years) 61

Number of centres providing infant care (< 22 months) 67

Number of centres providing toddler care (22 months – < 3 years) 73

Number of centres providing preschool-age care (3 – 5 years) 89

Number of centres providing non-standard hours care (non-standard hours as defined by the province/territory) 9

Number of centres in publicly delivered and funded schools 21

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

**Number of regulated family home centres (active) 4**

### Municipal delivery

Number of municipalities or municipal entities operating child care centres 2

Note: The municipality of Cornwall operates an Early Years Centre and Kinkora operates a school-age centre.

### Centres by auspice (2021)

#### Number of centres

For-profit 87

Non-profit 59

Publicly operated<sup>3</sup> 4

Note: Two municipalities, two First Nations on reserve.

### Centre spaces by auspice

	Full-day spaces	Part-day spaces <sup>1</sup>	BASC spaces <sup>2</sup>	Total spaces
For-profit	2,591	40	1,357	3,988
Non-profit	1,053	166	977	2,196
Publicly operated <sup>3</sup>	130	0	50	180
<b>Total spaces</b>	<b>3,744</b>	<b>206</b>	<b>2,384</b>	<b>6,364</b>

1 Nursery/preschool part-day spaces

2 Before- and after-school care (4 – 13 years) spaces

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

For a profile of child care auspice in Prince Edward Island, see [Risky Business](#).

### FEE SUBSIDIES

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

Full subsidy 938

Partial subsidy 234

**TOTAL CHILDREN RECEIVING FEE SUBSIDIES 1,172**

### SPECIAL NEEDS/DISABILITY SUPPORT FUNDING

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

Not available

For a list of all licensed child care programs and services in Prince Edward Island, see this [directory](#).

## ENROLMENT STATISTICS

### Enrolment in centres (on March 31, 2021)

#### Full-day centres (Early Childhood Centres)

##### Designated Early Years Centres

Infant (0 – < 22 months)	325
Toddler (22 months – < 3 years)	581
Preschool-age (3 – 5 years)	1,533

#### Centres – not designated EYCs

Infant (< 22 months)	69
Toddler (22 months – < 3 years)	123
Preschool-age (3 – 5 years)	467

#### Part-day centres

Preschool-age (3 – 5 years)	96
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**TOTAL CENTRE ENROLMENT (0 – 5 years) 3,194**

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

#### Total number of children in kindergarten and

Grades 1 – 6 enrolled in before-and after-school care 1,321

Note: 206 school-age children were enrolled in either an EYC or non-designated full-day centre.

**TOTAL CENTRE ENROLMENT (0 – 12 years) 4,515**

Note: Not all centres were operational in March 2021.

## PARENT FEES

In Prince Edward Island, parent fees are provincially set for centres with Early Years Centre (EYC) designation.

In non-EYC programs, school-age programs and family child care, operators set their own rates.

As of [January 1, 2022](#), provincially set parent fees regardless of child's age in designated Early Years Centres were reduced to \$25 per day from the previous set fees of \$27 to \$34 per day, which varied by the child's age. The fee reduction at EYCs centres is funded through the [Canada – Prince Edward Island Canada-Wide Early Learning and Child Care Agreement](#) and now applies to both infants and preschool-age children.

Operators of non-designated (non-EYC) early childhood centres can apply for a grant to support a reduction in parent fees (reduction of up to \$9/day for infants, \$3/day for toddlers and \$2/day for preschool aged children).

As of October 2022, the maximum fee in the more publicly managed EYC system was further reduced to \$20/day.

An average 50% reduction of parent's child care costs (out-of-pocket costs) by December 2022 was achieved through a combination of reduction in set fees, expansion of the child care subsidy program and introduction of the publicly funded pre-kindergarten program.

## PROVINCIAL DATA ON AVERAGE FEES

### Daily provincially set parent fees in designated Early Years Centres (2021 – 2022)

Age group	Full-time set daily fee			
	2021	2022 <sup>1</sup>	2022 <sup>2</sup>	TBD <sup>3</sup>
1 – 22 months	\$34	\$25	\$20	\$15
22 months – 3 years	\$28	\$25	\$20	\$15
3 years – school entry	\$27	\$25	\$20	\$15

1 January 2022 fee

2 October 2022 fee

3 Anticipated fee

### Median parent fees in non-Early Years Centres and family child care

Age group	Full-time average fee	
	2021	2022
1 – 22 months	\$36	\$27
22 months – 3 years	\$29	\$27
3 years	\$28	\$26
4 years <sup>1</sup>	\$15/\$29	\$13/\$27
School-age (full-day)	\$30	\$30
Before- and after-school	\$15	\$15

#### Family home centres

Infant	\$32	\$25
Toddler	\$28	\$25
Preschool	\$26	\$25
School-age (school is in session)	\$11	\$11

1 Between September and June the fee for four-year-olds is reduced by \$14/day to reflect the no-parent fee universal pre-kindergarten program.

### Median monthly fees in Prince Edward Island: Annual Fee Survey

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

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

Infant	Toddler	Preschooler
\$738	\$608	\$586

Source: Macdonald, D., & Friendly, M. (2022). *Game Changer: Will provinces and territories meet the new federal child care fee targets? Canadian child care fees 2021*. Ottawa: Canadian Centre for Policy Alternatives

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



## WORKFORCE

### EARLY CHILDHOOD CERTIFICATION

Prince Edward Island has a provincial system of certification of early childhood educators. A nine member appointed Early Learning and Child Care Board is responsible for certification of child care staff.

There are eight levels of provincial certification. A person may hold more than one certification level.

#### Early childhood educator 1

- 30-hour course in each of the following areas: child growth and development, child guidance and early childhood pedagogy.

#### Early childhood educator 2

- One-year certificate in ECE

#### Early childhood educator 3

- Two-year diploma or a degree in ECE

#### Early childhood supervisor

- Two-year diploma in ECE or a degree in child and family studies including credit for a two-year diploma in ECE; and
- 3,900 hours of providing services to children while holding the required certificate.

#### Early childhood director

- A degree in ECE;
- A degree in child and family studies including credit for a two-year diploma in ECE; or
- One-year certificate in ECE and a degree deemed by the Board to be related to ECE.
- 9,750 hours of experience providing services to children at an early childhood centre or preschool centre, a Type I facility (under the former Act) or equivalent.

#### Family home child care provider

- 30-hour course related to the care and education of infants and preschoolers.

#### Inclusion support assistant

- One-year certificate program or two-year diploma in early years studies, early childhood education or human services.

#### School-age child care provider

- 30-hour course related to the care and education of school-age children.

*Note: In December 2022, certification levels were under review.*

To renew a certificate, individuals (except family child care providers or school-age child care providers) must complete 45 hours of continuing education every three-year period. A criminal record check and vulnerable sector search are required to renew a certificate.

To apply for ECE supervisor or director certification, a letter from a supervisor/employer verifying the applicant's work experience, including position, hours per week, and dates of employment is also required.

### STAFF WAGES

Designated Early Years Centres are required to pay staff wages and benefits according to a province-wide salary scale.

From 2019 to 2022, there were two wage increases for early childhood educators. The tables below provide further details.

In [October 2020](#), hourly wages were increased by \$0.50 for ECE 1, \$1 for ECE 2, \$1.50 for ECE 3, and \$1 for special needs and autism assistants

In [October 2021](#), hourly wages were increased again by an additional \$1 for ECE 1, \$2 for ECE 2, \$4 for ECE 3. Incremental wage increases were added for directors based on years of experience after meeting requirements of Director certification. Wages of special needs and autism assistants were aligned to the provincial wage grid.

#### Provincially set hourly wage grid in Early Years Centres – Effective October 2021

Position/ education	Experience after certification				
	Step 1	Step 2	Step 3	Step 4	Step 5
Director – Post diploma/degree	\$30.35	\$31.08	\$31.83	\$32.38	\$33.37
ECE Level 3 – 2 year diploma	\$24.11	\$24.58	\$25.05	\$25.54	\$26.00
ECE Level 2 – 1 year certificate	\$19.05	\$19.47	\$19.91	\$20.35	\$20.78
ECE Level 1 – 3 x 30 hr ECE courses	\$15.98	\$16.36	\$16.74	\$17.14	\$17.55
Cook	\$14.50				
Uncertified	\$13.25				
Support staff	Minimum wage				



**Provincially set hourly wage grid in Early Years Centres  
– Effective October 2022**

*Position/ education*      *Experience after certification (years)*  
1 or less      2      3      4      > 5

Director – Post diploma/degree  
\$33.35   \$34.08   \$34.83   \$35.38   \$36.37

ECE Level 3 – 2-year diploma  
\$27.11   \$27.58   \$28.05   \$28.54   \$29.00

ECE Level 2 – 1-year certificate  
\$20.55   \$20.97   \$21.41   \$21.85   \$22.28

ECE Level 1 – 3 x 30-hr ECE courses  
\$16.73   \$17.11   \$17.49   \$17.89   \$18.30

Cook      \$15.25

Uncertified      Minimum wage

Support staff      Minimum wage

*Note: Staff must have completed the education level required and have become certified by the Early Learning and Child Care Board in order to start the associated pay band.*

*Note: Support staff are funded at the minimum wage rate, which is subject to change.*

PEI does not currently require the use of the provincial wage grid in centres without Early Years Centre designation.

A Registered Retirement Program is in development by the provincial government in partnership with the Early Childhood Development Association of PEI to be implemented in 2022 – 2023

In Fall 2021 a one-time retention grant was provided to recognize years of service.

Further development and implementation of a province-wide wage grid will be funded through the [Canada-Prince Edward Island Canada-Wide Early Learning and Child Care Agreement](#).

**Average wages in non-EYCs**      *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*      \$34,000

*Median hourly employment income*      \$16.35 – 18.68

*Note: Calculated using 2,080 hours/year (40 hours/week) and 1,820 hours/year (35 hours/week).*

*Source: Canadian Census (2021). Special run by Statistics Canada.*

*Note: These data include Early Childhood Educators and Assistants, as defined in NOC 4214 and “working in the day care services industry in centre-based environments with children aged 0 – 12 years”, as defined in NAICS 6244. Included are individuals who worked full-time (30+ hours/week) and full-year (48+ weeks/year), did not work at home, and were not self-employed. Included are supervisors but not managers. Employment income refers to income from all jobs if the Early Childhood Educator or Assistant holds a second job providing a wage, salary or commissions.*

*Note: See Table 18 in this report for comparable data from other provinces/territories and Canada average.*

## STANDARDS AND REGULATIONS

### REGULATED CHILD CARE CENTRES

Child care centres are regulated under the [Early Learning and Child Care Act](#) and [Early Learning and Child Care Act Regulations](#).

### Ratios and group sizes

Maximum centre size: 80 spaces

#### Staff:child ratios and maximum group size

<i>Age of child</i>	<i>Staff:child ratio</i>		<i>Maximum group size</i>
	<i>Indoor</i>	<i>Outdoor</i>	
< 22 months	1:3	1:3	6
22 months – 3 years	1:5	1:7	None
3 years – school entry	1:10	1:15	None
School-age (1st day of to the end of elementary)	1:15	1:22	None

*Note: If the group also includes preschool-age or school-age children, the maximum group size for infants may exceed six for up to 25% of the time the infants are receiving care.*

### Staffing requirements for centres

*Early childhood qualification requirements for staffing a centre*

In PEI, staff qualification requirements are specified by centre, not by group or room.

An early childhood centre or preschool centre must have at least one staff member that holds early childhood supervisor or early childhood director certification. If additional staff are required to meet staff:child ratio, there must also be one staff member with a minimum ECE Level 2 certification.

A school-age centre must have at least one staff member with school-age child care provider or an ECE Level 1 certification, and one other certificate holder (of any level) if additional staff are required.

Designated Early Years Centres must meet all the requirements of an Early Childhood Centre. In addition, all staff except support staff must have at least ECE Level 1 certification, or be enrolled in courses to obtain ECE Level 1 certification. All certified staff must be a member of, and participate in, a professional organization, building skills, knowledge, and awareness in the community of the importance of early learning and child care.

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

The Board may exempt a licensed operator from a staffing requirement for a specified period of time if the Board is satisfied that the operator was unable to hire required certified staff and has a reasonable plan to meet the staffing requirements within a specified time.

In the 2021 – 2022 fiscal year, eight school-age centres and one Early Childhood Centre were granted exemptions.

#### *Requirements for a supervisor/director of an early childhood centre and preschool centre*

Early childhood qualifications for centre supervisors  
There must be an early childhood supervisor or early childhood director responsible for the day-to-day operations at a preschool centre or an early childhood centre.

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

In the absence of a centre supervisor or director, the person who is their temporary replacement must have at least ECE Level 2 certification. A supervisor or director must not be absent for more than four consecutive weeks without identifying a temporary replacement.

In 2021 – 2022 two centres had exemptions for on-site directors/supervisors.

#### *Other requirements*

Every staff member must:

- be at least 18 years of age;
- provide a criminal record check;
- have a vulnerable sector search within eight weeks of employment (and have no unsupervised access to children without CRC/VSS); and
- have emergency first aid certification.

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

The Early Learning and Child Care Board is responsible for licensing and licence renewal of child care programs based on the requirements specified in the [Early Learning and Child Care Act](#). The Board is also responsible for monitoring and investigating complaints.

A licence is issued for a term of three years.

Centres are inspected upon licensing and subsequently within a 12 month period, or more frequently if there has been a complaint or an unsatisfactory inspection. Facilities are also inspected if there is a modification to the licence or a licence transfer.

If children are in imminent danger, a senior inspector may suspend a licence for up to seven days, to allow time to convene the Early learning and Child Care Board for a decision.

For more information on licensing see [Licence Application Guidelines](#) or visit the [Early Childhood Centre Licensing](#) website.

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

Several quality improvement initiatives were being carried out by PEI government staff in 2022:

- **Early Childhood Coaches** – These seven English/one Bilingual coaches provide leadership to the early learning and child care sector to enhance the quality of experiences for children and families, through mentorship and coaching with the aim of strengthening early childhood pedagogy practices. Specifically, they are responsible to consult with Early Years Centres, publicly funded pre-kindergarten and Bridging Centres to enhance their understanding and implementation of the PEI Early Learning Framework while monitoring compliance with the Early Years Centre Criteria.

- **Early Childhood Inclusion Consultants** – These two new positions provide leadership in inclusion in all licensed early learning and child-care centres. The inclusion consultants aim to enrich the early learning and child care experiences for all children with disabilities and children needing enhanced or individual supports. This is accomplished through mentorship and coaching practices grounded in inclusion principles, with the aim of strengthening early childhood pedagogy practices.
- **English/French as an Additional Language Consultant** – This new position provides leadership to the early learning and child-care system to enhance the quality of experiences for children and families for whom English or French is not a first language in all licensed early learning and child care centres.

### Program Assessment Tool

The Program Assessment Tool (PAT) is a companion curriculum document to the Prince Edward Island Early Learning Framework.

It is a systematic observation framework that complements and strengthens ongoing reflective practice and continuous quality improvement of the early learning environment through indicators of *Relationships, Environments and Experiences* in the early childhood settings. It is designed to encourage a formalized process for reflective practice within PEI Early Years Centres while supporting their growth as a community of learners and encourages educators and centre directors to share and discuss their reflections with each other to support pedagogical practice.

Directors and Coaches collaborate to gather information from:

- observations of the physical environment indoors and out;
- available pedagogical documentation;
- observations of interactions between and among educators, children and families; and
- conversations with children, educators and families.

Following the observations, the Coach and Director collaborate to provide feedback to the educators within the rooms. This is intended to lead to the development of goals for team action plans. These team plans, along with other elements of reflective practice, will inform the Centre Action Plan.

### Professional Learning Initiatives

*Our Village – Notre Village: Promoting Early Childhood ArtsSmarts Learning Experiences*

This project invites early childhood centres to broaden arts and cultural learning experiences and offers the tools, materials and engagement supports to reach out to our Island community.

Modelled after [ArtsSmarts](#) and an extension of Total Smarts, Phase 1 of this initiative was implemented between February and April 2022. Thirty ELCC programs engaged in online sessions with musicians, puppeteers and watercolor artists and were provided access to a video by the artists to share with the children and support the educators in engaging the children in the experience.

### REGULATED FAMILY CHILD CARE

In Prince Edward Island, regulated family child care homes are called family home centres. Family child care is licensed under the [Early Learning and Child Care Act](#) and [Early Learning and Child Care Act Regulations](#).

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

#### Model of organization

Family child care in PEI is individually licensed.

#### Maximum capacity

A family child care provider can care for a maximum of eight children, aged infant to school-age, including the operator's own child(ren), given the following ratios:

#### Maximum capacity in family homes

<i>Age of child</i>	<i>Indoor ratio</i>	<i>Outdoor ratio</i>
< 22 months	1:3	1:3
22 months – 3 years	1:5	1:7
Over 3 years – school entry	1:10	1:15
School-age	1:15	1:22

A licensed home may have more than one caregiver to meet ratios. Thus, a licensed family child care home could have three infants and five toddlers if there are two caregivers in the home.

Even with two caregivers in the home, the maximum number of children allowed is still eight.

### Family child care home provider requirements

A home must be staffed with at least one certified family home child care provider with ECE Level 1 or higher. School-age child care certification is not applicable in family child care.

There is no ongoing training requirement if the provider holds family home child care provider certification. However, if the provider is a certified ECE, 45 hours of continuing education during every three year period is required to maintain certification.

The provider and any additional staff must be at least 18 years of age, provide a criminal record check and a vulnerable sector search within eight weeks of operating/employment, and hold first aid certification.

A criminal background check and vulnerable sector search is also required for any adult who lives in the home, and any other associated person.

### Supports for family child care

Family child care providers are eligible for support through visits from the [Early Childhood Resource](#) team.

### Licensing, monitoring, and enforcement

Licensed family homes follow the same inspection, monitoring, and enforcement procedures as licensed centres.

For more information, visit the [Apply for a family home centre licence](#) website.

## ■ FUNDING FOR REGULATED CHILD CARE

### CHILD CARE SERVICE ELIGIBILITY FOR FUNDING

All licensed child care centres (EYC and non-EYC) and homes are eligible for child care fee subsidy, special needs funding, capital and autism funding.

Only Early Years Centres are eligible for operational funding.

As of January 1, 2023, Family Home Centres became eligible for a Family Home Centre Operating Grant.

## TYPES OF FUNDING

### FEE SUBSIDIES

The [Child Care Subsidy Program](#) (CCSP), administered by the Department of Social Development and Housing, pays all or some of the child care fees of eligible families for children up to and including 12 year olds. Payment is made directly to child care service providers on behalf of subsidized parents.

All eligible families are entitled to a fee subsidy. There is no waitlist for a subsidy.

### Eligibility Criteria

Parents must demonstrate a need for child care, which includes:

- employment, training or education;
- medical needs of a parent;
- diagnosed special needs of a child;
- a child in need of protection; and
- a child in the Enhanced Early Learning Childcare Subsidy program.

In addition, a parent must be:

- a resident of Prince Edward Island;
- lawfully entitled to be in or to remain in Canada with a permanent residency status;
- parent to a child age 12 years or younger; and
- has combined assets less than \$100,000 (excluding personal residence and vehicle).

### Financial eligibility (2021)

Income eligibility and calculation are based on family annual net income, less eligible deductions.

In addition, if families have combined assets that exceed \$100,000, excluding their personal residence and vehicle, registered Education Savings Plan, Registered Disability Savings Plan, or life insurance with a cash surrender value of less than \$5,000, they are expected to liquidate assets to meet the cost of child care.

The [Child Care Subsidy Calculator](#) helps families determine their financial eligibility for a subsidy and get an estimate of their expected family/parental contribution toward child care costs.

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

	Maximum net income for full subsidy	Income at which partial subsidy ends
One parent, one child	\$30,000	\$41,800
Two parents, two children	\$38,500	\$59,100

Note: Parents receiving Social Assistance (SA) or Assured Income (AI) are eligible for a full subsidy.

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

Child care subsidies can be used in licensed early childhood centres (early learning and child care centres, including operationally funded Early Years Centres), school-age centres and family child care homes.

#### Surcharges above the fee subsidy

Designated Early Years Centres are required to set daily fees, whereas non-Early Years Centres and homes are not. Family Home Centres receiving the Operational Grant are required to set provincial daily fees.

Fully subsidized parents in EYCs cannot be charged for child care. Partially subsidized parents cannot be charged more than their assessed fee.

In non-EYCs, fees are not capped; parent fees may be higher than the subsidy for which the family is eligible, in which case, families are responsible for paying the remainder of the fee.

This includes parents receiving Social Assistance (SA) or Assured Income (AI), who are eligible for a full subsidy. Where child care fees are above the maximum subsidy rate, the applicant is responsible for the additional costs.

#### Subsidy rates

The maximum subsidy rate is the amount the government pays a centre or licensed family home on behalf of a fully subsidized parent to cover all or part of the parent fee.

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

Age group	Daily subsidy rate
Infants (0 – < 22 months)	\$34
2 years	\$28
3 – 4 years	\$27
School-age: Full-day	\$30
School-age: Before- and after-school	\$15

Note: As of January 1, 2022, the maximum subsidy rates were changed to reflect the reduction in maximum fees in Early Years Centres.

#### Maximum daily subsidy rate for regulated child care (2022)

Age group	Daily subsidy rate
Birth to school entry	\$25
School-age: full-day	\$30
School-age: part-day	\$15

Note: As of October 1, 2022 the maximum daily subsidy rate in an EYC is \$20/day.

For further information on the subsidy program see: [PEI Child Care Subsidy Program](#).

#### Enhanced Early Learning and Child Care Subsidy

In 2018, an Enhanced Early Learning and Child Care Subsidy was introduced, as part of the Canada-Prince Edward Island Early Learning and Child Care Agreement (Multilateral Framework) (2017). The enhanced component of the program increased access to a subsidy for children from families who are more vulnerable and who previously did not meet requirements to qualify under the Child Care Subsidy Program.

#### OPERATIONAL FUNDING

##### Early Years Centre funding

Early Years Centres receive operational (base) funding on a quarterly basis. The funding is based on a formula that includes staff wages according to the province-wide mandatory wage scale, benefits and operating costs, minus 90% of the provincially set parent fees (including child care subsidy where it replaces the parent fee).

Early Years Centres must use the fees set by the province and the province-wide salary grid, as well as meeting other requirements.

##### Family Home Centre Operational Grant

As of April 1, 2022, this grant provided funding to licensed Family Home Centres to a maximum of \$15,000:

- to reduce fees (to \$25/day between April-September 2022, and to \$20/day as of October 2022);
- for professional support, such as raise wages or payment of professional development fees; and
- for materials, equipment or supplies.

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### Quality Enhancement Grant

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Provides all licensed, non-EYC designated early childhood centres, preschool centres and family home centres with additional financial support to enhance the quality of their programs. Freestanding school-age centres receive the Quality Enhancement if they were receiving this grant as of March 31, 2013, and continue to apply and provide accountability documentation.

Increases in October 2020 and again in October 2021 were added to the operating grants for early childhood centres, preschool centres and family homes to be utilized towards staff wages.

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### Special Needs Grant

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The [Special Needs Grant](#) provides funding for additional staff to support the inclusion of children with special needs in licensed child care centres. Funding is approved and provided directly to the centre on a quarterly basis at the maximum amount of \$14.75 per hour of service.

As of October 1, 2022, a new wage enhancement grant funds Special Needs Assistants according to the Special Needs Wage grid if they hold ECE certification (through the Canada Wide Agreement). Funding covers a maximum of eight hours per day to a maximum of 40 hours per week.

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### Autism funding (preschool-age and school-age)

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PEI has two categories of [Autism funding](#) to support children with Autism Spectrum Disorders in licensed child care.

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#### Preschool autism funding

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Preschool autism funding is available to help families and licensed early childhood centres to hire an Autism Assistant for children receiving Intensive Behavioural Intervention support for eligible preschool-age children with a diagnosed autism spectrum disorder, who are enrolled in the Early Years Autism Service.

It may be provided to help offset Autism Assistant wages and benefits to a maximum amount of \$14.75 per hour of service, up to 25 hours per week. As of October 1, 2022, a new wage enhancement grant funds Autism Assistants according to the Autism Assistant Wage grid if they hold ECE certification.

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### School-age autism funding

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School-age autism funding is available to help families and designated community-based organizations to help offset the costs of hiring one-on-one tutors and aides in home and group settings, including early childhood centres, for school-age children with a diagnosed autism spectrum disorder. The child must require the support of an adult to access community-based activities and/or tutoring outside of school hours.

School-age autism funding may cover up to \$6,600 in tutor/aide services per year.

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### Alternate Hours Demonstration Site Grant

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The [Alternate Hours Demonstration Site Grant](#) helps licensed early childhood centres to extend their hours of operation for children whose parents work non-standard hours and/or seasonally.

Licensed early childhood centres (including Early Years Centres, preschool centres and family home centres) are eligible for this program. The grant covers wages and related costs to a maximum of the rate paid at the ECE Level 3.

As of September 2018, eligible providers may apply for the Alternate Hours Demonstration Site Grant to extend their licensed hours of operation to any time between 5:00 am – 9:00 pm, Sunday to Saturday weekly.

The program is undergoing a review in 2022 – 2023 and the grant was not open to new applicants at the end of 2022.

The provincial government plans to consult with demonstration EYCs in 2022 – 2023 to explore solutions for the delivery of alternative hour care for non-standard work hours or seasonal hours.

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### ONE-TIME FUNDING

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#### Bridge Funding

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For licensed centres that wish to receive Early Years Centre designation, funding is provided for financial, resource and coaching support in preparation to meet the designation criteria:

- *Wage Enhancement:* A staff bonus for those paid below the provincial wage grid, or to be used to subsidize the centre staffing costs for those who pay to the grid. It was available in 2020 – 2021 fiscal and again in 2021 – 2022;



- *Capital/Operational Grant*: Funding of up to \$30,000 per centre available to support costs associated with renovations or purchase of materials and supplies; and
- *Early Childhood Coaching Support* to align programming with the Early Learning Framework curriculum goals and objectives and to develop a centre action plan.

#### Early Childhood Education Training Grant

The [Early Childhood Education Training Grant](#) covers 100% of the cost for an eligible course at [post-secondary institutions](#) approved by the Early Learning and Child Care Board. As of October 2021, applicants may receive a maximum of \$2,500/year, subject to the availability of funds.

Permanent, casual, part-time and temporary employees of licensed early childhood centres (EYCs and non-EYCs), preschool centres and family home child care providers are eligible to receive funding under this program.

#### One-time Retention Grant

The one-time ELCC Retention Grant was made available in 2021 to those working in the licensed ELCC System for 12 consecutive months or more. It was paid in two installments and payments were based on full or part-time hours of employment and increments were based on years of experience in the PEI licensed ELCC system.

#### Family Home Centre Incentive Grant

A one-time grant of \$3,000 upon licensing as a Family Home Centre.

#### Family Home Centre Capital Grant

Provides licensed Family Home Centres up to \$25,000, under the following categories:

- Capital Improvements of up to \$15,000 towards the modification of the recipient's existing physical space to meet licensing requirements;
- Infant Programming Incentive of up to \$5,000 towards items such as cribs, change-tables, rocking chairs, toys, books, strollers, etc.; and
- Family Home Centre Program Improvements of up to \$5,000 for items such as chairs, tables, play equipment and preschool age toys.

## OTHER ELCC FUNDING

### Early Childhood Development Association

The PEI government provides funding to the Early Childhood Development Association to support the following activities:

- recruitment and retention initiatives;
- providing PD training programs and “Onboarding tool kit” to enhance provisions of quality support to new educators; and
- maintaining the Early Learning and Child Care Registry.

### Return to the ECE Profession Grants

A one-time grant to support the return of qualified educators into centres working with infants to school-age children. Educators must have worked outside the licensed early learning and child care system for 24 consecutive months prior to returning; be certified at ECE Level 3 and provide a letter from current employer verifying start date and a minimum of a two year contract. This grant was made available in March 2022 and is available again in 2022 – 2023.

### Innovative Practice Grant

For centres to explore non-monetary initiatives to enhance retention. This grant was made available March 2022 and again in 2022 – 2023.



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

<b>TOTAL FEE SUBSIDIES</b>	<b>\$4,646,000</b>
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### OPERATIONAL (PREVIOUSLY RECURRING) FUNDING

<i>Program</i>	<i>Amount</i>
Early Years Centres	\$17,492,500
Quality Enhancement Grant	\$835,500
Special Need Grant	\$2,292,000
Autism Services	
(preschool-age and school-age)	\$2,153,000
Alternate Hours Demonstration Site Grant	\$200,000

<b>Total operational funding</b>	<b>\$22,973,000</b>
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### ONE-TIME FUNDING

<i>Program</i>	<i>Amount</i>
One-time funding – capital (major and minor)	\$0
One-time funding – other	
Childcare Education Grant	\$146,000

<b>Total one-time funding</b>	<b>\$146,000</b>
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### TOTAL FUNDING FOR REGULATED CHILD CARE

<b>(fee subsidies, operational funding and one-time funding)</b>	<b>\$27,765,000</b>
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### OTHER ELCC FUNDING

*Definition:* “Other” ELCC funding may include contributions to an early childhood association, research, evaluation, funds for unregulated child care, and pilot projects that do not fall into another category.

<i>Program</i>	<i>Amount</i>
Home visiting program	\$1,371,100
Early Childhood Development Association	\$185,000

## FEDERAL TRANSFERS TO PROVINCE

<i>Federal transfer</i>	<i>Amount</i>
Multilateral Early Learning and Child Care Framework – Early Learning and Child Care	
Bilateral Agreements	\$3,568,090
Safe Restart Agreement	
(child care specific funding)	\$4,504,000

## OF INTEREST

### FAMILY RESOURCE CENTRES

[Family resource centres](#) offer programs and resources for children and families. These include parent education and support groups, parent resources, prenatal nutrition programs, drop-in play, toy-lending libraries, and outreach for smaller Island communities.

There are eight family resource centres in Prince Edward Island funded through the Public Health Agency of Canada.

## PROVINCIAL ECEC ORGANIZATIONS AND ADVISORY GROUPS

[Early Childhood Development Association of Prince Edward Island](#)

[Minister's Advisory Committee on Lifelong Learning](#)

# Nova Scotia



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# Nova Scotia



## ■ OVERVIEW

In Nova Scotia, early learning and child care includes junior kindergarten (Pre-Primary) kindergarten (Grade Primary), regulated child care centres and family child care.

Grade Primary is the responsibility of the Department of Education and Early Childhood Development. Full-day Grade Primary is available to all five-year-olds. Nova Scotia introduced Pre-Primary, kindergarten for four-year-olds beginning in 2017; it became available in all public elementary schools in 2020. The Nova Scotia Before and After Program (NSBAP)—a fee-based program—is delivered on-site by approved child care, municipal recreation, or recognized non-profit recreation providers. The programs are primarily for four- and five-year-olds in kindergarten and are not licensed.

Responsibility for regulated child care was transferred to the Department of Education and Early Childhood Development (Early Years Branch) in 2013. Child care centres and family child care for children aged 0 – 12 are licensed under the [Early Learning and Child Care Act](#) and regulated under the [Early Learning and Child Care Regulations](#).

There are Indigenous-operated child care programs on several First Nations reserves; these are not licensed by Nova Scotia. There is one licensed Indigenous-led centre not on a reserve in Nova Scotia.

Licensed programs are delivered by non-profit and for-profit individuals and organizations, with for-profit programs having a slight majority. There is no publicly operated child care in Nova Scotia.

In 2021, fees are set by service providers. In 2022, a wage grid, as per the Canada-Wide agreement, was introduced in Nova Scotia, first taking effect in November 2022.

Eligible families may receive fee subsidies at non-profit or for-profit centres, family child care and part or full-day programs. They may be used in Nova Scotia Before and After Program, which is not licensed.

Nova Scotia signed the Canada-Nova Scotia Early Learning and Child Care Agreement (Multilateral Framework Agreement) on January 10, 2018. This agreement provided \$35.4 million over three years; it was extended on December 11, 2020 with an additional \$11.6 million for the 2020 – 2021 fiscal year, and renewed on July 7, 2021 to provide \$58.3 million over four years.

The Canada-Nova Scotia Canada-Wide Early Learning and Child Care Agreement was signed by Nova Scotia on July 13, 2021. Through this agreement, the federal government will provide nearly \$605 million over five years to:

- reduce fees to an average of \$10/day by 2025 – 2026;
- implement placement strategies to utilize existing spaces;
- create 1,500 spaces by December 2022;
- expand the Quality Matters assessment initiative to include family child care, wrap-around, and school-based ELCC programs;
- implement a provincial wage grid for early childhood educators; and
- provide new means of upgrading credentials, and recognizing existing credentials.

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

In May 2022, Nova Scotia announced the creation of its Child Care Transformation Table, a collection of 21 parents, early childhood educators, child care centre and family day home operators, advocates, and academics. The Table's purpose is to offer guidance to the province as it works through its CWELCC action plan.

## ■ PROVINCIAL CONTEXT

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

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

Age	Number of children (2021)
0	6,500
1	7,600
2	7,100
3	7,800
4	10,800
5	8,100
6	10,000
7	8,800
8	9,300
9	9,900
10	9,300
11	9,800
12	10,400
Total	115,500

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

Age	Number of children (2021)
0 – 2	21,200
3 – 5	26,700
6 – 12	67,500
Total	115,500

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

Age	Number of children (2021)
0	4,000
1	5,500
2	5,100
3	6,000
4	7,700
5	5,000
6	6,500
7	6,100
8	6,600
9	6,700
10	7,300
11	6,300
12	7,800
Total	80,600

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

Age	Number of children (2021)
0 – 2	14,600
3 – 5	18,700
6 – 12	47,300
Total	80,600

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

Age	First Nations	Métis	Inuk (Inuit)	Multiple	Other
0 – 4	2,020	875	85	75	60
5 – 9	2,385	1,125	85	70	100
10 – 14	2,445	1,365	110	80	60
Total	6,850	3,365	280	225	220

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

Age of youngest child	Number of mothers	Participation rate (%)
0 – 3	17,600	78.9
4 – 5	8,600	81.1
0 – 5	26,200	79.6
6 – 12	27,400	87.3

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**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	31,010	8,710	7,520	1,185
5 – 9	33,900	12,330	10,150	2,175
10 – 14	33,870	14,305	11,500	2,805

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

<i>Age</i>	<i>English</i>	<i>French</i>	<i>Non-official</i>	<i>Multiple</i>
0 – 4	36,885	415	2,065	965
5 – 9	43,475	510	1,990	1,085
10 – 14	45,980	525	1,795	965
Total	126,340	1,445	5,840	3,010

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

<i>Two-parent families</i>	<i>Male lone-parent</i>	<i>Female lone-parent</i>
\$91,000	\$44,400	\$42,800

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**PARENTAL LEAVE AND BENEFITS**

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

**LEAVE PROVISIONS****Maternity leave (Pregnancy leave)**

16 weeks.

There is no minimum length of employment tied to eligibility. All pregnant employees are eligible.

**Parental leave**

61 weeks for birth or adoption.

There is no minimum length of employment tied to eligibility.

Parents can receive their weeks of benefits at the same time or one after another. If an employee is taking pregnancy and parental leave, they must do so consecutively.

**PARENTAL LEAVE BENEFITS****Benefit options in 2022**

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

**Two options for parental leave benefits**

*(parents must choose one)*

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

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

As of March 17, 2019, the Parental Sharing Benefit also became available to non-birth/second 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 Nova Scotia, kindergarten (termed Grade Primary) is the responsibility of the Department of Education and Early Childhood Development.

In 2018, Nova Scotia replaced elected school board members in English language school boards with one appointed advisory council. Schools are divided into seven English language regional centres. There is one francophone school board (Conseil scolaire acadien provincial), made up of elected school trustees.

Full-school day Grade Primary is available to all five-year-olds.

Nova Scotia introduced kindergarten for all four-year-olds (Pre-Primary) in selected schools in 2017. In September 2020, Pre-Primary became available in all public elementary schools.

The full-school day for both Pre-Primary and Grade Primary is a minimum of four instructional hours.

Mi'kmaq bands operate kindergarten programs in elementary schools on reserve, which are funded by Indigenous Services Canada.

Nova Scotia regulates but does not fund denominational or other private schools.

## PROVINCIAL RESPONSIBILITY FOR KINDERGARTEN

Nova Scotia Department of Education and Early Childhood Development

Brunswick Place

2021 Brunswick Street

P.O. Box 578, B3J 2S9

Halifax, Nova Scotia

Telephone: (902) 424-5168

Website: <https://beta.novascotia.ca/government/education-and-early-childhood-development>

Pre-Primary: <https://www.ednet.ns.ca/pre-primary>

## LEGISLATION AND REGULATIONS

Nova Scotia. Legislative Assembly. *Education Act*. – SNS1995-96, C- 1, s.1. Amended 2018, C- 3, s.36.

## KINDERGARTEN FOR FIVE-YEAR-OLDS (GRADE PRIMARY)

### DEFINITION

Kindergarten in Nova Scotia is known as Grade Primary.

It is offered in public and private schools as a full-school day program.

### ELIGIBILITY

To attend Grade Primary, children must be five years old by December 31 of the school year.

### ENROLMENT

Enrolment in Grade Primary is compulsory.

Parents of children turning five years old on or before December 31 may delay their child's participation by one year.

### ENTITLEMENT

All eligible children have a legislated entitlement to Grade Primary.

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

A minimum of four instructional hours/day is required for Grade Primary to Grade 2; this is considered to be a full-school day.

### CLASS SIZE

Classes for Grade Primary are capped at 20 students, with flexibility. Creating combined classes or multi-age groupings are allowed to meet this cap. Flexibility is defined as not more than two additional students per class.

### CURRICULUM OR CURRICULUM FRAMEWORK

*Nova Scotia – Learning Outcomes Framework (Grades Primary – 6)*

The use of the Nova Scotia elementary curriculum is mandated for use in all Grade Primary settings. The details of the Grade Primary curriculum by subject grade can be found [here](#).

### GENERAL TEACHER QUALIFICATIONS AND CERTIFICATION

Public school teachers who teach Grade Primary must have a valid teaching certificate. An Initial Teacher's Certificate requires an undergraduate education, including three years of approved undergraduate content studies, two years of an approved program of professional studies including a practicum, and receipt of an approved bachelor's degree from a recognized university.

Early childhood education training is not required for Grade Primary teachers.



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

### DEFINITION

Pre-Primary is a voluntary, free, play-based early learning program for children in Nova Scotia.

### ELIGIBILITY

To attend Pre-Primary, children must be at least four years old by December 31 of the school year.

Children must live within the catchment area of a school where they attend the Pre-Primary program. Out of catchment requests may be considered by the school region on a case by case basis.

### COMPULSORY

Participation in Pre-Primary is voluntary and not a prerequisite to enter Grade Primary.

### ENTITLEMENT

Pre-Primary is not a legislated entitlement. However, it is available in all 243 school communities with elementary schools, and all four-year-olds have access.

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

Pre-Primary operates the same hours as the primary school day, which is a minimum of four instructional hours a day.

Families are responsible for arranging before- and after-care, and any related costs.

Some schools provide the [Nova Scotia Before and After Program \(NSBAP\)](#). See unlicensed child care section.

### CLASS SIZE

Pre-Primary classrooms are staffed by two early childhood educators for 20 children or three staff for a maximum of 24 children.

### CURRICULUM OR CURRICULUM FRAMEWORK

The Pre-Primary program uses [Capable, confident, and curious: Nova Scotia's early learning curriculum framework](#) rather than the curriculum for Grade Primary to grade 6. This framework is mandated for use in all Pre-Primary programs.

### GENERAL TEACHER QUALIFICATIONS AND CERTIFICATION

Pre-Primary programs are staffed by early childhood educators. A diploma or degree in early childhood education is required.

## TOTAL ENROLMENT (SCHOOL YEAR 2020 – 2021)

Grade Primary	8,123
Pre-Primary	6,910
<b>Total enrolment</b>	<b>15,033</b>

## FINANCIAL (SCHOOL YEAR 2020 – 2021)

Spending on Grade Primary (total)	<i>Not available</i>
Spending on Pre-Primary (per child)	<i>Not available</i>
<b>Spending on Pre-Primary (total)</b>	<b>\$ 58.4M</b>

## RECENT OR ANTICIPATED DEVELOPMENTS

The [Canada-Nova Scotia Canada-Wide Early Learning and Child Care Agreement](#) signed in July 2021 states that Nova Scotia will develop a “free early learning program” for three-year-olds; the goal is that 2,000 children will be enrolled by the 2023 school year. This program will be located in public schools across the province, with priority access for families who identify as equity-seeking (First Nations/Indigenous, African Nova Scotians, children with disabilities, newcomers, 2SLGBTQ+) and children from vulnerable families (low income, racialized). The program will use Nova Scotia's early learning framework and be staffed by early childhood educators.

## CHILD CARE

### PROVINCIAL RESPONSIBILITY FOR CHILD CARE

Early Years Branch

Department of Education and Early Childhood Development

PO Box 578, B3J 2S9

2021 Brunswick Street

Halifax, Nova Scotia

Phone: (902) 424-5168

Website: <https://beta.novascotia.ca/government/education-and-early-childhood-development>

### LEGISLATION AND REGULATIONS

Nova Scotia. House of Assembly. [Early Learning and Child Care Act](#). – RSNS1989, C-120, s. 1. Amended 2018, C-33. Effective October 27, 2020.

Nova Scotia. House of Assembly. [Early Learning and Child Care Regulations](#). – RSNS1989, C-120. Amended O.I.C. 2010-456, N.S. Reg. 193/2010 to O.I.C. 2020-296 N.S. Reg.165/2020. Effective October 27, 2020.

## CHILD CARE SERVICES

### UNREGULATED CHILD CARE

An unlicensed provider can care for six children of mixed ages or eight school-aged children including any children of the person providing the care.

Before- and after-school programs delivered in schools by approved child care, municipal recreation, or recognized non-profit recreation providers are not required to be licensed.

*Note: Additional exemptions to the requirement to be licensed can be found in the [Early Learning and Child Care Regulations](#).*

### REGULATED CHILD CARE

#### Child care centres

Child care centres provide care in a group setting for less than 24 hours/day for seven or more children from 0–12 years of age. This includes full-day and part-day child care centres and programs for school-age children.

#### Family home child care

Family home child care provides care in the care provider's home.

Individual family home child care providers are not licensed but approved and monitored by a family home child care agency licensed under the authority of the *Early Learning and Child Care Act* and Regulations.

An approved family home child care provider may care for up to seven children of mixed ages including the provider's own children; or nine school-age children including the provider's own school-age children, or three infants, including the provider's own children. If care is provided for four to seven children, no more than three may be under three years of age, and of those three children no more than two children may be infants.

## CURRICULUM FRAMEWORK

*Capable, confident, and curious: Nova Scotia's early learning curriculum framework* is a guide for early childhood educators with a focus on children from birth to eight years old and their families in early learning and child care settings.

Licensed child care centres receiving provincial funding are expected to use it as the overall guiding framework for programming in their centre but it is not tied to licensing requirements under the Nova Scotia *Early Learning and Child Care Act*. All centres have access to professional development on the framework.

Pre-Primary programs also use this curriculum framework.

## CHILDREN WITH SPECIAL NEEDS

In Nova Scotia, the definition of special needs has evolved over time as a more holistic approach has emerged. A child with special needs is not defined simply by the presence of a developmental or physical disability but includes many factors such as the child's lived experiences and developmental competencies in the areas of social, physical, cognitive, health and well-being. Inclusive environments must include, respond to, and respect all children and the diversity they bring to a setting. This means the early education environment and all staff must make every effort to include and care for all children, recognizing and respecting their diversity (for example, ability, culture, language, gender, race, etc.).

A diagnosis is not required for admission to a child care service that provides inclusion.

All current provincially funded programs have access to Inclusion Support Funding.

Programs are not required to accept children with special needs.

The [Inclusion Support Grant \(ISG\)](#) is intended to support an inclusive program and is not associated with a specific child. Funding is based on a per diem for the number of operating days, at 10% of the centre capacity. ISG funding must be used to embed inclusion in the early learning and child care environment.

Funding may be used to provide additional staff, training and professional development for regular staff, consultation by specialists and assistive devices and equipment. There are no specific ratios or group size requirements to include a child with special needs, and no specific or additional qualifications for staff in programs that enrol children with special needs.

Newly constructed or renovated facilities are not required to be fully accessible/barrier free.

Nova Scotia began implementing the [Pyramid Model](#) (a framework of evidence-based practices for promoting young children's healthy social and emotional development) in 2018 at selected regulated child care centres across the province. In 2019 – 2021, the province expanded the implementation of the Pyramid Model into select Pre-Primary programs across the province. In April 2021, the Pyramid Model program transitioned from a pilot to a program, and is now housed with Nova Scotia Early Childhood Development Intervention Services.

## FIRST NATIONS, MÉTIS AND INUIT CHILD CARE

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

Child care in each Nova Scotia First Nations community on reserve operates individually, outside the mandate of the Department of Education and Early Childhood Development.

Neither full-day child care centres nor Aboriginal Head Start on Reserve (AHSOR) are licensed. There are 12 unlicensed child care centres and, according to the federal government, 13 AHSOR programs on reserve.

Some funding may be available for eligible parents from the Mi'kmaq Employment/Training Secretariat, through contribution agreements with Service Canada.

### INDIGENOUS CHILD CARE OTHER THAN ON RESERVE

There is one licensed Indigenous-focused and led child care centre operated by the Mi'kmaq Native Friendship Centre.

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#### Number of licensed spaces other than on reserve

Infants	6
Preschool-age	20
<b>Total licensed spaces</b>	<b>26</b>

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Aboriginal Head Start in Urban and Northern Communities (AHSUNC) programs are not licensed by the province. There are six unlicensed AHSUNC programs in Nova Scotia.

## OTHER INDIGENOUS-SPECIFIC RESOURCES/ INITIATIVES

Mi'kmaq Kina'matneway (MK), the educational authority for 12 of the 13 First Nations Communities in Nova Scotia, administers post-secondary for the education and professional development of early childhood educators and collaborates with universities and the Nova Scotia Community College (NSCC) to provide customized programs. The collaboration has resulted in the successful development of the ECE diploma program for cohorts of Mi'kmaq educators delivered in Mi'kmaq communities. The program uses a Mi'kmaq curriculum developed specifically through this initiative.

A cohort of Mi'kmaq ECEs is in the Nova Scotia Community College's accelerated program in 2022 part-time online to enable them to work. The Department of Education and Early Childhood Development is working with MK and NSCC to develop a Mi'kmaq ECE diploma program to be launched in September 2023. It will be fully funded for 30 individuals new to the sector.



## SPACE STATISTICS

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

#### Centre spaces

##### Full-day centres

Infants (0 – < 18 months)	1,052
Toddlers (18 – < 36 months)	4,457
Preschool-age (36 months – 5 years)	5,575

##### Part-day centres

30 months – 5 years (not in school)	875
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**TOTAL CENTRE SPACES (0 – 5 years) 11,959**

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

#### Total number of spaces in before and after school care for children in Pre-Primary, Primary and grades 1 – 6

3,589

*Note: These figures do not include the NS-BAP program for 4 and 5 year-olds, which are not licensed but have specified requirements.*

**TOTAL CENTRE SPACES (0 – 12 years) 15,548**

### Regulated family child care (enrolment)

Full-day (children not attending school)	765
Part-day (children attending school)	425
<b>Total approved family child care spaces (enrolment)</b>	<b>1,190</b>

### TOTAL REGULATED SPACES

**(centre spaces and family child care enrolment) 16,738**

### Number of child care centres (2021)

<b>Total number of centres</b>	<b>304</b>
Number of centres providing a full-day program	271
Number of centres providing a part-day (nursery or preschool) program	44
Number of centres providing a part-day program for children attending school (approx 4 – 12 years)	132
Number of centres providing infant care (0 – < 18 months)	99
Number of centres providing toddler care (18 – < 36 months)	222
Number of centres providing preschool-age care (36 months – 5 years)	229
Number of centres providing non-standard hours care	3
Number of centres in publicly delivered and funded schools	51

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

### Number of approved family child care homes

Number of family child care homes (active)	168
Number of family child care agencies	14

### Nova Scotia Before and After program (NS-BAP)

<b>Total NS-BAP spaces</b>	<b>672</b>
Number of NS-BAP programs	28

### Municipal delivery

Number of municipalities or municipal entities operating child care centres (i.e. are the licence holder)	0
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### Programs by auspice (2021)

Centres	Number of centres/agencies
For-profit	168
Non-profit	165
Publicly operated <sup>1</sup>	0
Family child care agencies	
For-profit	5
Non-profit	9

### Centre spaces by auspice

	Full-day spaces	Part-day spaces <sup>2</sup>	BASC spaces <sup>3</sup>	Total spaces
For-profit	6,373	222	1,948	8,543
Non-profit	4,711	653	1,641	7,005
Publicly operated <sup>1</sup>	–	–	–	–

<sup>1</sup> Municipality/municipal entity, school authority, other government agency or Indigenous governance organization

<sup>2</sup> Nursery school and preschool

<sup>3</sup> Before- and after-school care spaces (4 – 12 years)

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

## FEE SUBSIDIES

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

Full subsidy	3,790
Partial subsidy	1,390

**TOTAL CHILDREN RECEIVING FEE SUBSIDIES 5,180**

## SPECIAL NEEDS/DISABILITY SUPPORT FUNDING

Children in licensed, regulated, or approved child care being supported by special needs/disability support funding (March 31, 2021) *Not applicable*

Number of centres receiving the Inclusion Support Grant 267

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

## ENROLMENT STATISTICS

Number of children enrolled in regulated centres (March 31, 2021)

### Centre enrolment

#### Full-day centres

Infants (0 – < 18 months)	834
Toddlers (18 – < 36 months)	3,535
Preschool-age (36 months – 5 years)	4,362

#### Part-day centres

30 months – 5 years (not in school)	475
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**TOTAL CENTRE ENROLMENT (0 – 5 years) 9,205**

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

Total number of children in Pre-Primary, primary, and Grades 1 – 6 enrolled in before- and after-school care 3,072

*Note: These figures do not include the Nova Scotia Before and After program. Total enrolment in NSBAP was 661 children in March 2021.*

**TOTAL CENTRE ENROLMENT (0 – 12 years) 12,277**

## PARENT FEES

Nova Scotia does not set parent fees; operators set their own fees.

On January 14, 2022, Nova Scotia announced an early initial decrease of parent fees of 25%, on average, retro-active to January 1, 2022, under the Canada-Wide Early Learning and Child Care Agreement. Parents continued to pay their current rate until April 1, then chose to receive either a cheque from their centre reflecting the reduction from January to March or a credit. Parents then began paying the reduced rate going forward in centres that have opted in to the funding program.

A second average 25% fee reduction was announced in November 2022.

### Fee reduction effective January 2022

Age group/ care type	Average daily child care fees pre-reduction	25% daily child care fee reduction	Average daily child care fee post-reduction
Infant	\$42.00	\$10.50	\$31.50
Toddler	\$36.00	\$9.00	\$27.00
Preschool-age (part-day)	\$15.00	\$3.75	\$11.25
Preschool-age (part-day)	\$35.00	\$8.75	\$26.25
School-age (full-day)	\$27.00	\$6.75	\$20.25
School-age (before- and after-school)	\$20.00	\$5.00	\$15.00
School-age (after-school only)	\$16.00	\$4.00	\$12.00
School-age (before-school only)	\$12.00	\$3.00	\$9.00
<b>Nova Scotia Before and After Program (NS-BAP)</b>			
Before- and after-school	\$17.00	\$4.25	\$12.75
After-school only	\$13.00	\$3.25	\$9.75
Before-school only	\$6.00	\$1.50	\$4.50

### Median monthly fees in Nova Scotia: Annual Fee Survey

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

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

Infant	Toddler	Preschooler
\$996	\$897	\$880

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

Nova Scotia currently has a provincial classification system for early childhood staff. It is not a regulated system.



Classification Services of the Nova Scotia Department of Education and Early Childhood Development is responsible for the regulation of individuals who work in regulated child care programs, family child care agencies, and Pre-Primary programs.

There are currently five levels of certification, each with minimum requirements.

#### Entry level

- Orientation for Staff Working in Licensed Child Care Facilities; or
- Post-secondary courses in early childhood education equivalent to the Orientation.

#### Level 1

- Orientation for Staff Working in Licensed Child Care Facilities.
- Post-secondary course work in three subject areas: child development, behavior guidance, and curriculum and programming for young children.
- Two guided workplace experiences in a licensed child care facility, advised by a supervisor from a training institute, and supported by an early childhood contact staff in the workplace.

#### Level 2

- Two-year college diploma program in ECE; or
- [Early Childhood Education Recognition of Prior Learning \(RPL\) Program](#) (delivered through the Association of Early Childhood Educators Nova Scotia)

#### Level 3

- Bachelor's degree in ECE; or
- Level 2 requirements and a bachelor's degree in any discipline.

#### School-age approval

- Orientation for Staff Working in Licensed Child Care Facilities; and
- Either a bachelor's degree in early (childhood) elementary education or a post-secondary credential that qualifies a person to plan and deliver developmentally appropriate programming for school-age children.

*Note: Orientation for Staff Working in Licensed Child Care Facilities is a series of 16 free online informational modules and activities for child care staff working directly with children who do not meet the regulated training requirements. The orientation modules are hosted by BaseCorp Learning Systems*

To maintain the certification, at least 30 hours of professional development is required every three years. Records of continuing professional development are submitted to Classification Services. An extension may be requested with a plan to complete the required number of hours.

For more information, see [A Guide to Classification and Professional Development for Early Childhood Educators](#) or visit the [Classification for Child Care Staff](#) website.

Nova Scotia has announced that a regulated ECE certification process will be introduced by 2023. The new process will define competencies and scope of practice for ECEs and introduce new certification categories for ECE assistants and advanced practitioners in early childhood education. For more information, visit the [Early Childhood Educator Certification](#) website.

## STAFF WAGES

### Provincial wage data

Information on average wages is not available from the Nova Scotia government.

### Provincial wage floor (2021)

In 2021, licensed child care centres opting to receive the Quality Investment Grant (QIG) and Program Support Funding (PSF) were required to follow the minimum wage floor established in 2017 by the Department of Education and Early Childhood Development. All staff who work directly with children as required for ratio were included in this wage floor.

### Minimum wage floor established by the Department of Education and Early Childhood Development (2021)

<i>Certification level</i>	<i>Wage floor (minimum)</i>
Level 1	\$15/hour
Level 2	\$17/hour
Level 3	\$19/hour
School-age approval	\$17/hour

### Provincial wage grid (2022)

Development and implementation of a new compensation framework for staff in regulated child care was funded through the [Canada-Nova Scotia Canada-Wide Early Learning and Child Care Agreement](#).

The ECE wage scale came into effect November 1, 2022, retroactive to July 4, 2022.

Early Childhood Educators Level 1, 2 and 3, employed by provincially funded licensed child care centres and family child care agencies were included in the new wage scale. All ECEs included in the wage scale received a lump sum retroactive payment for the period July 4, 2022 to October 21, 2022.

The wage scale was modified, effective April 1, 2023.

#### ECE wage scale effective November 1, 2022 (retroactive to July 4, 2022)

Position and Level	Years of experience				
	< 1	1, 2	2, 3	3, 4	4, 5+
ECE – Level 1					
	\$22.92	\$23.61	\$24.31	\$25.04	\$25.79
ECE – Level 2/School-age					
	\$24.98	\$25.73	\$26.50	\$27.29	\$28.11
ECE – Level 3					
	\$26.01	\$26.79	\$27.59	\$28.42	\$29.27

#### New ECE wage scale effective April 1, 2023

Position and Level	Years of experience				
	< 1	1, 2	2, 3	3, 4	4, 5+
Director					
Level 1	\$23.61	\$24.31	\$25.04	\$25.79	\$26.56
Director					
Level 2/School-age					
	\$25.73	\$26.50	\$27.30	\$28.11	\$28.95
Director					
Level 3	\$26.79	\$27.59	\$28.42	\$29.27	\$30.15

For information about additional positions and levels, see [Nova Scotia's ECE compensation framework](#).

Family child care providers classified as ECEs Level 1, 2 or 3, who are working with a family child care agency will be eligible for additional compensation. However, since they are self employed, and not employees of the agency, work is underway to determine how these funds will flow to providers.

#### 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	\$36,000
Median hourly employment income	\$17.31 – 19.78

Note: Calculated using 2,080 hours/year (40 hours/week) and 1,820 hours/year (35 hours/week).

Source: Canadian Census (2021). Special run by Statistics Canada.

Note: These data include Early Childhood Educators and Assistants, as defined in NOC 4214 and “working in the day care services industry in centre-based environments with children aged 0 – 12 years”, as defined in NAICS 6244. Included are individuals who worked full-time (30+ hours/week) and full-year (48+ weeks/year), did not work at home, and were not self-employed. Included are supervisors but not managers. Employment income refers to income from all jobs if the Early Childhood Educator or Assistant holds a second job providing a wage, salary or commissions.

Note: See Table 18 in this report for comparable data from other provinces/territories and Canada average.

## STANDARDS AND REGULATIONS

### REGULATED CHILD CARE CENTRES

Child care centres are licensed under the [Early Learning and Child Care Act](#) and the [Early Learning and Child Care Regulations](#).

A number of amendments to the regulations came into effect in 2020.

**Maximum centre size:** Not specified

**Maximum room size:** Not specified





<b>Staff:child ratio and maximum group size</b>		
<i>Age group</i>	<i>Staff:child ratios</i>	<i>Maximum group size</i>
0 – 17 months	1:4	10
18 – 35 months	1:6	18
30 months – 5 years (mixed group)	1:7	24
36 months – 5 years (full-day)	1:8	24
30 months – 5 years (part-day)	1:12	24
School-age only		
(before- and after-school)	1:15	30
School-age and fewer than eight		
Pre-Primary children		
(before- and after-school)	1:15	30
School-age and eight or more		
Pre-Primary children		
(before- and after-school)	1:12	30
Pre-Primary children only		
(before- and after-school)	1:12	30
<i>Note: The 30 months – 5 years mixed age group was added following the 2020 amendments to the Early Learning and Child Care Regulations.</i>		

### **Staffing requirements for centres**

#### *Early childhood requirements for staffing a centre*

In Nova Scotia, staff qualification requirements are specified at a centre, rather than a room or group, level.

In a regulated full-day or part-day child care centre, two-thirds of staff working directly with children must hold at least Level 1 classification.

In a regulated school-age centre, two-thirds of staff must hold at least Level 1 classification or school-age training approval.

The remaining one-third of staff must meet the Entry Level qualification.

In a centre with only two staff working directly with children, one staff member must have at least Level 1 or school-age training approval.

#### *Exemptions to early childhood qualification requirements for centre staff*

Staff may be exempt from qualification requirements if the licensee has proven they are unable to hire staff with required qualifications and if the licensee has hired staff who are working toward completing required qualifications; these staff are considered temporary. The licensee must present a temporary plan that includes a timeline for the staff to complete the qualifications.

Between April 1, 2021 and May 5, 2022, 21 temporary staffing plans were issued.

Conditional approval may be granted for one year for staff to complete the Orientation for Staff Working in Licensed Child Care Facilities (applies only to staff hired before August 31, 2018); six months (for staff hired after September 1, 2018); or six months to complete the Orientation course for conditional school-age approval.

#### *Early childhood qualifications for on-site centre supervisors*

All centre-based programs must be administered by a centre director who is present at all times to supervise and manage the daily operations of the program.

A centre director must have at least Level 2 classification or school-age approval. A centre director who began working as a director before May 1, 2012 must have at least Level 1 classification.

#### *Other requirements*

Centre staff must be at least 16 years of age to be included in the staff: child ratio.

Each centre director and staff member who works directly with children must have a child abuse register check, a vulnerable sector check, and a first aid certificate that includes infant CPR.

In 2019, a project to recognize prior learning of eligible employees with related experience in early childhood education was piloted. It tested whether employees who demonstrated they had acquired the skills, knowledge, and judgment as someone with a two-year early childhood education diploma should be recognized as eligible for a Level 2 Classification. This is still in place.

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

Most types of licences must comply with the new regulations with the exception of licences for a part-day program for children younger than 30 months old. These are issued under the former regulations, which remains valid, and may be renewed under those same conditions.

A licence is usually valid for one year.

#### *Regulations regarding inspection*

A facility, an agency, and a family child care home must be inspected at least annually in keeping with the regulations and established policies and procedures.

Licensing officers require an undergraduate degree (Arts, Education, Social Work or Early Childhood Education), plus five years experience in an early learning and child care setting or a work environment with a focus on policy and regulations. Other equivalent combinations of related training requirements and experience are considered.

### **REGULATED FAMILY CHILD CARE**

In Nova Scotia, regulated family child care is called family child care homes. Family child care homes are regulated under the [Early Learning and Child Care Act](#) and the [Early Learning and Child Care Regulations](#).

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

#### **Model of organization**

Family child care in Nova Scotia operates under an agency model. The agency, not the family child care providers, are licensed by the Department.

The agencies approve, manage, and monitor family child care in providers' homes.

The duties of an agency include:

- ensuring each family child care provider operates in accordance with the legislation;
- regularly assessing providers and homes; and
- ensuring that its family home consultant makes regular home visits.

There are currently 14 family child care agencies across 11 Nova Scotia counties. A list and information of the agencies can be found in the online [Directory of Licensed Child Care Facilities](#).

#### **Maximum capacity**

A provider may care for a maximum of seven children at a time, including her/his own.

If a provider is caring for four to seven children, no more than three may be under three years of age. Of those three, no more than two children may be infants.

A provider caring for school-age children only may care for a maximum of nine school-age children at a time, including their own children.

A provider may care for a maximum of three infants at a time, including her/his own infants. If caring for a maximum of three infants, there may be no other children in her/his care.

### **Family child care provider requirements**

Providers must complete a family child care training course (Level 1 of the Canadian Child Care Federation's (CCCCF) Family Home Day Care Training of approximately 40 hours) no later than one year after being approved. Providers must also complete five hours of professional development workshops annually.

Providers must be at least 18 years old, and have a child abuse register check, a vulnerable sector check, and a first aid certificate that includes infant CPR.

Any person who is 13 years old or older who lives in a family child care home and has contact with children or the records of children must complete a child abuse register check. Any person who is 18 years old or older who lives in a family child care home and who has, or will have, contact with children or the records of children must complete a vulnerable sector check.

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

Family home child care consultants conduct home visits to provide services and support in accordance with their duties. Before a regulation change in 2020, home visits were required every 30 days; there is no specified frequency in the new regulation.

Family home consultants must have at least:

- Level 2 child care certification; and
- two years' experience working in a child care program.

The duties of a family home consultant include: assisting parents and providers in matching parents' needs with services; providing administrative support and record-keeping; organizing parent committee meetings; providing a lending library and regular play groups; coordinating the delivery of professional development courses for providers and agency staff; and organizing transportation for providers and children to attend agency functions.

## ■ FUNDING FOR REGULATED CHILD CARE

### CHILD CARE SERVICES' ELIGIBILITY FOR FUNDING

Before the agreement with the federal government in 2021, funding was granted via the Department of Education and Early Childhood Development to all existing regulated centres, both full-day and part-day and regulated family child care agencies. Both non-profit and for-profit programs could apply for grants and/or funding and provide subsidized child care.

As of the end of 2022, centres both non-profit and for-profit that have signed onto the 2022 – 2023 Quality Investment Grant Funding Agreement will be funded to compensate for fee reduction.

Under the Canada-Nova Scotia Canada-wide Early Learning and Child Care agreement, Nova Scotia will prioritize expansion of spaces in the not-for-profit sector.

### TYPES OF FUNDING

#### FEE SUBSIDIES

##### Eligibility criteria

As of July 2019, Nova Scotia no longer requires families to meet any social criteria to be eligible for subsidy.

##### Financial eligibility

Financial eligibility is based on net total household income, minus allowable deductions, plus the number of dependent children. In addition, to be eligible for fee subsidy a family may not have more than \$50,000 in savings or liquid assets.

##### Financial eligibility for fee subsidy (February 1, 2021)

Maximum subsidy	Partial subsidy	No longer qualify for subsidy
Up to \$35,000	\$35,000 – \$70,000	\$70,000+

Note: Gross total family income minus allowable deductions plus number of dependent children

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

Regulated non-profit and for-profit child care programs and family child care agencies are eligible to provide subsidized child care including [Nova Scotia Before and After Programs](#) (BAP), which are not licensed but may receive subsidized children.

Fee subsidies can be used in both full-day and part-day programs.

#### Surcharges above the fee subsidy

Fees in Nova Scotia are not set or capped, and a subsidy may not cover a child's full fee. A family eligible for a subsidy is responsible for paying the difference in fee above the approved government subsidy per diem rate.

#### Subsidy rates

The subsidy rate is the maximum amount paid by the provincial government to the service on behalf of a fully subsidized parent to cover all or part of the parent fee.

##### Maximum daily subsidy rates (2021)

Infant	\$29.00
Toddler	\$24.00
Preschool-age	\$23.00
School-age	\$17.70

#### Entitlement to a fee subsidy

All eligible families are able to access a fee subsidy. There is no waiting list for a fee subsidy.

#### Other programs subsidizing the individual family or child

Individuals accessing Income Assistance and Employment Support Service and demonstrate a need for child care are eligible for a maximum of [\\$400/month child care allowance](#) for regulated and non-regulated child care arrangements.

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## OPERATIONAL FUNDING

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### Quality Investment Grant (QIG) and Program Support Funding (PSF)

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Before October 2022, the QIG and PSF were available to eligible licensed child care to supplement wages for staff, with a focus on those who work directly with children as required for ratio. The funding was to be used primarily to ensure that trained staff required to meet the staff:child ratios earned at least the wage floor established by the Department of Education and Early Childhood Development (EECD).

Any remaining funding was to be used to support wages in any of the following areas:

- untrained/entry level staff who are required to meet the ratio;
- any additional trained staff not required to meet the ratio;
- substitute staff and summer students; and
- to implement a wage scale to recognize staff experience.

This was updated in October 2022. The QIG is now aimed at funding licensed child care centres in Nova Scotia to support fee reductions and compensation for early childhood educators, taking into account the Nova Scotia wage grid introduced in October 2022. See the information on the wage grid in this section and the [government guide](#) to the new QIG requirements and options.

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### Family Home Child Care Operating Grant

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The Family Home Child Care Operating Grant is an annual grant to the agency to support the costs of salary and benefits to agency staff, transportation, education, program material, and fixed costs (rent and utilities, insurance, phone, equipment, advertising, and administration costs). The grant is based on an annual budget, which is set according to internal guidance for appropriate costs and distributed in quarterly installments.

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### Inclusion Support Grant (ISG)

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The [Inclusion Support Grant](#) supports inclusion at the centre level, not for a specific individual child. Funding supports centres' acquisition of resources and additional staffing to support developmental, social, and physical inclusion for vulnerable, and/or low-income children who may require specialized supports, when necessary.

The amount of funding is primarily determined by a formula in proportion to program's licensed capacity and annual operating days.

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### Infant Quality Care Grant (formerly the Infant Incentive Grant)

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As of March 31, 2021, the Infant Incentive Grant, intended to incentivize child care providers to increase infant spaces by providing \$4/space/day in centres and \$2 space/day in family child care homes transitioned to the Infant Quality Care Grant, along with additional professional development requirements. This grant provides funding for professional learning related to infant care to staff and family child care providers who care for infants.

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## ONE-TIME FUNDING

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### Family Home Child Care Start-Up Grant

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The Family Home Child Care Start-Up Grant is available for approved agencies. Agencies receive a start-up grant of \$5,000 to offset expenses directly related to the start-up costs for the agency. It provides a one-time fixed amount to be used by the agency to pay for advertising, equipment, and legal fees incurred to set up the agency.

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### Space Conversion Grant

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As of 2021, the Space Conversion grant provided 51 centres with one-time funding to convert existing space to support the changing child care needs of their communities.

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## OTHER ELCC FUNDING

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### Early Childhood Education Training Initiative

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The Early Childhood Education Training Initiative (ECETI) supports early childhood education training institutions and associated programs to provide opportunities to extend services and training to the in-service sector. Funding is provided through a service agreement with each institution to provide professional development for ECEs. Professional development is focused on provincial priorities and on topics identified as community priorities.

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### Continuing Education

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The [Continuing Education Program](#) is intended to enhance the ability of regulated centres, family home child care agencies and Pre-Primary programs to recruit and retain qualified staff. The program provides financial support to staff to continue their education and enhance their skills and qualifications by studying part-time towards their early childhood education diploma.

Eligible staff can apply for reimbursements of up to \$1,000 per year if working part-time, and up to \$5,000 per year if working full-time in the sector. The program supports approximately 200 staff annually.

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### Association of Early Childhood Educators of Nova Scotia

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Before 2019, the Association of Early Childhood Educators of Nova Scotia (AECENS) was known as the Nova Scotia Child Care Association (NSCA). The AECENS is a membership-based professional association by and for all early childhood educators (ECEs) in the province.

The association receives funding from the provincial government to support the child care workforce in Nova Scotia.

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

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<b>FEE SUBSIDIES</b>	<b>\$23,057,900</b>
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### OPERATIONAL (PREVIOUSLY RECURRING) FUNDING

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<i>Program</i>	<i>Amount</i>
Quality Investment Grant (QIG) and Program Support Funding (PSF)	\$24,696,000
Child Development Centre Grant	\$80,400
Family Home Child Care Operating Grant	\$2,036,000
Inclusion Support Grant (ISG)	\$6,568,000
Infant Incentive	\$1,016,000
<b>Total operational funding</b>	<b>\$34,396,400</b>

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*Note: The Child Development Centre Grant ended in 2020 – 2021.*

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### ONE-TIME FUNDING

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

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<i>Program</i>	<i>Amount</i>
Family Home Day Care Start-Up Grant	\$5,000
Space Conversion Grant	Not available

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#### One-time funding – other

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<i>Program</i>	<i>Amount</i>
Early Childhood Education Training Initiative	\$839,900
Early Childhood Education Assistance Program	\$20,000
Continuing Education	\$422,400
<b>Total one-time funding</b>	<b>\$1,287,300</b>

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<b>TOTAL FUNDING FOR REGULATED CHILD CARE (fee subsidies, operational funding, one-time funding)</b>	<b>\$58,742,000</b>
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<b>OTHER ELCC FUNDING</b>	<b>\$0</b>
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## FEDERAL TRANSFERS TO PROVINCE

<i>Federal transfers</i>	<i>Amount</i>
Multilateral Early Learning and Child Care Framework – Early Learning and Child Care Bilateral Agreements	\$11,620,738
Safe Restart Agreement (child care specific funding)	\$17,432,000

## COVID-19 RELATED SUPPORTS

COVID-19 spending	<i>Not available</i>
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*Note: This amount reflects the total COVID-19 related spending (additional) that supported licensed, regulated child care facilities and homes during the COVID-19 pandemic in the 2020 – 2021 fiscal year from federal and provincial funds.*

## OF INTEREST

### FAMILY RESOURCE CENTRES

[Family resource centres](#) are non-profit organizations that provide community based programs and services intended to support the healthy development and wellbeing of children and youth. Programs and services delivered to children and their families focus on parent education and learning, family support, youth development and early learning and literacy.

There are 27 family resource centres in the province, 23 of which are provincially funded by the Department of Community Services.

### PROVINCIAL ECEC ORGANIZATIONS AND ADVISORY GROUPS

[Association of Early Childhood Educators Nova Scotia](#)

[Child Care Now Nova Scotia](#)

### MINISTER'S EARLY LEARNING AND CHILD CARE ENGAGEMENT TABLE

The table brings together a broad and diverse group of individuals from across the province, to inform, engage on and support issues and initiatives related to the transformation of Nova Scotia's early learning and child care system. Members have committed to a one-year term, with the possibility for an extension. See [childcarenovascotia/engagement](http://childcarenovascotia/engagement) for further details.





# New Brunswick



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# New Brunswick



## ■ OVERVIEW

In New Brunswick, early learning and child care includes kindergarten, non-designated regulated part- and full-time child care centres, school-age centres, family child care homes and designated New Brunswick Early Learning Centres and Homes.

New Brunswick is officially a bilingual province with parallel English and French public education sectors that deliver kindergarten in French and English. The Department of Education and Early Childhood Development is responsible for kindergarten under the [Education Act](#) which is available full-school day for all five-year-olds and is compulsory.

The Department of Education and Early Childhood Development licenses programs under the [Early Childhood Services Act](#), and regulates them under [Licensing Regulation – Early Childhood Services Act](#). Licensed programs are delivered by non-profit and for-profit operators, with nearly twice as many for-profit operators. There are two municipalities operating three centres and five licensed centres on First Nations reserves.

New Brunswick has developed a category of “designated” [New Brunswick Early Learning Centres](#) and family child care homes which have additional requirements. In 2022, a majority of programs have designation status.

Fee subsidies are available to parents using designated programs through the Parent Subsidy Program, and the Daycare Assistance Program for those using non-designated programs. On November 1, 2022, eligibility criteria for the Parent Subsidy Program expanded to improve access for newcomers and refugees. Designated programs have been required to use the Market Fee Threshold to manage parent fees since December 2017. From June 2022, a Standard Parent Fee Grid sets parent fees in designated centres and homes.

Regulated family child care is individually licensed. Its spaces are termed “approved spaces” while regulated family child care homes are termed “community child care homes”. Parental leave is termed “child care leave”.

New Brunswick signed the Canada-New Brunswick Early Learning and Child Care Agreement (Multilateral Framework Agreement) on August 30, 2017; it was extended on August 19, 2020 with an additional \$9.7 million allocated to the 2020-2021 fiscal year, and renewed on August 13, 2021 with another \$48.1 million allocated over four years.

The Canada-New Brunswick Canada-Wide Early Learning and Child Care Agreement was signed by New Brunswick on December 10, 2021. It allocated \$492 million over five years to:

- reduce fees for children 0-6 to an average of \$10/day by 2025 – 2026;
- create 3,400 new designated spaces by 2026, prioritizing rural areas and other areas with identified service gaps;
- implement a wage grid based on training and experience; and
- look into fast-tracking immigration for qualified individuals.

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

## ■ PROVINCIAL CONTEXT

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

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

Age	Number of children (2021)
0	6,000
1	4,900
2	7,900
3	7,200
4	6,500
5	7,500
6	7,500
7	7,200
8	7,600
9	7,000
10	8,000
11	9,000
12	8,500
Total	94,700

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

Age	Number of children (2021)
0 – 2	18,800
3 – 5	21,200
6 – 12	54,800
Total	94,700

---

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

*Age*                      *Number of children (2021)*

0	4,100
1	3,600
2	5,400
3	5,100
4	4,200
5	5,200
6	5,100
7	5,400
8	5,100
9	5,200
10	6,100
11	6,300
12	6,100
Total	66,900

---

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

*Age*                      *Number of children (2021)*

0 – 2	13,100
3 – 5	14,500
6 – 12	39,300
Total	66,900

---

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

<i>Age</i>	<i>First Nations</i>	<i>Métis</i>	<i>Inuk (Inuit)</i>	<i>Multiple</i>	<i>Other</i>
0 – 4	1,445	335	90	25	55
5 – 9	1,705	455	75	30	75
10 – 14	1,825	690	50	70	70
Total	4,975	1,480	215	125	200

---

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

<i>Age of youngest child</i>	<i>Number of mothers</i>	<i>Participation rate (%)</i>
0 – 3	15,000	82.4
4 – 5	5,900	83.1
0 – 5	20,900	82.6
6 – 12	21,800	89.0

---

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

<i>Age</i>	<i>Living with two parents</i>	<i>Living with one parent</i>	<i>Lone mother</i>	<i>Lone father</i>
0 – 4	25,465	6,265	5,280	990
5 – 9	28,165	9,345	7,375	1,970
10 – 14	28,480	11,215	8,800	2,420

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

<i>Age</i>	<i>English</i>	<i>French</i>	<i>Non-official</i>	<i>Multiple</i>
0 – 4	23,005	7,180	1,100	950
5 – 9	27,050	8,690	1,240	1,190
10 – 14	28,440	9,670	1,260	1,175
Total	78,490	25,535	3,600	3,315

---

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

<i>Two-parent families</i>	<i>Male lone-parent</i>	<i>Female lone-parent</i>
\$90,000	\$44,400	\$43,200

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## PARENTAL LEAVE AND BENEFITS

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

### LEAVE PROVISIONS

**Maternity leave**

17 weeks.

There is no minimum length of employment tied to eligibility. All pregnant employees are eligible.

**Parental leave (Child care leave)**

62 weeks for birth or adoption.

There is no minimum length of employment tied to eligibility. All parents, natural or adoptive, are entitled to child care leave.

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

An employee taking maternity and parental leave must do so consecutively.

### PARENTAL LEAVE BENEFITS

**Benefit options in 2022**

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

**Two options for parental leave benefits**

*(parents must choose one)*

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

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

As of March 17, 2019, the Parental Sharing Benefit also became available to non-birth/second parents. Under this additional benefit, five weeks of Standard Benefits are 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 New Brunswick, kindergarten is the responsibility of the Department of Education and Early Childhood Development.

As an officially bilingual province, New Brunswick has parallel English and French public education sectors. Four anglophone and three francophone elected District Education Councils develop and monitor policies to address priorities and needs in local schools.

Full-school day kindergarten is available to all five-year-olds and is compulsory.

Seven schools on reserve offer kindergarten, which is funded by Indigenous Services Canada and operated by Mi'gmaq and Wolastoqey First Nations. Indigenous Services Canada also pays for children living on reserve to attend provincial public schools.

New Brunswick does not regulate or fund denominational or independent schools.

### **PROVINCIAL RESPONSIBILITY FOR KINDERGARTEN**

Department of Education and Early Childhood Development

Place 2000

P. O. Box 6000

Fredericton, NB, E3B 5H1

250 King Street

Fredericton, NB, E3B 9M9

Telephone: (506) 453-3678

Fax: (506) 457-4810

Website [EN]: <https://www2.gnb.ca/content/gnb/en/departments/education/k12.html>

Website [FR]: <https://www2.gnb.ca/content/gnb/fr/ministeres/education/m12.html>

### **LEGISLATION AND REGULATIONS**

New Brunswick, Legislative Assembly. *Education Act*. SNB1997, C-E-1.12. Amended 2000, C-52, s.1; 2004, C-19, s.1.

### **KINDERGARTEN FOR FIVE-YEAR-OLDS**

Kindergarten in New Brunswick is a full-school day program delivered in parallel English and French public schools.

### **DISTRIBUTION OF PROGRAM THROUGHOUT THE JURISDICTION OR POPULATION**

Kindergarten is available for all eligible children across New Brunswick.

### **ELIGIBILITY**

To be eligible for kindergarten, children must be five years of age by December 31 of the school year.

### **ENROLMENT**

Attendance in kindergarten is compulsory for all children. Parents may choose to defer enrolment in kindergarten for one year if their child is born between September 1 and December 31 of the school year.

### **ENTITLEMENT**

All eligible children are entitled to attend kindergarten and access is legislated.

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

Kindergarten is a full-school day, with between four and four-and-a-half hours of instructional time per day, with an average of 832 instructional hours per year.

### **CLASS SIZE**

Class sizes are negotiated between the New Brunswick Treasury Board and the New Brunswick Teachers' Federation. The maximum class size for kindergarten is 21. If the kindergarten class is combined with any other grade, the maximum class size is 16.

### **CURRICULUM OR CURRICULUM FRAMEWORK**

The use of prescribed curricula is mandated. For further details see:

[K-12 Anglophone Sector Kindergarten Curriculum](#)

[K-12 Francophone Sector Kindergarten Curriculum](#)

### **GENERAL TEACHER QUALIFICATIONS AND CERTIFICATION**

All teachers must hold a New Brunswick Teacher's Certificate. A bachelor's degree in a teachable subject and a bachelor's degree in education are two of the requirements for certification. Eligible internationally trained teachers may be issued an Interim Teacher's Certificate until they have worked for two years in the New Brunswick public school system.

There are no specific ECE requirements for kindergarten teachers.

## TOTAL ENROLMENT

### (SCHOOL YEAR 2020 – 2021)

Anglophone kindergarten enrolment	4,534
Francophone kindergarten enrolment	2,079
<b>Total enrolment</b>	<b>6,613</b>

*Note: Enrolment figures are for public schools only.*

### FINANCIAL (SCHOOL YEAR 2020 – 2021)

Financial information on kindergarten spending is not available.

## ■ CHILD CARE

### PROVINCIAL RESPONSIBILITY FOR CHILD CARE

Department of Education and Early Childhood Development

Place 2000

P. O. Box 6000

Fredericton, NB, E3B 5H1

Telephone: (506) 453-3714

Website: <https://www2.gnb.ca/content/gnb/en/departments/education/elcc.html>

For further details, see [Education and Early Childhood Development](#).

### LEGISLATION AND REGULATIONS

New Brunswick. Legislative Assembly. [Early Childhood Services Act](#). – SNB2010 C-E-0.5 Amended 2012, C-22, s.1.

New Brunswick. Legislative Assembly. [Licensing Regulation – Early Childhood Services Act](#). – SNB2018-11 C-E-0.5 Amended O.C. 2018-39.

New Brunswick. Legislative Assembly. [Child Care Subsidies Regulation – Early Childhood Services Act](#). – SNB2018-12 C-E-0.5 Amended O.C. 2018-40.

New Brunswick. Legislative Assembly. [Programs for Children with Autism Spectrum Disorder – Early Childhood Services Act](#). – O.C. 2018-41.

New Brunswick. Legislative Assembly. [On-line Registry Regulation – Early Childhood Services Act](#) O.C. 2021-140 2021-42.

## CHILD CARE SERVICES

### UNREGULATED CHILD CARE

Unlicensed child care is limited to: no more than two infants; no more than four preschool-age children, or no more than eight school-age children, with a total of no more than five children. Children of the operator are counted within all maximums.

Additional exemptions can be found in the [Early Childhood Services Act](#).

### REGULATED CHILD CARE

#### Full-time early learning and child care centre

A licensed full-time early learning and child care centre provides care for more than four consecutive hours per day and three or more days per week for groups of:

- more than three infants;
- more than five preschool-age children; and
- more than six children total, if the children are from more than one of the above age groups and also include school-age children.

#### Part-time early learning and child care centre

A part-time early learning and child care centre provides services to either more than five preschool-age children for up to four consecutive hours per day or for fewer than three days per week, or to more than nine school-age children. All age groups include the children of the operator.

#### Early learning and child care home

A licensed facility at which services are provided in a home setting for more than four consecutive hours per day and three or more days per week to a group of children. Maximum group sizes are as follows:

- three infants;
- five preschool-age children;
- nine school-age children, or
- six children, if the children are from more than one of the age groups. The group cannot include more than two infants and must include at least one school-age child.

All age groups include the children of the operator.

### **New Brunswick Early Learning Centre and New Brunswick Early Learning Home Designation**

For licensed centres and homes to be designated as a New Brunswick Early Learning Centre or a New Brunswick Early Learning Home, operators must voluntarily enrol in the program. A majority of child care programs in New Brunswick are designated programs in 2022.

Designated centres and homes provide care for children between the ages of 0 – 5 years not attending school and receive operating funding to offset the costs of meeting the designation requirements. Parents have access to improved child care fee subsidies through the Parent Subsidy program. Non-profit and for-profit programs are eligible for designation.

It is preferred but not required that a designated centre provide infant care.

The designated program must use either the New Brunswick Curriculum Framework for Early Learning and Child Care – English or the Curriculum éducatif des services de garde francophones du Nouveau-Brunswick and ensure the staff are trained in the chosen curriculum framework.

The designated program must also:

- implement the low fee policy as specified;
- operate within the Market Fee Threshold policy;
- work with the department to investigate ways to provide more infant and toddler spaces;
- improve capacity for inclusion;
- create annual quality improvement plans and assessments;
- actively participate in communities of practice and ongoing professional learning; and
- work with government on data sharing to inform public policy.

A New Brunswick Early Learning Home has specified eligibility criteria and program requirements set by the Department of Education and Early Childhood Development for children aged five years and under who are not attending school.

*Note: The Market Fee Threshold is the range of fees provided by designated New Brunswick Early Learning Centres and New Brunswick Early Learning Homes. It is based on the average fee currently charged to parents for infants and preschool aged children under the age of five in two different sizes of communities: large urban, and small urban and rural.*

### **CURRICULUM FRAMEWORK**

The English and French early learning and child care curriculum frameworks for children aged 0 – 5 years. The two frameworks are distinct and not translations.

English: [New Brunswick Early Learning and Child Care Curriculum Framework, 2008](#)

French: [Le Curriculum éducatif Services de gardes francophone, 2008](#)

Designated New Brunswick Early Learning Centres and New Brunswick Early Learning Homes are required to use one of the two provincially recognized curriculums and ensure staff are trained in the chosen framework.

All staff must complete the 30 hours curriculum training portion of the 90 hour Introduction to Early Childhood Education regardless of the facility designation.

### **CHILDREN WITH SPECIAL NEEDS**

*(New Brunswick uses the term children with disabilities and additional needs)*

New Brunswick has two funding programs that support children with disabilities and additional needs in licensed early learning and child care programs, the Inclusion Support Program and Developmental Child Care.

#### **INCLUSION SUPPORT PROGRAM**

New Brunswick has had a long history of partnering with the New Brunswick Association for Community Living for development of training specific to inclusion and to provide onsite support.

A re-design of the previous Enhanced Support Worker Program (ESWP) completed in 2020 – 2021 has been renamed the Inclusion Support Program (ISP). It includes:

- Intensive Inclusion Support;
- Targeted inclusion support; and
- Universal inclusion support.

Intensive Inclusion Support Funding is available to licensed child care to help children with disabilities and additional needs participate in the day-to-day activities of the child care facility. Funding may be individualized (one-on-one) or shared, which allows for an Inclusion Support Worker to support up to a maximum of four children based on the children's additional needs. Funding may be provided for a specific amount of time (three, six or 12 months) depending on the needs of the child(ren) and those of the facility.



Facilities receive funding for preschool-age children up to 35 hours/week and for school-age children up to 20 hours/week during the school year and 35 hours during summer, one week in December and March break.

To be eligible for Intensive Inclusion Support, parents must be working or attending school/training.

A referral from a health professional or Family and Early Childhood Agency is required, documenting the need for individualized support. An observation, meeting/consultation with the Early Learning Consultant for the Inclusion Support Program, is part of the application process.

Targeted Inclusion Support is provided through access to Early Learning Consultant(s) and includes:

- child specific support observation, documentation and planning;
- coaching on family engagement strategies; and
- access to a range of professional learning to build capacity for implementing inclusion practices in child care.

Universal Inclusion Support provides:

- access to a range of professional learning to build capacity for implementing inclusion practices in child care; and
- support in developing inclusion policies and practices.

Beginning in 2021 – 2022, Inclusion Support Workers were required to complete three 45 minute Inclusion Webinars. Training on Duty to Accommodate is in development. As of August 1, 2022, Inclusion Support Workers are eligible for the same levels of wage enhancement as educators. See [Guidelines: Inclusion Support Program](#) for further details.

In 2022, the Department of Education and Early Childhood Development (EECD) added Early Learning Consultant positions with expanded responsibility for inclusion in each of the School Districts.

Funding for this program is limited and not guaranteed for eligible applicants.

## DEVELOPMENTAL CHILD CARE

Developmental Child Care is specific to children of families who are receiving Early Intervention services. The program may include children with disabilities and additional needs but the primary clients are children living in conditions of vulnerability who may be at risk. This program offers 12 hours/week rather than the full-time hours provided under the Inclusion Support Program.

## CHILDREN WITH DISABILITIES AND ADDITIONAL NEEDS – OTHER

New Brunswick has no licensed child care facilities solely or primarily for children with disabilities and additional needs.

Newly constructed child care facilities are not required by the province to be fully accessible; however, some municipalities have requirements for accessibility and facilities must comply with those by-laws.

A legislative amendment in 2021 requires all licensed facilities to have an inclusion policy and to implement inclusive practices.

## FIRST NATIONS, MÉTIS AND INUIT CHILD CARE

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

New Brunswick licenses child care centres for First Nations communities on reserve upon request. Ongoing monitoring and renewal functions of licensed facilities are undertaken by the province.

There are five licensed centres on reserve.

---

<b>Number of licensed spaces on reserve (March 31, 2021)</b>	
Infants (0 < – 2 years)	9
Preschool-age	150
School-age (before- and after-school)	30
<b>Total licensed spaces</b>	<b>189</b>

---

There are no licensed family child care providers on reserve.

Aboriginal Head Start on Reserve (AHSOR) is licensed on request. There are 15 licensed and unlicensed AHSOR programs in New Brunswick.

### Number of unlicensed child care centres on reserve

*Information not available*

---

Centres located on reserve are not eligible for regular provincial funding. First Nations families living on reserve and accessing off reserve child care are eligible for provincial fee subsidy.

New Brunswick provides funding for children with special needs in licensed on reserve child care programs.

Child care on reserve is not eligible for designation in 2022.

## INDIGENOUS CHILD CARE OTHER THAN ON RESERVE

Aboriginal Head Start in Urban and Northern Communities (AHSUNC) may be licensed by New Brunswick on request.

There is one licensed AHSUNC program, with morning and afternoon sessions, each of which enrolls nine children.

## OTHER INDIGENOUS-SPECIFIC RESOURCES/INITIATIVES

The Union of New Brunswick Indians Training Institute provides training to Indigenous ECE students.

## SPACE STATISTICS

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

#### Full-day centres

Infants (0 < – 2 years)	2,170
Preschool-age (2 – 5 years) (not yet in school)	12,171

#### Part-day centres

Preschool-age (2 – 5 years) (not yet in school)	881
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<b>TOTAL CENTRE SPACES (0 – 5 years)</b>	<b>15,222</b>
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### Before- and after-school care (licensed, regulated, approved or authorized)

<i>Total number of spaces in before- and after-school care for children in kindergarten and grades 1 – 6</i>	<b>16,214</b>
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<b>TOTAL CENTRE SPACES (0 – 12 years)</b>	<b>31,436</b>
---	---------------

### Regulated family child care

#### Early learning and child care homes *Number of spaces*

Full-day (children not attending school, including 213 infants and 409 preschool-age children)	622
Part-day (children attending school)	358
<b>Total early learning and child care home spaces</b>	<b>980</b>

*Note: licensed capacity, not enrolment in family child care.*

<b>TOTAL REGULATED SPACES (in centres and family child care)</b>	<b>32,416</b>
--	---------------

### Number of centre-based programs

<i>Total number of centres</i>	<b>697</b>
Number of centres providing a full-day program	422
Number of centres providing a part-day (nursery or preschool) program	50

Number of centres providing a part-day program for children attending school	263
Number of francophone centres	264
Number of centres designated as NB Early Learning Centres	411
Number of centres providing infant age care (< – 2 years)	231
Number of centres providing preschool-age care (2 – 5 years) (not yet in school)	460
Number of centres providing non-standard hours care	14
Number of centres in publicly delivered and funded schools	145

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

### Number of regulated early learning and child care homes (active)

#### Number of homes

<i>Total number of early learning and child care homes</i>	<b>145</b>
Number of francophone early learning and child care homes	68
Number of anglophone early learning and child care homes	77

### Programs by auspice

#### Centres

For-profit	473
Non-profit	216
Publicly operated	8

*Note: Publicly operated includes three municipally operated centres and five licensed centres operated by First Nations.*

### Centre spaces by auspice

	<i>Full-day spaces</i>	<i>Part-day spaces<sup>1</sup></i>	<i>BASC spaces<sup>2</sup></i>	<i>Total spaces</i>
For-profit	13,973	443	6,307	20,723
Non-profit	5,376	438	4,639	10,453
Publicly operated <sup>3</sup>	195	0	65	260
<b>Total</b>	<b>19,544</b>	<b>881</b>	<b>11,011</b>	<b>31,436</b>

<sup>1</sup> Nursery/preschool part-day spaces

<sup>2</sup> Before- and after-school care (5 – 12 years) spaces

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

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

## FEE SUBSIDIES

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

<i>Parent Subsidy Program</i>	<i>Number of children</i>
Full subsidy	1,805
Partial subsidy	1,353
<i>Daycare Assistance Program</i>	
Full subsidy	521
Partial subsidy	516
Other (see note below)	868

**TOTAL CHILDREN RECEIVING FEE SUBSIDIES 5,063**

*Note: For 868 of these children, information is not available, as information about full or partial subsidy is not available for school-aged children.*

## SPECIAL NEEDS/DISABILITY SUPPORT FUNDING

### Children in licensed, regulated, or approved child care supported by special needs/disability support funding (March 31, 2021) 249

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

## ENROLMENT STATISTICS

### Number of children enrolled in regulated centres (2021)

#### *Centre-based enrolment*

##### *Full-day centres*

Infants (0 – < 2 years)	1,634
Preschool-age (2 – < 5 years) (not in school)	8,832

##### *Part-day centres*

Preschool-age (2 – < 5 years) (not in school)	174
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**TOTAL ENROLMENT (0 – 5 years) 10,640**

*Total number of children in kindergarten and Grades 1 – 6 enrolled in before- and after-school care 10,372*

**TOTAL ENROLMENT (0 – 12 years) 21,012**

*Note: New Brunswick does not require operators to report enrolment of school-age children nor do they require non-designated facilities to report enrolment. Some operators have provided this information in the operator portal; however, only designated facilities are required to report enrolment. Therefore, these numbers do not reflect the actual number of children enrolled in before- and after-school care or non-designated facilities.*

## PARENT FEES

New Brunswick has made changes to parent fee policy and programs several times between 2017 and 2022.

As part of the Canada-New Brunswick Early Learning and Child Care Agreement (2017 – 2020), a low fee policy was established for designated New Brunswick Early Learning Centres and New Brunswick Early Learning Homes. It uses a mixture of operating grants, parent fee subsidy, and a Market Fee Threshold.

The Market Fee Threshold is a tool that guides New Brunswick Early Learning Centres and New Brunswick Early Learning Homes in their fee increase decisions. The Market Fee Threshold provides the limits permitted for fee increases for designated facilities. This is based on the current fees charged by facilities and includes the impact of increases to the cost of living. The Market Fee Threshold provides predictable fees for families and greater consistency across the province in the management of child care fees.

The Market Fee Threshold was initially established in December 2017, based on the provincial average parent fee. A review was conducted in 2020 and the Threshold was updated in May 2021, based on the results of the consultations.

Operators of designated facilities have been required to adhere to the Market Fee Threshold policies.

New Brunswick Early Learning Centres and New Brunswick Early Learning Homes have been able to increase their parent fees once annually by up to 3% if their fees are below the Threshold. Operators agreed not to exceed the provincial Market Fee Threshold for parent fees in the table below:

### Market Fee Threshold (2021)

<i>Large urban</i>	<i>Infant</i>	<i>Toddler</i>	<i>Preschool-age</i>
Full-day	\$41.30	\$36.70	\$35.00
Part-day	\$31.00	\$27.50	\$26.30
<i>Small urban and rural</i>			
Full-day	\$37.10	\$32.60	\$31.30
Part-day	\$27.80	\$24.50	\$23.50

*Note: Designated New Brunswick Early Learning Centres and New Brunswick Early Learning Homes are required to operate within the Market Fee Threshold.*

### Standardized Parent Fees (June 2022)

<i>Large urban</i>	<i>Infant</i>	<i>Preschool-age</i>
Full-day	\$21	\$18
Part-day	\$12	\$7

### *Small urban and rural*

Full-day	\$19	\$16
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Standardized parent fees were implemented on June 1, 2022. These fees set the amount for the new parent fees and play a role in determining funding by the government to the operator. The Market Fee Threshold, representing the maximum child care fee operators of designated facilities are permitted to set for the cost of the service, supports the Standardized Parent Fees in establishing the overall pricing model for operators.

Under the Canada-New Brunswick-Canada-Wide Early Learning and Childcare Agreement, the Parent Fee Reduction Subsidy was implemented to provide operators with the difference between the Standardized Parent Fees introduced in 2022 and the fees on record for each child enrolled in the facility.

### PROVINCIAL DATA ON AVERAGE FEES

#### Average daily parent fees in designated facilities (2021, 2022)

##### *Designated early learning and child care centres*

<i>Full-time average daily fee</i>	<i>April 22, 2021</i>	<i>April 27, 2022<sup>1</sup></i>	<i>June 1, 2022<sup>2</sup></i>
Infant	\$37.91	\$38.45	\$20
Toddler	\$32.52	\$33.08	\$17
Preschool-age	\$31.76	\$32.14	\$17

1 Before fee change under the New Brunswick-Canada-Wide ELCC agreement

2 After the fee change under the New Brunswick-Canada-Wide ELCC agreement

##### *Designated early learning and child care homes*

<i>Full-time average daily fee</i>	<i>April 22, 2021</i>	<i>April 27, 2022<sup>1</sup></i>	<i>June 1, 2022<sup>2</sup></i>
Infant	\$33.93	\$35.24	\$20
Toddler	\$31.21	\$32.00	\$17
Preschool-age	\$30.69	\$31.42	\$17

1 Before fee change under the New Brunswick-Canada-Wide ELCC agreement

2 After the fee change under the New Brunswick-Canada-Wide ELCC agreement

*Note: School-age spaces are not designated and are included in the non-designated fees.*

### Average daily parent fees in non-designated centres and homes (2021, 2022)

#### *Early learning and child care centres*

<i>Full-time average daily fee</i>	<i>April 22, 2021</i>	<i>April 27, 2022</i>
Infant (0 – < 2 years)	\$34.97	\$38.27
Toddler (2 years)	\$29.32	\$30.95
Preschool-age (3 – 5 years)	\$32.07	\$32.38
School-age	\$17.12 <sup>1</sup>	\$17.97 <sup>1</sup>

#### *Early learning and child care homes*

Infant (0 – < 2 years)	\$35.00	\$35.47
Toddler (2 years)	\$37.17	\$34.50
Preschool-age (3 – 5 years)	\$37.17	\$34.19
School-age	\$18.67 <sup>1</sup>	\$18.41 <sup>1</sup>

1 Part-time

### Median monthly fees in New Brunswick:

#### Annual Fee Survey

In 2021, a national survey of child care fees in Canada's large cities included the following New Brunswick cities:

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

<i>City</i>	<i>Infant</i>	<i>Toddler</i>	<i>Preschool-age</i>
Saint John	\$885	\$738	\$738
Moncton	\$868	\$781	\$759
Fredericton	\$846	\$749	\$735

Source: Macdonald, D., & Friendly, M. (2022). *Game Changer: Will provinces and territories meet the new federal child care fee targets? Canadian child care fees 2021*. Ottawa: Canadian Centre for Policy Alternatives

*Note: These median monthly figures include fees from centre-based child care and regulated family child care.*



## WORKFORCE

### EARLY CHILDHOOD CERTIFICATION

New Brunswick currently does not have a provincial early childhood certification process.

An exploration of models across Canada has been completed to establish a set of recommendations for a certification program for the early childhood educator profession.

See the Workforce Strategy in the Funding section for more information.

### STAFF WAGES

#### Provincial data on average wages

In New Brunswick, wages and benefits of early childhood educators are set by each employer. However, development and implementation of a wage grid and increased wages for trained educators working with preschool-age children will be funded through the [Canada-New Brunswick Canada-Wide Early Learning and Child Care Agreement](#).

As of October 29, 2021, the average wages were as follows:

	<i>Trained</i>	<i>Untrained</i>
All eligible staff	\$20.41	\$15.76
Administrators	\$24.24	\$19.06
Educators	\$20.04	\$15.69
Family child care providers	\$19.91	\$15.69

*Note: Trained staff wages include \$7.25/hour supplement and Untrained wages include \$3.15/hr supplement.*

An ECE wage grid is being developed to support recruitment and retention of qualified educator profession. It will be implemented no later than March 2023. It will be based on levels of training and steps and recognizes years of experience and will be regularly reviewed and updated as needed.

The Wage Support Program for Early Childhood Educators (WSP-ECE) is a wage enhancement program to support the recruitment and retention of trained educators.

Wage top-up is based on the following levels of training:

- **Level 1:** 1-year Certificate or 2-year Diploma in Early Childhood Education or University degree issued by a recognized Canadian post-secondary Institution or equivalent; or
- **Entry Level:** Completion of the “Introduction to Early Childhood Education” 90-hour online course.

Increased wages for trained early childhood educators working in a designated preschool-age facility (0 – 5 years) as of April 1, 2022:

- Early Childhood Educators approved for Level 1 in the Wage Support Program for Early Childhood Educators (WSP-ECE) – an hourly wage increase from \$19.00/hour to \$23.47/hour. This will increase the wage top-up for Level 1 educators from \$7.25 per hour to \$11.72 per hour (inclusive of the province’s recent \$2/hour minimum wage increase).
- Early Childhood Educators approved for Entry Level in the WSP-ECE will have an hourly wage increase from \$14.90/hour to \$16.90/hour. This will increase the wage top-up for Entry Level from \$3.15/hour to \$5.15/hour (inclusive of the province’s recent \$2/hour minimum wage increase).

In November 2022, New Brunswick implemented a [wage grid](#) that sets out the minimum hourly rate operators must pay eligible educators. Legacy wage rates will be in place for staff whose current earnings exceed the proposed wage scale.

Increased wages for trained early childhood educators working in a school-age program as of April 1, 2022:

- Early Childhood Educators approved for Level 1 in the Wage Support Program for Early Childhood Educators (WSP-ECE) will have an hourly wage increase from \$19.00/hour to \$21.47/hour. This will increase the wage top up for Level 1 educators from \$7.25 per hour to \$9.72 per hour (the operator is responsible for the province’s recent \$2/hour minimum wage increase).

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

<i>Median annual employment income</i>	\$30,800
<i>Median hourly employment income</i>	\$14.81 – 16.92

*Note: Calculated using 2,080 hours/year (40 hours/week) and 1,820 hours/year (35 hours/week).*

Source: *Canadian Census (2021)*. Special run by Statistics Canada.

*Note: These data include Early Childhood Educators and Assistants, as defined in NOC 4214 and “working in the day care services industry in centre-based environments with children aged 0 – 12 years”, as defined in NAICS 6244. Included are individuals who worked full-time (30+ hours/week) and full-year (48+ weeks/year), did not work at home, and were not self-employed. Included are supervisors but not managers. Employment income refers to income from all jobs if the Early Childhood Educator or Assistant holds a second job providing a wage, salary or commissions.*

*Note: See Table 18 in this report for comparable data from other provinces/territories and Canada average.*



## STANDARDS AND REGULATIONS

### REGULATED EARLY LEARNING AND CHILDCARE CENTRES

In New Brunswick, early learning and childcare centres are licensed and regulated under the [Early Childhood Services Act](#) and [Licensing Regulation – Early Childhood Services Act](#).

Maximum size for part-time and full-time centres: 60 spaces.

Staff:child ratio and maximum group size		
Age of child	Staff:child ratio	Maximum group size
0 – < 2 years	1:3	6
2 – 3 years	1:5	10
3 – 4 years	1:8	16
4 – 5 years	1:10	20
School-age	1:15	30

#### Early childhood requirements for staffing a centre

In New Brunswick, early childhood qualification requirements of educators are assigned at a centre level.

Before July 1, 2020, the operator or administrator of the centre, or 25% of educators, were required to have a one-year community college ECE certificate (or training that, in the opinion of the Minister, is equivalent).

As of July 1, 2020, 50% of educators and an administrator are required to hold a one-year Early Childhood Education certificate or equivalent training.

There are no ECE qualification requirements for educators working strictly with school-age children.

Educators in designated New Brunswick Early Learning Centres are required to participate in 30 hours of professional learning every three-year period. Early Childhood Development district staff coordinate and offer the training, and Early Learning and Childcare services (the licensing branch) is responsible to verify the hours and training. If an operator does not ensure all staff participate it is considered non-compliance. Depending on the severity, a loss of designation funding and/or designation status may result. As of May 10, 2022 it is legislated that educators in designated facilities years must participate in 10 hours of professional learning each year.

There are no requirements for ongoing professional learning for non-designated childcare centre educators.

An administrator or an educator who does not hold a one-year ECE Certificate or equivalent training must complete the *Introduction to Early Childhood Education* course, which consists of 30 hours of curriculum training and 60 hours of introduction to early childhood. The Department of Education and Early Childhood Development offers this course free of charge in an on-line format.

New Brunswick accepts a Bachelor of Education from a recognized university as a training credential in early learning and child care. These educators must also take the 30-hour curriculum training.

#### Early childhood qualifications for centre administrators

There must be an individual appointed as administrator by an operator to provide on-site supervision of the day-to-day activities of a facility. An operator/owner may be considered administrator if carrying out these duties. As of July 1, 2020, an administrator must hold a one-year Early Childhood Education Certificate or training that is equivalent in the opinion of the Minister.

#### Exemptions to early childhood qualifications for educators and administrators

Upon request from operators, exemptions have been granted until June 2022 to allow operators, administrators and educators to obtain training as required by legislation. Where operators have not submitted an exemption request, a non-compliance would be indicated on licensing inspections.

Exemptions are only provided for the number of staff required to hold a one-year Early Childhood Education Certificate.

As of April 6, 2022, 95 of 471 Early Learning and Childcare centres providing service to preschool-age children have been granted an exemption.

#### Other requirements

All administrators, educators, and staff must be at least 16 years old. Educators who are under 19 years of age are required to be supervised by an educator who is at least 19 years of age.

All staff counted in the staff: child ratio must have first aid training, cardio-pulmonary resuscitation certificate and prior contact/criminal record checks/vulnerable sector checks.

For more information regarding regulations of childcare centres, see [Operator Manual: Full-time and Part-time Early Learning and Childcare Centres](#).

### **Licensing, monitoring and enforcement of regulated early learning and childcare centres**

A licence may be issued for up to one year. A probationary licence may be issued for a period of three months if there are significant areas of non-compliance. A maximum of two consecutive probationary licences may be issued.

#### ***Regulations regarding inspection***

The Department of Education and Early Childhood Development authorizes early learning and childcare licensing staff under the *Early Childhood Services Act* to license and inspect licensed child care facilities.

Facilities are inspected annually for licence renewal and for monitoring inspections, which range from one to three additional visits per year.

Licensing staff include two positions: quality assurance monitor and inspector/ investigator.

Licensing staff are required to hold Bachelor's Degrees in Education, Psychology, Social Sciences or equivalent. They are required to be abreast of best practices from around the world, have a deep understanding of quality child care, child development, early learning and curriculum frameworks as well as legislation so that they can provide effective coaching to administrators and educators and to improve the quality of the childcare system.

Licensing staff must have a minimum of two years related experience, including one-year of interpretation, reinforcement and inspection of legislative requirements and/or conducting inspections

There are four types of inspection:

1. An initial inspection is required of all early learning and childcare facilities for licensing purposes. This is the only scheduled visit. All other inspections are unannounced;
2. Annual licensing inspections of licensed facilities are unannounced and occur 45-90 days before the current licence expires;
3. Unannounced monitoring inspections are made throughout the year to assess the facility's compliance with the *Act* and regulations. The detail and frequency of the monitoring inspection will vary. The goal of the Monitoring Inspection is to support early learning and childcare facilities in:

- continuing improvement of the quality of service offered in the facility; and
  - achieving and maintaining requirements of the *Early Childhood Services Act* and Licensing Regulation – *Early Childhood Services Act*.
4. Unscheduled complaint and incident inspections may be conducted to gather information related to a complaint or incident.

### **REGULATED FAMILY CHILD CARE**

In New Brunswick, regulated family child care homes are called early learning and child care homes. Early learning and child care homes are licensed under the [Early Childhood Services Act](#) and [Licensing Regulation – Early Childhood Services Act](#).

#### **Model of organization**

Early learning and childcare homes are individually licensed and care is to be provided in the provider's personal residence.

#### **Maximum capacity**

A licensed home can provide care to one group of children which includes the operator's children 12 years or younger.

Only one of the following groups of children may be cared for in a home:

- three infants;
- five preschool-age children;
- nine school-age children; or
- six mixed-age children with at least one school-age child and no more than two infants.

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

Licensing, monitoring and enforcement processes for child care homes are similar to those of child care centres.

#### **Early learning and childcare home provider requirements**

An early learning and childcare home provider must have successfully completed the 90 hour Introduction to Early Childhood Education course. The Department of Education and Early Childhood Development offers this course free of charge in an online format.

Operators of designated New Brunswick Early Learning Homes are required to participate in 30 hours of professional learning over a three year period.



There are no requirements for ongoing professional learning for non-designated early learning and child care home providers.

An alternate care provider may provide care in a child care home in the absence of the provider. This person may also be referred to as a staff member. The alternate care provider must be 19 years of age or older, have first aid and CPR certification, complete a criminal reference check with the Department of Social Development.

Providers must be at least 19 years old and have first aid and CPR certificates. Providers are required to have a prior record check and criminal record check/vulnerable sector check.

Anyone 18 years of age or older living in the early learning and childcare home must complete a criminal reference check and check with the Department of Social Development.

For more information regarding regulations of child care homes, see [Operator Manual: Full-time and part-time early learning and childcare homes](#).



## ■ FUNDING FOR REGULATED CHILD CARE

### EARLY LEARNING AND CHILD CARE SERVICES' ELIGIBILITY FOR FUNDING

Non-profit and for-profit facilities are eligible for specific funding according to program guidelines.

Funding specific to designated New Brunswick Early Learning Centres and New Brunswick Early Learning Homes is not available to non-designated centres or homes. Both non-profit and for-profit programs are eligible for designation. Funding specific to designated facilities include Parent Subsidy, an Operational Grant and wage enhancements for early childhood educators. Occasionally, one time funding, such as the Quality Improvement Funding, may be provided to designated facilities.

Non-designated facilities are eligible to receive a lower wage top-up for educators and eligible parents can access the Daycare Assistance Program to offset parent fees.

### TYPES OF FUNDING

#### CHILD CARE FEE SUBSIDIES

New Brunswick has two child care fee subsidy programs:

- the Parent Subsidy program for those families with children aged 0 – 5 not in school enrolled in a designated facility; and
- the Daycare Assistance Program (DAP) for families with children aged 0 – 12 enrolled in an undesignated facility, including after-school services in any licenced facility.

#### Parent Subsidy Program – Designated Centre

##### Eligibility criteria

Families are eligible for the [Parent Subsidy program](#) if they:

- have at least one preschool-aged child not in school and enrolled in a Designated New Brunswick Early Learning Facility;
- are a Canadian citizen or permanent resident, as well as a resident of New Brunswick; and
- are either working, in a training or education program or have special circumstances.

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### Financial eligibility

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The Parent Subsidy Program is based on gross income. Families with a total annual gross income of \$37,500 or less are eligible for free early learning and child care services for children under five years (not yet in school) at a designated New Brunswick Early Learning Centre or New Brunswick Early Learning Home. Partial subsidies are available on a sliding scale to families with a gross annual income between \$37,501 – \$80,000.

Subsidy amounts take into account child care fees, the number of children under the age of five not attending school in the family and total annual gross household income.

Families with multiple preschool children under the age of five do not pay more than 20% of their gross household annual income on child care for children 0 – 5 years enrolled in a Designated Facility, regardless of income level.

An [online calculator](#) is available to obtain an estimated subsidy amount.

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### Surcharges above the approved subsidy amount

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Families accessing the Parent Subsidy Program who are not eligible for free child care are responsible for paying any difference between the fee charged and their approved daily subsidy amount.

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### Child care fee subsidy rates

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The subsidy rate is the maximum amount paid by the provincial government to the child care facility operator to cover all or part of the parent fee. The maximum subsidy rate under the Parent Subsidy program is set at the established parent fees set by the facility for each given age group in accordance with the Standard Parent Fee Grid (see table in previous Parent Fee section).

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### Are all eligible families entitled to a fee subsidy?

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There is no waitlist for this program.

All eligible families can access the [Designated Centre - Parent Subsidy Program](#), which has been adapted to reflect the Standard Parent Fee Grid.

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### Daycare Assistance Program

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The [Daycare Assistance Program \(DAP\)](#) is primarily used for before- and after-school care. It pays full or partial parent fees on behalf of eligible families with children 5 – 12 years attending school in licensed early learning and child care facilities as well as families with children 0 – 5 years attending licensed non-designated early learning and childcare.

The Daycare Assistance Program is administered by the Department of Social Development on behalf of the Department of Education and Early Childhood Development who has budget responsibility

An [online calculator](#) is available to obtain the estimated subsidy for which a family is eligible.

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### Eligibility criteria

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Families must be:

- Canadian citizens or permanent residents;
- residents of New Brunswick; and
- working, enrolled in an education program or training, or have special circumstances.

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### Financial eligibility

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Subsidies under the Daycare Assistance Program (DAP) are based on net income.

A family qualifies for a full subsidy up to \$22,000 net annual income. Families will be subsidized on a sliding income eligibility scale up to \$55,000 net annual income.

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

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The DAP is available for families with preschool-aged children attending a licensed non-designated Early Learning and Childcare facility as well as school-age children attending a licensed childcare facility, regardless of designation status.

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### Surcharges above the fee subsidy

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Families accessing the Daycare Assistance Program are responsible for paying any difference between the child care fee charged and their approved daily subsidy amount.

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### Subsidy rates

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The maximum fee subsidy rate is the maximum amount paid by the provincial government to the service to cover all or part of a fully subsidized parent's fee.

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*Daycare Assistance Program maximum daily fee subsidy rates for licensed, non-designated Early Learning and Childcare facilities (2021)*

	Full-time	Part-time
Infants (0 – < 2 years)	\$28.50	\$14.50
Children (2 – 13 years)	\$24.25	\$12.75

All eligible families can access the [Daycare Assistance Program](#). There is no waitlist for the program.

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### Other fee subsidy programs

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In addition to the fee subsidy programs parents used in regulated child care, the Alternative Child Care Program provides funding for eligible families to use unlicensed child care if they are working or in training and do not have access to regulated child care due to where they live or their hours of work. It is administered by the Department of Social Development on behalf of the Department of Education and Early Childhood Development which has the budget responsibility.

Families must demonstrate that they do not have reasonable access to a regulated early learning and child care facility within a five km radius of the home, workplace or training institution.

The maximum daily subsidy for this program is \$18.50 for infants, \$16.50 for children two to five years, and \$9.25 for school-age care. Maximum daily subsidy rates for part-time attendance are \$9.75 for infants and \$9.25 for children two years and older.

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## OPERATIONAL FUNDING

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### Operational Grants

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Operational Grants are available to Designated New Brunswick Early Learning Centres and New Brunswick Early Learning Homes.

Operational Grants are paid monthly to designated facilities to offset the costs of administering the program and maintaining the low fee policy. Operational funding is based on enrolment and is reported through the Operator Portal.

Funding includes the following components:

- Infant Operating Grant – Early Learning Centres receive \$10.00/enrolled infant space/day.
  - Quality Grant – All designated centres and homes are eligible to receive an operational grant of \$2.50/enrolled preschool-age space/day.
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### Parent Fee Reduction Subsidy

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On June 1, 2022, the Fee Reduction Subsidy for operators of designated centres was introduced. This new subsidy covers the difference between the new Standardized Parent Fee Grid and the fees on record for the designated facility.

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### Wage Support Program for Early Childhood Educators (WSP-ECE)

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The [WSP-ECE](#) is a wage enhancement program intended to support recruitment and retention of trained educators. Higher wage top-up is paid for early childhood educators with post-secondary qualifications to encourage higher levels of training within the workforce.

All operators of licensed child care facilities are eligible to register for WSP-ECE and to enrol their qualifying staff. Funding is paid monthly directly to the operator, based on actual hours reported. Operators of non-designated facilities and school-age services are responsible for meeting the minimum wage requirements in order to qualify for the hourly wage top-up.

With New Brunswick's \$2.00/hour increase to the minimum wage effective October 1, 2022, the minimum contribution to the salary of early childhood educators for operators of designated facilities was set at \$11.75 per hour (which was the minimum wage prior to April 1, 2022) for educators providing services to children birth to two years and \$13.75 per hour for educators providing after-school services. Operators of designated facilities must adhere to the Market Fee Threshold policy for fee increases.

Under the Canada-New Brunswick Canada-Wide Early Learning and Child Care Agreement, wages for trained early childhood educators working in a designated preschool facility (0 – 5 years) were increased as of April 1, 2022, absorbing the impact of the increase in minimum wage for operators of designated facilities.

Before May 2021, the [Wage Support Program for Early Childhood Educators](#) (WSP-ECE) was known as the Quality Improvement Funding Support Program (QIFS). QIFS was created to support improvements to quality of licensed child care services and to aid with recruitment and retention efforts.

The table below outlines wage top-up amounts by level for educators in designated and non-designated facilities effective April 1, 2022. They apply to all eligible WSP program participants, regardless of their role.

*Wage top-up amounts under WSP-ECE funding for early learning and child care centre educators and early learning and childcare home providers (Effective April 1, 2022)*

Type of program	Staff education level		
	Level 1 HWT <sup>2</sup>	Entry Level HWT <sup>2</sup>	Relief Staff <sup>1</sup> HWT <sup>2</sup>
Educators of children 0 – 5 years in designated facilities	\$11.72	\$5.15	\$5.15
School-age educators regardless of designation status	\$9.72	\$3.15	\$3.15
Educators in non-designated facilities	\$7.25	\$3.15	\$3.15

1 Untrained – maximum 88 hours per month

2 Hourly wage top-up

*Note: Operators of school-age programs are responsible for the minimum wage increases (\$2.00). This aligns the wages with those of educators in designated facilities.*

To receive Entry Level top-up, untrained educators working with children birth to five years old must register for the Introduction to Early Childhood Education (90 hour) course. Upon completion of the course, they are required to provide proof of completion by uploading their certificate and the condition is removed. Educators have one year from enrolment to complete the course.

In situations where Level 1 educators do not hold an ECE certificate or equivalent training and they are required to complete the Introduction to Early Childhood Education (90 hour) course, the above process is the same.

School-age educators are not currently required to complete the Introduction to Early Childhood Education (90 hour) course.

### Inclusion Support Program

Eligibility for the Inclusion Support Program is determined through an annual application process. The funding is to support the wages of Inclusion Support workers. The hourly rates are under review; as of April 1, 2022, they were \$15.27/hour plus 10% administration.

### ONE-TIME FUNDING

The Quality Improvement Grant for Designated Facilities was part of the Canada-New Brunswick Canada-Wide Early Learning and Childcare Agreement and the New Brunswick Action Plan 2021 – 2023. The grant was provided to support increased quality in the indoor and outdoor learning environments of New Brunswick Early Learning Centres and New Brunswick Early Learning Homes. The Department of Education and Early Childhood Development provided a grant in the amount of \$600 per enrolled space (birth to 24 months) and \$430 per enrolled preschool space (2 – 5 years old).

### OTHER ELCC FUNDING

#### Early Childhood Education Tuition Reimbursement Program

In 2007, initial funding for the ELCC Trust Fund, which came from the agreement between the federal government and New Brunswick associated with the first year of the canceled Foundations<sup>1</sup> program, was about \$8 million. The Trust Fund was initially created to support the development and implementation of early learning and child care curricula, training for early learning and child care workers, creation of new rural, infant and extended hours child care spaces and the creation of child care spaces operating in the minority language of their community.

Following the dissolution of the Early Learning and Child Care Trust Fund in 2021, the Early Childhood Education Tuition Reimbursement Program was created in February 2021 to support and promote learning and development in early childhood, in alignment with the training requirements for early childhood educators set forth by [Early Childhood Services Act](#).

From the Early Childhood Education Tuition Reimbursement Program, funding of up to \$3,000 is available to educators or administrators currently working in a licensed Early Learning and Childcare facility who are either working toward their ECE Certificate or Diploma, or who have completed their ECE Certificate or Diploma after January 1st, 2007. The ECE Certificate or Diploma must be from an institution recognized by the department.

Early Learning and Childcare Trust Fund annual reports can be found [here](#).

1 The Foundations program, intended to transfer federal funds to provinces/territories for child care, was put in place by bilateral agreements between the federal government and provinces/territories. These were cancelled in early 2007 in the program's first year by an incoming Conservative federal government.

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### Training Assistance for Child Care Staff

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This funding is available to individuals who work in licensed early learning and child care facilities to support the completion of an ECE certificate from a recognized institution in New Brunswick. A maximum of \$3,000 is available for child care staff who do not have their ECE certification but are enrolled in recognized NB training institutions.

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### Workforce Strategy – ECE Training

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In 2021 – 2022 under the Workforce Strategy Agreement between the Federal Government and the Government of New Brunswick, free tuition was provided for ELCC educators working with children under the age of five. A number of initiatives were part of this strategy:

- 90-hour online course “Introduction to Early Childhood Education”: the department has enhanced its ability to deliver the 90 hour online “Introduction to Early Childhood Education” course by having more Early Learning Consultants in place to support educators;
- Micro-credentialing and Work-Integrated Learning: The New Brunswick Community College (NBCC) and the Collège communautaire du nouveau-Brunswick (CCNB) were contracted to develop and implement innovative training models whereby educators complete their training while continuing to work. Available options for educators are the micro-credential experiential learning programs to be completed within a six to eight month time frame and the work integrated learning program to be completed over a two-year period, attending classes part-time. New Brunswick Community College and Collège Communautaire du Nouveau-Brunswick are responsible for the delivery of the training;
- Grants were provided to operators to support educators to complete the one year ECE certificate through either of the innovative training models offered within the specified timeframes. This second pathway is aimed at recognizing prior experience as course credits. Funding may be used to cover the pedagogical resources, pay for a substitute educator that allow the educator study time within work hours and/or provide the educator with technology equipment to facilitate completion of the program; and

- Emergent Leadership Institute: two leadership streams are being developed in collaboration with the Early Learning and Childcare sector:
    - The Pedagogical Leadership stream is aimed at early childhood educators who want to build their competencies and deepen their understanding of the curriculum to become coaches and mentors for other early childhood educators; and
    - The Organizational Leadership stream is aimed at early childhood educators and operators who have a desire to lead or who are leading the administration and management component of a service. This stream focuses on organizational duties such as human resources management, financial management, facility management with an in-depth understanding of legislation impacting early learning and childcare.
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### Early Childhood Educator Career Growth and Development Program

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The Early Childhood Educator Career Growth and Development Program is intended to support early childhood educators in their career pathways. The program will support early childhood educators in building their professional portfolio to demonstrate how they acquire and improve their knowledge and competencies.

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### Substitute database

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A model for an early childhood educator substitute database has been developed and is being validated with representatives of the sector.

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### Prioritization of the early childhood educator profession

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Through a partnership with Working NB, a new three-year action plan will focus on the recruitment and retention of qualified early childhood educators in New Brunswick. This three-year plan is currently based on ongoing initiatives and will be enhanced once the department has determined a long-term recruitment and retention strategy for this sector.

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

### FEE SUBSIDIES

Daycare Assistance Program (DAP)	\$7,873,580
Parent Subsidy Program	\$17,410,499
<b>Total fee subsidies</b>	<b>\$25,284,080</b>

### OPERATIONAL FUNDING

<i>Program</i>	<i>Amount</i>
Operational Grants	\$9,340,606
Wage Support Funding	\$37,390,251
Inclusion Support Program	\$4,424,128
<b>Total operational funding</b>	<b>\$51,154,986</b>

<b>ONE-TIME FUNDING</b>	<b>\$0</b>
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**TOTAL FUNDING FOR REGULATED CHILD CARE  
(fee subsidies and operational  
funding)** **\$76,439,066**

*Note: Funding reflects actual expenditures.*

### OTHER ELCC FUNDING

<i>Program</i>	<i>Amount</i>
Early Learning and Child Care Trust Fund Training assistance for child care staff	\$1,000,000
Family Resource Centres (New Brunswick Association of Family Resource Programs)	\$400,000

*Note: Following the dissolution of the Early Learning and Child Care Trust Fund in 2021, the Early Childhood Education Tuition Reimbursement Program was created in February 2021.*

## FEDERAL TRANSFERS TO PROVINCE

<i>Federal transfer</i>	<i>Amount</i>
Multilateral Early Learning and Child Care Framework – Early Learning and Child Care Bilateral Agreements	\$9,676,896
Federal Wage Support Program Agreement (Estimate)	\$10,936,800
Safe Restart Agreement (child care specific funding)	\$14,319,000

### COVID-19 RELATED SUPPORTS

Emergency funding	\$2,647,852
Wage Top-Up for Frontline Workers (Federal Wage Support)	\$7,334,450
Health & Safety Grant	\$4,654,955
Loss of income	\$1,222,745
Sanitary stipend	\$339,000
Lockdown funding	\$41,480





## ■ OF INTEREST

### MUNICIPAL ROLE

While there is no mandated or formal role for municipalities in the delivery of early learning and child care, two towns operate child care centres.

The Town of Woodstock operates two child care facilities, one full-time facility (licensed in 2005) and one school-aged facility (licensed in 2015).

The town of Bathurst under the Bathurst Aquatic Centre operates a full-time child care facility (licensed in 1999).

### FAMILY RESOURCE CENTRES

There are 13 [Family Resource Centres](#) in New Brunswick funded through the federal Community Action Program for Children (CAPC), and the Department of Education and Early Childhood Development (EECD). Each is governed by a community board of directors. The 13 regional centres cover the province by operating a network of more than 90 outreach sites, which include remote rural areas.

Family Resource Centres offer a variety of free programs and activities for parents and their children ages 0 – 6, including drop-ins, parent education and support groups, collective kitchens, prenatal and postnatal nutrition programs, toy and resource-lending libraries and programs to promote parent-child communication and bonding, family literacy and child development and safety.

## ■ PROVINCIAL ECEC ORGANIZATIONS AND ADVISORY GROUPS

[Child Care Now New Brunswick](#)



# Quebec



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# Quebec



## OVERVIEW

In Quebec, early learning and child care includes kindergarten, regulated child care centres, which includes centres de la petite enfance (CPEs) and garderies (for-profit day care centres), school-age child care (services de garde en milieu scolaire), family child care (service de garde en milieu familial reconnu), and nursery schools (jardins d'enfants).

The Ministère de l'Éducation et de l'Enseignement Supérieur (MEES) is responsible for kindergarten under the [Education Act](#). Full-school day kindergarten is a legislated entitlement for all five-year-olds. Four-year-old kindergarten is currently being phased in with a commitment to 2,600 classes by 2025 – 2026. Kindergarten for four- and five-year-olds is referred to as the preschool cycle. Schools in First Nations communities are funded by Indigenous Services Canada.

The Ministère de la Famille is primarily responsible for child care for preschool-aged children, while MEES takes responsibility for out-of-school hours child care. Programs for preschool-aged children are licensed under the [Educational Childcare Act](#) and the [Educational Childcare Regulation](#). Programs are delivered by non-profit and for-profit operators. CPEs are non-profit, while garderies both funded and unfunded are usually for-profit. Other than Indigenous child care on reserves and Inuit lands, there is no publicly delivered full-day child care.

Quebec licenses all full-day child care centres on First Nations reserves and Inuit lands; there were 66 centres and two family child care agencies on reserves and Inuit lands in 2021. In 2021, there were also nine Indigenous-led or focused full-day child care centres and one family child care agency operating in communities other than reserves or Inuit land.

Parent fees at funded child care services (CPEs and funded garderies) have been set by the province since 2000, when they were \$5 a day. Unfunded garderies set their own daily rates. A tax credit for parents using unfunded garderies is available. Quebec has not used individual parent fee subsidies for some years. Some Quebec parents, including social assistance recipients, pay no fees when they use publicly funded child care.

In 2018, Quebec signed the Asymmetrical Agreement – Early Learning and Child Care Component. Under this agreement, Quebec will continue to develop its own child care system. It allocated \$262 million over three years 2017 – 2020 and an estimated total of \$1.2 billion between 2017 and 2028.

Quebec signed the 2021 – 2026 Asymmetrical Agreement (Canada-Wide Early Learning and Child Care Component) in August 2021. Like the previous ELCC agreements, Quebec will use the funding to continue to develop its own child care system. This agreement allocated \$5.96 billion over five years.

The Canada-wide agreement does not replace but runs parallel to the previously existing asymmetrical agreement.

## ■ PROVINCIAL CONTEXT

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

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

Age	Number of children (2021)
0	76,400
1	81,200
2	74,900
3	82,600
4	85,300
5	100,300
6	82,300
7	97,500
8	93,600
9	95,900
10	93,300
11	96,500
12	91,000
Total	1,150,800

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

Age	Number of children (2021)
0 – 2	232,500
3 – 5	268,200
6 – 12	650,100
Total	1,150,800

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

<i>Age</i>	<i>Number of children (2021)</i>
0	55,100
1	55,700
2	55,900
3	59,100
4	59,000
5	72,700
6	61,600
7	72,000
8	69,400
9	70,200
10	68,900
11	70,200
12	63,900
Total	833,500

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

<i>Age</i>	<i>Number of children (2021)</i>
0 – 2	166,700
3 – 5	190,800
6 – 12	476,200
Total	833,500

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

<i>Age</i>	<i>First Nations</i>	<i>Métis</i>	<i>Inuk (Inuit)</i>	<i>Multiple</i>	<i>Other</i>
0 – 4	7,075	3,265	1,965	215	460
5 – 9	8,105	3,810	1,740	205	445
10 – 14	9,040	4,295	1,720	240	530
Total	24,220	11,370	5,425	660	1,435

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

<i>Age of youngest child</i>	<i>Number of mothers</i>	<i>Participation rate (%)</i>
0 – 3	195,000	81.0
4 – 5	84,000	85.8
0 – 5	279,000	82.4
6 – 12	244,600	87.3

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

<i>Age</i>	<i>Living with two parents</i>	<i>Living with one parent</i>	<i>Lone mother</i>	<i>Lone father</i>
0 – 4	365,185	53,765	43,155	10,615
5 – 9	374,500	99,175	73,075	26,105
10 – 14	358,790	123,610	89,780	33,835

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

<i>Age</i>	<i>English</i>	<i>French</i>	<i>Non-official</i>	<i>Multiple</i>
0 – 4	41,795	321,235	36,795	22,955
5 – 9	47,860	369,050	34,625	27,240
10 – 14	49,570	377,360	33,655	28,335
Total	139,225	1,067,650	105,075	78,525

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

\$98,000

**Male lone-parent**

\$51,200

**Female lone-parent**\$49,200

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**PARENTAL LEAVE AND BENEFITS**

In 2006, the Quebec Parental Insurance Plan (QPIP) replaced the benefits available under the federal Employment Insurance (EI) plan and used by the rest of Canada.

Recent changes to QPIP were introduced under legislation introduced in 2019, [\*Bill 51, An Act mainly to improve the flexibility of the parental insurance plan in order to promote family-work balance\*](#).

QPIP, like EI, is a contributory program. Unlike the EI program, which pays leave benefits while leave provisions are set by each province and territory, QPIP determines both benefits and leave provisions. It stipulates that financial benefits are paid to all eligible workers – salaried or self-employed – who take maternity leave, paternity leave, parental leave, or adoption leave.

In 2022, Quebec parents could choose between two plans, the Basic Plan and the Special Plan. The choice of plan will cover all categories of leave taken for that birth or adoption – maternity, parental, paternity. The choice is determined by the first parent in the family to receive benefits and cannot be modified.

Self-employed new parents in Quebec are eligible for paid parental leave under the QPIP. Self-employed workers are automatically covered in QPIP and are eligible for leave once they have stopped working or seen a reduction of at least 40% of usual income.

As of January 1, 2022, single parents in Quebec receive an additional five weeks at 70% of wages under the Basic Plan, or an additional three weeks at 75% of wages under the Special Plan.

Other significant changes in QPIP between 2020 and 2022 include:

- new adoption benefits – an increase in the number of weeks;
- sharing of parental and adoption benefits – additional benefits with two parents sharing a minimum number of weeks of parental or adoption benefits;

- benefit for multiple births or adoptions – each parent is entitled to additional weeks; and
- of parental or adoption benefits, adding five weeks at 70% of wages for the Basic Plan or three weeks at 75% benefits for the Special Plan.

**LEAVE AND BENEFIT PROVISIONS****Maternity leave**

Maternity leave can be taken only by the birth parent and is not shareable.

Basic Plan: 18 weeks of maternity leave at 70% of wages

Special Plan: 15 weeks of maternity leave at 75% of wages.

**Parental leave**

The total number of weeks of parental benefits can be taken by either parent or shared. Parents may receive benefits simultaneously or consecutively. Natural and adoptive parents are eligible.

**Basic Plan:** 32 weeks of paid benefits, with the first seven weeks at 70% of wages, and the following 25 weeks at 55% of wages. As soon as eight weeks of shareable benefits have been paid to both parents, an additional four weeks of shareable benefits at 55% of wages becomes available.

**Special Plan:** 25 weeks of paid benefits at 75% of wages. As soon as six weeks of shareable benefits have been paid to both parents, an additional three weeks of shareable benefits at 75% of wages becomes available.

**Paternity leave**

Not shareable between two parents.

**Basic Plan:** Five weeks paid benefits at 70% of wages.

**Special Plan:** Three weeks paid benefits at 75% of wages.

**Single parent leave**

Single parent leave is not shareable.

**Basic Plan:** Five weeks paid benefits at 70% of wages.

**Special Plan:** Three weeks paid benefits at 75% of wages.



### **Adoption leave (Adoption-Related Welcome and Support benefits)**

**Basic Plan:** Five weeks of non-shareable benefits to each parent at 70% of wages, followed by 13 weeks of shareable benefits at 70% of earnings.

**Special Plan:** Three weeks of non-shareable benefits to each parent at 75% of wages, followed by 12 weeks of shareable benefits at 75% of earnings.

*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 section of this publication.*

## **KINDERGARTEN**

The Ministère de l'Éducation et de l'Enseignement Supérieur (MEES) is responsible for kindergarten under the *Education Act*. There are 60 French language school service centres (school authorities, previously called school boards), one special status school service centre (Centre de services scolaire du Littoral), and nine English language school boards. Since October 15, 2020, the school service centres in the French language school system have been governed by a board of directors composed of parents, members of the community and staff.

Full-school day kindergarten is a legislated entitlement for all five-year-olds. As of the 2020 – 2021 school year, full-school day four-year-old kindergarten, or maternelle quatre ans is being phased in in all communities with a commitment to 2,600 classes by 2025 – 2026. Kindergarten for four- and five-year-olds is referred to as the preschool cycle.

Indigenous people in Quebec are predominantly First Nations and Inuit. In addition to schools in some First Nations communities operated by the Chief and Councillors of the community, there are two “special-status school boards.” The Cree School Board is responsible for providing education, including kindergarten for four- and five-year-olds, to Eeyou Istchee (11 Cree communities in the James Bay region). Kativik Ilisarniliriniq acts as a regional school board for all Nunavik<sup>1</sup> residents and as an institution that aims to protect, maintain and develop the Inuit language, culture and way of life.

<sup>1</sup> Nunavik is the Inuit of Quebec's homeland and part of Inuit Nunangat.

Quebec regulates and funds eligible private schools including denominational schools at approximately 60% of the per pupil amount paid to public schools. Non-profit status is preferred but not required to be eligible for accreditation to receive public funding. All funded schools must meet the standards of the provincial system.

## **PROVINCIAL RESPONSIBILITY FOR KINDERGARTEN**

Ministère de l'Éducation et de l'Enseignement supérieur  
Direction de la formation générale des jeunes  
Responsable du programme d'éducation préscolaire et des services de garde en milieu scolaire  
Édifice Marie-Guyart, 17<sup>e</sup> étage 1035, rue De La Chevrotière  
Québec, QC, G1R 5A5  
Telephone: (418) 644-5240 poste 2517  
Website: <https://www.education.gouv.qc.ca/accueil/>

## **LEGISLATION AND REGULATIONS**

Québec. National Assembly. *Education Act*. – CQLR YEAR C- I-13.3. Amended Bill 41 (2001, c. 30), Bill 35. (2001, c. 46), R.S.Q., C- I-14, C- E 9.1, Bill n°5 (2019, c. 24).  
Québec. National Assembly. *Education Act for Cree, Inuit and Naskapi Native Persons*. R.S.Q., c. I-14.  
Québec. National Assembly. *Act Respecting Private Schools*, Chapter E 9.1  
Québec. National Assembly. *Bill n° 5: An Act to amend the Education Act and other provisions regarding pre-school education services for students 4 years of age* (2019, c. 24)



## KINDERGARTEN FOR FIVE-YEAR-OLDS (MATERNELLE 5 ANS)

### DEFINITION

Maternelle 5 ans (kindergarten for five-year-olds) is a full-school day program available in English and French in public and publicly funded private schools.

### ELIGIBILITY

In order to attend maternelle 5 ans, children must be five years of age by September 30 of the school year.

### COMPULSORY

Enrolment in maternelle 5 ans is not compulsory.

Compulsory schooling begins the year a child turns six years old or is in Grade 1.

### ENTITLEMENT

All eligible children in Quebec are entitled to a maternelle 5 ans space.

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

Maternelle 5 ans programs must provide 23.5 instructional hours per week for 36 weeks of the year or 846 instructional hours per year.

### CLASS SIZE

Class sizes must not exceed a maximum of 19 students. In multi-age groups, the maximum number of students per group must not exceed 14 students.

In 2018 – 2019, the average maternelle 5 ans class size was 17 students.

### CURRICULUM OR CURRICULUM FRAMEWORK

[Programme-cycle de l'éducation préscolaire \(2021\)](#) is the curriculum for maternelle in Quebec. All public and funded private schools must use it.

### GENERAL TEACHER QUALIFICATIONS AND CERTIFICATION

Kindergarten teachers are required to complete a four-year degree: Baccalauréat en Éducation préscolaire et enseignement au primaire (Bachelor of Education – kindergarten and elementary education).

A provisional teaching licence may be issued to Individuals with a CEGEP diploma in early childhood education who are enrolled in a teacher education program if they have completed 9 credits in an accredited preschool and elementary school teacher education program, and have at least 3,000 hours of experience in an early childhood setting.

Teachers are required to take at least 30 hours of continuing education every two years.

## KINDERGARTEN FOR FOUR-YEAR-OLDS (MATERNELLE 4 ANS)

### DEFINITION

Maternelle 4 ans (kindergarten for four-year-olds) is currently being phased in in schools across the province as a full-school day program.

All children in the appropriate age bracket are eligible for the program but it is currently only offered in some schools. The current commitment (2022) is to 2,600 classes by 2025 – 2026.

There were approximately 1,600 kindergarten classes for four-year-olds in 2022.

### ELIGIBILITY

In order to attend maternelle 4 ans, a child must be four years of age by September 30 of the school year.

### COMPULSORY

Enrolment in maternelle 4 ans is not compulsory.

Compulsory schooling begins the year a child turns six years old or is in Grade 1.

### ENTITLEMENT

Maternelle 4 ans is not a legislated entitlement.

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

Maternelle 4 ans programs must provide from 9.15 hours/week for 36 weeks or 329 hours/year to 23.5 hours/week for 36 weeks or 846 hours/year.

### CLASS SIZE

Class size in maternelle 4 ans is restricted to a maximum of 17 students.

### CURRICULUM OR CURRICULUM FRAMEWORK

[Programme-cycle de l'éducation préscolaire \(2021\)](#) is the curriculum for maternelle 4 ans in Quebec. All public and funded private schools must use the curriculum.

## GENERAL TEACHER QUALIFICATIONS AND CERTIFICATION

Maternelle 4 ans rooms are staffed by a full-time licensed teacher and a qualified education professional who is specialized in the development of preschool children. This professional could be, for example, a special education technician (technicienne/technicien en éducation spécialisée) or an early childhood educator and must be present for half of the class time as a support for the teacher.

## PASSE-PARTOUT

Passe-Partout is a program overseen by MEES, targeting four-year-olds and their parents in low income families, primarily living in rural Quebec, to support the transition from home to school.

Passe-Partout has been offered for 40 years in 45 school boards.

According to a [2020 evaluation report](#), approximately 11,000 families participated in the program every year. However, as four-year-old kindergarten is expanding, Passe-Partout is diminishing.

In the 2020 – 2021 school year, 7,871 children were enrolled in Passe-Partout.

Passe-Partout consists of a minimum of 16 sessions a year with children, and eight with their parents. The preparation and facilitation of Passe-Partout sessions are carried out by preschool education consultants (conseiller/conseillère à l'éducation préscolaire). They must hold a bachelor's degree in psychology, education, social work, or psychoeducation.

According to the 2018 – 2019 budget, MEES granted school boards \$1,313 per registration to Passe-Partout. The total annual budget for the program was \$14 million.

For more information, see the program's organizational framework [Passe-partout: Un soutien à la compétence parentale](#).

## TOTAL ENROLMENT (SCHOOL YEAR 2020 – 2021)

All schools (public, private and governmental).

Maternelle 4 ans (total)	20,418
Passe-partout	7,871
Maternelle part-time and multi-age	1,056
Maternelle 4 ans full-school day	11,491
Maternelle 5 ans full-school day	88,726

### Total kindergarten enrolment

(4- and 5-year olds) **109,144**

Source : Enrolment in general education for young people by school according to various variables, school years (2020 – 2021) Québec.

## FINANCIAL (SCHOOL YEAR 2020 – 2021)

Spending on maternelle 4 ans (total)	<i>Not available</i>
Spending on maternelle 4 ans (per child)	<i>Not available</i>
Spending on maternelle 5 ans (total)	<i>Not available</i>
Spending on maternelle 5 ans (per child)	<i>Not available</i>

## CHILD CARE

### PROVINCIAL RESPONSIBILITY FOR CHILD CARE

The responsibility for child care services is shared between the Ministère de la Famille and the Ministère de l'Éducation.

The Ministère de la Famille is responsible for child care for children from birth to kindergarten (age four or five, or until they are legally obliged to attend school at the age of six).

The Ministère de l'Éducation is responsible for the provision of child care outside regular school hours for 4 – 12 year olds in the morning before classes begin, at lunchtime and after school as well as during professional development days and during March break.

Ministère de la Famille

Direction de l'encadrement du réseau et de la qualité des services des services

600, rue Fullum 6e étage

Montréal QC H2K 4S7

Telephone: 1 855 336-8568

FR website: <https://www.mfa.gouv.qc.ca/fr/services-de-garde/>

EN website: <https://www.mfa.gouv.qc.ca/en/services-de-garde/>

Ministère de l'Éducation

Direction des encadrements pédagogiques et scolaires

1035, rue De La Chevrotière

Québec (Québec) G1R 5A5

Téléphone : 418 643-7095

Sans frais : 1 866 747-6626

Télécopieur : 418 646-6561

## LEGISLATION AND REGULATIONS

Quebec. National Assembly. [Educational Childcare Act](#), CQLR c S-4.1.1.

Quebec. National Assembly. [Educational Childcare Regulation](#), CQLR c S-4.1.1, r. 2.

Quebec. National Assembly. [Education Act](#), CQLR c I-13.3

Quebec. National Assembly. [Reduced Contribution Regulation](#), CQLR c S-4.1.1, r. 1.

Quebec. National Assembly. [Regulation respecting child-care services provided at school](#), CQLR c I-13.3, s. 454.1.

## CHILD CARE SERVICES

### UNREGULATED CHILD CARE

Unregulated child care is termed “non-recognized” child care in Quebec. This includes individuals and organizations that are not required to be recognized by a Home Child Care Coordinating Office (i.e., non-recognized home child care providers) or to hold a permis (licence) issued by the Ministère de la Famille.

#### Unregulated family child care or non-recognized home child care

A person providing unregulated child care services in a private residence may care for a maximum of six children, including the provider’s children under nine years. No more than two children can be under the age of 18 months.

As of May 1, 2018, non-recognized home (unregulated) child care providers must meet additional conditions beyond the number of children. These conditions include:

- criminal background check (or verification that no impediment exists) for the provider and each adult living in the residence;
- valid first aid certificate specific to young children;
- has not been convicted of an offence for inappropriate conduct under section 6.2 of the *Educational Childcare Act* within the last two years;
- liability insurance of at least \$1 million; and
- parents’ fee paid directly to the person providing care.

Unregulated (non-recognized) child care is only monitored upon complaint.

Bill 1, [An Act to amend the Educational Child Care Act to improve access to the educational child care services network and complete its development](#), enacted in April 2022, makes non-recognized (unregulated) family child care mostly illegal as of September 2026. After this date, a person without a child care licence to provide family child care will be limited to a maximum of two children or to a family of more than two children (if they normally live together in the same home).

#### Nursery school (Jardin d’enfants)

Nursery schools that provide care to more than seven children 2 – 5 years of age in operation before October 25, 2005 are not required to be licensed.

Those that began operation after that date must be licensed.

#### Drop-in day care (Halte-garderie)

Commonly referred to as “drop-in daycare”, halte-garderie includes:

- occasional, organized child care in various settings for children whose parents are on site and can be reached if needed;
- temporary child care offered by a public or community organization in a complementary or accessory manner to its primary activities, or as part of a specific activity involving parents or children; and
- child care provided by a non-profit organisation in an educational establishment so as to allow student parents to continue their studies, if the student’s parents are on site and can be reached if needed.

A list of child care licensing exemptions can be found in section 6 of the [Educational Childcare Act](#).

### REGULATED CHILD CARE

There are two kinds of regulated child care services for preschool-age children, *centres de la petite enfance* and *garderies*.

#### Centre de la petite enfance (CPE) (Child care centre)

CPEs are referred to as “child care centres”, while “day care centre” refers only to *garderies*. Garderies are mostly for-profit. CPEs are also referred to as “reduced contribution” or “subsidized/funded” centres.

A CPE is operationally funded by the province according to a formula and must charge a provincially set fee, which is the same for all age groups and is indexed annually.

A CPE must be non-profit or a cooperative whose board of directors must have at least seven members of whom at least two-thirds are parents of children who are enrolled in the CPE.

A CPE provides educational child care to eligible children (from birth until admission to kindergarten or, at the latest, until their admission to Grade 1). Children may be cared for in a child care centre for periods not exceeding 48 consecutive hours.

Following recent changes to the *Educational Childcare Act*, there is no longer a maximum number of facilities which a CPE can operate. A maximum of two CPE facilities may be housed in one building; each facility can accommodate a maximum of 100 children.

### **Garderie (day care centre)**

A day care centre (garderie) provides child care in a facility of no more than 100 children, where children receive care regularly for periods not exceeding 48 consecutive hours. No more than two facilities may be housed in one building.

Garderies are primarily for-profit operations but may be operated by a non-profit organization or an Indigenous Band Council without a board of directors. Garderies must have a parent advisory committee.

There are two types of garderies:

- Operationally funded (as are CPEs), funded day care centres (garderies) must charge parents the provincially set fee. Grandparented and included in public funding when Quebec child care became operationally funded in 2000, these are also referred to as “reduced contribution” or “subsidized/funded” garderies; and
- Unfunded garderies not receiving government operational funds set their own fees. Parents pay the full fees and may claim a provincial tax credit for between 67% and 78% of eligible costs. These are referred to as “unsubsidized”, “unfunded” or “non-reduced contribution” garderies.

### **Family child care**

#### **(Service de garde en milieu familial reconnu)**

Recognized (licensed) family home child care is provided in the personal residence of a home child care provider, who is licensed for up to six children including the provider’s own children. No more than two children may be under 18 months.

If another adult assists the provider, nine children are permitted, with no more than four children younger than 18 months, including the provider’s own children.

Recognized (licensed) home child care providers are overseen by a *bureau coordonnateur de la garde éducative en milieu familial* (BC) or [Home Childcare Coordinating Offices \(CCCOs\)](#), which are mandated by the Ministère but are not licensed.

### **School-age child care**

#### **(Services de garde en milieu scolaire)**

School service centres, school boards and private schools provide school-age programs for children attending kindergarten including four-year-olds, five-year-olds, and those in elementary grades. Pupils may attend the child care program before school in the morning, during the lunch period, after school, on professional development days and during spring break.

School-age child care in schools is under the jurisdiction of the Ministère de l’Éducation. School boards are obliged to provide school-age child care when there is a demonstrated need.

School-age child care in Québec is not licensed but delivered by school authorities, is publicly funded and technically regulated under the [Education Act](#) and its Regulations.

### **Nursery school (Jardins d’enfants)**

A nursery school can offer educational child care services, on a regular basis, for periods not exceeding four hours a day and in a stable group, to a minimum of seven children 2–5 years, who are offered activities over a fixed period.

A licence (permis) is compulsory for all nursery schools opened after October 25, 2005.

## **CURRICULUM FRAMEWORK**

### [\*Accueillir la petite enfance\*](#)

All CPEs, garderies, and recognized family child care providers must use an educational program with activities aimed, among other things, at fostering children’s overall development and helping children gradually adapt to life in society and integrate into a group.



Since June 8, 2019, [new regulatory provisions](#) are in force, applying to centres and licensed family child care. These indicate the essential elements that must be included in the educational program used by child care providers. The new provisions specify that elements of the educational program must be provided free of charge to families. CPEs and funded garderies may only charge for the following extras:

- field trips or outings offered as a part of the educational program;
- personal hygiene items such as toothbrushes and diapers;
- a supplementary meal (breakfast or supper when the child care facility has already provided lunch); or
- an additional hour of child care beyond the 10 hours covered by the child care subsidy.

Recognized (licensed) family child care providers must submit an educational program in accordance with the new regulations as part of their licence application.

## CHILDREN WITH SPECIAL NEEDS

*(Quebec uses the term children with disabilities)*

In Quebec, the term “child with a disability” refers to a child with a condition causing a significant and persistent disability with a major need for additional support due to significant barriers encountered during the integration process into child care.

Non-publicly funded garderies are not funded to support children with disabilities.

Quebec supports the inclusion of children with disabilities in licensed and funded child care with two programs.

### ALLOWANCE FOR THE INTEGRATION OF A CHILD WITH A DISABILITY (ALLOCATION POUR L'INTÉGRATION D'UN ENFANT HANDICAPÉ – AIEH)

This allowance for integration of a child with disabilities (AIEH) is paid as part of a funded centre or home's operational funding as a daily allowance based on the child's attendance. It also provides a one-time payment of \$2,200/eligible child.

AIEH funding covers all eligible children.

It may provide training and professional development for regular staff, assistive devices and equipment and modification to the premises to support mobility needs.

Children must receive a diagnosis from a professional recognized by the Ministère de la Famille or be recognized by Retraite Québec.

Funding is provided on behalf of an eligible child but may also be used to meet the needs of other children.

When a child is eligible for AIEH, the child:staff ratio may be increased for the child's group. This decision may result from a recommendation from a professional or from a choice of the childcare centre, in agreement with the parent. In addition, there is a maximum number of children eligible for AIEH in a given centre, equivalent to 15% of the facility's annualized funded spaces.

### EXCEPTIONAL ASSISTANCE MEASURE FOR THE INTEGRATION OF DISABLED CHILDREN WITH MAJOR NEEDS

The [Exceptional Support Measure for Integration into Educational Childcare Services for Disabled Children with Significant Needs \(MES\)](#) provides funding for a resource person to provide individualized support.

To be eligible for this funding, a provider must already receive AIEH funding, have developed a child care integration plan, and (ideally) has an individualized service plan (ISP) that demonstrates all available resources are being used to meet the child's needs.

## FIRST NATIONS, MÉTIS AND INUIT CHILD CARE

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

All full-day child care centres on First Nations reserves and in Inuit communities in Quebec are licensed.

In 2021, there were 66 child care centres on First Nations reserves and in Inuit communities, with a total of 2,824 spaces (age breakdowns are not available).

There are two regulated family child care agencies (termed “Home Child Care Coordinating Offices”) on reserves, with a total of 89 spaces.

Licensed child care centres and family child care agencies on reserve are eligible to receive the same funding as other provincially licensed centres, including operational and inclusion funding.

Aboriginal Head Start on Reserve (AHSOR) is not licensed. There are 41 AHSOR programs in Quebec.



## INDIGENOUS CHILD CARE OTHER THAN ON RESERVE

In 2021, there were nine Indigenous-led or focused full-day child care centres, with a total of 707 spaces (age breakdowns are not available). There is also one Indigenous-led or focused family child care agency.

Aboriginal Head Start in Urban and Northern Communities (AHSUNC) programs are not licensed. There are 28 AHSUNC programs in Quebec.

## OTHER INDIGENOUS-SPECIFIC RESOURCES/INITIATIVES

The Cégep de Saint-Félicien in the Saguenay–Lac-Saint-Jean region provides an Attestation of Collegial Studies in Childhood Education that has an Indigenous focus.

The Government of Quebec has Delegation of Authority agreements with ELCC components with a number of Indigenous organizations including First Nations of Quebec and Labrador Health and Social Services Commission (FNQLHSSC), the Kativik Regional Government, Government of the Cree Nation and the Council of the Atikamekw Nation.

## SPACE STATISTICS

### NUMBER OF REGULATED SPACES (2021)

#### Number of centre spaces

##### Centre spaces

Centres de la petite enfance (CPEs)	96,127
Garderies subventionnées (funded garderies)	49,568
Garderies non-subventionnées (unfunded garderies)	68,473

**TOTAL CENTRE SPACES (0 – 5 years) 214,168**

#### Spaces by age

	Spaces in publicly funded garderies <sup>2</sup>	Spaces in non-publicly funded garderies <sup>2</sup>
<b>Full-day centres in CPEs<sup>1</sup></b>		
0 – < 18 months	13,060	10,971
18 months – 5 years (not in school)	83,067	57,502

<sup>1</sup> Non-profit child care centres

<sup>2</sup> Both publicly funded and non-publicly funded garderies are primarily for-profit

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

#### Number of spaces in before- and after-school care for children in maternelle 4 ans, maternelle 5 ans and Grades 1 – 6

Regular	223,253
Part-time	117,430

**Total number of spaces in before- and after-school care for children in maternelle 4 ans, maternelle 5 ans and Grades 1 – 6 340,683**

Note: “Regular” and “part-time” in before- and after-school care are all part-day.

**TOTAL CENTRE SPACES (0 – 12 years) 554,851**

### Regulated family child care (December 31, 2021)

#### Recognized home child care

0 – < 5 years (or not yet in school)	65,281
<b>Total regulated family child care (enrolment)</b>	<b>65,281</b>

### TOTAL REGULATED SPACES

**(centre spaces and family child care enrolment) 620,132**

### Number of child care centres (December 31, 2021)

**Total number of centres 3,544**

#### Centre-based programs

Number of centres providing a full-day program	NA <sup>3</sup>
Number of centres providing a part-day program	NA <sup>3</sup>
Number of centres providing a part-day program for children attending school (approx 4 – 12)	NA <sup>3</sup>
Number of centres providing care to children 0 – < 12 months	NA <sup>3</sup>
Number of centres providing care to children 12 – < 24 months	NA <sup>3</sup>
Number of centres providing non-standard hours care (non-standard hours as defined by the province/territory)	NA <sup>3</sup>
Number of centres in publicly delivered and funded schools	NA <sup>3</sup>

<sup>3</sup> Not available

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

### Recognized family child care (December 31, 2021)

Number of child care homes (active)	9,884
Number of Home Child Care Coordinating Offices (CCCOs)	166

Note: The spaces in the above tables are as of December 31, 2021.

### Municipal delivery (2021)

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

### Programs by auspice (2021)

#### Number of centres

Publicly funded garderies (for-profit)	740
Non-publicly funded garderies (for-profit)	1,239
CPEs or facilities that are part of CPEs (non-profit)	1,499
Publicly operated <sup>1</sup>	66

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

*Note: These represent child care centres on First Nations reserves or Inuit land, operated by Indigenous government organizations. School authorities operate all before- and after-school programs for 4 – 12 year olds but information about the number of centres is not available, although the number of spaces is. (See next table).*

### Centre spaces by auspice

	Full-day spaces <sup>1</sup>	Part-day spaces <sup>2</sup>	BASC spaces <sup>3</sup>	Total spaces
For-profit	118,041	NA <sup>4</sup>	NA <sup>5</sup>	118,041
Non-profit	93,303	NA <sup>4</sup>	NA <sup>5</sup>	93,303
Publicly operated <sup>6</sup>	2,824	NA <sup>4</sup>	340,683	343,507

**TOTAL SPACES** 214,168 NA<sup>4</sup> 340,683 554,851

1 0 – 5 years

2 0 – 5 years

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

4 Not available

5 Not applicable

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

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

## FEE SUBSIDIES

Quebec does not use a system of individual parent fee subsidies.

## SPECIAL NEEDS/DISABILITY SUPPORT FUNDING

**Children in licensed, regulated, or approved child care being supported by special needs/ disability support funding (March 31, 2021)** *Not available*

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

## ENROLMENT STATISTICS

### Number of children enrolled in regulated centres (December 31, 2021)

	Number of children
Centres de la petite enfance (CPEs)	93,788
Garderies (funded and unfunded)	98,079

**TOTAL ENROLMENT (0 – 5 years)** 191,867

### Enrolment by age

	Publicly funded garderies	Non-publicly funded garderies
<b>Full-day centres</b>		
0 – <12 months	5,217	3,360
12 – < 24 months	16,379	11,458
24 months – < 5 years		
(not in school)	72,192	36,439

*Licensed jardin d'enfants*

### Part-day centres

24 months – <5 years (not in school) *Not available*

### Before- and after-school care

(licensed, regulated, approved or authorized)

*Not available*

Number of children in pre-maternelle and

maternelle enrolled in before- and

after-school care

*Not available*

Number of children in grades 1 – 6 enrolled

in before- and after-school care

*Not available*

**Total number of children in pre-maternelle,**

**maternelle, and grades 1 – 6 enrolled in**

**before- and after-school care**

*Not available*

**TOTAL ENROLMENT (0 – 12 years)**

*Not available*

## PARENT FEES

Quebec has set province-wide parent fees for all publicly funded (termed “reduced contribution”) child care services since September 1, 1997. Quebec’s set fees are indexed annually on January 1. The parent contribution (fee) is paid directly to the child care service.

The basic parent contribution (fee) in 2021 was \$8.50, in 2022 was \$8.70/day per child regardless of child’s age or parents’ income, moving to \$8.85/day on January 1, 2023 in funded centres and regulated home child care.

Unfunded garderies are not required to charge a provincially set parent fee and can set their own market fee. Parents using these centres may apply for a rebate in the form of a tax credit from the Quebec government.

A [calculator](#) is available on the Ministère des Finances website to enable families to calculate the net cost of a child care space in funded and unfunded programs.

#### PROVINCIAL DATA ON AVERAGE FEES

Information on average fees in unfunded garderies is not available from the provincial government. In 2021, the average daily rate paid by parents who requested advance payments of the refundable tax credit for childcare expenses for children under five years was \$39.64.

Source: Ministère des Finances.



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

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

<i>Median monthly fees for full-time child care</i>	<i>Gatineau</i>	<i>Laval</i>	<i>Montreal</i>	<i>Longueuil</i>	<i>Quebec City</i>
Infant - Provincially set fee (publicly funded )	\$189	\$189	\$189	\$189	\$189
Infant - Market fee (non-publicly funded)	\$1,042	\$933	\$977	\$1,042	\$1,194
Toddler - Provincially set fee (publicly funded )	\$189	\$189	\$189	\$189	\$189
Toddler - Market fee (non- publicly funded )	\$977	\$868	\$846	\$933	\$1,085
Preschool-age - Provincially set fee (publicly funded)	\$189	\$189	\$189	\$189	\$189
Preschool-age - market fee (non-publicly funded )	\$977	\$868	\$846	\$933	\$1,085

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*. Canadian Centre for Policy Alternatives.

Note: These median monthly figures include fees from centres and family child care.

## WORKFORCE

### EARLY CHILDHOOD QUALIFICATIONS

The Diploma of College Studies (*diplôme d'études collégiales en techniques d'éducation à l'enfance – DEC*) in early childhood education (three-year program) is the main qualification required to be recognized as a qualified early childhood educator in Quebec.

Alternative education and training also recognized by the provincial government as equivalent include:

- college-level studies (*attestation d'études collégiales – AEC*) in early childhood education (a minimum of 1,200 hours) and three years (4,992 hours) of relevant experience;
- AEC for educators in First Nations child care settings. For educators working outside Indigenous communities, three years (4,992 hours) of qualifying experience is also required;

- DEC in special education or social work. In addition, the individual must hold an ACS in early childhood education (a minimum of 1,200 hours) or an accredited university certificate specialized in early childhood;
- an accredited university certificate (30 credits) in early childhood and three years (4992 hours) of qualifying experience; and
- a Bachelor's degree including a minimum of 30 credits in early childhood, preschool education, school and social adjustment (speech and language therapy), and psychoeducation or psychology.

Note: Any university certificate or degree must include or be supplemented by, college- or university-level courses on child health and safety and on appropriate educational approaches.

Note: The directive on approved alternative education and training was amended on January 30, 2023.

There are also two alternative options for individuals who are already working in child care to become qualified:

- The Work-Study Program (COUD – short-term training) provides paid training that takes place during working hours. The program leads to an AEC in early childhood education. This program may apply to those recently hired by a centre; and
- The Recognition of Acquired Competencies (RAC) Process applies to individuals with a minimum of three years (4,992 hours) of qualifying work experience in child care. The process aims to officially recognize the competencies acquired during life and work experiences and can lead to an AEC or DEC in early childhood education. Individuals will be able to take time off work, without loss of pay, for a maximum of 12 working days (96 hours) to prepare their file and attend the various meetings. All costs associated with the option leading to the AEC are covered by the government.

The document [Référentiel de compétences des éducatrices et des éducateurs de la petite enfance \(2021\)](#) outlines the competencies expected of qualified early childhood educators when they start working in child care programs. This document is intended to be the official framework for evaluation of training programs, recruitment and professional learning for child care staff. The use of this framework is not mandatory.

For more information regarding early childhood qualifications, see [Directive concernant l'évaluation de la qualification du personnel de garde](#).

A certification process for early childhood education providers is under development.

## STAFF WAGES

In Quebec, wages of staff in CPEs, publicly funded garderies, and accredited home child care coordinating offices (CCCOs) generally follow specified provincial wage scales. Unfunded garderies and non-unionized garderies are not required to apply the salary scale proposed by the Ministère.

If the CPE is unionized, it must also use the salary scale set out in their collective agreement. For non-unionized CPEs, the ministry provides and recommends, but does not impose, a provincial salary scale.

## Provincial wage scale

Since 2006, the Quebec government has implemented [Wage rates and scales for child care staff](#) (*Taux et échelles de salaires du personnel de garde*) in CPEs, publicly funded garderies, and accredited Home Child Care Coordinating offices.

The wage scales apply to both qualified and unqualified child care staff and non-child care staff (e.g., cooks, administration, accounting, etc.). An employee is assessed by the employer for the minimum eligibility requirements based on education qualifications and credentials.

The wage scale (*échelles de salaires*) for each job category includes several levels (*échelons*) with level 1 being the lowest of the levels applicable to an employee who meets the minimum eligibility requirements without relevant experience. Wages progress depending on the experience acquired.

On April 1, 2022, the hourly wage of qualified child care staff was increased by 18% (after one year at the previous level) and that of unqualified child care staff by 10%.

## Provincial wage scale (\$) – Qualified child care staff (effective April 1st, 2022)

Level	Rate
1	21.60
2	22.28
3	22.97
4	23.72
5	24.48
6	25.23
7	26.06
8	26.87
9	27.74
10	28.60
1 year at Level 10	30.03

Wages of unqualified child care staff vary between \$18.52 and \$27.78. For further information see [Wage rates and scales for child care staff](#) and [Guide to the classification and remuneration of salaried staff in childcare centres, subsidized daycare centers and home childcare coordinating offices](#).

## Provincial wage data

No data are available regarding wages for unfunded garderies. As mentioned above, unfunded garderies (for-profit day care centres) and non-unionized day care services are encouraged but not required to apply the salary scale posted by the Ministère.

### Pension plan and group insurance for employees in funded child care

Quebec has a pension plan and group insurance for staff in CPEs, funded garderies and staff in family child care agencies. Employer contributions receive funding by the Quebec government.

### Unionization

Quebec is the sole jurisdiction with a sizeable unionized child care workforce. About half the child care workforce in Quebec is represented by one of three unions: a) the [Fédération des intervenantes en petite enfance du Québec \(FIPEQ\)](#), which exclusively represents centre staff and family child care providers and is affiliated to the Centrale des syndicats du Québec (CSQ); b) the Fédération de la santé et des services sociaux (FSSS-CSN), affiliated to the Confédération des syndicats nationaux (CSN); and c) the Quebec Service Employees Union (SQEES), affiliated with the Fédération des travailleurs et travailleuses du Québec (FTQ).

### 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	\$40,400
Median hourly employment income	\$19.42 – 22.20

Note: Calculated using 2,080 hours/year (40 hours/week) and 1,820 hours/year (35 hours/week).

Source: Canadian Census (2021). Special run by Statistics Canada.

Note: These data include Early Childhood Educators and Assistants, as defined in NOC 4214 and “working in the day care services industry in centre-based environments with children aged 0 – 12 years”, as defined in NAICS 6244. Included are individuals who worked full-time (30+ hours/week) and full-year (48+ weeks/year), did not work at home, and were not self-employed. Included are supervisors but not managers. Employment income refers to income from all jobs if the Early Childhood Educator or Assistant holds a second job providing a wage, salary or commissions.

Note: See Table 18 in this report for comparable data from other provinces/territories and Canada average.

## STANDARDS AND REGULATIONS

### REGULATED CENTRE-BASED CHILD CARE

CPEs and garderies are licensed and regulated under the [Educational Childcare Act](#) and [Educational Childcare Regulation](#).

Child care for children 4 – 12 years outside school hours is under the [Education Act](#) and the [Regulation respecting childcare services provided at school](#).

**Maximum facility size:** 100 spaces

### Staff:child ratio and maximum group size

Age of child	Staff:child ratio	Maximum group size
0 – < 18 months	1:5	15
18 months – < 4 years	1:8	30
4 years – < 5 years	1:10	30

Note: In multi-age groups, the ratio is based on the ratio for the youngest child in the group.

### Staffing requirements for centres

This section describes the minimum staffing requirements for a regulated centre for 0 – 4 year olds to operate. It includes early childhood qualification requirements for centre staff and centre supervisors/directors and other requirements (e.g., age, first aid, background check).

The Educational Childcare Regulation provides staff: child ratios for groups of children according to their age. Children of different ages may be grouped together (multi-age groups); in this case, the child care staff: child ratio is calculated for the whole group and the ratio applicable to the youngest children applies.

### Early childhood requirements for staffing a centre

Quebec staffing requirements are set at a centre level, not for a room or group.

Two-thirds of staff in a child care centre must be qualified educators, as described in the Workforce section above.

If the number of child care staff is less than three, at least one must be qualified at all times.

Note: During the COVID-19 health emergency period, the requirement to have two qualified staff out of three was temporarily lowered to one qualified person out of three. This temporary measure was still in place in January 2023. Its time frame is described as:

Until 9 months have elapsed since the last day of the public health emergency declared by Order in Council 177-2020 dated 13 March 2020, the licence (permis) holder must ensure that at least 1 childcare staff member out of 3 is qualified and present each day with the children while childcare is being provided and, for the next 12 months, at least 1 childcare staff member out of 2 is qualified and present each day with the children while childcare is being provided.

The last day of the public health emergency was June 1, 2022.



A new or expanded licensed child care centre has five years to comply with the required number of qualified educators. In the meantime, the centre must ensure that at least one-third of child care staff present each day with children are qualified educators.

*Early childhood qualifications for onsite centre supervisors*  
There are no qualification requirements specific to centre directors.

#### *Other requirements*

A licensee must ensure that each child care staff member holds an eight hour early childhood specific first aid course including a component on the management of severe allergic reactions or a minimum six-hour refresher course.

### **Licensing, monitoring and enforcement of regulated centres for 0 – 5 year olds**

The Ministère de la Famille issues licences/permits (*permis*) to CPEs and garderies for up to a five-year period.

Québec does not issue conditional or provisional licences. If a centre is found to be in non-compliance with legislative requirements but there is no immediate danger to the health or wellbeing of the children, Ministère de la Famille informs the centre's board of directors or owner in writing and requests rectification. A follow-up check is done by an inspector when sufficient time is deemed to have passed. Repeated instances of non-compliance that do not pose an immediate threat may result in administrative penalties.

#### *Regulations regarding inspection*

Ministère de la Famille inspectors may visit any licensed operation to monitor its compliance with regulations.

Inspectors are not required to have early childhood education qualifications.

There are two types of inspections:

- full inspections (*inspections complètes*) are scheduled visits to verify compliance with all elements of the *Act* and its regulation. CPEs and daycare centres (garderies) receive at least one complete inspection within six months after becoming licensed, when renewing the licence and when an update of compliance information is required. Depending on the findings from the inspection and/or complaints received, additional inspections are conducted; and

- partial inspections (*inspections partielles*) are unannounced visits that aim to verify a limited number of legislative elements. They are carried out as part of the processing of a complaint, follow-up on another inspection, or necessary verification of compliance to certain elements.

For more information, see [Politique d'inspection des prestataires de services de garde reconnus et des bureaux coordonnateurs de la garde en milieu familial](#) (Inspection policy for child care service providers and Home Childcare Coordinating Offices).

### **Parent involvement**

A CPE's board of directors must be made up of at least seven members, two-thirds of whom (a minimum of five) are parent-users or future clients of the centre. A CPE's board of directors must elect a chair who must be a parent of a child receiving child care.

A for-profit licensee must set up an advisory committee composed of five parents and consult with the parent committee on all aspects of the care of children in the centre, particularly with respect to implementation of the educational program, services provided and how complaints are processed.

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

Beginning in 2018, child care providers must, at the Ministère de la Famille's request, participate in the process to assess and improve the educational quality of child care for three - five year old children. For further details see the [Explanatory guide](#) and [Educational quality in childcare establishments](#).

The Ministère determines the measurement tools to be used in this process and may require child care providers and their participating staff to provide the Ministère with the information and documents required and to complete a questionnaire assessing child care quality.

This process is ongoing in 2022.

The Ministère follows up on the results of the child care educational quality assessment and improvement process with the child care providers concerned.

### **REGULATED FAMILY CHILD CARE**

In Quebec, regulated family child care is called recognized home child care. Recognized home child care is regulated by the [Educational Childcare Act](#) and [Educational Childcare Regulation](#).



Recognized home child care must be provided in the provider's personal residence.

Licensed home child care providers in Quebec are unionized under a collective agreement.

### **Model of organization**

Home child care in Québec follows an agency model.

Home child care providers are licensed and supervised according to provincial regulations by 161 Home Child Care Coordinating Offices (CCCO).

Home Child Care Coordinating Offices (CCCOs) are accredited by the provincial government for a maximum period of five years; they are not licensed. A coordinating office may be a CPE or a non-profit organization.

CCCOs have, among other things, the following functions:

- to grant, renew, suspend or revoke the licence of home child care providers;
- to ensure that the home child care providers comply with the standards that apply to them by law;
- to distribute publicly funded care spaces among licensed home child care providers;
- to determine, according to the regulations, a parent's eligibility for participation in publicly funded child care;
- to administer the granting, payment, maintenance, suspension, reduction, withdrawal or recovery of subsidies to recognized home child care providers;
- to make information about home child care services available to parents;
- to deal with complaints concerning home child care providers;
- to provide technical and pedagogical support on request; and
- to promote/encourage new recognized home child care providers.

### **Maximum capacity**

A home child care provider may care for up to six children of whom no more than two children may be under 18 months. If the provider is assisted by another adult, they may care for up to nine children of whom no more than four may be under 18 months. Children under nine years living in the home where child care is provided are included for the purposes of these ratios.

The assistant is an employee of the home child care provider, who must maintain a file demonstrating that the assistant meets the requirements. The coordinating office takes responsibility for the necessary background checks of the assistant.

In Quebec, a family child care home with two providers is not termed "group family child care" or distinguished from family child care with one provider.

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

Recognition (a licence) of a home child care provider is granted for a five year period. The coordinating office makes a visit to the residence and conducts interviews with the child care provider and any residents above the age of 14 before the recognition.

#### *Regulations regarding home inspections/visits*

A coordinating office receives a complete inspection by the Ministère inspector on the occasion of accreditation renewal and when an update of the compliance information is required.

The coordinating office must make three unannounced visits per year to each home while child care is being provided to verify compliance with the *Act* and the Regulations. The first visit must take place within three months after recognition (the licence) is granted.

The coordinating office may also make an unannounced visit to a home following a complaint to verify the object and validity of the complaint. A report must be drawn up based on the visits.

### **Parent involvement**

An accredited Home Child Care Coordinating Office must have a board of directors that includes:

- a majority of members are parents who are clients of a home child care provider operating in the coordinating office's assigned territory; and
- no more than one member is a home child care provider operating in the coordinating office's assigned territory.

If a CPE is accredited as a Home Child Care Coordinating Office, within six months of being accredited, it must ensure that the composition of the board of directors includes:

- at least two-thirds of the members are divided equally between parents who use the child care provided by the child care centre and parents who use the home child care coordinated by the child care centre; and
- no more than one member is a home child care provider recognized by the child care centre.

#### Home child care provider requirements

A recognized home child care provider must have a criminal background check, complete an eight hour early childhood-specific first aid course, and have completed, in the three years preceding the application, a training program of at least 45 hours pertaining to: the role of a home child care provider; child development; safety, health and diet; and the educational program provided for in the *Act*.

If the main provider is assisted by another person, the assistant must have completed an eight hour early childhood first aid course and complete child development training of at least 12 hours within six months after beginning work.

Home child care providers must take six hours of refresher training every year including at least three hours on child development and the educational program provided for in the *Act*.

Each adult living or present in the home on a regular basis must have a criminal background check.

## FUNDING FOR REGULATED CHILD CARE

### CHILD CARE SERVICES' ELIGIBILITY FOR FUNDING

Child care funding in Quebec is available for all CPEs, funded garderies and to family child care (via Home Child Care Coordinating Offices) through a formula approach.

Non-profit and publicly funded for-profit facilities are generally treated the same way with respect to operational funding. The formula rate for non-profits is higher than for for-profits. In addition, only non-profits are eligible for the infrastructure funding program (PFI).

Non-funded garderies are not eligible for operational funding or funding to include children with disabilities. Infrastructure funding is available only to CPEs and CPE licence applicants.

## TYPES OF FUNDING FOR CHILD CARE FOR 0 – 5 YEAR OLDS

### FEE SUBSIDIES

Quebec does not use a system of individual parent fee subsidies.

In 2021, all parents at all income levels of children from birth to school admission, as well as children in child care outside regular school hours during the school year using operationally funded child care (CPEs, funded garderies and recognized home child care) pay a single flat fee, which is indexed annually.

Under the child care Regulation, certain parents using publicly funded child care are exempt from paying the set fee. This applies to parents of children under 5 years of age (September 30) who are beneficiaries under the Social Assistance program, the Social Solidarity program, the Youth Alternative Program, the Aim for Employment Program, or the Income Security Program for Cree Hunters and Trappers.

### OPERATIONAL FUNDING FOR CPEs, FUNDED GARDERIES AND RECOGNIZED HOME CHILD CARE (Responsibility of Ministère de la Famille)

Quebec's regulated child care services, with the exception of unfunded garderies, which are not eligible, are operationally funded. The formula for operational funding is based on both licensed capacity and occupancy rates to determine the amount of funding CPEs and funded garderies will receive. For further details see: [Budget rules and occupancy rules](#).

In the case of home child care providers, the operational funding is negotiated by collective agreement. As of April 1, 2022, [funding for family child care was to have increased](#) by approximately 16%.

### Allowance for Integration of a Disabled Child

[Funds](#) are provided to publicly funded child care services to reimburse expenses associated with a child's inclusion in a group.

The funds granted under this allocation are divided into two parts:

- expenses associated with remuneration, hiring or training of staff; and
- purchase or adaptation of materials or physical layout of premises (see one-time funding).

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#### *Additional disability funding per child per day (2021)*

<i>Type of program</i>	<i>Additional funding per child per day</i>
CPE	\$43.19
Funded day care centre (garderie)	\$41.67
Funded home child care	\$36.46

*Note: Non-publicly funded garderies do not receive funds to support children with disabilities.*

An additional last-resort measure provides funding for all or part of the remuneration associated with the hours of assistance required for the integration of children with disabilities and major needs. For this [financial assistance](#), the eligible provider (a CPE or recognized family child care provider) must already receive the Allowance for integrating a disabled child for the child.

For more information, see [Directive concerning the allowance for integration of a disabled child](#).

A one-time lump sum payment for the purchase or adaptation of materials or physical layout of premises to support the inclusion of a child with disability in a child care program is included in the operation grant of the facility for the financial year during which the child with special needs is registered for the first time.

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#### **OPERATING FUNDS FOR SCHOOL-AGE CHILD CARE (RESPONSIBILITY OF MEES)**

Funding for before-and after-school child care for 4 – 12 year olds is the responsibility of the Ministère de l'Éducation et de l'Enseignement supérieur (MEES). Funds are allocated to school service centres (*centres de services scolaire*) or school boards (*commission scolaire*) which then distribute the funds to their schools. There are several types of funding.

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##### **Start-up funding**

Financial assistance for school service centres and school boards to set up a child care service in one of their schools.

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##### **Basic funding for investments**

Allows school service centres and school boards to finance expenditure for the purchase of furniture, equipment and tools.

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##### **Operating funding for school days**

Calculated based on the number of students with regular status registered in child care services as of September 30.

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##### **Operating funding for pedagogical days**

Calculated based on the number of students registered and present at child care services for each pedagogical day.

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##### **Additional funding for students with disabilities or learning difficulties**

Additional staff and intervention support.

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##### **Additional funding for children from preschool-age to maternelle 4 ans**

Allows programs to have a staff:child ratio similar to that in preschool-age services (maximum 1:7).

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##### **Funding for consultation, planning and preparation time**

Paid time to child care staff in order to communicate with parents, school staff and other stakeholders, if any.

A full list and description of funding can be found on the [MEES website](#).

*Note: Funding for school-age child care does not include funding for lunchtime supervision.*



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## ONE-TIME FUNDING FOR CPEs

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### Infrastructure Funding Program (Programme de financement des infrastructures – PFI)

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The [Infrastructure Funding Program \(Programme de financement des infrastructures \(PFI\)\)](#) grant provides resources to CPEs or CPE licence applicants to carry out capital projects requiring a significant financial contribution (\$50,000 or greater) while facilitating access to financing on advantageous terms. This grant is separate from the Subvention pour les projets d'investissement en infrastructure; CPEs are eligible for both.

To be eligible, the CPE or CPE licence applicants must have been authorized to:

- increase or develop the number of subsidized spaces; or
- relocate; or
- carry out renovation or repair work to urgently correct a situation that compromises the health and safety of children or the integrity of the building; or
- acquire the building where the child care services are offered in order to avoid eviction from the premises.

See [Administrative rules](#) for more details.

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### Infrastructure investment projects (Subvention pour les projets d'investissement en infrastructure - SPII)

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The SPII is granted to the CPE whose capital project has a net financing requirement of less than \$50,000 and cannot be eligible for the Infrastructure funding for that sole reason. The types of project that are eligible for this grant include:

- a renovation project that aims to improve the quality, increase the lifespan and increase the service potential;
  - projects aimed at improving outdoor play areas, improving the building to accommodate children with disabilities; and
  - projects that enable compliance with a standard on lead in the context of a call for projects.
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## OTHER FUNDING

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### Funding for unfunded garderies – refundable tax credit

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Quebec reimburses parents, based on their income, through a [refundable tax credit](#) paid quarterly to cover 67% – 78% of eligible child care expenses paid in unfunded, non-reduced contribution for-profit garderies and in some unregulated child care, including recreation programs, day camps and babysitters in the home (excluding members of the family).

Projections for tax credits reimbursing families using non-reduced contribution centres increased from \$731.5 million in 2019 (estimation) to \$911.7 million in 2020 and \$920.7 million in 2021.

Source: *TABEAU Coût des mesures, Coûts des dépenses fiscales – Édition 2021*, Budget documents, Ministère des Finances, Government of Quebec.

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

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### FEE SUBSIDIES

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Not applicable because Quebec does not use parent fee subsidies.

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### OPERATIONAL (PREVIOUSLY RECURRING) FUNDING

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<i>Program</i>	<i>Amount</i>
Funding for CPEs and funded garderies	\$1,769,278,763
Funding for regulated home child care	\$582,360,111
Additional funding for regulated home child care (Mesure pour les responsables d'un service de garde en milieu familial )	\$1,285,533
Allowance for Integration of children with disabilities (AIDC)	\$120,694,085
Pension plan for employees in child care and group insurance plan	\$124,907,058
Expenditure on school-age child care by MEES	<i>Not available</i>
<b>Total operational funding</b>	<b>\$2,881,067,245</b>

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*Note: The 2019 expenditure on school-age child care was \$282,541,695. Total operational funding includes \$282,541,695 as a place-holder for missing 2021 school-age child care expenditure.*

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## ONE-TIME FUNDING FOR CPEs

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

<i>Program</i>	<i>Amount</i>
Capital expenditures	\$2,308,772
CPE Infrastructure Funding Program	\$46,322,334
<b>Total one-time funding</b>	<b>\$48,631,106</b>

### TOTAL FUNDING FOR REGULATED CHILD CARE (operational funding and one-time funding)

**\$2,929,698,351**

## OTHER ELCC FUNDING

<i>Program</i>	<i>Amount</i>
Grants for halte-garderies	\$6,043,515
Care for children with disabilities age 12 – 21 years	\$1,508,244
Other	\$3,245,514
Frais de garde d'enfants (Tax credit for families using unfunded for-profit centres)	\$920,700,000

## FEDERAL TRANSFERS TO PROVINCE

<i>Federal transfers</i>	<i>Amount</i>
Multilateral Early Learning and Child Care Framework - Early Learning and Child Care Bilateral Agreements	\$86,275,188
Safe Restart Agreement (child care specific funding)	\$136,915,000

## COVID-19 RELATED SUPPORTS

Reimbursement for parent fees during the period of mandatory closing (CPE and subsidized garderies)	\$59,295,071
Compensation for additional expenses related to cleaning and disinfection (CPE, subsidized garderies and RSG)	\$24,691,319
Compensation for unfunded garderies for loss of income during mandatory closures	\$38,685,100
Emergency assistance to community organizations providing drop in care during the pandemic	\$358,926

## ■ OF INTEREST

### MUNICIPAL ROLE

In the past, municipalities have not played an active role in child care provision in Québec. However, in 2020 the Union of Québec Municipalities convened a committee to examine ways in which local municipalities could assist in the provision of child care services. Their [report<sup>2</sup>](#) describes several policy levers accessible to the municipality, including that municipal councils may, under the [Educational Childcare Services Act](#) (section 134), acquire, build or develop buildings on its territory that may be rented or sold for the benefit of CPEs or day care centres.

### FAMILY RESOURCE PROGRAMS

The [Fédération québécoise des organismes communautaires Famille \(FQOCF\)](#), founded in 1961, represents and supports over 245 family support organizations (*organismes communautaires famille*) in Québec.

These organizations offer services and resources to parents and families through various means:

- workshops, training and conferences;
- parent relief and drop-in daycare (*halte-garderies*);
- early years and school readiness activities;
- communal kitchens;
- parent events;
- consultation; and
- day camps, etc.

<sup>2</sup> See page 14 – 15 of the linked document.

## LES REGROUPEMENTS

Organized by administrative region, the regroupements create a structure that supports the Quebec not-for-profit child care sector infrastructure and services at an affordable cost. Since 1974, the year in which the first *regroupement des CPEs* was created in Montérégie, other regroupements developed. A full list is available [here](#).

## LA PLACE 0-5

Quebec introduced La Place 0-5, a single window for access to child care spaces, in 2015. It allows parents to register their child once, on a single platform, for those regulated child care programs in their region. Since 2018, all recognized child care providers in Quebec are required to join La Place 0-5 and to exclusively use parent registrations made through this service.

Source: Groleau, A., Aranibar Zeballos, D. (2022). *Enquête québécoise sur l'accessibilité et l'utilisation des services de garde 2021. Portrait statistique*.

## PROVINCIAL ECEC ORGANIZATIONS AND ADVISORY GROUPS

[Fédération des intervenantes en petite enfance du Québec \(FIPEQ\)](#)

[Association québécoise des centres de la petite enfance \(AQCPE\)](#)

[Conseil québécois des services éducatifs à la petite enfance \(CQSEPE\)](#)

[Association des cadres des CPE \(ACCPE\)](#)

[Association québécoise de la garde scolaire](#)

[Association québécoise des milieux familiaux éducatifs privés](#)

[Ma place au travail](#)

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# Ontario



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# Ontario

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## ■ OVERVIEW

In Ontario, early learning and child care includes junior kindergarten and kindergarten, child care centres, full- and part-day (nursery schools), regulated home (family) child care, licensed before- and after-school child care, Extended Day, and Authorized Recreation and Skill Building (not licensed) before- and after-school programs.

The Ministry of Education is responsible for kindergarten under the [Education Act](#) and its regulations. Kindergarten includes full-school day junior and senior kindergarten, which is available to all four- and five-year-olds. Full-school day junior kindergarten was introduced in 2010 and was fully phased in across the province over a five-year period. Kindergarten is not compulsory but most children attend. Every school board is required to provide both years of kindergarten in all elementary schools with limited exceptions outlined in regulation.

Ontario funds both public and Catholic (called separate) schools but does not fund private schools and does not regulate, license, accredit or oversee the day-to-day operations of private schools.

Most schools in First Nations communities are operated by Band councils.

The Ministry of Education licenses child care programs under the [Child Care and Early Years Act](#) and regulates them under [Ontario Regulation 137/15](#). Regulated centres and home child care, which uses an agency model, are delivered by non-profit, for-profit, and public (municipal) operators. Non-profit organizations operate a majority of centres and home child care agencies.

All service providers set their own fees. Parent fee subsidies are managed by 47 municipal entities and may be used in all regulated or authorized child care services.

Ontario is the sole province/territory with a mandated role for municipal level government entities. These are termed Consolidated Municipal Service Managers (CMSMs) or District Social Services Administration Boards (DSSABs), of which there are 47. These have some discretion about child care provision within provincial policy. As local service managers, they administer funding, play a

planning role, develop local initiatives and may provide publicly delivered child care. Ontario has a long history of delivering municipal child care but this sector has been considerably reduced over the past decade. The provincial government flows funding, including federal transfer payment funding, to CMSMs and DSSABs, which in turn flow it to service providers.

Ontario signed the Canada-Ontario Early Learning and Child Care Agreement (Multilateral Framework Agreement) on June 16, 2017. This allocated \$434.6 million over three years to Ontario for regulated child care; it was extended on June 9, 2020 with an additional \$146 million for the 2020 – 2021 fiscal year, and extended again in August 2021 providing between \$146 million and \$211 million per year from 2021 to 2025.

The Canada-Ontario Canada-Wide Early Learning and Child Care agreement was signed by Ontario on March 27, 2022. It allocated \$10.2 billion over five years to:

- reduce fees to an average of \$10/day by 2025 – 2026
- create 86,000 primarily public and non-profit spaces by the end of 2026
- develop and implement an inclusion support plan
- increase the percentage of qualified staff to at least 60% by 2025 – 2026
- provide educators with greater professional development opportunities
- establish a wage floor for child care workers and
- provide ongoing administrative support to operators.

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

## ■ PROVINCIAL CONTEXT

*Note: Some of the following figures are rounded, while totals are based on exact figures and may therefore not equal the sum of the rounded figures shown here.*

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

Age	Number of children (2021)
0	131,700
1	126,000
2	136,000
3	148,600
4	154,200
5	152,700
6	161,300
7	156,700
8	154,100
9	162,000
10	151,700
11	155,400
12	149,100
Total	1,939,600

---

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

<i>Age</i>	<i>Number of children (2021)</i>
0 – 2	393,700
3 – 5	455,500
6 – 12	1,090,300
Total	1,939,600

---

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

<i>Age</i>	<i>Number of children (2021)</i>
0	85,200
1	76,900
2	86,900
3	98,200
4	96,500
5	98,700
6	102,100
7	107,300
8	98,500
9	110,600
10	100,600
11	107,000
12	95,900
Total	1,264,500

---

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

<i>Age</i>	<i>Number of children (2021)</i>
0 – 2	249,000
3 – 5	293,400
6 – 12	722,000
Total	1,264,500

---

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

<i>Age</i>	<i>First Nations</i>	<i>Métis</i>	<i>Inuk (Inuit)</i>	<i>Multiple</i>	<i>Other</i>
0 – 4	18,155	7,330	310	580	460
5 – 9	21,125	8,280	425	690	515
10 – 14	21,915	9,410	395	635	575
Total	61,195	25,020	1,130	1,905	1,550

---

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

<i>Age of youngest child</i>	<i>Number of mothers</i>	<i>Participation rate (%)</i>
0 – 3	318,700	76.0
4 – 5	125,100	76.6
0 – 5	443,800	76.2
6 – 12	392,700	82.2

---

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

<i>Age</i>	<i>Living with two parents</i>	<i>Living with one parent</i>	<i>Lone mother</i>	<i>Lone father</i>
0 – 4	578,270	97,760	82,335	15,425
5 – 9	611,565	143,405	117,815	25,590
10 – 14	613,500	178,180	144,170	34,005

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

<i>Age</i>	<i>English</i>	<i>French</i>	<i>Non-official</i>	<i>Multiple</i>
0 – 4	542,240	13,030	92,665	35,135
5 – 9	629,635	15,710	72,100	46,705
10 – 14	665,790	15,635	69,820	52,170
Total	1,837,665	44,380	234,590	134,025

---

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

<i>Two-parent families</i>	<i>Male lone-parent</i>	<i>Female lone-parent</i>
\$106,000	\$52,400	\$48,000

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**PARENTAL LEAVE AND BENEFITS**

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

**LEAVE PROVISIONS****Maternity leave (pregnancy leave)**

17 weeks.

A pregnant employee who has been employed by the same employer for at least 13 weeks before the expected due date is eligible.

**Parental leave**

61 weeks for birth or adoption.

63 weeks if leave is shared.

An employee who has been employed by the same employer for at least 13 weeks and is the natural or adoptive parent of a child is eligible.

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

While on leave, employees retain their benefit plans and parental/pregnancy leave counts towards length of employment/service and seniority.

**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

The Ministry of Education is responsible for junior kindergarten and kindergarten (often referred to as senior kindergarten) under the *Education Act* and its regulations.

Responsibility for delivery of public education is delegated to 72 district school boards including English and French public and separate (Catholic) boards. In addition, a small number of schools in remote and sparsely populated areas as well as in some children's hospitals are operated by school authorities.

Full-school day junior kindergarten and kindergarten are available to all four- and five-year-olds. Full-day junior kindergarten was introduced in 2010 and fully phased in across the province over a five-year period.

Junior kindergarten and kindergarten are not compulsory but most children attend. Every school board is required to provide both junior kindergarten and kindergarten in all elementary schools with a primary division, i.e., Grades 1 to 3 with some limited exceptions outlined in regulation.

Ontario funds both public and Catholic (often called separate) school boards. Private schools operate as non-profit organizations or businesses independently of the Ministry of Education and in accordance with the requirements set by the *Education Act*. They do not receive any funding or other financial support from the government. The Ministry does not regulate, license, accredit or otherwise oversee the operation of private schools.

Most schools in First Nations communities are operated by the community's Band councils, with a few federally operated. Schools in First Nations communities are funded by Crown-Indigenous Relations and Northern Affairs Canada.



## PROVINCIAL RESPONSIBILITY FOR JUNIOR KINDERGARTEN AND KINDERGARTEN

Ministry of Education  
Student Achievement Division  
14th Floor, 315 Front Street West  
Toronto, ON  
M7A 0B8  
Telephone: 416-325-2929 or 1-800-387-5514  
Website: <http://www.edu.gov.on.ca/kindergarten>

## LEGISLATION AND REGULATIONS

Ontario. Legislative Assembly. *Education Act*. – RSO1990, c. E.2. Amended 2021, C- 25, s. 3.  
Ontario Legislative Assembly. *Education Act – Ontario regulation 224/10 – Full day junior kindergarten and kindergarten*. *Education Act*, R.S.O. 1990, c. E.2.  
Ontario. Legislative Assembly. Ontario regulation 132/12: Class Size under the *Education Act, R.S.O. 1990, c. E.2*.

## JUNIOR KINDERGARTEN AND KINDERGARTEN

### DEFINITION

Junior kindergarten and kindergarten are full-school day programs available to all four- and five-year-olds in publicly funded schools in Ontario. In most ways, it is treated as a two-year program (junior and senior). It is available across Ontario in rural and urban communities with each school board responsible for its delivery.

### ELIGIBILITY

To attend junior kindergarten, a child must be four years of age by December 31 of the school year (three years and eight months in September). To attend kindergarten, a child must be five years of age by December 31 of the school year (four years and eight months in September).

### COMPULSORY

Junior kindergarten and kindergarten attendance in Ontario is not compulsory but most four- and five-year-olds attend. Compulsory schooling begins at age six or when the child is in Grade 1.

### ENTITLEMENT

All eligible children in Ontario are entitled to attend junior kindergarten and kindergarten.



## INSTRUCTIONAL HOURS PER DAY

Junior kindergarten and kindergarten are full-school days in Ontario; the full length of the instructional program is no less than five hours a day excluding recesses.

Every school year includes a minimum of 194 school days.

## CLASS SIZE

In Ontario, the average class size for junior kindergarten or kindergarten must not exceed 26. This is a maximum board-wide average requirement, not a hard cap.

The class size limit of a class with students enrolled only in junior kindergarten and kindergarten is 29.

Under the following conditions, up to 10% of junior kindergarten and kindergarten classes in a school board may have as many as 32 students:

- exceeding the class size limit would reduce the number of classes that have both a pupil in junior kindergarten or kindergarten and a pupil in grade 1
- not exceeding the class size limit would negatively affect a program, such as French immersion or
- in respect of a school year during the period beginning in the 2017 – 2018 school year up until and including the 2021 – 2022 school year, purpose-built accommodation is not available. O. Reg. 245/17, s. 1. This condition expired at the end of the 2021 – 2022 school year.

## CURRICULUM OR CURRICULUM FRAMEWORK

In 2016, [The Kindergarten Program \(2016\)](#) was released to be used in all kindergarten programs and an addendum was added in 2019 ([The Kindergarten Program, 2019](#)).

The use of this curriculum is mandated in all junior kindergarten and kindergarten programs in the province.

## GENERAL TEACHER QUALIFICATIONS AND CERTIFICATION

Full-school day junior kindergarten and kindergarten classrooms with 16 or more students are staffed by an educator team of two:

- a certified teacher registered with the Ontario College of Teachers (OCT) (or other provincial/territorial certifying body); and
- a Registered Early Childhood Educator (RECE).

Classes with fewer than 16 students are not required to have an RECE if the class meets specific conditions as outlined in regulation (O Reg 224/10).

An elementary school teacher must have an OCT teaching certificate. This requires an undergraduate degree and two years of teacher education with qualifications in the primary/junior divisions including training in the range of curriculum subjects for kindergarten to grade 6.

Specific training in early childhood education is not required for a junior kindergarten or kindergarten teacher.

RECEs are required to have completed an early childhood education diploma from an Ontario College of Applied Arts and Technology or other approved education program and to be registered in good standing with the provincial College of Early Childhood Educators.

*Note: For further details about Registered Early Childhood Educators, see Regulated Child Care in this section.*

## TOTAL ENROLMENT IN JUNIOR KINDERGARTEN AND KINDERGARTEN (SCHOOL YEAR 2020 – 2021)

	JK	SK
English language	108,349	122,443
French language	8,321	8,775
<b>Total (French and English)</b>	<b>116,670</b>	<b>131,218</b>

Source: As reported by schools in the Ontario School Information System (OnSIS), 2020 – 2021 (preliminary). Preliminary as of September 2, 2022, with all schools with completed data submissions. Data include public and Roman Catholic schools only.

## FINANCIAL (FISCAL YEAR 2020 – 2021)

Estimated Grants for Student Needs (GSN) for:

Junior kindergarten	\$1.8B
Senior kindergarten	\$1.8B
<b>Kindergarten (total)</b>	<b>\$3.6B</b>
Junior kindergarten (per pupil)	\$13,507
Senior kindergarten (per pupil)	\$13,507

*Note: The estimated GSN funding for the kindergarten (junior and senior) program is based on the 2020 – 2021 projected portion of the total Grants for Student Needs (GSN) funding reflecting projected average daily enrolment at the time (June 2020). This is a funding measure, not spending. The average provincial per pupil funding was projected at \$12,525 in 2020 – 2021 school year based on information from the 2020 – 2021 GSN at the time of release as outlined in the 2020 – 2021 Grants for Student Needs Funding Memorandum 2020:B08.*

## ■ CHILD CARE

### PROVINCIAL RESPONSIBILITY FOR CHILD CARE

Ministry of Education  
Early Years and Child Care Division  
114th Floor, 315 Front Street West,  
Toronto, ON M7A 0B8  
Telephone: 416-325-2929  
Website: <http://www.edu.gov.on.ca/childcare/>

### LEGISLATION AND REGULATIONS

Ontario. Legislative Assembly. [Child Care and Early Years Act](#). – SO2014. C 11, S. 1.  
Ontario. Legislative Assembly. [Early Childhood Educators Act](#). – SO2007. C -7, S. 8.  
Ontario. Legislative Assembly. [Child Care and Early Years Act – O.Reg. 137/15: General](#). – SO2014. 137/15.  
Ontario. Legislative Assembly. [Child Care and Early Years Act O. Reg. 138/15: Funding, Cost Sharing And Financial Assistance](#). – SO2014. 138/15.

### CHILD CARE SERVICES

#### UNREGULATED CHILD CARE

The Ontario government uses the term “unlicensed child care”.

In unlicensed or unregulated (informal) child care, a provider can legally care for a maximum of five children under the age of 13, with no more than three children under two years at one time. The provider’s own children under four years who are on the premises are included in the total.

There are no stipulations that unregulated child care be provided in the provider’s home or home-type residence; an unlicensed child care provider may operate from a residential or commercial premise. However, an unregulated provider may not operate child care in more than one premise.

There is no public oversight of unregulated (unlicensed) child care. Unlicensed child care providers are not required to register with the government and are not regularly inspected like licensed child care. However, the Ministry of Education is responsible for enforcing the *Child Care and Early Years Act* (CCEYA) and its regulations which capture unlicensed child care programs.

As a result, the ministry will follow-up on complaints regarding an unlicensed child care program that may be operating in contravention of the *Act* and/or regs.

The *Child Care and Early Years Act* (CCEYA) includes provisions for compliance orders, protection orders, administrative penalties, and prosecution of offenses regarding unregulated child care.

*Note: Additional details can be found in the [Child Care and Early Years Act](#).*

*Note: Additional forms of child care outside regular school hours in Ontario are not licensed but are authorized and/or funded. See the Regulated child care section below.*

#### REGULATED CHILD CARE

Regulated child care is termed “licensed child care” by the Ontario government, which has two main types of licensed child care programs, centres and family child care. Child care centres and family child care offered through home child care agencies licensed by the Ministry of Education.

##### Child care centres

Licensed child care centres include full-day, part-day (nursery school), non-standard hours, and some child care outside regular school hours for children four to twelve years old.

*Note: Some kinds of centre-based child care for kindergarten-age and school-age children outside regular school hours are not required to be licensed. See below.*

Child care centres operate in a variety of locations including schools, community centres, places of worship, residential buildings, workplaces, commercial spaces such as storefronts and apartment block rooms, and purpose-built facilities.

##### Licensed home child care (regulated family child care)

Licensed home child care was previously referred to as “private home day care” in Ontario legislation and practice. Neither the providers or these homes are licensed individually. Instead, Ontario licenses the home child care agencies, which monitor the provision of care.

Home child care providers contracted by a licensed agency can care for a maximum of six children under the age of 13, based on the age of the child and the agency’s discretion. A home child care provider may care for no more than three children under the age of two, including their own children under four years of age.

### **In-home child care**

An in-home service refers to child care provided under the aegis of a home child care agency for a child at the child's home, or at another place where residential care is provided for the child. It is provided under an agreement between a home child care agency and a child care provider. The agency provides oversight of the provision of care.

### **Before- and after-school programs for children in junior kindergarten to grade 6**

School boards are required to offer before- and after-school programs in every elementary school serving students in junior kindergarten to Grade 6 where there is sufficient demand, although they are not required to meet full demand.

A number of authorized/recognized centre-based options for child care outside regular school hours for children in junior kindergarten to Grade 6 are offered in Ontario. Some are licensed; some are not required to be licensed.

#### *Licensed*

- Child care centres for children in junior kindergarten to Grade 6 – These are under the aegis of child care and are not located in schools.
- Third Party programs – Centre-based child care located in schools for children in junior kindergarten to Grade 6. These are under child care aegis and delivered by non-profit and for-profit child care operators.

#### *Unlicensed*

- Extended Day – Centre-based program outside school hours primarily for kindergarten-age children (four and five years) but may include children up to grade 6. These are operated by a school board.
- Third Party programs – Authorized Recreation and Skill Building programs – Centre-based programs for four- and five-year-olds in junior kindergarten to Grade 6 under the aegis of child care, offered in schools. They are permitted to operate once a day for up to three consecutive hours (e.g., after school).

School boards may operate programs via unlicensed Extended Day programs or enter into an agreement with a Third Party provider – either a licensed child care centre, or an unlicensed Authorized Recreation and Skill Building provider for after-school programs.

The age of the children for whom an unlicensed Authorized Recreation and Skill Building program may provide care was changed from 6 – 12 years to 4 – 12 years in 2019.

A 2011 regulation stipulating that Third Party programs providing child care in schools (that is, licensed child care centres) must be operated by a not-for-profit organization or a municipality was removed from regulation in 2019. As of April 1, 2019, both for-profit and non-profit child care operators became eligible to operate in schools in Ontario.

## **CURRICULUM FRAMEWORK**

*How does learning happen? Ontario's pedagogy for the early years* has been in place to guide programming in child care since June 2015.

Use of this framework is a provincial requirement for a child care centre and regulations support its implementation. Licensed child care centres are required to have a program statement consistent with it, as are home child care providers working with licensed agencies. EarlyON centres and unlicensed school board-operated before- and after-school programs are also required, through guidelines, to use *How does learning happen?*

In response to child care centre closures due to the COVID-19 pandemic, in July 2020, the Ministry of Education published an additional curriculum resource for safe reopening of child care centres to supplement *Building on how does learning happen? Pedagogical approaches to re-opening early years and child care programs in Ontario*.



## CHILDREN WITH SPECIAL NEEDS

In Ontario, a child with special needs refers to a child whose cognitive, physical, social, emotional, or communicative needs, or whose needs relating to overall development, are of such a nature that additional supports are required.

Ontario provides funding to Consolidated Municipal Service Managers and District Social Services Administration Boards (CMSMs and DSSABs) and First Nations to plan, manage, and coordinate Special Needs Resourcing funding to support the inclusion of children with special needs in early years and child care settings.

Special Needs Resourcing funding is available to not-for-profit and for-profit regulated and unregulated settings including licensed centres, licensed home child care, EarlyON Child and Family Centres, authorized recreation programs, and camps.

The Ministry of Education requires CMSMs and DSSABs (municipal entities) to spend a minimum of 4.1% of their municipal child care funding on Special Needs Resourcing. Funding must be spent in accordance with provincial policies and guidelines.

Special Needs Resourcing funding may be used to:

- hire or acquire the services of a resource teacher/consultant and/or supplemental staff where necessary (including salary and benefits) to support the inclusion of children with special needs;
- provide professional development opportunities to support staff in licensed child care settings working with children with special needs and their parents/families to support inclusion; and
- purchase or lease specialized/adaptive equipment and supplies to support children with special needs.

Resource teachers/consultants may work with several children in multiple locations and may also provide training and support to regular staff working with children with special needs in licensed child care and approved recreation programs. The type and level of service can vary, depending on each child's needs, the local service model, and available resources.

Special Needs Resourcing support by resource teachers/consultants may include: providing child care staff with program accommodation and modification strategies and/or professional development; support for individualized support plans; developmental screening, referrals to community agencies; information and resources for parents; and obtaining specialized equipment as required.

The Ministry of Education recommends (but does not require) that resource teachers/consultants hold a diploma in Early Childhood Education, be registered with the College of Early Childhood Educators, have additional training/experience/education related to working with children with special needs, and hold a standard first aid credential including an infant/child CPR certificate. Requirements for resource teachers/consultants directly employed by licensed child care operators are outlined in section 55 of O. Reg. 137/15 of the *CCEYA*.

Ontario Regulation 137/15 of the *CCEYA* requires child care operators to ensure that an up-to-date individualized support plan is in place for each child with special needs in child care, and that the plan includes:

- a description of how the centre or home child care provider will support the child to function and participate in a meaningful, purposeful manner;
- a description of any supports or aids, adaptations or other modifications to the physical, social and learning environment; and
- instructions relating to the child's use of supports/aids.

The plan must be developed in consultation with the child (if appropriate for the child's age), a parent of the child with disabilities, and any regulated health care professional or other person working with the child who would be a helpful collaborator. A centre that includes children with disabilities must be structured so that the program accommodates the individualized support plan of each child and is developmentally appropriate while being inclusive of all children.

In accordance with the *Child Care and Early Years Act*, 2014, licensees must provide evidence of compliance with the Ontario Building Code (includes accessibility requirements designed to align with the *Accessibility for Ontarians with Disabilities Act*, 2005).

## FIRST NATIONS, MÉTIS AND INUIT CHILD CARE

### FIRST NATIONS CHILD CARE ON RESERVES

Ontario funds and regulates child care in First Nations communities on reserve.

Ontario cost-shares most child care costs including operating grants, wage enhancement, parents fee subsidies and funding for children with special needs.

In 2021, 74 licensed child care centres delivering 3,291 spaces were operating in 59 First Nations in reserve communities in Ontario.

#### Number of licensed spaces on reserve

Infants	309
Toddlers	747
Preschool-age	1,568
School-age	667
<b>Total licensed spaces</b>	<b>3,291</b>

There were also two regulated home child care agencies with 31 homes, with spaces for 186 children on First Nations reserves.

The federal government also funds Aboriginal Head Start On Reserve Program (AHSOR). AHSOR provides part-day early childhood education programs, which Ontario licenses.

In 2022, there were 123 AHSOR programs in Ontario.

#### INDIGENOUS CHILD CARE OTHER THAN ON RESERVE

The federal government funds part-day Aboriginal Head Start in Urban and Northern Communities (AHSUNC), for which the Public Health Agency of Canada is responsible.

In most cases AHSUNC programs are licensed in Ontario and are Indigenous-led. They may be operated by an Indigenous organization such as a Friendship Centre or another community organization, for example Native Child and Family Services of Toronto or Inuuqatigiit Centre for Inuit Children, Youth and Families in Ottawa.

In 2022, there were 14 AHSUNC programs operating in urban and northern communities in Ontario.

#### OTHER INDIGENOUS-SPECIFIC RESOURCES/ INITIATIVES

Seven Indigenous institutes offer an Early Childhood Education diploma in Ontario.

The funding formula used to determine allocations to CMSMs and DSSABs includes an Indigenous component to support the unique costs of providing culturally appropriate child care and child and family programs for families identifying themselves as Indigenous not living on reserve. Funding for Indigenous-led child care and EarlyON Child and Family programs must be spent on the following priorities:

- increasing access to culturally relevant licensed child care and EarlyON Child and Family programs; and
- programming delivered by Indigenous-led organizations working with CMSMs/DSSABs.

## SPACE STATISTICS

#### NUMBER OF REGULATED SPACES (2021)

##### Full- and/or part-day centre spaces for 0 – 5-year-olds

<i>Centre spaces</i>	<i>Number of spaces</i>
Infants (0 – < 18 months)	14,602
Toddlers (18 months – < 30 months)	49,883
Preschool-age (30 months – < 6 years)	115,431
Family-age grouping	842

#### TOTAL FULL- AND PART-DAY CENTRE SPACES

(0 – 5 years) **180,758**

*Note: A breakdown between full- and part-day (nursery school) spaces is not available in Ontario. However, note that 949 centres were identified by Ontario as offering a part-day nursery school program.*

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

Number of spaces in before- and after-school care for children in junior kindergarten/ kindergarten (44 months – < 7 years)	107,453
Number of spaces in before- and after-school care for children in Grades 1 – 6	176,327
<i>Total number of spaces in before- and after-school care for children in junior kindergarten/ kindergarten and Grades 1 – 6</i>	<b>283,780</b>

#### TOTAL CENTRE SPACES (0 – 12 years) **464,538**

#### Regulated family child care enrolment

Full-day (Children not attending school)	10,112
Part-day (Children attending school)	2,622
<i>Total regulated family child care spaces (enrolment)</i>	<b>12,734</b>

#### TOTAL REGULATED SPACES

(centre spaces and family child care enrolment) **477,272**





<b>Number of child care centres (2021)</b>	
<i>Total number of centres</i>	5,506
<i>Centre-based programs</i>	
Number of centres providing a full-day program	3,312
Number of centres providing a part-day (nursery school/ preschool) program	949
Number of centres providing a part-day program for children attending school (approx 4 – 12)	3,723
Number of centres providing infant care (0 – < 18 months)	1,383
Number of centres providing toddler care (18 months – < 30 months)	2,783
Number of centres providing preschool-age care (30 months – 6 years)	3,536
Number of centres providing non-standard hours care (non-standard hours as defined by the province/territory)	495
Number of centres in publicly delivered and funded schools (2019)	2,986
Number of Extended Day programs before- and after-school for kindergarten-age	260
<i>Note: A breakdown between full-day and part-day spaces is not available by age group, hence the total number of centres by age group is not equal to the total number of centres (5,506) because some centres provide both full-day and part-day child care services.</i>	
<i>Note: For a definition of non-standard hours care in Ontario, see <a href="#">Non-standard work and child care in Canada (pg. 89)</a>.</i>	
<b>Number of regulated family child care homes</b>	
Number of individual family child care homes (active)	3,210
Number of family child care agencies (2019)	139
<b>Municipal delivery</b>	
Number of municipalities or municipal entities operating child care centres	16
<b>Programs by auspice (2021)</b>	
<i>Centres</i>	<i>Number of centres/agencies</i>
For-profit	1,368
Non-profit	3,955
Publicly operated <sup>1</sup>	183
<i>Family child care agencies</i>	
For-profit	33
Non-profit	80
Municipally operated	13
<sup>1</sup> Municipality/ municipal entity, school authority, other government agency or Indigenous governance organization includes 109 centres operated by local government and 74 by a First Nations government	

<b>Centre spaces by auspice (2021)</b>			
	<i>0 – 5 years (full-day and/ or part-day)<sup>1</sup></i>	<i>6 – 12 years (part-day)</i>	<i>Total spaces</i>
For-profit	75,798	22,131	97,929
Non-profit	97,980	259,165	357,145
Publicly operated <sup>2</sup>	6,980	2,484	9,464
<b>Total spaces</b>	<b>180,758</b>	<b>283,780</b>	<b>464,538</b>
<sup>1</sup> A breakdown between the number of licensed full- and part-day spaces is not available by age group for children 0 – 5 years in Ontario. The figures in this column includes a relatively small number of part-day nursery school spaces.			
<sup>2</sup> Includes 6,173 spaces operated by municipal entities and 3,291 by Indigenous governance organizations.			
<i>Note: For a profile of child care auspice in Ontario, see <a href="#">Risky Business</a>.</i>			

## FEE SUBSIDIES

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

	<i>In centres</i>	<i>In family child care</i>	<i>Total</i>
Full subsidy	33,515	4,566	38,081
Partial subsidy	26,394	2,335	28,729

## SPECIAL NEEDS/DISABILITY SUPPORT FUNDING

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

37,508

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

## ENROLMENT STATISTICS

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

<i>Full-day centres</i>	
Infants (0 – < 18 months)	7,112
Toddlers (18 months – < 30 months)	29,427
Preschool-age (30 months – < 6 years)	66,570

**TOTAL FULL-DAY ENROLMENT** **103,109**

<i>Part-day centres</i>	
Infants (0 – < 18 months)	155
Toddlers (18 months – < 30 months)	1,154
Preschool-age (30 months – < 6 years)	7,449

**TOTAL PART-DAY ENROLMENT** **8,758**



<b>Other (where age breakdowns are not available)</b>	
Family-age (in centres)	494
<b>TOTAL ENROLMENT (0 – 5 years)</b>	<b>112,361</b>

*Note: This total does not include kindergarten-age children in before- and after-school child care.*

<b>Before- and after-school child care (licensed, regulated, approved or authorized)</b>	
Number of junior kindergarten and kindergarten-age children (44 months – < 7 years) enrolled in before- and after-school care	34,077
Number of children in Grades 1 – 6 enrolled in before- and after-school care	56,440
<b>Total number of children in junior kindergarten/ kindergarten-age and Grades 1 – 6 enrolled in before- and after-school child care</b>	<b>90,517</b>
<b>TOTAL ENROLMENT (0 – 12 years)</b>	<b>202,878</b>

## PARENT FEES

Ontario does not set or regulate parent fees. Fees are established by individual operators.

### PROVINCIAL DATA ON FEES

Ontario has collected annual survey information on parent fees from licensed child care centres and home child care agencies since 2017.

Based on the 2021 and 2022 annual survey reports, the following parent fees were reported by licensed child care centres and home child care agencies:

<b>Median daily parent fees (2021) and mean daily parent fees (2022)</b>		
<i>Centres</i>	<i>Median daily fee (2021)</i>	<i>Mean daily fee (2022)</i>
Infant	\$69	\$75.01
Toddler	\$57	\$62.76
Preschool-age	\$50	\$55.46
Kindergarten-age	\$44	\$49.29
Kindergarten-age before- and after-school	\$26	\$26.07
School-age before- and after-school	\$22	\$23.58

<i>Home child care</i>	<i>Median daily fee (2021)</i>	<i>Mean daily fee (2022)</i>
0 – < 2 years	\$47	\$48.69
2 – 3 years	\$46	\$47.30
4 – 5 years (kindergarten-age)	\$42	\$43.57
4 – 5 years (kindergarten-age) before- and after-school	\$26	\$27.17
6 – 12 years (school-age) before- and after-school	\$25	\$27.23

Source: 2021 Licensed Child Care Operations Survey, Ontario Ministry of Education (as of March 31, 2021) and 2022 Licensed Child Care Operations Survey, Ontario Ministry of Education (as of March 31, 2022).

*Note: These parent fees do not reflect the fee reduction under the two phases committed to in the Ontario-Canada-wide ELCC Agreement as below.*

*Note: In 2022, market parent fees under the Ontario-Canada-wide ELCC Agreement were reduced in two phases: a first reduction of an average of 25% of fees as of March 28, 2022 to a minimum of \$12/day (retroactive to April 1, 2022) with a second average 25% reduction in December, 2022, resulting in an average fee reduction of 50% by the end of 2022.*

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

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

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

<i>City</i>	<i>Infant</i>	<i>Toddler</i>	<i>Preschool-age</i>
Windsor	\$998	\$890	\$792
London	\$1,269	\$1,215	\$1,085
Kitchener	\$1,253	\$1,139	\$1,072
Hamilton	\$1,472	\$1,194	\$1,023
Brampton	\$1,638	\$1,309	\$1,150
Mississauga	\$1,530	\$1,318	\$1,194
Oakville	\$1,584	\$1,378	\$1,248
Richmond Hill	\$1,479	\$1,327	\$1,200
Vaughn	\$1,550	\$1,327	\$1,199
Toronto	\$1,948	\$1,615	\$1,300
Markham	\$1,475	\$1,302	\$1,200
Ottawa	\$1,020	\$1,254	\$1,031

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*. Canadian Centre for Policy Alternatives.

*Note: These median monthly figures include fees from centre-based child care and regulated home child care.*

## WORKFORCE

According to the College of Early Childhood Educators' 2020 – 2021 annual data report, there was a total of 58,867 Registered Early Childhood Educators, of whom 32,965 were working in licensed centres and home child care.

### EARLY CHILDHOOD CERTIFICATION

Ontario's College of Early Childhood Educators manages provincial certification of "Registered Early Childhood Educators" (RECE). There are no levels within the RECE designation.

#### College of Early Childhood Educators (CECE)

The [College of Early Childhood Educators \(CECE\)](#) was created in 2009 by the Ontario government. It has a statutory mandate to govern and regulate the profession of early childhood education in Ontario under the [Code of Ethics and Standards of Practice](#). The CECE is governed by the [Early Childhood Educators Act, 2007](#).

Individuals with a minimum of a two year Ontario ECE diploma or equivalent from an [approved CECE program](#) must become a member of the College to be considered "qualified", or to use the Registered Early Childhood Educator (RECE) title.

#### Registered Early Childhood Educator

To be registered with the College of Early Childhood Educators requires successful completion of an early childhood education diploma or equivalent from an accredited Ontario College of Applied Arts and Technology or a university or a program approved by the CECE.

To maintain designation as an RECE, educators must take part in [continuous professional learning \(CPL\)](#). There is no determined number of hours needed for professional development.

CECE members must renew membership on a yearly basis and are referred to as Registered Early Childhood Educators (RECE).

#### Early childhood assistant

"Early childhood assistant" is not a specified provincial category although a number of colleges across Ontario offer early childhood assistant programs. Individuals without RECE certification may be termed "early childhood assistants" by an employer. There are no requirements for an "early childhood assistant" to have any training or education in early childhood education.

## STAFF WAGES

Wages and benefits of RECEs and other child care staff are set by individual operators.

Ontario does not have a provincial wage grid.

### Provincial wage data

#### Percent of full-time program staff in licensed child care centres in the following hourly wage ranges (2021)

Hourly wage range	RECE (%)	Director approved (%)	Non-RECE/ not director approved (%)
\$14.25 – \$15.00	2	4	17
\$15.01 – \$20.00	36	50	64
\$20.01 – \$28.31	51	39	18
\$28.32 – \$30.00	3	2	1
\$30.01 – \$35.00	5	2	–
\$35.01 – \$40.00	2	1	–
\$40.01+	–	1	–

#### Percent of full-time program staff in licensed child care centres in the following hourly wage ranges (2022)

Hourly wage range	RECE (%)	Director approved (%)	Non-RECE/ not director approved (%)
\$15.00 – \$17.50	10	14	40
\$17.51 – \$20.00	22	31	36
\$20.01 – \$22.50	21	26	15
\$22.51 – \$25.00	22	14	6
\$25.01 – \$27.50	11	6	2
\$27.51 – \$28.59	3	2	1
\$28.60 – \$30.00	2	2	–
\$30.01 – \$32.50	2	2	–
\$32.51 – \$35.00	2	1	–
\$35.01 – \$37.50	1	–	–
\$37.51 – \$40.00	1	–	–
\$40.00 +	–	–	–



## Wage floor

As of April 2022, a new wage floor applies to Registered Early Childhood Educators (RECEs) working in licensed child care centres for children aged 0 – 5 years that are enrolled in the Canada-wide Early Learning and Child Care agreement.

Wage improvement funds, transferred to licensees, are aimed at bringing up RECE wages to the wage floor.

### Wage floor by job title

	2022	2023	2024	2025	2026
RECE program staff					
	\$18	\$19	\$20	\$21	\$22
RECE child care supervisors or					
RECE home child care visitors	\$20	\$21	\$22	\$23	\$24

*Note: Ontario has committed an additional \$395 million for RECEs working in before- and after-school child care with 6 – 12-year-olds parallel to the wage increases for RECEs for the 0 – 5 age group; the federal funding covers only educators working with 0 – 5-year-olds).*

*Source: [Press release](#), Ontario Ministry of Education, March 28, 2022*

Also see the Funding section for further information on Provincial Wage Enhancement funding.

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

<i>Median annual employment income</i>	\$40,000
<i>Median hourly employment income</i>	\$19.23 – 21.98

*Note: Calculated using 2,080 hours/year (40 hours/week) and 1,820 hours/year (35 hours/week).*

*Source: Canadian Census (2021). Special run by Statistics Canada.*

*Note: These data include Early Childhood Educators and Assistants, as defined in NOC 4214 and “working in the day care services industry in centre-based environments with children aged 0 – 12 years”, as defined in NAICS 6244. Included are individuals who worked full-time (30+ hours/week) and full-year (48+ weeks/year), did not work at home, and were not self-employed. Included are supervisors but not managers. Employment income refers to income from all jobs if the Early Childhood Educator or Assistant holds a second job providing a wage, salary or commissions.*

*Note: See Table 18 in this report for comparable data from other provinces/territories and Canada average.*

## STANDARDS AND REGULATIONS

### REGULATED CHILD CARE CENTRES

In Ontario, child care centres are licensed and regulated by the [Child Care and Early Years Act](#) and [Regulation 137/15 General](#).

Ontario does not specify a maximum centre size.

#### Staff:child ratios and maximum group sizes

Age group	Staff:child ratios	Maximum group sizes
Infant (0 – < 18 months)	3:10	10
Toddler (18 – 30 months)	1:5	15
Preschool-age (30 months – 6 years)	1:8	24
Kindergarten-age (44 months – < 7 years)	1:13	26
Primary/junior school-age (68 months – < 13 years)	1:15	30
Junior school-age (9 – < 13 years)	1:20	20

*Note: Mixed-age groupings are permitted with requirements specific to age groupings and mix of child ages in the group. For more details, see [Ratios of employees to children and group size](#).*

*Note: The Ministry of Education may give approval for a child care centre to use a mixed-age grouping for any licensed age group.*

#### Staff:child ratios in child care centres for family-age grouping

“Licensed family age group” permits a group of not more than 15 children, and not more than six children younger than 24 months.

Age of child	Staff:child ratios
0 – < 12 months	1:3
12 – < 24 months	1:4
24 months – < 13 years	1:8

### Staffing requirements for centre-based programs

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

“Qualified” staff for any licensed age group must be a Registered Early Childhood Educator (RECE) in good standing with the College of Early Childhood Educators (CECE).

### *Early childhood requirements for staffing a centre*

In Ontario, early childhood qualification requirements in centres are specified at the individual group or room level.

Junior school-age or primary/junior school-age groups/with only junior school-age children may have staff with the following qualifications instead of an early childhood education credential (RECE):

- a diploma/degree in child and youth care or recreation and leisure services or
- good standing with the Ontario College of Teachers.

To meet licensing requirements, centres must maintain the following proportions of qualified staff in each room/group:

#### **Proportion of qualified staff required in each room/group**

<i>Age group</i>	<i>Proportion of staff who must be qualified</i>
Infant	1:3
Toddler	1:3
Preschool-age	2:3
Kindergarten-age	1:2
Primary/junior school-age	1:2
Junior school-age	1:1

Director approval may be granted for an individual who does not meet the requirements for a qualified employee outlined in the *Child Care and Early Years Act, 2014*, to take the place of a qualified staff member in a specific age group. Each staff director approval is reviewed on a case by case basis at the time of the request and at least annually thereafter. Director approvals are not transferable and only apply to one specific licensed age group.

#### *Requirements for on-site centre supervisors and directors*

A centre must have a supervisor or director who is a Registered Early Childhood Educator (RECE) in good standing with the College of Early Childhood Educators (CECE) and has at least two years of experience providing licensed child care.

According to the *Early Childhood Educators Act, 2007*, supervisors must have a strong theoretical background in the practice of early childhood education and is able to “plan and deliver inclusive play based learning and care programs” for children of all ages.

Director approval for a supervisor who does not meet the requirements of the Regulation may be granted in exceptional cases where there is evidence of knowledge and expertise that has been acquired in other ways.

As of June 27, 2022, there were 1,010 director approvals granted for non-Registered Early Childhood Educator supervisors in Ontario.

#### *Other staffing requirements*

Centre supervisors and all employees counted towards staff:child ratios must have standard first aid (including infant and child CPR) certification. All staff, volunteers and students must also complete a health assessment and immunization prior to employment or educational placement.

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

A child care centre licence may be approved between one to two years based on their compliance history and tier.

Ontario adopted a tiered licensing system (risk-based assessment) for centres in 2016, which determines the monitoring schedule for that centre. A centre’s tier determines the maximum length of a centre’s licence (up to two years) as well as the type of inspection. Tiered licensing applies to centres that have been licensed for three years or more.

Inspections are conducted at least once annually by Ministry staff, who may enter a licensed child care centre at any reasonable time. Ministry staff may also conduct unannounced inspections.

Licensees must also post any additional information as required through conditions on their licence, such as their licence inspection summary.

Source: [Child Care Centre Licensing Manual | Ontario.ca](#).

If non-compliance that does not pose imminent health and safety risks to children is found during an inspection, a provisional licence may be issued for no more than one year. The non-compliance must be remedied within a limited time frame. If a provisional license is issued, the centre must send parents a letter detailing the issuance of the provisional license and unmet requirements.

Ontario requires child care centres to develop and make accessible a parent handbook providing specific information about child care regulations.

## REGULATED FAMILY CHILD CARE

The Ontario government terms regulated family child care “licensed home child care”.

Home child care is governed under the [Child Care and Early Years Act](#) and regulated by the [O.Reg 137/15](#).

### Model of organization

Regulated home child care in Ontario uses an agency model.

Individual home child care providers are not licensed but contracted by a licensed agency.

Home child care agencies may be publicly operated (municipal), non-profit or for-profit.

A home child care agency is required to employ home visitors to ensure regulations are met.

### Maximum capacity

Up to six children under the age of 13 are allowed in a regulated child care home. Of those six, there must be no more than three under two years. The providers’ own children are counted if those children are under four years old.

### Licensing, monitoring, and enforcement

A home child care provider becomes regulated by entering into an agreement with a licensed home child care agency which is responsible for ensuring that the legislation and regulations are met.

Tiered licensing does not apply to regulated home child care.

### *Regulations regarding home inspections/visits*

A home visitor is required to conduct unannounced quarterly visits to every home child care provider and complete the Ministry Inspection Checklist.

Home visitors must be Registered Early Childhood Educators and have a minimum two years of experience working with children under 13 years old.

They must follow up on non-compliances, serious occurrences and complaints.

Home visitors also provide support to providers on programming, nutrition and equipment.

There is no specified number of child care homes a home child care visitor carries in their caseload.

At least once per year, the Ministry of Education inspects each licensed home child care agency and some child care homes to ensure the agency complies with the CCEYA and its regulations.

## Requirements for family child care providers

Home child care providers are not required to have specific training or educational qualifications. Regulations require that each home child care agency have written policies and procedures with respect to training for each home child care provider.

Home child care providers are defined as independent contractors, (not agency employees) who contract an agreement with a home child care agency to provide regulated child care under the licensed agency’s oversight.

Providers must be at least 18 years old, cannot have been convicted of an offence under the CCEYA, cannot have been convicted of any of the prescribed offences under the Criminal Code as detailed in the CCEYA (e.g., sexual interference, child pornography), cannot have had their membership revoked under the *Early Childhood Educators Act*, *Ontario College of Teachers Act*, or *Social Work and Social Service Work Act*.

Providers must have undergone health assessment and public health recommended immunizations, and valid certification in standard first aid, including infant and child CPR.

The provider and anyone else normally resident in the home child care environment who is regularly on the premises when children are present are required to have a Vulnerable Sector Check.





## ■ FUNDING FOR REGULATED CHILD CARE

### CHILD CARE SERVICES' ELIGIBILITY FOR FUNDING

All licensed non-profit, public and for-profit child care services are eligible for all available funding including capital funding.

### TYPES OF FUNDING

#### PARENT FEE SUBSIDIES

Fee subsidies are managed and administered at the municipal level by Community Municipal Service Managers (CMSMs) and District Social Services Administration Board (DSSABs). This includes decisions regarding social criteria for parent eligibility.

CMSMs and DSSABs are responsible for maintaining a flexible mix of subsidies for part- and full-day child care, across all age groups that reflects the range of local service needs.

Characteristics of Ontario's approach to parent fee subsidies:

- administration of parent fee subsidies is part of the mandate of local (municipal) service managers;
- fee subsidies in Ontario are determined by a provincial income test that uses a calculation between net family income and total child care fees charged for all children in the family;
- there is no upper income limit on the provincial income test that determines subsidy eligibility and amount of subsidy;
- there is no maximum subsidy rate; and
- eligibility and assessment for a fee subsidy does not guarantee the parent a subsidy. The supply of fee subsidies for eligible families is linked to availability of subsidy funding, resulting in waiting lists for fee subsidies in some municipalities.

#### Eligibility criteria

From the perspective of the Ontario government, to access a fee subsidy, parents are not required to have recognized needs themselves (for example, employment, attendance at an educational/training program, or other circumstances, including medical needs). If the parent has recognized needs, the parents' circumstances should be taken into consideration.

CMSMs and DSSABs have discretion to determine the appropriate amount of subsidized child care based on a consideration of the parent's needs and what would be in the best interests of the child.

Subsidy may also be provided based on the special needs or social needs of the child, or special needs of a parent.

Social criteria policies do not apply to First Nations on reserve which may establish their own criteria.

#### Financial/income eligibility (2021)

Family eligibility for a fee subsidy in Ontario is determined by a provincial income test based on net income. The amount a subsidized family is required to pay is determined on a whole family basis, not per child.

CMSMs and DSSABs must use the provincial income test prescribed by O. Reg. 138/15: Funding, Cost-sharing and Financial Assistance under the CCEYA, to determine eligibility for fee subsidy and the amount of the parental contribution.

In 2021, the following rules applied:

- fee subsidy is based on adjusted net family income (line 236 of the latest income tax Notice of Assessment) and total actual or projected cost of child care for the family (the subsidy calculation is for all children in the family, not per child);
- if the parent/ family has a total adjusted income of \$20,000 or less, the parent pays no child care costs (is fully subsidized);
- there is no specified upper net income limit;
- when the family's annual adjusted income is above \$20,000, the parental contribution is calculated based on 10% of adjusted income over \$20,000;
- when the family's annual adjusted income is above \$40,000, the parental contribution is calculated at 10% of the amount over \$20,000 up to \$40,000, plus 30% of the amount over \$40,000;
- if the calculated parental contribution exceeds the cost of child care, the family is not eligible for fee subsidy; and
- Ontario Works and Ontario Disability Support Program recipients are eligible for full subsidy without being subject to the income test, providing they meet other social criteria.

Parent fee subsidies are intended to cover all or part of the fee for individual eligible parents. Parents are responsible for paying the assessed fee (the unsubsidized balance).



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

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Under provincial policy, fee subsidies may be available for use in all licensed child care (centres and home-based, public, not-for-profit and for-profit). In addition, child care exempt from licensing under the CCEYA and its regulations (school board-operated before- and after-school programs such as the Extended Day, Authorized Recreational and Skill Building programs, and camps that meet specified criteria) are also eligible to receive children whose fees are subsidized.

To be eligible to provide child care for a child whose fees are subsidized, a child care operator must have a service contract with the CMSM or DSSAB (sometimes called a “purchase of service agreement”).

Until 2021, CMSMs and DSSABs were able to set their own criteria (in addition to provincial criteria) for services receiving subsidized children or other funding. These included: minimum quality ratings based on municipal quality assessment tools, meeting identified targets such as a salary scale, or having non-profit incorporation. This changed in 2022; CMSMs and DSSABs are no longer permitted to set such criteria.

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### Surcharges above the fee subsidy

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A parent/family receiving a full subsidy is not required to pay an additional fee. However, if the amount paid by the CMSM or DSSAB is less than the service providers' actual cost, the parent/family may have to pay the difference.

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### Subsidy rates

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The maximum subsidy rate is the amount the government pays a centre or regulated family child care home on behalf of a fully subsidized parent to cover all or part of the parent fee.

Ontario does not use specified subsidy rates provincially. The province permits subsidization up to the full (actual) cost of the space, as determined by CMSMs and DSSABs.

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## ADDITIONAL PROGRAMS SUBSIDIZING INDIVIDUAL FAMILIES OR CHILDREN

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### Ontario Child Care Tax Credit

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In 2019, the provincial government introduced the [Ontario Child Care Tax Credit](#). This tax credit, which goes directly to parents, could provide about 300,000 families with up to 75% of their eligible expenses for child care in centres, home-based care, camps, and other settings; the care is not required to be regulated.

Families with low and moderate incomes can receive up to \$6,000 per child under the age of seven years, or up to \$3,750 per child between seven and 16 years; and up to \$8,250 per child with a severe disability. In 2021, a COVID-associated top-up of 20% of the credit entitlement was made available to families.

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#### Maximum potential funding per child per year under the Ontario Child Tax Credit

Criteria	2019	2021
		Additional top-up amount
A child under 7	\$6,000	\$1,200
A child between 7 – 16	\$3,750	\$750
A child with a severe disability	\$8,250	\$1,650

According to the Expenditure Estimates for the Ministry of Education 2021 – 2022, Ontario identified \$430,319,600 for the Ontario Child Care Tax Credit.

Source: [Expenditure estimates, Ministry of Education \(2021 – 2022\)](#).

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### Ontario Works

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[Ontario Works](#) is a provincial training and employment support program. An employed parent who is receiving Ontario Works may be eligible for a regular fee subsidy.

In addition, [Ontario Works Child Care](#) also provides a temporary child care option to cover participants' child care costs (not required to be licensed child care) incurred while participating in an approved activity until a regular fee subsidy and a space in a licensed child care centre or home child care becomes available.

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## OPERATIONAL FUNDING

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### Operating funds

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Operational funding in Ontario is designated as “operating funding” to municipal entities. Operating funding for municipalities and First Nations includes funds for general operating expenses, Special Needs Resourcing, funds used for staff salaries and benefits and other operating costs. Funds to cover fee subsidies are also part of “base” operating funding transferred to CMSMs and DSSABs.

The provincial general child care allocation for each CMSM and DSSAB is based on a funding formula introduced in 2013. It is based on data such as the Low Income Cut-Off (LICO), Population of Ontario, Level of Education Attainment and knowledge of either Official Language. CMSMs and DSSABs are responsible for managing child care operating funding within the parameters of legislation, regulations, standards, and policies established by the ministry in a way that is responsive to local needs.

It was announced that as of January 1, 2022, the threshold for allowable administrative funding that CMSMs and DSSABs can spend on child care was reduced from 10% to 5% in addition to the ongoing 50/50 administrative cost sharing requirements previously introduced. In 2022, the ministry provided a One-Time Transitional Grant to CMSMs and DSSABs to help offset the new 5% administration threshold and the administration cost share change.

However, as of January 2023, municipalities and First Nations were still allowed to use a total of 10% of provincial operating funding towards administration.

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### Funding for parent fee reductions

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Between April and December 2022, Ontario parent fees in participating centres were reduced by an average of 50% in two phases. Funding, to cover the loss of parent fee revenue as fees are being reduced, is provided to service providers by the Ontario government using federal funds transferred under the Canada-Ontario Canada-wide ELCC Agreement.

Between 2023 and 2025 – 2026, Ontario has committed to further reducing parent fees to an average of \$10/day. Ontario has committed to developing a new funding formula in 2023 to determine how the new financial arrangements will take effect.

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## Provincial Wage Enhancement and Home Child Care Enhancement Grants

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The Government of Ontario introduced the Wage Enhancement Grant (WEG) and Home Child Care Enhancement Grant (HCCEG) in 2014 and has continued to provide them to date.

Licensed child care centres and home child care agencies must apply to receive the funding, which is allocated to and distributed to service providers by CMSMs and DSSABs (municipal entities acting as local service managers).

The WEG is available to eligible child care professionals (e.g., child care supervisor, RECE or otherwise counted towards staff: child ratio) working in licensed child care settings, and home child care visitors employed by a licensed home child care agency. The full rate for WEG is \$2/hour plus 17.5% benefits. A position is fully eligible if the hourly wage is \$26.31 or less and partially eligible if the hourly wage is between \$26.32 and \$28.30

Additionally, in 2022 (as identified above in the section on Staff Wages), Ontario introduced a wage floor (\$18/hour in 2022) for program staff and \$20/hour for a supervisor or home visitor for RECEs only for Provincial Wage Enhancement and Home Child Care Enhancement.

For RECEs who make equal to or more than the wage floor, but less than \$25.00/hour; there is a \$1.00/hour annual increase beginning January 1, 2023.

As part of the Provincial Wage Enhancement/Home Child Care Enhancement Grant, the ministry provides CMSMs and DSSABs with an additional annual supplemental grant of \$150 for each eligible centre-based full-time equivalent (FTE) or home visitor FTE and \$50 for each eligible home child care provider. The supplemental grant allows licensees some flexibility to provide and implement wage enhancement in a way that aligns with their regular operations. The supplemental grant must be used by the licensee to support staff, home visitors' and providers' hourly/daily wage or benefits. CMSMs and DSSABs must work with licensees to set priorities on how to use the supplemental grant.

The Provincial Home Child Care Enhancement Grant (HCCEG) applies to home child care providers contracted with a licensed home child care agency.

A home child care provider that provides full-time services (6 hours or more a day) is eligible if they receive \$263.10 or less per day in parent fees. A provider that provides part-time services (less than 6 hours a day) is eligible if they receive \$159.86 or less per day in fees. The full eligibility rate for providers is \$20 per day and the partial eligibility rate is \$10 per day.

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### Special Needs Resourcing

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Special Needs Resourcing funding is intended to support inclusion of children with special needs in licensed child care settings, including home child care, camps and “children’s recreation programs”, at no additional cost to parents/guardians. The provincial government requires CMSMs and DSSABs to spend a minimum of 4.1% of their child care allocation on Special Needs Resourcing.

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### Small Water Works

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Small Water Works funding is available to support regular ongoing water testing and maintenance expenses, including laboratory testing, chemicals, supplies/filters, courier costs, maintenance of water treatment equipment including replacement UV bulbs and training. Costs related to the purchase and installation of systems and equipment are not eligible.

CMSMs and DSSABs with child care centres that have historically received SWW funding are provided with a notional allocation. There is no maximum amount indicated for Small Water Works as part of the Transfer Payment Agreement with CMSMs and DSSABs.



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## ONE-TIME FUNDING

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### Capital funding

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#### Capital for schools

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In 2019, the child care capital strategy focused on aligning future early years and child care capital investments to construction of new schools. In 2019, Ontario committed up to \$1.0 billion in funding to create up to 30,000 child care capital spaces in schools over the next five years.

As of April 1, 2019, both for-profit and non-profit child care operators are eligible to operate in schools in Ontario.

In 2021, the Ontario government invested more than \$95 million to create 3,094 school-based licensed child care spaces.

Source: [Press release](#), Ontario Ministry of Education, March 28, 2022.

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### Other child care-related funding

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#### Qualifications Upgrade Program

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The ECE Qualifications Upgrade Program (QUP) supports individuals with experience in early years and child care settings to obtain an Early Childhood Education diploma and become eligible to apply for membership with the College of Early Childhood Educators.

The QUP also provides financial assistance to Supervisors, RECEs designated to leadership positions and/or responsibilities, and to RECEs aspiring to leadership roles for post-secondary courses that will build their leadership capacity.

The program prioritizes funding for Francophone and First Nations, Métis and Inuit applicants. Funding is provided through education grants, training allowances, travel grants and book allowances.

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#### EarlyON Child and Family Centre funding

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EarlyON Child and Family Centres offer free daily family resource programs for families and children from birth to six years old. CMSMs and DSSABs are responsible for the local management and funding of EarlyON Child and Family Centres.

See a further description and details about EarlyON Centres at the end of this Ontario section.

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

<b>FEE SUBSIDIES</b>	<b>\$600,013,830</b>
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*Note: Funding for fee subsidies is considered to be part of the operating funding that the Ontario government transfers to CMSMs and DSSABs. It is separated here so as to be consistent with other provinces and territories.*

### OPERATIONAL FUNDING (OPERATING FUNDS TO CMSMs AND DSSABs)

<i>Program</i>	<i>Amount</i>
Operating funds (excluding fee subsidies and Special Needs Resourcing)	\$647,114,113
Wage Enhancement/Home Child Care Enhancement Grant	\$153,634,224
Special Needs Resourcing	\$113,748,889
Small Water Works	\$231,533
Territory Without Municipal Organization	\$1,258,428
<b>Total operational funding</b>	<b>\$915,987,186</b>

*Note: Fee subsidy information and Special Needs Resourcing figures are based on the latest financial reporting available.*

### ONE-TIME FUNDING

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

<i>Program</i>	<i>Amount</i>
Capital for Schools	\$78,036,518
French language schools	\$5,147,962

#### Other child care-related funding

<i>Program</i>	<i>Amount</i>
Qualifications Upgrade Program	\$5,500,000
<b>Total one-time funding</b>	<b>\$88,684,480</b>

### Municipal contribution

*Definition: Funds contributed by CMSMs/DSSABs to regulated child care.*

<b>Total municipal contribution</b>	<b>\$202,035,339</b>
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*Note: The municipal contribution figure for CMSMs and DSSABs is based on the latest financial reporting available.*

<b>TOTAL FUNDING FOR REGULATED CHILD CARE (fee subsidies, operational funding, and one-time funding)</b>	<b>\$1,604,685,496</b>
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### OTHER ELCC FUNDING

<i>Program</i>	<i>Amount</i>
EarlyON Centre funding	\$171,284,060

## FEDERAL TRANSFERS TO PROVINCE

<i>Federal transfers</i>	<i>Amount</i>
Multilateral Early learning and Child Care Bilateral Agreement	\$146,679,300
Safe Restart Agreement (child care specific funding)	\$234,606,000

*Note: The COVID-19 related spending is in addition to the total funding for regulated child care.*

### COVID-19 RELATED SUPPORTS

2020 and 2021 Emergency Child Care	\$49,366,790
2021 Provincial Re-Investment	\$66,000,000
2021 One-Time Transitional Grant	\$49,000,000

*Note: The COVID-19 related spending is in addition to the total funding for regulated child care.*

## OF INTEREST

### MUNICIPAL ROLE

Ontario is the sole province/territory with a mandated role for municipalities in child care. This role dates back to World War II but has been amended many times between 1943 and today.

In Ontario today, local government municipal entities play several key roles in child care. They are organized by the province into 47 Community Municipal Service Managers (CMSMs) and District Social Services Administration Board (DSSABs), designated as local service system managers by the Ontario government, and are responsible for planning and managing licensed child care services at the local level. This includes developing a local service plan every five years, which is mandated by the provincial government.

The 47 municipal entities may also directly operate child care centres and home child care agencies but this is discretionary. At one time, municipally operated child care comprised a substantial child care sector in Ontario but over the years, it has been reduced to a small sector representing less than 2% of total spaces (5,508 of 446,596 total full- and part-day regulated centre spaces) in 2019. Data on the number of total licensed spaces operated by municipal entities was not available for this report but provincial enrolment data reported 6,173 children 0 – 12 enrolled in municipally operated child care.

The Ministry of Education allocates provincial child care funds to the CMSMs and DSSABs using a funding formula introduced in 2013 and reviewed in 2019 – 2020. CMSMs and DSSABs determine how to use child care funding within their respective communities within the parameters set by the provincial government.

The allocations to CMSMs and DSSABs are based on publicly available data largely drawn from Statistics Canada such as child population, Low-Income Cut-Off, cost of living indicators, Indigenous population data, French speaking populations and measures related to rural and remote communities. (See [Ontario Child Care and EarlyON Child and Family Centres Service Management and Funding Guideline 2022](#).)

In 2019, the funding formula was modified using 2016 census data from Statistics Canada, together with updated data from the Ontario Ministry of Finance. These updated data elements resulted in changes to CMSM and DSSAB 2019 child care allocations.

Local service system managers are required to contribute a share of at least 20% of the funds for a portion of the child care general allocation, and are asked to contribute funding toward one other child care funding allocation (known as Expansion Plan funding).

[Provincial guidelines](#), amendments and updates published regularly outline the funding, program and accountability requirements of local service system managers.

## FAMILY RESOURCE PROGRAMS

[EarlyON Child and Family Centres](#) offer free daily family resource programs for families and children from birth to six years old. They are funded by the Ministry of Education. EarlyON programs provide family programming, advice and support from professionals trained in early childhood development and connections to other family services in the community. Families have the opportunity to learn and play with their child, meet people and get advice from early childhood professionals.

As of March 2022, there were 611 EarlyON Child and Family Centres, and an additional 358 locations operating out of libraries, schools, parks and community centres. EarlyON programs were created from a combination of four previous programs: Ontario Early Years Centres, Parenting and Family Literacy Centres, Child Care Resource Centres and Better Beginnings, Better Futures. In 2021, Ontario spent \$141.5 million for EarlyON child and family centres.

## PROVINCIAL ECEC ORGANIZATIONS AND ADVISORY GROUPS

[Association of Early Childhood Educators of Ontario](#)

[Ontario Coalition for Better Child Care](#)

[Home Child Care Association of Ontario](#)

[Association francophone à l'éducation des services à l'enfance de l'Ontario \(AFÉSEO\)](#)

[The Association of Day Care Operators of Ontario \(ADCO\)](#)

[College of Early Childhood Educators Ontario \(CECE\)](#)

[Quality Early Learning Network](#)

# Manitoba



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# Manitoba



## OVERVIEW

In Manitoba, early learning and child care includes kindergarten, regulated child care centres, nursery schools, family child care, group family child care, before- and after-school programs and some school-operated nurseries, or junior kindergarten.

Kindergarten is the responsibility of Manitoba Education and Early Childhood Learning (known as Manitoba Education before January 18, 2022) under the *Public Education Act*. Part-day kindergarten in public schools is offered to all five-year-olds and is funded by the provincial government.

Kindergartens in First Nations-operated schools on reserve are funded by Indigenous Services Canada, and are administered by locally elected school boards.

Responsibility for child care was passed from the Department of Families to The Department of Education and Early Childhood Learning on January 18, 2022.

[Bill 9 – The Community Child Care Standards Act](#) (Enhanced Powers Respecting Governance and Accountability) came into force on January 1, 2021. Subsequently, Manitoba introduced [Bill 47 – The Early Learning and Child Care Act](#), which formally introduces the concept of early learning into legislation. Bill 47 received Royal Assent in May 2021. Until the new *Act* comes into effect, programs will continue to be licensed under the *Community Child Care Standards Act*.

Programs are delivered by non-profit and for-profit operators, with non-profit making up most provision in the province. There are no publicly operated child care programs in Manitoba. Family child care and group family child care are individually licensed.

Manitoba has used a “unit funding model” incorporating provincially set parent fees in licensed programs in receipt of provincial funding since 2000. Licensed home-based and centre-based programs are eligible to receive operational funding. For-profit programs that were licensed prior to April 18, 1991 may still be in receipt of daily funding.

Effective April 2, 2023, parents of children in licensed programs receiving operating grants pay \$10 a day per child for regular hours of care (4 to 10 hours).

Manitoba signed the Canada-Manitoba Early Learning and Child Care Agreement (Multilateral Framework Agreement) on December 14, 2017. This agreement allocated nearly \$47 million over three years; it was extended on August 24, 2020 with another \$15.6 million allocated to the 2020 – 2021 fiscal year, and renewed on February 16, 2022, allocating another \$78.8 million over five years.

The Canada-Manitoba Canada-Wide Early Learning and Child Care Agreement was signed by Manitoba on August 6, 2021. The agreement allocated \$1.2 billion over five years to:

- reduce parent fees to an average of \$10/day by 2025 – 2026;
- create 23,000 new spaces by 2025 – 2026;
- develop and implement a quality framework;
- develop and implement a wage grid for early childhood educators; and
- increase the percentage of child care workers that meet certification requirements.

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

## ■ PROVINCIAL CONTEXT

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

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

Age	Number of children (2021)
0	12,900
1	15,100
2	15,400
3	17,000
4	17,200
5	16,000
6	18,500
7	16,700
8	15,000
9	17,400
10	17,000
11	15,200
12	15,700
Total	209,100

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

Age	Number of children (2021)
0 – 2	43,400
3 – 5	50,200
6 – 12	115,500
Total	209,100

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

<i>Age</i>	<i>Number of children (2021)</i>
0	7,900
1	8,300
2	9,600
3	10,300
4	10,400
5	9,800
6	11,900
7	10,900
8	9,400
9	11,200
10	10,600
11	10,400
12	10,600
Total	131,100

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

<i>Age</i>	<i>Number of children (2021)</i>
0 – 2	25,800
3 – 5	30,500
6 – 12	75,000
Total	131,100

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

<i>Age</i>	<i>First Nations</i>	<i>Métis</i>	<i>Inuk (Inuit)</i>	<i>Multiple</i>	<i>Other</i>
0 – 4	14,855	7,425	60	360	220
5 – 9	15,500	8,160	60	345	170
10 – 14	15,935	8,300	70	355	175
Total	46,290	23,885	190	1,060	565

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

<i>Age of youngest child</i>	<i>Number of mothers</i>	<i>Participation rate (%)</i>
0 – 3	30,400	70.5
4 – 5	12,800	81.0
0 – 5	43,200	73.6
6 – 12	39,300	85.4

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

<i>Age</i>	<i>Living with two parents</i>	<i>Living with one parent</i>	<i>Lone mother</i>	<i>Lone father</i>
0 – 4	62,355	14,390	11,915	2,480
5 – 9	63,630	17,780	14,085	3,695
10 – 14	60,875	19,485	15,235	4,245

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

Age	English	French	Non-official	Multiple
0 – 4	65,260	1,000	10,955	3,170
5 – 9	72,325	1,105	8,945	3,845
10 – 14	73,495	1,005	7,810	3,835
Total	211,075	3,105	27,705	10,855

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

<i>Two-parent families</i>	<i>Male lone-parent</i>	<i>Female lone-parent</i>
\$90,000	\$46,000	\$42,000

## 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 seven consecutive months is eligible.

#### Parental leave

63 weeks for birth or adoption.

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

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

An employee taking maternity and parental leave must do so consecutively.

### PARENTAL LEAVE BENEFITS

#### Benefit options in 2022

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

#### Two options for parental leave benefits

*(parents must choose one)*

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

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

As of March 17, 2019, the Parental Sharing Benefit also became available to non-birth/second parent. Under this additional benefit, five weeks of Standard Benefits is available if parents share Standard Parental Benefits (40 weeks total) or an additional eight weeks of Extended Benefits is available when parents share Extended Parental Benefits (69 weeks total).

Parents' access to taking paid parental leave requires that provinces/territories' leave provisions must match federal benefits.

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

## KINDERGARTEN

In Manitoba, kindergarten is the responsibility of Manitoba Education and Early Childhood Learning (known as Manitoba Education before January 18, 2022) under the authority of *The Public School Act*.

Responsibility for the delivery of public education is delegated to 37 school boards, including the province-wide Division scolaire franco-manitobaine.

All students aged six and older have the right to attend public school in Manitoba. School divisions may offer programming to students as young as three, at their discretion.

Part-day kindergarten in public schools is offered to all five-year-olds, funded by the provincial government. Some school divisions offer and cover the additional costs of full-school day, every-day kindergarten.

Manitoba also funds kindergarten in eligible independent schools at 50% of public school net operating expenditures. Manitoba monitors and supports kindergarten in funded and non-funded independent schools.

Kindergartens in First Nations-operated schools on reserve are funded by Indigenous Services Canada, and are administered by locally elected First Nations school boards.

## PROVINCIAL RESPONSIBILITY FOR KINDERGARTEN

Manitoba Education and Early Childhood Learning  
Student Achievement and Inclusion Division  
1567 Dublin Avenue, Winnipeg, MB R3E 3J5  
Telephone: (204) 945-7967

Website: <http://www.edu.gov.mb.ca/k12/childhood/index.html>

## LEGISLATION AND REGULATIONS

Manitoba. Legislative Assembly. *The Education Administration Act*. 1987- C.C.S.M, C-E10.

Manitoba. Legislative Assembly. *Public Schools Act*. 1987, C.C.S.M, C- P250.

## KINDERGARTEN FOR FIVE-YEAR-OLDS

### ELIGIBILITY

Children must be five years old by December 31 of the school year to attend kindergarten.

### ENROLMENT

Kindergarten is a voluntary program in Manitoba. To attend, children must be five years old by December 31 of the school year.

### ENTITLEMENT

Kindergarten is not a legislated entitlement. However, all school boards offer kindergarten and almost all children attend.

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

Kindergarten is provided for a minimum of 2.5 instructional hours/day. There are diverse approaches across school divisions including rural communities, where it may operate for full days on alternate days or three days per week.

### CLASS SIZE

There is no legislated maximum class size for kindergarten. Collective agreements in some school districts have negotiated specific maximum class sizes.

### CURRICULUM OR CURRICULUM FRAMEWORK

Manitoba's [kindergarten curriculum](#) is mandated in all schools.

In addition, [A time for learning, a time for joy](#) (2015), is a pedagogical guide to play-based learning based on Manitoba's kindergarten curriculum for kindergarten teachers.

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

The provincial government does not fund kindergarten for four-year-olds. However, part-day junior kindergarten programs (commonly called “nursery”) are funded and offered by some school divisions. The program is an early intervention program.

In five schools within the Division scolaire franco-manitobaine, full-school day kindergarten for four-year-olds is funded and offered as a pilot project to promote the acquisition of solid French language skills.

### ELIGIBILITY

There is no province-wide kindergarten program for four-year-olds.

### ENTITLEMENT

There is no entitlement to four-year-old kindergarten. Where it is available in Manitoba, it is at local discretion, funded and delivered by school boards.

## GENERAL TEACHER QUALIFICATIONS AND CERTIFICATION

Teachers in Manitoba must hold a permanent professional teaching certificate or a provisional professional teaching certificate issued by the Professional Certification Unit in the Department of Education and Early Childhood Learning.

The academic requirement for a permanent professional teaching certificate is a Bachelor of Education from a Manitoba or otherwise approved university or equivalent, as set out in regulation.

Early childhood qualifications are not required to teach kindergarten in Manitoba.

## TOTAL ENROLMENT

### KINDERGARTEN ENROLMENT (SEPTEMBER 30, 2020)

Public schools	12,311
Partially funded independent schools	1,092
School division-administered	
First Nations schools	296
<b>Total kindergarten enrolment</b>	<b>14,103</b>

### JUNIOR KINDERGARTEN ENROLMENT (SEPTEMBER 30, 2020)

If junior kindergarten is provided locally, Manitoba school divisions are not required to report their nursery or junior kindergarten enrolment. The following enrolment figures are only from those school divisions that choose to report.

Public schools	1,177
Partially funded independent schools	311
School division-administered	
First Nations schools	25
<b>Available junior kindergarten enrolment</b>	<b>1,513</b>

## FINANCIAL (SCHOOL YEAR 2020 – 2021)

Provincial spending on kindergarten (part-day – per child)	\$6,465.86
<b>Provincial spending on kindergarten (part-day – total)</b>	<b>\$43,612,527</b>

## RECENT OR ANTICIPATED DEVELOPMENTS

As of June 2022, the Winnipeg School Division ended an eight year pilot project providing full-day kindergarten in 11 of its schools based on net outcome comparisons of academic performance in Grade 2 between full-day and half-day kindergarten student groups. See: [Winnipeg School Division Full-Day Kindergarten pilot results](#) for further details.

## CHILD CARE

### PROVINCIAL RESPONSIBILITY FOR CHILD CARE

Manitoba Education and Early Childhood Learning  
Early Learning and Child Care Division  
210-114 Garry Street  
Winnipeg MB R3C 4V4  
Phone: 204-945-0776  
Website: <https://www.gov.mb.ca/education/childcare/>

*Note: Before January 18, 2022, the responsibility for early learning and child care was with the Department of Families.*

### LEGISLATION AND REGULATIONS

Manitoba. Legislative Assembly. [The Community Child Care Standards Act](#). C.C.S.M c. C158.

Manitoba. Legislative Assembly. [Child Care Regulation](#). M.R. 62/86.

Manitoba. Legislative Assembly. [Child Care Worker Retirement Benefits Regulation](#). M.R. 20/2011.

Manitoba. Legislative Assembly. [The Early Learning and Child Care Act](#). S.M. 2021, c. 41. This Act is not yet in force.

Bill 9 – *The Community Child Care Standards Act* (Enhanced Powers Respecting Governance and Accountability) came into force on January 1, 2021. Subsequently, Manitoba introduced Bill 47 – *The Early Learning and Child Care Act*, which will replace it, received royal assent in June 2021. The new Act will come into force upon proclamation at the same time as new ELCC regulations are finalized.



## CHILD CARE SERVICES

### UNREGULATED CHILD CARE

An unlicensed provider can care for a maximum of four children under the age of 12, including no more than two children under the age of two. These numbers include the caregiver's own children.

Child care on school premises for children in kindergarten to Grade 6, or a nursery school program during school hours, provided by a school, or another organization under contract with a school does not require a licence.

Additional exemptions to the regulations can be found in section 2 ("Exemptions") of the [Child Care Regulation](#).

### REGULATED CHILD CARE

#### Full-time child care centre

Centres providing child care more than four continuous hours per day, three or more days per week, to more than three infants, four preschool-age children or four children who are enrolled in school from kindergarten to Grade 6.

#### Nursery school

Part-time centres providing child care for four or fewer continuous hours per day, or when more than four continuous hours per day, for less than three days per week to more than three infants or four preschool-age children.

*Note: Licensed nursery schools under child care aegis should be distinguished from school-board provided "junior kindergarten", commonly called "nurseries", which are not licensed.*

#### School-age centre

School-age centres provide child care to more than four children from six to 12 years old before and after school. School-age centres may also provide full-day child care on days when school is not in session.

#### Family child care home

Family child care is offered in the home of a licensed provider for up to eight children 12 years of age or less, including the provider's own children. No more than five of the children can be under the age of six, and no more than three can be less than two years of age.

#### Group family child care

Group family child care is provided in a licensed private home by two or more caregivers to more than eight, but no more than 12 children 12 years of age or less. No more than three children can be less than two years of age. The licence may be held by one licensee if one or more assistants are employed, or by no fewer than two and no more than four licensees if no assistants are employed. The care must be provided in the home of a licensee, and the resident providers' own children must be included in the maximum number of children being cared for.

## CURRICULUM FRAMEWORK

Manitoba has two curriculum frameworks: one for preschool-age children in centres and nursery schools and a companion version for infant child care centres. These frameworks outline broad beliefs, values and practices for centre-based child care to support quality daily programs.

Use of these specific curriculum frameworks is optional. However, regulations require a curriculum statement for both infant and preschool-age centres. The *Early Returns* frameworks provide an outline of what is needed to create a curriculum statement for each type of program.

[Early Returns: Manitoba's Early Learning and Child Care Curriculum Framework for Preschool Centres and Nursery Schools](#)

[Early Returns: Manitoba's Early Learning and Child Care Curriculum Framework for Infant Programs](#)

## CHILDREN WITH SPECIAL NEEDS

*(Manitoba uses the terms children with additional support needs and children with exceptional additional support needs)*

Manitoba assists licensed early learning and child care facilities to address barriers, allowing a child with additional/exceptional additional support needs to participate effectively through the [Inclusion Support Program \(ISP\)](#).

A child with additional support needs refers to a child who has been assessed by a qualified professional acceptable to the provincial director and who has one or more physical, cognitive, behavioural or emotional disability, and as a result of that disability requires a facility to provide additional accommodation or support.

A child with exceptional additional support needs refers to a child who has been assessed by a qualified professional acceptable to the provincial director as a child who has at least two of any of the following: i) physical, cognitive, behavioural or emotional disabilities, ii) life-long medical condition, and as a result, requires a facility to provide an exceptional amount of additional accommodation or support for the child. Supporting diagnostic and therapeutic reports or behavioural documentation may be required to determine a child's eligibility.

All regulated child care must enroll children with additional support/exceptional additional support needs.

Manitoba child care regulations also require licensed child care services to have a written inclusion policy, provide inclusive programming and ensure individual program plans are in place.

The [Inclusion Support Program \(ISP\)](#) may provide grants to licensed non-profit child care centres and nursery schools and licensed home-based facilities.

The services provided under the ISP are subject to the child's eligibility, assessed need and available program resources. Funding covers all eligible children.

The funding is provided to a child care facility, based on the child and facility's eligibility and is determined through assessment, service planning and available program resources.

If eligible facilities do not have the internal capacity to effectively and adequately support a child's inclusion in programming and activities, they are considered for support in the form of grants. These grants are intended to provide a service response for an identified need, are determined by assessment, and are allocated through various supports and service areas such as:

- training for regular staff;
- behavioural interventions;
- equipment/modifications;
- modification to the premises to support mobility needs; and
- guaranteed space payments or enhanced staffing ratios to support inclusion.

The Canada-Manitoba Early Learning and Child Care Agreement provides federal investments for initiatives to support the inclusion of children (age 0 – 6). A dual stream service and funding approach focuses on coordinating services to better meet the additional support needs of children in licensed early learning and child care facilities.

The [Guaranteed Space Payment](#) pays an eligible family or group child care home provider to keep an open, subsidized space within the total number of licensed spaces. While receiving the Guaranteed Space Payment, the provider must ensure that one space remains unused.

This approach directs children into the appropriate service stream at the front end of services. A multi-disciplinary team supports the dual-stream approach including child development services, which provides resourcing, training and brief behavioural intervention services using a developmental and curriculum lens focusing on environment, programming and building internal staff capacity.

Additional training initiatives are directed at increasing overall capacity of staff to provide inclusive services.

Inclusive services ensure that the design of the physical space, daily programming and activities are planned and carried out in a manner in which children of all abilities have equal access to and participate meaningfully in child care programs.

Licensed child care facilities are responsible for their own enrolment policies and procedures.

There are no child care facilities that solely or primarily serve children with additional support needs.

There are no additional requirements for staff or ratio/group sizes in facilities that have enrolled children with additional support needs.

Municipalities are responsible for approval of building plans to ensure compliance with current building codes and accessibility requirements.

The province also funds a number of organizations that support inclusion of children with additional support needs in licensed child care as well as agencies that deliver specialized services.

## FIRST NATIONS, MÉTIS AND INUIT CHILD CARE

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

Although Manitoba has provided early learning and child care consultation and guidance to First Nations communities at their request for many years, it does not have a formal role in the licensing, regulation or funding of ELCC in First Nations communities. Any First Nations community that wants to be licensed by the province may apply to become licensed.

There is one licensed child care centre on reserve in Manitoba. These spaces are included in the overall provincial statistics.

#### Number of licensed spaces on First Nations reserves (March 31, 2021)

Infants	8
Preschool age	27
<b>Total licensed spaces</b>	<b>35</b>

There are no licensed family child care providers on reserve.

#### Number of unregulated child care centres on reserve Information not available

Aboriginal Head Start on Reserve (AHSOR) may be licensed by invitation in Manitoba.

#### Number of unlicensed AHSOR programs on reserve: 42

### INDIGENOUS CHILD CARE OTHER THAN ON RESERVE

Licensed child care facilities in Manitoba may self-declare as Indigenous programs. There are 17 child care centres not on reserve self-identifying as Indigenous.

#### Number of licensed spaces in Indigenous-identified centres not on reserve (March 31, 2021)

Infants	102
Preschool-age	419
School-age	48
<b>Total licensed spaces</b>	<b>569</b>

There are two licensed Aboriginal Head Start in Urban and Northern Communities (AHSUNC) programs with 36 spaces and 18 unlicensed AHSUNC programs.

## OTHER INDIGENOUS-SPECIFIC RESOURCES/ INITIATIVES

Nine Manitoba post-secondary ECE diploma programs include a three-credit (40 hours) course based on Indigenous history and worldviews. Every program is expected to have Indigenous ways of being, knowing and doing woven throughout their curriculum. For example, the University College of the North (UCN) has integrated Indigenous-based learning outcomes into every course offered in their ECE diploma program.

Louis Riel Vocational College (LRVC) and the Centre for Aboriginal Human Resource Development (CAHRD) offer Indigenous-focused ECE diploma programs.

The Early Learning and Child Care Division has developed a partnership with the Manitoba First Nations Education and Resource Centre (MFNERC), including enhanced early childhood education in the north and in First Nations communities. MFNERC offers supports and resources to licensed and unlicensed child care across the province.

A number of licensed child care programs are co-located and linked with Indigenous organizations in Manitoba.

The Child Care Qualifications and Training Committee (CCQTC), which provides recommendations to the Minister of Education and Early Childhood Learning regarding ECE pre-service and certifications, has revised the competencies required for an ECE II classification in Manitoba. All ECE diploma programs must weave Indigenous ways of being, knowing and doing into their curriculum for their graduates to receive the ECE II classification.

Under [Manitoba's Action Plan](#) in the [Canada-Manitoba Early Learning and Child Care Agreement \(Multilateral Framework\)](#), Manitoba increased funding for the Indigenous Programming Grant by 600%; increasing the total funding allocation from \$50K in previous years, to \$300K in 2021/22.

Under the [Canada-Manitoba Canada-Wide Early Learning and Child Care Agreement](#), Manitoba is creating an Indigenous Sub-Committee to the [Minister's Consultation Table on Early Learning and Child Care](#). The department is working with the department of Indigenous Reconciliation and Northern Relations on the structure, function, and development of the committee.

## SPACE STATISTICS

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

#### Centre spaces

##### Full-day centres

Infant (0 – 2 years)	3,081
Preschool-age (2 – 6 years)	17,640

*Note: This figure includes some nursery school spaces operating as part of another licensed centre.*

##### Part-day centres

Nursery schools (2 – 5 years) (not yet in Grade 1)	2,228
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*Note: This figure reports nursery school spaces in licensed nursery schools only.*

<b>TOTAL CENTRE SPACES (0 – 5 years)</b>	<b>22,949</b>
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<b>Before- and after-school child care (licensed, regulated, approved or authorized)</b>	<b>12,136</b>
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<b>TOTAL CENTRE SPACES (0 – 12 years)</b>	<b>35,085</b>
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#### Regulated family child care

Family child care spaces (enrolment)	2,920
Group child care homes (more than one provider)	392

<b>Total regulated family child care spaces (enrolment)</b>	<b>3,312</b>
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<b>TOTAL REGULATED SPACES (centre spaces and family child care enrolment)</b>	<b>38,397</b>
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#### Number of child care centres (2021)

Total number of centre-based facilities	718
Number of centres providing a full-day program	612
Number of centres providing a part-day (nursery school) program	105

*Note: Number of licensed nursery schools.*

Number of centres a part-day program for children attending school (Grades 1 – 6)	350
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Number of centres providing infant care (0 – 2 years)	316
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Number of centres providing preschool-age care (2 – 5 years)	639
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*Note: This number represents the total number of licensed centres and nursery schools with preschool or nursery school spaces.*

Number of centres providing non-standard hours care	Not available
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Number of centres in publicly delivered and funded schools	Not available
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*Note: For a definition of non-standard hours care in Manitoba, see [Non-standard work and child care in Canada \(pg. 89\)](#).*

### Number of regulated family child care homes

Number of individual family child care homes (active)	408
Number of group family child care homes (active)	35
<b>Total number of family child care homes</b>	<b>443</b>

### Municipal delivery

Number of municipalities or municipal entities operating child care centres (i.e. are the licence holder)	0
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### Programs by auspice (2021)

Centres	Number of centres
For-profit	36
Non-profit	682

*Note: The number provided for non-profit centres includes both funded and unfunded non-profit centres.*

### Centre spaces by auspice

	Full-day spaces <sup>1</sup>	Part-day spaces <sup>2</sup>	BASC spaces <sup>3</sup>	Total spaces
For-profit	1,349	107	354	1,810
Non-profit	19,372	2,121	11,762	33,255

<sup>1</sup> Including spaces for kindergarten-age children

<sup>2</sup> Nursery schools

<sup>3</sup> Before- and after-school care spaces (Grades 1 – 6)

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

## FEE SUBSIDIES (2021)

<b>Children receiving subsidies in licensed, regulated, or approved child care</b>	<b>3,485</b>
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*Note: This figure represents the average number of children receiving subsidized child care per four week period.*

## SPECIAL NEEDS/DISABILITY SUPPORT FUNDING (2021)

<b>Children in licensed, regulated, or approved child care being supported by special needs/disability support funding</b>	<b>1,159</b>
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*Note: This figure represents only those children served under the Inclusion Support Program.*

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

## ENROLMENT STATISTICS

*Note: Manitoba does not report on enrolment numbers.*

## PARENT FEES

Manitoba sets province-wide parent fees. This applies to funded centres and family child care, which are the majority. Maximum daily child care fees for funded child care facilities are established in regulation and are based on the type of licensed child care space and the child's age.

Manitoba uses a "unit funding" approach to determine the annual grants it provides to eligible licensed, non-profit child care facilities to support operational costs. For-profit centres are not eligible for operating grant funding.

Unfunded non-profit centres, unfunded regulated family child care, and for-profit centres (unfunded) may set their own fees. However, if a subsidized child is enrolled in an unfunded facility, the facility can only charge the assessed parent fee.

*Note: Licensed child care receiving provincial operating grant funding for any of the licensed spaces at the facility are known as funded facilities (centres and home child care). Not all non-profit facilities are funded; some spaces in a non-profit facility may not be funded.*

### PROVINCIAL SET MAXIMUM FEES

*(funded centres and family child care homes)*

The maximum daily fee chart shows the maximum amount a family can be charged in a funded facility until April 2023, according to the age of the child, number of hours in child care and certification level of the licensee. The maximum daily fee is set out in Schedule D of [Manitoba Regulation 62/86](#).

It was announced in March 2023 that effective April 2, 2023, parents of children enrolled in non-profit child care programs receiving operating grants will pay **\$10 a day per child** for regular hours of care (4 to 10 hours).

#### Maximum daily fees per child in funded centres and family child care (2021)

Age group	Hours care/day	Centres and homes <sup>1</sup>	Family child care homes <sup>2</sup>
Infant	< 4 hours	\$15.00	\$11.10
	4 – 10 hours	\$30.00	\$22.20
	> 10 hours	\$45.00	\$33.30
Preschool-age	< 4 hours	\$10.40	\$9.10
School-age <sup>3</sup>	4 – 10 hours	\$20.80	\$18.20
	> 10 hours	\$31.20	\$27.30
School-age – regular school day			
	1 Period	\$6.15	\$6.15
	2 Periods	\$8.60	\$8.60
	3 Periods	\$10.30	\$10.30

1 Centres and ECE's II or III operating a family child care home

2 Family child care homes: Not ECE II or III

3 In-service and school holidays

## PROVINCIAL DATA ON AVERAGE FEES

*(unfunded centres and family child care)*

Manitoba does not report on average fees in unfunded centres.

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

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

*Median monthly fees for full-time set fee child care (2021)*

Infant	Toddler	Preschooler
\$651	\$451	\$451

The Annual Fee Survey also provides Winnipeg parent fees in unfunded non-set fee "market" centres.

*Median monthly fees for full-time market fee child care Winnipeg (2021)*

Infant	Toddler	Preschooler
\$1,750	\$950	\$875

Source: Macdonald, D., & Friendly, M. (2022). *Game Changer: Will provinces and territories meet the new federal child care fee targets? Canadian child care fees 2021*. Ottawa: Canadian Centre for Policy Alternatives

*Note: These median monthly figures include fees from centre-based child care and regulated family child care.*

## WORKFORCE

### EARLY CHILDHOOD CERTIFICATION

Manitoba has a provincial classification system for the child care workforce, based on ECE education. All staff in centre-based licensed child care must be classified by the provincial government at one of three levels.

There are no requirements for renewal or ongoing professional learning.

#### Child Care Assistant (CCA)

- 40 hours of approved early childhood training within the first year of employment.

#### Early Childhood Educator II

- two-year ECE diploma program; or
- a Recognition of Prior Learning Assessment (RPL) assessment program offered by the provincial government.



### Early Childhood Educator III

- an approved post-diploma specialization; or
- a recognized degree program (formerly approved by CCEPAC)\*;
- Bachelor of Arts from the University of Winnipeg, major in Developmental Studies: Stream C—Child Development and Child Care;
- Advanced Diploma in Leadership in Early Childhood Care and Education, offered by Professional, Applied and Continuing Education (PACE) at the University of Winnipeg; and
- Early Childhood Management Certificate, offered by Assiniboine Community College.

*Note: Before January 2021, the Child Care Education Program Approval Committee (CCEPAC) approved all ECE programs delivered in community colleges. This committee has been replaced with the Child Care Qualifications and Training Committee (CCQTC), which provides advice and makes recommendations to the Minister on training and qualifications for the early learning and child care sector.*

### Number of centre staff by classification (2020 – 2021)

Number of ECE IIs (diploma required for classification)	1,926
Number of ECE IIIs (post-diploma education required for classification)	806

Source: [Manitoba Families 2020-21 Annual Report](#).



### STAFF WAGES

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

In Manitoba's Canada-Wide Early Learning and Child Care agreement, Manitoba committed to an hourly wage floor with starting points and targets based on job position and classification in 2022 – 2023.

For further information see [Early Learning and Child Care Wage Grid](#).

### Mean hourly wage by position and classification (2020 – 2021)

Position	Child Care Assistant	Level II	Level III
Director	Not applicable	\$28.74	\$33.92
Assistant director	Not applicable	\$25.17	\$28.95
Supervisor	\$17.92	\$22.97	\$24.81
Child care staff	\$13.59	\$19.77	\$21.77

Source: [Canada – Manitoba Canada-Wide Early Learning and Child Care Agreement – 2021 to 2026](#).

### Manitoba Child Care Association Salary Guidelines

The Manitoba Child Care Association (MCCA), Manitoba's professional early childhood organization, has been developing and updating suggested salary guidelines for child care centre staff in Manitoba since 2007.

### MCCA Market Competitive Salary Guideline Scale (2020 – 2021)

Position	Hourly range Level 1 – Level 5
CCA	\$13.57 – \$16.97
CCA in ECE training	\$16.62 – \$20.77
ECE II or II	\$20.77 – \$25.96
Supervisor I, Assistant Director, ECE III with specialized training & nursery school teacher	\$23.97 – \$29.96
Supervisor II & Assistant Director	\$26.58 – \$33.22
Director I (50 or fewer spaces)	\$29.93 – \$37.41
Director II (51 – 100 spaces)	\$34.27 – \$42.84
Director III (101 – 150 spaces)	\$37.97 – \$47.47
Director IV (151 – 200 spaces)	\$41.77 – \$52.21

For a detailed breakdown of hourly wages for each level, see MCCA's [Market Competitive Salary Guideline Scale for Early Learning and Child Care Centres 2020–2021](#).



### Benefits: Registered pension plans and retirement supports

In Manitoba, child care worker retirement benefits are regulated under the [Child Care Worker Retirement Benefits Regulation M.R. 20/2011](#).

Since December 2010, Manitoba has provided funding for registered pension plans and retirement supports for staff in child care centres and family child care providers. For more information, see [Registered Pension Plans and Retirement Supports for Manitoba's Early Learning and Child Care Workforce](#).

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

<i>Median annual employment income</i>	\$32,800
<i>Median hourly employment income</i>	\$15.77 – 18.02

*Note: Calculated using 2,080 hours/year (40 hours/week) and 1,820 hours/year (35 hours/week).*

Source: *Canadian Census (2021)*. Special run by Statistics Canada.

*Note: These data include Early Childhood Educators and Assistants, as defined in NOC 4214 and “working in the day care services industry in centre-based environments with children aged 0 – 12 years”, as defined in NAICS 6244. Included are individuals who worked full-time (30+ hours/week) and full-year (48+ weeks/year), did not work at home, and were not self-employed. Included are supervisors but not managers. Employment income refers to income from all jobs if the Early Childhood Educator or Assistant holds a second job providing a wage, salary or commissions.*

*Note: See Table 18 in this report for comparable data from other provinces/territories and Canada average.*

## STANDARDS AND REGULATIONS

### REGULATED CHILD CARE CENTRES

In Manitoba, child care centres are licensed and regulated under [The Community Child Care Standards Act](#) and [Child Care Regulation 62/86](#).

**Maximum centre size:** not specified

**Maximum room size:** two groups of children

### Staff:child ratio and maximum group size

Type of program	Age of children	Staff:child ratio	Maximum group size
Full-time centre	<i>Mixed age group</i>		
	12 weeks – 2 years	1:4	8
	2 – 6 years	1:8	16
	<i>Separate age group</i>		
	12 weeks – 1 year	1:3	6
	1 – 2 years	1:4	8
	2 – 3 years	1:6	12
	3 – 4 years	1:8	16
	4 – 5 years	1:9	18
	5 – 6 yrs	1:10	20
Nursery school	6 – 12 yrs	1:15	30
	12 weeks – 2 years	1:4	8
	2 – 6 years	1:10	20
School-age	6 – 12 years	1:15	30

*Note: Ratio of 1:10 for 5 – 6 years includes kindergarten-age children.*

### Staffing requirements for centre-based programs

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

#### Early childhood qualification requirements for centre staff

In Manitoba, early childhood qualification requirements of centre staff are specified at both centre and group levels.

In a full-time centre, two thirds of the staff included in staff-to-child ratios must meet the requirements of an ECE II or ECE III classification. At least one staff person per group of children in a full-time centre must meet the requirements of an ECE II or III classification.

In a school-age centre, one half of the staff included in staff-to-child ratios must meet the requirements of an ECE II or III classification. At least one staff person per group of children must meet the requirements of an ECE II or III classification.

In a nursery school (part-time centre) operating four or more part-days per week, one half of the staff included in staff-to-child ratios must be classified as an ECE II or ECE III. At least one staff person per group of children must meet the requirements of an ECE II or III classification. In a nursery school operating three or fewer part-days per week, at least one person for every 30 licensed spaces must have at least ECE II certification.

#### *Exemptions to early childhood qualifications for centre staff*

A licensed centre can request a temporary exemption to trained staff requirements if the centre has an approved plan for current staff participating in training to upgrade classification level as required. No education credentials are waived.

#### *Early childhood qualifications for onsite centre directors*

A centre must have a designated director to be responsible for the daily operation of a full-time centre. The director of a full-time child care centre must have an ECE III classification and at least one year of experience working with children in child care or a related setting.

The director of a nursery school operating more than three part-days per week or a school-age child care centre must have an ECE II classification and one year experience working with children in child care or in a related setting; or meet the requirements of an ECE III.

#### *Other requirements*

All staff, prior to being employed or within a period of time approved by the provincial director, must complete a first aid course that includes cardiopulmonary resuscitation training.

All staff and volunteers are required to have a criminal record check, child abuse registry check and criminal disclosure statement.

All staff and volunteers must be 18 years old and meet these requirements before they can be left alone with a child or group of children,

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

Centre-based child care in Manitoba is provided under the authority of the [The Community Child Care Standards Act](#) and Regulations. (See Legislation and Regulations for upcoming changes at the beginning of the Child care section of this Manitoba chapter).

Effective January 1, 2021, a regular licence may be issued for up to one year and renewed for up to three years.

The operator of a program operating in more than one location must apply for a separate licence for each location.

#### *Exemptions*

A centre which fails to meet all the licensing requirements may be issued a provisional licence for a specific period, until it is in compliance with the regulations. A licence may also identify exemptions if the centre does not meet a licensing requirement but has a plan in place to meet it.

If the licence of a centre is suspended, revoked or has expired without being renewed, the minister may, by written order, appoint a provisional administrator to take control of, operate and manage the centre.

#### *Regulations regarding inspection*

A child care coordinator (CCC) is assigned to each child care centre to license and monitor it. Coordinators also provide consultation, information and resources. Inspections can be scheduled or unannounced. At the end of 2022, annual relicensing inspection and monitoring visits are required.

Educational qualifications for an entry level coordinator require post-secondary education (e.g. BA with a major in Sociology, Psychology or Early Childhood Development), with several years related work experience in a social services field, or an equivalent combination of education and experience.

For more details on licensing and child care regulations for centres, see [Child Care Regulation, M.R. 62/86](#).

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

In Manitoba, family child care is called a family child care home. Family child care is licensed and regulated under [The Community Child Care Standards Act](#) and [Child Care Regulation 62/86](#).

Family child care must be provided in the licensee's personal residence.

#### **Model of organization**

Family child care and group family child care in Manitoba are individually licensed.

### Maximum capacity

Family child care is provided in a licensed provider's home for up to eight children, including the provider's own children. No more than five children can be less than six years old, of whom no more than three can be less than two years old.

Group family child care is provided to more than eight, but no more than 12 children under the age of 12. No more than three of the children may be less than two years of age. The licence may be held by one licensee if one or more assistants are employed, or by no fewer than two and no more than four licensees if no assistants are employed. The care must be provided in the home of a licensee, whose own children are included in the maximum.

### Licensing, monitoring, and enforcement of regulated family child care

When licensing a family child care home, provincial child care coordinators conduct several visits to the home and complete an initial licensing checklist. Up to three unannounced inspections per year and one relicensing inspection per year are conducted.

For more details on licensing and child care regulations for homes, see [Manitoba Child Care Regulation 62/86](#).

### Family child care provider requirements

A family child care provider is required to be classified at a minimum as a Child Care Assistant within her/his first year of operation.

Family child care providers must also be at least 18 years of age and have a first aid certificate that includes CPR training.

The provider and anyone who is over 11 years of age residing in the home must complete a child abuse registry check, and a check for prior contact with a Child and Family Services Agency. Adults must also have background checks including a criminal record check with a vulnerable sector search.

### Minimum training requirement for family child care licensees within first year of operation

- Approved 40 hour course

If a provider is classified as an ECE II or III, that provider may charge a higher maximum daily fee, equal to the fees charged in child care centres.

### Family child care licensees classified as an ECE II or III (2021)

Number of licensees 67

Source: [Manitoba Families 2020-21 Annual Report](#).

## FUNDING FOR REGULATED CHILD CARE

### CHILD CARE SERVICES' ELIGIBILITY FOR FUNDING

Licensed non-profit child care centres, nursery schools, family child care and group family child care homes are eligible for all forms of funding.

For-profit child care centres in operation prior to 1991 are eligible to continue to receive a guaranteed daily fee payment.

### TYPES OF FUNDING

#### PARENT FEE SUBSIDIES

The [Manitoba Child Care Subsidy Program](#) provides provincial support to eligible families to help with the cost of child care by paying all or part of parent fees.

There are no waiting lists for fee subsidies and all eligible parents/ guardians are entitled to receive a subsidy.

There are no other programs that subsidize the individual family or child.

#### Eligibility criteria

Eligibility depends on various factors including:

- net household income;
- number and age of children;
- number of days required for care; and
- reason for care (e.g., employment, education, medical need, child's special need).

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#### Subsidy eligibility March 31, 2021

	Maximum Income for full subsidy	Income at which partial subsidy ends
One parent, one preschool-age child	\$16,420	\$28,874
Two parents, two preschool-age children	\$22,504	\$47,412

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#### Subsidy eligibility effective February 2022

Under the [Canada-Manitoba Canada-Wide Early Learning and Child Care Agreement](#) – 2021 to 2026, Manitoba committed to implementing a new parent fee and subsidy model, including a household threshold increase.

On February 3, 2022, Manitoba announced an increase to the net household income thresholds and allowable deductions for the Child Care Subsidy Program by 45%, ranging from an average household income from \$23,883 to \$37,116 for a full subsidy, and \$37,542 to \$82,877 for a partial subsidy.

As of March 2023, Manitoba had not published the new subsidization levels.

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

Regulated non-profit and for-profit centres, group family child care homes and family child care homes are eligible to provide child care for subsidized children.

The provincial government sets maximum parent fees for all children in funded child care facilities and for those receiving a fee subsidy in a for-profit centre.

Non-profit centres receiving provincial operating grants are required to enroll children whose parents receive a fee subsidy.

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#### Additional fees

A funded or unfunded centre or child care home cannot charge a partially subsidized parent more than the amount assessed by the provincial government.

Fully subsidized parents must pay an additional fee of \$2/day/child for full-day child care, \$1/day/child for part-day care (less than four hours/day) and \$3/day/child for extended hour care (more than 10 hours/day).

Facilities may charge higher fees to non-subsidized parents for an unfunded space. If more than half of the spaces in a facility providing the same type of care (infant, preschool, nursery or school-age) are unfunded, the facility may apply to the director to charge higher fees to non-subsidized parents.

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#### 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.

Manitoba's subsidy rate amounts are based on a formula that includes net annual household income, allowable family deductions, the number and age of children and the fees charged for child care. In family child care, the provider's classification level is also taken into account.

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#### Maximum daily subsidy rates (on March 31, 2021)

	Centres, family child care and group child care homes (ECE II or ECE III)	Family child and group child care homes (not ECE II or ECE III)
<i>Full-day programs</i>		
Infants	\$28.00	\$20.20
Preschool age	\$18.80	\$16.20
School-age <sup>1</sup>	\$18.80	\$16.20
<i>Part-day programs</i>		
School-age:		
1 period	\$5.15	\$5.15
2 periods	\$6.80	\$6.80
3 periods	\$8.20	\$8.20
Nursery school	\$9.50	Not applicable

<sup>1</sup> Full-day when school is not in session

*Note: These subsidy rates do not include the additional fee fully subsidized parents are required to pay (\$2.00/day).*

*Note: Part-time subsidy rates for part-time care (less than 4 hours/day) in full-time centres and homes are 50% of the full-time rates. Subsidy rates for extended hour care (more than 10 hours/day) are 1.5 times the full-time rate.*

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## OPERATIONAL FUNDING

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### Annual Operating Grants (non-profit centres, nursery schools, family/group family child care home)

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Manitoba's set fees are based on a system of annual operating grants as the main funding source for regulated child care. To be eligible for annual operating grants, a facility must:

- be a provincially licensed child care facility;
  - be non-profit;
  - be open and providing child care services to families;
  - accept subsidized families;
  - enroll children with additional needs if requested; and
  - meet financial reporting requirements as outlined by the Early Learning and Child Care Program.
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### Annual Operating Grant for funded non-profit centres

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Centre-based annual operating grants paid to funded non-profit centres are based on a "unit" funding model, which takes into account the regulated parent fee and the differences in staffing composition for regulated age groups. Each "unit" is made up of the parent fee/fee subsidy, and the operating grant multiplied by the number of children in the unit, based on regulated child:staff ratios.

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*Maximum annual operating grant in full-time centres per space by age group (March 31, 2021)*

Age group	Annual operating grant per space
Infant	\$11,375
Preschool-age	\$4,180
School-age	\$1,664

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### Nursery School Operating Grant

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Nursery schools in Manitoba are not funded under "unit funding." Funding is based on the number of sessions offered per week. Until July 2022, some nursery schools received enhanced operating funding and could charge no more than \$5/day.

The enhanced annual operating grant was \$4,180, with an additional \$264 per session for up to 5 sessions/week, and \$528 per session for 6 – 10 sessions/week. As of July 1, 2022, all nursery schools were funded under a revised Nursery School Operating Grant.

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*Maximum annual operating grant<sup>1</sup> for nursery schools (per space) (2021, 2022)*

	2021	2022
1 – 5 session(s)/week	\$1,045	\$1,495

1 Up to July 2022, this may be termed "regular grant" to distinguish from the enhanced grant.

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In 2021, an additional \$209 was provided annually for each additional session from 6-10 sessions/week. In 2022, this increased to \$299 per additional session, to a maximum of 10 sessions per week.

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### Enhanced Operating Subsidy for Rural and Northern Manitoba

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Manitoba provides block operating grants for larger rural and Northern centres with more than 40 spaces to alleviate challenges associated with high operational costs and to improve financial stability of eligible centres. The additional funding is intended to allow facilities to hire and retain qualified staff and to offer inclusive child care programming in these higher need communities.

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### Group Family Child Care Home Operating Grant

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The Group Family Child Care Operating Grants are provided based on the type of care provided, the number of licensed group family child care home spaces, utilization of spaces, as well as the actual months and days of service.

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*Maximum annual operating grants in group family child care homes per space by age and type of child care (at March 31, 2021)*

Age group	Annual operating grant per space
Infant	\$2,384
Preschool-age	\$2,068
School-age	\$850

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### Grants for extended operating hours

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Licensed facilities regularly providing child care exceeding the normal operating hours of a child care facility (operating evenings or weekends) may receive increased operating funding equal to one and a half times the licensed number of spaces licensed for the extended operating hours.

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### Inclusion support grants

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The Child Care Inclusion Support Program funds child care centres, nursery schools, family and group child care homes to reduce or eliminate barriers to allow a child with additional support needs to fully participate in an early learning and child care program. Please refer to the section on Children with Special Needs for further details.

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### Guaranteed daily fee payment to for-profit centres

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For-profit centres licensed before April 18, 1991 are eligible for the following. For-profit centres licensed after April 18, 1991 are not eligible for this operating funding.

*Daily funding amounts per space for for-profit centres licensed before April 18, 1991.*

Age group	Hours care per day	Daily amount per space
Infant	< 4 hours	\$3.40
	4 – 12 hours	\$6.80
	> 12 hours	\$10.20
Preschool-age	< 4 hours	\$2.30
	4 – 12 hours	\$4.60
	> 12 hours	\$6.90
School-age <sup>1</sup>	< 4 hours	\$1.50
	4 – 12 hours	\$3.00
	> 12 hours	\$4.50
School-age <sup>2</sup>	1 period/	
	2 or more periods	\$1.50/\$3.00

1 In service and school holidays

2 Regular school days

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### ONE-TIME FUNDING

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#### Start-up grants

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A start-up grant is provided once per space, as funding permits. It is intended for: costs related to becoming a licensed child care facility such as age-appropriate equipment or furnishings; and/or leasehold improvements and capital costs.

For-profit facilities are not eligible for this funding.

*Maximum per space start-up grants (March 31, 2021)*

Full-time child care centre	\$450
Nursery school	\$245
Family or group family child care home	\$300

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### Child Care Expansion Fund Start-up Grants

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In 2020-21, Manitoba created the Child Care Expansion Fund Start-up Grants as part of the province's response to COVID-19. Under this new fund, four grant streams were created to provide entrepreneurs, licensed child care facilities and community programs with funds that could be used to create alternative flexible child care or child-minding.

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#### Workplace Child Care Start-Up Grant

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One-time start-up grant for workplaces to develop new, on-site child care or child-minding for children of employees. Up to \$5,000/space created.

*Note: Child-minding is exempt under the Regulation 62/86 2(1)(b), and is defined as care provided while the children's parents or guardians are on the same premises and immediately accessible to attend to the needs of their children at all times.*

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#### Enhanced Home-Based Child Care Start-Up Grant

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One-time start-up grant for early childhood educators, child care assistants and new family child care providers to develop new home-based child care. The maximum grant is \$50,000.

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#### Satellite Child Care Start-Up Grant

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One time grant for non-profit licensed child care centres to move existing spaces, or create new spaces in "satellite" child care sites. The maximum grant is up to \$100,000.

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#### Diversity Child Care Start-Up Grant

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One-time start-up grant for non-profit community organizations to develop child care options (including child-minding) that meet the unique needs of families such as language, accessibility, non-standard hours, and rural/remote locations. The grant maximum is up to \$100,000.

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#### Capital grants

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Under Manitoba's Child Care In Schools Policy, licensed non-profit child care centres are included in all new schools or schools undergoing major additions or renovations. This capital funding stream provides 100% of capital costs and is co-managed by the Department of Families and the Department of Education.



Under Manitoba's Early Learning and Child Care Building Fund, eligible organizations may be approved for a grant to offset the costs of constructing new community-based licensed non-profit child care centres or expanding the number of spaces in existing centres. It provides reimbursement of up to 40% of paid eligible capital expenses up to a maximum of \$600,000 per capital project for approved community-based child care centres.

### Child Care Centre Development Tax Credit

The [Child Care Centre Development Tax Credit](#) was introduced in 2018 to provide a refundable tax credit for private corporations who invest in the creation of new child care spaces for their employees and the surrounding community. Eligible corporations may receive \$10,000 per newly created infant or preschool-age space (maximum of 74 spaces) over five years. A [guide](#) and [application form](#) for the Child Care Development Tax Credit is available online.

### Staff replacement grant

This grant pays the cost of substitute staff for Child Care Assistants (CCAs) who are enrolled in a workplace training program (an accelerated post-secondary diploma level ECE program that allows eligible students to attend class for two days per week, while continuing to work in a licensed ELCC program for the remainder of the week). The amount of the grant paid to facilities is based on an assessment of the centre's application.

### Training grants

Licensed, non-profit centres, nursery schools and home-based providers are able to access training grants of up to \$400 per calendar year for Child Care Assistants and Early Childhood Educator IIs who are enrolled in approved early childhood education courses to upgrade their classification.

### Early Childhood Education Tuition Reimbursement

In November 2022, Manitoba introduced a tuition reimbursement program of up to \$5,000 per student per academic year for those attending a recognized early childhood education program in the province. The reimbursement is supported under the Canada-Manitoba Canada-Wide Early Learning and Child Care Agreement, and applies to the academic years 2021 – 2022 and 2022 – 2023. To qualify, students must commit to working in Manitoba's licensed early learning and child care sector for two years following graduation. See [ECE Tuition Reimbursement for further details](#).

### OTHER FUNDING

#### Casual Early Learning and Child Care Grant

Introduced under the Canada-Manitoba ELCC Agreement in 2018, the Casual ELCC Grant covers the wages of an Early Childhood Educator II or III in a non-profit organization working with vulnerable families, to provide children with free, on-site child care while their families engage in service planning, therapy, counseling or participate in skills development courses.

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

<b>FEE SUBSIDIES</b>	<b>\$14,671,700</b>
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#### OPERATIONAL FUNDING

<i>Program</i>	<i>Amount</i>
Operating grants for child care centres	\$117,188,600
Operating grants for family child care homes and group family child care homes	\$4,717,100
Inclusion support grants	\$6,630,200
Wage adjustment	\$89,500
IRCOM ECD Hub	\$91,300
Lord Selkirk Park Child Care Abecedarian	\$391,800
Red River College – Abecedarian	\$51,000
H & E Payroll Tax Reimbursement	\$178,300
Pension reimbursement	\$5,349,900
<b>Total operational funding</b>	<b>\$134,687,700</b>

*Note: Operating grants for child care centres includes grants for extending operating hours.*

## ONE-TIME FUNDING

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

<i>Program</i>	<i>Amount</i>
ELCC start-up grants	\$202,000
ELCC capital grants	\$384,400

### One-time funding – other

<i>Program</i>	<i>Amount</i>
Child Care Centre Development Tax Credit	\$296,000
Training grants for child care assistants and ECE IIs	\$132,400
Staff replacement grant	\$1,221,500

**Total one-time funding** **\$2,236,300**

**TOTAL FUNDING FOR REGULATED CHILD CARE  
(fee subsidies, operational funding,  
one-time funding)** **\$151,595,700**

## OTHER ELCC FUNDING

<i>Program</i>	<i>Amount</i>
New Directions – workshops for ECD Educators	\$65,900
Science of Early Childhood Development (SECD)	\$281,600
Circle of Security International (COSI) (early intervention)	\$57,600
St. Amant ABA training	\$150,000
Indigenous Programming Grant	\$50,000
MCCA Board Governance	\$73,800
Home-based Mentorship	\$5,700

## FEDERAL TRANSFERS TO PROVINCE

<i>Federal transfer</i>	<i>Amount</i>
Canada-Manitoba ELCC Bilateral Agreement	\$15,549,308
Safe Restart (child care specific)	\$23,760,000

## COVID-19 RELATED SUPPORTS

For-profit COVID funding	\$475,000
Pandemic Staffing Benefit	\$670,100
COVID response grant	\$6,870,500

## PROVINCIAL ECEC ORGANIZATIONS AND ADVISORY GROUPS

[Manitoba Child Care Association](#)

[Child Care Coalition of Manitoba](#)

[Minister's Consultation Table on Early Learning and Child Care](#)

[Child Care Parent Advisory Committee](#)

[Child Care Training and Qualifications Committee](#)



# Saskatchewan



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# Saskatchewan



## ■ OVERVIEW

In Saskatchewan, early learning and child care includes pre-kindergarten, kindergarten, regulated centre-based child care, school-age child care, family and group family child care.

Kindergarten is the responsibility of the Ministry of Education under the *Education Act*. While most children attend, it is not compulsory. In most schools, kindergarten is half-day every day or full-day every other day. The province-wide Conseil scolaire fransaskois offers full-school day kindergarten in all its schools.

Indigenous Services Canada provides funding to Band Councils and First Nations Education Authorities for children in kindergarten who attend schools on reserve, or who attend provincially run schools off reserve.

Child care is the responsibility of the Ministry of Education, which licenses centres and family child care under the [Child Care Act](#). Part-day preschools are not required to be licensed in Saskatchewan. Programs in Saskatchewan are overwhelmingly delivered by non-profit operators but there are a small number of publicly operated and for-profit programs; for-profit programs receive no public funding in Saskatchewan. Family child care providers and group family child care providers are individually licensed. There are currently two licensed child care centres located on First Nations' reserves in Saskatchewan.

Parent fees are set by service providers<sup>1</sup>. Parent fee subsidies are available to eligible families through the Child Care Subsidy Program. Fee subsidies may be used at non-profit or publicly operated child care centres and licensed family child care homes.

Saskatchewan signed the Canada-Saskatchewan Early Learning and Child Care Agreement (Multilateral Framework Agreement) on March 5, 2017. This agreement allocated \$41.5 million over three years; it was extended on June 29, 2020 with another \$13.7 million allocated to the 2020 – 2021 fiscal year, and renewed on August 13, 2021 with a further \$68.5 million allocated over four years.

<sup>1</sup> In March 2023, Saskatchewan announced that a maximum parent fee of \$10 a day will begin April 1, 2023.

The Canada-Saskatchewan Canada-Wide Early Learning and Child Care Agreement was signed by Saskatchewan and the federal government on August 13, 2021. This agreement allocated \$996 million over five years to:

- create at least 28,000 spaces for children 0 to 5 years old by 2025 – 2026, with a focus on rural areas;
- reduce parent fees beginning in 2021;
- provide increased funding amounts to programs to support inclusion;
- create and implement a wage grid for early childhood educators;
- provide bursaries to educators seeking to upgrade their credentials; and
- provide additional funding for administration related to CWELCC implementation.

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

## ■ PROVINCIAL CONTEXT

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

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

Age	Number of children (2021)
0	11,800
1	11,900
2	13,800
3	12,200
4	13,200
5	14,200
6	14,800
7	15,800
8	15,500
9	14,800
10	14,000
11	16,000
12	14,700
Total	182,800

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

Age	Number of children (2021)
0 – 2	37,500
3 – 5	39,600
6 – 12	105,600
Total	182,800

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

<i>Age</i>	<i>Number of children (2021)</i>
0	7,700
1	7,900
2	9,000
3	8,400
4	9,500
5	9,900
6	10,000
7	10,200
8	11,500
9	9,800
10	9,700
11	10,800
12	10,200
Total	124,700

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

<i>Age</i>	<i>Number of children</i>
0 – 2	24,600
3 – 5	27,800
6 – 12	72,200
Total	124,700

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

<i>Age</i>	<i>First Nations</i>	<i>Métis</i>	<i>Inuk (Inuit)</i>	<i>Multiple</i>	<i>Other</i>
0 – 4	12,730	5,040	30	245	110
5 – 9	13,705	5,690	55	295	120
10 – 14	14,810	5,935	40	175	125
Total	41,245	16,665	125	715	355

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

<i>Age of youngest child</i>	<i>Number of mothers</i>	<i>Participation rate (%)</i>
0 – 3	28,700	76.9
4 – 5	11,100	86.0
0 – 5	39,800	79.4
6 – 12	34,900	85.1

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

<i>Age</i>	<i>Living with two parents</i>	<i>Living with one parent</i>	<i>Lone mother</i>	<i>Lone father</i>
0 – 4	53,595	13,050	10,670	2,380
5 – 9	56,225	16,920	13,155	3,760
10 – 14	54,005	18,950	14,570	4,380

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

<i>Age</i>	<i>English</i>	<i>French</i>	<i>Non-official</i>	<i>Multiple</i>
0 – 4	61,025	245	5,985	2,085
5 – 9	68,600	255	5,045	2,530
10 – 14	69,245	200	4,825	2,610
Total	198,865	695	15,860	7,235



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

\$100,000

**Male lone-parent**

\$46,000

**Female lone-parent**\$46,000

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**PARENTAL LEAVE AND BENEFITS**

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

**LEAVE PROVISIONS****Maternity leave**

19 weeks.

A pregnant employee who has been employed by the same employer for more than 13 consecutive weeks is eligible.

**Parental leave**

59 weeks for birth parents or primary caregivers in an adoption.

71 weeks for the parent who did not take maternity or adoption leave.

An employee who has been employed by the same employer for more than 13 consecutive weeks is eligible.

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

**Adoption leave**

19 weeks.

An employee is eligible if they have worked for the same employer for more than 13 consecutive weeks.

**PARENT 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 Saskatchewan, the Ministry of Education has responsibility for kindergarten and pre-kindergarten under the *Education Act*.

Saskatchewan has 18 public school divisions, eight separate (Roman Catholic) school divisions and the Conseil scolaire fransaskois. School boards are elected to govern education in their school divisions.

While it is not mandated, all school divisions provide kindergarten for five-year-olds, and most children attend. In most schools, kindergarten is half-day every day or full-school day every other day. The province-wide Conseil scolaire fransaskois offers full-school day kindergarten in all its schools.

Three hundred and sixteen part-day pre-kindergarten programs for three- and four-year-olds, funded by the provincial government, are offered in 190 schools in vulnerable neighbourhoods across Saskatchewan. In addition, the Conseil scolaire fransaskois offers part-day pre-kindergarten for four-year-olds in all its schools, and part-day pre-kindergarten for three-year-olds in four schools.

Qualified independent schools receive 50% of the provincial per student average. They must be operated by a non-profit corporation and provide programs and approved courses of study in accordance with provincial curriculum policy.

Indigenous Services Canada provides funding to Band Councils and First Nations Education Authorities for children in kindergarten who attend schools on reserve or who attend provincially run schools off reserve. In 2014, Whitecap Dakota First Nation and Saskatoon Public Schools signed an educational partnership agreement that made Charles Red Hawk Elementary School the first on reserve school to be part of a Saskatchewan school division.

## PROVINCIAL RESPONSIBILITY FOR KINDERGARTEN

Ministry of Education  
Early Years Branch  
2nd floor - 2220 College Avenue  
Regina, SK, S4P 4V9  
Phone: (306) 787-2004  
Website: <https://www.saskatchewan.ca/residents/education-and-learning/prek-12-education-early-learning-and-schools>  
Email: [learning.inquiry@gov.sk.ca](mailto:learning.inquiry@gov.sk.ca)

## LEGISLATION AND REGULATIONS

Saskatchewan. Legislative Assembly. *Education Act*. – SS1995, C E-0.2.

Saskatchewan Legislative Assembly. *The Education Regulations*, 2019. Chapter E-0.2 Reg 29.

Saskatchewan Legislative Assembly, *The Registered Teachers Act*. Amended 2020 c.9.

## KINDERGARTEN FOR FIVE-YEAR-OLDS

Kindergarten is usually a part-time program for five-year-olds.

## DISTRIBUTION OF PROGRAMS THROUGHOUT THE JURISDICTION OR POPULATION

In urban school divisions, many programs have transitioned from having kindergarten students attend part-day (morning or afternoon) five days per week to full-school days, every other day, although both models are still present. In rural school divisions, it is common for kindergarten students to attend a full-day, every other day (two days one week, three days the next).

## ELIGIBILITY

Children are typically eligible for kindergarten if they are five years old by December 31 of the respective school year. The kindergarten eligibility date is determined by the individual school divisions and there is slight variation across the province.

## ENROLMENT

Kindergarten is not compulsory in Saskatchewan. Children must legally attend school at age six. However, almost all children attend kindergarten when they are five years old.

## ENTITLEMENT

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

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

At least 475 hours of instructional time per year must be provided in kindergarten. The length of the school day and timing of beginning and end of day varies by division and school but typically each part-day consists of approximately two hours and 50 minutes.

The Saskatoon School Division offers full-school day kindergarten every day in some schools, with funding from the Saskatoon Public Schools Foundation's *Early Learning Equal Start program*. Greater Saskatoon Catholic (St. Paul's Roman Catholic School Division) is also offering full-school day every day kindergarten in some locations.

## CLASS SIZE

There is no maximum class size for kindergarten.

## CURRICULUM OR CURRICULUM FRAMEWORK

*Saskatchewan Kindergarten Curriculum Guide, 2010*  
*Children First: A Resource for Kindergarten, 2009*

## GENERAL TEACHER QUALIFICATIONS AND CERTIFICATION

Kindergarten teachers in Saskatchewan must hold a valid teacher's certificate, issued by the Saskatchewan Professional Teachers Regulatory Board (SPTRB), and be registered with the SPTRB on an annual basis. In order to become certified, a degree in education obtained through a university or a teacher education program, approved by the SPTRB is required.

There are no specific early childhood education requirements for kindergarten teachers.

## PRE-KINDERGARTEN

Pre-kindergarten (pre-k) is a part-time early childhood education program targeting vulnerable three and four-year-olds and their families in targeted communities/ neighbourhoods.

The Ministry of Education provides funding, program guidelines and consultative support. School divisions hire staff and operate the program. Most pre-kindergarten programs are operated in schools although school divisions have the option of partnering with a community organization to offer programming.

As of 2021, there were 316 ministry-funded pre-kindergarten programs across the province.

## ELIGIBILITY

Prekindergarten includes three- and four-year-olds in targeted communities/ neighbourhoods or those who meet specified eligibility criteria, including:

- low socio-economic status;
- referral from a government or community-based agency;
- social isolation or not having access to early learning programs or child care;
- family health care challenges;
- exposure to family trauma; and/or
- delays in areas such as social-emotional, language and/or communication development.

Each school division selects children to participate in pre-kindergarten. Schools prioritize the criteria and place four-year-olds first.

## ENTITLEMENT

Pre-kindergarten is a targeted program in specific neighbourhoods for children who meet the eligibility criteria. There is no entitlement.

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

The pre-kindergarten program is part-time, offering a minimum of 12 hours per week, usually three hours/day for four days a week, 10 months/year.

As of September 2021, the Saskatoon School Division offers full-school day pre-kindergarten (Monday – Thursday) in several schools, with funding from Saskatoon Public Schools Foundation's Early Learning Equal Start program.

## CLASS SIZE

Maximum class size for pre-kindergarten is 16 children. However, if the pre-kindergarten program also has early learning intensive support (ELIS) spaces with the accompanying support, the maximum class size is 18 children.

## CURRICULUM OR CURRICULUM FRAMEWORK

Pre-k programs are guided by Ministry developed and supported documents [Play and exploration: Early learning guide](#) and [Essential learning experiences](#).

## GENERAL TEACHER QUALIFICATIONS AND CERTIFICATION

The program requires a qualified teacher, preferably with specialized knowledge in early childhood education, and a pre-kindergarten associate, who is required to have completed grade 12 and preferably has an early childhood education background.

## TOTAL ENROLMENT (SCHOOL YEAR 2020 – 2021)

Kindergarten	12,866
Pre-kindergarten	3,531
<b>Total</b>	<b>16,397</b>

*Note: Enrolment numbers represent only public schools.*

In the 2020 – 2021 school year enrolment was down due to COVID-19. The fall 2021 enrolment was 13,479 for kindergarten and 4,442 for pre-kindergarten.

## FINANCIAL (SCHOOL YEAR 2020 – 2021)

Spending on kindergarten (per child)	<i>Not available</i>
<b>Spending on kindergarten (total)</b>	<b>Not available</b>
Spending on pre-kindergarten (per child)	<i>Not available</i>
<b>Spending on pre-kindergarten (total)</b>	<b>\$20,773,246</b>

## ■ CHILD CARE

### PROVINCIAL RESPONSIBILITY FOR CHILD CARE

Ministry of Education

Early Years Branch

2nd floor - 2220 College Avenue

Regina, SK, S4P 4V9

Telephone: (306) 787-4980

Website: <https://www.saskatchewan.ca/residents/family-and-social-support/child-care/child-care-in-saskatchewan>

### LEGISLATION AND REGULATIONS

Saskatchewan. Legislative Assembly. [\*Child Care Act\*](#). – SS2014, C-7.31.

Saskatchewan. Legislative Assembly. [\*Child Care Regulations\*](#) – RRS2015, C-7.31 Reg 1. Amended 69/2015, 49/2016, 21/2018, 76/2019, 69/2020 and 77/2021.

### CHILD CARE SERVICES

#### UNREGULATED CHILD CARE

##### Unregulated family child care

One caregiver may care for a maximum of eight children under the age of 13 years including the caregiver's own children under 10 years. Five of these children may be infants, toddlers and preschool children, of which only two may be infants and toddlers. If three infants and toddlers are in care, all other children must be of school-age.

A more detailed breakdown of all age combinations permitted with eight children is available on [How child care works in Saskatchewan](#).

##### Preschools

Part-time preschools in which no child attends for more than three hours per day are not regulated. Preschools are operated by non-profit boards, cooperatives and by private individuals.

##### School-aged child care in schools

Child care programs located in schools for kindergarten children and school-age children (Grade 1 and higher) are not regulated.

*Note: Additional exemptions from regulation can be found in section 3 ("Certain services excluded") of the [Child Care Regulations](#).*

#### REGULATED CHILD CARE

Centres must be regulated by the Early Years Branch and may care for up to 90 children from six weeks old to 12 years old.

##### Full-time centres

Child care centres provide child care to children in a group setting for more than five continuous hours per day and three or more days per week.

##### Extended hours centres

A centre in which child care services are provided for 80 hours or more per week.

##### Teen student support centres

Teen student support centres are located in or near high schools. They provide child care for more than five hours per day and three or more days per week (primarily) to infants and toddlers, of parents who are younger than 22 years old and are attending high school or a high school equivalency program.

##### School-age child care

School-age child care is provided outside school hours for children who are under 13 years old and enrolled in Grade 1 or higher, or who have completed kindergarten but have not yet commenced Grade 1. Regulated school-age child care can be provided in a mixed age-centre, family child care home, or in a program solely for school-age children not located in a school.

#### FAMILY CHILD CARE

##### Family child care homes

Operated by regulated family child care providers in residential premises (The premises may be in an owned or rental residential property in which the provider does not live; however, to date all family child care homes are in the provider's residence).

They may care for up to eight children depending on the children's ages, including the provider's own children under the age of ten. The provider can provide no more than 100 hours of care in one 24 hour period.

##### Group family child care homes

Operated by an individual in residential premises and regulated for up to 12 children. Not more than 10 of the children may be infants, toddlers or preschool-age children. Of the 10, only five may be infants or toddlers and no more than three may be infants. No more than six may be infants or toddlers and, if six are infants or toddlers, there may be no preschool-age children.

The provider must have an assistant adult caregiver at least 18 years of age when the numbers or ages of children permitted in a family child care home exceed eight. A licensee can provide no more than 150 hours of care in one 24 hour period.

#### **Teen student support family child care homes**

Teen student support homes are family child care homes formally associated with a high school; they provide child care to children of parents attending the high school. Teen student support family child care homes are regulated to care for up to six children, depending on their ages. The provider can provide no more than a total of 75 hours of care in one 24 hour period.

### **CURRICULUM FRAMEWORK**

#### Play and exploration: Early learning program guide

Use of the guide is not mandatory for regulated child care centres but it is intended that all early learning programs will reflect the vision, principles and quality elements it describes.

#### Play and exploration for infants and toddlers

A set of Play and exploration workshops using the program guide and infant and toddler companion booklet are available and open to the early learning and child care sector who wish to learn how to implement *Play and exploration* in their early learning and child care spaces.

### **CHILDREN WITH SPECIAL NEEDS**

*(Saskatchewan uses the term children with diverse needs)*

The Child Care Inclusion Program provides support to families and child care facilities to include children with diverse needs in child care programs. Inclusion funding is available to child care centres and regulated child care homes providing child care for a child with diverse needs.

Funding covers all eligible children. Supports may include additional staff, additional training/professional development for regular staff, purchase of assistive devices and equipment, and modification of the premises or equipment to support mobility needs.

Centres and homes are not required to accept and include children with diverse needs.

A child with diverse needs refers to a child who is assessed by an individual with the appropriate qualifications as having one or more cognitive, physical, social, emotional, behavioural or language needs that require significant

additional support. Children must be referred by a qualified professional who is autonomous from the facility, has a demonstrated knowledge of the child and the area related to the specific needs of the child, and is available to provide consultation and support to the child care facility and to the family.

The Individual Inclusion Grant is available to assist with the additional cost of supervising a child with diverse needs in an amount not to exceed \$300 per month.

The Enhanced Accessibility Grant is available to assist with the additional cost of supervising a child with exceptionally high diverse needs in an amount not to exceed \$2,000 per month. Individual Inclusion grants and Enhanced Accessibility grants are approved for a maximum period of 12 months. Prior to the expiration of the grant, the program must be reviewed and the facility must re-apply in order for funding to continue.

The Adapted Equipment Grant is available to assist with the cost of purchasing adapted equipment required to meet the needs of a child with diverse needs in an amount not to exceed \$600 in a year, or in exceptional circumstances \$1,200 in a year.

In addition, the Training and Resource Grant is available to assist with the registration for training events and resources for child care professionals working with children with diverse needs in an amount not to exceed \$100 in a year (\$200 for Enhanced Accessibility). Eligibility for the grant may be considered outside of eligibility for the Individual Inclusion and Enhanced Accessibility grants.

Hope's Home provides inclusive child care services to children with complex medical needs and their families, in facilities designed specifically in recognition of the needs of medically fragile children. Typically developing children and families also use these services. The organization operates four child care centres in the province.

Funding is also provided to two early childhood intervention programs in Regina and Saskatoon to fund a developmental consultant in each community who works to build the capacity in regulated child care centres and homes. This initiative is funded under the Canada-Saskatchewan Canada-Wide Early Learning and Child Care Agreement.

Saskatchewan's Early Learning Portal contains resources regarding inclusive practices. See: Resources – Inclusion for further information.



## FIRST NATIONS, MÉTIS AND INUIT CHILD CARE

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

Saskatchewan does not typically regulate or fund First Nations child care programs on reserve. Since 2001, at the request of the Federation of Saskatchewan Indian Nations, monitoring child care in Indigenous communities on reserve has been the responsibility of First Nations. However, in 2016, the Child Care Regulations were amended to allow licensing of a child care centre on reserve through agreement between an Indian Band and the Minister.

Currently, there are two child care centres on reserve regulated and funded by the province. These are located on land owned by Whitecap Dakota First Nation and Starblanket First Nation. These spaces are included in the overall provincial space statistics.

In addition, there are two child care centres currently in development on reserve by Cowessess First Nation.

#### Number of regulated spaces on reserve

Infants	18
Toddlers	45
Preschool-age	68
Before- and after-school	15
<b>Total licensed spaces</b>	<b>146</b>

Regulated child care centres on reserve are eligible to receive the same funding as other provincially regulated centres including operating grants, inclusion funding and parent fee subsidies.

There are no licensed family child care providers on reserve.

Aboriginal Head Start on Reserve (AHSOR) is not regulated. There are 77 AHSOR programs in Saskatchewan.

### INDIGENOUS CHILD CARE OTHER THAN ON RESERVE

Aboriginal Head Start in Urban and Northern Communities (AHSUNC) programs are not regulated. There are 15 AHSUNC programs in Saskatchewan.

## OTHER INDIGENOUS-SPECIFIC RESOURCES/INITIATIVES

The Saskatchewan Indian Institute of Technologies offers ECE courses and professional development opportunities. In 2022, under the Canada-Saskatchewan Canada-Wide Early Learning and Child Care Agreement, Saskatchewan entered into an agreement with the Institute to make ECE training available at no charge.

Under the Canada-Saskatchewan Canada-Wide Early Learning and Child Care Agreement, Saskatchewan has committed to develop and fund a plan to ensure that new space creation ensures diverse and/or vulnerable children and families including indigenous children have spaces equivalent to or greater than their share of the population in Saskatchewan.

## SPACE STATISTICS

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

#### Centre spaces

##### Full-day centres

Infants (6 weeks – <18 months)	1,479
Toddlers (18 – <30 months)	3,840
Preschool-age (30 months – 5 years) (including children in kindergarten part-day)	8,416

#### TOTAL CENTRE SPACES (0 – 5 years) 13,735

*Note: Preschool-age spaces and total spaces 0 – 5 years includes 6-year-olds attending kindergarten, which is usually part-day.*

#### Before- and after-school care (licensed)

<i>Total number of spaces in before- and after-school care for children in Grades 1 – 6</i>	1,625
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#### TOTAL CENTRE SPACES (0 – 12 years) 15,360

#### Regulated family child care

##### Family child care homes

<i>Total family child care enrolment</i>	778
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*Note: Breakdowns by age group are not available*

##### Family child care homes (more than one provider)

<i>Total group family child care enrolment</i>	1,528
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*Note: Breakdowns by age group are not available.*

#### TOTAL REGULATED FAMILY CHILD CARE SPACES (enrolment) 2,306



## TOTAL REGULATED SPACES (centres spaces and family child care enrolment) 17,666

### Number of child care centres (2021)

Total number of centres 346

### Centre-based programs

Number of centres providing a full-day program 346

Number of centres providing a part-day licensed program for children attending school (Grades 1 – 6) 231

Number of centres providing infant care (6 weeks – <18 months) 218

Number of centres providing toddler care (18 – <30 months) 323

Number of centres providing preschool-age (30 months – 5 years) (includes 5-year-olds attending kindergarten) 328

Number of centres providing non-standard hours care 2

Number of centres in publicly delivered and funded schools 144

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

### Number of regulated family child care homes

Number of individual family child care homes (active) 106

Number of group family child care homes (active) 136

### Municipal delivery

Number of municipalities or municipal entities that operate child care centres 3

*Note: The towns of Carnduff, the Rural Municipality of Pittville No. 169 (Hazlet), and the Village of Vibank each operate one centre.*

### Programs by auspice (2021)

*Number of centres*

For-profit 7

Non-profit 336

Publicly operated<sup>1</sup> 5

<sup>1</sup> Municipality/municipal entity, school authority, other government agency or Indigenous governance organization

*Note: This represents three municipalities and two programs operated by First Nations.*

## Centre spaces by auspice

	<i>Full-day spaces</i>	<i>BASC spaces<sup>1</sup></i>	<i>Total spaces</i>
For-profit	263	12	275
Non-profit	13,238	1,585	14,823
Publicly operated <sup>2</sup>	234	28	262

<sup>1</sup> Before- and after-school care (4 – 13 years) spaces

<sup>2</sup> Municipality/municipal entity, school authority, other government agency or Indigenous governance organization

*Note: There are no part-day centre spaces (preschools) for 0-5 year olds as Saskatchewan does not require them to be licensed.*

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

## FEE SUBSIDIES (MARCH 2021)

	<i>Number of children</i>
Partial subsidy	326
Full subsidy	1,114

TOTAL CHILDREN RECEIVING FEE SUBSIDIES 1,440

## SPECIAL NEEDS/DISABILITY SUPPORT FUNDING (MARCH 2021)

Children in licensed child care receiving special needs/disability support funding 281

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

## PARENT FEES

On November 19, 2021, the Governments of Canada and Saskatchewan announced that as a first step towards making child care more affordable for children aged 0 – 5 years, funding would be provided to regulated facilities to reduce parents' out-of-pocket child care fees by 50% on average, retroactive to July 1, 2021. This initial reduction was intended to be the first step towards reaching the 2025 – 2026 goal of, on average, \$10 a day regulated child care in Saskatchewan.

Families began paying the reduced fees effective February 1, 2022.

In March 2023, Saskatchewan announced that a maximum parent fee of \$10 a day will begin April 1, 2023.

## PROVINCIAL DATA ON AVERAGE FEES

### Average monthly parent fees (2021 and 2022)

	Full-time average monthly fee (2021)	Full-time average monthly fee (2022)
<b>Centres</b>		
Infant	\$790	\$414
Toddler	\$666	\$351
Preschool-age	\$612	\$327
School-age (school year)	\$440	\$439
	Full-time average monthly fee (2021)	Full-time average monthly fee (2022)
<b>Family child care homes</b>		
Infant	\$786	\$434
Toddler	\$734	\$405
Preschool-age	\$667	\$371
School-age (school year)	\$469	\$472

Note: The above 2022 fees were further reduced in fall 2022 by 70% of the 2021 fees.

### Median monthly fees in Saskatchewan:

#### Annual Fee Survey

In 2021, an annual national survey of child care fees in Canada's larger cities included the following Saskatchewan cities:

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

City	Infant	Toddler	Preschool-age
Saskatoon	\$993	\$825	\$755
Regina	\$878	\$675	\$625

Source: Macdonald, D., & Friendly, M. (2022). *Game Changer: Will provinces and territories meet the new federal child care fee targets? Canadian child care fees 2021*. Ottawa: Canadian Centre for Policy Alternatives

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

## WORKFORCE

### EARLY CHILDHOOD CERTIFICATION

Provincial certification is required for all staff who work with infants, toddlers, preschoolers and school-aged children for 65 hours or more per month in a regulated child care centre.

The Ministry of Education oversees applications and issues certificates. Certification does not have to be renewed unless it is an application for a higher certification level.

There are three levels of early childhood certification.

#### ECE Level I

- A post-secondary ECE orientation course; or
- Nine credit units (three courses) in ECE — one course from each of three areas: child development, programming, and relationships.

#### ECE Level II

- One-year ECE certificate or an equivalent combination of post secondary coursework.

#### ECE Level III

- Two-year ECE diploma or an equivalent combination of post-secondary coursework.

For more information, visit the [Early childhood educator certification website](#).

### STAFF WAGES

To date, wages and benefits of early childhood educators and child care workers have been set by each employer. Development and implementation of a wage grid will be funded through the [Canada-Saskatchewan Canada-Wide Early Learning and Child Care Agreement](#). The wage grid was to be developed in 2022 – 2023.

#### Provincial data on average fees

#### Mean hourly wages for full-time positions in child care centres by position and ECE certification on March 31, 2021.

Director/Acting director	\$25.70
Assistant director	\$22.45
Supervisor	\$19.06
Child care	\$17.02
Enhanced accessibility	\$15.91
All Positions	\$18.45

Source: Early Learning and Child Care System

In November 2021, a [wage increase](#) of up to \$3/hour for qualified ECEs was introduced as part of the one-time federal workforce funding announced as an extension of the [2017 Canada-Saskatchewan Early Learning and Child Care Agreement](#). The wage increase, retroactive to July 1, 2021, varied by staff certification level, with up to \$1/hour, \$2/hour and \$3/hour for ECE certification levels I, II and III respectively.

On September 15, 2022, an additional \$2/hour increase for ECEs was announced. This increase is capped at \$3, \$4 or \$5 above Saskatchewan's March 31, 2021 average provincial wages for certification level and position type.

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

<i>Median annual employment income</i>	\$34,000
<i>Median hourly employment income</i>	\$16.35 – 18.68

*Note: Calculated using 2,080 hours/year (40 hours week) and 1,820 hours/year (35 hours/week).*

Source: *Canadian Census (2021)*. Special run by Statistics Canada.

*Note: These data include Early Childhood Educators and Assistants, as defined in NOC 4214 and “working in the day care services industry in centre-based environments with children aged 0 – 12 years”, as defined in NAICS 6244. Included are individuals who worked full-time (30+ hours/week) and full-year (48+ weeks/year), did not work at home, and were not self-employed. Included are supervisors but not managers. Employment income refers to income from all jobs if the Early Childhood Educator or Assistant holds a second job providing a wage, salary or commissions.*

*Note: See Table 18 in this report for comparable data from other provinces/territories and Canada average.*

## STANDARDS AND REGULATIONS

### REGULATED CHILD CARE CENTRES

Child care centres are licensed under the authority of the [Child Care Act](#) and [Child Care Regulations](#).

**Maximum centre size:** 90 spaces, with no more than 12 infant spaces.

#### Staffing requirements for centre-based programs

**Staff:child ratio and maximum group size for single age category**

<i>Age group</i>	<i>Staff:child ratio</i>	<i>Maximum group size</i>
Infants (0 – < 18 months)	1:3	6
Toddlers (19 – 29 months)	1:5	10
Preschool-age (30 months – 6 years)	1:10	20
School-age (Grade 1 – 12 years)	1:15	30

*Note: Maximum group sizes do not apply before 9:00 a.m., during the last hour of operation in a day, during meal times, during nap times for children who are resting, or during special activities such as parties or concerts.*

For a group of mixed age children, the staff:child ratio is 1:15, where the number of children is determined as:

- one infant is deemed to be equivalent to five children;
- one toddler is deemed to be equivalent to three children;
- one preschool child is deemed to be equivalent to 1.5 children; and
- one school-age child counts as one child.

#### Early childhood qualification staffing requirements

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

In Saskatchewan, early childhood qualification staffing requirements are required at a centre level.

Twenty percent of staff must have ECE III certification and an additional 30% of staff must have ECE II certification; these percentages include the centre director and supervisor. The remainder of staff employed 65 hours or more per month must have ECE I certification.

A centre director must have ECE level III certification.

A centre supervisor must have at least an ECE level I certification.

#### Other requirements

All child care staff must be at least 16 years of age. A centre director or centre supervisor must be at least 18 years of age.

All staff members working 65 hours or more per month (centre director, supervisor or child care worker) must have completed a first aid course and a cardiopulmonary resuscitation (CPR) course. At least one staff person who has completed a first aid course must be on the premises during operating hours.

All staff must complete a criminal record check (including a vulnerable sector check) before employment.

For more information, see [Child Care Licensee Manual](#).

#### Exemptions to early childhood qualification requirements for centre staff

If it is unable to hire certified staff, a centre may apply for an exemption. The application must include an education plan to ensure the staff hired will meet certification requirements within a reasonable period, with a minimum of two relevant courses completed within 12 months.

Between April 1, 2021 and March 31, 2022, 754 exemptions were approved.

*Note: An individual may have been issued two exemptions in this time period, so the total number of individuals issued with an exemption is less than 754.*

#### *Exemptions to early childhood qualification requirements for centre director and supervisor*

An individual who was appointed as a centre director before July 1, 2001 is not required to meet the qualifications of an ECE level III but must meet the qualifications of an ECE level II.

For more information, see [Saskatchewan early childhood educator exemption guide for child care centre boards and employees](#) or visit the Saskatchewan early childhood educator certification website.

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

#### *Licensing*

A licence to operate a centre is usually issued for a period of one year and is not transferable. A facility that does not comply with the requirements of the *Act* or the Regulations may be issued a provisional licence for a maximum of six months.

Provisional licences can be issued for up to six months. At the expiration date of the provisional licence, if the conditions are met, a regular licence will be issued. If the conditions are not met, another provisional licence may be issued or the licence may be revoked.

Only non-profit corporations, co-operatives or municipalities are eligible to receive government funding and to apply for a “developmental licence” that authorizes an operator to develop, renovate, or construct new child care spaces in a centre. For-profit services that meet the requirements are eligible to be regulated but are not eligible for operational funding or to receive fee subsidies for eligible children.

#### *Monitoring*

Child care facilities receive two unscheduled visits per year and an annual review. Licences are renewed annually as part of an annual assessment of licensing standards for facilities. If a centre is found to be in non-compliance, a provisional licence is issued to the facility which notes the requirements not met and the expectation that the facility will work toward compliance.

In spring 2021, Saskatchewan began implementing a differential monitoring system for child care, using a risk-based approach to licensing.

### **Parent involvement**

A non-profit child care centre must have a board of directors, the majority of whom are parents of children enrolled or were enrolled at the centre within the past 12 months. This requirement for a parent majority board may be waived, in which case the licensee must establish a parent advisory committee composed of parents or elected by parents of children enrolled in the centre.

### **REGULATED FAMILY CHILD CARE**

In Saskatchewan, the term family child care home is used to refer to family child care. Family child care homes are regulated under the [Child Care Act](#) and [Child Care Regulations](#).

Family child care must be provided in a residential premise.

#### **Model of organization**

All family child care homes including group family child care homes and teen support family child care homes are individually licensed.

#### **Maximum capacity**

##### *Family child care home*

Up to eight children (including the provider’s own children under 10 years) between six weeks and 12 years old are permitted. Of the eight children, only five may be infants, toddlers or preschool-age children (younger than six years). Of these five, only two may be infants or toddlers (younger than 30 months).

##### *Group family child care home*

Up to 12 children (including the provider’s own children under 10 years) are permitted. Of the 12 children, only 10 may be infants, toddlers or preschool-age children. Of these 10, only five may be infants or toddlers and of these five, only three may be infants.

An assistant must be present when the number and ages of children permitted in a family child care home are exceeded.

##### *Teen student support family child care home*

Up to six children (including the provider’s own children under 10 years). Of these six children, no more than four may be infants, toddlers or preschool-age children. Of these four, only two may be infants or toddlers.

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

A licence to operate a family child care home is usually issued for a period of one year and is not transferable. A facility that does not comply with the requirements of the *Act* or the Regulations may be issued a provisional licence for a maximum of six months.

Early Learning and Child Care consultants from the Ministry conduct annual visits to renew the licence in addition to a minimum of two unscheduled/drop in visits throughout the year.

For more information, see [Child Care Licensee Manual](#).

### **Requirements for family child care providers**

Within the first year of becoming regulated, family child care providers must complete a 40 hour introductory course in early childhood education.

Within the first three years of becoming regulated, the licensee of a group family child care home must meet ECE I requirements.

A family child care provider and assistant must each complete a minimum of six hours/year of continuing education related to working with children. This includes self-directed learning.

A family child care home or group family child care home provider must be a resident of Saskatchewan and at least 18 years of age.

A family child care licensee must have completed a first aid course including CPR training and a criminal records search (including a vulnerable sector check).

An assistant must be at least 18 years of age, complete a criminal records search (including a vulnerable sector check). The assistant must also complete a first aid and CPR course within six months of being employed.

Other residents of the family child care home 18 years or older are required to have a criminal records search (including a vulnerable sector check).

## **FUNDING FOR REGULATED CHILD CARE**

### **CHILD CARE SERVICES' ELIGIBILITY FOR FUNDING**

Only non-profit and municipal child care services receive public funding, including operating (base) funding, capital funding and fee subsidies.

Family child care providers are eligible to receive fee subsidies, start-up grants and some operational grants.

### **TYPES OF FUNDING**

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#### **FEE SUBSIDIES**

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The Child Care Subsidy Program (CCS) is administered by the Ministry of Social Services.

Fee subsidies are paid on a monthly basis to service providers on behalf of a subsidized parent to replace all or some of the fee.

The family's eligibility is determined based on social and financial criteria.

All eligible families are able to access a fee subsidy.

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#### **Eligibility criteria**

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To be eligible for a child care subsidy, individuals must:

- have lawful custody of a child or children under the age of 13 years who receive care in a regulated facility;
- be Canadian citizens or permanent residents of Canada;
- be residents of Saskatchewan; and
- have a valid reason for needing care including:
  - employment or self-employment;
  - attendance at an educational institution;
  - looking for work;
  - involvement in a pre-employment program approved by the Ministry; or
  - special medical or social needs.

Self-employed parents may be eligible for fee subsidies. In this case, subsidies are based on the net income reported in the previous year or an estimate of net income for the current year for newly self-employed individuals.

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## Financial eligibility

Subsidy eligibility is based on gross family income, family size, the age of a child, the location of a child care facility, and the actual fee charged.

### Subsidy eligibility 2021

	<i>Maximum Income for full subsidy</i>	<i>Income at which partial subsidy ends</i>
One parent, one child	\$19,800	\$36,720
Two parents, two children	\$21,000	\$72,720

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

Not-for-profit child care centres (including publicly operated centres) and regulated family child care homes are eligible to deliver subsidized child care, and subsidies are available for both full-time and part-time care.

### Surcharges above the fee subsidy

Subsidy rates do not cover full fees. Parents are responsible for paying the difference between the fee and the amount of subsidy they receive, or 10% of the fee, whichever is greater.

Families receiving assistance through the Saskatchewan Income Support program may be eligible for subsidies sufficient to cover the entire fee.

### Maximum subsidy rates (2021)

The [subsidy rate](#) is the amount paid by the provincial/territorial government to the service on behalf of an eligible parent to cover all or part of the parent fee.

#### Maximum subsidy rates in regulated centres and family child care homes (2021)

Age range	<i>Tier 1</i>		<i>Tier 2</i>		<i>Tier 3</i>	
	<i>Centre</i>	<i>Family child care</i>	<i>Centre</i>	<i>Family child care</i>	<i>Centre</i>	<i>Family child care</i>
Infant	\$570	\$485	\$485	\$415	\$410	\$410
Toddler	\$440	\$440	\$390	\$390	\$375	\$375
Preschool-age	\$405	\$405	\$350	\$350	\$340	\$340
Kindergarten-age	\$365	\$356	\$325	\$325	\$315	\$315
School-age (July – August)	\$385	\$385	\$340	\$340	\$330	\$330
School-age (September – June)	\$275	\$275	\$245	\$245	\$230	\$230

\* or 90% of the actual fee charged, whichever is less

*Tier 1: Regina, Saskatoon and communities in the Northern Administrative District*

*Tier 2: Moose Jaw, Prince Albert, Yorkton, Battlefords, Lloydminster, Meadow Lake, Nipawin, Balgonie, Pilot Butte, Martensville, Warman, White Cap Dakota First Nation*

*Tier 3: other cities, towns and rural areas*

For details of part-time subsidy rates see: [Saskatchewan fee subsidy rates](#).

Effective February 2022, the Child Care Subsidy program was revised to provide an adjusted subsidy rate for existing and newly subsidized parents with children ages 0 – 5, following implementation of the Parent Fee Reduction Grant. See [Saskatchewan fee subsidy rates](#).

### Additional programs that subsidize individual families

Under certain circumstances, if a family is accessing the Saskatchewan Income Support Program, the provincial government may pay for unregulated child care on an individual case-by-case basis.





## OPERATIONAL FUNDING

### Early Childhood Services Grant – Centres

The Early Childhood Services Grant is provided to regulated, non-profit centres operating outside the Northern Saskatchewan Administration District, to support ongoing operating and staffing costs.

#### Maximum grant for Teen Support Centres (June 2021)

Age group	Amount/month/space
Infant	\$690
Toddler	\$414
Preschool-age	\$207
School-age	\$138

#### Maximum grant for extended hours centres operating less than 120 hours per week

Age group	Amount/month/space
Infant	\$862.50
Toddler	\$517.50
Preschool-age	\$258.75
School-age	\$172.50

Note: Maximum grants for centres providing extended hours care for 120 hours per week or more can be found online in the [Saskatchewan Child Care Licensee Manual Section 83.1](#).

### Early Childhood Services Grant – Northern centres

This monthly operating grant is provided to regulated, non-profit centres to support ongoing operating and staffing costs to provide child care services in the Northern Saskatchewan Administration District.

#### Maximum grant for non-profit full-time centres or student support centres located within the Northern Saskatchewan Administration District

Age group	Amount/month/space
Infant	\$720
Toddler	\$432
Preschool-age	\$216
School-age	\$144

Note: Maximum grants for Northern Saskatchewan centres providing extended hours care for less than 120 hours per week or more can be found online in the [Saskatchewan Child Care Licensee Manual Section 83.1](#).

## Parent Fee Reduction Grant

On November 19, 2021 new funding was announced as part of the Canada-Saskatchewan Canada-Wide Early Learning and Child Care Agreement. [The Parent Fee Reduction grant](#) is operating funding provided directly to regulated facilities and from the Early Childhood Services Grant to reduce fees for all families with children under 6 years in regulated child care.

The initial commitment was to reduce parent fees by an average of 50% for children under the age of six in regulated care. The grant was retroactive to July 1, 2021 with families receiving retroactive reimbursement of eligible fees paid.

In February 1, 2022, families began paying reduced fees to their child care provider.

A further reduction of parent fees began September 1, 2022, representing a 70% on average reduction.

It was announced in March 2023 that parent fees will be reduced again, to a maximum of \$10 a day as of April 1, 2023.

#### Maximum monthly grant amounts based on full-time care (2021 and 2022)

Centres	Effective July 1, 2021	Effective Sept 1, 2022
Infant (0 – 18 months)	\$395	\$553
Toddler (19 – 30 months)	\$333	\$466
Preschool (31 – 72 months)	\$306	\$428
<b>Family child care</b>		
Infant (0 – 18 months)	\$393	\$550
Toddler (19 – 30 months)	\$367	\$515
Preschool (31 – 72 months)	\$333	\$467

To calculate the maximum monthly grant amount, the ministry used full-time parent fee data collected from regulated centres and homes at annual reviews. The provincial average for each space type was then used to determine the fee reduction grant amounts.



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### **Wage Enhancement for early childhood educators in child care centres**

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Since 2021, there have been several wage enhancement increases totalling as much as \$5 per hour for certified ECEs with funding from both the Canada-Saskatchewan Multilateral Framework agreement and the Canada-Saskatchewan Canada-Wide Early Learning and Child Care Agreement.

In August 2021, ECEs certified as an ECE I, II or III received an hourly wage enhancement of up to \$1, \$2 or \$3 per hour, respectively. This increase was capped at \$1, \$2 and \$3 above the average provincial wage for each certification level and position type (those with higher earnings did not receive the wage enhancement). This wage enhancement grant covered the period of July 1, 2021 to March 31, 2022.

Effective September 1, 2022, another Wage Enhancement Grant provided an additional increase of up to \$2 per hour for certified ECEs, depending on their level of certification. This additional wage increase is intended to support the recruitment and retention of certified ECEs as Saskatchewan works towards developing a provincial wage grid by the end of 2022 – 23.

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### **Inclusion grants**

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The Child Care Inclusion Program provides support to child care facilities to include children with diverse needs in child care programs.

Regulated non-profit child care centres are approved to apply for Individual Inclusion and Enhanced Accessibility Grant funding for children in up to 15% of their regulated spaces; an approval may be requested to a maximum of 25% of regulated spaces.

Regulated child care homes may apply for funding for one Individual Inclusion or Enhanced Accessibility Grant for an enrolled child with diverse needs. Approval for an increased number of Inclusion grants may be requested to a maximum of two Inclusion grants in family child care homes and teen student support family child care homes and a maximum of three in a group family child care home.

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### **Individual Inclusion Grants**

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As of June 2021, Individual Inclusion Grants are provided to an operator (centre, home, group family home) based on an individual child with additional needs.

The maximum grant to assist with additional costs of supervising the child is \$300/month for a maximum of one year, when the service must reapply.

The maximum grant to assist with the purchase of adapted equipment required to meet the needs of an individual child is \$600/year (\$1,200/year if, in the Director's opinion, there are exceptional circumstances).

The maximum grant to assist with the cost of training employees (other than supervision and assistive devices) is \$100/year.

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### **Enhanced Accessibility Grants**

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As of June 2021, Enhanced Accessibility Grants are provided to a child care service for an individual child with exceptionally high needs.

The maximum grant to assist with the additional costs of supervising the child, for up to one year is \$2,000 per month. The maximum grant for purchase of adapted equipment to support the child is \$600/year (\$1,200/year if, in the Director's opinion, there are exceptional circumstances).

The maximum grant to assist with the training of employees (other than supervision and assistive devices) is \$200/year.

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### **Northern transportation grants**

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This funding is available to non-profit centres located within the Northern Saskatchewan Administration District for transportation of children where public transportation is not available. The maximum grant is \$20/month for a child who is provided with transportation to the centre.

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### **Equipment and program grants for family child care homes**

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These grants are available to family child care homes, group family child care homes and or teen student support family child care homes to purchase toys, equipment, furnishings, craft supplies and activities. The maximum grant that may be available is [\\$300/year/space](#).

A maximum of 15% of the funding can be spent on children's activities (bus fare, admission fees for museums, parks, leisure centres, festivals and science facilities).

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### Teen Student Support Centre and Family Child Care

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This funding is for ongoing costs associated with centres and family child care specifically for teen parents. Maximum grant for centres is \$810/month/infant space and \$680/month/toddler space. The amount per teen student support centre may not exceed \$76,860/year.

The maximum grant for a family child care home is \$350/month/teen student support space.

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### Child Care Home Nutrition Grant

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The nutrition grant for family child care homes is to assist with provision of well-balanced, nutritious meals and snacks.

As of June 2021, the maximum grant/month/regulated space in a home located outside the Northern Saskatchewan Administration District was increased from \$60 to \$80/space and within the Northern Saskatchewan Administration District from \$80 to \$100/space.

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### ONE-TIME FUNDING

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#### Space development funding: Start-up grants

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##### Start-up grants – Centres

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Start-up funds are available for the cost of opening a new centre, increasing the number of spaces in an existing centre, and with the design of an enriched learning environment. The maximum amount is \$861/space.

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##### Start-up grants – Family child care homes and group family child care homes

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Start-up grants are available for the cost of opening a child care home and design of an enriched learning environment. The grant recognizes the increased cost associated with opening a family child care home or group family care home in Northern Saskatchewan.

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#### Type of home and location

	Before June 2021	After June 2021
<b>Family child care homes</b>		
Outside Northern		
Saskatchewan	\$2,825	\$3,325
In Northern Saskatchewan	\$3,275	\$3,775
<b>Group family child care homes</b>		
Outside Northern		
Saskatchewan	\$3,025	\$3,525
In Northern Saskatchewan	\$3,525	\$4,025

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In addition, providers that change licences from a family child care home to a group family child care home are eligible to receive \$400 per licence.

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#### Space Development Capital Grants – Centres

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The child care regulations provide for a one-time capital grant to assist with costs of developing, renovating or constructing new child care spaces in a centre. The maximum grant is \$3,360/new space. Funding through the Canada-Saskatchewan Canada-Wide Early Learning and Child Care Agreement has enabled the space development capital grant to be increased to a maximum of \$10,000 per space.

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#### Fire, Health and Safety Grant

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A fire, health and safety grant is to assist new operators (or provisional licence holders) of family child care homes, group family child care homes and teen support family homes with the costs of meeting fire, health and safety requirements, as part of the initial licensing process. The maximum grant is \$2,400 per new licence.

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#### Professional Development Grants for Regulated Child Care

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Professional Development Grants are available for professional development events that are delivered, sponsored/funded or supported by the Early Years Branch, Ministry of Education. Professional development can be in person or online.

Non-profit and for-profit facilities are eligible for PD grant funding and every regulated facility is eligible to receive a maximum PD grant based on the number of spaces and type of care. The maximum amount that centre directors and supervisors (or home providers) can claim under the Professional Development Grant is \$300 per staff to a maximum based on the number of spaces in a centre or home.

- centres with 30 or fewer spaces: maximum of \$1,500/centre;
- centres with 31 – 60 spaces: maximum of \$2,500/centre;
- centres with 61 – 90 spaces: maximum of \$3,500/centre;
- homes: maximum of \$300 per family child care provider; or
- group family child care: maximum \$300/provider; \$300/assistant.

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### **Tuition Reimbursement Grant**

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Tuition reimbursement grants are available to service providers for reimbursement of tuition fees paid and required books purchased for ECE courses successfully completed by a care provider or a person employed in a facility of \$500 per individual course taken by the individual.

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### **Tuition Reimbursement Grant Top-Up**

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Child care facilities with educators who are pursuing an ECE I, II, or III but who are not participating in a cohort-based or an accelerated ECE I, II, or III program offered by a Saskatchewan post-secondary institution, may be eligible for a Tuition Reimbursement Grant Top-Up to cover the complete cost of the course (tuition and required books). This initiative is funded under the Canada-Saskatchewan Canada-Wide Early Learning and Child Care Agreement.

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### **Training Initiative Grant**

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Child care facilities with educators participating in a formal education training program may be eligible to receive the Training Initiative Grant of up to \$500 per month for each course an educator is enrolled in, to a maximum of \$1,500 per month per educator.

This grant is intended to support costs for a substitute or alternate child care provider while an educator pursues studies leading to an Early Childhood Educator (ECE) I, II or III. This enables educators to receive their regular wages while they are provided time off to pursue formal education, and the facility is supported with wage replacement costs (e.g., hourly wage and employer deductions) for substitutes or alternate child care providers. This initiative is funded under the Canada-Saskatchewan Canada-Wide Early Learning and Child Care Agreement.

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### **Early Learning and Child Care Workforce Enhancement Grant**

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Introduced in 2021 – 2022, the ELCC Workforce Enhancement Grant is a one-time grant for regulated and operational child care centres to support recruitment and retention of qualified early childhood educators (ECEs). The grant is calculated as \$145 per licensed child care space. The ELCC Workforce Enhancement Grant is intended to be flexible to enable boards to use funding to meet their centre's need. This initiative was made available again in 2022 – 2023 and is funded under the Canada-Saskatchewan Canada-Wide Early Learning and Child Care Agreement.

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### **Change Management Grant**

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The Change Management Grant is a one-time grant for regulated and operational child care centres and homes to respond to changes emerging from the Canada-Saskatchewan Canada-Wide Early Learning and Child Care Agreement. The grant is calculated at \$200 per regulated child care space.

The Change Management Grant is intended to be flexible to enable boards and child care home providers to use funding to meet their facility's needs. Child care facilities are investing additional resources and time as the province progresses towards the goal of \$10 per day child care. New administrative skills and tools may need to be acquired as facilities shift to a system built on principles of accessibility, quality, inclusion and affordability.

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## **OTHER FUNDING**

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### **Preschool Support**

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This grant supports two long-standing Preschool Support Programs in Regina and La Loche aimed at providing part-day integrated programming for at-risk preschool children. These are preventative programs to improve health, social skills and potential for success in school, particularly among at-risk children.

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### Early Childhood Initiatives

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Through this initiative, the Early Years Branch provides support to the Odyssey Child Care Centre located on the Alberta side of Lloydminster in support of Saskatchewan children attending the facility.

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### Early Learning Program Guide (ELPG)

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The Ministry of Education provides a range of resources and supports to assist the child care and pre-kindergarten sector implement *Play and Exploration* and enhance early learning programming. These include companion resources, professional development workshops, demonstration sites, and mentorship services.

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### Early Learning for Deaf and Hard of Hearing Pilot

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Introduced September 1, 2018, the Children Communicating, Connecting and in the Community (4Cs) program provides high quality early learning experiences and interventions for preschool-aged children who are Deaf/deaf or hard of hearing to grow and develop in an inclusive environment. The program supports the attainment and development of language and communication skills for children who are deaf and hard of hearing. The two programs operating in the province are in Regina and Saskatoon.

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### The Early Learning Intensive Support (ELIS) Pilot

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Introduced March 1, 2018, the Early Learning Intensive Support (ELIS) program creates additional spaces targeted to children experiencing significant disability in existing pre-kindergarten programs. The program provides the opportunity for children requiring intensive supports to attend pre-kindergarten in 26 school divisions throughout the province. The supports provided include an Educational Assistant as well as funding for specialized services to meet the needs of the children and enhance the knowledge and skills of the classroom educators.

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### Play and Exploration

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Play and Exploration is a one-time grant for new child care centres and regulated family child care homes to purchase equipment and resources to enhance their early learning environments in alignment with the guidelines of *Play and Exploration: Early Learning Program Guide*. The grant varies by facility and number of spaces:

- centres: \$2,500 for the first 30 spaces and \$75 per additional space; and
  - homes: \$600/family child care home and \$900/group family child care home.
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### Active Play

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Active Play is a one-time grant for new child care centres and regulated family child care homes to purchase equipment and resources that support active play both indoors and outdoors. The grant varies by facility and number of spaces:

- centres: \$1,900 for the first 30 spaces and \$60 per additional space; and
  - homes: \$500/family child care home and \$750/group family child care home.
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## PROVINCIAL FUNDING FOR REGULATED CHILD CARE (2020 – 2021)

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<b>FEE SUBSIDIES</b>	<b>\$5,841,135</b>
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### OPERATIONAL (PREVIOUSLY RECURRING) FUNDING

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<i>Program</i>	<i>Amount</i>
Northern transportation grants	\$15,000
Equipment and program grants for family child care homes	\$322,000
Early Childhood Services Grant	\$49,889,000
Teen student child care centre support	\$3,100,000
Nutrition grants for family child care homes	\$1,719,000
Inclusion grants	\$235,000
Minority inclusion grants	\$293,000
Enhanced accessibility grants	\$5,637,000
<b>Total operational funding</b>	<b>\$61,210,000</b>

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## ONE-TIME FUNDING

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

<i>Program</i>	<i>Amount</i>
Space development funding: Start up grants	\$51,000
Space development: Capital grants	\$508,000

### One-time funding – other

<i>Program</i>	<i>Amount</i>
Fire, health and safety grant	\$50,000
Tuition reimbursement grant	\$650,000
Early childhood training	\$1,477,000
Adaptive equipment	\$10,000

**Total one-time funding** **\$2,746,000**

**TOTAL FUNDING FOR REGULATED CHILD CARE**  
(fee subsidies, operational funding,  
one-time funding) **\$69,797,135**

## OTHER ELCC FUNDING

<i>Program</i>	<i>Amount</i>
Other provincial spending (Preschool support, Early Childhood Initiatives, ELPG Grant, Miscellaneous FPT)	\$1,568,000
Early Learning Intensive Support Pilot	\$4,250,000
Deaf and Hard of Hearing Pilot	\$217,000

## FEDERAL TRANSFERS TO PROVINCE

<i>Federal transfer</i>	<i>Amount</i>
Multilateral Early Learning and Child Care Framework – Early Learning and Child Care Bilateral Agreements	\$13,841,000
Safe Restart Agreement (child care specific funding)	\$20,646,000

## COVID-19 RELATED SUPPORTS

Supplementary Grant – School Based  
(supplementary grant funding was made available  
to 47 school-based centres providing services  
to essential workers associated with the  
response to the pandemic) **\$2,282,000**

## OF INTEREST

### MUNICIPAL ROLE

While there is no mandated role for municipalities in Saskatchewan child care, a number of municipalities, all small and rural, have voluntarily assumed the responsibility of supporting, and in some instances, operating these centres. In 2022, three municipalities operated child care centres.

### FAMILY RESOURCE PROGRAMS

[Early Years Family Resource Centres](#) provide a single location where families with children under the age of six can access information, programs and services to support their children's development and family wellness. Services include:

- play-based activity, family groups, art, music, movement or other preschool programming;
- parent education through formal and informal learning opportunities, drop-in programs and seminars;
- family wellness and support initiatives; and
- information and referral services.

There are 12 operational Early Years Family Resource Centres located in the Battlefords, Estevan, Humboldt, La Ronge, Meadow Lake, Moose Jaw, Nipawin, Prince Albert, Regina, Saskatoon, and Yorkton; three new FRC are in development in the communities of Lloydminster, Swift Current, and Weyburn.

## PROVINCIAL ECEC ORGANIZATIONS AND ADVISORY GROUPS

[Saskatchewan Early Childhood Association](#)

[Child Care Now Saskatchewan](#)





# Alberta

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# Alberta



## ■ OVERVIEW

In Alberta, early learning and child care includes kindergarten (part of Early Childhood Services), regulated day care centres, part-day nursery schools, out-of-school care and family day homes.

Kindergarten is the responsibility of the Ministry of Education under the *Education Act*. Children who are five years old by December 31 may attend. Kindergarten is not compulsory, though it is available in most school divisions and 95% of children attend. Most kindergarten is part-day or full-school day on alternate days. Pre-kindergarten (under Early Childhood Services) is targeted to younger children who require additional specialized supports. Indigenous Services Canada provides funding for the 38 band-operated schools on reserve.

Child care is the responsibility of the Ministry of Children and Family Services under the *Early Learning and Child Care Act*. Child care is delivered by non-profit, for-profit, and a small number of public operators. For-profit operators constitute 59% of centres but operate nearly twice as many spaces as non-profit and public operators combined. Alberta family day home providers are contracted by agencies, which became licensed in 2019. About half of family day home agencies are for-profit.

Alberta began licensing First Nations child care on reserve in 2017 and has five full-day and one part-day licensed centre on reserve in 2022. There are also four full-day licensed Indigenous-focused or led centres and two part-day nursery schools not on reserve.

Fees are not set by the province but determined by operators. Under the new agreement between Alberta and the federal government in 2022, fee increases are limited by provincial rules. Parent fee subsidies for lower income eligible parents may be used in any licensed program. Parents may be required to pay a surcharge if the operator charges a fee above the province's maximum subsidy rates, which changed in 2022.

Alberta signed the Canada-Alberta Early Learning and Child Care Agreement (Multilateral Framework Agreement) on December 15, 2017. This agreement allocated nearly \$137 million over three years; it was extended on June 4, 2020 with an additional \$45.4 million allocated to the 2020 – 2021 fiscal year, and renewed on July 23, 2021 with a further \$235 over four years.

The Canada-Alberta Canada-Wide Early Learning and Child Care Agreement was signed by Alberta on November 14, 2021. Through this agreement, the federal government will provide nearly \$3.8 billion over five years to:

- reduce fees to an average of \$10/day by 2025 – 2026;
- create at least 42,500 spaces in non-profit programs by 2025 – 2026;
- provide to Canada for approval the details of a for-profit expansion plan and cost control framework by 2023 – 2024;
- expand the implementation<sup>1</sup> of the FLIGHT curriculum framework;
- develop an engagement plan for Indigenous families, in partnership with Indigenous organizations;
- expand the existing Inclusive Child Care model; and
- support up to 4,000 early childhood educators in gaining or improving credentials.

In January, 2023, the federal government agreed to a new Cost Control Framework and For-Profit Expansion Plan, as per the Canada-Alberta Canada-Wide Early Learning and Child Care Agreement. It will allow Alberta to expand and finance an additional 22,500 for-profit spaces by 2025 – 2026.

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

## ■ PROVINCIAL CONTEXT

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

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

Age	Number of children (2021)
0	43,000
1	51,100
2	47,500
3	50,600
4	55,100
5	60,500
6	53,400
7	51,300
8	60,000
9	52,100
10	53,600
11	57,000
12	61,800
Total	696,900

<sup>1</sup> The [for-profit expansion plan and cost-control framework](#) were presented and approved by the federal government in January 2023.

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

<i>Age</i>	<i>Number of children (2021)</i>
0 – 2	141,600
3 – 5	166,200
6 – 12	389,200
Total	696,900

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

<i>Age</i>	<i>Number of children (2021)</i>
0	25,900
1	31,400
2	27,200
3	28,200
4	33,100
5	32,500
6	32,000
7	30,600
8	34,500
9	33,900
10	34,700
11	36,900
12	40,500
Total	421,300

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

<i>Age</i>	<i>Number of children (2021)</i>
0 – 2	84,500
3 – 5	93,800
6 – 12	243,100
Total	421,300

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

<i>Age</i>	<i>First Nations</i>	<i>Métis</i>	<i>Inuk (Inuit)</i>	<i>Multiple</i>	<i>Other</i>
0 – 4	13,015	8,965	200	515	280
5 – 9	14,765	10,750	360	475	290
10 – 14	16,070	11,530	355	550	330
Total	43,850	31,245	915	1,540	900

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

<i>Age of youngest child</i>	<i>Number of mothers</i>	<i>Participation rate (%)</i>
0 – 3	100,000	69.3
4 – 5	43,000	68.3
0 – 5	143,000	69.0
6 – 12	139,500	83.8

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

<i>Age</i>	<i>Living with two parents</i>	<i>Living with one parent</i>	<i>Lone mother</i>	<i>Lone father</i>
0 – 4	214,625	29,860	24,255	5,605
5 – 9	224,815	47,405	37,080	10,325
10 – 14	214,955	58,230	45,085	13,145

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

<i>Age</i>	<i>English</i>	<i>French</i>	<i>Non-official</i>	<i>Multiple</i>
0 – 4	204,570	1,410	33,780	10,305
5 – 9	238,550	1,575	26,585	11,915
10 – 14	241,570	1,575	24,595	12,600
Total	684,685	4,565	84,965	34,805

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

<i>Two-parent families</i>	<i>Male lone-parent</i>	<i>Female lone-parent</i>
\$105,000	\$58,400	\$47,600

**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**

16 weeks.

A pregnant employee who has been employed by the same employer for at least 90 days is eligible.

**Parental leave**

62 weeks for birth or adoption.

An employee who has been employed by the same employer for at least 90 days is eligible.

Parents can receive their weeks of benefits at the same time or one after another, unless they both work for the same employer and that employer exercises the right to approve only one at a time.

**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; or

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

As of March 17, 2019, the Parental Sharing Benefit also became available to non-birth/second parent. Under this additional benefit, five weeks of Standard Benefits is available if parents share Standard Parental Benefits (40 weeks total) or an additional eight weeks of Extended Benefits is available when parents share Extended Parental Benefits (69 weeks total).

Parents' access to taking paid parental leave requires that provinces/territories' leave provisions must match federal benefits.

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

## ■ KINDERGARTEN (EARLY CHILDHOOD SERVICES)

Alberta Education is responsible for providing Early Childhood Services (ECS) under the *Education Act* and the Early Childhood Services Regulation. ECS is for children before Grade 1. Kindergarten is part of ECS. Kindergarten refers specifically to the educational program for children in the year before Grade 1 for children who are five years old before December 31 of the school year.

Pre-kindergarten is also part of ECS for children requiring additional specialized supports and services such as those with a mild, moderate or severe disability, moderate or severe language delay, learning English as a second language, francization in Francophone schools, or those who are gifted and talented. Children are eligible for pre-kindergarten at three years eight months; those with a severe disability or language delay are eligible at two years eight months.

In Alberta there are 42 public, 17 separate (Roman Catholic) and four francophone school boards. Public charter schools, private schools and private (non-profit) ECS operators all may offer ECS programming. ECS programming offered by any school authority or approved operator is fully funded.

While it is not mandated, most school divisions provide kindergarten for five-year-olds, and 95% of eligible children attend. Most kindergarten is part-day or full-school day on alternate days. Some school boards fund the additional cost of full-school day, every-day kindergarten in some schools.

Private ECS operators and accredited funded private schools must be non-profit entities. They may only charge fees for ECS programming for hours of instruction above 475 hours and may charge non-instructional fees to offset costs, such as supplies, snacks and field trips.

Indigenous Services Canada provides funding for the 38 band-operated schools on reserve.

## PROVINCIAL RESPONSIBILITY FOR KINDERGARTEN

Ministry of Education

44 Capital Boulevard

10044-108 Street

Edmonton, AB, T5J 5E6

Telephone: (780)-427-7235

Early Childhood Services (ECS) website: <https://www.alberta.ca/education-guide-early-childhood-services.aspx>

## LEGISLATION AND REGULATIONS

Alberta. Legislative Assembly. *Education Act*. – SA2012, C E-0.3.

Alberta. Legislative. Assembly. *Education Act – Early Childhood Services Regulation*. RA 87/2019. Amended 44/2020.

*Ministerial Order on Student Learning*. 028/2020

## KINDERGARTEN (PART OF EARLY CHILDHOOD SERVICES)

### AGE ELIGIBILITY

Kindergarten is the year prior to entry into Grade 1. Children must be at least five years old as of December 31 of the year they start kindergarten.

### ENROLMENT

Kindergarten is not compulsory.

### ENTITLEMENT

All children who meet the eligibility criteria may attend kindergarten but school authorities are not required to offer it.

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

All school authorities that provide kindergarten must provide a minimum of 475 hours of instruction during a school year.

### CLASS SIZE

Alberta does not set class sizes for kindergarten.

### CURRICULUM

*Kindergarten – Grade 12 Curriculum* (updated for September 2022)

By September 2024, a new curriculum for all K to Grade 6 students is expected to be implemented, based on advice from the Curriculum Implementation Advisory Group.



## GENERAL TEACHER QUALIFICATIONS AND CERTIFICATION

In Alberta, Early Childhood Services teachers, including kindergarten teachers, must hold a valid Alberta teaching certificate based on a four-year university degree that includes a basic teacher preparation program (B.Ed.), or a bachelor's degree supplemented with a teacher preparation program (two-year post degree for teacher course work and practicum).

There are no specific ECE requirements for teaching kindergarten.

## PRE-KINDERGARTEN (PART OF EARLY CHILDHOOD SERVICES – ECS)

Pre-kindergarten is a targeted program intended for children who require additional support before kindergarten. Eligibility includes learning English as a second language or requiring francization, being gifted and talented, and being diagnosed with a mild, moderate or severe disability or delay.

### AGE ELIGIBILITY

Children with severe disability or a moderate or severe language delay may start pre-kindergarten at age two years eight months. All other eligible children may begin at age three years eight months.

### ENTITLEMENT

School authorities are not required to offer pre-kindergarten.

### INSTRUCTIONAL HOURS

Part-day pre-kindergarten (ECS) must offer a minimum number of hours of teacher-directed instruction:

- children two years eight months to three years seven months – minimum of 300 hours;
- children three years eight months to four years seven months – minimum of 400 hours; and
- children four years eight months and older – minimum of 475 hours.

## GENERAL TEACHER QUALIFICATIONS AND CERTIFICATION

A valid Alberta teaching certificate based on a four-year university degree that includes a basic teacher preparation program (B.Ed.), or a bachelor's degree supplemented with a teacher preparation program (two-year post degree for teacher course work and practicum).

## TOTAL ENROLMENT (SCHOOL YEAR 2020 – 2021)

Kindergarten (ECS)	46,180
Pre-kindergarten (ECS for children younger than kindergarten-age)	9,857

## CHILD CARE

### PROVINCIAL RESPONSIBILITY FOR CHILD CARE

Ministry of Children and Family Services

Child Care Branch

3rd Floor Forestry Building

9920-108 St. NW

Edmonton, Alberta T5K 2M4

Telephone: (780) 422-1119

Parent information line: 1-866-714-5437

Website: <https://www.alberta.ca/child-care.aspx>

### LEGISLATION AND REGULATIONS

Alberta. Legislative Assembly. *Early Learning and Child Care Act*. – SA2007 C E 0.1.

Alberta. Legislative Assembly. Early Learning and Child Care Act – *Early Learning and Child Care Regulations*. RA 143/2008.

### CHILD CARE SERVICES

#### UNREGULATED CHILD CARE

Unlicensed child care providers can care for up to six children not including their own at any given time. Unlicensed providers are not monitored by the Alberta government or licensed agencies.

*Note: Additional exemptions can be found in section 1 (“Definitions”) of the *Early Learning and Child Care Act*.*

#### REGULATED CHILD CARE

##### Day care

A centre-based child care program provided to infants, preschool-age children and kindergarten-age children for four or more consecutive hours in each day that the program is provided.

##### Preschool program (nursery school)

A centre-based child care program provided to preschool-age and kindergarten-age children for less than four hours per child in each day that the program is provided.

### Out-of-school care

A centre-based child care program provided to kindergarten-aged (four years or older) and school-aged children (under age 13) before- and after-school; during the lunch hour; and/or when schools are closed.

### Family day homes

Alberta terms regulated family child care “day homes”. The Alberta family day home (FDH) program uses an agency model; licensed agencies are responsible for providing oversight and monitoring of family day home providers. Family day home providers are not licensed, but operate under an agreement with a licensed agency to provide child care from their home.

The maximum number of children in a family day home is six not including the provider’s own children.

Before February 1, 2021, family child care agencies held contracts with the province to monitor family day homes but were not licensed. In 2021, family day homes agencies were required to become licensed under the *Early Learning and Child Care Act*.

Licensed agencies and the family day home programs they oversee are required to operate in accordance with the [\*Family Day Home Standards Manual\*](#).

### Group family child care program

Group family child care is provided in the private residence of the license holder to a maximum of 10 children. Group family child care homes were licensed and required to have two providers on record.

As of February 1, 2021, Alberta no longer licenses new group family child care programs. Existing group family child care programs were granted open-ended licences and allowed to operate indefinitely under the former *Child Care Licensing Act* and Child Care Licensing Regulation.

### Innovative program

A centre-based child care program approved by the provincial government statutory director that is designed to meet the unique child care needs of the community in which it is provided.

As of February 1, 2021, Alberta no longer licenses Innovative child care programs. Existing Innovative child care programs were granted open-ended licences and allowed to operate indefinitely under the former *Child Care Licensing Act* and Child Care Licensing Regulation.

## CURRICULUM FRAMEWORK

*Flight: Alberta’s early learning and care framework* is designed to build a common language across delivery settings about the importance of play in early learning, emergent curriculum planning and responsive caregiving.

Implementation of the *Flight* curriculum is not mandatory. It is available free of charge to all centres or any educator who wants to engage with the ideas and concepts.

The framework was introduced in 2014 and originally titled *Play, participation, and possibilities: An early learning and child care curriculum framework for Alberta*. In 2018, the curriculum framework was renamed *Flight: Alberta’s early learning and care framework*.

Licensed child care programs interested in engaging in more in depth training and exploration are invited to participate in curriculum initiatives as funding permits. Funding for curriculum training and on-site pedagogical support is provided to the Alberta Resource Centre for Quality Enhancement (ARCQE) and McEwan University.

## CHILDREN WITH SPECIAL NEEDS

*(Alberta uses the term children with extra support needs)*

Alberta has two programs that provide services to children with extra support needs in child care: The Inclusive Child Care (ICC) program provided through the Children’s Services ministry, and Family Supports for Children with Disabilities (FSCD) program provided through the Community and Social Supports ministry.

Funding covers all eligible children.

All types of licensed/regulated child care programs are eligible to receive funding.

Access to supports for Inclusive Child Care (ICC) does not require a diagnosis, however eligibility for FSCD services and supports does.

The ICC program, replacing regional Supported Child Care services, provides funding to the child care program overall to include children with extra support needs rather than funding specific children. It provides intensive consultation and coaching supports to early childhood educators to build their capacity for and confidence in inclusive practices.

The program increases families' access to inclusive child care, and prevents the exclusion or removal of children from child care programs.

A new provincial Inclusive Child Care (ICC) program is being implemented in 2022, replacing regional Supported Child Care services. The ICC program is delivered by community agencies with expertise in early learning and child care and inclusion of children who have extra support needs.

The FSCD program provides funding specific to the individual child. It defines a disability as “a chronic developmental, physical, sensory, mental or neurological condition or impairment but does not include a condition for which the primary need is for medical care or health services to treat or manage the condition unless it is a chronic condition that significantly limits a child’s ability to function in normal daily living.”

FSCD supports may include funding the cost of an aide to enable a child with a disability to participate in licensed child care and assistance with the extraordinary cost of child care or out-of-school care that exceeds normal parental child care expenses.

A non-profit community program, Getting Ready for Inclusion Today (GRIT), is funded to deliver the Access, Support and Participation (ASaP) program. ASaP partners with licensed child care programs who have staff committed to a long-term learning process (up to two years). For more information, see [the ASaP Project website](#).

## FIRST NATIONS, MÉTIS AND INUIT CHILD CARE

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

Alberta historically did not regulate or fund on reserve child care programs. However, in 2016, Children’s Services staff were requested to work collaboratively with Kapawe’no First Nation to establish a provincially licensed day care program and enable the program to access provincial funding. On July 10, 2017, Kapawe’no First Nation Child Care Society received a provincial child care licence for 31 spaces, becoming the first licensed on reserve program in Alberta.

As of March 31, 2021, there were five full-day licensed centres and one part-day nursery school on reserve. These spaces are included in the overall provincial space statistics.

### Number of licensed spaces on reserve (March 2021)

<i>Full-day spaces</i>	
Infants	40
Toddlers	47
Preschool-age	77
<b>Total full-day spaces</b>	<b>164</b>
<i>Part-day spaces</i>	
Nursery school/preschool	16
Before- and after-school care	16
<b>Total part-day spaces</b>	<b>32</b>

Licensed child care centres on reserve are eligible to receive the same funding as other provincially licensed centres, including wage enhancements, funding for children with special needs and parent fee subsidies.

There are no licensed family day home agencies on reserve.

### Number of unlicensed child care centres on reserve 39

Aboriginal Head Start on Reserve (AHSOR) programs may be licensed by invitation.

### Number of AHSOR programs on reserve 49

## INDIGENOUS CHILD CARE OTHER THAN ON RESERVE

There are four full-day licensed Indigenous-focused or led child care centres and two part-day nursery schools not on reserve.

### Number of licensed spaces not on reserve

<i>Full-day spaces</i>	
Infants	0
Toddlers	38
Preschool-age	140
<b>Total full-day spaces</b>	<b>178</b>
<i>Part-day spaces</i>	
Nursery school/preschool	44
Before- and after-school care	25
<b>Total part-day spaces</b>	<b>69</b>

Some, but not all Aboriginal Head Start in Urban and Northern Communities (AHSUNC) programs are licensed. Some fall under the *Early Learning and Child Care Act* and some are under the umbrella of Alberta Education.

There are 16 licensed AHSUNC programs operating 363 spaces for preschool-age children and four unlicensed AHSUNC programs in Alberta.

## OTHER INDIGENOUS-SPECIFIC RESOURCES/ INITIATIVES

Alberta has two Indigenous post-secondary institutions, University Blue Quills and Maskwacis Cultural College. Both offer early childhood educator diploma programs with a focus on Cree culture and language, and traditional Indigenous knowledge and child care practices.

Children's Services has initiated a project to enhance access to cultural resources for all child care staff and programs. The initiative aims to increase understanding of the important role of culture, language, and heritage, and to improve access to child care for diverse communities, including Indigenous communities as well as racialized and Francophone communities. This will include supporting advisory tables to guide development of a culturally responsive workforce framework for Alberta's child care sector and implementation and scaling up of existing evidence-informed resources, training, and professional development in partnership with diverse communities.

Work is underway to develop formal relationships with Indigenous organizations and tables, including working through protocol tables between treaty area organizations and Alberta to share information and partner on Early Learning and Child Care programming.

Children's Services is also working with specific Indigenous communities and organizations on opportunities to increase Indigenous early childhood educator staff and create access to culturally appropriate child care spaces.

There are two provincially funded Family Resource Networks on reserve providing caregiver capacity building supports.



## SPACE STATISTICS

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

#### Centre spaces

##### Full-day centres

Infants (< 12 months)	2,273
Infants (12 months – < 19 months)	7,333
Toddlers (19 months – < 3 years)	16,562
Preschool-age (3 years – < 4 years)	11,432
Preschool-age (4 years +)	20,823

##### Part-day centres

Preschool-age (19 months – < 3 years)	1,259
Preschool-age (3 years – < 4.5 years)	14,350

##### Other

Innovative child care (no age grouping)	497
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#### Centres – \$25/day pilot projects (March 31, 2021)

Infants (< 12 months)	211
Infants (12 months – < 19 months)	825
Toddlers (19 months – < 3 years)	1,828
Preschool-age (3 years – < 4 years)	1,159
Preschool-age (4 years +)	2,264

Note: The \$25/day pilot project ended March 31, 2021.

<b>TOTAL CENTRE SPACES (0 – 5 years)</b>	<b>80,816</b>
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#### Before- and after-school care (licensed, regulated, approved or authorized)

Total number of spaces in before- and after-school care for children in kindergarten and Grades 1 – 6	50,985
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<b>TOTAL CENTRE SPACES (0 – 12 years)</b>	<b>131,801</b>
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#### Regulated family child care

##### Family day homes Enrolment

Full-day (children not attending school)	7,825
Part-day (children attending school)	757

##### Group family child care

Full-day (children not attending school)	117
Part-day (children attending school)	9

Total approved family child care spaces (enrolment)	8,708
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<b>TOTAL REGULATED SPACES (centres spaces and family child care enrolment)</b>	<b>140,509</b>
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<b>Number of child care centres (2021)</b>	
<i>Total number of centres</i>	2,120
<i>Centre-based programs</i>	
Number of centres providing a full-day program	1,113
Number of centres providing a part-day (preschool) program	597
Number of centres a part-day program for children attending school (approx 4.5 – 12 years)	1,158
Number of centres providing infant care (less than 19 months) – Daycare only	864
Number of centres providing toddler care (19 months – < 3 years)	1,188
Number of centres providing preschool-age care (3 – 4.5 years)	Not available
Number of centres providing non-standard hours care	109
Number of \$25/day centres on March 31, 2021	98
Number of centres in publicly delivered and funded schools	Not available
<i>Note: The number of non-standard hours centres only includes those receiving parent fee subsidies. It does not include centres with unsubsidized spaces or family day homes.</i>	
<i>For a definition of non-standard hours child care in Alberta, see <a href="#">Non-standard work and child care in Canada (pg. 89)</a>.</i>	
<b>Number of regulated family child care homes</b>	
<i>Number of homes</i>	
Number of approved family day homes (active)	1,782
Number of licensed group family child care homes	19
Number of family child care agencies	61
<b>Municipal delivery</b>	
Number of municipalities or municipal entities operating child care centres (i.e. are the licence holder)	4
<i>Note: The municipalities of Drayton Valley, Beaumont, Jasper, and the Municipal District of Opportunity operate child care centres.</i>	
<b>Programs by auspice (2021)</b>	
<i>Centres</i>	<i>Number of centres/agencies</i>
For-profit	1,244
Non-profit	866
Publicly operated	(estimate) 10
<i>Note: Public operated centres include four municipalities/municipal entities that operate centres and six licensed on reserve centres. It is an estimate, as the municipal entities may be operating more than one centre.</i>	
<i>Family child care agencies</i>	
For-profit	28
Non-profit	33

## Centre spaces by auspice

	<i>Full-day spaces</i>	<i>Part-day spaces<sup>1</sup></i>	<i>BASC spaces<sup>2</sup></i>	<i>Total spaces</i>
For-profit	49,132	7,051	31,021	87,204
Non-profit	15,414	8,542	19,948	43,904
Publicly operated <sup>3</sup>	164	16	16	196

1 Nursery school/preschool part-day spaces

2 Before- and after-school (Grade 1 – 6)

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

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

## FEE SUBSIDIES (2021)

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

Full subsidy	15,620
Partial subsidy	7,347

**TOTAL CHILDREN RECEIVING FEE SUBSIDIES 22,967**

## SPECIAL NEEDS/DISABILITY SUPPORT FUNDING

**Children in licensed, regulated, or approved child care being supported by special needs/disability support funding (March 31, 2021)** *Not available*

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

## ENROLMENT STATISTICS

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

#### *Full-day centres*

Infants (< 12 months)	436
Infants (12 months – < 19 months)	2,795
Toddlers (19 months – < 3 years)	9,375
Preschool-age (3 years – < 4 years)	10,421
Preschool-age (4 years +)	11,281

#### *Centres – \$25/day pilot projects (ended March 31, 2021)*

Infants (< 12 months)	51
Infants (12 months – < 19 months)	360
Toddlers (19 months – < 3 years)	1,323
Preschool-age (3 years – < 3 years)	1,458
Preschool-age (4 years +)	1,575

#### *Part-day centres*

Part-day preschools	12,687
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**TOTAL ENROLMENT (0 – 5 years) 51,762**



Before- and after-school care	23,796
<b>TOTAL CENTRE ENROLMENT (0 – 12 years)</b>	<b>75,558</b>
<b>Overall enrolment in centres and day homes (March 2021)</b>	
<i>Number of children enrolled</i>	
Day care centres (full-day)	39,075
Out-of-school programs	23,796
Preschool programs (part-day)	12,687
Family day home	8,582
Group family child care programs	126
Innovative child care programs	Not available
<b>TOTAL ENROLMENT</b>	<b>84,266</b>

## PARENT FEES

Child care fees in Alberta are not provincially set. Fees are set by individual operators and providers. Since the Canada-Wide Early Learning and Child Care agreement took effect in 2022, fee increases have been capped by the provincial government.

Between 2017 and 2021, the Early Learning and Child Care Centre Pilot program set parent fees at \$25/day in selected centres across the province. The program began and ended in two phases, the first ended on June 30, 2020, and the second, which was federally funded, ended on March 31, 2021.

### PROVINCIAL DATA ON AVERAGE FEES

<b>Average daily parent fees (2020 – 2021, 2021 – 2022)</b>		
	<i>Full-time 2020 – 2021</i>	<i>Full-time 2021 – 2022</i>
<i>Centres</i>		
Infant	\$50.57	\$54.94
Toddler	\$45.75	\$48.28
Preschool-age	\$42.53	\$44.60
School-age (school year)	\$25.29	\$26.21
<i>Family day homes</i>		
Infant	\$38.62	\$39.08
Toddler	\$38.39	\$39.08
Preschool-age	\$37.47	\$38.39
School-age (school year)	\$26.21	\$26.21

*Note: Effective January 1, 2022, affordability grants were provided to centres to reduce the fees of all families with children younger than school-age. These fee reductions are not reflected in the fee table.*

## Median monthly fees in Alberta: Annual Fee Survey

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

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

City	Infant	Toddler	Preschooler
Calgary	\$1,400	\$1,295	\$1,150
Edmonton	\$1,205	\$1,063	\$1,025
Lethbridge	\$900	\$970	\$865

Source: Macdonald, D., & Friendly, M. (2022). *Game Changer: Will provinces and territories meet the new federal child care fee targets? Canadian child care fees 2021*. Ottawa: Canadian Centre for Policy Alternatives

*Note: These median monthly figures include fees from centre-based child care and regulated family child care.*

## WORKFORCE

### EARLY CHILDHOOD CERTIFICATION

The Alberta government has the legislative authority and responsibility under the [Early Learning and Child Care Act](#) to certify early childhood educators.

There are three levels of certification.

#### Level 1 (formerly Child Development Assistant)

- A 45-hour (three credit) post-secondary course related to child development; or
- CCS 3110, 3120, 3130, 3140, and 3150 through an Alberta Career and Technology Studies program; or
- Alberta Child Care Orientation Course (54 hours); or
- The Step Ahead Family Day Home Training or Family Child Care Training Program

#### Level 2 (formerly Child Development Worker)

- One-year post-secondary early learning and child care certificate program; or
- Approved educational equivalency

#### Level 3 (formerly Child Development Supervisor)

- Two-year post-secondary early learning and child care diploma program; or
- Approved educational equivalency

The Alberta Child Care Orientation Course is for child care staff who do not have post-secondary educational studies in early learning and child care, or high school students interested in a career in early learning and child care.

Professional development is not a requirement to remain certified, and there are no renewal requirements for certified early childhood educators.



## Equivalencies

Alberta grants ECE certification for individuals with other, non-ECE post-secondary qualifications. For a full list of equivalencies approved for certification as an early childhood educator, see Appendix B of the [Certification guide for early childhood educators](#).

## STAFF WAGES

Wages and benefits of early childhood educators and child care workers are set by individual operators. There is no wage grid or scale.

Wage top-up funding is allocated to child care programs as a grant to administer additional pay for certified staff and family day home providers over and above the employer-paid wage.

### Provincial wage data

#### Mean average wages: Employer-paid, provincial top-up and total (2022)

Certification level	Average employer-paid wage (September 2020)	Provincial top-up	Mean wage with top-up
Level 1	\$16.75	\$2.14	\$18.89
Level 2	\$17.87	\$4.05	\$21.92
Level 3	\$19.55	\$6.62	\$26.17

Source: [Alberta Child Care Grant Funding Program](#)

Note: Wage top-ups were increased as of January 1, 2023 to \$2.64/hour, \$5.05/hour and \$8.62/hour for Levels 1, 2 and 3 respectively.

The wage top-up grant is for frontline certified paid staff and contracted family day home providers who:

- provide direct child care, including program supervisors and alternate supervisors (as defined in the Child Care Licensing Regulation), as well as people hired in the role of family child care consultants/coordinators with a licensed family day home agency;
- are certified as a Level 1, 2 or 3; and
- meet the hour eligibility requirements.

Eligible hours for wage top-ups are defined as direct child care hours by staff in licensed centre-based programs and family day home providers, as well as administrative hours by program supervisors in facility-based programs and agency coordinators and home visitor/consultant employed at a family day home agency.

For more information, see [Alberta Child Care Grant Funding Guide: For Wage Top-Ups and Professional Development](#).

#### 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	\$32,800
Median hourly employment income	\$15.77 – 18.02

Note: Calculated using 2,080 hours/year (40 hours/week) and 1,820 hours/year (35 hours/week).

Source: *Canadian Census (2021)*. Special run by Statistics Canada.

Note: These data include Early Childhood Educators and Assistants, as defined in NOC 4214 and “working in the day care services industry in centre-based environments with children aged 0 – 12 years”, as defined in NAICS 6244. Included are individuals who worked full-time (30+ hours/week) and full-year (48+ weeks/year), did not work at home, and were not self-employed. Included are supervisors but not managers. Employment income refers to income from all jobs if the Early Childhood Educator or Assistant holds a second job providing a wage, salary or commissions.

Note: See Table 18 in this report for comparable data from other provinces/territories and Canada average.

## STANDARDS AND REGULATIONS

### REGULATED CHILD CARE CENTRES

Centre-based child care is licensed and regulated under the [Early Learning and Child Care Act](#) and [Early Learning and Child Care Regulations](#).

### Ratios and group sizes

Alberta does not set a maximum number of children permitted in a child care centre.

#### Full-day centres' staff:child ratio and maximum group size

Age group	Staff:child ratio	Maximum group size
Infants (< 12 months)	1:3	6
Infants (12 months – < 19 months)	1:4	8
19 months – < 3 years	1:6	12
3 years – < 4 years	1:8	16
4 years and older	1:10	20
Kindergarten-age or older (out-of-school care)	1:15	30

Note: A centre is permitted to mix children of different age groups (older than 19 months) throughout the day between the hours of 8:30 a.m. and 4:30 p.m. Ratios for mixed-age groups are determined based on the age of the majority of children in the group.

### Part-day preschool programs staff:child ratios

Age group	Staff:child ratio
19 months – < 3 years	1:6
3 years and older	1:12

*Note: Parent volunteers are allowed to act as staff members in the staff:child ratio for preschool programs. There is no maximum group size.*

### Staffing requirements for centre-based programs

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

In Alberta, early childhood qualification requirements of centre staff are considered at a centre level rather than a group or room level.

“Primary staff member” means a staff member of a facility-based program whose primary duty is child care and who is actively engaged in the supervision of children in the program.

When seven or more children are present within a child care centre, two staff must be present, with at least one being a primary staff.

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

In a full-day day care centre at all times between 8:30 a.m. and 4:30 p.m., at least one in every three primary staff members involved in providing child care must be certified at Level 2 and the remaining primary staff are certified as Level 1. At all other times, every primary staff member must be certified at least at Level 1.

In an out-of-school care or a preschool program, at least one of every four staff members involved in providing out-of-school care or preschool is certified at Level 2 and the remaining staff members must be certified at Level 1.

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

In a day care centre or out-of-school care program, a primary staff member may be hired before obtaining Level 1 certification but must become certified within six months of employment.

In a preschool program, a staff member may be hired before obtaining a Level 1 certification and must become certified within six months of employment.

A centre may also be granted exemption from other early childhood qualification requirements of staff (described in the previous section) for a period of time upon the statutory director’s approval. The period of time is flexible, and at the discretion of the statutory director.

In 2020 – 2021, 687 exemptions were granted to early childhood qualification requirements for centre staff.

#### *Early childhood qualifications for centre supervisors*

All day care centres must have a program supervisor who is certified as a Level 3 early childhood educator. There must be a designated program supervisor on duty at all times when children receiving care are on the program premises.

School-age only programs are required to have a designated program supervisor but there are no certification requirements beyond a Level 1 for that position.

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

A centre supervisor may be exempted from early childhood qualification requirements for a specified period of time upon the statutory director’s approval.

A program supervisor can designate a staff member to assume their responsibilities in their absence. In the case of an absence of one month or longer, the program must obtain the statutory director’s approval if the staff member is not certified at Level 3.

In 2020 – 2021, there were four kinds of program supervisor-related exemptions given to 88 programs.

#### *Other requirements*

One in two primary staff members must have first aid certification. At least one staff member with first aid certification must be on duty at all times.

Each staff member and volunteer must have a criminal record check including a vulnerable sector search. A criminal record check can be provided within eight weeks of employment provided that the person does not have unsupervised access to children during that time. A criminal record check may not be required upon the statutory director’s approval if the person is the parent of a child currently enrolled in the program.

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

Issuing of licenses is authorized under the authority of the [Early Learning and Child Care Act](#), – SA2007 C E 0.1 and Regulations.

As of February 2021, initial licenses were provided for between one and three years, at the discretion of the statutory director. After the initial license is renewed, the term of the license is indefinite and determined by the history of non-compliance, complaints, incidents or enforcement actions (risk-based monitoring).

As of February 2021, risk based inspection tools were still under development.

An inspection can occur at any reasonable hour and the statutory director must provide the operator with a report of the results. A statutory director may issue a notice of non-compliance during an inspection that is immediately remedied. The statutory director may place time frames on improving the child care facility upon results of non-compliances from the inspection.

If a licence is suspended by a statutory director, a probationary licence with terms and conditions for remedying non-compliances is issued for no more than three months. If the operator fails to meet the requirements, then the licence is not reinstated.

### **REGULATED FAMILY CHILD CARE**

In Alberta, a regulated family child care home is called a family day home. Family day homes are now licensed under the [Early Learning and Child Care Act](#) and regulated by the [Early Learning and Child Care Regulations](#) and the [Family Day Home Standards Manual for Alberta](#). Family day home agencies may be non-profit or for-profit.

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

#### **Model of organization**

Alberta uses an agency model. As of April 1, 2021, family day home agencies are licensed by the Alberta government, rather than approved. Day homes continue to operate as approved under their now-licensed agencies.

A family day home agency is responsible for complying with and monitoring providers' compliance with provider standards, incidents and complaints.

### **Maximum capacity**

A family day home provider may not provide care for more than six children ages 0 – 12. This may not exceed more than two children under the age of two and three children under the age of three.

As of February 2021, the total did not include the provider's own children.

### **Family child care provider requirements**

Family day home providers (known as day home educators in Alberta) are required to hold ECE Level 1 certification within six months of operation.

Family day home providers must be 18 years old and have a criminal record check with a vulnerable sector search, first aid certification, personal references, and a physician's note stating the applicant is mentally and physically able to care for children.

Other adults who reside in the residence where the family day home operates must complete a criminal reference check with a vulnerable sector check. This must be updated every three years.

Each provider is required to develop, with the agency, a training plan to cover areas such as child development, child guidance and employing culturally respectful strategies.

Family day home agencies are also required to bring providers together at least six times each year for training, consultation, information sharing, or problem solving to reduce provider isolation.

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

Family day home agencies are required to make scheduled and unscheduled visits to each day home at least six times per year.

Agency staff responsible for monitoring providers must be certified at minimum at Level 2. Exemptions for current agency staff who do not meet the requirements must be provided in writing with an action plan on how to achieve the requirements.

Ministry staff monitor agency operations, activities, and records, including a minimum of one in person visit to each contracted agency annually. Ministry staff visit a minimum of 10% of the agency's active homes annually.

## FUNDING FOR REGULATED CHILD CARE

### CHILD CARE SERVICES' ELIGIBILITY FOR FUNDING

Licensed non-profit and for-profit child care facilities are eligible for all applicable funding programs.

*Note: A number of operational and one-time funding programs that were in place in 2020 and early 2021 are no longer operating (Infant Care Incentive, Northern Allowance, Accreditation Funding, \$25/day Centres, Benefit Contribution Grant, Child Care Staff Attraction Grant, and Family Child Care Consultant and Coordinator Funding). Details of these programs can be found in the Alberta section of [Early childhood education and care in Canada 2019](#).*

### TYPES OF FUNDING

#### FEE SUBSIDIES

Alberta modified its fee subsidy program in January 2022 as part of the Canada-Alberta Canada-Wide Early Learning and Child Care Agreement, increasing subsidy income eligibility levels and changing subsidy rates as the new Affordability Grants were introduced (see details in the tables below).

#### Eligibility criteria

Valid reasons for care for a parent to be eligible for subsidy include:

- working;
- attending school;
- looking for work (maximum four month approval of subsidy in a 12 month time period – per applicant); and
- special needs applicant or child.

#### Financial eligibility

Income eligibility is determined by the family's annual gross income, less education-related and medical-related tax deductions.

Financial eligibility for fee subsidy has been adjusted several times since 2019: in 2020, in 2021 and in 2022.

In August 2020, the subsidy model changed from a slope model to a step model (i.e., provides a simplified formula for parents and child care programs).

#### Income eligibility for subsidy (2019 – 2022)

Year	Maximum income for full subsidy	Income at which partial subsidy ends
2019	\$49,999	Varied <sup>1</sup>
2020	\$49,999	\$74,999
2021	\$49,999	\$89,999
2022 <sup>2</sup>	\$119,999	\$179,999

1 Depending on the number of children requiring care, number of dependents and family structure.

2 For children 0 to kindergarten-age in kindergarten and also attending child care during regular school hours.

*Note: Financial eligibility for families in 2022 with a child in kindergarten (attending kindergarten and only attending child care outside regular school hours) to Grade 6 remains at the 2021 levels.*

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

Child care fee subsidies may be used in non-profit and for-profit day care centres, out-of-school centres, preschool centres and family day homes.

#### Subsidy rates

The maximum subsidy rate is the amount the government pays a centre or licensed family home on behalf of a fully subsidized parent, to cover all or part of the parent fee.

The subsidy rates for children younger than school-age were reduced in January 2022.

#### Maximum monthly subsidy rates in licensed child care (August 1, 2020)

	Centre-based care	Family child care
<b>Full-day programs</b>		
Infant (under 19 months)	\$741	\$614
Preschool-age (19 months – not yet in Grade 1)	\$644	\$516
<b>Part-day programs</b>		
School-age care (Grades 1 – 6)	\$366	\$366

*Note: An additional \$100/month is available for eligible families. See [Extended hours subsidy](#) for more details.*

*Maximum monthly subsidy rates in licensed child care  
(January 1, 2022)*

	Centres	Family day homes
<b>Full-day programs</b>		
0 – kindergarten-age (in kindergarten and also attending child care during regular school hours)	\$266	\$266
<b>Part-day programs</b>		
Children in kindergarten to Grade 6 only enrolled in a licensed program outside regular school hours		
– Kindergarten (100 hours)	\$644	\$516
– School-age care (Grades 1 – 6) (50 hours)	\$366	\$366
Part-day preschool	\$125	Not available

*Note: The extended hours subsidy rate remains the same as in 2020 but it does not apply to part-day preschool programs.*

*Note: Effective January 1, 2022, Affordability Grants (subsidies) were provided to centres to reduce the fees of all families with children younger than school-age. These affordability grants have no social or financial eligibility criteria.*

### **Surcharges above the fee subsidy**

Programs may surcharge subsidized parent fees above the maximum subsidy rate, in which case the parent must pay the difference. Fees in Alberta are set by individual operators.

### **Entitlement to a fee subsidy**

There are no waitlists for child care subsidies in Alberta. All families who are eligible can receive a subsidy.



### **Other programs that subsidize the individual family or child**

#### **Preschool subsidy**

Families with an annual income of less than \$180,000 who meet the child care subsidy eligibility requirements and have a child(ren) enrolled in a licensed preschool program are able to apply for a subsidy of \$125/month. Families can only receive one type of child care subsidy, and those who have children enrolled in other licensed programs will receive the subsidy type with the highest subsidy rate.

#### **Extended hours subsidy**

The aim of the extended hours subsidy is to assist families who require care outside the regular hours of 6 am to 6 pm or on weekends. The extended hours subsidy provides an additional \$100 per month per child.

In order to qualify, families must: meet general child care subsidy eligibility, attend a licensed program that is approved to offer extended hours care, require four or more hours of care, and must not be receiving an overnight affordability grant.

## **OPERATIONAL FUNDING**

### **Affordability Grants**

In January 2022, Alberta began to provide Affordability Grants to licensed centre-based and family child care specifically to reduce fees for all families. This grant is funded by the Canada-wide agreement to reduce parent fees by 50% by the end of 2022.

Funding is provided on behalf of each child care space, based on age range and type of care. All licensed child care programs providing child care to infants, toddlers and preschool-age children are eligible.

Affordability Grants must be used by operators to reduce parent fees. Amounts are calculated using average program fees across the province, per space per month, based on the type of child care and the age group.

Programs receiving the grant are required to limit fee increases to 3% over the year.



**Affordability Grants to licensed centres and family child care (per space per month) (2022)**

	Infant <sup>1</sup>	Toddler <sup>2</sup>	Preschool-age <sup>3</sup>
Day care centre – full-time	\$635	\$510	\$450
Day care centre – part-time	\$317.50	\$255	\$225
Daycare centre – Overnight full-time	\$952.50	\$765	\$675
Daycare centre – Overnight part-time	\$476.50	\$382.50	\$337.50
Family day home – full-time	\$350	\$325	\$300
Family day home – part-time	\$175	\$162.50	\$150
Family day home – Overnight full-time	\$525	\$487.50	\$450
Family day home – Overnight part-time	\$262.50	\$243.75	\$225

1 Less than 19 months

2 19 months – < 3 years

3 3 years – kindergarten-age

4 Part-time programming for four or less hours per day for children 19 months up to kindergarten

*Note: Affordability Grants for programming for 4 or fewer hours per day for children 19 months – kindergarten are \$75 a month in centres and family child care.*

For further details on grant amounts see: [Affordability rate charts](#).

**Wage top-up funding**

Child care programs receive wage top-up funding as a grant. Wage top-up is for additional pay for eligible certified staff over and above the employer-paid wage. See the September 2021 [child care funding guide](#) for further details.

The wage top-up is considered to be a “wage”, and the program is required to assume the costs associated with administering the top-up in accordance with all applicable provincial and federal legislation. Family day home agencies must also administer payments to providers in accordance with all applicable legislation.

Wage top-ups are paid up to a maximum of 181 hours/month. In 2022, wage top-ups by certification level were as follows:

- Level 1 Early Childhood Educator \$2.14/hour;
- Level 2 Early Childhood Educator \$4.05/hour; and
- Level 3 Early Childhood Educator \$6.62/hour.

*Note: Wage top ups were increased as of January 1, 2023 to \$2.64/hour, \$5.05/hour and \$8.62/hour for Levels 1, 2 and 3 respectively.*

**Early Learning and Child Care Centres Pilot Project Grant**

Beginning in 2017 and ending March 31, 2021, Alberta had a pilot program of operationally funded early learning and child care centres in which parents paid \$25/day across the board. The program was open to non-profit centres for children aged 0 – kindergarten-age and had two phases.

The initial 22 centres in Phase 1 were provincially funded, while an additional 100 centres (Phase 2) were funded by the first Alberta-Canada bilateral ELCC agreement (Multilateral Framework).

The ELCC \$25/day pilot project ended in two phases. Funding for the provincially funded centres was discontinued June 30, 2020 and, for the 100 federally funded centres on March 31, 2021.

An evaluation of this project was conducted and can be found online at [\\$25/day pilot evaluation](#).

**Specialized Child Care (includes Inclusive Child Care)**

The Inclusive Child Care Program provides support to facilitate inclusion of children with special needs in Alberta’s regulated or contracted child care settings.

Program delivery and funding may vary depending on the needs of the child and type of service required. Funds are paid to licensed or contracted operators on behalf of eligible children.

**ONE-TIME FUNDING**

On January 25, 2021 the Child Care Capacity Building Expression of Interest (EOI) was released offering one-time funding for start up totaling \$9.7 million to qualified existing Family Day Home (FDH) agencies and new and existing day care centres to create new child care spaces in areas of need.

A total number of 44 grants were provided to create 1,604 new spaces, as follows.

Region	Centre – Day	Centre – Overnight	FDH – Day	FDH – Overnight
Calgary	143	15	180	19
Central	109	16	54	6
Edmonton	178	9	100	15
North	198	14	313	49
South	51	10	96	29
Totals	679	64	743	118

*Note: These funds are not part of an ongoing program.*



### Professional development funding

Licensed centre-based child care programs and licensed family day home agencies can receive professional development funding to help eligible staff with the costs of approved post-secondary education and approved conferences or workshops. This funding is intended to support staff to obtain higher levels of certification as well as new early childhood education skills and knowledge.

### Release time grant

As of September 1, 2021, a [release time grant](#) is available to all staff who are eligible for the professional development grant funding. This grant allows staff to be paid while completing post-secondary coursework, and/or attending workshops that have been approved for professional development funding. Programs are required to apply for release time grants on behalf of their staff.

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

### FEE SUBSIDIES

Day care centres	\$61,713,000
Family day homes	\$11,173,000
Out-of-school care	\$22,351,000
Extended hours	\$357,000

<b>Total fee subsidies</b>	<b>\$95,594,000</b>
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### OPERATIONAL (PREVIOUSLY RECURRING) FUNDING

<i>Program</i>	<i>Amount</i>
Infant care incentive	\$6,090,000
Wage top-ups, professional development	\$78,701,000
Specialized child care (includes Inclusive Child Care)	\$7,973,000
Family day home agency	\$6,128,000
<b>Total operational funding</b>	<b>\$98,892,000</b>

### ONE-TIME FUNDING

#### One-time funding

<i>Program</i>	<i>Amount</i>
Capital grant	–
Space creation	\$10,260,000
Curriculum	\$4,700,000

<b>Total one-time funding</b>	<b>\$14,960,000</b>
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<b>TOTAL FUNDING FOR REGULATED CHILD CARE (fee subsidies, operational funding and one-time funding)</b>	<b>\$209,446,000</b>
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### OTHER ELCC FUNDING

<i>Program</i>	<i>Amount</i>
Family Resource Networks	\$59,839,000

## FEDERAL TRANSFERS TO PROVINCE

<i>Federal transfer</i>	<i>Amount</i>
Multilateral Early Learning and Child Care Framework – Early Learning and Child Care Bilateral Agreements	\$42,947,000
Safe Restart	\$72,880,000
Critical Worker Benefit	\$11,750,000
<b>Total federal transfers</b>	<b>\$127,577,000</b>

### COVID-19 RELATED SUPPORTS

Child Care Relief	\$41,151,000
Working Parent Benefit	\$17,028,000
Critical Worker Benefit	\$15,666,000

## ■ OF INTEREST

### MUNICIPAL ROLE

Historically, municipalities in Alberta had a significant but not legislated role in child care delivery. Between the 1970s and 1990s Alberta municipalities funded 11 public child care centres and supported more than 60 centres altogether.

Currently, Alberta has a small municipal service provision role, with four smaller municipalities supporting services. For some years, the municipalities of Beaumont, Jasper, Drayton Valley and the Municipal District of Opportunity have been operating child care centres.

### FAMILY RESOURCE PROGRAMS

[Family Resource Networks](#) provide prevention and early intervention services and supports for children 0 – 18 years. Supports include home visitation, parent support groups, early childhood development programs focused on early learning and play. Seventy family resource hubs, including 35 serving rural communities, as well as 10 Indigenous hubs and one Francophone hub serving both urban and rural communities, help coordinate services in all geographic areas of the province and across 136 service agencies.

## ■ PROVINCIAL ECEC ORGANIZATIONS AND ADVISORY GROUPS

[Association of Early Childhood Educators of Alberta](#)

[Alberta Family Child Care Association](#)

[Child Care Now – Alberta](#)



# British Columbia



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# British Columbia



## ■ OVERVIEW

In British Columbia, early learning and child care includes kindergarten, group (centre-based) child care, family child care, part-day preschool and school-age care.

Kindergarten is the responsibility of the Ministry of Education and Child Care under the *School Act*. All children are eligible for kindergarten if they are five years old by December 31 of the school year. It is offered as a full-school day program in all schools.

First Nations schools are funded by Indigenous Services Canada and operated by local First Nations. The First Nations Schools Association develops and delivers programs to First Nations schools.

Responsibility for child care passed from the Ministry of Child and Family Development to the Ministry of Education and Child Care upon its creation in April 2022. The Ministry of Health will continue to be responsible for child care licensing.

The [\*Early Learning and Child Care Act\*](#) and [\*Early Childhood Educators Act\*](#) received Royal Assent in the BC Legislature in October 2021. The *Early Learning and Child Care Act* will replace the [\*Child Care Subsidy Act\*](#) and the [\*Child Care BC Act\*](#); the *Early Childhood Educators Act* will replace relevant sections of the [\*Community Care and Assisted Living Act\*](#) and [\*Child Care Licensing Regulation\*](#). (These were pending at the end of 2022).

Child care services are delivered by non-profit, for-profit, and public operators, including local and Indigenous governments, and public institutions. For-profit centres represent a majority of centre spaces.

Parent fees are determined by operators but new operators must set set fees at or below the 70th percentile for their region. BC has two parallel approaches to fee reduction: a growing operationally funded set fee sector (“\$10 a day”) and Child Care Fee Reduction.

Parent fee subsidies may be used to reduce eligible parent fees at licensed and unlicensed (licence-not-required) child care. Fully subsidized parents may be required to pay a surcharge if the fee exceeds the province's maximum subsidy rate. Family child care uses an individually licensed model.

British Columbia signed the Canada-British Columbia Early Learning and Child Care Agreement (Multilateral Framework Agreement) on February 23, 2018. This agreement allocated \$152 million over three years; it was extended on September 18, 2020 with an additional \$52.3 million allocated to the 2020 – 2021 fiscal year, and renewed on August 12, 2021 with another \$272 allocated over four years.

The Canada-British Columbia Canada-Wide Early Learning and Child Care Agreement was signed by British Columbia on July 8, 2021. This agreement allocated \$3.21 billion over five years to:

- reduce parent fees to an average of \$10/day by 2025 – 2026 through several initiatives;
- support the creation of spaces by Indigenous governments, non-profit organizations, and public operators;
- increase funding to the Supported Child Development and Aboriginal Supported Child Development programs; and
- develop and implement a provincial wage grid for early childhood educators.

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

## ■ PROVINCIAL CONTEXT

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

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

Age	Number of children (2021)
0	38,800
1	38,100
2	38,900
3	45,200
4	42,100
5	48,300
6	44,500
7	48,500
8	47,800
9	57,200
10	54,300
11	57,000
12	48,900
Total	609,500

---

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

<i>Age</i>	<i>Number of children (2021)</i>
0 – 2	115,800
3 – 5	135,600
6 – 12	358,200
Total	609,500

---

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

<i>Age</i>	<i>Number of children (2021)</i>
0	25,100
1	26,400
2	27,300
3	28,600
4	24,300
5	30,300
6	28,500
7	31,100
8	34,100
9	38,500
10	38,400
11	40,200
12	34,600
Total	407,400

---

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

<i>Age</i>	<i>Number of children (2021)</i>
0 – 2	78,800
3 – 5	83,200
6 – 12	245,400
Total	407,400

---

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

<i>Age</i>	<i>First Nations</i>	<i>Métis</i>	<i>Inuk (Inuit)</i>	<i>Multiple</i>	<i>Other</i>
0 – 4	12,610	6,025	120	570	240
5 – 9	15,260	7,905	165	670	315
10 – 14	16,780	8,190	180	685	355
Total	44,650	22,120	465	1,925	910

---

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

<i>Age of youngest child</i>	<i>Number of mothers</i>	<i>Participation rate (%)</i>
0 – 3	92,100	74.7
4 – 5	37,200	75.8
0 – 5	129,300	75.0
6 – 12	138,500	83.2

---



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

<i>Age</i>	<i>Living with two parents</i>	<i>Living with one parent</i>	<i>Lone mother</i>	<i>Lone father</i>
0 – 4	189,400	24,310	19,465	4,845
5 – 9	198,595	41,710	32,335	9,370
10 – 14	195,210	55,305	42,685	12,620

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

<i>Age</i>	<i>English</i>	<i>French</i>	<i>Non-official</i>	<i>Multiple</i>
0 – 4	172,590	890	33,620	9,555
5 – 9	203,035	970	27,875	12,355
10 – 14	215,180	900	26,310	13,210
Total	590,800	2,760	87,805	35,115

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

<i>Two-parent families</i>	<i>Male lone-parent</i>	<i>Female lone-parent</i>
\$108,000	\$54,000	\$45,200

**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.

There is no minimum length of employment tied to eligibility. All pregnant employees are eligible.

**Parental leave**

61 weeks for birth or adoption.

69 weeks if leave is shared, but one parent cannot take more than 61 weeks.

There is no minimum length of employment tied to eligibility.

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

An employee taking maternity and parental leave must do so consecutively.

**Family related leave**

Five days per year.

**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 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

The Ministry of Education and Child Care<sup>1</sup> is responsible for kindergarten under the *School Act* and the *School Act Regulations*. BC's 60 public school districts, including one Indigenous school district for the Nisga'a Nation and the province-wide Conseil scolaire francophone, manage the day-to-day operations of its schools. Each school district is governed by an elected school board.

All children are eligible for kindergarten if they are five years old by December 31 of the school year. It is offered as a full-school day program in all schools.

Denominational and other independent schools are regulated, monitored and evaluated by the Independent Schools Branch in the Ministry of Education and Child Care. Independent schools receiving public funding must be operated by a non-profit independent school authority and employ BC certified teachers. Schools that have per student operating costs at or below those of public schools are eligible for 50% funding; those with higher costs are eligible for 35%.

First Nations schools are funded by Indigenous Services Canada<sup>2</sup> and operated by local First Nations. The First Nations Schools Association develops and delivers programs to First Nations schools.



## PROVINCIAL RESPONSIBILITY FOR KINDERGARTEN

Ministry of Education and Child Care  
PO Box 9158 STN Prov. Govt.  
4th floor, 620 Superior Street  
Victoria, BC, V8W 9H1  
Email: [EDUC.EarlyLearning@gov.bc.ca](mailto:EDUC.EarlyLearning@gov.bc.ca)  
Website: <https://www2.gov.bc.ca/gov/content/governments/organizational-structure/ministries-organizations/ministries/education>

## LEGISLATION AND REGULATIONS

Legislative Assembly of British Columbia. *School Act* [R.S.B.C 1996] Chapter 412.

Legislative Assembly of British Columbia. *School Act – School Regulation* [R.S.B.C 1996] B.C. Reg. 265/89 O.C. 1281/89.

Legislative Assembly of British Columbia. *Independent School Act* [R.S.B.C. 1996] Chapter 216.

Legislative Assembly of British Columbia. *First Nations Education Act* [S.B.C. 2007] Chapter 40.

## KINDERGARTEN FOR FIVE-YEAR-OLDS

### ELIGIBILITY

To attend kindergarten, a child must be five years old by December 31 of the respective school year. Kindergarten is available across British Columbia in both rural and urban communities.

### ENROLMENT

Kindergarten attendance in British Columbia is compulsory but parents may defer the child's enrolment for a year.

### ENTITLEMENT

All eligible children are entitled to attend kindergarten; access is legislated.

- 
- 1 The Ministry of Education and Child Care was created in April 2022 when the Child Care Division previously housed within the Ministry of Children and Family Development became part of the Ministry of Education. Before this integration, responsibility for kindergarten was with the Ministry of Education and primary responsibility for child care was with the Ministry of Children and Family Development.
  - 2 Some First Nations schools on-reserve apply as independent schools and receive funding from the Ministry of Education and Child Care.

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

Kindergarten is full-day school. As of the 2021 – 2022 school year, school boards must provide a minimum of 848 instructional hours annually in kindergarten, reduced slightly from 853 hours. Kindergarten programs follow the same school day hours as their school, typically starting 8:30 – 9:00 am and ending 2:30 – 3:00 pm.

## CLASS SIZE

The maximum class size including combined kindergarten/primary classes is 22 students. The average kindergarten class size is 17.5 students.

For more detailed information on average class size, please visit [BC's Data Catalogue](#).

## CURRICULUM OR CURRICULUM FRAMEWORK

The kindergarten curriculum is part of the K – 12 curriculum. Its use is mandated in all publicly funded schools (public and independent). The [British Columbia curriculum](#) was redesigned in 2019.

BC's [Early Learning Framework](#) (ELF) may also be used in kindergarten but its use is not mandatory.

## GENERAL TEACHER QUALIFICATIONS AND CERTIFICATION

Kindergarten teachers must hold a Certificate of Qualification issued by the Teacher Regulation Branch in the Ministry of Education and Child Care. Certification usually requires completion of four years (120 credits) of post-secondary studies, a degree (or equivalent), and a professional teacher education program (usually an additional year of full-time study).

There are no ECE qualifications/training requirements for kindergarten teachers.

## TOTAL ENROLMENT (SCHOOL YEAR 2020 – 2021)

Kindergarten (public schools)	40,273
Kindergarten (independent schools)	6,769

## FINANCIAL (SCHOOL YEAR 2020 – 2021)

Spending on kindergarten (total) (public schools)	\$372,980,875
Spending on kindergarten (per child) (public school average)	\$9,582

## RECENT OR ANTICIPATED DEVELOPMENTS, INCLUDING PILOT PROJECTS

In the 2019 school year, BC introduced a seamless day kindergarten program on a pilot project basis in one school and expanded it to 23 public schools and two independent schools in the 2021 school year. The seamless day kindergartens employ two early childhood educators to provide before- and after-school care in kindergarten classrooms and work alongside the classroom teacher during school hours.

In 2020, BC introduced the JUST B4 program on a pilot basis in one school district and expanded to an additional five districts in the 2021 school year. JUST B4 offers a half-day four-year-old licensed preschool program using existing StrongStart BC educators and classrooms. Budget 2022 committed to expanding these initiatives.

## OTHER SCHOOL-OPERATED EARLY CHILDHOOD PROGRAMS

### STRONGSTART BC

StrongStart BC is an early childhood play-based drop-in program under the Ministry of Education and Child Care. It operates in 329 sites within all 60 BC school districts for children 0 – 5 years. Children must be accompanied by a parent or other caregiver. StrongStart is provided at no fee and is intended to support children's transition to kindergarten. StrongStart BC sites are staffed by certified early childhood educators and use of the BC *Early Learning Framework* is required.



## ■ CHILD CARE

### PROVINCIAL RESPONSIBILITY FOR CHILD CARE

In January 2022, the Government of BC announced the main responsibility for child care would move from the [Ministry of Children and Family Development](#) to the Ministry of Education and Child care as of April 2022.

Ministry of Education and Child Care  
PO Box 9158 STN Prov. Govt.  
4th floor, 620 Superior Street  
Victoria, BC, V8W 9H1  
Email: [EDUC.EarlyLearning@gov.bc.ca](mailto:EDUC.EarlyLearning@gov.bc.ca)  
Website: <https://www2.gov.bc.ca/gov/content/governments/organizational-structure/ministries-organizations/ministries/education>

Ministry of Health (responsible for licensing)  
Community Care Facility Licensing  
PO Box 9638 Stn. Prov. Govt.  
Victoria, BC, V8W 9P1  
Telephone: (250) 952-1442  
Website: <http://www2.gov.bc.ca/gov/topic.page?id=83785931C8854381849E4208B4EBBAFB>

### LEGISLATION AND REGULATIONS

Legislative Assembly of British Columbia. [Community Care and Assisted Living Act](#), S.B.C 2002. Chapter 75.  
Legislative Assembly of British Columbia. [Child Care Licensing Regulation](#). B.C. Reg. 332/2007 O.C. 728/2007.  
Legislative Assembly of British Columbia. [Child Care BC Act](#), S.B.C. 2001. Chapter 4.  
Legislative Assembly of British Columbia. [Child Care Subsidy Act](#), S.B.C. 1996, Chapter 26; [Child Care Subsidy Regulation](#) 74/97.  
Legislative Assembly of British Columbia. [Early Learning and Child Care Act. \(not yet in force\)](#)  
Legislative Assembly of British Columbia. [Early Childhood Educators Act \(not yet in force\)](#)

The *Early Learning and Child Care Act* and *Early Childhood Educators Act* received Royal Assent in the BC Legislature in October 2021, and will be brought into force by regulation. The provincial government will consult with partners including First Nations communities, in alignment with the *Declaration on the Rights of Indigenous Peoples' Act*, on these regulations.

When the regulations are approved by Cabinet, the *Early Learning and Child Care Act* will replace the *Child Care Subsidy Act* and the *Child Care BC Act*, and the *Early Childhood Educators Act* will replace relevant sections of the *Community Care and Assisted Living Act* and Child Care Licensing Regulation which govern the work of the ECE Registry. The Ministry of Health will continue to license child care facilities.

### CHILD CARE SERVICES

#### UNREGULATED CHILD CARE

There are three forms of unregulated child care in BC: Licence-not-required (LNR), Registered licence-not-required child care (RLNR) and in child's own home care.

##### Licence-not-required child care

Unregulated child care providers are termed licence-not-required by the British Columbia government. They can legally care for up to two children of any age (or a sibling group) not related to them in their home. They are not monitored; parents and guardians are responsible for ensuring their children's safety in these care arrangements.

##### Registered licence-not-required child care

Registered licence-not-required child care providers are not licensed but registered with a Child Care Resource and Referral Centre (CCRR). They must be 19 years of age or older, have 20 hours of child care-related training, relevant work experience and a valid first aid certificate. The child care in their own home is not monitored. They can legally care for up to two children of any age (or a sibling group) not related to them.

To register, operators must complete with the CCRR:

- criminal record check for everyone over age 12 living in the home;
- character references;
- home safety assessment;
- first aid training; and
- child care training courses or workshops.

Registered care providers have access to ongoing CCRR support, training, resources and group liability insurance.

Other forms of care are also exempt from licensing. Additional exemptions can be found in the [Child Care Licensing Regulation](#).

## REGULATED CHILD CARE

### Group child care (under 36 months)

Group child care for no more than 13 hours/day for children younger than 36 months.

### Group child care (30 months – school-age)

Group child care for no more than 13 hours/day for preschool-age children not yet in school.

### Group child care for school-age children

There are three categories of regulated care for school-age children. All provide child care outside school hours including during school vacations for children attending school. It may not be provided for more than 13 hours/day for children who attend school, including kindergarten, but hours vary according to setting:

- Group child care – school-age (before- and after-school care) is provided in a community based-facility or centre;
- School-age care on school grounds is provided in schools or on school grounds; and
- Recreational care is provided in indoor facilities other than a single family dwelling or in outdoor settings such as public parks.

In 2021, two new licence categories for school-age children were created:

- **School-age care on school grounds** – This new category is similar to the current group child care (school-age) licensing category. However, providers licensed under this new category need to be located on school grounds in order to be exempt from meeting certain regulated health and safety requirements. These exemptions vary based on whether the program is delivered by a board of education or a third-party provider (which includes both non-profit and for-profit organizations) partnered with the board of education to provide care on school grounds.
- **Recreational care** – Child care providing after school hours or on a day of school closure, care on a drop-in basis to children who attend school, including kindergarten, and is provided by a local government, an Indigenous governing body within the meaning of the *Declaration on the Rights of Indigenous Peoples Act* or a charitable, philanthropic or other not-for-profit organization. Recreational care cannot be provided in a single family dwelling house.

### Preschool (30 months – school-age)

Part-day programs for preschool-age children who are at least 30 months old, who are three years old by December 31 of the year they begin the program, and are not yet in school. Preschools provide care for no more than four hours/day per child. They typically operate from September to June.

### Family child care

Child care in a private home for no more than seven children, from birth to 12 years including the provider's own children under age 12. No more than three children may be under 48 months, and of those three, no more than one child may be younger than 12 months. If there are no children under 12 months, there may be no more than four children under 48 months and no more than two children under 24 months. The provider must live in the location in which care is provided.

### Multi-age child care

Group child care provided by an early childhood educator for groups of up to eight children of various ages. There can be no more than three children under 36 months and, of those three, a maximum of one child under 12 months.

### In-home multi-age child care

Child care by an early childhood educator to no more than eight children in the educator's personal residence. There can be no more than three children under 36 months and, of those three, a maximum of one child under 12 months.

### Occasional child care

Occasional or short-term child care for children who are at least 18 months old for no more than eight hours per day and no more than 40 hours within each 30 day period to each child and cannot be overnight care. If a child under three years old is present, the maximum is 16 children, and 20 children maximum if all children are at least three years old. Occasional child care must be in a community based-facility or centre.

### Child-minding

Care to a child younger than 13 years whose parent is engaged in a program that provides English as a Second Language, settlement or labour market integration services to new immigrants. Parents must be present on the premises where the child is receiving care and be immediately accessible at all times to attend to the child's needs. Child-minding may not provide care for more than five hours per day to each child.



## CURRICULUM FRAMEWORK

The [Early Learning Framework](#) may be used in kindergarten, StrongStart BC programs, licensed child care services and other early childhood development or child health programs but is mandatory only in StrongStart. The framework aligns with the BC K – 12 [Curriculum](#) and [Core Competencies](#), addresses the early years from infancy through eight years, includes a perspective on reconciliation and Indigenous worldviews, and highlights inclusive practices. There is an accompanying family resource guide: [British Columbia Early Learning Framework: A Guide for Families](#).

Free online [training](#) modules are publicly available and some recognized post-secondary programs teach pre-service ECEs using the framework as a foundational document.

## CHILDREN WITH SPECIAL NEEDS

*(British Columbia uses the term children with support needs)*

Children with support needs refers to children who are experiencing, or have an increased likelihood of experiencing, developmental delay or disability and require support to optimize their development, functional abilities and quality of life.

The developmental delay or disability may be in one or more of the following areas: physical, cognitive, social, emotional, communicative, or behavioural. While this definition includes neurodiverse children and children with disabilities, it also includes children who are experiencing developmental delay resulting from factors in their social environment.

Documentation is required to determine eligibility for services, but not a diagnosis. If documentation of developmental delay or disability is unavailable, and/or additional information is required, the Supported Child Development consultant may complete a developmental screening/ assessment to determine eligibility.

Funding is specific to the individual child and is limited by budget constraints.

All types of licensed child care are eligible to receive funding to provide inclusive child care for children with support needs.

Licensed child care programs are not required to accept and include children with support needs. However, those who are publicly funded through BC Child Care Operating Fund must indicate that they will make every reasonable effort to provide an inclusive and supportive environment for all children, including children with support needs.

BC funds Supported Child Development (SCD) programs and Aboriginal Supported Child Development (ASCD) programs through contractual agreements with community agencies. These community-based programs offer a range of consulting and support services to children, families and child care centres so that children with support needs can participate in fully inclusive child care settings. ASCD programs support unique Indigenous service needs and are responsive to local Indigenous culture and communities.

Funding for SCD/ACD programs is available for additional staff, additional training/professional development for regular staff and consultation by specialists. While funding for consultative support or enhanced staffing support (support worker) is specific to the child, SCD and ASCD programs may also support the child care program as a whole, building capacity for inclusion (e.g. through training and mentorship opportunities).

BC does not currently track whether child care providers are offering child care solely or primarily for children with support needs.

While BC has a post-basic ECE program specific to working with children who have support needs (Special Needs Early Childhood Educator), this designation is not required to work with children who have support needs.

All newly constructed facilities are required to meet the BC Building Code. *The Accessible British Columbia Act* (2021) provides a framework to identify, remove, and prevent barriers to accessibility. The Accessible British Columbia Regulation lists the types of organizations subject to accessibility requirements; this includes schools and other educational institutions. Standards to support the accessibility of buildings, infrastructure, and public spaces are being developed.

If a child who requires extra support is attending a child care facility, the licensee must ensure that the physical structure is modified to meet the needs of the child while the child is in attendance.



Capital funding programs such as the New Spaces Fund prioritizes project applications that create inclusive and accessible child care spaces that enable children of all abilities to participate meaningfully (i.e. accessible physical design and application of program inclusion policy).

## FIRST NATIONS, MÉTIS AND INUIT CHILD CARE

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

British Columbia licenses full-day child care centres, part-day preschools, family child care providers and Aboriginal Head Start on Reserve (AHSOR) by invitation of a First Nation.

There are:

- 110 full-day centres on reserve (numbers and age breakdowns of children 0 – 5 years are not available);
- 636 licensed spaces for school-age children;
- 91 licensed family child care providers; and
- seven licensed AHSOR programs with 153 spaces.

All provincial funding available to licensed centres and homes not on reserve is available to those on reserve, including operating funding, wage enhancements, funding for children with special needs and the Affordable Child Care Benefit (formerly known as fee subsidies). In addition, the province provides additional funding to federally funded AHSOR programs to enable them to provide full-day child care.

Information on unlicensed facilities is not maintained by the provincial government.

The BC Aboriginal Child Care Society (BCACCS) provides Child Care Resource and Referral services.

Aboriginal Head Start programs provide wraparound child care services for families.

### FIRST NATIONS, MÉTIS AND INUIT CHILD CARE OTHER THAN ON RESERVE

There are:

- 239 full-day licensed Indigenous focused/led child care centres not on reserve, with approximately 6,600 spaces for children 0 – 12, of which approximately 900 are part-day preschool spaces; and

- 10 licensed Aboriginal Head Start in Urban and Northern Communities (AHSUNC) programs, with 153 spaces. There are no unlicensed AHSUNC programs.

## OTHER INDIGENOUS-SPECIFIC RESOURCES/INITIATIVES

The Native Education College is a private institution with a recognized ECE Program. Several other institutions serve a large Indigenous population. The ECE Dual Credit, ECE Bursary and Work Integrated Learning programs prioritize Indigenous students.

BC has several Indigenous-focused early learning and child care organizations, including the BC Aboriginal Child Care Society (BCACCS), Metro Vancouver Aboriginal Executive Council, BC Aboriginal Association of Friendship Centres (Child Care Coordinator), Métis Nation BC (MNBC) (Ministry of Children and Families), First Nations Health Authority BC (Aboriginal Head Start On Reserve) and Aboriginal Head Start Association of BC (Aboriginal Head Start in Urban and Northern Communities).

Other initiatives specific to Indigenous child care include bursary prioritization for Indigenous students, professional development funding prioritizing Indigenous competencies and the development of a quality assessment tool. BCACCS and MNBC support Indigenous ECEs through programs such as wage enhancements and bursaries; the Youth Empowered Speaking Program by First Peoples Cultural Council supports Indigenous ECE students with funding/mentorship with a focus on revitalizing language. The Ministry of Education and Child Care is strongly connected with the Indigenous organizations noted above.

Provincially funded Métis Early Years Navigators and Métis Child Care Navigators support capacity and curriculum development and training for early learning and child care programs and Early Childhood Educators, and connect Métis families and communities throughout BC with early learning and child care programs.

## SPACE STATISTICS

### NUMBER OF REGULATED SPACES (March 2021)

#### Full-day spaces

Under 36 months 15,723

Preschool-age (30 months – 5 years)  
(not in school) 39,100

#### Part-day centres

Preschool (30 months – 5 years)  
(not in school) 17,748

#### Other

Multi-age (0 – 12 years) 3,643

Occasional (18 months – 5 years)  
(not in school) Not available

**TOTAL CENTRE SPACES (0 – 5 years) 76,214**

*Note: Multi-age allows for children 0 – 12 years; however, 95% of children in these facilities are in the 0 – 5 age group.*

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

#### Number of spaces

Number of spaces in before- and after-school care for  
children in kindergarten 7,492

Number of spaces in before- and after-school  
care for children in Grades 1 – 6 30,927

**Total number of spaces in before- and  
after-school care for children in  
kindergarten and Grades 1 – 6 38,419**

*Note: The split between kindergarten and Grade 1 – 6 school-age spaces is an estimate generated by enrolment figures.*

**TOTAL CENTRE SPACES (0 – 12 years) 114,633**

### Regulated family child care

Family child care 12,729

**Total regulated family child care enrolment 12,729**

*Note: Age breakdowns are not available for regulated family child care; however, 94% of children enrolled are 0 – 5 years.*

**TOTAL REGULATED SPACES (centre spaces and  
family child care enrolment) 127,362**

### Number of child care centres (2021)

**Total number of centres 3,283**

#### Centre-based programs

Number of centres providing a full-day program 2,117

Number of centres providing a part-day (nursery/  
preschool) program 896

Number of centres providing a part-day program  
for children attending school  
(approximately 5 – 12 years) 1,256

Number of centres providing child care for  
children under 36 months 946

Number of full-day centres providing  
preschool-age care (30 months – 5 years)  
(not in school) 1,506

Number of centres providing non-standard  
hours child care 335

Number of centres in publicly delivered and  
funded schools 775

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

### Number of regulated family child care homes

Number of licensed family child care homes  
(active) 1,755

### Number of \$10 a day sites

Non-profit/public 38

For-profit 7

Family child care 6

**Total number of \$10 a day spaces 2,435**

### Municipal delivery

Number of child care centres operated by a  
municipality or a municipal entity  
(i.e. it is the licence holder) 63

*Note: This figure is the number of facilities that indicate a municipality  
is the licence holder. Some municipalities operate more than one facility.  
Information on the number of individual municipalities operating child  
care is not available.*

### Programs by auspice (2021)

*Centres Number of centres*

For-profit 1,859

Non-profit 1,197

Publicly operated<sup>1</sup> 302

<sup>1</sup> municipality/ municipal entity, school authority, other government  
agency or Indigenous governance organization – includes 63 by  
local government, 76 by a First Nations government and 50 by  
public institutions

*For a profile of child care auspice in British Columbia see Risky Business.*

### Centre spaces by auspice

	Full-day spaces <sup>1</sup>	Part-day spaces <sup>2</sup>	BASC spaces <sup>3</sup>	Total spaces
For-profit	38,023	8,153	15,681	61,857
Non-profit <sup>4</sup>	20,567	9,471	22,738	52,776

<sup>1</sup> 0 – 5 years

<sup>2</sup> Spaces in pre-schools (nursery schools)

<sup>3</sup> Before- and after-school care spaces (5 – 12 years)

<sup>4</sup> Includes publicly operated spaces

*Note: The number of publicly operated spaces is not available.*

## FEE SUBSIDIES

**Children receiving fee subsidies (Affordable Child Care Benefit – ACCB) in licensed child care (March 31, 2021)**

### Number of children

Full subsidy (ACCB)	16,403
Partial subsidy (ACCB)	17,969

**TOTAL CHILDREN RECEIVING FEE SUBSIDIES 34,372**

## SPECIAL NEEDS/ DISABILITY SUPPORT FUNDING

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

2,430

### Child Care Fee Reduction Initiative (CCFRI)

Monthly average approved spaces 66,482

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

## ENROLMENT STATISTICS (MARCH 31, 2021)

### Centre-based enrolment

#### Full-day centres

Under 36 months	17,309
Preschool-age (30 months – 5 years) (not in school)	36,284

#### Part-day centres

Preschool (30 months – 5 years) (not in school)	10,733
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**TOTAL ENROLMENT (0 – 5 years) 64,326**

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

20,743

**TOTAL ENROLMENT (0 – 12 years) 88,880**

*Note: Enrolment figures are based on individual daily enrolments.*

*Note: Full enrolment is considered any enrolment four hours or more in a day. Enrolment under four hours is counted as 0.5 of a full enrolment.*

## PARENT FEES

With the exception of the \$10 a day Prototype facilities, parent fees in BC are not provincially set. All types of operators may set their own fees.

As of April 1, 2021, to be eligible for the Child Care Fee Reduction Initiative (CCFRI), newly established child care facilities and those that have changed ownership or location must charge fees at or below the 70th percentile for fees in the region for the same type of care.

### PROVINCIAL DATA ON AVERAGE FEES

#### Median monthly parent fees after CCFRI applied

	Average monthly fee (2020 – 2021)	Average monthly fee (2021 – 2022)
<i>Group child care</i>		
<i>Full-day</i>		
Infant	\$1,000	\$1,010
Toddler	\$915	\$950
30 months – 5 years	\$840	\$850
<i>Part-day</i>		
Preschool (five day)	\$450	\$450
Out-of-school (kindergarten)	\$420	\$420
Out-of-school (grade 1+)	\$469	\$481
<i>Family child care</i>		
Infant	\$800	\$830
Toddler	\$800	\$800
3 – 5 years	\$840	\$840
Out-of-school (kindergarten)	\$490	\$490
Out-of-school (Grade 1+ school year)	\$500	\$500

#### Median monthly fees in British Columbia: Annual Fee Survey

In 2021, a national survey of child care fees in Canada's larger cities included the following British Columbia cities:

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

City	Infant	Toddler	Preschooler
Vancouver	\$1,200	\$1,200	\$1,015
Richmond	\$1,450	\$1,450	\$1,275
Burnaby	\$1,145	\$1,145	\$890
Surrey	\$1,120	\$1,120	\$925
Kelowna	\$980	\$980	\$900

Source: Macdonald, D., & Friendly, M. (2022). *Game Changer: Will provinces and territories meet the new federal child care fee targets? Canadian child care fees 2021*. Ottawa: Canadian Centre for Policy Alternatives

*Note: These median monthly figures include fees from centre-based child care and regulated family child care.*

### Fee reduction programs

In 2018, the province introduced two initiatives to reduce parent fees:

#### Child Care Fee Reduction Initiative (CCFRI)

The CCFRI helps lower the cost of child care for parents at approved licensed child care facilities by up to \$350/month per child 0 – 5 years. Approximately 96% of eligible child care providers apply and are approved each year.

In 2021 – 2022, 68,300 child care spaces at nearly 3,600 child care facilities were enrolled in the CCFRI and received funds to reduce parent fees.

In Fall 2022, through BC's Canada-wide ELCC Agreement, the CCFRI was further enhanced to reduce average parent fees for children five years and under by 50% (based on 2019 fee levels).

#### Universal Child Care Prototype Sites

(\$10 a day ChildCareBC sites)

Introduced in 2018 as part of the Canada-British Columbia ELCC Agreement (Multilateral Framework), the province has converted approximately 2,500 spaces at more than 50 existing child care programs into low-cost (\$10 a day) child care spaces to test funding models to support a transition to a publicly funded, affordable and inclusive child care system over a ten year period. These initial sites were selected from communities across the province, and included a mix of non-profit and for-profit centres and family child care.

In 2021, the province converted approximately 4,000 additional spaces into \$10 a day spaces. In this expansion, priority was given to non-profit/public organizations, Indigenous-led, and family child care in locations where \$10 a day sites were not available. Child care based in municipal community centres and on school grounds was also prioritized.

In Spring 2022, an additional 4,015 spaces at 84 facilities were converted to \$10 a day spaces.

By the end of 2022, under the Canada-Wide Early Learning and Child Care Agreement, the total number of \$10 a day spaces was expected to increase again to 12,500.

## WORKFORCE

### EARLY CHILDHOOD CERTIFICATION

Early childhood educators (ECEs) and ECE Assistants caring for children younger than school-age in licensed programs are required to be certified by the ECE Registry. The ECE Registry is the regulatory body mandated with responsibility for ECE and ECE Assistant certification, renewal, and investigation, as well as recognition of post-secondary ECE education programs.

Child care providers in family child care or school-age child care programs are not required to be certified but must meet the requirements to be a Responsible Adult (s. 29 of the Child Care Licensing Regulation (CCLR) which is determined and monitored by Community Care Licensing Officers).

There are five categories of certification, with minimum requirements and renewal requirements.

#### Early childhood educator assistant certificate

- One of three courses of (as per s. 27 of CCLR) a “basic” early childhood education training program from an approved post-secondary institution; and
- Must be renewed every five years by completing:
  - One additional ECE course
  - 400 hours of work experience.

#### Early childhood educator certificate (one year)

- “Basic” early childhood education program (minimum 902 hours) from an approved post-secondary institution;
- Valid for one year; and
- Can be renewed once if completion of 500 hours of work experience was unable to be completed within the one year time frame, with reason.

#### Early childhood educator certificate (five year)

- “Basic” early childhood education training program (minimum 902 hours);
- 500 hours of work experience under the supervision of a Canadian-certified ECE; and
- Must be renewed every five years by completing:
  - 40 hours of professional development and
  - 400 hours of work experience.

#### Infant and toddler educator certificate

- Qualify for an early childhood educator certificate (five year);
- Specialized post-basic program (minimum 250 hours); and
- 200 hour infant/toddler practicum.

#### Special needs early childhood educator certificate

- Qualify for an early childhood educator certificate (five year);
- Specialized post-basic program (minimum 250 hours); and
- 200 hour special needs practicum.

### STAFF WAGES

There is no provincially prescribed wage grid for early childhood educators and child care workers in BC. However, BC has committed to developing a wage grid for ECEs as part of the Canada-Wide Early Learning and Child Care Agreement.

#### Provincial wage data

##### Median hourly wages (before Early Childhood Educator Wage Enhancement)

	2020 – 2021	2021 – 2022
ECE or ECE+	\$21.00	\$21.00
Non-ECE or ECE+	\$18.00	\$18.50
All child care staff	\$20.00	\$20.00

*Note: ECE+ staff includes basic ECE certification, and/or Infant/Toddler certification, and/or Special Needs certification. Non-ECE staff includes ECE Assistants.*

#### Early childhood educator wage enhancement

As part of the BC [Early care and learning recruitment and retention strategy](#), BC implemented wage enhancement (ECE-WE) for certified staff (including those who are also owner/operators) in eligible licensed facilities starting in January 2019.

The ECE-WE was initially set at \$1/hour for a maximum of 195 hours per month, retroactive to September 1, 2018. It was increased to \$2/hour in April 2020 and to \$4/hour effective September 2021. Additional funding for statutory benefits was also provided. Effective January 2022 the rate for statutory benefits was 19.25%.

#### 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* \$39,200

*Median hourly employment income* \$18.85 – 21.54

*Note: Calculated using 2,080 hours/year (40 hours/week) and 1,820 hours/year (35 hours/week).*

*Source: Canadian Census (2021). Special run by Statistics Canada.*

*Note: These data include Early Childhood Educators and Assistants, as defined in NOC 4214 and “working in the day care services industry in centre-based environments with children aged 0 – 12 years”, as defined in NAICS 6244. Included are individuals who worked full-time (30+ hours/week) and full-year (48+ weeks/year), did not work at home, and were not self-employed. Included are supervisors but not managers. Employment income refers to income from all jobs if the Early Childhood Educator or Assistant holds a second job providing a wage, salary or commissions.*

*Note: See Table 18 in this report for comparable data from other provinces/territories and Canada average.*



## STANDARDS AND REGULATIONS

### REGULATED CHILD CARE PROGRAMS

In British Columbia, licensed child care programs, including programs operating in a group/centre or out of a personal residence, are regulated under the [Community Care and Assisted Living Act](#) and [Child Care Licensing Regulations](#). Staffing requirements vary, depending on whether the program is delivered in a group/centre-based setting, or in a personal residence (family child care).

#### Maximum centre size

There is no maximum centre size in British Columbia.

Staff:child ratio and maximum group sizes		
Age of child	Staff:child ratio	Group size
Group care		
(under 36 months)	1:4	12
Group care		
(30 months – school-age)	1:8	25
Multi-age (0 – 12 years)	1:8	8
Preschool-age		
(30 months – school-age)	1:10	20
Group child care		
(school-age)		
– if any preschool-age child		
or child in Grade 1 is present	1:12	24
Group child care (school-age)		
– if no preschool-age child		
or child in Grade 1 is present	1:15	30
School-age care on school grounds		
– children from kindergarten		
and Grade 1	1:12	24 – 30 <sup>1</sup>
– children from Grade 2		
and older	1:15	
Recreational care		
– children from kindergarten		
and Grade 1	1:12	No maximum <sup>2</sup>
– children from Grade 2		
and older	1:15	
Occasional child care (18 months and up)		
– if children under 36 months		
are present	1:4	16
– if no children under 36 months		
are present	1:8	20
Child-minding	1:8	24
1 24 children from kindergarten and Grade 1 or 30 children from Grade 2 and older with no kindergarten or Grade 1 children present		
2 No maximum, as long as usable floor area of a space used for activity is sufficient to ensure the health and safety of children participating in the activity.		

*Note: In child-minding, each child younger than 12 months is counted as 2.5 children, each child 12 months to less than 36 months is counted as two children, and each child 36 months or older counted as one child.*  
*Note: There are no maximum group sizes for school-age programs licensed under the Recreational category.*

#### Staffing requirements for centres

In British Columbia, early childhood qualification requirements are assigned according to group size and age of children.

#### Minimum number of certified staff required in regulated settings by age range

##### Group child care (under 36 months)

- 1 – 4 children: 1 Infant-Toddler Educator
- 5 – 8 children: 1 Infant-Toddler Educator and 1 Early Childhood Educator
- 9 – 12 children: 1 Infant-Toddler Educator, 1 Early Childhood Educator and 1 Early Childhood Educator Assistant

##### Group child care (30 months – school-age)

- 1 – 8 children: 1 Early Childhood Educator
- 9 – 16 children: 1 Early Childhood Educator and 1 Early Childhood Educator Assistant
- 17 – 25 children: 1 Early Childhood Educator and 2 Early Childhood Educator Assistants

##### Multi-age (0 – 12 years)

- 1 Early Childhood Educator for 8 children

##### Preschool-age (30 months – school-age)

- 1 – 10 children: 1 Early Childhood Educator
- 11 – 20 children: 1 Early Childhood Educator and 1 Early Childhood Educator Assistant

In child care for school-age children in kindergarten and older, Occasional care and Child-minding, staff do not need to be certified but qualified as “responsible adults.”

Responsible adults must be at least 19 years old, have completed a course or a combination of courses of at least 20 hours duration in child development, guidance, health and safety, or nutrition, have relevant work experience and be able to provide care and mature guidance to children.

#### Early childhood qualifications for centre supervisors

A designated supervisor or director position is not required in child care centres.



#### *Other requirements*

Children must always have immediate access to an employee who holds a valid first aid and cardiopulmonary resuscitation (CPR) certificate.

All staff and volunteers must provide a criminal record check, up-to-date immunization records and tuberculosis test.

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

Child care in BC is licensed and regulated under the authority of the [Community Care and Assisted Living Act \(CCALA\)](#) and the [Child Care Licensing Regulations \(CCLR\)](#).

Community Care Licensing Programs (which include child care) are administered locally by health authorities through Medical Health Officers (MHOs). Health authorities process applications and issue the licence to operate a child care facility.

A licence is not transferable from one person to another or one facility to another.

Licences do not need to be renewed. However, licensed facilities are inspected and regularly monitored for compliance with the CCALA and the CCLR. Medical Health Officers delegate their authority to Licensing Officers, who carry-out the day-to-day work of licensing, inspection and monitoring child care facilities.

The CCALA outlines the conditions under which licensing staff may enter, inspect and make records of any aspect of the operation of licensed or unlicensed premises.

An inspection is an on-site review of the facility to assess compliance with legislation and regulations. An inspection may occur within the first six months of a facility receiving a licence. The frequency rate of future inspections depends on the risk assessment and overall level of compliance at the time of inspection. Facilities typically receive a routine inspection every 12 to 18 months, unless more frequent inspections are required.

#### *Non-compliance with licensing requirements*

Routine inspections are a comprehensive inspection of the facility, which typically include a review of all aspects of the physical premises and operations to assess compliance with legislation and regulations. Routine compliance inspections are typically carried out with little or no notice to ensure the setting can be viewed as it normally operates. A follow-up inspection may be performed to ensure the operator has resolved issues of non-compliance identified during a previous inspection.

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

In BC, regulated family child care is termed family child care. It must be provided in the provider's personal residence, with the licensee personally providing the care.

#### **Model of organization**

Family child care in BC is individually licensed.

#### **Maximum capacity**

A family child care provider may care for no more than seven children including the provider's own children.

If any child younger than 12 months old is present, there must be no more than three children younger than 48 months old. Of those three, there may be no more than one child younger than 12 months.

If no child younger than 12 months old is present, there must be no more than four children younger than 48 months old. Of those four, there may be no more than two children younger than 24 months old.

An in-home multi-age child care provider may care for up to eight children including the provider's own children.

No more than three of those children may be younger than 36 months old. No more than one child may be younger than 12 months old.

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

Family child care and in-home multi-age child care are licensed under the [Community Care and Assisted Living Act](#) and [Child Care Licensing Regulations](#).

Licensing, monitoring and enforcement processes for regulated family home day care are similar to those of centre-based child care settings.

### *Regulations regarding home inspection*

All facilities have at least one comprehensive licensing inspection conducted by their local health authority every 12 – 18 months. An initial inspection by the local fire authority may be required when a new licensed family child care home opens.

### **Measures to support family child care providers**

Child Care Resource and Referral (CCRR) programs help families to find and access responsive and inclusive quality licensed and registered child care by providing information, support, resources and referral services to parents and child care providers across the province. CCRRs work in partnership with the government to improve the accessibility, affordability, and quality of child care in all B.C. communities.

### **Family child care provider requirements**

A family child care provider does not need to be a certified ECE unless she/he operates an in-home multi-age child care facility. An in-home multi-age child care provider must hold at least a provincially issued one-year ECE certificate.

Family child care providers are not required to undertake professional development unless they are a certified ECE, in which case they require 40 hours of professional development over the course of their certification term.

A family child care provider must be at least 19 years of age, have completed a course or a combination of courses of at least 20 hours duration in child development, guidance, health and safety, or nutrition and have relevant work experience.

A criminal records check must be completed for the provider and any person over the age of 12 who will be ordinarily present in the home.

The provider must also have first aid and CPR certificates, up-to-date immunizations and tuberculosis screening.

3 Based on a two-person family, after adjustments are calculated.

## ■ **FUNDING FOR REGULATED CHILD CARE**

### **CHILD CARE SERVICES' ELIGIBILITY FOR FUNDING**

The majority of licensed care types are eligible for most types of funding and unlicensed child care may be eligible for fee subsidies. The level of funding may vary based on the program eligibility criteria.

Occasional child care services, Child-minding and Recreational care are not eligible for any funding.

### **TYPES OF FUNDING**

#### **FEE SUBSIDIES (AFFORDABLE CHILD CARE BENEFIT—ACCB)**

Fee subsidies in BC are based on gross income.

The [Affordable Child Care Benefit](#) (ACCB) is an income-tested child care fee subsidy for families with annual pre-tax household incomes of up to \$111,000<sup>3</sup>. The ACCB is available for families accessing licensed and unlicensed (licence-not-required) child care and is paid to service providers (with the exception of care provided in the child's own home) on behalf of the parent to cover all or some of the parent fee.

The amount of funding a family receives under the ACCB depends on the family's income and size, the ages of their children and the type of child care they are accessing. Families are required to reapply for a fee subsidy every year, or more frequently if their circumstances change.

#### **Eligibility criteria**

Most families are required to have one of the following reasons for needing care to be eligible for a fee subsidy:

- working or self-employed;
- attending school;
- participating in an employment program;
- looking for work (only one parent or guardian); or
- a medical condition that interferes with their ability to care for their child.

Families are not required to demonstrate one of the above reasons for needing care if:

- the child is attending a licensed (part-day) preschool program; or
- care is referred by a Ministry of Children and Family Development or Delegated Aboriginal Agency social worker.

## Financial eligibility (2021)

Financial eligibility for the ACCB is based on the family's "adjusted annual income", calculated based on gross annual family income, with deductions based on family size and whether the family includes children with additional support needs.

### Subsidy eligibility in licensed/regulated child care

	Maximum Income for full subsidy	Income at which partial subsidy ends
One parent, one child	\$45,000	\$111,000
Two parents, two children	\$49,000	\$115,000

BC provides ACCB in various forms of unregulated child care. Families using licence-not-required or in-child's-home care with an adjusted annual income of up to \$24,000 are eligible for the maximum subsidy, with partial subsidy ending at \$70,000. Families using registered licence-not-required child care are eligible for the maximum subsidy if their adjusted annual income is less than \$39,000, and eligibility ends at an income of \$85,000.

### Subsidy rates

The subsidy rate is the amount the government pays on behalf of a fully subsidized parent, to cover all or part of the parent fee.

### Maximum monthly subsidy rates in licensed child care

	Centre-based care	Family child care/ in-home multi-age care
<b>Full-day programs</b>		
Infant (0 – 19 months)	\$1,250	\$1,000
Toddler (19 – 36 months)	\$1,060	\$1,000
37 months – school entry	\$550	\$550
School-age	\$415	\$415
<b>Part-day programs</b>		
Before- and after-school	\$210	\$210
Preschool (30 months – school entry)	\$225	Not applicable

These rates apply in all full- and part-day licensed child care programs, with the exception of Occasional Care, Recreational Care and Child-Minding.

The subsidy is also available for families accessing unlicensed child care in the provider's home, and in-child's-own-home care, except by someone who is a relative of the child or a dependent of the parent and who resides in the child's home.

### Maximum monthly subsidy rates in unlicensed child care

	Infant	Toddler	3 years – school-age	School-age (full-day/ part-day)
Registered licence-not-required	\$600	\$600	\$550	\$415/\$210
Licence-not-required	\$438	\$404	\$354	\$354/\$210
In child's home (1st child in family)	\$394	\$318	\$318	\$210/\$174
In child's home (2nd child in family)	\$198	\$147	\$147	\$147/\$73

See [Rates for the Affordable Child Care Benefit – Province of British Columbia](#) for the full list of maximum rates by each type of licensed and unlicensed child care.

### Surcharges above the subsidy rate

If the fee charged by the facility is higher than the maximum subsidy rate, the parent is responsible to pay the difference between the ACCB and the provider fee.

### Waiting list for fee subsidy

There are no waitlists for the subsidy rate. Any family that applies and is deemed eligible may receive the benefit.

### Other programs that subsidize the individual family's child care costs

**Young Parent Program:** Parents under 25 may qualify for financial support of up to \$1,500/month/child to help cover the cost of child care for child care while they finish high school, if their child is enrolled at a designated Young Parent Program child care facility. Parents qualify for this program by applying through the Affordable Child Care Benefit program.

Families with children with support needs may be eligible to receive an additional supplement above the prescribed ACCB maximums to support their participation in a child care program.

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## OPERATIONAL FUNDING

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### Universal Child Care Prototype Sites

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Beginning in November 2018, BC introduced the \$10 a day ChildCareBC Centres initiative (previously called the Prototype Sites Initiative) using funding under the Canada-BC Early Learning and Child Care Agreement (Multilateral Framework), which provides operational funding to select sites who agree to limit parent fees to a maximum of \$200 a month (\$10 a day) for full-time child care.

\$10 a day sites must meet specified conditions to receive individualized monthly payments based on an expectation of 80% enrolment. \$10 a day sites may be non-profit/public, for-profit or family child care. A provincially funded expansion of the \$10 a day ChildCareBC initiative was announced in Budget 2021 and an additional 4,015 spaces at 134 child care facilities were added across BC. BC has committed to further expand the \$10 a day program under the Canada-Wide Agreement.

By December 2022, with a total of approximately 12,500 \$10 a day spaces, over 9% of child care spaces in BC were \$10 a day spaces.

Further details on the \$10 a day ChildCareBC Centres, is available on the Ministry's [website](#).

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### Child Care Operating Funding (CCOF)

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[Child Care Operating Funding \(CCOF\) Base Funding](#) supports eligible licensed centre-based and home-based child care programs to cover a portion of day-to-day operating costs. Daily rates are based on enrolment, the number of hours per day care is provided, age group and type of child care.

Participation in the program by a service provider is optional; the vast majority (more than 90%) of service providers apply for and receive CCOF funding. Participating in CCOF Base Funding is required for a service provider to participate in the Child Care Fee Reduction Initiative and the Early Childhood Educator Wage Enhancement.

CCOF is not available for Occasional Care, Recreational Child Care or for Child-minding.

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### CCOF daily rates for centres per child by age group and hours of attendance

	Four hours or less	More than 4 hours
Age group		
0 – 36 months	\$6.00	\$12.00
3 years – kindergarten	\$2.74	\$5.48
Grade 1 – 12 years	\$1.40	\$2.80
Part-day preschool	\$1.37	NA

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### CCOF daily rates for family child care per child by age group and hours of attendance

	Four hours or less	More than 4 hours
Age group		
0 – 36 months	\$1.85	\$3.70
3 years – kindergarten	\$1.41	\$2.82
Grade 1 – 12 years	\$0.73	\$1.46

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CCOF rates for in-home-multi age and multi-age child care may be found at [Child Care Operating Funding – Base Funding](#).

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### Child Care Fee Reduction Initiative (CCFRI)

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The [Child Care Fee Reduction Initiative](#) (CCFRI) provides operational funds to eligible licensed child care providers to reduce and stabilize parent fees. Child care providers must be caring for children five years old and under, must be receiving base CCOF funding and must apply annually.

Providers participating in the CCFRI must agree not to increase fees beyond any amount approved by the province. Additionally, since April 2021, new facilities must have initial child care fees at or below the 70th percentile for fees in their region for the same type of care to be eligible for the CCFRI. New facilities that applied for provincial funding to create new licensed spaces before April 1, 2021, and who were approved for this funding are exempt from this fee cap.

To receive CCFRI, service providers must be approved for CCOF Base Funding and must be providing:

- infant/toddler care (group and family child care) – (Under 36 months); and/or
- care for three-year-olds to kindergarten-age (group and family child care).

Under CCFRI, approved service providers received the following amounts per enrolled child for full-time child care to reduce parent fees in 2018.

In December 2022, further fee reductions were announced.

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#### Monthly fee reductions under CCFRI (December 2022)

	Full-time space (2018)	Full-time space (2022)
Group care		
Infant/toddler care	\$350	\$550
3 – 5 years (not in school)	\$100	\$445
Klndergarten		
(before- and after-school)	\$100	\$320
Family and in-home child care		
0 – 36 months	\$200	\$400
3 – 5 years (not in school)	\$60	\$440
Kindergarten		
(before- and after-school)	\$60	\$260

Note: Service providers receive prorated amounts for children enrolled part-time.

#### CCFRI Provider Payment

The CCFRI Provider Payment is equivalent to 20% of the facility's monthly CCOF Base Funding for CCFRI-eligible care categories (to offset the administrative costs associated with participating in CCFRI).

See [Child Care Fee Reduction Initiative](#) for full eligibility requirements.

#### Child Care ECE Wage Enhancement (ECE-WE)

The [Child Care ECE Wage Enhancement](#) is part of the government's [Early Care and Learning Recruitment and Retention Strategy](#). Certified staff (including owner/operators) working in licensed child care receiving Child Care Operating Funding (CCOF) are eligible to receive a provincial wage enhancement.

As of September 1, 2021 the wage enhancement was increased from \$2/hour to \$4/hour. Payments were made to eligible employees by March 2022 for the \$4/hour wage enhancement retroactive to September 1, 2021.

Additional funding for statutory benefits is also provided, and is set each year for January 1. As of January 1st, 2022, the benefit rate was 19.25%.

To be eligible for Wage Enhancement, the child care service must be receiving CCOF and, if eligible, approved for the CCFRI or be a \$10 a Day ChildCareBC site. Participation is optional, and child care providers can apply at any time.

See full eligibility requirements in the [2021/22 ECE-WE Funding Guidelines](#) (effective April 1, 2021 – March 31, 2022).

#### Supported Child Development Program (SCD) and Aboriginal Supported Child Development (ASCD)

SCD and ASCD programs provide supports to children from birth to 12 years of age with a developmental delay or disability who require additional support to attend a licensed child care setting. These supports may include assessing children's needs, creating individual plans, providing guidance to child care centres and, where needed, funding or deploying enhanced staffing within the child care centre.

In 2022/23, through the Canada-Wide Early Learning and Care Agreement and the bi-lateral Early Learning Agreement, BC is investing \$31.8M into these programs, in addition to the current budget of \$80M. This funding is intended to:

- increase the number of children and families who have access to SCD/ASCD supports, and, where needed, increase the level of service for children already on caseload; and
- enable SCD and ASCD Programs to increase emphasis on capacity building within child care settings, through training and mentorship.

#### ONE-TIME FUNDING

##### Child Care BC Maintenance Fund

The fund is available to assist licensed providers in emergency circumstances, defined as sudden and unexpected conditions that directly impact children's health and safety or may result in immediate facility closure, or with the costs of addressing necessary repairs or replacing eligible items unrelated to routine or regular service. The fund may also help with expenses for relocation costs, if the relocation is required for compliance under the [Community Care and Assisted Living Act](#).

##### Emergency repair and/or replacement

For emergency repairs and replacements, each year eligible applicants may receive, per physical location:

- up to \$10,000 for not-for-profit licensed group child care, multi-age child care, school-age on school grounds and preschool providers;
- up to \$5,000 for for-profit licensed group child care, multi-age child care, school-age on school grounds and preschools not operating from a property that may be used as a home or dwelling; or

- up to \$2,000 for licensed personal residence providers regardless of licence type.

Expenses eligible for emergency repair or replacement include washrooms, major systems, accessibility equipment, safety equipment, furniture and equipment, permanent outdoor fixtures and outdoor play equipment. See here for [eligible](#) and [ineligible](#) expenses.

### Required relocation

Licensed group child care providers can apply for funding to help cover the cost of required relocation due to emergency circumstances. Relocation support is not available to licensed personal residence providers, regardless of licence type and circumstance, as the move may include home owner expenses that are not related to the child care facility. See here for [eligible relocation expenses](#).

For the required relocation of a licensed facility, each fiscal year eligible applicants may receive, per physical location:

- Up to \$50,000 for not-for-profit licensed group child care, multi-age child care, school-age on school grounds and preschool providers; or
- Up to \$25,000 for for-profit licensed group child care, multi-age child care, school-age on school grounds and preschool providers.

### Start-Up Grants

The Start-Up Grants program is designed to increase the number of licensed child care spaces available to B.C. families by supporting individuals who want to operate a licensed child care facility in their personal residence. The grant assists with the costs associated with obtaining a group care, family, and in-home multi-age (IHMA) licence type under the [Community Care and Assisted Living Act](#) and Child Care Licensing Regulation.

The grant offers \$500 up front to cover costs associated with becoming licensed. There is an additional \$500 per space once a valid licence under the [Community Care and Assisted Living Act](#) has been issued and the organization is actively participating in CCOF and, where eligible, the CCFRI.

Child care providers who receive funding through the Start-Up Grants must provide proof of a valid licence within one year of funding approval, enroll in the CCOF and, where eligible, CCFRI, and remain operational and enrolled for three consecutive years.

### Childcare BC New Spaces Fund

The Childcare BC [New Spaces Fund](#) provides funding to create new licensed child care.

As of 2021 – 2022 funding is only available to public sector organizations, Indigenous governments, not-for-profit organizations (societies) and Indigenous not-for-profit organizations (societies). Until this change, it was also available to for-profit operations.

Funding guidelines are updated each year to align with current priorities.

### Key priorities for the Childcare BC New Spaces Fund 2021 – 2022

- infant-toddler spaces serving:
  - low-income families
  - children with support needs
  - Indigenous children and families
  - families new to Canada
  - young parents (25 years and under)
  - black and other children/families of colour
  - francophone children.
- spaces co-located with other community or family services (e.g. school grounds);
- fully inclusive spaces to allow children of all abilities to participate meaningfully (i.e. accessible physical design and application of program inclusion policy); and/or
- projects with a provincial cost per space of \$40,000 or less.

### Maximum provincial spending amounts for the Childcare BC New Spaces Funds 2021 – 2022

Per project, eligible applicants can receive up to:

- \$3 million for up to 100% of eligible project costs for public sector organizations and Indigenous governments;
- \$1.5 million for up to 100% of eligible project costs for Indigenous not-for-profit organizations (societies); or
- \$1.5 million for up to 90% of eligible project costs for not-for-profit organizations (societies), including not-for-profit child care providers and child development centres.

*Note: For-profit operations are no longer eligible for the Childcare BC New Spaces Fund.*



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### Community Child Care Space Creation Program

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In 2019 the Community Child Care Space Creation Program provided up to \$1 million to local governments for the creation of new non-profit and public licensed child care spaces within their own (public) facilities or under a long-term lease agreement by the local government for children aged 0 – 5, with a focus on infant-toddler spaces. The Community Child Care Space Creation Program was administered by the Union of British Columbia Municipalities.

Applications were accepted up to November 22, 2019. This funding was provided under the Canada-British Columbia Early Learning and Child Care (ELCC) Agreement (Multilateral Framework), which provided a total of \$18.5 million over three years for space creation.

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### Community Child Care Planning Grants

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In 2019, The BC Ministry of Children and Family Development earmarked \$3 million for the [Community Child Care Planning Program](#), which provided funding for local governments to engage in child care planning activities to develop a community child care space creation action plan.

Eligible projects received up to \$25,000. The program was administered by the Union of BC Municipalities. Applications for this program concluded on January 31, 2020.

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### COVID-19 SUPPORTS

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At the beginning of the COVID-19 pandemic, two key sources of provincial funding were made available to licensed child care providers – Temporary Emergency Funding and Health and Safety Grants.

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#### Temporary Emergency Funding

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Between April and August 2020, BC provided more than \$320M in Temporary Emergency Funding (TEF) for the child care sector. This funding was intended to support:

- facilities to remain open and safely operate as many child care spaces as possible, while complying with public health guidelines;

- access to child care for essential service workers; and
- fixed facility costs for facilities that needed to temporarily close due to the pandemic so that they could continue to provide child care services once they reopened.

In exchange for receiving TEF, child care providers were required to agree to enhanced terms/conditions, including to:

- prioritize access to children of essential service workers;
- not charge parent fees for any periods of temporary closure or in cases where a family was absent due to COVID-19; and
- offer families who temporarily withdrew their child from child care due to the COVID-19 pandemic access to the same space/spaces after the TEF Program ended.

TEF provided 7 x base CCOF amount for facilities that were able to remain open and 2 x base CCOF amount to facilities that temporarily closed. In order to receive TEF, facilities had to agree to the terms and conditions laid out in a Modified Funding Agreement. Approximately 94% of eligible facilities received TEF, supporting more than 120,000 (open and closed) licensed child care spaces in over 4,700 facilities across BC.

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### Health and Safety Grants

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BC provided three rounds of Health and Safety Grants (HSG), in 2020, 2021 and 2022.

<i>Health and Safety Grants, per year</i>	<i>2020</i>	<i>2021</i>	<i>2022</i>
Maximum per-space allocation	\$325	\$175	\$160
Average payment – centre-based group facility	\$10,245	\$5,600	\$5,104
Average payment – home-based facility	\$2,359	\$1,260	\$1,162
<i>Total spending</i>	<i>\$35M</i>	<i>\$18.3M</i>	<i>\$18.9M</i>

HSG funding supported facilities to operate as many of their licensed spaces as possible and to offset the additional costs (e.g. staffing backfill, cleaning supplies, etc.) associated with providing child care services during the COVID-19 pandemic.

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### ECE Education Support Fund

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Since September 2018, in partnership with the Early Childhood Educators of BC, the Province has expanded and enhanced the ECE Bursary Program for students enrolled in Early Childhood Education programs at recognized post-secondary institutions in B.C.

The [ECE Education Support Fund](#) consists of two streams:

- the Early Childhood Student Bursary, to assist students studying ECE at a recognized post-secondary institution. Up to \$500 per course, to a maximum of eight courses per semester is available to assist with tuition, books and materials; and
- the ECE Workforce Development Bursary Fund available to ECEs, ECE Assistants, Responsible Adults (as defined in the Child Care Licensing Regulation) and StrongStart BC Facilitators who are currently working in the ECE field to upgrade their credentials. Up to \$5,000 per semester is available to assist with tuition and other expenses such as loss of wages or travel.

As of Fall semester 2021, more than 11,000 bursaries were allocated to over 6,200 students, totaling almost \$20 million in funding. An additional \$25.5 million was allocated through the Canada-B.C. Early Learning and Child Care Agreement in 2021/22 to continue the program to 2024.

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### Professional Development Funding

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In March 2019, the Ministry of Children and Family Development allocated \$6.3-million to improve access to professional development opportunities for early care and learning professionals. Most of this funding has now been expended, although some of the initiatives have received additional funding through the workforce funds included as part of the Canada-British Columbia Early Learning and Child Care Agreement.

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### Early Childhood Pedagogy Network Funding

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The Early Childhood Pedagogy Network continues to support ECEs throughout the province through their network of more than 50 pedagogists working in/with child care programs and post-secondary programs around the province.

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### Expanding Aboriginal Head Start

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The B.C. government allocated \$10 million in 2021 – 2022 to expand Aboriginal Head Start programs throughout the province, by more than 640 new licensed early learning and child care spaces in more than 30 communities through partnerships with the First Nations Health Authority and the Aboriginal Head Start Association of BC. These funds are for both Aboriginal Head Start on Reserve (AHSOR) and Aboriginal Head Start in Urban and Northern Communities (AHSUNC). The programs provide culturally based, inclusive child care and early learning, family bonding and prevention services. Services are available to families at no cost.

Under Budget 2021, the province provided ongoing funding to support an additional 400 Aboriginal Head Start child care spaces in the province.

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### Post-Secondary Seat Expansion

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Since the 2018 launch of BC's ChildCareBC Plan, the Ministry of Advanced Education and Skills Training (AEST) has provided almost \$10 million to fund 1,150 additional student spaces at fourteen public post-secondary institutions across B.C.

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

### FEE SUBSIDIES

Program	Amount
Affordable Child Care Benefit (formerly fee subsidies for licensed/ regulated care)	\$226,827,000
Young Parent Program (YPP)	\$1,600,000
Single Parent Employment Initiative (SPEI)	\$1,600,000
<b>Total fee subsidies</b>	<b>\$230,027,000</b>

Note: Actual fee subsidy expenditures totaled \$119,699,302. Factors contributing to low demand/utilization of child care services include:

1. COVID pandemic situation and related Provincial Health Officer pandemic restrictions impacting child care facility operations;
2. Changes to parents'/guardians' employment status, job sustainment and/or work situation (i.e. teleworking) resulting in more children being kept at home;
3. Changing circumstances at post secondary/vocational/training institutions which impacted the number of clients accessing benefits through YPP and SPEI as well as the amount of fee subsidy they were accessing; and
4. Impacts from federal government emergency measures [i.e. Canada Emergency Relief Benefit (CERB)].

### OPERATIONAL (PREVIOUSLY RECURRING) FUNDING

Program	Budget amount
Child Care Fee Reduction Initiative	\$127,300,000
Child Care Operating Fund	\$107,350,000
Child Care ECE Wage Enhancement	\$41,780,000
Supported Child Development Program	\$75,403,000
Aboriginal Head Start (provincial)	\$10,000,000
Universal Child Care Prototype Sites	\$31,000,000
<b>Total operational funding</b>	<b>\$392,833,000.00</b>

Note from the BC government: Actual operational expenditures totaled \$291,841,274. Factors contributing to lower spending include:

1. COVID pandemic situation and related Provincial Health Officer pandemic restrictions impacting child care facility operations
2. Lower enrolments at child care facilities
3. Facilities opting into funding from other provincially funded pandemic emergency relief measures such as the Temporary Emergency Fund (TEF) program offered from April 2020 to August 2022 to ensure the financial viability of child care facilities.
4. Permanent closure of some child care facilities

### ONE-TIME FUNDING

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

Program	Budget amount
Child Care BC New Spaces Fund	\$84,239,000
Child Care BC Maintenance Fund	\$1,200,000
<b>Total one-time funding</b>	<b>\$85,439,000</b>

**TOTAL FUNDING FOR REGULATED CHILD CARE**  
(fee subsidies, operational funding,  
one-time funding, and carry over) **\$708,299,000**

### OTHER ELCC FUNDING

Definition: “Other” ELCC funding may include contributions to an early childhood association, research, evaluation, funds for unregulated child care, and pilot projects that do not fall into another category.

Program	Budget amount
Affordable Child Care Benefit (ACCB) for Unregulated Child Care	\$37,273,000
Child Care Resource & Referral Program	\$15,402,000
Early Childhood Pedagogy Network	\$4,800,000



## FEDERAL TRANSFERS TO PROVINCE

<i>Federal transfer</i>	<i>Amount</i>
Multilateral Early Learning and Child Care Framework – Early Learning and Child Care Bilateral Agreement	\$52,568,987
Safe Restart Agreement (child care specific funding)	\$82,772,000

## COVID-19 RELATED SUPPORTS

Temporary Emergency Funding	\$318,566,819
Health and Safety Grants	\$35,029,820
Aboriginal Head Start Early Learning & Outdoor Play Spaces	\$10,000,000
New Spaces Fund	\$60,656,977
Rapid Renovations Fund	\$1,774,852
Child Care Matching Service for Essential Services workers	\$19,884
Inclusion Support Fund	\$2,651

*Note: COVID-19-related spending reflects actual expenditures. This spending was funded through the province's Pandemic Response & Economic Recovery contingency funding. The funding is over and above the budget amounts provided above.*

## OF INTEREST

### MUNICIPAL ROLE

British Columbia does not have a mandated role for municipalities in child care but the City of Vancouver has played a significant voluntary role in the planning and funding of child care since the 1990s. There are 17 municipalities in the Metro Vancouver area, and a number of them play similar (although somewhat less extensive) roles in supporting child care through zoning, demand measurement and rental provisions.

In addition to Vancouver's long-time municipal role, the provincial government has funded municipalities across BC to take on a role in child care planning as part of the provincial child care expansion plan.

A number of local governments and school boards operate child care facilities. See Space Statistics in this BC chapter.

## FAMILY RESOURCE PROGRAMS

[Family Resource Programs](#) (FRPs) are parent/child centres for families or a caregiver accompanying children 0 – 6 years. There are more than [275 family resource programs](#) in British Columbia. The programs are intended to provide services that strengthen parenting skills, provide stimulating environments for children, and promote family and community engagement.

FRPs engage with families through five core areas of service:

- family support;
- play-based learning;
- early learning and literacy;
- parent education; and
- information and referral.

## PROVINCIAL ECEC ORGANIZATIONS AND ADVISORY GROUPS

[Early Childhood Educators of British Columbia](#)

[Coalition of Child Care Advocates of BC](#)

[BC Aboriginal Child Care Society](#)

[British Columbia Family Child Care Association](#)

[Early Childhood Pedagogy Network](#)

[School-Age Child Care Association of British Columbia](#)

[Provincial Child Care Council](#)

# Yukon



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# 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)**

<i>Age</i>	<i>Living with two parents</i>	<i>Living with one parent</i>	<i>Lone mother</i>	<i>Lone father</i>
0 – 4	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)**

<i>Age</i>	<i>English</i>	<i>French</i>	<i>Non-official</i>	<i>Multiple</i>
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)**

<i>Two-parent families</i>	<i>Male lone-parent</i>	<i>Female lone-parent</i>
\$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
<b>Total enrolment for kindergarten and early kindergarten</b>	<b>566</b>

## 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)

#### Centre spaces

Total centre spaces (0 – 12 years) 1,659

#### Family day homes (regulated family child care)

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

#### Centre-based programs

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)

#### Centres Number of centres

For-profit 29

Non-profit 12

Publicly operated<sup>1</sup> 8

<sup>1</sup> 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 <sup>1</sup>	BASC spaces <sup>2</sup>	Total spaces
For-profit	947	NA <sup>3</sup>	Included	947
Non-profit	451	NA <sup>3</sup>	in full-day	451
Publicly operated <sup>4</sup>	261	NA <sup>3</sup>	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
<b>Total number of children in early kindergarten, kindergarten and Grades 1 – 6 enrolled in before- and after-school care</b>	<b>388</b>

**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

	Whitehorse	Rural
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)

Child care worker level	Current enhancement	2021 increase	New enhancement
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)

Child care worker level	Current enhancement	2021 increase	New enhancement
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 <sup>1</sup>
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 <sup>1</sup>
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

<sup>1</sup> 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
Full-time (100 hours/month or more)	
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
Part-time (less than 80 hours/month)	
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.



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

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

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#### *Quality program enhancement – Whitehorse area programs (2021)*

Age	Funding per space/ month <sup>1</sup>	Funding per space/ month <sup>2</sup>
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 <sup>1</sup>	Funding per space/ month <sup>2</sup>
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

<sup>1</sup> Programs not offering meal program

<sup>2</sup> Programs offering a nutritious meal program

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### Supports for children with special needs

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

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### Wage enhancement funding

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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.

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### Operational expenses for child care centres

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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](#).

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### Early Learning and Child Care Benefits

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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.

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### ONE-TIME FUNDING

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#### Start-up funding

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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.

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#### Enhancement funding

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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.

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## 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)

<b>FEE SUBSIDIES</b>	<b>\$1,004,354</b>
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### OPERATIONAL FUNDING

#### Program

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

<b>Total operational funding</b>	<b>\$8,482,196</b>
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### 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

<b>TOTAL FUNDING FOR REGULATED CHILD CARE (fee subsidies, operational funding, and one-time funding)</b>	<b>\$9,694,167</b>
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## OTHER ELCC FUNDING

Child Development Centre	\$2,562,000
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*Note: This funding is not relevant only for ELCC and comes from several government budgets.*

## FEDERAL TRANSFERS TO TERRITORY

### Federal transfers

### Amount

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](#)



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# Northwest Territories



## ■ OVERVIEW

In the Northwest Territories, early learning and child care includes full-school day or part-day junior kindergarten (JK), full-school day kindergarten (K), regulated child care centres, part-day preschool, family day homes, and out-of-school day care.

Kindergarten is the responsibility of the Department of Education, Culture and Employment (ECE) under the *Education Act*. Territorial implementation of JK began in the 2017 – 2018 school year. Four schools offer Indigenous immersion programming in JK and K. Access to education is a legislated entitlement for all children who are four years old by December 31 of the respective school year.

Child care is the responsibility of the Department of Education, Culture and Employment (DECE) and it is licensed under the *Child Day Care Act*. Licensed child care programs are operated by Indigenous governments, non-profit organizations, and individual family day home providers. There are no for-profit child care operators in the Northwest Territories and there are a number of publicly delivered child care programs.

Fees are set by the operators. Child care fee subsidies are available through a separate Income Assistance program.

Operational funding is provided to licensed programs through Early Childhood Program (ECP) funding, Early Childhood Staff Grant, Supporting Child Inclusion and Participation (SCIP).

The Northwest Territories signed the Canada-Northwest Territories Early Learning and Child Care Agreement (Multilateral Framework Agreement) on February 14, 2018. This agreement allocated almost \$7.4 million over three years; it was extended on January 13, 2021, with an additional \$2.4 million allocated to the 2020 – 2021 fiscal year, and renewed on August 6th, 2021 allocating a further \$10.3 million over four years.

The Canada-Northwest Territories Canada-Wide Early Learning and Child Care Agreement was signed by the Northwest Territories on December 14, 2021. Through this agreement, the federal government will provide \$51.1 million over five years to:

- reduce fees to an average of \$10/day by 2025 – 2026;
- create 230 licensed spaces in public and non-profit centres;
- address barriers to providing inclusive and flexible child care; and
- create and implement a territorial wage grid for early childhood educators.

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

## ■ TERRITORIAL CONTEXT

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

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

Age	Number of children
0 – 2	1,200
3 – 5	2,200
6 – 12	4,000
Total	7,400

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

Age	Number of children
0 – 2	800
3 – 5	1,400
6 – 12	3,100
Total	5,300

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

Age	First Nations	Métis	Inuk (Inuit)	Multiple	Other
0 – 4	920	220	410	60	15
5 – 9	985	205	370	55	15
10 – 14	1,035	195	390	40	20
Total	2,940	620	1,170	155	50

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

Information not available

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

Age	Living with two parents	Living with one parent	Lone mother	Lone father
0 – 4	2,160	600	450	150
5 – 9	2,005	735	555	175
10 – 14	1,885	810	625	185



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

<i>Age</i>	<i>English</i>	<i>French</i>	<i>Non-official</i>	<i>Multiple</i>
0 – 4	2,545	65	135	75
5 – 9	2,580	55	115	70
10 – 14	2,585	35	120	85
Total	7,715	155	370	225

---

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

<i>Two-parent families</i>	<i>Male lone-parent</i>	<i>Female lone-parent</i>
\$140,000	\$56,000	\$52,000

---

**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 more than 6 months is eligible.

**Parental leave**

61 weeks for birth or adoption.

69 weeks if shared.

An employee who has been employed by the same employer for more than 6 months is eligible.

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

**PARENTAL LEAVE BENEFITS****Benefit options in 2022**

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

**Two options for parental leave benefits**

*(parents must choose one)*

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

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

As of March 17, 2019, the Parental Sharing Benefit also became available to non-birth/second parent. Under this additional benefit, five weeks of Standard Benefits is available if parents share Standard Parental Benefits (40 weeks total) or an additional eight weeks of Extended Benefits is available when parents share Extended Parental Benefits (69 weeks total).

Parents' access to 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

The Department of Education, Culture and Employment (ECE) is responsible for kindergarten and junior kindergarten under the authority of the *Education Act*. Eight school districts are responsible for the day-to-day operations of schools.

Access to education is a legislated entitlement for all children who are four years old by December 31 of the respective school year. Full-school day K is available to all five-year-olds.

Full-school day K is available to all five-year-olds. Part-day and/or full-school day JK is available to all four-year-olds depending on the community.

Four schools offer Indigenous immersion programming in junior kindergarten (JK) and kindergarten (K).

In 2018, the Department finalized a new *Northwest Territories JK to Grade 12 Indigenous Languages and Education Policy*. It is intended to support language and culture-based learning by promoting Indigenous world-views, cultures, and languages of communities in which schools are located.

The NWT regulates but does not fund private schools.

### TERRITORIAL RESPONSIBILITY FOR KINDERGARTEN

Department of Education, Culture and Employment  
Junior Kindergarten/Kindergarten Information  
PO Box 1320  
4501 Franklin Ave  
Yellowknife, NT, X1A 2L9  
Telephone: 1 (844) 698-5655  
Website: <https://www.ece.gov.nt.ca/en/services/junior-kindergartenkindergarten>

### LEGISLATION

NWT. Legislative Assembly. *Education Act*.  
– RSNWT1995, C-28.

### KINDERGARTEN FOR FIVE-YEAR-OLDS

Kindergarten is a full-school day program available to all five-year-olds in the NWT.

### AGE ELIGIBILITY

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

### COMPULSORY

Enrolment in kindergarten is not compulsory.

### ENTITLEMENT

All age-eligible children in the NWT have a legislated entitlement to kindergarten.

Kindergarten must be provided in every public elementary school and public denominational elementary school.

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

Kindergarten is a full-school day program. Education authorities are required to offer a minimum of 485 instructional hours per year for kindergarten programming, and no more than six hours instructional hours per day.

### CLASS SIZE

Class size is not regulated. Class sizes and configurations are determined at the discretion of the education authority and local school principal and vary across the territory.

### CURRICULUM OR CURRICULUM FRAMEWORK

NWT mandates the use of the [NWT JK/K Curriculum JK/K](#) (EN) and [Programme d'études de la prématernelle et de la maternelle des TNO](#) (FR). This curriculum demonstrates a child-centered and play-based framework for learning.

### GENERAL TEACHER QUALIFICATIONS AND CERTIFICATION

A Bachelor of Education is required to teach kindergarten and teachers must apply to the Registrar for a teaching certificate prior to employment.

The Registrar may issue an Interim Standard Teaching Certificate to an individual who has successfully completed a teacher training program at an approved institution. The individual must then complete the courses required by the N.W.T. Teacher Qualification Service toward a Bachelor of Education degree and two academic years of teaching in a classroom during the term of the teaching certificate. A Standard Teaching Certificate may then be issued, and must be renewed every four years.

There are no specific ECE requirements to teach kindergarten.

## JUNIOR KINDERGARTEN FOR FOUR-YEAR-OLDS

Junior kindergarten is a full-school day or a part-day program for all four-year-olds. In 2014, it was established and offered in 23 communities. Since 2017 – 2018, JK has been extended to all 33 communities. Schools may offer full-school day or half-day JK depending on the needs in their communities, existing licensed child care and the number of children in the community.

### AGE ELIGIBILITY

In order to attend JK, children must be four years of age by December 31 of the school year.

### COMPULSORY

Enrolment in JK is not compulsory.

### ENTITLEMENT

All eligible children in the NWT have a legislated entitlement to JK.

JK must be provided in every public elementary school and public denominational elementary school.

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

JK may be provided on a full-school day or part-day basis, at the discretion of the local District Education Authority. Education authorities are required to offer a minimum of 485 instructional hours per year for Kindergarten programming, and no more than six instructional hours per day.

### CLASS SIZE

Class sizes are not regulated. Class sizes and configurations are determined by the education authority and local school principal according to the needs of their specific circumstances including class size, multi-grade classrooms, and assistants and vary across the territory.

### CURRICULUM OR CURRICULUM FRAMEWORK

The NWT mandates the use of the [NWT JK/K Curriculum](#) (EN) and [Programme d'études de la prématernelle et de la maternelle des TNO](#) (FR), which takes a child-centered and play-based approach to learning, in all schools.

## GENERAL TEACHER QUALIFICATIONS AND CERTIFICATION

A Bachelor of Education or a two-year diploma in early childhood from an accredited educational institution approved by the Registrar is required to teach JK. The Registrar may issue an Interim JK Teaching Certificate to individuals who have completed a two-year program in early childhood education. During the term of the interim certificate, the individual must complete two academic years of teaching in a classroom, after which time the Registrar may issue a JK Specialty Teaching Certificate. The teaching certificate has to be renewed every four years.

## TOTAL ENROLMENT (SCHOOL YEAR 2020 – 2021)

Kindergarten (five-year-olds)

Full- and/or part-school-day (head count) 602

Junior kindergarten (four-year-olds)

Full- and/or part-school-day (head count) 527

**Total enrolment for JK/K (head count) 1,127**

## FINANCIAL (SCHOOL YEAR 2020 – 2021)

Spending on kindergarten (per child) \$13,584

Spending on junior kindergarten (per child) \$14,967

**Spending on kindergarten (total) \$8,408,735**

**Spending on junior kindergarten (total) \$7,827,762**

## CHILD CARE

### TERRITORIAL RESPONSIBILITY FOR CHILD CARE

Department of Education, Culture and Employment

Early Learning and Child Care Division

PO Box 1320

4501 Franklin Ave

Yellowknife, NT, X1A 2L9

Telephone: 1 867-767-9354

Website: <https://www.ece.gov.nt.ca/en/elcc>

### LEGISLATION AND REGULATIONS

NWT. Legislative Assembly. [Child Day Care Act](#).

RSNWT1988, c. C-5. Amended 1991-92, C-17, 1997,

C-8, 1998, C-17, 2012.

NWT. Legislative Assembly. [Child Day Care Act – Child](#)

[Day Care Standards and Regulations](#). – RNWT2012.

Amended R-002-2021.

## CHILD CARE SERVICES

### UNREGULATED CHILD CARE

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

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

### REGULATED CHILD CARE

#### Centre day care facility

Group care, instruction and supervision provided in a place other than a private residence. Full-time care is defined as more than five consecutive hours. Part-time is five consecutive hours or less.

#### Preschool day care

Part-time day care provided for a child between two and up to five years of age who is not enrolled for the full-day in a school operated under the *Education Act*.

#### Family day home

A child care facility where care is provided within the private residence of the operator. It may include up to eight children under 12 years including the caregiver's own children with the following restrictions: a maximum of six children six years and under, and a maximum of two children two years and under.

#### Out-of-school day care

Child care provided following completion of the daily school program for a child who is enrolled at a school operated under the *Education Act*. These programs provide care to children between 3.8 and 11 years of age.

## CURRICULUM FRAMEWORK

In 2019, the Northwest Territories had developed a new draft curriculum framework titled *The early learning framework: Nurturing capable people from birth to school entry*.

In 2022 – 2023 the territory will be piloting a revised version, with implementation in 2023 – 2024 throughout the territory.

## CHILDREN WITH SPECIAL NEEDS

(NWT uses the term *children with disabilities*)

In NWT, children with special needs are referred to as children with disabilities and/or needing enhanced or individual supports. There is no formal definition for children with disabilities.

Operators of licensed programs are required to accept and include children with special needs to the extent possible.

The Supporting Child Inclusion and Participation (SCIP) program does not require diagnosis or documentation, but documentation from a health professional is required for a child to be funded through the ECP subsidy.

The SCIP funding supports community-based early learning and child care programming, professional learning and staffing supports (one-to-one or one-to-multiple) to support children's participation in early learning programs.

The SCIP program provides funding to hire staff to support children who otherwise could not safely attend, and to provide staff training and purchase resources to support children's participation. It also provides funding to create or enhance community unlicensed play-based early learning opportunities, such as "family-and-tot" programs.

The Early Childhood Program (ECP) Operating Subsidy provides increased daily rates for special needs spaces.

All licensed child care programs are eligible to receive funding to support children with special needs. The funding is child-specific; it may be provided for an individual child or targeted to benefit multiple children.

The territory also provides funding to the NWT Disabilities Council to provide early intervention services for children from birth to school entry who have disabilities and/or developmental delays.

The NWT's *Child Day Care Act* requires that programs modify their programming to support inclusion of children who require additional supports.

The NWT does not have any centres that are solely or primarily for children with special needs. There are no specific training requirements, ratios or group sizes for programs that support children with special needs.

## FIRST NATIONS, MÉTIS AND INUIT CHILD CARE

The NWT is composed of Dene (First Nations), Métis and Inuvialuit (Inuit) communities. The majority of community-based programs are equally available to all children. Indigenous people in the NWT make up approximately 50% of the total population. This percentage is even higher in small communities, where the majority of residents are Indigenous.

There are two reserves in NWT. There is one licensed child care centre on reserve. It is located on the land owned by K'atloodeche First Nation. The centre is licensed by the territory to provide 40 spaces, including eight spaces for infants, 28 preschool-age and 4 out-of-school spaces.

There are no licensed family child care on reserve.

Aboriginal Head Start on Reserve (AHSOR) is regulated. There is one AHSOR program in the NWT, located on K'atloodeche First Nation Reserve.

There are eight Aboriginal Head Start in Urban and Northern Communities (AHSUNC) programs in the NWT that offer culturally appropriate child care programming. Six are licensed early learning and child care programs and two (not licensed) offer family-centered programming where caregivers attend with children.

Licensed child care centres are operated by Indigenous governments, as well as non-profit organizations.

## OTHER INDIGENOUS-SPECIFIC RESOURCES/INITIATIVES

Funding through the federal ELCC agreements supports provision of NWT-based post-secondary education programs in early childhood. This includes both a face-to-face certificate and diploma program in Yellowknife, as well as a distance-based diploma program. The distance program allows for those living in small communities to better access post-secondary education. Although information is not formally collected, the majority of students enrolled in both the distance and face-to-face diploma program at Aurora College are Indigenous.

A one-time Cultural Resource Grant was provided to all existing licensed centres to be used to purchase culturally relevant materials and resources to support quality early learning.

## SPACE STATISTICS

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

#### Centre spaces

##### Full day centres

Infants (0 – < 2 years)	179
Preschool-age (2 – 5 years) (not in school full-day)	584

##### Part-day centres

Preschool-age (2 – 5 years) (not in school full-day)	Not available
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**TOTAL CENTRE SPACES (0 – 5 years) 763**

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

Number of spaces in before- and after- school care for children in junior kindergarten and kindergarten	79
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*Note: These spaces are explicitly for JK/K students.*

Number of spaces in before- and after-school care for children in Grade 1 – 6	729
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*Note: Before- and after-school spaces for children in Grade 1 – 6 may also include JK/K students, in addition to those explicitly for JK/K.*

<b>Total number of spaces in before- and after-school care for children in junior kindergarten, kindergarten and Grade 1 – 6</b>	<b>808</b>
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**TOTAL CENTRE SPACES (0 – 12 years) 1,571**

### Regulated family child care (March 31, 2021)

#### Family day home spaces

Full-day (Children not in school)	324
Part-day (Children in school)	108
<b>Total regulated family child care spaces</b>	<b>432</b>

**TOTAL REGULATED SPACES  
(centres spaces and family child care enrolment) 2,003**

### Number of child care centres (2021)

#### Centre-based programs

<b>Total number of centres</b>	<b>61</b>
Number of centres providing a full-day program	34
Number of centres providing a part-day (nursery or preschool) program	Not available
Number of centres providing a part-day program for children attending school (approx 4 – 12 years)	42
Number of centres providing infant care (0 – < 2 years)	19
Number of centres providing preschool-age care (2 – 5 years)	34

Number of centres providing non-standard hours care	Not available
Number of centres in publicly delivered and funded schools	48

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

<b>Number of regulated family child care homes</b>	
Number of licensed family day homes	51

#### Municipal delivery

Number of municipalities or municipal entities operating child care centres (i.e. are the licence holder)	3
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Note: The Town of Fort Smith, and the hamlets of Enterprise and Tuktoyaktuk operate a total of four licensed centres.

#### Centres by auspice (2021)

Centres	Number of centres
For-profit	0
Non-profit	54
Publicly operated <sup>1</sup>	10

<sup>1</sup> Municipality/municipal entity, school authority, other government agency, or Indigenous governance organization

Note: These include four municipal centres and six licensed Aboriginal Head Start on Reserve.

#### Centre spaces by auspice

	Full-day spaces	Part-day spaces <sup>1</sup>	BASC spaces <sup>2</sup>	Total spaces
For-profit <sup>3</sup>	–	–	–	–
Non-profit <sup>4</sup>	763	NA <sup>5</sup>	808	2,003

<sup>1</sup> Nursery/preschool

<sup>2</sup> Before- and after-school care spaces (4 – 12 years)

<sup>3</sup> There are no for-profit programs in the NWT.

<sup>4</sup> Including publicly operated

<sup>5</sup> Not available

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

## FEE SUBSIDIES

<b>Number of children whose licensed child care cost is supported by the Income Assistance program (March 31, 2021)</b>	Not available
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## SPECIAL NEEDS/DISABILITY SUPPORT FUNDING

<b>Children in licensed, regulated or approved child care being supported by special needs/disability support funding (March 31, 2021)</b>	Not available
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For a list of all licensed programs and services in the Northwest Territories, see this [directory](#).

## ENROLMENT STATISTICS

Enrolment data is not available

## PARENT FEES

Child care fees in the NWT are not territorially set. Program fees are set by individual operators and providers.

#### TERRITORIAL FEE DATA

Education, Culture and Employment (ECE) did not track fees in 2021.

#### Median monthly fees in Northwest Territories:

##### Annual Fee Survey

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

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

Infant	Toddler	Preschooler
\$1,035	\$1,010	\$930

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.

In January, 2022, the NWT introduced the Child Care Fee Reduction (CCFR) Subsidy intended to reduce the cost of child care by an average of 50% in licensed programs that opt into the CCFR Subsidy.

Fee reductions apply to children five years of age and younger. The actual reduction in the amount families can expect to pay for child care fees will depend on the current fee the family is paying and the age of the child.

In February 2023, the NWT increased the Child Care Fee Reduction to cover 60% of parent fees. As well, licensed programs below school-age will be permitted to increase fees by 2 – 6%, depending on fees being charged. For more information, see [Child Care Fee Reduction Subsidy 2023 – 24 Increases](#).



## WORKFORCE

### EARLY CHILDHOOD CERTIFICATION

There is no territorial early childhood certification process.

As part of its commitments under the Canada-Northwest Territories Canada-Wide Early Learning and Child Care agreement, the NWT will develop an early childhood educator certification process by 2024 – 2025.

[Aurora College](#) offers in-person and distance delivery of post-secondary Early Learning and Child Care certificate and diploma programming.

### STAFF WAGES

Wages and benefits of early childhood educators and child care workers are set by each employer.

Until September 30, 2022, the NWT provided an Early Childhood Staff Grant based on hours worked paid directly to the staff. Quarterly grant amounts ranged from \$600 to \$3000/year depending on the number of hours worked and their level of education.

In 2022, the Early Childhood Staff Grant was merged with the Retention Incentive to streamline staff wage enhancement.

### Retention Incentive Funding

Beginning in 2022 – 2023, licensed child care centre operators are eligible to receive Retention Incentive funding for the early childhood educators working directly with children in their program. The funding is provided to operators of licensed centre-based programs to distribute to early childhood educators.

Licensed centre-based programs will receive \$12,750 per full-time equivalent (FTE) in 2022 – 2023 and \$16,250 per FTE in 2023 – 2024, based on staff to child ratios as required by legislation.

This two year transitional funding, retroactive to April 1, 2022, is to provide enhanced wages for early childhood educators in licensed centres until a wage grid is implemented in 2024 – 2025.

### Territorial wage data

Information 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* \$50,800

*Median hourly employment income* \$24.42 – 27.91

*Note: Calculated using 2,080 hours/year (40 hours/week) and 1,820 hours/year (35 hours/week).*

*Source: Canadian Census (2021). Special run by Statistics Canada.*

*Note: These data include Early Childhood Educators and Assistants, as defined in NOC 4214 and “working in the day care services industry in centre-based environments with children aged 0 – 12 years”, as defined in NAICS 6244. Included are individuals who worked full-time (30+ hours/week) and full-year (48+ weeks/year), did not work at home, and were not self-employed. Included are supervisors but not managers. Employment income refers to income from all jobs if the Early Childhood Educator or Assistant holds a second job providing a wage, salary or commissions.*

*Note: See Table 18 in this report for comparable data from other provinces/territories and Canada average.*

## STANDARDS AND REGULATIONS

### REGULATED CHILD CARE CENTRES

#### Maximum centre size

Maximum centre size is not specified.

#### Staff:child ratio and maximum group size for single age

<i>Age group</i>	<i>Staff:child ratios</i>	<i>Maximum group size</i>
0 – 12 months	1:3	6
13 – 24 months	1:4	8
25 – 35 months	1:6	12
3 years	1:8	16
4 years	1:9	18
5 – 11 years	1:10	30

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

<i>Age of group</i>	<i>Staff:child ratios</i>	<i>Maximum group size</i>
0 – 24 months	1:4	8
25 months – 5 years (child not enrolled in school full-day)	1:8	16
3 years 8 months – 11 years (child enrolled in school full-day)	1:10	30

*Note: The maximum group size does not apply when children are having meals, taking naps or taking part in special activities. Volunteers cannot be counted towards the minimum staff:child ratio.*

## Staffing requirements for centres

### *Early childhood requirements for staffing a centre*

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

Primary staff (see qualifications below) are responsible for the care, instruction and supervision of children. Support staff assist a primary staff person with the daily program or the day-to-day operation of the centre.

In a centre-based program, 50% of the staff are expected to be primary staff, i.e., have a minimum of a post-secondary certificate in early childhood education. Support staff, while not required to have formal education, must always work with the primary staff, i.e., not be alone with children.

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

Primary staff must have completed a post-secondary program (minimum Certificate-level) in early childhood development.

There is no early childhood qualification requirement for support staff.

Staff involved in the delivery of the daily program are required to participate in annual professional development, through courses, seminars or workshops.

### *Exemptions to early childhood qualification requirements of centre staff*

An individual may become primary staff without the required post-secondary qualifications if the person can demonstrate that they have, to the satisfaction of the Territorial Director, an understanding of developmentally appropriate practices with respect to children, and the ability to apply that understanding to the program.

### *Requirements for onsite centre supervisors/directors*

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

### *Exemptions to requirements for on-site centre supervisors/directors*

There are currently no educational requirements for centre supervisors/directors.

### *Other staffing requirements*

Primary staff must be at least 19 years of age. Support staff must be at least 16 years of age and must be supervised by a primary staff at all times.

Primary staff must have first aid and cardiopulmonary resuscitation (CPR-C) certificates. The Director may allow a person to start work without the required first aid and CPR certifications and set a date by which the person must obtain those.

Before beginning work at a licensed program, all staff are required to have up-to-date immunizations and a tuberculosis test, a criminal record check, including a vulnerable sector search, and a Statement of Outstanding Criminal Charges. Criminal record checks must be updated every three years and Statement of Outstanding Criminal Charges must be completed annually.

## Licensing, monitoring and enforcement

Centre-based programs are licensed and regulated under the authority of the [Child Day Care Act](#) and [Child Day Care Standards and Regulations](#).

Regional Early Childhood Consultants licenses and monitors all licensed early learning and child care programs in the NWT. They work directly with child care operators and provide guidance through the licence application process. There is no fee required for a licence.

A licence is valid for a maximum of one year. A licence issued with terms and conditions requires the facility to meet certain requirements by an expiry date in order to keep its licence.

Annual inspections are required for licence renewal and are conducted by the Regional Early Childhood Consultant, Fire Inspector and Environmental Health Officer. The Director will automatically renew a licence if the inspection reports show that the operator and facility are in compliance with the *Act* and Regulations.

A centre can be inspected by the departments noted above at times other than the annual year licence renewal inspection.

For more detailed information, see [Understanding the Child Day Care Regulations: A Handbook for Early Childhood Programs](#) (Section 2: Licences).

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

The 2017 – 2021 *Canada-NWT Early Learning and Child Care Bilateral Agreement and action plan* focuses on improving the quality and accessibility of child care in the NWT. Through this agreement, the focus on quality in the NWT includes:

- supporting the development of a qualified early childhood workforce, by:
  - providing professional development opportunities;
  - access to post-secondary learning within the NWT; and
  - offering early childhood scholarships.
- offering grants and funding directly to licensed programs, including:
  - development and distribution of cultural resources;
  - needs-based health and safety funding for the costs of repairs and maintenance as per annual inspections; and
  - provider enhancement grant to assist with purchasing materials and resources.

### **REGULATED FAMILY CHILD CARE**

In the NWT, regulated family child care is called a family day home. Family day homes must be provided within the operator's personal residence.

#### **Model of organization**

Licensed family day homes are individually operated.

#### **Maximum capacity**

An operator of a family day home may care for a maximum of eight children under 12 years old, including the operator's own children. Additional age limitations include:

- no more than six of the children may be under six years old, and
- no more than two children may be younger than two years.

#### **Family day home provider requirements**

##### *Early childhood qualification requirements*

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

Family day home providers must undertake annual professional learning in child development and care through courses, seminars or workshops. There is no specified number of hours required.

##### *Other requirements*

A family day home provider must be at least 19 years of age.

Family day home providers must have a criminal record check, including a vulnerable sector search, a Statement of Outstanding Criminal Charges, first aid and CPR-C certificates.

Criminal record checks, including a vulnerable sector search, and a Statement of Outstanding Criminal Charges are required for any adult over the age of 19 who resides in the private residence within which the child day care program operates.

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

Family day homes are licensed and regulated under the authority of the [\*Child Day Care Act\*](#) and [\*Child Day Care Standards and Regulations\*](#).

Education, Culture and Employment licenses and monitors all licensed early learning and child care programs in the NWT, including family day homes. Regional Early Childhood Consultants work directly with child care operators and provide guidance through the licence application process. There is no fee required for a licence.

A licence is valid for a maximum of one year. A licence issued with terms and conditions requires the facility to meet certain requirements by an expiry date in order to keep its licence.

Annual inspections are required for licence renewal and conducted by the Regional Early Childhood Consultant, Fire Inspector and Environmental Health Officer. The ELCC Director will automatically renew a licence if the inspection reports show that the operator is in compliance with the *Act* and *Regulations*.

A licensed family day home can be inspected by the departments noted above at times other than the annual year licence renewal inspection. Children attending a family day home must be supervised by the operator at all times or for short periods of time or in the case of an emergency, by a substitute who has been approved by the ELCC Director.

## FUNDING FOR REGULATED CHILD CARE

### CHILD CARE SERVICES' ELIGIBILITY FOR FUNDING

Funding (operational, start-up and one-time) is available to all licensed not-for-profit child care centres (full- and part-day) and licensed family day home providers. (There is no for-profit child care in NWT).

### TYPES OF FUNDING

#### FEE SUBSIDIES

The NWT does not have a stand-alone child care subsidy program. The Income Assistance (IA) program offers financial support to IA applicants to assist with their child care expenses so they can participate in the labour force or pursue education and training opportunities in the NWT.

#### Income Assistance (fee support program)

Income Assistance funds can be used as fee subsidies in licensed and unlicensed child care.

The subsidy rate is the maximum amount paid by the territorial government to the service provider to cover all or part of the child care fees.

#### Income Assistance Program daily subsidy rates for child care

Age	Licensed	Unlicensed
Infant (0 – 1 year)	\$42	\$33
Child (2 – 12 years)	\$39	\$28
Preschool/pre-kindergarten-age		
with extended care (3 – 4 years)	\$39	NA
Part-time (0 – 5 years)	\$26	\$13
After-school (5 – 12 years)	\$15	\$8

### OPERATIONAL FUNDING

#### Early Childhood Program (ECP) Funding – Operating Subsidy

The ECP Subsidy is an attendance-based quarterly contribution through which licensed programs (centres and family day homes) receive a fixed daily rate per attending child. Programs located at government-owned buildings are funded at 75% of the daily rate. All licensed child care programs are eligible for this funding.

Licensed early learning and child care programs submit applications for this funding to regional ECCs. Applications are reviewed and approved by the ECCs. Recipients are required to provide Program Contribution Attendance Report forms (indicating attendance per space and the number of days the licensed early childhood centre was open).

For further details see the [Early childhood program operating subsidy](#).

#### Full-time daily rates/child for the Early Childhood Program Operating Subsidy

	Zone A	Zone B
Infant/Special needs	\$33.75/child	\$49.66/child
Preschool-age	\$14.17/child	\$19.81/child
Out-of-school	\$4.72/child	\$5.01/child

*Note: Part-time spaces are funded at half the full-time rate.*

*Note: The 2017 – 2021 Canada-NWT Early Learning and Child Care Bilateral Agreement and action plan offers enhanced ECP funding for licensed centre-based programs with preschool and out-of-school spaces.*

#### Early Childhood Staff Grant

The [Early Childhood Staff Grant](#) was first established in 2014 and merged with the Retention Incentive Grant in 2022. It is a taxable wage supplement that provides quarterly payments directly to eligible early childhood educators working in licensed centre-based programs including daycares, preschools, and out-of-school programs. Quarterly grant amounts range from \$600 to \$3,000, depending on hours worked and early childhood qualifications.

Family day homes providers did not receive the Early Childhood Staff Grant.

Information about the [new Retention Incentive Grant](#) is available on the Department of Education, Culture & Employment website.

**Early Childhood Staff Grant amounts for eligible employees based on the amount of hours worked and ECE training (2022)**

	100 – 234 hours/ worked quarter (8 – 18 hours/week)	235 – 351 hours/ worked quarter (18.5 – 27 hours/week)	354 – 468 hours/ worked quarter (27.5 – 36 hours/week)	469+ hours/ worked quarter (37+ hours/week)
No early childhood PSE	\$600	\$900	\$1,200	\$1,500
Early childhood certificate	\$800	\$1,200	\$1,600	\$2,000
Early childhood diploma	\$1,000	\$1,500	\$2,000	\$2,500
Early childhood degree	\$1,200	\$1,800	\$2,400	\$3,000

*Note: For example, an employee who had not completed a post-secondary early childhood program and worked 35 hours/week during April – June would qualify for a grant of \$1,200 for the 1st quarter grant payment.*

## Supporting Child Inclusion and Participation (SCIP)

The Supporting Child Inclusion and Participation (SCIP) Funding Program helps children with diverse needs, who are vulnerable or with specific developmental needs, to fully participate in early learning and child care programs in their community. Administered by the Department of Education, Culture and Employment (ECE), SCIP provides eligible applicants with financial support to reduce or eliminate barriers to early learning for children from birth to 6 years of age.

The following are eligible applicants for this program:

- licensed early learning and child care programs;
- indigenous governments and organizations;
- non-profit organizations; and
- community-based early childhood programs.

A total of \$1.7M in funding is allocated to applicants in a variety of funding streams.

## ONE-TIME FUNDING

### Health and Safety Funding

This funding is provided through the 2017 – 2021 Canada-NWT Early Learning and Child Care Bilateral Agreement and is an on-demand contribution capped at \$10,000 for licensed providers to help with the cost of repairs and maintenance required by annual health and fire safety inspections.

Family day homes may access this funding once during the start-up phase, whereas licensed centres may access the funds annually if required to address deficiencies noted as part of a fire or environmental health inspection.

This funding consists of two components:

- a maximum of \$5,000 can be used towards improvements required by environmental health inspections; and
- another \$5,000 maximum can be used towards improvements required by fire safety inspections.





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### New Child Care Spaces Fund

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The New Child Care Spaces funding was established in 2017 as part of the 2017 – 2021 *Canada-NWT Early Learning and Child Care Bilateral Agreement* to replace the former Start-up Subsidy. This application-based program assists with the creation of new licensed early learning and child care programs by providing funding for the purchase of equipment and supplies. This funding cannot be used towards staffing or lease payments. This funding is also available to licensed programs who wish to re-profile spaces based on community need (e.g., preschool-age to infant).

Licensed family day homes are eligible to receive a flat amount based on which zone they are in, whereas centre-based programs receive a fixed amount per type of space.

For information on communities by zone, see page 10 of the [Early Learning and Child Care Funding Programs Review](#).

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#### New Child Care Spaces Fund – Full-time

	<i>Payment per centre space</i>	
	<i>Zone A</i>	<i>Zone B</i>
Infant/Special needs	\$2,500	\$4,200
Preschool-age	\$1,700	\$2,800
Out-of-school	\$500	\$1,000
<i>Flat rate payment</i>		
Family day home	\$3,000	\$4,500

*Note: Part-time spaces are funded at half the full-time rate.*

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### Early Childhood Infrastructure Funding

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The [Early Childhood Infrastructure Fund](#) (ECIF) provides funding for projects that preserve existing infrastructure of licensed centre-based child care spaces or create new licensed centre-based child care spaces in NWT communities.

To be eligible for funding, a centre must be a non-profit organization or operated by an Indigenous government. Priority for funding will be for communities that have limited or non-existent child care programming. For this fund, \$1M is allocated annually.

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### Early Childhood Program Enhancement Grants

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The following funding grants are available through the 2021 – 2025 Canada-NWT Early Learning and Child Care (ELCC) Bilateral Agreement:

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#### Provider Enhancement Grant (PEG)

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This one-time funding was available to both licensed centre-based programs and family day homes. PEG assists licensed programs to purchase or replace equipment, such as high chairs, car seats, playground equipment, furniture, and other learning materials that support quality play-based environments.

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#### Early Childhood Cultural Resource Grant

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The cultural resource grant provided licensed centre-based early learning and child care programs with funding to purchase culturally relevant materials and resources to support quality early learning.

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#### Technology Grant

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The Technology Grant was provided as a one-time grant to licensed centre-based programs for the purchase of equipment such as computers and printers to support daily operations and participate in online learning opportunities. New licensed centre-based programs and/or programs that did not previously receive the Technology Grant were eligible for the funding in 2021 – 2022.

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### OTHER FUNDING

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#### Right from the Start Early Childhood Scholarship

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The Right from the Start Early Childhood Scholarship was first introduced in 2014. It is designed to help offset the costs of attending full-time on-site diploma or degree programs in the field of early childhood development. Eligible students can apply for the \$5,000 scholarship each year for the duration of their studies. In 2020 – 2021, through the 2017 – 2021 Canada-NWT Early Learning and Child Care Bilateral Agreement, an additional 20 scholarships were supported, for a total of 30 scholarships. [Full program guidelines](#) are available on the ECE website.



Eligible applicants must be full-time students in a diploma or degree program in early childhood development at an accredited post-secondary institution.

Preference is given to those:

- enrolled in their first year of study;
- who have not previously received an ELCC scholarship;
- are from a small NWT community (any community other than Hay River, Fort Smith, Fort Simpson, Inuvik, Norman Wells, or Yellowknife); or
- are planning on returning to the NWT after graduation to pursue a career in early childhood development.

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

<b>FEE SUBSIDIES</b>	<i>Not available</i>
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### OPERATIONAL FUNDING

<i>Program</i>	<i>Amount</i>
Early Childhood Program Operating Subsidy	\$4,720,345
Supporting Child Inclusion and Participation (SCIP)	\$752,990
Early Childhood Staff Grant (Paid directly to ELCC Staff as wage enhancement)	\$1,000,193

*Note: The proposal-based SCIP funding to support inclusion in early childhood is available to both licensed and unlicensed programs. This amount reflects funding to licensed programs, including Emerging Needs funding provided throughout the year and the annual proposal-based funding.*

<b>Total operational funding</b>	<b>\$6,473,529</b>
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### ONE-TIME FUNDING

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

<i>Program</i>	<i>Amount</i>
Early childhood infrastructure funding	\$500,000

#### One-time funding – other

<i>Program</i>	<i>Amount</i>
Early learning and child care scholarship (\$5,000 scholarship paid to students attending post-secondary education programs related to early childhood education at the diploma level or higher)	\$135,000
Health and Safety Funding	\$104,930
Provider Enhancement Grant	\$60,000
New Child Care Spaces	\$21,000

<b>Total one-time funding</b>	<b>\$820,930</b>
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<b>TOTAL FUNDING FOR REGULATED CHILD CARE (operational funding, and one-time funding)</b>	<b>\$7,294,460</b>
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### OTHER ELCC FUNDING

<i>Program</i>	<i>Amount</i>
Postsecondary Learning Opportunity (Paid directly to Aurora College to offset cost of programming to ELCC Staff)	\$683,569
Professional Development and Training (Salaries and Operational Expenditure)	\$362,670
Supporting Child Inclusion and Participation (SCIP Funding to Unlicensed Programming)	\$351,679
Supporting Child Inclusion and Participation (SCIP Funding to NWT Disability Council – Inclusion Support in Yukon)	\$308,000
Supporting Child Inclusion and Participation (SCIP Coordinator Cost – Support to System)	\$154,404
Cultural Resource Development (Translation and Printing of Cultural Resources)	\$13,945

## FEDERAL TRANSFERS TO TERRITORY

<i>Federal transfer</i>	<i>Amount</i>
Multilateral Early Learning and Child Care Framework – Early Learning and Child Care Bilateral Agreements	\$2,419,151
Safe Restart	\$2,710,000

## COVID-19 RELATED SUPPORTS

COVID-19 Funding	\$1,967,356
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*Note: This included funding for wage enhancements, sustainability funding, cleaning and personal protective equipment (PPE). In addition, the Department continued to provide attendance-based Early Childhood Program (ECP) operating subsidy funding based on current or prior actuals (whichever was higher) to support sustainability.*

## OF INTEREST

### FAMILY RESOURCE PROGRAMS

#### Healthy Family Program

The [Healthy Family Program](#) (HFP) is a family resource program provided in multiple communities and managed by the NWT Health and Social Service Authorities. It has an objective of supporting and enhancing the development of children under the age of six. The Healthy Family Program is a universal, and free program open to all families with children 0 – 6 years and participation is voluntary. The HFP offers parenting groups and workshops; cultural programming; peer support; one-on-one in-person (home visiting/in office) support and one-on-one virtual support.

## TERRITORIAL ECEC ORGANIZATIONS AND ADVISORY GROUPS

[NWT Early Childhood Association](#)



# Nunavut



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# Nunavut

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## ■ OVERVIEW

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

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

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

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

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

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

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

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

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

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

## ■ TERRITORIAL CONTEXT

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

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

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

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

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

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

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

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

Not available

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

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

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

<i>Age</i>	<i>English</i>	<i>French</i>	<i>Non-official</i>	<i>Multiple</i>
0 – 4	1,950	30	2,050	355
5 – 9	1,880	45	1,670	390
10 – 14	1,635	30	1,690	345
Total	5,465	105	5,405	1,095

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

<i>Two-parent families</i>	<i>Male lone-parent</i>	<i>Female lone-parent</i>
\$118,000	\$42,400	\$52,000

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## PARENTAL LEAVE AND BENEFITS

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

### LEAVE PROVISIONS

**Maternity leave (Pregnancy leave)**

17 weeks.

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

**Parental leave**

37 weeks for birth or adoption.

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

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

An employee taking maternity and parental leave must do so consecutively.

### PARENTAL LEAVE BENEFITS

**Benefit options in 2022**

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

**Two options for parental leave benefits**

*(parents must choose one)*

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

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

As of March 17, 2019, the Parental Sharing Benefit also became available to non-birth/second parent. Under this additional benefit, five weeks of Standard Benefits is available if parents share Standard Parental Benefits (40 weeks total) or an additional eight weeks of Extended Benefits is available when parents share Extended Parental Benefits (69 weeks total).

Parents' access to taking paid parental leave requires that provinces/territories' leave provisions must match federal benefits.

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



## KINDERGARTEN

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

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

Kindergarten is a legislated entitlement. Attendance is voluntary.

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

### TERRITORIAL RESPONSIBILITY FOR KINDERGARTEN

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

### LEGISLATION AND REGULATIONS

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

### KINDERGARTEN FOR FIVE-YEAR-OLDS

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

#### ELIGIBILITY

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

#### ENROLMENT

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

#### ENTITLEMENT

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

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

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

#### CLASS SIZE

There is no maximum class size for kindergarten.

#### CURRICULUM OR CURRICULUM FRAMEWORK

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

#### GENERAL TEACHER QUALIFICATIONS AND CERTIFICATION

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

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

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

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

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

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

## RECENT OR ANTICIPATED DEVELOPMENTS, INCLUDING ANY PILOT PROJECTS

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

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

## OTHER SCHOOL-OPERATED EARLY CHILDHOOD PROGRAMS

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

## CHILD CARE

### TERRITORIAL RESPONSIBILITY FOR CHILD CARE

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

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

### LEGISLATION AND REGULATIONS

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

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

– RRNWT(Nu)1990 c.C-3.

## CHILD CARE SERVICES

### UNREGULATED CHILD CARE

#### Unregulated family child care

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

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

### REGULATED CHILD CARE

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

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

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

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

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

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

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

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

#### Family home day care

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

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

## CURRICULUM FRAMEWORK

There is currently no early learning curriculum framework in Nunavut.

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

## CHILDREN WITH SPECIAL NEEDS

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

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

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

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

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

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

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

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

## FIRST NATIONS, MÉTIS AND INUIT CHILD CARE

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

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

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

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

All AHSUNC programs are licensed.

#### OTHER INDIGENOUS-SPECIFIC RESOURCES/INITIATIVES

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

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

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

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

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

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

#### SPACE STATISTICS

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

###### Centre spaces

###### Full-day centres

Infant (0 – <2 years)	208
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Preschool-age (2 – 5 years) (including kindergarten-age children)	586
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###### Part-day centres

Preschool-age (2 – 5 years) (including kindergarten-age children)	258
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<b>TOTAL CENTRE SPACES (0 – 5 years)</b>	<b>1,052</b>
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###### Before- and after-school care

###### (licensed, regulated, approved or authorized)

Number of spaces in before- and after-school care for children in Grades 1 – 6	155
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<b>TOTAL CENTRE SPACES (0 – 12 years)</b>	<b>1,207</b>
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###### Regulated family child care

###### Family home day care

Full-day (children not in school)	30
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Part-day (children in school)	10
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*Note: kindergarten-age children are included in full-day spaces.*

<b>Total regulated family child care spaces (enrolment)</b>	<b>40</b>
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##### TOTAL REGULATED SPACES

<b>(centre spaces and family child care enrolment)</b>	<b>1,247</b>
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##### Number of child care centres (2021)

<b>Total number of centres</b>	<b>60</b>
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###### Centre-based programs

Number of centres providing a full-day program	33
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Number of centres providing a part-day (nursery school) program	15
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Number of centres providing a part-day program for children attending school (approximately 5 – 12 years)	7
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Number of centres providing infant care (0 – < 2 years)	30
--	----

Number of centres providing preschool-age care (2 – 5 years)	33
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Number of centres providing non-standard hours care (non-standard hours as defined by the province/territory)	0
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Number of centres in publicly delivered and funded schools	11
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*For a definition of non-standard hours care in Nunavut, see Non-standard work and child care in Canada (pg. 89).*

<b>Number of regulated family child care homes</b>				
Number of family child care homes (active)	5			
<b>Municipal delivery</b>				
Number of municipalities or municipal entities operating child care centres (i.e. are the licence holder)	6			
<i>Note: The Hamlets of Gjoa Haven, Qikiqtarjuaq, Arctic Bay, Coral Harbour, Nauyasat and Cambridge Bay operate a total of seven licensed centres.</i>				
<b>Programs by auspice (2021)</b>				
<i>Centres</i>	<i>Number of centres/agencies</i>			
For-profit	Not applicable			
Non-profit	48			
Publicly operated	11			
<i>Note: There are seven centres operated by municipalities (hamlets) and four by District Education Authorities. There may be additional licensed child care delivered by Inuit government organizations.</i>				
<b>Centre spaces by auspice</b>				
	<i>Full-day spaces</i>	<i>Part-day spaces<sup>1</sup></i>	<i>BASC spaces<sup>2</sup></i>	<i>Total spaces</i>
For-profit	0	0	0	0
Non-profit	736	112	155	1,003
Publicly operated <sup>3</sup>	58	146	0	204
1 Nursery school spaces				
2 Before- and after-school care spaces (5 – 12 years)				
3 Municipality/municipal entity, school authority, other government agency or Indigenous governance organization				
<i>Note: For a profile of child care auspice in Nunavut, see <a href="#">Risky Business</a>.</i>				

## FEE SUBSIDIES

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

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

## SPECIAL NEEDS/DISABILITY SUPPORT FUNDING

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

Not available

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

## PARENT FEES

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

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

### TERRITORIAL DATA ON AVERAGE FEES

#### Average daily parent fees

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

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

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

### FEE REDUCTION PROGRAMS SPECIFICALLY FOR INUIT LAND CLAIM BENEFICIARIES

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

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

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

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

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

<b>Infant</b>	<b>Toddler</b>	<b>Preschooler</b>
\$1,324	\$1,194	\$1,194

Source: Macdonald, D., & Friendly, M. (2022). *Game Changer: Will provinces and territories meet the new federal child care fee targets? Canadian child care fees 2021*. Ottawa: Canadian Centre for Policy Alternatives

*Note: These median monthly figures include fees from centre-based child care and home child care.*



## WORKFORCE

### EARLY CHILDHOOD CERTIFICATION

There is no territorial early childhood certification process.

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

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

### STAFF WAGES

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

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

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

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

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

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

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

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

*Note: Calculated using 2,080 hours/year (40 hours/week) and 1,820 hours/year (35 hours/week).*

Source: *Canadian Census (2021)*. Special run by Statistics Canada.

*Note: These data include Early Childhood Educators and Assistants, as defined in NOC 4214 and "working in the day care services industry in centre-based environments with children aged 0 – 12 years", as defined in NAICS 6244. Included are individuals who worked full-time (30+ hours/week) and full-year (48+ weeks/year), did not work at home, and were not self-employed. Included are supervisors but not managers. Employment income refers to income from all jobs if the Early Childhood Educator or Assistant holds a second job providing a wage, salary or commissions.*

*Note: See Table 18 in this report for comparable data from other provinces/territories and Canada average.*

## STANDARDS AND REGULATIONS

### REGULATED CHILD CARE CENTRES

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

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

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

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

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



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

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

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

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

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

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

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

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

#### *Other requirements*

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

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

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

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

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

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

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

A centre licence may be issued:

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

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

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

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

### **Parent involvement**

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

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

### **REGULATED FAMILY CHILD CARE**

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

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

#### **Model of organization**

Family home day care providers are individually licensed.

#### **Maximum capacity**

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

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

#### **Requirements for family child care providers**

##### *Early childhood qualification requirements*

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

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

##### *Other requirements*

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

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

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

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

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

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

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

## **FUNDING FOR REGULATED CHILD CARE**

### **CHILD CARE SERVICES' ELIGIBILITY FOR FUNDING**

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

### **TYPES OF FUNDING**

#### **FEE SUBSIDIES (DAYCARE SUBSIDY)**

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

#### **Eligibility criteria**

To be eligible for a Daycare Subsidy, parents must:

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

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

#### **Financial eligibility (2021)**

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

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

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

#### **Surcharges above the fee subsidy**

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

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

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## Maximum subsidy rates (2021)

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

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

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

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

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## Additional programs that subsidize individual families

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

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

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

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

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## OPERATIONAL FUNDING

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### Operation and maintenance top-up funding

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

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

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

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

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## ONE-TIME FUNDING

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### Child Care Space Creation in Underserved Communities

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

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### Start-up contributions

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

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## Health and Safety Funding

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

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## ELCC Training Sessions

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

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

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## OTHER FUNDING

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### Educational Programming Resources and Training

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

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## Healthy Children Initiative

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

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

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## Early Childhood Education Inuit Language and Culture Funding

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

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

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### FEE SUBSIDIES

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

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

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## OPERATIONAL FUNDING

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

## ONE-TIME FUNDING

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

Program	Amount
Start-up contributions	\$111,950

### One-time funding – other

Program	Amount
Educational Programming Resources and Training	\$697,739

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

**\$5,335,808**

## OTHER ELCC FUNDING

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

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

## FEDERAL TRANSFERS TO TERRITORY

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

## COVID-19 RELATED SUPPORTS

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

## OF INTEREST

### RECENT INITIATIVES UNDERTAKEN OR UNDERWAY

The following activities were underway as of December 2022:

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





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TABLE 1

**Coverage: Number of regulated<sup>1</sup> centre spaces full- and part-time by age category and kindergarten provision. Provinces/territories (2021).**

P/T	Infant and toddler	Preschool-age	Kindergarten-age <sup>2</sup> and school-age	Provision of kindergarten <sup>2</sup> for 4- and 5-year olds
NL	1,259	3,443	2,717	Full-school day for all 5-year-olds. 4-year-old kindergarten delivered as licensed child care in schools is being phased in.
PE	1,192	2,733	2,439	Full-school day for all 5-year-olds. 4-year-old kindergarten operated as a part-day program in child care centres.
NS	5,509	6,450	3,589 <sup>3</sup>	Full-school day for all 4- and 5-year-olds.
NB	2,170	13,052	16,214	Full-school day for 5-year-olds. Not provided for 4-year-olds.
QC	30,149	184,019	340,683	Full-school day for 5-year-olds. Full-school day for 4-year-olds is being phased in.
ON	64,485	115,431	283,780	Full-school day for all 4- and 5-year-olds.
MB	3,081	19,868	12,136	Part-school day for 5-year-olds. Some part-school day for 4-year-olds.
SK	5,319	8,416	1,625	Part-school day for 5-year-olds, and some vulnerable 3- and 4-year-olds.
AB	30,788	50,028	50,985	Part-school day for 5-year-olds and 4-year-olds with additional support needs.
BC	15,723	56,848	38,419	Full-school day for 5-year-olds. Not provided for 4-year-olds.
YT <sup>4</sup>	432	638	388	Full-school day or part-school day for 5- and 4-year-olds, depending on location.
NT	179	584	808	Full-school day for 5-year-olds. Full- and part-day for 4-year-olds, depending on location.
NU	208	844	155	Part-day for 5-year-olds. Not provided for 4-year-olds.
CA	<b>160,494</b>	<b>462,354</b>	<b>753,938</b>	

*Note: Due to differences among jurisdictions in how spaces are licensed and tracked, some data in these columns may overlap. See the Space and Enrolment Statistics sections in each PT for more detailed information.*

1 Includes licensed, regulated, approved, authorized, and funded spaces.

2 In some provinces and territories kindergarten-age children may also be included with preschool-age children.

3 Nova Scotia before-and-after-school figures do not include 672 NS-Before and After spaces, somewhat under-representing Nova Scotia spaces.

4 As YT does not license by age group, enrolment figures are used.

TABLE 2

Number of regulated spaces (child care centres, before- and after-school child care and family child care) and percent of children 0 – 12 for whom a regulated space was available. Province/territories (2021).

P/T	Number of regulated full- and part-day child care centre spaces for children 0 – 5 years	Number of regulated before- and after-school child care spaces	Number of regulated family child care spaces 0 – 12 years	Total number of regulated child care spaces 0 – 12 years	Percent of children 0 – 12 years for whom a part- or full -day regulated space was available (%)
NL	4,702	2,717	623	8,042	14
PE	3,925	2,439	29	6,393	31
NS	11,959	3,589 <sup>1</sup>	1,190	16,738	14
NB	15,222	16,214	980	32,416	34
QC	214,168	340,683	65,281	620,132	54
ON	180,758	283,780	12,734	477,272	25
MB	22,949	12,136	3,312	38,397	18
SK	13,735	1,625	2,306	17,666	10
AB	80,816	50,985	8,708	140,509	20
BC	76,214	38,419	12,729	127,362	21
YT <sup>2</sup>	1,070	388	210	1,869	32
NT	763	808	432	2,003	27
NU	1,052	155	40	1,247	12
CA	<b>627,333</b>	<b>753,938</b>	<b>108,574</b>	<b>1,490,046</b>	<b>37</b>

*This includes full-day and part-day programs such as nursery school, not before- and after-school care for kindergarten-age children.*

1 The number of before- and after-school spaces for Nova Scotia does not include 672 spaces in Nova Scotia Before- and After-School, so NS spaces are somewhat under-represented.

2 Yukon does not license by age group; enrolment figures are used instead. However, the coverage (%) was calculated based on the total regulated spaces for children 0 – 12.

TABLE 3

Number and percent of children 0 – 5 years for whom there was a full-day or part-day (nursery school/preschool) child care centre space. Provinces/territories/Canada (2021).

P/T	Total number of full- and part-day centre spaces for 0 – 5 year olds	Number of full-day centre spaces for 0 – 5 year olds	Number of part-day centre spaces for 0 – 5 year olds	Percent of children 0 – 5 years for whom there was a full-day or part-day centre space	Percent of children 0 – 5 years for whom there was a full-day centre space
NL	4,702	4,627	75	19.5	19.2
PE	3,925	3,719	206	44.6	42.3
NS	11,959	11,084	875	25.0	23.1
NB	15,222	14,341	881	38.1	35.9
QC	214,168	214,168	Not available <sup>1</sup>	42.8	42.8
ON	180,758	180,758	Not available <sup>2</sup>	21.3	21.3
MB	22,949	20,721	2,228	24.5	22.1
SK	13,735	13,735	Not applicable <sup>3</sup>	17.8	17.8
AB	80,816	65,207	15,609	26.3	21.2
BC <sup>4</sup>	76,214	58,466	17,748	30.3	23.3
YT <sup>5</sup>	1,070	1,070	Not applicable <sup>6</sup>	48.6	48.6
NT <sup>7</sup>	763	763	Not available	22.4	22.4
NU	1,052	794	258	25.0	18.9
CA	<b>627,333</b>	<b>589,453</b>	Missing data	<b>28.4</b>	<b>26.7</b>

Note: This table includes only centre-based spaces (licensed capacity) as family child care data is usually not broken down by age. Part-day centre spaces refers to preschool or nursery school and does not include part-day before- and after-school spaces for children in the 0 – 5 age category.

1 Part-day jardins d'enfants open before 2005 are not required to be licensed. The number of post-2005 jardins d'enfants (licensed) spaces is unavailable but presumed to be small.

2 The number of part-day nursery school spaces in Ontario is unavailable. However, Ontario enrolment data shows 8,758 infants, toddlers and preschool-age children enrolled in part-day centres and 949 nursery school programs are identified. Thus, although there may be some licensed part-day spaces in the full-day space count, it is presumed to be small.

3 SK does not license part-day preschool programs.

4 These numbers include multi-age group care spaces not broken down by age.

5 As YT does not license by age group, enrolment figures are used.

6 YT does not license part-day programs.

7 The full-day space count may include some part-day spaces.

TABLE 4

Number of full and part-day<sup>1</sup> spaces for children aged 0 – 12 and percent that were for-profit. Provinces/territories/Canada (2021).

P/T	Full-day spaces		Part-day spaces		Percent of total centre spaces that were for-profit
	Total number of full-day centre spaces	Percent of full-day centre spaces that were for-profit	Total number of part-day centre spaces	Percent of part-day centre spaces that were for-profit	
NL	4,627	74	2,792	63	70
PE	3,719	68	2,645	55	63
NS	11,084	57	4,464	49	55
NB	19,544	71	11,892	57	66
QC <sup>2</sup>	214,168	55	340,683	0	21
ON <sup>3</sup>	180,758	42	283,780	8	21
MB	20,721	7	14,344	3	5
SK	13,735	2	1,625	1	2
AB	64,710	76	66,594	57	66
BC	58,590	65	56,043	43	54
YT <sup>4</sup>	Not available	Not available	Not available	Not available	57
NT	763	0	808	0	0
NU	838	0	414	0	0
CA	594,327	52	786,472	12	29

1 Part-day spaces in this table includes part-day nursery school/preschool and before and after-school spaces.

2 Quebec's data on regulated part-day nursery schools is unavailable and, therefore, not included in this table; the number is presumed to be small. This figure only represents before- and after-school child care, which is operated by school authorities.

3 Ontario's breakdown of full/part-day licensed capacity below kindergarten-age is unavailable. Thus, this figure includes some part-day spaces, which is presumed to be small, as enrolment figures show 8,758 children enrolled in part-day spaces in 2021.

4 The Yukon does not license centres by age group, so only the total percent of for-profit spaces can be provided.

TABLE 5

Number and percent of centres and centre spaces for 0 – 12 year olds that were for-profit.  
Provinces/territories (2021).

P/T	Number of centres that were for-profit	Percent of centres that were for-profit (%)	Number of full- and part-day centre spaces that were for-profit	Percent of full- and part-day centre spaces that were for-profit (%)
NL	116	62	5,194	70
PE	88	59	3,988	63
NS	168	55	8,543	55
NB	473	68	20,723	66
QC <sup>1</sup>	1,979	56	118,041	21
ON	1,368	25	97,929	21
MB	36	5	1,810	5
SK	7	2	275	2
AB	1,244	59	87,204	66
BC	1,859	57	61,857	54
YT	29	59	1,219	73
NT	0	0	0	0
NU	0	0	0	0
CA	7367	43	406,783	29

*This includes full-day, part-day nursery school/preschool and school-age centres and centre spaces.*

1 No data available for part-day for-profit centres (i.e., jardins d'enfants) and there are no for-profit before-and-after school spaces, as all are operated by school authorities. Therefore, these figures only include full-day spaces. No data available for number of school-age centres in schools, therefore the percent of centres that were profit only includes full-day centres.



TABLE 6

**Licensed capacity and enrolment in child care centres by age grouping.  
Provinces/territories (2021).**

P/T	Licensed capacity			Enrolment		
	<i>Infant, toddler &amp; preschool-age</i>	<i>Kindergarten- and school-age</i>	<i>Total</i>	<i>Infant, toddler &amp; preschool-age</i>	<i>Kindergarten- and school-age</i>	<i>Total</i>
NL	4,702	2,717	7,419	3,890	1,609	5,499
PE	3,925	2,439	6,364	3,194	1,321	4,515
NS	11,959	3,589 <sup>1</sup>	15,548	9,205	3,072 <sup>2</sup>	12,277
NB	15,222	16,214	31,436	10,640	10,372	21,012
QC	214,168	340,683	554,851	191,867	<i>Not available</i>	<i>Not available</i>
ON	180,758	283,780	464,538	112,361	90,517	202,878
MB	22,949	12,136	35,085	<i>Not available</i>	<i>Not available</i>	<i>Not available</i>
SK	13,735	1,625	15,360	<i>Not available</i>	<i>Not available</i>	<i>Not available</i>
AB	80,816	50,985	131,801	51,762	23,796	75,558
BC	76,214	38,419	114,633	64,326	20,743	88,880
YT	<i>Not applicable</i>	<i>Not applicable</i>	1,659	1,070	388	1,466
NT	763	808	1,571	<i>Not available</i>	<i>Not available</i>	<i>Not available</i>
NU	1,052	155	1,207	<i>Not available</i>	<i>Not available</i>	<i>Not available</i>

Note: Enrolment data is not consistently available for all provinces/territories.

1 Nova Scotia before-and-after-school figures do not include 672 NS-Before and After spaces, somewhat under-representing Nova Scotia capacity.

2 Nova Scotia before-and-after-school enrolment figures do not include 672 NS-Before- and After enrolment of 661 children, somewhat under-representing Nova Scotia capacity.

TABLE 7

Reported enrolment in regulated child care compared to pre-COVID.  
Provinces/territories (Pre-COVID, April 2020, May 2021).

P/T	Median centre enrolment (number of children)		Median family child care enrolment (number of children)		Centres reporting lower or much lower enrolment in May 2021 compared to pre-COVID (%)	Family child care providers reporting lower or much lower in May 2021 compared to enrolment pre-COVID (%)
	Pre-COVID	April 2020	Pre-COVID	April 2020		
NL	48	2	Not available		Not available	16.7
PE	50	3	Not available		Not available	Not available
NS	No open centres		Not applicable		60.5	Not available
NB	50	9	6	4	56.3	20.0
QC	77	8	6	0	Not available	Not available
ON	50	4	6	2	90.8	67.6
MB	45	6	7	4	77.0	30.7
SK	45	8	10	3	60.7	72.7
AB	60	5	6	4	86.5	43.3
BC	31	5	7	3	46.2	23.8
YT	30	9	7	3	Not available	Not available
NT	Not available		Not available		Not available	Not available
NU	Not available		Not available		Not available	Not available

Source: [Canadian child care: Preliminary results from a national survey during the COVID-19 pandemic](#) by Friendly, M., Forer, B., Vickerson, R. & Mohamed, S., 2020, Childcare Resource and Research Unit, Child Care Now & Canadian Child Care Federation; and [One year later: Follow up results from a survey on COVID-19 and child care in Canada](#) by Vickerson, R., Friendly, M., Forer, B., Mohamed, S. & Nguyen, N. T., 2022, Childcare Resource and Research Unit.

Note: These data refer only to services that remained open for regular use or emergency child care.

TABLE 8

Selected characteristics of regulated child care centres in each province/territory. (2022).

P/T	Administration	Types of regulated child care in centres	Description	Governance	Curriculum framework(s)
NL	Department of Education – Early Learning and Child Development Division	Child care centre	Part-day (up to 4 hours/day) and full-day (more than 4 hours/day) 0 – under 13 years old Provincially set fee (full-day)	Most child care centres are for-profit, with some non-profit and a few publicly operated (Indigenous)	<a href="#">Navigating the early years: An early childhood learning framework</a> Optional
		School-age child care centre	Outside school hours 4 years, 9 months – under 13 years old		
PEI	Department of Education and Lifelong Learning – Early Child Development Division	Early childhood centre	Full-day Under 13 years old More than 90% are Designated Early Years Centres	Predominantly for-profit with some non-profit and a few publicly operated	<a href="#">PEI early learning framework: Relationships, environment, experiences (2011)</a> Mandatory for Early Years Centres
		Designated Early Years Centre	Additional provincially defined requirements, provincially set fee and salary scale Primarily serving children 0 – 5 (not yet in school) Provincially set fee (full-day)	Designated Early Years Centres are more publicly managed	
		Preschool centre	Part-day (up to 4 hours/day) 3 years – under 5 years old		
		School-age centre	Before- and after-school hours 5 years – under 13 years old		
NS	Department of Education and Early Childhood Development – Early Years Branch	Child care centre	Part-day and full-day (less than 24 hours/day) 7 or more children 0 – 12 years old	Mix of non-profit and for-profit, more for-profit and no publicly operated	<a href="#">Capable, confident and curious: Nova Scotia's early learning curriculum framework</a> Mandatory for provincially funded child care centres, not tied to licensing requirements
		Nova Scotia Before and After Program (NSBAP)	Delivered in schools by approved child care, municipal recreation, or recognized non-profit recreation providers Pre-primary – Grade 6, with priority for children in pre-primary Not licensed		

TABLE 8 *continued*. Selected characteristics of regulated child care centres in each province/territory. (2022).

P/T	Administration	Types of regulated child care in centres	Description	Governance	Curriculum framework(s)
NB	Department of Education and Early Childhood Development	Early learning and child care centre	Part-day and full-day Up to 60 children of mixed ages (additional age limitations apply) 0 – 12 years old More than 90% are Designated Early Learning Centres.	Predominantly for-profit, with one-third non-profit and a few publicly operated	<a href="#">New Brunswick early learning and child care curriculum framework</a> or <a href="#">Le curriculum éducatif services de gardes francophone du Nouveau-Brunswick</a> Mandatory for Designated Early Learning Centres
		Designated Early Learning Centre	0 – under 5 years old, not attending school Must meet specific program requirements Standardized fees by age group		
QC	Ministère de la Famille	Centre de la petite enfance (CPE)	Up to 48 consecutive hours May offer part-day Up to 100 children in one facility Up to 2 facilities housed in one building 0 – 5 years old Provincially set fee	CPEs and garderies are under Ministère de la Famille (MEF) School-age programs in schools are under Ministère de l'Éducation et de l'Enseignement Supérieur (MEES) All CPEs are non-profit; most garderies are for-profit No publicly delivered centres for 0 – 4 year olds More than approximately 50% of centre spaces for 0 – 4 year olds are for-profit	<a href="#">Accueillir la petite enfance (2007)</a> Must apply to use an alternative in CPEs and garderies
		Day care centre (garderie)	Up to 48 consecutive hours May offer part-day Up to 100 children in one facility Up to 2 facilities housed in one building Funded garderies with “reduced contribution spaces” (set fees); or Unfunded garderies (“non reduced contribution” without set fees) for which parents can claim tax credits.		
		Nursery school (Jardin d'enfants)	Day care permit/licence required for new jardins d'enfants opened after Oct 25, 2005 Part-day (up to 4 hours/day) Minimum 7 children 2 – 5 years old		
	Ministère de l'Éducation et de l'Enseignement Supérieur (MEES)	School-age child care (Services de garde en milieu scolaire)	Operated by school boards or private schools Not licensed; funded and in <i>Education Act</i> Children attending kindergarten 4 ans, kindergarten 5 ans and elementary grades. Provincially set fee	School-age child care (4 – 12 year olds) is publicly operated by school authorities	

**TABLE 8 *continued*.** Selected characteristics of regulated child care centres in each province/territory. (2022).

P/T	Administration	Types of regulated child care in centres	Description	Governance	Curriculum framework(s)
ON	Ministry of Education, Child Care and Early Years Division	Child care centre	Part-day (nursery school), full-day, and extended hours 0 – 12 years old (almost all are 0 – 4 years)	47 municipal government entities (CMSMs and DDSABs) have a mandated role in administration, planning, and funding and may also choose to directly operate child care services. Mix of for-profit, non-profit, and small number of municipally operated centres; non-profit predominates.	<a href="#">How does learning happen? Ontario's pedagogy for the early years (2015)</a> Mandatory Previous curriculum framework
		Before- and after-school program	Licensed centre not in a school Third party provider – centre in a school – licensed Extended Day – Provided directly by school board for kindergarten-age children – not licensed Authorized Recreational and Skill Building providers in publicly funded elementary schools – not unlicensed (JK - Grade 6)		
MB	Department of Education and Early Childhood Learning <sup>1</sup>	Child care centre	Full-day (more than 4 hours/day, 3 or more days/week) More than 3 children (additional age limitations apply) 0 – 12 years old Provincially set fee (full-day)	Primarily non-profit; small number of for-profit services No publicly delivered child care Child care on school premises for children in kindergarten – Grade 6, or nursery school during school hours, provided by a school, or an organization under contract with a school does not require a licence	<a href="#">Early returns: Manitoba's ELCC curriculum framework (2010)</a>  <a href="#">Early returns: Manitoba's ELCC curriculum framework for infant programs (2012)</a>  Use of these curriculum frameworks is optional, though infant and preschool-age centres must have a curriculum statement.
		Nursery school	Centre-based Part-day (up to 4 hours/day or more than 4 hours/day but less than 3 days/week) More than 3 children (additional age limitations apply) Infants to preschool-aged children		
		School-age centre	Outside school hours 6 – 12 years		

<sup>1</sup> MB: Responsibility for child care in MB was transferred from the Department of Families on January 18, 2022.

TABLE 8 *continued*. Selected characteristics of regulated child care centres in each province/territory. (2022).

P/T	Administration	Types of regulated child care in centres	Description	Governance	Curriculum framework(s)
SK	Ministry of Education	Child care centre (full-time centres)	Full-day (more than 5 hours/day, 3 or more days/week) Up to 90 children 6 weeks – under 13 years old Provincially set fee	Almost all regulated services are non-profit, with a very few for-profit and a small number of publicly delivered centres in rural areas Part-day preschools do not require a licence	<a href="#">Play and exploration: Early learning program guide (2008) EN/FR</a> Optional
		Teen student support centres	In or near a high school For parents under 22 years old attending high school 5 or more continuous hours/day and 3 or more days/week Primarily to infants and toddlers		<a href="#">Play and exploration for infants and toddlers (2010) EN/FR</a> Optional
		School-age child care	Outside school hours Mixed age centre or program solely for school-age children not in a school Under 13 years old	School-age child care in a school does not require a licence	
AB	Ministry of Children's Services – Child Care Branch	Day care program	4 or more hours/day 7 or more children: infants, preschool-age or kindergarten-age children. This includes Early Learning and Child Care Pilot Programs (ended March 31 2021), which were operationally funded with fees capped at \$25/day.	Mix of for-profit and non-profit services, a few municipally operated programs and some operated by First Nations. More than half of centres and nearly half the family day home agencies are for-profit.	<a href="#">Flight: Alberta's early learning and care</a> Optional
		Preschool program	Part-day (less than 4 hours/day) Preschool and kindergarten children.		
		Out of school care program	Outside-school-hours 4 – under 13 years old (kindergarten-age and school-aged children)		
		Innovative program	Designed to meet the unique needs of the community. Alberta no longer issues licences for innovative programs. Existing programs can operate indefinitely under the former <i>Act</i> and Regulation.		



TABLE 8 *continued*. Selected characteristics of regulated child care centres in each province/territory. (2022).

P/T	Administration	Types of regulated child care in centres	Description	Governance	Curriculum framework(s)
BC	Ministry of Education and Child Care <sup>2</sup>	Group child care (Includes \$10/day ChildCareBC centres)	Up to 13 hours/day Under 36 months; 30 months – under 13 years old \$10 a Day ChildCareBC centres have set fees.	Ministry of Health is responsible for licensing. More than half of centres are for-profit. Although local government entities (i.e., municipalities or school boards) have no mandated role in child care, there is growing municipal, school board and Indigenous operation. The City of Vancouver has an extensive planning role	<a href="#">British Columbia early learning framework EN/FR</a> Optional (Mandatory in all StrongStart BC programs)
		Multi-age child care	Up to 13 hours/day Up to 8 children of mixed ages 30 months – under 13 years old		
		Preschool	Part-day (up to 4 hours/day) typically during school year Up to 20 children		
		Occasional child care	Up to 8 hours/day, maximum 40 hours/30 day period; cannot be overnight care Up to 16 children 18 months – preschool-age		
YT	Department of Education - Early Learning and Child Care Unit <sup>3</sup>	Child care centre	Group care Less than 24 hours/day 4 or more children 0 – 12 years old	Licence is not required for part-day preschools. Majority of centres are for-profit, some non-profit No publicly operated programs	<a href="#">Yukon's early learning curriculum framework</a> (in development – expected in 2022-2023)
		School-age child care	Outside school hours 8 or more children in Grade 1 up to and including 12 year olds		
NT	Department of Education, Culture and Employment – Early Learning and Child Care Division	Centre day care	Part-day (up to 5 hours/day) or full-day (more than 5 hours/day) Group care outside a private residence	All regulated child care programs are not-for-profit. A number of hamlets and school authorities operate child care programs	<a href="#">Early learning framework: Nurturing capable people from birth to school entry</a> is in development; it will be piloted in 2022-2023 and implemented 2023-2024
		Preschool day care	Part-day 2 years old or older Not enrolled in full-day school.		
		Out-of-school day care	Outside school hours 3.8 – 11 years old		

2 BC: Responsibility for child care was transferred from the Ministry of Children and Family Development on February 8, 2022.

3 YT: Responsibility for child care was transferred from Health and Social Services on April 1, 2021.

TABLE 8 *continued*. Selected characteristics of regulated child care centres in each province/territory. (2022).

P/T	Administration	Types of regulated child care in centres	Description	Governance	Curriculum framework(s)
NU	Department of Education - Early Learning and Child Care Division	Day care centre	5 or more children 0 – 12 years old Part-day (up to 5 hours/day) and full-day (more than 5 hours/day)	All regulated child care programs are not-for-profit, with several small communities operating centres.	A curriculum framework is in development.
		Nursery school	Up to 4 consecutive hours/day Includes Aboriginal Head Start programs Under 6 years old.		
		Out-of-school day care	Care outside school hours School-aged children up to and including 11 years old.		

TABLE 9

Selected characteristics of kindergarten programs. Provinces/territories (2022).

PT	Administration	Program title	Descriptions	Curriculum framework(s)
NL	Department of Education	Junior kindergarten <sup>1</sup>	Some 4-year-olds Non-compulsory Full-school day, full-year Licensed under child care legislation and delivered in schools as a fee-based non-profit program.	<a href="#">Completely kindergarten: Kindergarten curriculum</a> Guide materernelle: Immersion française
		Kindergarten	All 5-year-olds Non-compulsory Full-school day	
PE	Department of Education and Lifelong Learning	Pre-kindergarten	All 4-year-olds Non-compulsory Part-day Licensed under child care legislation and delivered in child care centres.	<a href="#">PEI early learning framework</a>
		Kindergarten	All 5-year-olds Compulsory Full-school day	<a href="#">Kindergarten integrated curriculum document</a> <a href="#">Maternelle d'immersion français – programme d'études</a>
NS	Department of Education and Early Childhood Development	Pre-primary	All 4-year-olds Non-compulsory Full-school day	<a href="#">Pre Primary fact sheet</a> <a href="#">Capable, confident &amp; curious: Nova Scotia's early learning curriculum framework</a>
		Grade primary	All 5-year-olds Compulsory Full-school day	<a href="#">Learning outcomes framework: Grades Primary – 6</a>
NB	Department of Education and Early Childhood Development	Kindergarten	All 5-year-olds Compulsory Full-school day	<a href="#">K-12 anglophone sector curriculum</a> <a href="#">K-12 francophone sector curriculum</a>

Note: For more details, see PT sections.

1 Junior kindergarten in NL is being phased in.

TABLE 9 *continued*. Selected characteristics of kindergarten programs. Provinces/territories (2022).

PT	Administration	Program title	Descriptions	Curriculum framework(s)
QC	Ministère de l'Éducation et de l'Enseignement Supérieur (MEES)	Kindergarten for 4-year-olds ( <i>maternelle 4 ans</i> , formerly <i>prématernelle</i> )	Some 4-year-olds <sup>2</sup> Non-compulsory Full-school day	Preschool education program for 4-year-olds <a href="#">EN/FR</a>
		Kindergarten ( <i>maternelle 5 ans</i> )	All 5-year-olds Non-compulsory Full-school day	Quebec preschool education program <a href="#">EN/FR</a>
ON	Ministry of Education	Junior kindergarten	All 4-year-olds Non-compulsory Full-school day	<a href="#">The kindergarten program growing success: The kindergarten addendum, 2016</a>
		Senior kindergarten	All 5-year-olds Non-compulsory Full-school day	<a href="#">The 2019 addendum to the kindergarten program</a>
MB	Department of Education and Early Childhood Learning	Junior kindergarten or nursery	Some 4-year-olds (provided and funded by selected school boards) Non-compulsory Part-day	<a href="#">Early returns: Manitoba's early learning and child care curriculum framework for preschool centres and nursery schools</a>
		Kindergarten	All 5-year-olds Non-compulsory Part-day	<a href="#">Manitoba kindergarten curriculum A time for learning, a time for joy: A resource for kindergarten teachers (2015)</a>
SK	Ministry of Education	Pre-kindergarten	Targeted to vulnerable children 3- and 4-year-olds Non-compulsory Part-day	Play and exploration: Early learning program guide (2008) <a href="#">EN/FR</a> <a href="#">Essential learning experiences</a>
		Kindergarten	All 5-year-olds Non-compulsory Part-day	<a href="#">Saskatchewan curriculum: Kindergarten (2010)</a> <a href="#">Children first: A resource for kindergarten (2009)</a>

Note: For more details, see PT sections.

<sup>2</sup> Kindergarten for 4-year-olds in QC is being phased in and expanded to all 4-year-olds regardless of the socio-economic status or the region in which they live, starting in the 2020 – 2021 school year.

**TABLE 9** *continued*. Selected characteristics of kindergarten programs. Provinces/territories (2022).

PT	Administration	Program title	Descriptions	Curriculum framework(s)
AB	Ministry of Education and Children's Services	Pre-kindergarten (part of Early Childhood Services – ECS)	Targeted to children below 5 years with exceptionalities and may include children from 2 years 8 months to 5 years old Part-day	<a href="#">Guide to education: ECS to grade 12 K – 6 curriculum</a> <sup>3</sup>
		Kindergarten (part of Early Childhood Services)	Included in ECS All 5-year-olds Non-compulsory Part-day (full-school day provided by some school boards)	
BC	Ministry of Education	Kindergarten	All 5-year-olds Compulsory Full-school day	<a href="#">British Columbia kindergarten – Grade 12 new curriculum</a> Full time kindergarten program guide <a href="#">EN/FR</a>
YT	Department of Education	Early kindergarten	All 4-year-olds Non-compulsory Part-day in Whitehorse, full-school day in rural areas	YT has adopted the <a href="#">BC Kindergarten Curriculum</a> .
		Kindergarten	All 5-year-olds Non-compulsory Part-day in Whitehorse, full-school day in rural areas	
NT	Department of Education, Culture and Employment	Junior kindergarten	All 4-year-olds Non-compulsory Part-day and full-school day, depending on the community	<a href="#">NT junior kindergarten/ kindergarten curriculum</a>
		Senior kindergarten	All 5-year-olds Not compulsory Full-school day	

*Note: For more details, see PT sections.*

<sup>3</sup> Draft of the new curriculum is being reviewed; English language arts and literature, mathematics, and physical education and wellness curriculums will be implemented the 2022 – 2023 school year

TABLE 9 *continued*. Selected characteristics of kindergarten programs. Provinces/territories (2022).

PT	Administration	Program title	Descriptions	Curriculum framework(s)
NU	Department of Education	Kindergarten	All 5-year-olds Not compulsory Part-day <sup>4</sup>	<a href="#">2019 – 2020 Nunavut kindergarten approved curriculum and teaching resources</a> (page 13-17) <a href="#">Kindergarten approved curriculum and resources</a> database

*Note: For more details, see PT sections.*

<sup>4</sup> Full-school day kindergarten will be piloted in NU beginning in 2023.



TABLE 10

## Where are kindergarten-age children outside regular kindergarten hours? Provinces/territories (2022).

P/T	Kindergarten for 4- and 5-year-olds	Child care options <sup>1</sup> outside regular kindergarten hours	
		For 4-year-olds	For 5-year-olds
NL	Pre-kindergarten being <b>phased in</b> starting November 2022 <sup>2</sup> . It will be operated as licensed child care in schools. Kindergarten for 5-year-olds: full-school day	<i>Not yet applicable</i>	In a child care centre <sup>3</sup> : • with preschool-age children; • with kindergarten-age children; • with primary grade children Grade 1 – 3; • with school-age children Grade 1 – 6; and In regulated family child care.
PE	Kindergarten (preschool) for all 4-year-olds, operated as licensed child care part-day in child care centres. Kindergarten for 5-year-olds: full-school day	In a child care centre: • with preschool-age children; and In regulated family child care.	In a child care centre: • with preschool-age children; • with school-age children Grade 1 – 6; and In regulated family child care.
NS	Kindergarten for all 4-year-olds (pre-primary): full-school day Kindergarten for 5-year-olds (Grade primary): full-school day	In a before- and after-school program in a school (NS-BAP – not licensed): • with kindergarten-age to 12 year olds; In a child care centre: • with preschool-age children; • with school-age children Grade 1 – 6; and In regulated family child care.	In a before- and after-school program in a school (not licensed): • with kindergarten-age to 12 year olds; In a child care centre: • with school-age children Grade 1 – 6; and In regulated family child care.
NB	NB does not provide kindergarten for 4-year olds. Kindergarten for 5-year-olds: full-school day	<i>Not applicable</i>	In a child care centre: with preschool-age children; • with kindergarten-age children only; • with school-age children Grade 1 – 6; In regulated family child care.
QC	Kindergarten for 4-year-olds is being phased in. It and kindergarten for 5-year-olds operate full-school day	Under education aegis, in schools: • with kindergarten-age and school-age children K – Grade 6, operated by school authorities, unlicensed; and In regulated family child care.	Under education aegis, in schools: • with kindergarten-age and school-age children K – Grade 6, operated by school authorities, unlicensed; and In regulated family child care.

1 This table only includes child care options that are regulated/licensed/publicly funded/recognized in each province/territory.

2 Pre-kindergarten in NL is expected to accommodate all 4-year-olds. It is licensed as child care, located in schools as a full-school day, year-round, fee-based program.

3 Note that child care centres may be in schools. The distinction is that a child care centre in a school is licensed as a child care centre, whereas licensing is not a requirement for a program in school space.

TABLE 10 *continued*. Where are kindergarten-age children outside regular kindergarten hours? Provinces/territories (2022).

P/T	Kindergarten for 4- and 5-year-olds	Child care options <sup>1</sup> outside regular kindergarten hours	
		For 4-year-olds	For 5-year-olds
ON	Kindergarten for all 4- and 5-year-olds: full-school day	<p>In a child care centre:</p> <ul style="list-style-type: none"> <li>• with school-age children Grade 1 – 6 (not in a school);</li> <li>• with school-age children Grade 1 – 6 (in a school) (Third Party);</li> </ul> <p>Under education aegis in schools, unlicensed:</p> <ul style="list-style-type: none"> <li>• with kindergarten-age children but may include children up to Grade 6 (Extended Day);</li> </ul> <p>In an Authorized Recreation and Skill-Building Program (in a school, unlicensed) (Third Party);</p> <ul style="list-style-type: none"> <li>• with school-age children Grade 1 – 6; and</li> </ul> <p>In regulated family child care</p>	
MB	MB does not provide kindergarten for 4-year-olds. Kindergarten for 5-year-olds: part-day	<i>Not applicable</i>	<p>In a child care centre:</p> <ul style="list-style-type: none"> <li>• with preschool-age children;</li> <li>• with school-age children Grade 1 – 6; and</li> </ul> <p>In regulated family child care.</p>
SK	Pre-K: part-day, under the aegis of education, in schools, and targeted to vulnerable 3- and 4-year-olds Kindergarten for 5-year-olds: part-day	<p>In a child care centre:</p> <ul style="list-style-type: none"> <li>• with preschool-age children;</li> <li>• with kindergarten and primary grade children Grades 1 – 3;</li> </ul> <p>In an unlicensed program in a school; and</p> <p>In regulated family child care.</p>	<p>In a child care centre:</p> <ul style="list-style-type: none"> <li>• with preschool-age children;</li> <li>• with kindergarten and primary grade children Grade 1 – 3;</li> </ul> <p>In an unlicensed program in a school; and</p> <p>In regulated family child care.</p>
AB <sup>4</sup>	Early Childhood Services – part-day for 4-year-olds with additional support needs Kindergarten for 5-year-olds: part-day	<i>Not available</i>	<p>In a child care centre:</p> <ul style="list-style-type: none"> <li>• with preschool-age children;</li> <li>• with kindergarten-age children only;</li> <li>• with school-age children Grade 1 – 6;</li> </ul> <p>In a school board-operated centre licensed for before- and after-school care; and</p> <p>In regulated family child care.</p>

4 Both pre-kindergarten and kindergarten in AB is part of the Early Childhood Services (ECS) program, under aegis of education, located in schools or non-profit ECS programs.

TABLE 10 *continued*. Where are kindergarten-age children outside regular kindergarten hours? Provinces/territories (2022).

P/T	Kindergarten for 4- and 5-year-olds	Child care options <sup>1</sup> outside regular kindergarten hours	
		For 4-year-olds	For 5-year-olds
BC	BC does not provide kindergarten for 4-year-olds. Kindergarten for 5-year-olds: full-school day	<i>Not applicable</i>	In a child care centre: <ul style="list-style-type: none"> <li>• with preschool-age children;</li> <li>• with school-age children Grade 1 – 6;</li> </ul> In a <a href="#">Seamless Day Program</a> under child care aegis: <ul style="list-style-type: none"> <li>• in schools primarily for kindergarten-age children but may include children up to Grade 3 operated by school districts.</li> </ul> In regulated family child care.
YT	Early kindergarten: full-school day in rural communities and part-day in others. Kindergarten for 5-year-olds: full-school day.	In child care centres: <ul style="list-style-type: none"> <li>• with preschool-age children;</li> <li>• with kindergarten-age and primary grade children, usually Grade 1 – 3; and</li> </ul> In regulated family child care.	In child care centres: <ul style="list-style-type: none"> <li>• with preschool-age children;</li> <li>• with school-age children Grade 1 – 6;</li> <li>• with kindergarten-age and primary grade children, usually Grade 1 – 3; and</li> </ul> In regulated family child care.
NT	Kindergarten for 4-year-olds: full-school day for some and part-day for others Kindergarten for all 5-year-olds: full-school day.	In child care centres: <ul style="list-style-type: none"> <li>• with preschool-age children;</li> <li>• with kindergarten-age children only;</li> <li>• with kindergarten-age and primary grade children usually Grade 1 – 3;</li> <li>• with school-age children Grade 1 – 6; and</li> </ul> In regulated family child care.	In child care centres: <ul style="list-style-type: none"> <li>• with preschool-age children;</li> <li>• with kindergarten-age children only;</li> <li>• with kindergarten-age and primary grade children usually Grade 1 – 3;</li> <li>• with school-age children Grade 1 – 6; and</li> </ul> In regulated family child care.
NU	NU does not provide kindergarten for 4-year-olds. Kindergarten for 5 year-olds: part-day	<i>Not applicable</i>	In child care centres: <ul style="list-style-type: none"> <li>• with preschool-age children; and</li> </ul> In regulated family child care.

TABLE 11

**Minimum early childhood education (ECE) or training requirements for staff in full-day child care centres and kindergarten teachers. Provinces/territories (2022).**

P/T	Full-day child care centres			Kindergarten
	<i>Director/supervisor/administrator</i>	<i>Individual staff person</i>	<i>Program level</i>	<i>Kindergarten teacher</i>
NL	2-year ECE diploma	An orientation course, and proof of registration in an ECE program	1 staff member in every homeroom must have a 1-year ECE certificate. All staff in infant rooms must have a 1-year certificate	Post-secondary ECE qualifications not required
PE	<i>Early childhood supervisor:</i> 2-year ECE diploma or a degree in child and family studies  <i>Early childhood director:</i> ECE degree; degree in child and family studies; or a degree related to ECE and 1-year ECE certificate	30-hour course in each of the following areas: child growth and development, child guidance and early childhood pedagogy.	1 staff member in every early childhood centre must have a 1-year ECE certificate.	<i>Kindergarten:</i> Primary/elementary concentration (K-6)  <i>Pre-kindergarten:</i> 2-year ECE diploma
NS	2-year ECE diploma <sup>1</sup>	Orientation for Staff Working in Licensed Child Care Facilities or post-secondary courses in early childhood education equivalent to the Orientation	2/3 of staff must complete post-secondary coursework in three approved subject areas or have a 1-year ECE certificate or a 2-year ECE diploma.	<i>Grade Primary:</i> Post-secondary ECE qualifications not required  <i>Pre-Primary:</i> 2-year ECE diploma
NB	1-year ECE certificate or 90-hour Introduction to ECE course	No minimum training or education requirements	1/2 of staff must have a 1-year ECE certificate <sup>2</sup>	Post-secondary ECE qualifications not required.
QC	Post-secondary ECE qualifications not required	No minimum training or education requirements	2/3 of staff must have a 3-year ECE diploma or equivalent	<i>Maternelle 5 ans:</i> A 4-year B. Ed. in kindergarten and elementary education  <i>Maternelle 4 ans:</i> A full-time licensed teacher and a qualified educational professional specialized in the development of preschool children who is there for half the day

1 A centre director who began working as a director before May 1, 2012 is only required to complete some post-secondary coursework.

2 Before July 1, 2020, 25% of staff or the centre administrator must hold a 1-year ECE certificate.

**TABLE 11 *continued*.** Minimum early childhood education (ECE) or training requirements for staff in full-day child care centres and kindergarten teachers. Provinces/territories (2022).

P/T	Full-day child care centres			Kindergarten
	<i>Director/supervisor/administrator</i>	<i>Individual staff person</i>	<i>Program level</i>	<i>Kindergarten teacher</i>
ON	2-year ECE diploma	No minimum training or education requirements	Proportion of certified staff varies by age group, the lowest being 1/3 of staff caring for infants and toddlers must have a 2-year ECE diploma.	A team of a teacher, for whom PSE ECE qualifications are not required, and a Registered Early Childhood Educator is required
MB	Approved post-diploma specialization or recognized degree	40 hours of approved early childhood training within the first year of employment	2/3 of staff per centre and 1 staff person per group must have a 2-year ECE diploma.	Post-secondary ECE qualifications not required
SK	<i>Supervisor:</i> A post-secondary ECE orientation course or three ECE courses in approved areas <i>Director:</i> 2 year ECE diploma or equivalent coursework	For staff working 65 hours/month or more: A post-secondary ECE orientation course or three ECE courses in approved areas	20% of staff must have a 2-year ECE diploma or equivalent coursework and an additional 30% a 1-year ECE certificate or equivalent coursework.	Post-secondary ECE qualifications not required but preferred
AB	2-year ECE diploma or equivalent	45-hour post-secondary course or 54 hour orientation course or equivalent within six months of employment	1/3 of staff must have a 1-year ECE certificate	Post-secondary ECE qualifications not required
BC	Not specified	One post-secondary ECE course	1 staff per group must have a 1-year ECE certificate  In infant-toddler programs, 1 staff per group must have a post-basic Infant Toddler certificate and 1 staff must have a 1-year certificate	Post-secondary ECE qualifications not required.  In Seamless Day programs a team of a teacher and a certified ECE is required.
YT	No minimum PSE requirements	60 hours of coursework in early childhood development, or equivalent	20% of staff must have a 2-year ECE diploma and an additional 30% a 1-year ECE certificate.	Post-secondary ECE qualifications not required
NT	Post-secondary ECE certificate	No minimum training or education requirements	50% of staff must have a post-secondary ECE certificate.	<i>Kindergarten:</i> Post-secondary ECE qualifications not required  <i>Junior kindergarten:</i> 2-year ECE diploma accepted

TABLE 11 *continued*. Minimum early childhood education (ECE) or training requirements for staff in full-day child care centres and kindergarten teachers. Provinces/territories (2022).

P/T	Full-day child care centres			Kindergarten
	<i>Director/supervisor/administrator</i>	<i>Individual staff person</i>	<i>Program level</i>	<i>Kindergarten teacher</i>
NU	No minimum PSE requirements.	No minimum training or education requirements	<i>Not applicable</i>	2-year ECE diploma is accepted in combination with teacher training requirements



**TABLE 12** First Nations, Métis and Inuit licensed child care services on reserve/Inuit land and other than on reserve<sup>1</sup> (2022).

PT	Does PT license child care services on First Nations reserves/Inuit lands?	Number of licensed programs on First Nations reserves/Inuit lands (centres & family child care)	Number of licensed Indigenous-led services off reserve/not on Inuit land
NL	Yes (full-day)	5 centres (includes 4 centres on Nunatsiavut (Inuit) lands and 1 on a First Nations reserve) 1 family child care home	1 centre
PE	Yes	2 centres	1 centre
NS	No	<i>Not applicable</i>	1 centre
NB	By invitation	5 centres	<i>Not available</i>
QC	Yes	66 centres 1 family child care agency	9 centres 2 family child care agencies
ON	Yes	74 centres	<i>Not available</i>
MB	By invitation	1 centre	17 centres
SK	By invitation	2 centres	<i>Not available</i>
AB	By invitation	5 full-day centres 1 part-day nursery school	4 full-day centres 2 part-day nursery schools
BC	By invitation	110 full-day centres 91 licensed family child care homes	239 centres
YT <sup>2</sup>	There are no reserves in YT.	<i>Not applicable</i>	8 full-day centres are operated by First Nations governments
NT <sup>3</sup>	By invitation	1 centre	Many of the 61 licensed non-profit centres are operated by regional Indigenous governance groups or Indigenous-led organizations.
NU <sup>4</sup>	There are no reserves in NU. The Nunavut Agreement established Nunavut Territory as Inuit land.	<i>Not applicable</i>	Most NU child care is delivered by non-profit societies or local District Education Authorities, with several operated by hamlets.

1 This does not include Aboriginal Head Start programs. See Table 13 for information about Aboriginal Head Start on Reserve (AHSOR) and Aboriginal Head Start in Urban and Northern Communities (AHSUNC).

2 The population of the Yukon is approximately one-quarter Indigenous, primarily First Nations.

3 Dene, Métis and Inuvialuit (Inuit) people make up approximately 50% of the population.

4 Nunavut is the result of one land claim agreement that took effect April 1, 1999; the whole territory is considered to be Indigenous land. More than 80% of the Nunavut population identifies as Inuit.

TABLE 13

**Aboriginal Head Start on Reserve (AHSOR) and Aboriginal Head Start in Urban and Rural Communities (AHSUNC) (2022).**

PT	Aboriginal Head Start on Reserve (AHSOR) (First Nations)		Aboriginal Head Start in Urban and Northern Communities (AHSUNC) (First Nations, Inuit, Métis)	
	<i>Does the P/T license AHSOR?</i>	<i>Total number of AHSOR programs (licensed and unlicensed)</i>	<i>Does the P/T license AHSUNC?</i>	<i>Total number of AHSUNC programs (licensed and unlicensed)</i>
NL	No	2	No	3
PE	By invitation	2	No	1
NS	No	13	No	1
NB	By invitation	15	By invitation	1 licensed
QC	No	41	No	28
ON	Yes	123	Yes	14
MB	By invitation	42	By invitation	20, of which 2 are licensed
SK	No	77	No	15
AB	By invitation	49	Some (some fall under the <i>ELCC Act</i> , some under Alberta Education)	20, of which 16 are licensed
BC	By invitation	147, of which 7 are licensed	Yes	12
YT	There are no reserves in YT	<i>Not applicable</i>	No	4
NT	By invitation	<i>Not available</i>	Some	8, of which 6 are licensed
NU	There are no reserves in NU	<i>Not applicable</i>	Yes	7

**TABLE 14** Indigenous ECE post-secondary education/training and other P/T-specific Indigenous initiatives (2022).

P/T	Indigenous ECE post-secondary education and training	Other initiatives and partnerships specific to the P/T
NL		Development of the Early Childhood Learning Framework was led by the Department of Education and Early Childhood Development in partnership with, among others, the Indigenous Affairs Secretariat.
PE	In 2021, the Indigenous Education Advisory Committee was established with members from the Department of Education and Early Learning, Public Schools Branch, and UPEI's Faculty of Education alongside the Mi'kmaq Confederacy of PEI, Abegweit First Nation, Lennox Island First Nation and L'Nuey. The group meets to discuss issues such as learning opportunities for teachers and the resources needed to enhance Indigenous education and curriculum for Island students.	PEI Early Learning Framework is being revised to include a focus on the principles of Truth and Reconciliation.  The Native Council of PEI is represented on the Minister's Early Years Committee, which provides expert knowledge, guidance, and direction to the implementation of PEI's ELCC system.
NS	Mi'kmaw Kina'matneway, the educational authority for 12 of the 13 First Nations Communities in Nova Scotia, administers post-secondary education and professional development for early childhood educators.  Through collaboration with universities and the Nova Scotia Community College, a part-time ECE diploma program is delivered in Mi'kmaw communities. The program uses a Mi'kmaw curriculum developed specifically through this initiative.  A full-time Mi'kmaw diploma program is expected to be launched in September, 2023.	The Department of Education and Early Childhood Development and the federal First Nations Inuit Health Branch and Indigenous Services Canada-Atlantic Region are discussing possibilities for engaging with First Nations in Nova Scotia on ELCC.
NB	The Union of New Brunswick Indians Training Institute provides training to Indigenous ECE students.	
QC	The Cégep de Saint-Félicien in the Saguenay–Lac-Saint-Jean region provides an Attestation of Collegial Studies in Childhood Education with an Indigenous focus.  The Government of Quebec has Delegation of Authority agreements with ELCC component with Indigenous organizations including First Nations of Quebec and Labrador Health and Social Services Commission (FNQLHSSC), the Kativik Regional Government, Government of the Cree Nation and the Council of the Atikamekw Nation.	The Ministry of Higher Education has an interdepartmental project on the Indigenous child care workforce and is in consultation with Indigenous partners on development of a child care services network.

**TABLE 14 *continued*.** Indigenous ECE post-secondary education/training and other P/T-specific Indigenous initiatives.

P/T	Indigenous ECE post-secondary education and training	Other initiatives and partnerships specific to the P/T
<b>ON</b>	<p>Since 2017, provincial legislation has recognized Ontario's Indigenous-owned and operated Institutes as a foundational pillar of Ontario's post-secondary education system.</p> <p>Seven Indigenous post-secondary institutions partner with colleges and universities to offer ECE diploma, degree, apprenticeship and certificate programs.</p>	<p>According to Ontario's Early Years and Child Care Annual Report 2019, 61 Indigenous programs in urban and rural communities were established or enhanced including 37 Early ON child and programs.</p>
<b>MB</b>	<p>Nine post-secondary institutions provide ECE diploma programs offering a three-credit (40 hours) course based specifically on Indigenous history and worldviews.</p> <p>Competencies required for ECE II classification have been revised to require all ECE diploma programs to weave Indigenous ways of being, knowing and doing into their curriculum requirements for all graduates.</p> <p>Two post-secondary institutions (Louis Riel Vocational College and the Centre for Aboriginal Human Resource Development) offer Indigenous-focused ECE diploma programs.</p>	<p>The Child Care Qualifications and Training Committee (CCQTC) provides recommendations to the Minister of Education and Early Childhood Learning regarding ECE pre-service and certification. It includes one member from the Red River Métis and is actively recruiting more members with Indigenous knowledge and perspectives.</p> <p>Under the Canada-Manitoba CWELCC, Manitoba is creating an Indigenous subcommittee to the Minister's Consultation Table on ELCC.</p>
<b>SK</b>	<p>Saskatchewan entered into an agreement with the Saskatchewan Indian Institute of Technology to develop and deliver ECE training and professional development opportunities.</p>	<p>Under the Canada-Saskatchewan CWELCC agreement, Saskatchewan will develop and fund a plan for new space creation ensuring Indigenous children (among others) have spaces equivalent to or greater than their share of the population in Saskatchewan.</p>
<b>AB</b>	<p>Two Indigenous post-secondary institutions, University Blue Quills and Maskwacis Cultural College, offer ECE diploma programs with a focus on Cree culture and language and traditional Indigenous knowledge and child care practices.</p>	<p>Alberta is developing formal relationships with Indigenous organizations and tables, including working through protocol tables including treaty area organizations and the Alberta government to share information and partner on ELCC programming.</p> <p>An Alberta Children's Services project will enhance access to cultural resources for all child care staff and programs. The aim is to increase understanding of the important role of culture, language, and heritage, and to improve access to child care for diverse communities, including Indigenous communities. Support to advisory tables guiding development of a culturally responsive workforce framework for Alberta's child care sector is within this project.</p>

**TABLE 14 *continued*.** Indigenous ECE post-secondary education/training and other P/T-specific Indigenous initiatives.

P/T	Indigenous ECE post-secondary education and training	Other initiatives and partnerships specific to the P/T
<b>BC</b>	The private Native Education College offers a recognized ECE Program. Education initiatives specific to Indigenous child care include bursary prioritization for Indigenous students, professional development funding prioritizing Indigenous competencies and the development of a quality assessment tool.	The Ministry of Education and Child Care is strongly connected with the BC Aboriginal Child Care Society and Métis Nation BC which support Indigenous ECEs through wage enhancements, bursaries, funding and mentorship with a focus on revitalizing language.  Provincially funded Métis Early Years Navigators and Métis Child Care Navigators support capacity and curriculum development and training for ELCC programs and ECEs, and connect Métis families and communities throughout BC with ELCC programs.
<b>YT</b>	The Yukon government provides funding to Yukon University to offer increased access to ELCC courses in rural communities.	Cultural enhancement funding is available to all licensed centres.
<b>NT</b>	Funding through federal ELCC agreements supports post-secondary ECE diploma and certificate programs. Officials estimate that the majority of students enrolled in distance and face-to-face diploma programs at Aurora College are Indigenous.	A one-time Cultural Resource Grant was provided to all existing licensed centre-based programs, to be used to purchase culturally relevant materials and resources to support quality early learning.
<b>NU</b>	Nunavut Tunngavik Incorporated (NTI), which coordinates and manages Inuit responsibilities, has partnered with Nunavut Arctic College to offer ECE certification courses in Igloolik and Arviat.	Funding is provided by regional Inuit organizations to enable fee reductions beyond territorial fee subsidies for Inuit land claim beneficiaries.

TABLE 15

### Regulated family (home) child care: Administration, monitoring and minimum initial ECE training requirements. Provinces/territories (2022).

P/T	Administration	Monitoring	Minimum initial ECE training requirements
NL	St John's/Metro area & Corner Brook: Agency model <sup>1</sup> All others: Individually licensed	One annual Ministry inspection of each individually licensed home, agency, and 10% or 5 homes approved by each agency Home visits and security checks on approved homes by the agency	An orientation course and proof of registration in a post-secondary ECE program To care for an infant-only group of children: A 1-year ECE certificate plus a post-secondary infant care course (or AECENL's infant orientation course)
PE	Individually licensed	Annual Ministry inspections for relicensing Public health inspections (periodically or on the Board's request)	30-hour ECE course
NS	Agency model	One annual Ministry inspection of a minimum of 25% of the homes managed by each agency Ministry inspection of every newly approved homes in the first year of an agency's operation Regular <sup>2</sup> home visits by the agency	40-hour ECE course within one year after being approved
NB	Individually licensed	One unannounced, annual relicensing inspection and 1–3 unannounced monitoring inspections by the Ministry	90-hour introductory course
QC	Agency model	Three unannounced visits per year by the coordinating office One announced home visit by the coordinating office by the end of the recognition term (up to 5 years) for recognition renewal Ministry inspection of each coordinating office by the end of the accreditation term (up to 5 years)	<i>Operator:</i> 45-hour course including at least 30 hours about child development and educational program <i>Assistant:</i> <sup>3</sup> 12-hour training on child development within 6 months after and 3 years before beginning work
ON	Agency model <sup>4</sup>	Unannounced quarterly visits by the agency Ministry inspection of licensed home child care agencies and some contracted providers at least once per year	No initial ECE training required

1 Home child care providers may or may not be licensed but are contacted by the agency. In most provinces/territories using the agency model, the agencies are licensed. Before February 1, 2021, agencies in Alberta were contracted, not licensed, by the government.

2 In Nova Scotia, before a regulation change in 2020, home visits were required every 30 days; there is no specified frequency in the new regulation.

3 In Quebec, Manitoba & Saskatchewan, a home child care provider may be assisted by another adult ("assistant") to enroll additional children.

4 In Ontario, home child care agencies may also oversee the provision of child care in a child's own home.



**TABLE 15 *continued*. Regulated family (home) child care: Administration, monitoring & minimum initial ECE training requirements. Provinces/territories (2022).**

P/T	Administration	Monitoring	Minimum initial ECE training requirements
<b>MB</b>	Individually licensed	One Ministry's inspection for relicensing and up to 3 unannounced inspections per year	40-hour course within a provider's first year of operation Providers with a 2-year ECE diploma, degree or equivalent can charge a higher maximum daily fee, equal to child care centre's fees.
<b>SK</b>	Individually licensed	One Ministry's inspection for relicensing and a minimum of 2 unannounced inspections per year	<i>Family child care home</i> 40-hour introductory course within the first year of operation <i>Group family child care home</i> A post-secondary ECE orientation course or three ECE courses (9 credit units) within the first 3 years of operation Assistant <sup>3</sup> : No initial ECE training required
<b>AB<sup>5</sup></b>	Agency model	One annual Ministry's inspection of each agency and of 10% of each agency's active homes Six scheduled and unscheduled visits per year by the agency to approved homes	Must complete 54-hour orientation program or a 45-hour (three credit) post-secondary course related to child development or equivalent within 6 months of operation
<b>BC</b>	Individually licensed	One relicensing inspection by the local health authority every 12–18 months	<i>Family child care</i> 20-hour ECE course <i>In-home multi-age child care</i> 1-year ECE certificate
<b>YT</b>	Individually licensed	One Ministry's inspection every three months	60-hour introductory course within the first year of operation
<b>NT</b>	Individually licensed	Annual Ministry's inspections for relicensing	No initial ECE training required
<b>NU</b>	Individually licensed	Annual Ministry's inspections for relicensing	No initial ECE training required

5 Starting February 1, 2021, Alberta no longer licenses new group family child care programs. Existing programs were granted open-ended licences and allowed to operate indefinitely under the former *Child Care Licensing Act* and Child Care Licensing Regulation.

TABLE 16

Selected characteristics of licensed, regulated, approved or authorized before- and after-school programs.  
Provinces/territories (2022).

P/T	Program	Ages included	Ratio	Group size	Minimum educational requirements for individual staff	Educational requirements for staffing a before- and after-school program
NL	School-age child care centre	4 years 9 months to age 7	1:12	24	School-age orientation course and enrolment in an ECE program at a recognized post-secondary institution	One staff person per homeroom: must have a 1-year ECE certificate with school-age classification
		6 years 9 months to age 13	1:15	30		
PE	School-age centre	5 – 12 years	1:15 indoors 1:22 outdoors	<i>Not specified</i>	30-hour school-age course	One staff must have have 30 hrs course work in each of 3 areas, or 30-hour school-age course  One other staff must be certified at any level (educational requirements vary by level)
NS	Nova Scotia Before & After Program – NS BAP (not licensed)	4 years (pre-primary only)	1:12	24	Provincial orientation training or post secondary courses equivalent to the orientation	2/3 of centre staff must complete the provincial orientation training plus post-secondary ECE credentials, or school age training approval
		4 – 12 years	1:15 <sup>1</sup>	24		
	School-age child care (licensed)	6 – 12 years	1:15	30		
NB	Part-time early learning and child care centre	5 – 12 years	1:15	30	None required	50% of staff must have a 1-year ECE certificate or equivalent  No ECE training requirements for staff working strictly with school-age children
QC	School-age child care (Not licensed)	4 years – Grade 6	1:20	<i>Not specified</i>	None required	None required

1 The ratio is 1:12 if all children or at least 8 are Pre-Primary children.

TABLE 16 *continued*. Selected characteristics of licensed, regulated, approved or authorized before- and after-school programs. Provinces/territories (2022).

P/T	Program	Ages included	Ratio	Group size	Minimum educational requirements for individual staff	Educational requirements for staffing a before- and after-school program
ON	Before- and after- school program (licensed) (Freestanding and in a school)	44 months to under age 7	1:13	26	None required	1/2 of staff per homeroom: ECE diploma
		68 months to under age 13	1:15	30	None required	1/2 of staff per homeroom: ECE diploma
		9 – 13	1:20	20	ECE diploma <sup>2</sup>	ECE diploma <sup>2</sup>
	Extended Day (school board operated in a school) (Unlicensed)	44 months – Grade 6	1:15	30	None required	One staff person per program must have an ECE diploma <sup>2</sup>
	Authorized recreational & skill building program (in a school) (Unlicensed)	Age 4 or older	1:15	30	None required	Staff must “have access to” an RECE
MB <sup>3</sup>	School-age centre	6 – 12 years	1:15	30	40-hour approved training within the first year of employment	1/2 of centre staff and one staff person per homeroom must have a 2-year ECE diploma
SK <sup>4</sup>	School-age child care (not in a school)	Grade 1 to under age 13	1:15	30	Post-secondary orientation course, or a post-secondary ECE course in each of three prescribed areas	20% of staff: 2-year ECE diploma 30% of staff: 1-year ECE diploma
AB	Out-of-school care	Age 4 to under 13	1:15	30	Provincial orientation course or 45-hour post-secondary coursework	1/4 of staff: 1-year ECE certificate
BC	Group Child Care (School-Age)	Including preschool-age or Grade 1	1:12	24	20-hour post-secondary coursework	All staff must meet the minimum educational requirements.
		Not including preschool-age or Grade 1	1:15	30		
	School-Age Care on School Grounds	Kindergarten & Grade 1	1:12	24	20-hour post-secondary coursework	1 staff person per group of 15 children must complete a 20-hour course.
		Grade 2 and older	1:15	30		
	Recreational Care	Kindergarten & Grade 1	1:12	<i>Not specified</i>	20-hour post-secondary coursework	1 staff person per group of 15 children must complete a 20-hour course.
		Grade 2 and older	1:15			

2 For Extended Day or before- and after-school programs serving children 9 years and older, non-ECE training is also accepted: diploma in child and youth care/ recreation and leisure OR Ontario Teacher certificate (3-year degree plus 4-semester teacher education program).

3 Children enrolled in junior kindergarten, kindergarten up to grade 6 may also access unlicensed, school-operated child care in schools.

4 No ECE training required for staff in programs operating for less than 65 hours per month.

**TABLE 16 *continued*.** Selected characteristics of licensed, regulated, approved or authorized before- and after-school programs. Provinces/territories (2022).

P/T	Program	Ages included	Ratio	Group size	Minimum educational requirements for individual staff	Educational requirements for staffing a before- and after-school program
<b>YT</b>	School-age child care (in full-time centres or stand-alone programs)	Grade 1 to age 12 <sup>5</sup>	1:12	24	60-hour coursework in early childhood development or equivalent	20% of centre staff: 2-year ECE diploma 30% of centre staff: 1-year ECE certificate
<b>NT</b>	Out-of-school day care (single age grouping)	4 years	1:9	18	None required	1/2 of centre staff: 1-year ECE certificate
		5 – 11 years	1:10	30		
	Out-of-school day care (mixed age grouping)	3 years 8 months to 11 years	1:10	30	None required	1/2 of centre staff: 1-year ECE certificate
<b>NU</b>	Out-of-school day care (single-age)	5 – 11 years	1:10	20	None required	None required
	Out-of-school day care (mixed age)	5 years 8 months to 11 years	1:10	30	None required	None required

5 Age limit is 16 years old for children with special needs.

**TABLE 17** Selected characteristics of unregulated child care. Provinces/territories (2022).

P/T	Unregulated family child care <sup>1</sup>		Centre-based child care programs for children 0 – 12 years exempt from licensing <sup>2</sup>
	Maximum number of children	Including caregiver's own children	
NL	4 under 13 years with no more than 2 under 2 years 3 if all are under 2 years May care for more than 4 children if operating fewer than 10 hours/week	Including provider's own children under 13 years	A child care service offered for less than 10 hours a week
PE	5 with no more than 2 infants 6 if all are preschool-age 7 if all are school-age	Including provider's own children	None
NS	6 of mixed ages 8 if all are school-age	Including caregiver's own preschool-age children	Nova Scotia Before and After Program (NS-BAP) operated by public or private schools for children at least 4-years-old on December 31 of the school year. They are not licensed but have some requirements.
NB	5 of mixed ages with no more than 2 infants and 4 preschool-age children	Including provider's own children under 12 years	None
QC	6 with no more than 2 under 18 months	Including provider's own children under 9 years	Jardins d'enfants (nursery schools) operating before October 25, 2005, for up to 4 hours/day and minimum 7 children 2 – 5 years. Those opened after that date must be licensed  Quebec before- and after-school programs for 4 – 12-year-olds located in schools and delivered by school authorities. They are not licensed but are funded and have some requirements
ON	5 under 13 years with no more than 3 under 2 years Care is not required to be in a provider's home or home-type residence	Including provider's own children under 4 years	Extended Day after-school programs for kindergarten-age children located in schools and under their aegis.  Authorized Recreational and Skill Building programs providing child care outside school hours for 4 – 12-year-olds and also including activities that promote recreational, artistic, musical, or athletic skills or provide religious, culture or linguistic instruction. They are not licensed but have some requirements.
MB	4 under 12 years with no more than 2 under 2 years	Including provider's own children under 12 years	Child care provided on school premises for children in kindergarten to Grade 6, or a "nursery" program during school hours, by a school, or another organization under contract with a school
SK	8 under 13 years, 5 may be infants, toddlers or preschool-age, of which 2 may be infants or toddlers	Including provider's own children under 10 years	Part-day nursery school (preschool) provided for less than 3 hours/day School-age child care located in a school
AB	6 under 13 years	Not including provider's own children	None

1 Unregulated family child care is only monitored by complaint.

2 There may be other centre-based child care programs exempt from licensing, but they are usually either of short duration or seasonal or parents are on the premises.

TABLE 17 *continued*. Selected characteristics of unregulated child care. Provinces/territories (2022).

P/T	Unregulated family child care <sup>1</sup>		Centre-based child care programs for children 0 – 12 years exempt from licensing <sup>2</sup>
	<i>Maximum number of children</i>	<i>Including caregiver's own children</i>	
BC	2 or a sibling group under 13 years not related to the provider	Not including provider's own children	A program operated for 2 hours or less/day that is directly operated and funded by a municipality An early learning program within the meaning of the <a href="#">School Act</a>
YT	3 younger than school-age, or 7 school-age children	Not including provider's own children	Nursery school (preschool) for children 3 – 6 years and provided for less than 3 consecutive hours
NT	4	Including provider's own children up to 12 years	None
NU	4	Including provider's own children up to 12 years.	None

1 Unregulated family child care is only monitored by complaint.

2 There may be other centre-based child care programs exempt from licensing, but they are usually either of short duration or seasonal.



TABLE 18

Employment income for Early Childhood Educators and Assistants working in child care services full-time, full-year. Provinces/territories/Canada (2020).

P/T	Median annual employment income (\$)	Median hourly employment income (\$)¹	Number of ECEs and Assistants included
NL	31,600	15.19 – 17.36	670
PE	34,000	16.35 – 18.68	425
NS	36,000	17.31 – 19.78	1,335
NB	30,800	14.81 – 16.92	1,220
QC	40,400	19.42 – 22.20	23,970
ON	40,000	19.23 – 21.98	13,410
MB	32,800	15.77 – 18.02	2,160
SK	34,000	16.35 – 18.68	1,285
AB	32,800	15.77 – 18.02	3,045
BC	39,200	18.85 – 21.54	4,520
YT	46,000	22.12 – 25.27	120
NT	50,800	24.42 – 27.91	45
NU	29,600	14.23 – 16.26	40
CA	<b>38,800</b>	<b>18.65 – 21.32</b>	<b>52,255</b>

Source: Canadian Census (2021). Special run by Statistics Canada.

Note: These data include Early Childhood Educators and Assistants, as defined in NOC 4214 and “working in the day care services industry in centre-based environments with children aged 0 – 12 years”, as defined in NAICS 6244. Included are individuals who worked full-time (30+ hours/week) and full-year (48+ weeks/year), did not work at home, and were not self-employed. Included are supervisors but not managers.

Note: 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.

1 Range based on full-time, full-year hours totalling between 1,820 and 2,080 per year.

**TABLE 19** Eligibility criteria for child care fee subsidy and subsidy rates. Provinces/territories (2022).

P/T	Which services are eligible?	Maximum subsidy rates (full-day)	Family financial eligibility	Additional eligibility criteria
NL	All licensed centres and family child care	Daily rates Rates for programs participating in the Operating Grant Program <sup>1</sup> : • Full-day: \$15 • After-school: \$8 • Before- and after-school: \$10	Maximum net family annual income for full subsidy: • One child: \$41,000 • Two children: \$47,000	• Employment/education/training • Parent medical need • Child development/referral
PE	All licensed centres and family child care	Daily rates Early Years Centres: • Birth to school entry: \$25 Non Early Years Centres: • Infant: \$34 • Age 2 – 4: \$27 • School-age: \$30	Maximum net family annual net income for full subsidy: • One parent, one child: \$30,000 • Two parents, two children: \$38,500 Up to \$100,000 in combined assets.	• Employment/education/training • Parent medical need • Child special/protection need
NS	All licensed centres and family child care	Daily rates • Infant: \$29 • Toddler: \$24 • Preschool-age: \$23 • School-age: \$17.70	Maximum net family annual income for full subsidy: \$35,000 Up to \$50,000 in savings or liquid assets.	• No other required criteria
NB <sup>2</sup>	<i>Parent Subsidy Program</i>			
	Designated New Brunswick Early Learning Centres and Homes	New Brunswick does not set specific subsidy rates for this program. The amount the province will pay the service is based on standardized parent fees and other criteria.	Maximum gross family annual income for full subsidy: \$37,500 <sup>3</sup>	• Employment/education/training • Special circumstances
	<i>Daycare Assistance Program</i>			
	All non-designated centres and family child homes	Daily rates • Under age 2: \$28.50 • Age 2 – 13: \$24.25	Maximum net family annual income for full subsidy: \$22,000	• Employment/education/training • Special circumstances

*The maximum subsidy rate is the amount the government pays a centre or approved family child home on behalf of a fully subsidized parent, to cover some or all of the parent fee.*

1 The maximum subsidy rates for family child care and for centres that do not participate in the Operating Grant Program remained unchanged from 2020. See the Newfoundland section for more details.

2 NB uses two kinds of fee subsidies, the Parent subsidy and Daycare Assistance.

3 Families with multiple children under age 5 enrolled in a Designated Facility do not pay more than 20% of their gross household annual income, regardless of income level.

**TABLE 19 *continued*.** Eligibility criteria for child care fee subsidy and subsidy rates. Provinces/territories (2022).

P/T	Which services are eligible?	Maximum subsidy rates <sup>1</sup> (full-day)	Family financial eligibility	Additional eligibility criteria
QC	QC does not use a parent fee subsidy model of child care. For more information, see the Quebec section.			
ON	All licensed centres, home child care, Extended Day Programs, Authorized recreation/skill-building programs. Operator must have a service contract with CMSM/DDSAB.	Ontario does not use specified subsidy rates but will reimburse service providers up to the full cost of a fully subsidized parent's fee. CMSMs and DSSABs have some discretion over subsidy administration.	<p>Maximum net family annual net income for full subsidy: \$20,000</p> <p>Partial subsidy: parental contribution equals 10% of income \$20,000 – \$40,000, plus 30% of income above \$40,000.</p> <p>Parental contribution based on adjusted net family income and total cost of child care for the family.</p> <p>Full subsidy for social assistance recipients (Ontario Works and Ontario Disability Support Program) and in First Nations child care programs.</p>	Hours of subsidized care based on time no parent is available for care due to employment, education/training or other approved activities.
MB <sup>4</sup>	All licensed centres and licensed family child care	<p>Daily rates</p> <ul style="list-style-type: none"> <li>• Infant: \$28</li> <li>• Preschool-age: \$18.80</li> <li>• School-age: \$18.80</li> </ul>	<p>Maximum net family annual income for full subsidy (2021):</p> <ul style="list-style-type: none"> <li>• One parent, one child: \$16,420</li> <li>• Two parents, two children: \$22,504</li> </ul>	<ul style="list-style-type: none"> <li>• Employment/education/training</li> <li>• Parents' medical need</li> <li>• Child's additional support needs.</li> </ul> <p><i>Note: No additional eligibility criteria for subsidy in part-day nursery school.</i></p>
SK	Licensed not-for-profit centres and licensed family child care	<p>Monthly rates</p> <p>Centres – tier 1<sup>5</sup>:</p> <ul style="list-style-type: none"> <li>• Infant: \$570</li> <li>• Toddler: \$440</li> <li>• Preschool-age: \$405</li> <li>• Kindergarten-age: \$365</li> <li>• School-age: \$275</li> </ul>	<p>Maximum gross family annual income for full subsidy (2021):</p> <ul style="list-style-type: none"> <li>• One parent, one child: \$19,800</li> <li>• Two parents, two children: \$21,000</li> </ul>	<ul style="list-style-type: none"> <li>• Employment/education/training/looking for work/</li> <li>• Ministry pre-employment program</li> <li>• Special medical or social needs</li> </ul>

4 Lower subsidy rates apply to family child care where the licensee is not at least ECE II.

5 Subsidy rates vary for centres and homes, as well as the location of the child care facility. Tier 1 includes Regina, Saskatoon and communities in the Northern Administrative District. See the Saskatchewan section for more details.

**TABLE 19 *continued*.** Eligibility criteria for child care fee subsidy and subsidy rates. Provinces/territories (2022).

P/T	Which services are eligible?	Maximum subsidy rates <sup>1</sup> (full-day)	Family financial eligibility	Additional eligibility criteria
<b>AB</b>	All licensed centres and licensed family child care	Monthly rates <ul style="list-style-type: none"> <li>• 0 – kindergarten-age: \$266</li> <li>• School-age Grades 1 – 6: \$366</li> <li>• Part-day preschool: \$125 (centres only)</li> </ul>	Maximum gross family annual income for full subsidy (2022): <ul style="list-style-type: none"> <li>• Birth to kindergarten-age: \$119,999</li> <li>• Kindergarten to grade 6: \$49,999</li> </ul>	<ul style="list-style-type: none"> <li>• Employment/education/looking for work</li> <li>• Special need of parent or child</li> <li>• No additional eligibility criteria for subsidy in part-day nursery school</li> </ul>
<b>BC</b>	Licensed and unlicensed centres, licensed family child care	Monthly rates Centres: <ul style="list-style-type: none"> <li>• Under 19 months: \$1,250</li> <li>• 19 – 36 months: \$1,060</li> <li>• 37 months to school entry: \$550</li> <li>• Part-day preschool: \$225</li> <li>• School-age: \$415 (full-day); \$210 (before- and after-school).</li> </ul>	Maximum gross family annual income for full subsidy - licensed programs <sup>6</sup> : <ul style="list-style-type: none"> <li>• One parent, one child: \$45,000</li> <li>• Two parents, two children: \$49,000</li> </ul>	<ul style="list-style-type: none"> <li>• Working/education/looking for work/participation in employment program</li> <li>• Medical condition</li> <li>• Referral</li> <li>• Child attending a preschool</li> </ul>
<b>YT</b>	All licensed centres and licensed family child care	Monthly rates: <ul style="list-style-type: none"> <li>• Infant: \$688</li> <li>• Toddler: \$622</li> <li>• Preschool-age: \$578</li> <li>• Kindergarten-age: \$578</li> <li>• School-age: \$550 (full-day); \$330 (part-day)</li> <li>• Child with special needs: \$688</li> </ul>	Maximum net family monthly income for full subsidy – Whitehorse <sup>7</sup> (2021): <ul style="list-style-type: none"> <li>• One parent, one child: \$1,919</li> <li>• Two parents, two children: \$2,837</li> </ul>	<ul style="list-style-type: none"> <li>• Employment/education/looking for work</li> <li>• Medical treatment</li> <li>• Special need of parent or child</li> <li>• Child protection, short-term family crisis</li> <li>• No additional eligibility criteria for subsidy in part-day nursery school</li> </ul>
<b>NWT</b>	Licensed and unlicensed centres and licensed family child care	Daily rates <ul style="list-style-type: none"> <li>• Infant: \$42</li> <li>• 2 – 12 years: \$39</li> <li>• Part-time: \$26</li> <li>• After-school: \$15</li> </ul>	NWT does not have a stand-alone child care subsidy program. The Income Assistance (IA) program offers a “Child Care Allowance” to assist with child care expenses. See the <a href="#">Policy Manual</a> for more details.	
<b>NU</b>	Licensed and unlicensed centres and licensed family child care	Monthly rates Licensed centre <sup>8</sup> : \$700	Based on a needs test that takes into consideration family income, and eligible living expenses	<ul style="list-style-type: none"> <li>• Employment, education, training</li> <li>• Referred re: child’s additional needs</li> </ul>

6 Financial eligibility and subsidy rates vary for home-based and unlicensed programs. See the BC section for more details.

7 Financial eligibility varies for Old Crow and Rural Yukon. See the Yukon section for more details.

8 Subsidy rates vary for centres and homes, licensed and unlicensed programs. See the Nunavut section for more details.

**TABLE 20** Food provision in regulated full-time child care centres. Provinces/territories (2022).

P/T	Are programs required to supply food?	Requirements re: scheduling of food serving	Nutrition requirements
NL	No Programs may provide food or require families to provide meals and snacks.	Food and a beverage are offered every three hours. Breakfast is provided to those in attendance prior to 7:30 am and dinner to those in attendance after 6:30 pm. Two daily snacks.	Foods low in nutritional value not found in Canada's Food Guide are limited to once a month. Centre should replace food provided by the family if it is low in nutritional value .
PE	Yes Early Years Centres are required to supply meals and snacks.  No Non-designated centres may supply food or require the family to do so.	Three meals and two snacks must be provided to children who are in attendance for three hours or more.	If food is supplied by the program, it must follow Canada's Food Guide.  Nutritional requirements are not stated for food supplied by the family.
NS	Yes	A meal during regular meal times and a snack before or after a meal period are required.  Food may be provided outside of the regular schedule in response to children's cues around hunger.	Follow the provincial <a href="#">Standards of Food and Nutrition for Regulated Child Care Settings</a> .  Serve local, seasonal food and beverages from NS and Atlantic Canada, where possible.
NB	No Programs may provide meals or require families to provide meals. Centre must supply snacks.	A snack must be provided at least every three hours and a meal provided at each recognized meal period.	Food is modified for children's special nutritional requirements.  Centre must supply snacks and discuss with families, where necessary, if food brought from home does not meet nutritional or food safety requirements.
QC	No Programs may provide or require families to provide meals and snacks.	Must serve two snacks and one meal, either a noon meal, or an evening meal. <sup>1</sup>	Snack and any meals provided by the centre must comply with <a href="#">Canada's Food Guide</a> .

All provinces/territories require that food provided in regulated child care follow [Canada's Food Guide](#).

1 Unfunded programs determine their own practice regarding meals.

**TABLE 20 *continued*.** Food provision in regulated full-time child care centres. Provinces/territories (2022).

P/T	Are programs required to supply food?	Requirements re: scheduling of food serving	Nutrition requirements
<b>ON</b>	Yes For children between one year and 44 months old attending for six hours or more, meals and snacks must be provided.	Where the child is present at meal time, a meal must be supplied and provided Two snacks in addition to any meal(s) are required.	All meals, snacks and beverages must meet the recommendations set out in the most recent and relevant food guide published by Health Canada.
<b>MB</b>	No Programs may provide or require families to provide meals and snacks.	A meal must be served if a child is in attendance during a meal period. A snack must be served after three hours of attendance if a child is in attendance before or after a meal period.	When meals are supplied by the centre, they must comply with the current Canada's Food Guide and are appropriate to the age and level of development of the child.
<b>SK</b>	Yes Centres must provide meals and snacks for children who are six months or older. <sup>2</sup>	Programs are not required to provide infant formula or baby food or meals and snacks for a child on a special diet.	None stated (see note)
<b>AB</b>	No Centres may provide or require families to provide meals and snacks.	Not specified	When meals are supplied by the centre they must comply with a food guide recognized by Health Canada or Alberta Health.
<b>BC</b>	No Centres may provide or require families to provide meals and snacks.	Not specified	None stated (see note)
<b>YT</b>	Yes Centres must provide meals and snacks.	A morning meal, a mid-day meal, or an evening meal must be served. A mid-morning, mid-afternoon, or mid-evening snack must be served. School-aged children must be served an after-school snack.	Supplemental meals must be provided if a parent does not supply enough food. Food served must use Canada's Food Guide and/or the Native Food Guide, and the territory's <a href="#">Nutritional guidelines</a> .
<b>NT</b>	No Centres may provide or require families to provide meals and snacks.	Children over 10 years of age must be served a snack or meal at least every three hours Children 10 and under must be served a snack or meal at least every two-and-a-half hours	Food served must use Canada Food Guide or <a href="#">NWT Food Guide</a> , including the option to serve country food, as long as the operator has a permit under <a href="#">Wildlife Act</a> .

*Note: All provinces/territories require that food provided in regulated child care follow [Canada's Food Guide](#).*

<sup>2</sup> A teen student support centre must provide any foods, other than infant formula, required by an infant under six months.



**TABLE 20 *continued*.** Food provision in regulated full-time child care centres. Provinces/territories (2022).

P/T	Are programs required to supply food?	Requirements re: scheduling of food serving	Nutrition requirements <sup>1</sup>
NU	No. Programs may provide or require families to provide meals and snacks.	Children over 10 years of age must be served a snack or meal at least every three hours. Children 10 and under must be served a snack or meal at least every two-and-a-half hours.	Country food may be served, as long as the operator has the licence to serve country food. <sup>3</sup>

1 All provinces/territories require that food provided in regulated child care follow [Canada's Food Guide](#).

3 Country food describes traditional Inuit foods, including game, migratory birds, fish and foraged foods.

**TABLE 21** Outdoor play requirements in regulated child care centres in Canada. Provinces/territories (2022).

P/T	Required outdoor time	Outdoor space requirements	Location of outdoor play area
NL	Full-time programs: 45 min in the morning and afternoon Part-time programs: 45 min/day	7 m <sup>2</sup> /child <sup>1</sup>	Full-time programs must have an outdoor play area as part of the facility. Part-time programs may use a public area within a “reasonable distance.”
PE	Must be included in the daily schedule; duration not specified	7 m <sup>2</sup> /child and may share the outdoor space with another centre as long as the space is used by one operator at one time.	Adjacent to the centre but an outdoor space within a “reasonable distance” may be allowed.
NS <sup>2</sup>	Must be included in the daily schedule; duration not specified	7 m <sup>2</sup> /child and capable of accommodating the largest group of children other than infants.	Not specified
NB	One hour every four hours	4.5 m <sup>2</sup> /child and can accommodate at least half the licensed capacity.	Full-time centres: less than 350 m from the indoor play area. Part-time centres serving school-age only: less than 700 m away.  Full- and part-time centres serving infants: have a separate infant outdoor space or have the outdoor space used by infants and another age group at different times.
QC	Must be included in the daily schedule; duration not specified	4 m <sup>2</sup> /child and can accommodate 1/3 of the licensed capacity. <sup>3</sup>	Less than 500 m from the facility but may use a public park.
ON	Full-day programs: 2 hours/day Before- and after-school: 30 min/day	Full-day programs: 5.6 m <sup>2</sup> /child	Adjacent to the facility
MB	Must be included in the daily schedule; duration not specified	7 m <sup>2</sup> /child and can accommodate the greater of 55 m <sup>2</sup> or 50% of licensed capacity.	Full-time programs: within 350 m of the centre School-age centres: within 700 m of the centre

1 Pre-kindergarten

2 Outdoor play spaces located at a school or outside the centre are exempt from space requirements.

3 Space requirements do not apply to an outdoor play area located in a public park.

**TABLE 21** *continued*. Outdoor play requirements in regulated child care centres in Canada. Provinces/territories (2022).

<b>P/T</b>	<b>Required outdoor time</b>	<b>Outdoor space requirements</b>	<b>Location of outdoor play area</b>
<b>SK</b>	Not specified	7 m <sup>2</sup> /child	Half the outdoor play area must be adjacent to the centre and the remainder must be within walking distance, determined in relation to the youngest licensed age category.
<b>AB</b>	Not specified	2 m <sup>2</sup> /child under 19 months old and 4.5 m <sup>2</sup> /child (19 months and older) and can accommodate 50% of the licensed capacity.	On the premises, adjacent to, or within “easy and safe walking distance” from the centre. Out-of-school care programs: the outdoor play area does not have to be on or adjacent to the centre.
<b>BC</b>	Must be included in the daily schedule; duration not specified	6 m <sup>2</sup> /child; or if more than one type of program, for the largest maximum group size permitted. May use the same outdoor play area at the same time for more than one program.	Not specified
<b>YT</b>	Must be included in the daily schedule; duration not specified	5 m <sup>2</sup> /child for each child using the outdoor space (not for each child enrolled in the program).	Within “easy and safe walking distance”
<b>NT</b>	Must be included in the daily schedule; duration not specified	5 m <sup>2</sup> /child	Adjacent to or within “walking distance” of the centre
<b>NU</b>	Must be included in the daily schedule; duration not specified	5 m <sup>2</sup> /child	Adjacent to or within “walking distance” of the centre

**TABLE 22** Definitions and regulations/policies for non-standard hours child care in Canada. Provinces/territories (2022).

P/T	Definition of non-standard hours child care	Regulations/policies
NL	Services between 6:30 am to 8:30 pm are considered “standard hours,” <sup>1</sup> with services outside these hours considered non-standard.	Requests for non-standard hours must be made in writing to be approved by the minister.
PE	A regulated centre or child care home outside 7:00 am to 5:00 pm, Monday to Friday is considered “non-standard hours.”	No specific restrictions
NS	“Extended hours child care” means full-day, part-day or school-age programs operating for more than 12 hours per day or past 6:30 pm on weekends. Family child care agencies develop internal policies for extended hours child care in family child care homes.	May operate up to 18 hours per day and have any child attend for up to 13 hours per day or 65 hours per week. A family child care home must be approved by the agency to have a child attend for up to 65 hours per week.
NB	“Extended hours” services means a centre or home-based service provided after 12 consecutive hours or after five days in a week. “Overnight services” means services between 8 pm and 6 am.	Licensees/applicants must apply to provide non-standard hours care. A child shall not be admitted after 8 pm and may attend for up to 14 consecutive hours in a 24-hour period. Centres must have at least two educators and up to 12 children per licence, including the operator’s children, with up to three infants.
QC	“ <i>Mode de garde particulier</i> ” (special child care) is defined as evening, night, weekend, on call, half-day/ part-time, in any of the following time periods: 7:00 am – 6:00 pm; 6:00 pm – 12:00 am; or 12:00 am – 6:00 am.	In <i>centres de la petite enfance</i> (CPE) and garderies, children may not be present for more than 48 consecutive hours. Centres are funded for and required to provide up to 10 hours/day and must be open at least 7:00 am – 6:00 pm.
ON	“Temporary care or supervision of children” is allowed for up to 24 consecutive hours.	Up to 24 consecutive hours
MB	“Overnight care” may be provided by a centre approved to provide care for 24 hours a day, during a recognized period for sleeping during the night and care from 8:00 pm – 6:00 am in home-based child care.	Licensees must be approved to offer care beyond 18 hours in any 24-hour period. Licensees must have separate sleeping rooms for male and female school-age children. Centres can have up to 8 children in one sleeping room, two staff or 1:8 ratio, and an approved security system. Group child care homes’ overnight staff must be 18 or older, have a criminal record check, child abuse registry check and first aid training.

Source: Lero, D.S., Prentice, S. Friendly, M., Richardson, B., and Fraser, L. (2019). *Non-standard work and child care in Canada: A challenge for parents, policy makers, and child care provision*. Childcare Resource and Research Unit and University of Guelph.

1 In legislation, there is no definition of non-standard hours child care per se but standard operation hours are defined as 6:30 am – 8:30 pm.

**TABLE 22 *continued*.** Definitions and regulations/policies for non-standard hours child care in Canada. Provinces/territories (2022).

P/T	Definition of non-standard hours child care	Regulations/policies
SK	Defined as extended hours and 24-hour child care. A centre may provide child care for 24 hours or more if there is a demonstrated need.	An extended-hours centre can operate for 80 hours/week or more. A family child care home may provide up to 100 hours of care in one 24-hour period; a group family child care home up to 150 hours; a teen student support home up to 75 hours.
AB	“Overnight care” is defined in policy as care provided between 12:01 am and 5:00 am. <sup>2</sup> For the purpose of fee subsidy, “extended hours” is defined as on weekends or outside 6 am – 6 pm on weekdays.	Staff:child ratios for overnight care will align with the “rest” period ratio chart. Children in day homes may not receive care for more than 18 hours within a 24-hour period without prior written notification to the agency.
BC	“Overnight care” is defined as care provided before 6:00 am or after 7:00 pm.	Licensees may provide care for up to 13 hours/day to each child. Approval from a medical health officer is required to provide overnight care. There may be no more than five children in one room. Children over 6 years old of opposite sexes must be supervised at all times if sharing one room. Staff:child ratio must be maintained if three or more children are sleeping overnight. Preschool, occasional child care or child-minding licensees may not provide overnight care.
YT	“Night care” is care provided during evening and night hours.	There are legislated requirements on child ratios, sleeping arrangements and supervision in both centre and home-based night care.
NT	No non-standard hours child care.	<i>Not applicable</i>
NU	No non-standard hours child care.	<i>Not applicable</i>

Source: Lero, D.S., Prentice, S. Friendly, M., Richardson, B., and Fraser, L. (2019). *Non-standard work and child care in Canada: A challenge for parents, policy makers, and child care provision*. Childcare Resource and Research Unit and University of Guelph.

2 [Regulation changes](#) now allow programs to provide overnight care.

**TABLE 23** Inclusion supports in regulated child care in Canada. Provinces/territories (2022).

PT	Types of support	Service eligibility	Child eligibility for funding	Diagnosis/Referral	Service commitment
NL	<u>Child Care Inclusion Program</u> : consultative support and grants to assist with the cost of professional learning, enhanced ratio, staff wages and benefits.	Licensed programs	Funding is for the overall program.	Not required	Not specified
PE <sup>1</sup>	<u>Special Needs Grant</u> : funding to hire Special Needs Assistant and for additional training/professional development for regular staff.  <u>Preschool Autism Funding</u> : funding to hire an Autism Assistant for intensive behavioural intervention (IBI).	Licensed centres	Child is under age 12 and requires specific types of care.  Child is enrolled in Early Years Autism Service.	Not required Required	Must demonstrate why funding is requested to support inclusion.  Must have an appropriate location for the hours of intervention.  Funding agreement will outline roles and responsibilities.
NS	<u>Inclusion Support Grant</u> : funding for additional staff, training, consultation and assistive equipment.	Licensed centres	Funding is for the overall program.	Not required	Not specified
NB	<u>Inclusion Support Program</u> : funding for wages of an Inclusion Support Worker.	Licensed programs	Child is age 12 or younger. Parents are working or in school.	Required	Programs must develop an Inclusion Policy.
QC	<u>Allowance for Integrating a Disabled Child (AIDC)</u> : funding to support staffing, purchase or adaptation of materials or the facility; <u>Exceptional Support Measure</u> available for services with significant barriers in the integration process.	Publicly funded centres and family child care homes	Child is age 0 – 5, has “significant and persistent disability.”	Required	Must develop an integration plan, ideally also have an Individualized Service Plan (ISP).

1 There are no requirements specific to funding but Early Years Centres are required to accept children with special needs and to be accessible.



TABLE 23 *continued*. Inclusion supports in regulated child care in Canada. Provinces/territories (2022).

PT	Types of support	Service eligibility	Child eligibility for funding	Diagnosis/Referral	Service commitment
ON	<p><u>Special Needs Resourcing</u>: funding for resource consultants, supplemental staff, training and adaptive equipment.</p> <p>Note that the Ontario government requires Local Service Managers (CMSMs and DDSABs) to spend 4.1% of its provincial funding on children with special needs.</p>	<p>Licensed programs (for 0-13 years), camps and “children’s recreation programs” (for 4 years and up)</p> <p>All licensed child care programs are eligible to provide inclusion.</p>	A child whose cognitive, physical, social, emotional, or communicative needs, or whose needs relating to overall development, are of such a nature that additional support is required.	Not specified	<p>Must develop an Individualized Support Plan.</p> <p>All child care licensees must ensure that the centre premises complies with the Ontario Building Code, including for barrier-free facilities.</p>
MB	<u>Inclusion Support Program</u> : staffing grant (additional staff); specialized grant (equipment or training); guaranteed space payment (for home child care only) to keep an open space within the total licensed spaces.	Licensed non-profit centres and nursery schools, licensed family child care homes	Child has developmental disabilities or life-long medical conditions	Required	Must develop an Individual Program Plan.
SK	<p>Child Care Inclusion: funding for additional staff, training, assistive equipment, space modification, (includes: Individual Inclusion Grant, Enhanced Accessibility Grant, Adapted Equipment Grant).</p> <p><u>Early Learning Intensive Support</u>: funding for additional spaces and educational assistants for children with disability in pre-kindergarten.</p>	<p>Licensed non-profit centres and homes<sup>2</sup></p> <p>Pre- kindergarten (not licensed)</p>	<p>Child has developmental needs</p> <p>Child is age 3–4; priority given to age 4 and those not enrolled in other early learning programs.</p>	<p>Required</p> <p>Not required but space is limited</p>	<p>Not specified</p> <p>Must develop an Inclusion and Intervention Plan.</p>
AB	<p><u>Inclusive Child Care</u>: short-term funding for training, intensive consultation and coaching.</p> <p><u>Family Supports for Children with Disabilities</u>: funding the cost of an aide to enable participation in child care, assistance with the cost of out-of-school care that exceeds normal expenses.</p> <p><u>Access, Support and Participation</u>: coaching for programs who have staff committed to a long-term learning process.</p>	Licensed programs	<p>Funding is for the overall program.</p> <p>Child has a chronic condition; primary need is not medical care.</p> <p>Funding is for the overall program.</p>	<p><i>Not applicable</i></p> <p>Required</p> <p><i>Not applicable</i></p>	<p>Not specified</p> <p>Not specified</p> <p>Not specified</p>

2 Child care homes can only apply for one type of grant.

TABLE 23 *continued*. Inclusion supports in regulated child care in Canada. Provinces/territories (2022).

PT	Types of support	Service eligibility	Child eligibility for funding	Diagnosis/Referral	Service commitment
BC <sup>3</sup>	<u>Supported Child Development</u> : additional staff, training and consultation for a child's full participation in child care settings. Aboriginal Supported Child Development supports unique Indigenous service needs.	Licensed programs	Child is age 0–12; has developmental delays, disabilities or is at risk.	Documentation (not diagnosis) required	Must indicate that the program will make every reasonable effort to provide an inclusive environment.
YT	<u>Supported Child Care</u> : extra staffing; help with staff development and programming; and assistance with materials, fees and transportation.	Licensed programs	Child is age 0–16.	Required	Funding is based on the child's Individual Program Plan.
NT	<u>Supporting Child Inclusion and Participation</u> : emergency needs funding (additional staffing); inclusion funding (training and resource purchases); and small community sustainability funding (for programs in small communities).  <u>Early Childhood Program (ECP) Operating Subsidy</u> : increased daily rates for special needs spaces.	Licensed programs	Child is age 0–6; developmental needs and/or equity-seeking.	Not required	Not specified
			Child is age 0–5.	Documentation required	Not specified
NU <sup>4</sup>	<u>Supportive Child Services</u> : funding for additional staff	Licensed programs	Child is age 0–6.	Required	Not specified

3 Capital funding programs such as the New Spaces Fund prioritizes project applications that create inclusive and accessible child care spaces.

4 Parents are eligible for a fee subsidy for their children with special needs even if they are not employed or at school. This subsidy eligibility requires a financial needs assessment and parents must have a medical referral.



## The Long View

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**TABLE 24** Number of regulated child care spaces for children 0 – 12 years. Provinces/territories/Canada (1992 – 2021).

P/T	1992	1995	1998	2001	2004	2006	2007	2008	2010	2012	2014	2016	2019	2021
NL	3,568	4,202	4,275	4,226	4,921	5,642	5,868	5,972	6,200	7,200	7,200	8,159	8,110	8,042
PE <sup>1</sup>	4,123	3,888	3,717	4,270	4,100	4,051	4,293	4,424	5,084	4,051	4,262	4,642	5,693	6,393
NS	10,826	10,645	11,163	11,464	12,759	12,982	13,247	13,711	15,295	17,321	17,899	19,145	19,016	16,738 <sup>2</sup>
NB	7,162	7,952	9,204	11,086	11,897	13,163	14,170	15,506	18,785	21,695	25,491	26,851	30,363	32,416
QC	78,388	111,452	175,002	234,905	321,732	361,533	364,572	368,909	379,386	401,568	556,447	617,864	663,601	620,132
ON	145,545	147,853	167,090	173,135	206,743	229,875	242,488	256,748	276,410	292,997	334,010	405,570	466,935	477,272
MB	18,977	18,846	20,490	23,022	25,634	25,984	26,375	27,189	29,382	30,614	32,531	34,261	37,459	38,397
SK	6,418	7,266	7,124	7,166	7,910	8,712	8,850	9,173	10,848	12,275	13,314	14,546	16,797	17,666
AB <sup>3</sup>	51,656	51,088	47,033	47,693	63,351 (46,238)	66,288 (47,587)	71,177 (52,528)	73,981 (54,499)	82,050 (62,980)	91,884 (69,610)	99,009	109,482	138,892	140,509
BC	42,927	59,794	68,978	72,949	80,230	79,190	82,386	87,538	97,170	102,908	106,719	105,902	115,487	127,362
YT	1,020	1,060	1,307	1,348	1,369	1,330	1,293	1,262	1,431	1,440	1,114	1,145	1,297	1,869
NT	963	1,286	1,351	1,234	1,219	1,525	1,703	1,768	1,785	N/A	1,872	1,776	1,864	2,003
NU	NA	NA	NA	932	1,014	987	970	1,013	1,015	1,104	1,140	1,044	1,144	1,247
CA	371,573	425,332	516,734	593,430	745,925	811,262	837,392	867,194	921,841	986,842	1,201,008	1,350,387	1,506,658	1,490,046

1 Publicly funded kindergarten was part of the regulated child care system in PEI between 2000 and September 2010. For the purpose of comparison with other provinces, part-day kindergarten spaces in child care centres were not included in these space figures, so 2012 figures are not directly comparable to earlier figures.

2 The Nova Scotia figure for regulated spaces does not include 672 spaces in the NS- Before- and After program, under-representing NS spaces.

3 School-age child care in Alberta became regulated for the first time in 2004. For the purpose of comparison with previous years, the 2004, 2006, 2007, 2008, 2010 and 2012 figures include the total number of spaces with and without school-age care. After 2012, the AB figures include school-age spaces.

**TABLE 25** Percent of children 0 – 5 years for whom there was a regulated full- or part-day child care centre space. Provinces/territories/Canada (1992 – 2021).

P/T	1992 (%)	1995 (%)	1998 (%)	2001 (%)	2004 (%)	2006 (%)	2008 (%)	2010 (%)	2012 (%)	2014 (%)	2016 (%) <sup>1</sup>	2019 (%)	2021 (%)
NL	7	9	11	12	13	17	17	18	19	19 <sup>2</sup>	24	25	20 <sup>3</sup>
PE <sup>4</sup>	30	29	31	38	38	42	41	42	47 <sup>4</sup>	32	39	41	45
NS	Not available	Not available	Not available	Not available	Not available	25	22	23	24	26	27	25	25
NB	Not available	Not available	Not available	12	Not available	18	20	21	31	21	29	35	38
QC	9	9	12	17	22	26	25	29	36	30	38	42	43
ON	12	Not available	12 (est.)	14 (est.)	15	17	20	20	21	23	19	21	21
MB	13	14	15	18	20	20	21	23	21	23	24	25	25
SK	4	4	5	5	7	8	9	11	12	13	14	17	18
AB	18	18	18	18	19	18	17	20	20	20	22	22	26
BC	10	11	12	15	16	17	18	20	24	23	24	27	30
YT	25	Not available	Not available	Not available	36	26	28	28	29	28	31	41	49
NT	10	Not available	Not available	Not available	19	21	23	23	Not available	26	27	21	22
NU	Not applicable	Not applicable	Not applicable	Not applicable	23	21	20	21	21	23	18	22	25
CA	12	12	13	15	17	19	20	22	23	24	25	27	28

Note: The figures represented here include only full-day and part-day (nursery school/preschool) centre-based care for age 0 – 5. It does not include before-and after-school care. Regulated family child care is not factored into the calculations as breakdowns by age group are not available.

- 1 ON 2016 figures were recalculated from ECEC 2016 to remove kindergarten-age spaces from the 0 – 5 age group, which should have been included in out of school hours child care. The CA 2016 percent in this table reflects the recalculated ON figure.
- 2 Figures for NL were not available in 2014; the 2012 figures were used in this table for 2014.

- 3 Note that the way NL has counted licensed spaces by age group changed in 2021; the number of spaces for 0 – 12 year olds dropped only very slightly (see Table 24) but some spaces were recategorized from preschool-age to school-age, which includes children younger than age six. Thus, the apparent drop in coverage the data in this table shows for 0 – 5 year olds is misleading, not actual.
- 4 PEI introduced publicly funded part-day kindergarten in September 2000 for the first time as part of regulated child care. In 2010 kindergarten moved to the public education system. For the purpose of comparison with other jurisdictions, part-day kindergarten spaces were not included in the totals 2001 – 2010.

**TABLE 26** Number of children (rounded estimates in 1000s). Provinces/territories/Canada (1992 – 2021).

**Number of children 0 – 5 years**

P/T	1992	1995	1998	2001	2003	2005	2007	2009	2012	2014	2016	2019	2021
NL	45	41	34	30	31	29	28	28	30	28	26	25	24
PE	12	11	10	10	8.4	8.0	8.5	8.5	8.6	8.9	8.1	8.6	8.8
NS	74	70	64	61	55	51	49	53	54	50	49	51	48
NB	57	56	51	49	46	44	40	44	44	41	42	40	40
QC	502	565	527	460	443	435	468	455	513	516	504	509	501
ON	848	899	875	844	832	822	812	828	846	868	834	838	849
MB	98	92	87	79	76	77	78	77	89	87	88	91	94
SK	94	85	77	76	69	67	64	71	77	77	81	78	77
AB	250	242	231	233	218	228	246	260	291	308	317	314	308
BC	266	286	289	248	255	233	244	257	268	262	253	252	251
YT	2	Not available	Not available	Not available	Not available	1.9	2.1	2.2	2.5	2.4	2.7	2.4	2.2
NT	9	Not available	Not available	Not available	Not available	4.0	3.9	3.7	3.8	3.7	3.6	3.4	3.4
NU <sup>1</sup>	Not applicable	Not applicable	Not applicable	Not available	Not available	2.9	3.1	4.4	4.6	4.5	4.9	4.5	4.2
CA <sup>2</sup>	2,257	2,347	2,245	2,090	2,033	2,003	2,047	2,092	2,232	2,257	2,213	2,217	2,210

1 Nunavut was officially created in 1999. Figures were not available until 2005.

2 Canada total figures did not include NT or YT from 1995 – 2004. Totals may not add up due to rounding.



TABLE 26 *continued*. Number of children (rounded estimates in 1000s). Provinces/territories/Canada (1992 – 2021).

Number of children 6 – 12 years													
P/T	1992	1995	1998	2001	2003	2005	2007	2009	2012	2014	2016	2019	2021
NL	63	57	52	46	41	39	37	36	34	37	37	37	34
PE	14	14	14	13	13	12	12	11	11	11	12	12	12
NS	86	86	89	80	77	75	69	65	61	61	64	62	68
NB	72	70	68	63	63	58	56	52	51	50	50	54	55
QC	655	627	646	656	634	604	554	560	560	579	618	647	650
ON	964	1,024	1,098	1,100	1,097	1,097	1,071	1,032	1,047	1,011	1,072	1,108	1,090
MB	111	106	108	107	104	102	97	98	98	98	104	110	116
SK	112	107	106	93	91	81	81	80	84	86	92	99	106
AB	279	289	301	289	298	284	295	299	307	329	364	384	389
BC	312	338	351	353	329	341	324	314	302	309	322	332	358
YT	3	Not available	Not available	Not available	Not available	2.5	2.4	2.3	2.5	2.6	2.7	3.2	3.6
NT	8	Not available	Not available	Not available	Not available	4.5	4.0	3.8	4.0	3.8	4.1	4.1	4.0
NU <sup>1</sup>	Not applicable	Not applicable	Not applicable	Not available	Not available	3.0	2.8	4.1	4.4	4.9	4.9	5.5	6.0
CA <sup>2</sup>	2,679	2,718	2,833	2,800	2,747	2,703	2,605	2,557	2,566	2,582	2,747	2,858	2,891

1 Nunavut was officially created in 1999. Figures were not available until 2005.

2 Canada total figures did not include NT or YT from 1995 – 2004. Totals may not add up due to rounding.

**TABLE 27** Number of children with employed mothers<sup>1</sup> (rounded estimate in 1000s). Provinces/ territories/Canada (1995 – 2021).

**Number of children 0 – 5 years<sup>2</sup> with employed mothers**

P/T	1995	1998	2001	2004	2006	2008	2010	2012	2014	2016	2019	2021
NL	22	19	18	17	16	16	15	17	16	16	15	15
PE	8	8	7	6	7	6	6	6	7	5.4	6.2	6.4
NS	40	38	40	35	32	30	32	34	32	32	33	33
NB	30	31	32	28	26	26	30	27	26	28	28	28
QC	325	325	304	286	358	320	305	356	358	367	377	358
ON	539	546	538	495	530	504	500	524	530	508	519	542
MB	55	54	49	46	49	47	42	49	49	50	52	56
SK	55	47	47	43	50	39	45	47	50	49	52	52
AB	154	138	135	118	137	140	141	160	137	181	186	178
BC	162	168	147	148	161	144	151	151	161	153	167	162
YT	<i>Not available</i>	<i>Not available</i>	<i>Not available</i>	0.9	1.7	1.1	1.3	1.5	1.7	1.8	1.8	1.6
NT	<i>Not available</i>	<i>Not available</i>	<i>Not available</i>	2.4	2.4	2.6	2.1	2.2	2.4	2.3	2.4	2.2
NU <sup>3</sup>	<i>Not applicable</i>	<i>Not applicable</i>	<i>Not available</i>	<i>Not available</i>	<i>Not available</i>	<i>Not available</i>	<i>Not available</i>	1.6	1.7	1.9	1.8	1.6
CA <sup>4</sup>	1,390	1,374	1,317	1,225	1,370	1,276	1,270	1,376	1,372	1,395	1,441	1,437

1 The term “Mothers in the paid labour force” was used in versions of ECEC in Canada until 2014 when the term “Employed mothers” began to be used. The terms are comparable.

2 Further age breakdowns are available in provincial/territorial chapters in ECEC in Canada 1992 – 2021.

3 Nunavut was officially created in 1999. Figures were not available until 2012.

4 Canada’s total figures did not include NT or YT until 2004. Totals may not add up due to rounding.

TABLE 27 *continued*. Number of children with employed mothers<sup>1</sup> (rounded estimate in 1000s). Provinces/territories/Canada (1995 – 2021).

Number of children 6 – 12 years<sup>2</sup> with employed mothers

P/T	1995	1998	2001	2004	2006	2008	2010	2012	2014	2016	2019	2021
NL	33	30	31	25	16	23	23	22	24	23	23	22
PE	10	11	10	10	7	8	8	8	8	8.3	8.9	8.5
NS	53	59	57	51	32	47	44	41	42	45	44	47
NB	43	44	45	41	26	39	37	35	34	36	36	39
QC	400	424	469	424	358	395	389	391	418	453	480	476
ON	711	774	787	730	530	725	688	694	671	722	749	722
MB	76	79	79	72	49	67	63	63	62	66	70	75
SK	80	77	66	64	50	57	58	57	61	61	69	72
AB	211	207	206	198	137	202	198	199	238	224	255	243
BC	245	234	241	210	161	215	200	201	203	211	233	245
YT	Not available	Not available	Not available	1.8	1.7	1.6	1.6	1.8	2	2.1	2.2	2.7
NT	Not available	Not available	Not available	3.2	2.4	3	2.5	2.8	2.7	2.9	2.9	3.1
NU <sup>3</sup>	Not applicable	Not applicable	Not available	Not available	Not available	Not available	Not available	2.2	2.5	2.2	2.5	2.6
CA <sup>4</sup>	1,862	1,939	1,991	1,830	1,370	1,783	1,712	1,718	1,768	1,857	1,976	1,959

1 The term “Mothers in the paid labour force” was used in versions of ECEC in Canada until 2014 when the term “Employed mothers” began to be used. The terms are comparable.

2 Further age breakdowns are available in provincial/territorial chapters in ECEC in Canada 1992 – 2021.

3 Nunavut was officially created in 1999. Figures were not available until 2012.

4 Canada’s total figures did not include NT or YT until 2004. Totals may not add up due to rounding.

**TABLE 28** Workforce participation rate of mothers by age of youngest child (rounded estimates 1000s). Provinces/Canada<sup>1</sup> (1998 – 2021).

With youngest child 0 – 2 years											With youngest child 0 – 3 years		
P/T	1998 (%)	2001 (%)	2004 (%)	2006 (%)	2008 (%)	2010 (%)	2012 (%)	2014 (%)	2016 (%)	2019 (%)	2020 (%)	2020 (%)	2021 (%)
NL	58	64	71	66	66	68	68	70	68	68	71	76	75
PE	81	77	78	81	78	76	78	85	76	84	80	81	85
NS	63	71	71	76	70	68	74	75	73	74	74	78	79
NB	64	67	70	71	76	76	73	71	70	77	75	78	82
QC	65	67	73	74	74	73	77	77	80	80	78	81	81
ON	65	67	68	69	68	69	71	70	69	70	72	74	76
MB	62	66	68	64	66	62	66	65	67	65	68	71	71
SK	65	65	67	67	69	70	65	71	69	72	70	71	77
AB	64	60	59	63	61	63	60	60	63	66	70	72	69
BC	62	63	67	64	65	66	64	70	68	74	73	73	75
CA	65	67	69	70	69	69	70	71	70	73	73	75	76

*Note: In 2020, the way workforce participation of mothers by age of youngest child is calculated for the Labour Force Survey was changed by Statistics Canada. The age groups of youngest child changed from 0 – 2, 3 – 5 and 6 – 15 years, to 0 – 3, 4 – 5 and 6 – 12 years, and only mothers aged 25 years and older are now included. In 2020 data were available for both the previous and new calculations and both are included in the table. In 2021, only the new groupings are included.*

1 Comparable figures for mothers' employment rate are not available for the territories.

TABLE 28 *continued*. Workforce participation rate of mothers by age of youngest child (rounded estimates 1000s). Provinces/Canada<sup>1</sup> (1998 – 2021).

With youngest child 3 – 5 years											With youngest child 4 – 5 years		
P/T	1998 (%)	2001 (%)	2004 (%)	2006 (%)	2008 (%)	2010 (%)	2012 (%)	2014 (%)	2016 (%)	2019 (%)	2020 (%)	2020 (%)	2021 (%)
NL	63	66	67	71	74	73	78	69	79	76	86	88	80
PE	83	79	82	84	85	83	82	85	76	81	78	78	87
NS	70	72	77	77	78	83	77	78	84	79	82	83	81
NB	69	74	75	80	77	81	80	81	84	82	86	85	83
QC	67	75	77	79	80	78	81	82	81	84	86	86	86
ON	72	74	74	76	79	75	75	77	77	75	75	75	77
MB	76	75	77	76	76	71	74	74	75	75	73	81	81
SK	73	74	77	77	77	77	80	76	76	82	78	79	86
AB	71	71	71	69	73	70	73	72	73	76	73	74	68
BC	67	69	74	76	71	75	75	76	74	78	73	76	76
CA	71	73	75	77	77	77	78	77	78	79	78	78	79

*Note: In 2020, the way workforce participation of mothers by age of youngest child is calculated for the Labour Force Survey was changed by Statistics Canada. The age groups of youngest child changed from 0 – 2, 3 – 5 and 6 – 15 years, to 0 – 3, 4 – 5 and 6 – 12 years, and only mothers aged 25 years and older are now included. In 2020 data were available for both the previous and new calculations and both are included in the table. In 2021, only the new groupings are included.*

1 Comparable figures for mothers' employment rate are not available for the territories.

TABLE 28 *continued*. Workforce participation rate of mothers by age of youngest child (rounded estimates 1000s). Provinces/Canada (1998 – 2021).

With youngest child 6 – 15 years												With youngest child 6 – 12 years	
P/T	1998 (%)	2001 (%)	2004 (%)	2006 (%)	2008 (%)	2010 (%)	2012 (%)	2014 (%)	2016 (%)	2019 (%)	2020 (%)	2020 (%)	2021 (%)
NL	64	74	78	77	80	83	83	81	83	82	84	83	80
PE	83	85	87	87	86	88	88	88	84	87	88	91	86
NS	73	78	81	82	83	84	86	86	85	86	85	86	87
NB	74	79	79	82	83	84	84	86	86	86	83	83	89
QC	75	79	83	83	85	86	86	86	87	89	87	87	87
ON	79	82	83	84	84	83	83	81	82	83	81	79	82
MB	83	86	86	85	88	86	85	82	84	84	82	81	85
SK	84	82	86	87	87	89	85	84	85	86	86	84	85
AB	84	84	86	81	84	86	84	79	82	85	84	83	84
BC	77	77	79	79	81	80	82	80	81	84	84	84	83
CA	78	81	83	83	84	85	85	83	84	85	84	83	84

*Note: In 2020, the way workforce participation of mothers by age of youngest child is calculated for the Labour Force Survey was changed by Statistics Canada. The age groups of youngest child changed from 0 – 2, 3 – 5 and 6 – 15 years, to 0 – 3, 4 – 5 and 6 – 12 years, and only mothers aged 25 years and older are now included. In 2020 data were available for both the previous and new calculations and both are included in the table. In 2021, only the new groupings are included.*

1 Comparable figures for mothers' employment rate are not available for the territories.



**TABLE 29** Total number of regulated child care centres. Provinces/territories/Canada (2004 – 2021).

P/T	2004	2006	2007	2008	2010	2012	2014	2016	2019	2021
NL	151	165	167	172	172	192	192	205	189	186
PE	142	131	136	144	143	102	115	119	144	150
NS	382	383	386	380	409	332	390	363	359	304
NB	357	361	384	415	491	542	605	627	673	697
QC	996	1,918	1,986	2,020	2,215	2,612	2,997	3,249	3,563	3,578
ON	3,874	4,175	4,480	4,582	4,803	4,922	4,361	5,276	5,523	5,506
MB	567	574	583	595	635	640	666	689	713	718
SK	153	173	179	187	222	259	282	310	335	346
AB	1,701	1,681	1,699	1,739	1,974	2,178	2,276	2,402	2,789	2,120 (est.)
BC <sup>1</sup>	3,133	2,933	3,095	3,280	2,792	2,864	2,963	2,932	3,099	3,283
YT	37	41	34	32	39	35	36	36	40	49
NT	49	51	67	67	59	59	56	64	62	68
NU	46	45	43	45	47	52	54	48	53	60
CA	11,588	12,631	13,239	13,658	14,001	14,789	14,993	16,320	17,542	17,065

*Note: Included in child care centres are all regulated centre-based facilities—full-day, part-day and before- and after-school child care but not family child care.*

1 In BC, the number of centres is less than the sum of individual program categories as facilities may be licensed for more than one type of program. The total number of centres reported in 2004 – 2008 was the sum of the individual program categories and is not comparable to the 2010 – 2021 numbers.

**TABLE 30** Total number of active regulated family child care homes. Provinces/territories/Canada (2004 – 2021).

P/T	2004	2006	2007	2008	2010	2012	2014	2016	2019	2021
NL	35	34	61	67	77	104	104	155	119	110
PE	6	6	5	5	4	4	2	1	3	4
NS	34	32	37	37	94	158	224	235	281	168
NB	25	45	47	55	87	120	151	188	177	145
QC	13,000	13,776	14,431	15,123	15,304	15,448	15,514	14,687	12,661	9,884
ON	7,765	7,716	7,524	7,822	7,071	6,142	5,765	3,765	3,918	3,210
MB	591	588	551	518	468	420	426	425	448	443
SK	291	290	276	275	269	245	243	226	238	242
AB <sup>1</sup>	1,741	2,694	2,694	Not available	Not available	2,781	2,042	1,999	1,892	1,801
BC	2,525	2,067	2,097	2,125	2,254	2,213	2,071	1,700	1,700	1,755
YT	43	41	39	32	35	30	30	23	23	22
NT	32	44	43	50	49	49	50	40	51	51
NU	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	1	1	1	2	5
CA	26,088	27,333	27,805	26,109	25,712	27,715	26,623	23,445	21,513	17,840

1 Alberta provided the number of agencies in 2018 and 2010 but not the number of providers.

TABLE 31

Total funding for regulated child care (unadjusted dollars, rounded in millions). Provinces/territories/Canada (1992 – 2021).

P/T	1992 (\$)	1995 (\$)	1998 (\$)	2001 (\$)	2003 – 2004 (\$)	2005 – 2006 (\$)	2007 – 2008 (\$)	2009 – 2010 (\$)	2011 – 2012 (\$)	2013 – 2014 (\$)	2015 – 2016 (\$)	2018 – 2019 (\$)	2020 – 2021 (\$)
NL	1.7	3.0	3.3	7.8	9.6	12.3	19.8	20.5	21.2	21.2 <sup>1</sup>	39.3	47.7	60.9
PE <sup>2</sup>	2.8	1.7	2.6	4.2	4.7	4.7	6.2	6.4	12.5	12.1	11.8	19.1	32.1
NS	11.4	11.8	15.7	12.9	19.8	23.7	37.2	39.0	43.2	46.2	42.9	64.7	76.2
NB	3.7	3.2	5.5	11.8	13.9	22.5	26.2	28.9	35.0	38.7	42.2	71.7	90.8
QC	140.7	203.7	299.9	1,092.4	1,560.0	1,678.9	1,730.6	1,998.7 <sup>3</sup>	1,998.7	2,485.4	2,559.1	2,653.8	3,066.6
ON	420.1	541.8	470.5	451.5	497.4	534.1	780.4	801.8	865.1	960.1	1,169.8	1,894.3	1,839.3
MB	42.2	45.2	45.2	62.9	73.0	86.3	106.0	116.6	134.4	139.4	156.6	174.0	175.4
SK	12.3	12.7	15.8	16.4	19.6	22.8	47.1	53.7	62.7	64.8	64.5	84.5	90.4
AB	66.6	67.6	54.3	57.5	53.6	72.5	105.7	190.6	257.6	263.1	263.8	351.1	281.3
BC	55.8	98.7	128.9	164.6	140.7	176.1	216.7	227.5	227.2	227.4	231.4	498.0	791.1
YT	2.4	4.2	4.8	4.4	5.2	5.4	6.4	7.4	7.7	7.7	6.3	9.5	12.3
NT	2.3	1.7	2.3	1.6	2.5	2.5	2.5	2.5	2.5 <sup>4</sup>	4.5	4.5	6.9	10.0
NU <sup>5</sup>	Not applicable	Not applicable	Not applicable	1.9	1.8	2.3	2.5	2.8	3.0	2.6	3.7	5.2	8.0
CA	762.0	995.3	1,048.6	1,889.8	2,401.9	2,940.1	3,087.4	3,496.5	3,670.7	4,273.4	4,595.9	5,880.5	6,534.4

Note: Due to the impact of COVID-19, the amounts for 2020 – 2021 are not comparable to previous years and should not be used that way. The figures in the 2020 – 2021 column represent each jurisdiction's spending for regulated child care plus its share of Safe Restart (federal) child care funding. Beginning in March 2020, programs were ordered closed by public health authorities for approximately six months and experienced low enrolment for the rest of the year. The provinces/ territories (P/T) took varying approaches to child care funding during this time. Each jurisdiction also received unprecedented one-time earmarked federal Safe Restart funds (totalling \$625 million) for child care in that year. Further details can be found in the Funding section in each P/T's section in this report.

1 Figures for NL were not available in 2014; the 2011 – 2012 figures were used instead.

2 Between 2000 and September 2010, PEI's kindergartens were part of the child care system. For the purpose of comparison with other jurisdictions, these figures do not include PEI's funding on part-day kindergarten between 2000 and 2010.

3 This figure includes funding for before-and after-school care for 2007 – 2008, as information was not available for this 2009 – 2010.

4 Figures for the NWT were not available in 2012; their 2010 figures were used instead.

5 This information is not applicable for NU before 1999 when it became a territory separate from the NWT.

**TABLE 32** Percent of regulated part- and full-day centre spaces for 0 – 12 year olds that were for-profit. Provinces/territories/Canada (1992 – 2021).

P/T	1992 (%)	1995 (%)	1998 (%)	2001 (%)	2004 (%)	2006 (%)	2008 (%)	2010 (%)	2012 (%)	2014 (%)	2016 (%)	2019 (%)	2021 (%)
NL	78	66	61	64	73	69	70	72	65	65	72	70	70
PE <sup>1</sup>	35	32	42	46	70	56	58	58	80	64	59	65	63
NS	40	40	43	43	45	46	50	52	53	55	55	56	55
NB <sup>2</sup>	43	40	Not available	Not available	70	64	67	62	62	63	62	65	66
QC	18	18	14	14	12	13	14	17	22	19	20	20	21
ON	24	20	17	17	22	23	24	25	25	24	22	21	21
MB	10	12	13	8	8	6	5	5	5	5	5	5	5
SK	6	2	1	1	0	0.6	0	0	0.5	0.6	2	2	2
AB	65	62	59	56	54	49	51	50	51	53	58	59	66
BC	39	39	40	42	Not available	Not available	42	43	44	47	49	53	54
YT	14	25	26	27	26	31	36	44	64	61	58	70 <sup>3</sup>	57
NT	18	8	3	0	0	0	0	0	0	0	0	0	0
NU	Not available	Not available	0	0	0	0	0	0	0	0	0	0	0
CA <sup>4</sup>	30	28	24	23	20	21	25	28	29	26	27	28	29

1 For the purpose of comparison with other jurisdictions where kindergarten is in the public education system, PEI's 2004 – 2010 figures did not include part-day kindergarten. As of September 2010, kindergarten in PEI moved to the public education system.

2 New Brunswick's 2006 – 2016 percentage estimates were provided by provincial officials.

3 Note that the 2019 data representing child care centre auspice in ECEC in Canada 2019 reported centre auspice differently, over-estimating the proportion of centres in Yukon that were for-profit.

4 Canada-wide percentages for 2004 and 2006 did not include British Columbia or New Brunswick, which had substantial for-profit child care sectors.

TABLE 33

## Funding under Multilateral Agreements. Provinces/territories/Canada (2017 – 2025) (\$).

P/T	2017 – 2018	2018 – 2019	2019 – 2020	2020 – 2021	2021 – 2022	2022 – 2023	2023 – 2024	2024 – 2025
NL	7,383,089	7,378,451	7,378,451	7,180,110	7,128,923	8,846,131	9,416,244	9,416,244
PE	3,519,129	3,517,820	3,517,820	3,558,844	3,568,090	4,093,100	4,267,403	4,267,403
NS	11,818,026	11,809,566	11,809,566	11,648,183	11,620,738	14,841,843	15,911,250	15,911,250
NB	9,941,829	9,934,985	9,935,985	9,715,676	9,676,896	12,247,187	13,100,523	13,100,523
QC <sup>1</sup>	87,447,014	87,373,383	87,373,383	86,275,188	86,275,188 ( <i>est.</i> )	114,491,242 ( <i>est.</i> )	123,858,971 ( <i>est.</i> )	123,858,971 ( <i>est.</i> )
ON <sup>2</sup>	144,960,100	144,836,900	144,836,900	146,679,300	146,000,000 ( <i>approx.</i> )	<i>Not available</i>	<i>Not available</i>	211,000,000 ( <i>approx.</i> )
MB	15,621,272	15,609,534	15,609,534	15,609,534	15,549,308	20,085,732	21,591,824	21,591,824
SK	13,848,167	13,837,957	13,837,957	13,665,105	13,578,873	17,455,579	18,742,645	18,742,645
AB	45,630,673	45,593,076	45,593,076	45,417,207	45,438,676	59,982,316	64,810,804	64,810,804
BC	51,036,249	50,993,994	50,993,994	52,370,013	52,568,988	69,499,917	75,120,986	75,120,986
YT	2,391,493	2,391,156	2,391,156	2,405,774	2,413,101	2,551,411	2,597,330	2,597,330
NT	2,453,191	2,452,801	2,452,801	2,445,225	2,443,643	2,592,178	2,641,492	2,641,492
NU	2,382,092	2,381,762	2,381,762	2,385,174	2,389,588	2,516,020	2,558,992	2,558,992
CA	399,669,692	399,347,695	399,347,695	399,347,694	399,347,694	524,347,694	565,847,694	565,847,694

Source: [Government of Canada website](#).

1 Quebec has signed an asymmetrical agreement with the federal government recognizing that Quebec's early learning and child care is under the exclusive jurisdiction of Quebec.

2 Canada and Ontario have renewed the ELCC agreement for the 2021 – 2025 period. Ontario figures for 2021 – 2022 are not available in the Government of Canada information. The source for the approximate figures included here from 2021 – 2025 is the [Ontario Annual Report 2022](#).

TABLE 34

**Funding under Canada-Wide Early Learning and Child Care Agreements.  
Provinces/territories/Canada (2021 – 2026) (\$).**

P/T	2021 – 2022	2022 – 2023	2023 – 2024	2024 – 2025	2025 – 2026
NL	35,317,985	52,572,848	63,093,320	71,824,666	83,234,583
PE	13,651,009	19,759,696	23,960,291	27,667,255	32,679,018
NS	67,968,537	100,946,877	123,458,100	143,474,017	169,078,220
NB	55,832,325	82,426,051	100,457,038	116,347,013	136,814,840
QC <sup>1</sup>	660,445,535	991,722,477	1,216,997,313	1,418,564,861	1,675,806,897
ON	1,099,118,364	1,681,475,235	2,081,462,593	2,449,269,375	2,923,564,333
MB	129,314,235	197,356,654	244,395,815	287,259,304	342,349,858
SK	114,410,468	179,850,668	223,996,682	264,633,193	316,567,960
AB	402,795,729	625,027,043	773,940,643	909,842,298	1,085,559,873
BC	349,179,732	530,900,655	654,355,932	766,543,594	910,703,873
YT	5,523,308	7,243,339	8,452,787	9,542,037	10,930,043
NT	6,391,977	8,765,598	10,326,177	11,853,306	13,810,702
NU	8,133,228	11,302,698	13,448,493	15,381,033	17,843,624
CA	<b>2,948,082,432</b>	<b>4,489,349,839</b>	<b>5,538,345,184</b>	<b>6,492,201,952</b>	<b>7,718,943,824</b>

1 Quebec has signed an asymmetrical agreement with the federal government recognizing that Quebec's early learning and child care is under the exclusive jurisdiction of Quebec.

**TABLE 35** Median monthly parent fees for preschool-age children in Canada's large cities<sup>1</sup>.  
Provinces/territories/Canada (2014 – 2021).

P/T	City	Type of fee	2014 (\$)	2016 (\$)	2017(\$)	2018 (\$)	2019 (\$)	2021 (\$)
NL	St. John's	Set fee	868	890	868	760	660	543
		Market fee	–	–	–	–	955	1,335
PE	Charlottetown	Set fee	–	586	586	586	586	586
		Market fee	–	–	–	590	–	–
NS	Halifax	Market fee	781	803	823	867	861	880
NB	Saint John	Market fee	–	681	694	694	664	738
	Moncton		–	–	–	–	722	759
	Fredericton		–	–	–	–	690	735
QC	Gatineau	Set fee	152	179	183	190	179	189
		Market fee	–	–	–	911	933	977
	Laval	Set fee	152	179	183	190	179	189
		Market fee	–	–	–	803	825	868
	Montreal	Set fee	152	164	168	175	179	189
		Market fee	–	–	–	781	825	846
	Longueuil	Set fee	152	179	183	190	179	189
		Market fee	–	–	–	825	846	933
	Quebec City	Set fee	152	179	183	190	179	189
		Market fee	–	–	–	955	982	1,085
ON	Windsor	Market fee	749	749	781	781	662	792
	London		911	977	1,010	1,044	1,055	1,085
	Kitchener		846	1,031	975	1,019	1,020	1,072
	Hamilton		807	900	931	977	825	1,023
	Brampton		977	955	1,050	1,146	955	1,150
	Mississauga		977	986	1,052	1,127	1,042	1,194
	Oakville		–	–	–	–	1,210	1,248
	Richmond Hill		–	–	–	–	1,100	1,200
	Vaughan		–	1,005	1,031	1,085	1,120	1,199
	Toronto		998	1,150	1,212	1,150	1,207	1,300
	Markham		–	996	1,017	1,078	1,180	1,200
	Ottawa		949	990	1,009	1,007	1,010	1,031
MB	Winnipeg	Set fee	451	451	451	451	451	451
		Market fee	–	–	1,400	982	963	875
SK	Saskatoon	Market fee	645	695	710	730	740	755
	Regina		–	570	575	597	620	625
AB	Calgary	Market fee	924	1,010	1,000	1,015	1,075	1,150
	Edmonton		746	825	885	835	875	1,025
	Lethbridge		–	–	–	–	830	865
BC	Vancouver	Market fee	870	950	950	1,000	954	1,015
	Richmond		–	875	980	975	955	1,275
	Burnaby		755	850	840	900	850	890
	Surrey		868	750	800	850	850	925
	Kelowna		–	–	–	–	810	900
YT	Whitehorse	Market fee	–	–	–	–	835	195
NT	Yellowknife	Market fee	–	–	–	–	890	930
NU	Iqaluit	Market fee	–	–	–	–	1,213	1,194

Note: Data collection began in different years in different jurisdictions. As well, market fees were not collected separately until 2017. Hence, data may be missing.

1 Most jurisdictions did not have set fees. In four provinces, at least half the child care spaces were at a provincially set fee in 2021: NL, PE, QC, MB.