

A summary of the

Canada–Wide Early Learning and Child Care Agreements and Action Plans

Childcare Resource and Research Unit

November 2022



About this paper

This document, which provides a summary of selected elements of the Canada-Wide Early Learning and Child Care initiative (CWELCC) introduced in 2021, is a supplementary paper to *Early childhood education and care in Canada 2021*, which will be published early in 2023. As such, its support as part of a project funded by Employment and Social Development Canada (ESDC) is gratefully acknowledged. The paper was a collaborative effort by the Childcare Resource and Research Unit “team”—Patrícia Borges Nogueira, Martha Friendly, Ngoc Tho (Tegan) Nguyen and Lin Velasco. We are enormously appreciative of colleagues’ generous contributions of their time: Chris Smith’s keen comments on the outline and Morna Ballantyne and Jane Beach, who made valuable comments on a draft version.

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A summary of the Canada-Wide Early Learning and Child Care Agreements and Action Plans

Purpose and method of this paper

This document is intended to be a reference for the federal/provincial /territorial Agreements and first round of Action Plans that represent Canada's first phase of the Canada-Wide Early Learning and Child Care initiative (CWELCC) introduced in 2021. It summarizes selected content of the 2021–2022 Agreements, Action Plans and (if relevant) Amendments to the Agreements. It does not aim to describe jurisdictions' early learning and child care (ELCC) policy or provision prior to the CWELCC changes that have begun to be implemented. Nor does it reflect changes made under the Agreements and Action Plans or indicate changes in Action Plans other than those formalized in a published Amendment. As a supplementary document to *Early childhood education and care in Canada 2021* ([ECEC in Canada](#)¹), it is a snapshot of the proposed actions on which the federal government and provinces/territories have reached agreement. *ECEC in Canada 2021* will provide data and information both on provinces'/territories' ELCC policy and provision before CWELCC and on the first phase of changes in these following the CWELCC agreements.

Most of the content in the summary tables comes directly from the provincial/territorial Agreements and Action Plans, some used verbatim. Limited content about jurisdictions' pre-Agreement practices is included only if it is necessary to contextualize the commitments. For example, if a jurisdiction already had a wage grid in place prior to its Agreement, that information is included. Similarly, information about kindergarten provision is included, as it is relevant to jurisdictions' ELCC coverage and expansion planning.

The summary, provided in table form, is by necessity less detailed than the full Agreements and Action Plans. Links to each province/territory's documents are included in Table 5 to enable follow-up for

1 Now in preparation, expected to be published early in 2023.

further details. Noting that the Agreements also cover other important policy, programme and process issues such as Quality, Inclusion, Indigenous ELCC, Data, Community Consultation, Accountability, the topics summarized in this report comprise Affordability, Auspice, Expansion and the Workforce.

A short context-setting section below is followed by the provincial/territorial summary tables beginning with Affordability.

The Canadian child care context in 2022

In the last three years, early learning and child care (ELCC) across Canada has experienced unprecedented changes, which are attributable to two significant occurrences. First of these is the child care crisis that arose as a result of the global COVID-19 pandemic, [affecting Canadian child care provision](#) from March 2020, continuing through 2022. The second occurrence, related to the first, is the introduction of the first Canada-wide child care program that sets out high ambitions and has survived long enough to make significant changes.

The Canada-Wide Early Learning and Child Care (CWELCC) plan lays the foundation for an ambitious [new social program](#) with the expectation that implementation will roll out over a number of years, mostly through Agreements and Action Plans negotiated between the federal government and provinces/territories. The overarching long-term goal is to transform Canada’s market-driven ELCC provision to a high quality system of publicly funded early learning and child care (ELCC) for all families who choose to use it.

Throughout 2020–2022, Canada’s mostly parent-funded and privately delivered child care services struggled to remain viable to provide child care for families, especially women who have been disproportionately affected by the COVID-19 pandemic. As a result, the pandemic has had the effect of broadening recognition that child care is an essential service for the Canadian economy which relies heavily on the employment of mothers with young children. When the federal government set out a plan for economic recovery from the pandemic in the September 2020 Throne Speech, it recognized that “Women—

and in particular low-income women—have been hit hardest by COVID-19” and promised that action on child care would be forthcoming.

Thus, the April 2021 budget announced substantial federal funding, accompanied by policy commitments, to build a Canada-wide child care system. The budget promised to 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 (ELCC) system central to the government’s economic recovery plans.

The CWELCC was preceded by and builds on the [Multilateral Framework on Early Learning and Child Care \(MLF\)](#)², to which federal/provincial/territorial governments agreed in 2017. The MLF stated the common agreement that “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, with First Nations, Métis and Inuit governance organizations, the [Indigenous Early Learning and Child Care Framework \(IELCC\)](#) (September 2018). Under the MLF and IELCC arrangements, funding totalling \$7.5 billion dollars over ten years is being transferred to provinces/territories/Indigenous governance organizations through 2026–2027. These [first bilateral agreements](#) were subsequently renewed for the 2020–2021 fiscal year before initiation of the CWELCC in 2021 and for the most part, remain separate from the Agreements and Action Plans summarized here, although in some jurisdictions, initiatives begun under the MLF have been continued or extended through the CWELCC.

In the 2021 budget, the federal government committed to spending an additional \$27.2 billion between 2021 and 2026 to build a “Canada-wide, community-based system of quality child care” for all children 0–5 years inclusive—affordable, inclusive and primarily not-for-profit. Combined with previous spending, primarily from the first bilateral

² 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?](#)

agreements through the MLF announced in the 2017 federal budget, earmarked federal ELCC spending will thus total just under \$34 billion over five years. In the 2021–2022 fiscal year, federal funding will jump significantly to \$4.1 billion, ramping up to 2025–2026 when a minimum of \$9.2 billion annually is committed to the ELCC system. Earmarked funding for First Nations, Métis and Inuit early learning and child care is included in the CWELCC funds and will continue to be executed under the 2018 Indigenous ELCC framework, with some provinces/ territories specifying specific Indigenous initiatives in their Action Plans.

Until now, most of the public funding for child care has been provincial/territorial funding³ rather than federal funding but the 2021 federal budget projected that the federal government’s ELCC spending will equal provincial/territorial ELCC spending by year five.

As specific design and implementation of ELCC provision is a provincial/ territorial responsibility in Canada, Agreements to implement CWELCC were negotiated between federal and each provincial/territorial government. Agreements with all jurisdictions were reached between July 7 2021 (British Columbia) and March 28 2022 (Ontario). An Action Plan was developed by each province/territory except Quebec, negotiated with the federal government and published either at the same time or at a later date. Quebec has an “asymmetrical” Agreement with the Government of Canada, so will meet its own child care plans rather than an agreed-upon Action Plan with the federal government.

The Agreements cover the period from the signing of each Agreement through March 31 2026, with “Canada’s intention to continue this investment by renewing the Canada-wide early learning and child care agreements signed with all provinces and territories prior to their expiration in fiscal year 2025 to 2026” included in the Agreements. The current Action Plans except Ontario’s⁴ cover fiscal years 2021–2022 and 2022–2023, with subsequent Action Plans to be formulated prior to the subsequent fiscal years based on the terms specified in the Agreements.

3 There are substantial differences among provinces/territories’ spending on ELCC. See Friendly, M., Feltham, L.E., Mohamed, S., Nguyen, N. T., Vickerson, R., & Forer, B. (2020). [Early childhood education and care in Canada 2019](#). Childcare Resource and Research Unit.

4 The time frame specified for Ontario’s first Action Plan is 2022–2023 and 2023–2024.

Affordability

Parent fees at the end of 2022

TABLE 1

	How fees are being reduced	Will parent fee subsidies be retained? Changed?
NL	<p>Mechanism: Reducing provincially set fees</p> <p>Fees for all licensed child care reduced to \$15/day January 2022 (for 90% of centres in the Operating Grant Programme); intention to reduce to \$10/day by 2023.</p>	<p>Yes, retained and changed.</p> <p>As fees are reduced, partial subsidies will no longer be used.</p>
PE	<p>Mechanisms: Reducing provincially set fees and change in fee subsidy eligibility or value</p> <p>“The average 50% fee reduction will be achieved through the combination of a reduction in overall capped fees, expansion of the child care subsidy program, and introduction of the universal, publicly funded pre-kindergarten program.”</p>	<p>Yes, retained and changed.</p> <p>“Increase access to the current child care subsidy program” by:</p> <ul style="list-style-type: none"> • removing social criteria requiring parents to be working or studying; • ensuring maximum subsidy rates⁵ match the daily provincial rate in (operationally funded) Early Years Centres (i.e., not surcharging subsidized parents).
NS	<p>Mechanism: Percentage reduction to market fees</p> <p>Will develop a plan for a new cost per space model. Will hire consultant to explore the true cost of delivering child care (based on a not-for-profit model), examine centre revenues and expenses by region and age group.</p>	<p>Yes, retained and changed.</p> <p>Will increase access to fee subsidies: “Subsidy eligibility and per diem rates will be updated once NS is providing a 50% reduction in fees.</p> <p>Will develop a new subsidy policy (eligibility criteria and sliding scale rate) to support families in paying between \$0 and \$20/day”.</p>
NB	<p>Mechanism: Percentage reduction using the Market Fee Threshold (MFT). The MFT limits fee increases (in designated centres, which are the majority).</p> <p>“The fee grid is based on the average fees charged by facilities and factors in the cost of living”.</p> <p>Will reduce parent fees based on a new standardized parent fee grid by the end of 2022.</p>	<p>Yes, retained.</p> <p>The two subsidy systems are retained—the Parent Subsidy Program for designated centres and the Daycare Assistance program used in non-designated centres.</p>

⁵ 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.

TABLE 1 Affordability *continued*

	How fees are being reduced	Will parent fee subsidies be retained? Changed?
QC	<p>Not applicable.⁶</p> <p>Quebec has used two parent fee systems for some years. In the operationally funded system, all non-profits and some for-profits have provincially set fees (indexed annually) for all licensed child care (\$8.70/day/child in 2022). There is a second tier of licensed centres, the unfunded for-profit market-fee sector, in which parents are reimbursed for fees paid through a provincial tax credit.</p>	<p>Not applicable.</p> <p>Quebec does not use a parent fee subsidy system.</p>
ON	<p>Mechanism: Percentage reduction to market fees in two stages: 25% reduction (May 1) and 50% reduction, the second by end of December 2022.</p> <p>Parents will receive retroactive rebates to April 1, 2022 from May–December 2022.</p> <p>“Ontario intends to propose a regulation to set a fee maximum for those that opt-in to the CWELCC and freeze fees as of the date the Agreement was signed—March 28 2022”.</p>	<p>Yes, retained. Existing process and eligibility unchanged.</p>
MB	<p>Mechanism:</p> <p>2021–2022: Changes to fee subsidy system; 2022–2023: Changes to set fee system.</p> <p>Subsidy eligibility will first be increased with no reduction to fees, then MB will implement parent fee system based on gross household income that supports \$10 per day average out-of-pocket fees by end of 2022–2023.</p>	<p>Yes, retained and changed.</p> <p>“As a first step (to household income-based fees for low and middle income families), a percentage threshold increase will be implemented by the end of 2022 in the current subsidy system to ensure additional lower income families receive a full subsidy (up to \$35,000/year net income will pay only the out-of-pocket \$2 daily fee/child”.</p>
SK	<p>Mechanism: Flat amount reduction to market fees</p> <p>Decrease the average daily fee by 50% in 2022.</p>	<p>Yes, retained.</p>

6 Quebec intends to use federal funds to fund the province’s plan to add 30,000 spaces to its low fee child care system.

TABLE 1 Affordability *continued*

	How fees are being reduced	Will parent fee subsidies be retained? Changed?
AB	<p>Mechanisms: Flat amount reduction to market fees and change in fee subsidy eligibility or value.</p> <p>“An operating grant will provide per licensed or enrolled space funding directly to operators who commit to work with the Government of Alberta, to ensure fees reach and average of \$10/day by the end of year 5”.</p> <p>Reduce costs for all parents by half in 2022.</p> <p>Fee increases are capped.</p>	<p>Yes, retained and changed.</p> <p>“Alberta will further raise the annual family income threshold of the Child Care Subsidy” from its current maximum of \$90,000, to \$180,000 per year, starting in 2022” (gross family income).</p> <p>Subsidy rates⁷ for a fully subsidized family will be reduced to \$266 from \$644 a month.</p>
BC	<p>Mechanisms: Flat amount reduction to market fees and increasing supply of services with provincially set fees</p> <p>BC is using two mechanisms to meet affordability targets:</p> <ul style="list-style-type: none"> - expanding number of \$10/day operationally funded child care services through conversion of existing spaces; - enhancing existing child care fee reduction initiatives (CCFRI) for all other regulated services for 0–5 years through a flat age-related grant, reducing these fees (with increases capped at a maximum 3% annual increase) by a 50% average reduction in 2022/2023. 	<p>Yes, retained</p> <p>The BC parent fee subsidy program, called the Affordable Child Care Benefit, remains unchanged.</p>
YT	<p>Mechanism: Flat amount reduction to market fees</p> <p>Having reduced average parent fees below \$10/day in 2021, Yukon will continue to:</p> <p>“Provide licensed operators with \$700/month for each child in full-time child care, which must be fully and immediately applied to reduce the monthly payments made by parents”.</p> <p>Fee increases are limited to 3% for those charging within 10% of the YT average, and 1% for those charging 10% plus of the YT average.</p>	<p>Yes, retained.</p> <p>Low income earners can qualify for a full or partial subsidy to offset some or all of the remaining parent contribution (after the \$700/month reduction).</p>

⁷ 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 on behalf of a lower income family.

TABLE 1 Affordability *continued*

	How fees are being reduced	Will parent fee subsidies be retained? Changed?
NT	<p>Mechanism: Percentage reduction to market fees</p> <p>The Child Care Fee Reduction Fund will be provided directly to licensed programs to be used to reduce average fees by 50% by December 2022. Averages will be based on a calculation of all programs in the NT, regardless of cost.</p> <p>In year 1, government exploring potential to provide retroactive fee relief for a portion of fees already paid.</p> <p>Fee increases will be capped.</p>	<p>Yes, retained and changed.</p> <p>The Income Assistance (IA) program subsidizes parents to use child care under specified circumstances (work, study).</p>
NU	<p>Mechanism: Percentage reduction to market fees</p> <p>Will reduce fees by an average of 50% by December 2022.</p>	<p>Fee subsidies are not mentioned in Agreement or Action Plan.</p>

Expansion to enable accessibility

Expansion space commitments	Is there an expansion strategy or a plan to develop one?	Targets/priorities identified for expansion (program type, populations, location or auspice ⁸)	Other details
<p>NL 1,645 new FTE spaces for 0–5 year olds by end of 2023; 5,895 by end of 2026.</p> <p>Phase-in of pre-kindergarten for all 4 year olds as full-time full-year licensed child care in schools beginning with 500 FTE spaces by March 31 2023; 3,105 additional FTE spaces by 2026.</p> <p>Specified annual space expansion targets for rural, indigenous, linguistic minority communities and to recognize inclusion goals.</p>	<p>By March 31 2023, will develop a plan to guide NL in exclusively not-for-profit and public ELCC growth.</p> <p>Establish a Policy Development and Regional Operations Team. It will take a role in developing plans to grow not-for-profit and public services.</p>	<p>Publicly delivered.</p> <p>Family child care.</p> <p>Full-time pre-kindergarten under child care aegis located in public schools.</p>	<p>NL provides full school-day kindergarten for all 5 year olds.</p>
<p>PE Will increase FTE spaces for 0–4 year olds by 280.5 in 2021–2022 and by 171.5 by 2022–2023 by increasing family child care homes by 150% and transitioning non-designated child care centres to funded Early Years Centres.</p>	<p>Will hire a team to support expansion and implementation of programs.</p> <p>Will contract for a study aimed at understanding complexity/limitations for expansion of the not-for-profit sector re: Early Years Centre designation.</p> <p>Will conduct a research study to identify barriers and strategies to engage public and not-for-profit participation.</p>	<p>Early Years Centres (designated).</p> <p>Family child care.</p>	<p>Expansion of spaces in EYCs is by invitation of the provincial government when a child care desert is identified.</p> <p>Child care deserts are identified by data collected through the Early Learning and Child Care Registry.</p> <p>PEI provides full school-day kindergarten for all 5 year olds and part-day universal preschool for all 4 year olds delivered in child care centres under child care aegis.</p>

⁸ Note that all provinces/territories prioritize not-for-profit (including public and family home) child care, as this is required under the federal/provincial agreements. Thus, non-profit/for-profit auspice is included here only if there is variation on this characteristic.

TABLE 2 Expansion to enable accessibility *continued*

Expansion space commitments	Is there an expansion strategy or a plan to develop one?	Targets/priorities identified for expansion (program type, populations, location or auspice ⁸)	Other details
<p>NS At least 4,000 spaces for 0–5 year olds by end of 2022–2023. Targets prioritize infants/toddlers, free preschool for 3 year olds and wrap-around spaces for 3–5 year olds.</p> <p>By 2023, will provide free ELCC for 2,000 3 year olds in schools.</p> <p>Will target significant increase in family child care—total of 1,100 family home spaces by 2022–2023; 1,850 by 2025–2026.</p> <p>11,556 new spaces total committed by 2025–2026.</p>	<p>Will seek to utilize existing spaces before expanding. The new provincial management organization will require centres to adjust spaces for age ranges as needed.</p> <p>Will create capital fund for new centres and upgrades. It will be administered through the new provincial organization in alignment with community needs.</p>	<p>Infants/toddlers.</p> <p>Free preschool for 3 year olds. Priority will be given to families identifying as equity seeking and children from vulnerable families.</p> <p>Wrap-around child care for 3–5 year olds.</p> <p>Children with disabilities.</p>	<p>Will develop a new provincial organization to manage all regulated child care. It will use mandated provincial objectives.</p> <p>Centres will transition from individual contracts with province to new governance/infrastructure mode. New organization will manage overall delivery including spaces/needs, oversee contracts, wages/benefits, parent fees, centre finances, wait lists, recruitment/retention, conduct community needs assessments, act as first point of entry for parents.</p> <p>NS provides full school-day kindergarten for all 4 and 5 year olds.</p>

TABLE 2 Expansion to enable accessibility *continued*

Expansion space commitments	Is there an expansion strategy or a plan to develop one?	Targets/priorities identified for expansion (program type, populations, location or auspice ⁸)	Other details
<p>NB Will add 3,400 new designated spaces by 2026, 500 of which will be in the first two years. Designated centres (90%+ of all centres in 2022) are funded through operational grants and have additional requirements such as use of the Market Threshold to determine fees.</p>	<p>Will maximize utilization of current spaces, by providing adequate funding to fill at least 2,000 currently unoccupied spaces.</p> <p>Will explore: leveraging flexibility within family child care, innovative solutions to modernize space creation, options re: supporting a network of early learning services to expand delivery for harder-to-serve populations, providing an operational grant in 2021–2022, capital start-up grants for not-for-profit space creation.</p>	<p>Rural child care.</p> <p>Infants.</p> <p>Vulnerable children and children from diverse populations, including but not limited to low income.</p> <p>Indigenous.</p> <p>Black/other racialized children.</p> <p>Newcomers.</p> <p>Official language minorities.</p>	<p>New Brunswick, the sole officially bilingual province, maintains two education systems including two ELCC systems, French and English. NB provides full school-day kindergarten for all 5 year olds.</p>
<p>QC Not applicable. Quebec has an “asymmetrical” Agreement with the Government of Canada, so will meet its own child care plans rather than an agreed-upon Action Plan with the federal government. Quebec states it intends to use federal funds to fund the province’s plan to add more than 30,000 low-fee funded spaces.</p>	<p>Not applicable. Quebec released its own action plan in 2021, Grand chantier pour les familles.</p>	<p>Not applicable.</p>	<p>Not applicable. Building on its action plan and following an election, the Quebec government said it will fund all remaining unfunded for-profit spaces to add funded child care spaces. Quebec provides full school-day kindergarten for all 5 year olds; phasing in full school-day kindergarten for all 4 year olds.</p>

TABLE 2 Expansion to enable accessibility *continued*

Expansion space commitments	Is there an expansion strategy or a plan to develop one?	Targets/priorities identified for expansion (program type, populations, location or auspice ⁹)	Other details
<p>ON End of 2023: Add up to 42,000 new spaces; By Mar 31 2026: Add 76,700 new spaces; End of 2026: Add 86,000 new spaces.</p> <p>“Of that total number, some 15,000 have already been built.” (at the time of the agreement)</p>	<p>Summer 2022: “Work with partners to gather data/ conduct assessments on barriers to access for children of diverse populations/varying abilities to implement strategies to support equitable access ...in licensed child care.”</p> <p>As system expands, will work with municipalities/partners to ensure equitable funding approaches.</p> <p>Fall 2022: Municipalities required to submit space expansion plans to inform provincial allocation of new spaces.</p> <p>Dec 2022: Start-up grants based on plans will support space creation in targeted under-serviced regions/ populations.</p> <p>End of 2023: 8,000 start-up grants; 2026: 18,000 start-up grants.</p>	<p>Vulnerable children. Children from diverse populations. Children with special needs. Indigenous. Francophone communities.</p>	<p>“Recognizing the critical role of CMSMs/DSSAB⁹s/ First Nation communities” in working towards a CWELCC system, a clear outline of roles and responsibilities to frame implementation planning and a collective understanding of the shared outcome(s) will be established by late fall 2022 to achieve targets and guide implementation activities”.</p> <p>Ontario will continue to implement its commitment to building up to 30,000 new licensed spaces in schools.</p> <p>Ontario provides full school-day kindergarten for all 4 and 5 year olds.</p>

⁹ Municipal entities, organized into 47 Consolidated Municipal Service Managers (CMSM) and District Social Services Advisory Boards (DSSAB) have a number of mandated roles in ON child care.

TABLE 2 Expansion to enable accessibility *continued*

Expansion space commitments	Is there an expansion strategy or a plan to develop one?	Targets/priorities identified for expansion (program type, populations, location or auspice ⁸)	Other details
<p>MB 2022–2023: 1,700 extended hour care spaces to be delivered by 5% of centres/family child care homes; up to 1,450 part-time spaces;</p> <p>Overall, by 2025–2026: 23,000 FTE new public/non-profit/family child care spaces.</p>	<p>Will develop an expansion plan/strategy to guide development of new spaces.</p>	<p>Part-time. Non-standard hours. On school property. PSE on-campus. Municipal buildings. Inventory of provincial buildings. Communities most in need.</p>	<p>New space creation through capital investments based on a \$12,000 per space in higher need communities. Requests for funds accepted from municipalities, communities, organizations and existing child care providers. By 2025–2026 up to 5,890 spaces will be created through Capital Development for communities in need.</p> <p>MB provides part-time kindergarten for all five year olds.</p>
<p>SK By end of 2021–2022: 6,000 additional spaces for 0–5 year olds; by end of 2022–2023: 6,100 additional spaces.</p> <p>By end of 2025–2026: net increase in spaces of at least 28,000.</p>	<p>By end of 2022–2023: Develop expansion/strategy plan as part of preparation for second action plans (2023–2024 and 2025–2026).</p> <p>In 2021-2023: Work with stakeholders to develop plan for flexible models including space creation.</p> <p>In 2021-2023: Engage with First Nations/Métis organizations to develop plan for coordinated system.</p>	<p>Child care in new schools. Family child care. Extended hours. Inclusion/disability. Vulnerable children not now in ELCC.</p>	<p>SK provides now part-time kindergarten for all 5 year olds and some (vulnerable) 3 and 4 year olds (Pre-K).</p>

TABLE 2 Expansion to enable accessibility *continued*

Expansion space commitments	Is there an expansion strategy or a plan to develop one?	Targets/priorities identified for expansion (program type, populations, location or auspice ⁸)	Other details
<p>AB 42,500 non-profit/public/family child care spaces by 2025–2026. 80–90% anticipated to be in centres.</p> <p>Federal funding will also be used for up to 1,500 for-profit spaces now under development and 1,000 spaces in existing for-profits.</p> <p>An amendment increased these targets. “1,500 spaces already planned” was replaced by “2,700 spaces already planned”.</p> <p>“..private sector space creation [will start] in year 3 of the Agreement once the For-Profit Expansion Plan and cost control framework have been ...agreed to by the federal government for receipt of federal funds for private operators.”</p>	<p>Will develop and propose a For-Profit Expansion Plan (in addition to the specified for-profit spaces), including a cost control framework.</p> <p>“The targets in this plan will require aggressive expansion efforts. Coupled with a requirement to ensure there is an adequate workforce to staff new spaces, Alberta will continue to explore how to address these demands”.</p> <p>Will work with non-profit operators and community agencies, municipalities, faith-based and cultural organizations, as well as educational facilities, to create spaces starting in areas of high need.</p> <p>Up to 10,000 not-for-profit spaces will be created at an average of \$5,000/space. Additional spaces will be created at an average of \$1,200/space.</p>	<p>For-profit.</p> <p>Non-profit.</p> <p>Infants.</p> <p>Children with disabilities.</p> <p>Other vulnerable children.</p> <p>Rural and remote communities.</p> <p>Select daycare deserts.</p>	<p>AB now provides part-time kindergarten for all 5 year olds and some children younger than 5 years with additional support needs in Early Childhood Services.</p>

TABLE 2 Expansion to enable accessibility *continued*

Expansion space commitments	Is there an expansion strategy or a plan to develop one?	Targets/priorities identified for expansion (program type, populations, location or auspice ⁸)	Other details
<p>BC In 2022–2023: Create 5,980 \$10/day non-profit/public/Indigenous government/family child care spaces.</p> <p>Will create total of 30,000 new spaces for 0–5 years by 2025–2026; 40,000 new spaces by 2027–2028... “focused on long-term community investments run by public and non-profit institutions”.</p> <p>Up to 600 additional low/no fee Indigenous-led spaces and 400 Aboriginal Head Start spaces by 2023–2024.</p>	<p>“BC has a suite of space creation initiatives as part of the 10-year Childcare BC plan launched in 2018”.</p> <p>“...the approach has been undertaken through an application-driven, rather than a centrally planned, approach”.</p> <p>“In 2021–2023, space creation will be achieved primarily through the New Spaces Fund”.</p> <p>New Spaces Fund - grants program “is the primary space creation program” for equipment, renovation, new builds.</p> <p>Start-Up Grants incentive funding for family child care providers to become licensed.</p>	<p>Indigenous government. Public. New schools, hospitals. Vulnerable and diverse populations. New Spaces Fund (capital): focus on projects serving vulnerable children, children with disabilities Indigenous, Black and other racialized children, newcomers, and official language minorities.</p>	<p>Funding will also be used for space planning and design, including a modular strategy to facilitate accelerated space creation that meets the needs of BC’s diverse populations.</p> <p>BC provides now full school-day kindergarten for all 5 year olds.</p>

TABLE 2 Expansion to enable accessibility *continued*

Expansion space commitments	Is there an expansion strategy or a plan to develop one?	Targets/priorities identified for expansion (program type, populations, location or auspice ⁸)	Other details
<p>YT Yukon had implemented a universal ELCC model in April 2021, “continues to work with partners and stakeholders, including Yukon First Nation governments, to further develop and refine the model”.</p> <p>2021–2023 will add 50 new spaces in First Nations, minority language and other non-profit programs.</p> <p>Details for 60 additional spaces will be provided in 2023–2026 action plan.</p>	<p>Will develop and fund a plan to ensure that vulnerable children have equitable access to regulated child care spaces.</p>	<p>First Nations.</p> <p>French language.</p> <p>Vulnerable children, from diverse populations and with disabilities, including, but not limited to, children living in low income.</p> <p>First Nations, Black/other racialized children.</p> <p>Newcomers to Canada.</p> <p>Official language minorities.</p>	<p>“Will examine additional supports future centres require (e.g.) for addressing capacity among non-profit volunteer boards”.</p> <p>Yukon provides full-day kindergarten for all 5 year olds and most 4 year olds.</p>
<p>NT Will add 300 FTE spaces operated by non-profits, family day homes and Indigenous Governments for 0–5 year olds by 2025–2026.</p> <p>In each fiscal year from 2021–2022, will add 75 FTE spaces.</p>	<p>Development of new spaces, also enabling current centres to increase utilization rates, improve access in underserved communities. Particular attention to communities with no licensed ELCC–13 communities with no licensed child care for 0–3 year olds.</p> <p>New enhanced space funding, application-based to assist with costs of setting-up new or re-profiling ELCC programs.</p>	<p>Public.</p> <p>Family child care.</p> <p>Out-of-school.</p> <p>Indigenous.</p> <p>Black/ other racialized children.</p> <p>Newcomers.</p> <p>Official language minorities.</p> <p>Children in challenging environments.</p>	<p>NT now provides full-day kindergarten for all 5 year olds and full or part-day kindergarten for all 4 year olds.</p>

TABLE 2 Expansion to enable accessibility *continued*

Expansion space commitments	Is there an expansion strategy or a plan to develop one?	Targets/priorities identified for expansion (program type, populations, location or auspice ⁸)	Other details
<p>NU At least 238 additional FTE spaces by end of 2025–2026, with 172 to be school-based, 18 community-based, 48 in licensed home daycare.</p> <p>“Space creation will remain a top item of discussion for the second action plan.”</p>	<p>“The Government of Nunavut is looking at every option for increasing the number of non-profit daycare spaces in the territory”¹⁰.</p> <p>Will investigate and search for community venues to be used for new ELCC.</p> <p>Will encourage unlicensed family child care providers to become licensed.</p> <p>In 2021–2022 and 2022–2023 will develop a plan to create spaces across the territory suitably for the unique needs of each community. Next action plan will focus on increasing net spaces 0–5 year olds. Further work will find innovative solutions to access, as demand will increase over time.</p>	<p>School-based child care, family child care, foster care/family child care, equity and inclusion, families more in need including lower-income, Indigenous, lone-parents, Black and racialized families, children with disabilities, non-standard hours, those having limited or no access to ELCC in the children’s official language.</p>	<p>NU has three official languages: Inuktitut, French, English.</p> <p>Nunavut is the Nunavut Inuit homeland, created under an Inuit land claim. The population is predominantly Inuit.</p> <p>Nunavut’s geographical and demographic context has a significant impact on its ELCC needs and challenges.</p> <p>Nunavut provides part-day kindergarten for all 5 year olds.</p>

10 Nunavut and NWT only have not-for-profit child care including several municipal centres (hamlets) in Nunavut.

Auspice: Ownership of child care services

Is federal funding for expansion available exclusively to public and non-profit programs?	Will existing not-for-profit and for-profit programs be funded identically?	Other details including accountability tools
<p>NL Yes, exclusively. Federal funding is exclusively for non-profit, public, and family child care including pre-kindergarten delivered as licensed child care.</p>	<p>Yes, identically. Existing for-profit spaces will continue to be eligible to receive same funding as non-profit under the Operating Grant Program.</p>	<p>Hire a consultant to develop a strategic plan for expanding non-profit and public spaces and transition of for-profit spaces into not-for-profit spaces. Increase non-profit spaces through pre-kindergarten program space creation and implementation. Accountability tools: Provincially set fees and operational funding requirements are already used.</p>
<p>PE No, predominantly. Federal funding will be used predominantly for non-profit, public and family home child care.</p>	<p>Yes, identically. Early Years Centres (which are both non-profit and for-profit) will continue to be eligible for operational funding.</p>	<p>Contract for a study (2021–2022) to identify the barriers and strategies to expanding the not-for-profit sector and develop a provincial response from the research recommendations (2022–2023). Accountability tools: Provincially set fees, a wage grid and operational funding requirements are already used.</p>

TABLE 3 Auspice: Ownership of child care services *continued*

Is federal funding for expansion available exclusively to public and non-profit programs?	Will existing not-for-profit and for-profit programs be funded identically?	Other details including accountability tools
<p>NS Yes, exclusively. Federal funding will exclusively fund new for not-for-profit, public, and family-based child care. “Nova Scotia understands that federal funds will not be used for new for-profit spaces.”</p>	<p>Yes, although the Agreement states that NS will be moving to a fully-not-for-profit model. “For one year only, the Government of Canada will fund 2,500 provincially funded not-for-profit spaces, at a cost of \$10 million, through CWELCC funds. This will allow NS to utilize \$10 million of provincial funding to offer one-time “transition support” to for-profit child care to become not-for-profit care. This will be a one-time investment to ensure that NS gives current for-profit providers the opportunity to transition to not-for-profit status”. “NS will continue to fund for-profit spaces until they retire or sell their business or transition to not-for-profit status”. Anticipated new funding model will be based on a not-for-profit model (will not include profit).</p>	<p>Will move to a fully-not-for-profit model.¹¹ Will hire a financial services firm to define the path from for-profit to non-profit. All not-for-profit centres were required to transition to management by the new provincial organization¹² by April 1, 2022. Accountability tools: A wage grid was released October 11, 2022.</p>

11 Introduced following the initial Agreement: A voluntary pilot project will support operators to transition their business model from for-profit to not-for-profit.

12 Commitment to develop a new provincial organization to manage all regulated child care in the province.

TABLE 3 Auspice: Ownership of child care services *continued*

Is federal funding for expansion available exclusively to public and non-profit programs?	Will existing not-for-profit and for-profit programs be funded identically?	Other details including accountability tools
<p>NB No, predominantly.</p> <p>Federal funding will be used predominantly to support not-for-profit and family child care spaces.</p> <p>Out of 3,400 new Designated Early Learning spaces to be created by 2025–2026 for children up to 5 years, 2,400 will be non-profit and family child care, while 1,000 will be for-profit.</p> <p>Canada and NB may consider proposals to create more than 1,000 spaces in the for-profit Designated Early Learning sector if there is a demonstrated need.</p>	<p>Yes, identically.</p> <p>Federal dollars will fund Designated Centres, which treat non-profit and for-profit identically.</p>	<p>“New Brunswick has successfully increased its public management of early learning and childcare with policy levers to limit profit making and increase quality learning investment”.</p> <p>Will look at ways of supporting the voluntary transition of for-profit child care into a not-for-profit model.</p> <p>Conduct a research study (2022) to identify barriers and potential strategies to foster greater non-profit participation in the publicly managed system and include potential options in the next action plan.</p> <p>Will have regular discussions with the Government of Canada on the evolution of the designation process in ensuring the responsible management of public funds.</p> <p>Will use capital funding to provide start-up grants to support not-for-profit space creation.</p> <p>Accountability tools: A Market Fee Threshold is already used to control parent fees. NB will implement a wage grid.</p>
<p>QC Not applicable.</p> <p>Note that QC’s asymmetrical agreement with the federal government does not compel QC to make specific commitments.</p>	<p>Quebec has two tiers of child care: operationally funded centres, which are mostly non-profit (<i>Centres de la petite enfance</i>) and a minority of grandparented for-profits (<i>garderies</i>) and an unfunded for-profit sector for which parents may be reimbursed through a refundable tax credit (not available to funded centres).</p>	<p>Accountability tools: Quebec uses a provincially set fee (indexed to inflation) and already has a wage grid for all funded non-profit and for-profit centres.</p> <p>Unfunded for-profit <i>garderies</i> use market fees and market wages.</p>

TABLE 3 Auspice: Ownership of child care services *continued*

Is federal funding for expansion available exclusively to public and non-profit programs?	Will existing not-for-profit and for-profit programs be funded identically?	Other details including accountability tools
<p>ON No, predominantly.</p> <p>Federal funding will be used predominantly to create not-for-profit spaces to ensure the existing proportion of not-for-profit licensed spaces for children age 0–5 will be maintained or increased (70% or higher).</p> <p>Centres and family child care agencies already “in the pipeline” to be licensed will be treated as “existing.” Spaces and family child care agencies “in the pipeline” are predominantly for-profit.</p>	<p>Yes, identically except capital funding. Capital for Schools is administered through school boards and Capital for Communities by municipalities (CMSMs and DSSABs), which grant funds to eligible (non-profit and public) child care operators.</p> <p>Existing non-profit and for-profit programs are, and will continue to be, funded in the same way.</p>	<p>“Ontario has an existing robust accountability framework in place... intends to maintain and build upon its existing robust accountability framework by introducing a further control mechanism. Ontario proposes to implement a cost control framework following the signing of the agreement that will be in place for all providers that opt into the Canada-wide ELCC system”.</p> <p>The parties are interested in approaches to ensure the sound and reasonable use of public funds, ensuring that costs and earnings of child care licensees that opt-in to the Canada-wide ELCC system are reasonable and that surplus earnings beyond reasonable earnings are directed towards improving child care services”.</p> <p>“Ontario has committed to enhancing the cost control framework that will be in place for all providers who opt-in to the CWELCC. There will be safe guards around public funding and profit margins, where applicable”.</p> <p>Definition: “For the purposes of this Agreement, all home child care agency licensees (as defined under the Child Care and Early Years Act, 2014) are deemed to be not-for-profit licensed child care, regardless of auspice”.</p> <p>Accountability tools: Ontario does not have a set fee and has not committed to developing a wage grid.</p>

TABLE 3 Auspice: Ownership of child care services *continued*

Is federal funding for expansion available exclusively to public and non-profit programs?	Will existing not-for-profit and for-profit programs be funded identically?	Other details including accountability tools
<p>MB Yes, exclusively. Federal funding to create 23,000 new spaces for children under 7 years will be used exclusively in not-for-profit, public and family child care.</p>	<p>No, not identically. The agreement does not suggest change to previous MB policy: MB does not provide operating funding (unit funding) to for-profit programs.</p>	<p>MB has a very small supply of for-profit child care. Will develop an expansion plan and strategy to guide the development of new spaces. Accountability tools: MB already uses provincially set fees and has not committed to a standard wage grid.</p>
<p>SK Yes, exclusively. Federal funding will be used exclusively to support not-for-profit, public, and family child care.</p>	<p>No, not identically. The Agreement and Action Plan do not suggest change to existing policy. Under existing SK policy, for-profit programs receive no public funding including fee subsidies.</p>	<p>SK has an extremely small supply of for-profit child care. Accountability tools: SK does not use a set fee and has committed to developing a wage grid.</p>

TABLE 3 Auspice: Ownership of child care services *continued*

Is federal funding for expansion available exclusively to public and non-profit programs?	Will existing not-for-profit and for-profit programs be funded identically?	Other details including accountability tools
<p>AB No, predominantly.</p> <p>Federal funding to create 42,500 new child care spaces will be used exclusively in not-for-profit, public and family child care. While a For-Profit Expansion Plan and cost control framework (see “Other details”) are being developed, up to 1,500 for-profit spaces already planned and ready to come online could be created and eligible for federal funding under this Agreement.</p> <p>In addition, 1,000 more spaces could be created by existing providers within existing facilities and will be eligible for federal funding referred to under this Agreement.</p> <p>In an Amendment to the Agreement, “the Parties agree to increase the number of already-planned for-profit spaces eligible for federal funding under this Agreement from 1,500 to 2,700 to reflect space creation initiatives already underway at the time of signature of the Agreement”.</p>	<p>Yes, identically.</p> <p>For-profit providers already licensed or in the process of becoming licensed at the time of this Agreement are eligible for federal funding to reduce parent fees.</p> <p>Starting in 2023–2024, affordability funding will apply to for-profit child care once the For-Profit Expansion Plan and cost control framework are agreed to.</p>	<p>According to the Agreement, a shared objective is “creating more high-quality, affordable licensed child care spaces, primarily through not-for-profit, public and family-home based child care providers but not to the exclusion of for-profit providers”.</p> <p>“The implementation committee will develop and propose a For-profit Expansion Plan including a cost control framework to ensure the sound and reasonable use of public funds, ensuring that costs and earnings of child care businesses are reasonable and that surplus earnings beyond reasonable earnings are directed towards improving child care services”.</p> <p>“By the beginning of fiscal year 2023 to 2024, Alberta will provide to Canada the details of the For-profit Expansion Plan and cost control framework. This will be applied from fiscal year 2023–2024 to fiscal year 2025–2026, for agreement by Alberta and Canada with such approval not to be unreasonably withheld”.</p> <p>Accountability tools: Alberta does not have a set fee and has not committed to a wage grid.</p>

TABLE 3 Auspice: Ownership of child care services *continued*

Is federal funding for expansion available exclusively to public and non-profit programs?	Will existing not-for-profit and for-profit programs be funded identically?	Other details including accountability tools
<p>BC Yes.</p> <p>Federal funds will be directed towards increasing not-for-profit, public, Indigenous government and family child care providers. Capital funding for expansion spaces will be focused on community investments that are long term and run by public, Indigenous government and non-profit organizations. In addition to federal funds, BC will invest \$104.8M beginning in fiscal year 2022 to 2023 to increase \$10/day child care with priority to non-profit, Indigenous governments, and family child care.</p>	<p>Yes, almost identically.</p> <p>All existing non-profit and for-profit providers will be supported through transition to a universal system.</p> <p>For profit centres are eligible to receive up to 50% of the maximum emergency repair grants and required relocation grants available to non-profits.</p>	<p>Will continue to expand supply of spaces in non-profit, public, indigenous and family child care through the Childcare BC action plan, which includes capital grant funding.</p> <p>Accountability tools: BC already uses a set fee in one tier of centres (\$10/day). It has committed to developing a wage grid.</p>
<p>YT Yes, exclusively.</p> <p>Federal funding will be exclusively used in non-profit, public and family child care.</p>	<p>Yes, identically.</p> <p>Yukon will continue previous policy for existing child care. Having reduced parent fees below \$10/day in 2021, Yukon provides operating funding for fee reduction to all non-profit and for-profit operators (see Other re: cost control).</p>	<p>“In order to control possible escalation of fees and profits, in particular by for-profit daycares, the Yukon universal child care system has introduced caps on the amount by which child care centres can raise their fees. Annual fee increases are limited to 3% for those charging within 10% of the Yukon average, and 1% for those charging 10% or more than the Yukon average”.</p> <p>Yukon will continue to examine what additional supports new and future centres require, for example, looking at addressing capacity among non-profit volunteer boards.</p> <p>Accountability tools: Yukon does not set fees and has set a minimum mandatory wage by certification level.</p>

TABLE 3 Auspice: Ownership of child care services *continued*

Is federal funding for expansion available exclusively to public and non-profit programs?	Will existing not-for-profit and for-profit programs be funded identically?	Other details including accountability tools
<p>NT Yes</p> <p>Federal funding will be used exclusively to support expansion of non-profit, public, Indigenous government and family child care.</p>	<p>Not applicable.</p> <p>There are no existing for-profit child care providers in NT.</p>	
<p>NU Yes</p> <p>Federal funding will be used exclusively to support non-profit, public, Indigenous government and family child care.</p>	<p>Not applicable.</p> <p>There are no existing for-profit child care providers in NU.</p>	

The child care workforce

Wage grid commitment? Date of implementation	Specific wage increase identified?	Commitments to staff training or professional development	Other workforce-related commitments
<p>NL Wage grid to be developed as part of Operating Grant (OGP) requirements. The OGP already sets minimum wages for ECEs working in a centre.</p> <p>By March 31, 2023: Wage grid will be designed by a consultant and approved by the province; implementation plan will be determined.</p> <p>By April 1, 2023: Early childhood educators (ECEs) in centres participating in the OGP will receive at least the compensation identified in wage grid.</p>	<p>None identified.</p>	<p>Will increase annual spending for training and professional development in proportion to increase in spaces.</p> <p>By March 31, 2023: Will partner with post-secondary education (PSE) institutions to substantially increase seats in both online and daytime ECE diploma program.</p> <p>By March 31, 2023: Will develop an Accelerated/ Workplace ECE Training Plan for those now working in child care to upgrade.</p> <p>By end of 2022: Will provide a bursary to support equity-seeking populations.</p> <p>By March 31, 2023: Will provide training and other bursaries and a survey of awareness of bursaries.</p>	<p>Certification - By March 31, 2026: Will Increase percent of staff fully meeting certification requirements to 60% or by 15%, whichever is greater.</p>

TABLE 4 The child care workforce *continued*

Wage grid commitment? Date of implementation	Specific wage increase identified?	Commitments to staff training or professional development	Other workforce-related commitments
<p>PE PE already has a province-wide wage grid for designated Early Years Centres (EYCs). “Will develop a wage grid for early childhood educators and commit to its implementation.”</p>	<p>Identified but not specific amount In 2021–2023: Provide wage increases (amount is not specified) to the workforce (including ECEs, directors, cooks, and special needs/autism assistants). In 2021–2022: Provide a one-time retention grant.</p>	<p>Starting 2021–2022: Provide float staff to all EYCs to support educators’ engagement in professional practices. 2021–2022: Provide training grants to educators and directors, to work toward PSE credential; 2021–2022: Work with PSE institutions to deliver accelerated education opportunities and formalize PLAR¹³. 2021–2022: Provide professional development for EYCs on Indigenous Truth and Reconciliation cultural awareness training. 2021–2022: Provide a grant to ECEs returning to work in EYCs.</p>	<p>Certification - In 2021–2022 and 2022–2023: Increase percent of certified ECEs at Level II or higher by 6% (approximately 30 ECEs). Benefits - In 2022–2023: Roll out a pension plan. Retention - In 2021–2022: Provide an Innovative Practice Grant for centre directors to enhance retention policies and practices within their centre. Starting 2021–2022: Provide travel allowance to ECEs in rural EYCs.</p>

13 [Prior Learning Assessment and Recognition](#): Process of assessing and giving academic credit to skill and knowledge achieved through work, life and non-formal education.

TABLE 4 The child care workforce *continued*

	Wage grid commitment? Date of implementation	Specific wage increase identified?	Commitments to staff training or professional development	Other workforce-related commitments
NS	<p>Will develop and implement a wage grid using living wage/ self-sufficiency standards as a minimum. Estimated annual increase to wage grid of 1.5% plus the cost of benefits.</p> <p>By end of 2022, staff will be receiving compensation identified in a new provincial framework determined by scope of practice/education requirements/standards and competencies and use living wage/ self-sufficiency standards as a minimum.</p>	None identified.	<p>Will use bilateral agreement funding (2023–2025) to fund professional development initiatives including culturally responsive practice, equity, inclusion and outdoor play.</p> <p>By March 31, 2023: Will increase professional development spending by 10% over 2020–2021 spending.</p>	<p>Certification - By 2025-2026: Will increase percent of staff who fully meet certification requirements to 60% or by 15%, whichever is greater.</p> <p>By March 31, 2023: Increase number of staff with PSE; 70% of staff will have at least a diploma level of education.</p> <p>Governance - By April 1, 2022: Develop a new provincial organization to manage and oversee all regulated child care including ECE compensation and wages/benefits (labour relations), and recruitment and retention.</p>
NB	<p>By 2022-2023: Will develop a wage grid based on levels of training and years of experience, and updated regularly.</p>	<p>Yes</p> <p>In 2022–2023: Will increase operational funding to assist with costs associated need with an ELCC facility and increase wages of staff in designated programs.</p> <p>In 2022–2023: Will increase from current minimum base wage (\$/19/hr to \$23.47/hr for trained staff; \$14.90/hr to \$16.79/hr untrained staff).</p>	<p>Will develop and implement a robust, comprehensive professional learning plan that builds on the 2021–2025 bilateral agreement and 2021 workforce strategy.</p> <p>Will use innovative training models in collaboration with New Brunswick Community College and College Communautaire du Nouveau-Brunswick.</p> <p>Will increase annual training and professional development spending in proportion to increase in spaces and number of staff.</p>	<p>By 2025-2026: Increase percent of staff in who fully meet training requirements to at least 60%.</p> <p>Will recognize qualifications for ECEs trained outside Canada.</p> <p>Will explore ways to fast-track immigration for individuals wanting to work in ELCC.</p> <p>Will expand access for more high school students to introductory online course as a way of recruiting ECEs.</p>

TABLE 4 The child care workforce *continued*

	Wage grid commitment? Date of implementation	Specific wage increase identified?	Commitments to staff training or professional development	Other workforce-related commitments
QC	<p>Not applicable.¹⁵</p> <p>QC has used a wage grid in its funded child care sector (CPEs, funded garderies and family child care) since 2006.</p>	<p>Not applicable.</p> <p>Not specified: “The ongoing renewal of the collective agreements of workers in CPEs will make it possible to improve their working conditions, in particular through wage increases”.</p> <p>Will “increase the salary of educators”.</p>	<p>Not applicable.</p> <p>Will “increase the number of qualified early childhood educators”.</p>	<p>Not applicable.</p>
ON	<p>Agreement and Action Plan do not contain commitment to a wage grid.</p> <p>Will provide a wage framework by setting a wage floor and instituting wage improvements.</p>	<p>Subject to provincial legislation, will “require participating operators to introduce a higher wage floor¹⁶ for RECE program staff and RECE supervisors at \$18/hour and \$20/ hour respectively”. This applies to lowest paid staff.</p> <p>Will “provide RECE program staff and supervisors with \$1 per hour wage increases each year from 2023 to 2026 up to a maximum of \$25 per hour”.</p>	<p>2022–2024: Will sustain workforce initiatives funded under the (Canada-Ontario) 2021–2022 Early Childhood Workforce Agreement. This includes professional learning days for staff, participating in mentorship programs, supporting 400 graduates with one-time ECE registration fees, federal funding to support the Professional Learning and Development Strategy).</p> <p>In partnership with Ministry of Colleges and Universities, will consider strategies to support improving graduation rates and expanding education spaces in ECE programs</p>	<p>Raising complement of qualified staff—Will increase percent of child care staff for children 0–5 years who fully meet qualification requirements to at least 60% by 2025–2026.</p>

14 Note that Quebec’s asymmetrical agreement with the federal government does not compel Quebec to specific commitments. Quebec’s commitments are made solely by Quebec. See [Grand chantier pour les familles: Plan d’action pour compléter le réseau des services de garde éducatifs à l’enfance](#) (2021).

TABLE 4 The child care workforce *continued*

Wage grid commitment? Date of implementation	Specific wage increase identified?	Commitments to staff training or professional development	Other workforce-related commitments
<p>MB Commitment to a “minimum wage grid”, not a “standard wage grid” in 2022. “Facilities operate as private businesses, and boards of directors are responsible for establishing wages at non-profit centres, and owner/operators at for-profit facilities. Minimum wage grid will provide guidance ...by establishing a minimum wage based on the position and classification of the employee. The average wage for a position will assist in developing further levels/steps within a range...”</p>	<p>Identified and anticipated. Anticipated average ECE minimum wage of \$25.89 and an average ECE wage of \$27.77 by 2022–2023. By 2022–2023: Will “provide operating funding supplements to increase average wages”.</p>	<p>Will increase annual spending for training and professional development at least in proportion to the increase in regulated child care spaces. Will continue funding specialized staff training to work with children with disabilities.</p>	<p>Certification - Will increase percent of staff who fully meet certification requirements by 15% by 2025–2026. 2021–2022: Will secure consultant to lead modernizing Manitoba’s workforce certification requirements and process. Implement curriculum requirements that promote including Indigenous knowledge, teachings and perspectives into daily programming.</p>

16 Higher than the general provincial minimum wage of \$15.50/hour.

TABLE 4 The child care workforce *continued*

Wage grid commitment? Date of implementation	Specific wage increase identified?	Commitments to staff training or professional development	Other workforce-related commitments
<p>SK Will develop and implement a wage grid in 2022–2023.</p> <p>Will implement the wage grid as part of a renewed funding model, which will recognize the wage grid and compensation of ECEs as an essential feature of child care funding.</p>	<p>Mentioned but amount not specified.</p> <p>Will increase compensation of certified child care staff through enhanced centre-based operating funding in 2022–2023.</p>	<p>Will continue with bursaries up to \$5,000 to full-time ECE students in the 2023 academic year.</p> <p>Will work with PSE institutions to assess demand for ECE certificate/diploma seats.</p> <p>Will explore options for non-traditional and flexible training options.</p> <p>Will develop professional learning opportunities in consultation with child care association and training partners.</p> <p>Will extend professional development grants in proportion to increases in spaces.</p>	<p>2021–2021: Will develop a “blueprint to inform renewal of ECE qualifications; consider model promoting various educational pathways”.</p> <p>By 2025–2026: 85% of staff will hold an ECE certification level (currently 70%).</p> <p>40% of ECEs employed in child care centres will hold ECE III certification by 2025-2026.</p>

TABLE 4 The child care workforce *continued*

Wage grid commitment? Date of implementation	Specific wage increase identified?	Commitments to staff training or professional development	Other workforce-related commitments
<p>AB Agreement and Action Plan do not identify commitment to developing a wage grid. Alberta’s wage top-up program is designed to align with certification levels and, together with Alberta’s minimum wage, will serve as a grid to ensure a base salary to all certified early childhood educators”.</p>	<p>None identified. “Will continue to use Alberta’s existing wage scale, which includes wage top-ups for ECEs as part of this Agreement”. “Will maintain current spending levels for wage top-up”; “federal funding will help expand hours that can be claimed for wage top-ups to include administrative and planning time that increases quality programming”. Will explore “increases to wage top-up and other benefit considerations”.</p>	<p>Will increase annual spending for professional development courses at least in proportion to the increase in regulated child care spaces. Will support child care programs to take training and to receive onsite education such as mental health training.</p>	<p>Certification - Increase percentage of staff who fully meet certification requirements to at least 60% and by at least 15% percentage points by 2025–2026, whichever is greater. Increase qualified staff - Will increase number of ECEs in Levels 2 and 3 by 15% by 2026.</p>

TABLE 4 The child care workforce *continued*

Wage grid commitment? Date of implementation	Specific wage increase identified?	Commitments to staff training or professional development	Other workforce-related commitments
<p>BC Commitment to developing and implementing a wage grid. The Agreement and Action Plan do not specify dates or targets for wage grid.</p>	<p>Continue initiatives introduced in the MLF Canada-BC ELCC agreement including: Wage enhancements and retention incentive for new ECE certificate holders.</p>	<p>Continue initiatives introduced in the MLF Canada-BC ELCC agreement and the one-time Early Childhood Workforce Funding for 2021–2022 including: Supporting access to ECE PSE bursaries, Work Integrated Learning Model and Dual Credit ECE Programs. Supporting professional learning through: Early Years Pro-D Bursaries, Peer Mentoring project, Professional Learning Opportunities. Supporting quality in underserved communities through: Inclusion support training, professional learning for deaf/hard of hearing communities and support for translation of ECE documents.</p>	

TABLE 4 The child care workforce *continued*

	Wage grid commitment? Date of implementation	Specific wage increase identified?	Commitments to staff training or professional development	Other workforce-related commitments
YT	Commitment to developing and implementing a wage grid.	Will direct federal funding to operational programme funding to further support and retain early childhood educators through the 2021 mandatory wage schedule introduced in April 2021 (wage enhancement of hourly wages from \$17.97 (Level 1) to \$29.16 (Level 3) in Whitehorse and \$18.34 to \$30.96 in rural communities.	Will direct federal funding to PSE institutions to offer additional courses to train more ECEs; goal of at least 40 additional students enrolled in ECE by 2022–2023.	Certification – will increase percent of staff to 60%, meeting the certification requirements by 2025–2026.
NT	<p>Will establish a baseline average wage/hour for staff by position type by end of 2022–2023, with the goal to incrementally increase wages and recognize a combination of education and experience.</p> <p>Will create a wage grid for early childhood educators by 2022–2026.</p> <p>Will provide a retention incentive to attract/ retain ECEs in 2022–2023 in advance of the wage grid.</p>	<p>Mentioned but amount not specified</p> <p>Will provide a wage increase to centre staff with consideration for the time worked in a program during each fiscal year from 2021–2023.</p>	Will provide professional development opportunities to all staff.	<p>Certification – Will create a certification process for early childhood educators by 2024–2025</p> <p>30% of ECEs will meet the education requirements by 2025–2026.</p>

TABLE 4 The child care workforce *continued*

Wage grid commitment? Date of implementation	Specific wage increase identified?	Commitments to staff training or professional development	Other workforce-related commitments
<p>NU Yes</p> <p>Commitment to developing a wage grid with implementation starting in 2023–2024, completed by 2025–2026.</p> <p>Wage grid will be determined through the scope of practice, education requirements, standards and competencies and use living wage or self-sufficiency standards in the territory as a minimum.</p> <p>Will conduct an assessment and analysis of current wage scales of staff by qualification level including a territorial scan and a jurisdictional scan across Canada.</p> <p>Will develop a Monitoring, Evaluation, and Learning (MEL) framework including reporting requirements for services for wage scale data sharing.</p>	<p>Mentioned but amount not specified.</p> <p>Will provide wage enhancement funding to all centres to retain current positions.</p> <p>Will increase access to the recruitment and retention fund to five providers in newly licensed family child care homes.</p>	<p>Will analyze Nunavut Arctic College data to determine credential coursework gaps, and make a plan to fill course gaps for past students to graduate.</p> <p>Will provide a pilot project for advanced ECE professional development in year three, to deliver intensive coursework at regional conferences and targeted workshops for ECEs in all official languages.</p> <p>Will review and assess all available professional development and funding opportunities.</p> <p>Will develop a strategic action plan for ongoing organizational development and support for the ELCC sector, working together with Nunavut Tunngavik Incorporated.</p>	<p>Certification – Will expand ELCC certification program.</p> <p>Recruitment and retention – Will deliver a recruitment campaign for ELCC workers in relation to the wage enhancement program</p>

Signing dates, federal funding by year, links to Agreements and Action Plans

	Date of Agreement	Estimated transfer payment amount by fiscal year		Link to Agreement and Action Plan ¹⁷
NL	July 28, 2021	2021–2022	\$35,317,985	Canada-Newfoundland and Labrador Canada-Wide Early Learning and Child Care Agreement
		2022–2023	52,572,848	
		2023–2024	63,093,320	Newfoundland and Labrador's action plan for fiscal year 2021 to 2022 and fiscal year 2022 to 2023
		2024–2025	71,824,666	
		2025–2026	83,234,583	
PE	July 27, 2021	2021–2022	\$13,651,009	Canada-Prince Edward Island Canada-Wide Early Learning and Child Care Agreement
		2022–2023	19,759,696	Prince Edward Island's Canada-wide fiscal year 2021 to 2022 to fiscal year 2022 to 2023 action plan
		2023–2024	23,960,291	
		2024–2025	27,667,255	Agreement to amend the Canada – Prince Edward Island Canada-Wide Early Learning and Child Care Agreement - 2021 to 2026
		2025–2026	32,679,018	
NS	July 13, 2021	2021–2022	\$67,968,537	Canada-Nova Scotia Canada-Wide Early Learning and Child Care Agreement – 2021 to 2026
		2022–2023	100,946,877	Nova Scotia's Action Plan for fiscal year 2021 to 2022 to fiscal year 2022 to 2023
		2023–2024	123,458,100	
		2024–2025	143,474,017	Agreement to amend the Canada – Nova Scotia Canada-Wide Early Learning and Child Care Agreement - 2021 to 2026
		2025–2026	169,078,220	

17 See the official [Government of Canada page](#) hosting all the Canada-Wide ELCC Agreements and Action Plans for the most up to date information.

TABLE 5 Signing dates, federal funding by year, links to Agreements and Action Plans *continued*

	Date of Agreement	Estimated transfer payment amount by fiscal year		Link to Agreement and Action Plan ¹⁷
NB	December 13, 2021	2021–2022	\$55,832,32	Canada-New Brunswick Canada-Wide Early Learning and Child Care Agreement – 2021 to 2026
		2022–2023	82,426,051	
		2023–2024	100,457,038	Canada-New Brunswick Canada-wide ELCC action plan for fiscal year 2021 to 2022 to fiscal year 2022 to 2023
		2024–2025	116,347,013	
		2025–2026	136,814,840	
QC	August 5, 2021	2021–2022	\$660,445,535	Canada-Quebec - 2021 to 2026 Asymmetrical Agreement on the Canada-Wide Early Learning and Child Care Component
		2022–2023	991,722,477	
		2023–2024	1,216,997,313	Quebec has an “asymmetrical” Agreement with the Government of Canada, so has its own child care plan rather than an Action Plan agreed upon with the federal government. See Quebec government report and related documents on Quebec’s action plan: Grand chantier pour les familles: Plan d’action pour compléter le réseau des services de garde éducatifs à l’enfance
		2024–2025	1,418,564,861	
		2025–2026	1,675,806,897	
ON	March 28 2022	2021–2022	\$1,099,118,364	Canada-Ontario Canada-wide Early Learning and Child Care Agreement - 2021 to 2026
		2022–2023	1,681,475,235	
		2023–2024	2,081,462,593	Ontario's action plan for fiscal year 2022 to 2023 and fiscal year 2023 to 2024
		2024–2025	2,449,269,375	
		2025–2026	2,923,564,333	

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TABLE 5 Signing dates, federal funding by year, links to Agreements and Action Plans *continued*

	Date of Agreement	Estimated transfer payment amount by fiscal year		Link to Agreement and Action Plan¹⁷
MB	August 9th, 2021	2021–2022	\$129,314,235	Canada-Manitoba Canada-Wide Early Learning and Child Care Agreement - 2021 to 2026 Manitoba’s fiscal year 2021 to 2022 through fiscal year 2022 to 2023 Canada-wide action plan
		2022–2023	197,356,654	
		2023–2024	244,395,815	
		2024–2025	287,259,304	
		2025–2026	342,349,858	
SK	August 13, 2021	2021–2022	\$114,410,468	Canada-Saskatchewan Canada-Wide Early Learning and Child Care Agreement - 2021 to 2026 Saskatchewan’s Canada-wide action plan for fiscal year 2021 to 2022 and fiscal year 2022 to 2023 Agreement to Amend the Canada – Saskatchewan Canada-Wide Early Learning and Child Care Agreement - 2021 to 2026
		2022–2023	179,850,668	
		2023–2024	223,996,682	
		2024–2025	264,633,193	
		2025–2026	316,567,960	
AB	November 14, 2021	2021–2022	\$402,795,729	Canada-Alberta Canada-Wide Early Learning and Child Care Agreement - 2021 to 2026 Alberta’s Fiscal Year 2021 to 2022 to Fiscal Year 2022 to 2023 Canada-Wide Action Plan Agreement to amend the Canada – Alberta Canada-Wide Early Learning and Child Care Agreement - 2021 to 2026
		2022–2023	625,027,043	
		2023–2024	773,940,643	
		2024–2025	909,842,298	
		2025–2026	1,085,559,873	
BC	July 7 2021	2021–2022	\$349,179,732	Canada-British Columbia Canada-Wide Early Learning and Child Care Agreement – 2021 to 2026 British Columbia’s action plan for fiscal year 2021 to 2022 and fiscal year 2022 to 2023 Agreement to amend the Canada – British Columbia Canada-Wide Early Learning and Child Care Agreement – 2021 to 2026
		2022–2023	530,900,655	
		2023–2024	654,355,932	
		2024–2025	766,543,594	
		2025–2026	910,703,873	

¹⁷ See the official [Government of Canada page](#) hosting all the Canada-Wide ELCC Agreements and Action Plans for the most up to date information.

TABLE 5 Signing dates, federal funding by year, links to Agreements and Action Plans *continued*

	Date of Agreement	Estimated transfer payment amount by fiscal year		Link to Agreement and Action Plan¹⁷
YT	July 23, 2021	2021–2022	\$5,523,308	Canada-Yukon Canada-Wide Early Learning and Child Care Agreement - 2021 to 2026 Yukon’s action plan for fiscal year 2021 to 2022 and fiscal year 2022 to 2023
		2022–2023	7,243,339	
		2023–2024	8,452,787	
		2024–2025	9,542,037	
		2025–2026	10,930,043	
NT	December 15, 2021	2021–2022	\$6,391,977	Canada-Northwest Territories Canada-Wide Early Learning and Child Care Agreement – 2021 to 2026 The Northwest Territories’ Canada-wide fiscal year 2021 to 2022 to fiscal year 2022 to 2023 action plan
		2022–2023	8,765,598	
		2023–2024	10,326,177	
		2024–2025	11,853,306	
		2025–2026	13,810,702	
NU	January 24, 2022	2021–2022	\$8,133,228	Canada-Nunavut Canada-wide Early Learning and Child Care Agreement – 2021 to 2026 Nunavut’s Canada-wide ELCC action plan for fiscal year 2021 to 2022 to fiscal year 2022 to 2023
		2022–2023	11,302,698	
		2023–2024	13,448,493	
		2024–2025	15,381,033	
		2025–2026	17,843,624	

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The Childcare Resource and Research Unit (CRRU), a non-profit, nonpartisan policy research institute, has a mandate to work towards an equitable, high quality, publicly funded, inclusive ECEC system for all Canadians. CRRU began in the early 1980s as a project at the University of Toronto's Centre for Urban and Community Studies and was initially funded by the Ontario government. In 1985, CRRU was funded by the Government of Canada under the Child Care Initiatives Fund. Over the next two decades, CRRU developed policy research expertise, expanded research capacity and resource provision. This came to include a resource and research library, publications and collections, [*Early childhood education and care in Canada*](#), a bi-annual synthesis of available data on Canadian ECEC programs, and an extensive website used to make resources widely available and meet CRRU's goals and objectives.
