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# Early Childhood Education and Care in Canada 2019

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**CHILDCARE RESOURCE  
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*The opinions and interpretations in this publication are those of the authors and do not necessarily reflect those of the Government of Canada.*

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## ■ ABOUT THIS DOCUMENT

Between 1992 and 2020, the Childcare Resource and Research Unit (CRRU) has developed twelve versions of *ECEC 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.

*ECEC in Canada*’s data comes primarily from administrative data/information provided by provincial/territorial officials through a consistent process developed over the years. *ECEC in Canada* also uses a range of other data from Statistics Canada (including some data from commissioned special runs) and from a variety of other sources. These, identified in DATA SOURCES, and the administrative data are synthesized to make up each report.

The successive 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 more. A series of summary tables—which have been expanded in this version to 34 in all—present key information and data across Canada and over time, covering the period 1992 to the present.

*ECEC in Canada* includes as wide a variety of ELCC data as is available in one easily accessible source. Its longitudinal data collected over two decades permits a retrospective view and assessment of trends over time—from 1992 to the present. Despite the challenges of working with administrative data collected in different ways by multiple jurisdictions, the reports have been developed to be reasonably comparable across Canada. *ECEC in Canada* benefits from a collaborative working process with government officials, other experts, advocates and other researchers who typically provide advice, consultation, review and data.

*Early childhood education and care in Canada* is now published only online. All versions of it are available on the [Childcare Resource and Research Unit website](#).

## ABOUT THE CHILDCARE RESOURCE AND RESEARCH UNIT

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, NGOs, 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.

All CRRU publications may be downloaded at no cost from the CRRU [website](#). Our publications may be freely used for personal, educational, and other public uses when fully attributed and cited. Please contact us to arrange permissions for commercial uses.

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<sup>1</sup> Note that the 2010 version of *ECEC in Canada* was published by the federal government as *Public investments in early childhood education and care in Canada 2010*. The report was developed by the Childcare Resource and Research Unit under a contract awarded by the federal government, and used the same methodology as this report. The content is substantially the same as versions of *ECEC in Canada*.

## METHODS

The majority of the data and information in this report comes from administrative data pertaining to regulated child care and kindergarten in this report. This was largely provided by provincial/territorial government officials. The method used to collect and verify the data from each province/territory followed a series of steps.

First, written templates were developed at CRRU and sent to governmental officials who are responsible for ECEC within their province/territory. These templates included all the existing information that we could compile about ECEC in each province/territory for the officials to review, modify, edit and return. The researchers then reviewed the data collected from the provincial/territorial officials, and sought clarification where necessary. This process generally required several communications. A final draft was then compiled using the material provided by the government officials as well as data from other sources where applicable. The final information was sent to the provincial/territorial officials before publication.

Statistics Canada sources were used for demographic data, including special data runs. Other research was also incorporated where appropriate. These sources are identified below in the DATA SOURCES section and in notes in the text.

Every effort has been made to ensure the accuracy and consistency of the data provided in this publication, and to use accurate and consistent terminology and categories across provinces/territories. This was not always possible due to the use of different terminologies, categories (for example age defined categories), and provincial/territorial data collection methods, as well as information gaps across Canada. In some instances, consistent dates or definitions were not available. Where this has occurred, the varying dates and explanations thereof have been provided in the text or in footnotes.

## DATA SOURCES

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

Special tabulation based on the Labour Force Survey, 2019 Annual Average. Conducted by Statistics Canada.

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

Special tabulation based on the Labour Force Survey, 2019 Annual Average. Conducted by Statistics Canada.

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

Statistics Canada, Labour Force Survey (2019 annual), CANSIM Table 282-0211.

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

Statistics Canada, 2016 Census, Catalogue Number 98-400-X2016105.

### **Living arrangements by age child by number of parents (2016) Children 0-14 years by marital status of family**

Statistics Canada, 2016 Census, Catalogue Number 98-400-X2016040.

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

Statistics Canada, 2016 Census, Catalogue Number 98-400-X2016154.

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

Statistics Canada, 2016 Census, Catalogue Number 98-400-X2016070.



**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 2016 Census. Conducted by Statistics Canada. These data include Early Childhood Educators and Assistants, as defined in NOC 4214, working in the day care services industry in centre based environments with children aged 0 – 12 years, as defined in NAICS 6244. Included as individuals who worked full-time (30+ hours/week) and full-year (48+ weeks/year), did not work at home, and were not self-employed. Included are supervisors but not managers. Employment income refers to income from all jobs if the Early Childhood Educator or Assistant holds a second job providing a wage, salary or commissions.

**Gini Coefficient, adjusted after tax income. (2018)**

Statistics Canada, Table 11-10-0134-01.

**Youth-Specific Economic Dependency Ratio. (2018)**

**Economic Dependency Ratio. (2018)**

Statistics Canada, Table 17-10-0133-01.

**Market Basket Measure. Percent of persons <18 living in low income families. (2018)**

Statistics Canada, Table 11-10-0135-01.

**Report on Federal Tax Expenditures:** Retrieved from <https://www.canada.ca/content/dam/fin/pub>, pg. 33

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

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## ■ EARLY CHILDHOOD EDUCATION AND CARE IN CANADA: ROLES AND RESPONSIBILITIES

### GOVERNMENT ROLES IN EARLY LEARNING AND CHILD CARE

Canada is a federation<sup>1</sup> in which 13 provinces and territories have the main responsibility for early learning and child care (ELCC). The division of powers between federal and provincial governments was established in the *Constitution Act of 1867* which identified some federal powers (for example, public debt, the criminal code, regulation of trade and commerce, taxation, defence) and some provincial powers (hospitals, justice, marriage, corporate affairs). Social programs such as child care not identified in 1867 are considered to be provincial matters. Education—especially education below post-secondary—is an entirely provincial responsibility in Canada with no federal funding and no national department of education<sup>2</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, national social programs have been developed in a number of key areas under provincial jurisdiction in Canada. Most notable is Canada’s national health care program shaped by the overarching *Canada Health Act’s* (1987) five principles but designed and delivered by provinces/territories as thirteen relatively similar but separate health programs. Additionally, for 30 years (1966 to 1996), the Canada Assistance Plan set broad conditions and requirements for provincially designed and delivered social welfare programs that included cost-shared funds for child care and transferred money to provinces/territories to support them.

Distinctions between federal and provincial roles in social programs primarily under provincial/territorial jurisdiction in Canada such as health care, social welfare and early learning and child care have been described as:

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 (Cameron, 2009: 130).

Additionally, a number of major social programs based on income transfers to individual Canadians such as unemployment insurance, pensions and the Canada Child Benefit that are largely defined and delivered by the federal government.

Despite the understanding that child care primarily falls under provincial jurisdiction, over the last 35 years federal governments under various political parties have attempted to advance child care (1984, 1987, 1993, 2003, 2005) as have federal parties in opposition. Although several of these initiatives were explicitly termed “national child care program”, a comprehensive national strategy or policy has not become a reality as political conditions such as changes in government have intervened again and again.

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1 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.

2 Many other countries that are, as Canada is, federations in which education is a sub-national level responsibility (the United States, Australia, Austria and Germany) do have national education departments.

## TWO DECADES OF FEDERAL CHILD CARE INITIATIVES 1984–2005

Year	Initiative	How the initiative concluded
1984	Task Force on Child Care (appointed ministerial task force under Minister Responsible for the Status of Women) (“Katie Cook Task Force”)	Liberal-commissioned <a href="#">report</a> put forward a detailed <a href="#">plan</a> for universal, affordable child care and improved parental leave was released and shelved in 1986 following a change in government.
1987	<a href="#">Parliamentary Special Committee on Child Care</a> (Report - Sharing the Responsibility and Bill C-144)	Progressive Conservative initiative and report Associated legislation (Bill C-144) died on the order paper as a federal election was called. Was not re-introduced.
1993	<a href="#">Red Book</a> (election platform)	Liberal commitments to improve and increase child care provision were not met.
2003	<a href="#">Multilateral Framework Agreement on Early Learning and Child Care</a> (agreed to by all provinces but Quebec)	Liberal initiative, framed by the minister responsible as the “first step toward a national child care program”.
2005	<a href="#">Foundations Program</a> (election platform put into place following the election)	Liberal government signed bilateral agreements with all provinces/territories, flowed first year of funding. Agreements in place were cancelled by incoming Conservative government.

Today each province/territory approaches ELCC in ways that are for the most part fundamentally similar, albeit with some key variations. A statement made by a 1988 Senate committee studying child care still rings true: “Provincial child care programs resemble each other...in what they lack” (Senate of Canada, 1988:1). Although most provincial/territorial governments in Canada today recognize that much more needs to be done to support families’—especially women’s—needs for care while they work or study and children’s healthy development, none of them have developed a full plan for comprehensive, universally accessible, affordable, high quality, inclusive ELCC.

In many countries, local governments play a significant role in child care provision. Canadian municipalities do not have their own powers but are subordinate to the provinces, which may delegate powers to them. Outside Ontario, where they play several important roles in child care, local governments have no mandated role in regulated child care. Nevertheless, some municipalities in Alberta and Saskatchewan have chosen to support or deliver child care services, while over a period of more than 20 years, the City of Vancouver has developed a significant planning and policy-setting role with respect to child care. Most recently, the provincial government in British Columbia has strengthened municipalities’ planning role through partnership and funding initiatives.

Local school boards (or school divisions), which usually have primary responsibility for operation of elementary schools including kindergarten are—like municipalities— subordinate to provincial governments. In several provinces such as Quebec and Ontario, school authorities are required by the provincial government to provide school-age child care in response to community demand while 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 are also permitted to hold licenses for regulated child care centres in some provinces.

## FEDERAL ROLE IN ELCC TODAY

After almost a decade of absence from the early learning and child care arena, the Government of Canada again engaged with provinces and territories following election of a Liberal government in 2015. A first result of this was the June 2017 announcement of a [Multilateral Framework on Early Learning and Child Care](#), which emphasizes collaboration between the federal government and

provinces/territories. The Framework states that 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 states five principles for ELCC – accessibility, affordability, high quality, flexibility and inclusivity (Government of Canada, 2017). The federal government also developed a process to develop an Indigenous Early Learning and Child Care Framework (IELCC) working with Indigenous governance organizations. The co-developed IELCC was announced in September 2018 (see the section on INDIGENOUS ELCC).

Funding to be transferred to provinces/territories to accompany these commitments through 2028, defined as social infrastructure, falls under the federal Infrastructure Fund. The total funding commitments were outlined in the 2017 federal budget: federal funding to the 13 provinces/territories and Indigenous communities of \$540 million in 2018-2019, rising to \$550 million in 2020-2021. According to this commitment, by 2026-2027, an annual amount of \$870 million would be transferred to provinces/territories/Indigenous organizations by the Government of Canada to fund child care services across Canada as per the Multilateral and Indigenous Frameworks on ELCC.

Federal government funds to child care services come not only from the bilateral agreements that accompany the Multilateral and Indigenous Frameworks on Early Learning and Child Care but through other federal transfers to provinces/territories, the most prominent of which for child care is the Canada Social Transfer, a block fund. This means that funds are not earmarked or reported upon with respect to specific purposes such as child care but are included in a “block” of funds that the province/territory may choose how to allocate among many social purposes including child care. Historically, in the 2000s, some funds for child care through the CST were earmarked as specified items.

The federal government reimburses parents (the lower income earner in a couple) for eligible child care expenses as a tax deduction under The *Income Tax Act*. The funds may be used for regulated or unregulated child care, and the parent needs to be employed. In 2020, the projected cost to the federal government of the Child Care Expense Deduction is \$1,455 billion (see the section on the CHILD CARE EXPENSE DEDUCTION). The federal government also funds child care services for newcomer parents engaged in federal language programs (see the section on CNC programs).

An array of ELCC services for Indigenous children and families are financially supported by the Government of Canada (see section on INDIGENOUS EARLY LEARNING AND CHILD CARE).

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). (See the PARENTAL LEAVE AND BENEFITS section in this report).

Canada has, in addition, other child or family-related programs, the most prominent of which is the Canada Child Benefit, an indexed, tax-free monthly payment for families to help with the general cost of raising children under 18 years of age. The Canada 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

Each of Canada’s 13 jurisdictions – ten provinces and three territories – has several programs for early learning and child care with a variety of objectives such as “giving children the best start in life”, school readiness, early intervention, women’s equality, supporting families, supporting mother’s employment and reducing poverty.

Each province and territory has a program of regulated child care that includes centre based full day child care, regulated or approved family (home) child care, school-aged child care and, usually, nursery school or preschool (which is not regulated in several jurisdictions). 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.

Canadian child care is now under an education ministry in most jurisdictions. Centre based child care services are staffed by college-trained early childhood educators, although none of the provinces/territories require all staff to have ECE training. In several jurisdictions, centre directors are not required to have early childhood training. Post secondary early childhood training is not required in regulated family child care, or home child care. A minority of child care staff are unionized with a sizeable unionized sector only in Quebec. None of the provinces/territories treats child care as an entitlement or a right.

Most Canadian child care services are initiated and maintained by not-for-profit voluntary boards of directors of many varieties including parent groups, multi-service and multi-site operations or by for-profit businesses or entrepreneurs. The not-for-profit child care sector represents about 64% of the total supply, with for-profits (ranging from one-centre operations to corporate type chains that may have more than 50 or even more locations) making up the rest. There are very few publicly delivered services.

All types of child care services in Canada (except operationally funded services in Quebec) are primarily paid for by parent fees. While all provinces/territories provide some operational funding, which sometimes takes the form of wage grants, it is usually too limited to have a substantial impact on parent fees and staff wages. A growing number of provinces combine operational funding with setting province-wide parent fees in some or most of their regulated child care programs. As a result, the [fees](#) in these services are lower than market-based fees, especially in Quebec, which provides substantial operational funding to some services but in Manitoba, and Newfoundland and Labrador as well. In Newfoundland and Labrador, PEI, Quebec and Manitoba, the province sets parent fees in more than half the centres.

As parent fees are the main source of revenue for child care services in most provinces/territories, [affording child care](#) is difficult for low, modest and middle income families. All provinces/territories except Quebec subsidize 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. 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. Overall, provincial/territorial fee subsidy programs fail to alleviate financial barriers to child care for many eligible low income families.

Provincial/territorial governments all provide kindergarten programs for all five year olds. This is delivered at no fee to parents, and is almost always provided by public education authorities. Ontario, Nova Scotia, Quebec and the Northwest Territories now provide, or are phasing in, kindergarten for all four year olds. In other jurisdictions, kindergarten for four year olds has been growing, sometimes prioritizing or are phasing in those children considered to be “vulnerable”. Over the past decade, full school day services for four and five year olds have come to predominate in Canadian kindergarten provision, although kindergarten is still part day or part week in several provinces/territories. All jurisdictions treat kindergarten as an entitlement similar to elementary school although participation is not compulsory in most provinces/territories.

Provision, funding and operation of kindergarten is a public responsibility while finding and paying for child care for children younger than age five (or age four in Ontario and a growing number of other provinces) and child care outside school hours for school-aged children is primarily a private family responsibility.

## **ELCC AND THE FEDERAL GOVERNMENT 2016–2020**

Beginning in June 2017, the first three year phase of federal bilateral agreements with provinces/territories identified region specific areas of service gaps to be improved. There remained, however, widespread evidence and recognition that ELCC provision across Canada remained unavailable and unaffordable for many or most families. Services were inequitably distributed, insufficiently available and of uneven quality, while the mostly female child care workforce remained underpaid, underappreciated and inadequately supported.

When the coronavirus pandemic hit Canada in the spring of 2020, child care services were in an vulnerable financial and organizational situation, as a [national survey](#) described. The reliance on parent fees as the primary source of revenue for most child care services across Canada meant that staff could not be paid when most regulated child care was closed to regular use across Canada. Most child care centres laid off some or all of their staff, while for parents—especially mothers—the absence of reliable child care created daily struggles. Across Canada and across sectors, for the first time, the essential and central nature of child care for the economy's full functioning became apparent to a much broader population.

In the September 23, 2020 [Throne Speech](#), the federal government set out its plan for economic recovery. Under the heading Women in the Economy, which recognized that “Women – and in particular low-income women – have been hit hardest by COVID-19. This crisis has been described as a She-cession”, the Throne Speech stated that:

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. (Government of Canada, 2020).

The September Throne Speech was followed in November by an Economic Update update. In it, 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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## ■ PARENTAL LEAVES AND BENEFITS<sup>1</sup>

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 are divided between federal and provincial/territorial governments; 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 system. Employment Insurance is a contributory program to which employees and employers both contribute. Parental leave benefits have been amended by the federal government twice since 2016.

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

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:

- The 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);
- The 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.

Between December 2018 and December 2019, more than 31,910 parents (approximately 16% of total claims) established a claim for the new Extended parental benefit.

On March 17, 2019 an additional leave benefit was added. The Parental Sharing Benefit became available to non-birth (second) parents<sup>2</sup>; five additional weeks of benefits is now available under the Standard option if both parents share parental benefits (40 weeks total). An additional eight weeks of benefits is available under the Extended option when parents share parental leave under the Extended option (69 weeks total). There are no data available yet on the uptake rates of the Parental Sharing Benefit.

In 2020, maternity and the Standard parental benefits were paid at 55% of wages up to a ceiling of \$573 a week; the Extended parental benefit is paid at 33% of wages up to a ceiling of \$344 a week. Benefits can begin as long as 12 weeks before the actual birth. The maximum ceiling for maternity and parental leave benefits are indexed to increase annually.

Although the federal benefit provisions have changed, new parents cannot take job-protected leave to match until provinces/territories make changes to their leave provisions. 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).

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<sup>1</sup> Much of the data and information in this section comes from Doucet, Lero, McKay, & Tremblay's Canada chapter in the *16th International Review of leave policies and related research* (2020).

<sup>2</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 on claim”). A new parent who is entitled to a maximum of 90% of previous earnings in the 52 weeks before going on leave (approximately four and a half days of work per week) will receive \$.50 for every eligible benefits dollar; those working more than 90% will have benefits deducted dollar-for-dollar. A person choosing to work a full-time week will no longer be eligible to receive benefits regardless of earnings, but this will not decrease the total amount of week’s payable on their claim. 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.

#### EI SPECIAL BENEFITS FOR SELF-EMPLOYED NEW PARENTS IN CANADA OUTSIDE QUEBEC

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;
- 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 EI Special Benefits. To apply for benefits in 2020, a minimum net income of \$7,279 in self-employed earnings in 2019 is required.

#### LEAVE PROVISIONS: CANADA OUTSIDE QUEBEC

Provisions for maternity and parental leave outside Quebec are the responsibility of provinces/territories. See the tables in this section for details.

Self-employed Canadians can access Employment Insurance Special Benefits by voluntarily registering, with the Canada Employment Insurance Commission. There are six types of EI Special Benefits including maternity and parental benefits.

#### 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 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. In 2019/20, the Basic Plan paid a maximum of \$1,056.73/week for maternity leave, dropping to \$830.29 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. The Special Plan benefit is paid a maximum of \$1,132.21 for all leave portions in 2020.

The creation of specific paternity leave has 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 89.6% 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.

In 2018, the Quebec government proposed adding a third, longer option to give parents two years of leave with no additional benefits. However, after the October 2018 election of a new government, this plan was not acted upon.

See the tables in this section for further details about the QPIP.



TABLE I

Characteristics of Canadian and Quebec maternity and parental leave benefits (2020).

<b>Benefit</b>	<b>Canada-wide leave benefits under Employment Insurance (EI)</b>	<b>Benefits under the Quebec Parental Insurance Plan (QPIP)</b>
<i>Maternity leave benefit</i> Birth mother only	15 wks at 55%	18 wks at 70%—Basic Plan 15 wks at 75%—Special Plan
<i>Parental leave benefit</i> Either parent	35 wks at 55%—Standard Parental Benefit 61 wks at 33%—Extended Parental Benefit	Basic Plan: 32 wks (7 at 70% + 25 at 55%) Special Plan: 25 wks at 75%
<i>Non-birth parent leave benefit</i>	<i>Second Parent leave</i> 5 wks Standard Parental Benefit 8 wks Extended Parental Benefit Non-birth parent	5 wks at 70%—Basic Plan 3 wks at 75%—Special Plan Father only—not transferable
<b>Maternity + parental + paternity leave benefit total</b>	<b>50 wks—Standard Parental Benefit (55 if shared)</b> <b>76 wks—Extended Parental Benefit (84 if shared)</b>	<b>55 wks—Basic Plan</b> <b>43 wks—Special Plan</b>
<i>Adoption leave benefit</i>	35 wks—Standard Parental Benefit 61wks—Extended Parental Benefit	37 wks—Basic Plan 28 wks—Special Plan
Max insurable earnings (2020) (indexed)	\$54,200	\$78,500
Payment ceiling/cap (2020) (indexed)	Basic Plan: \$573/week(indexed) Extended Plan: \$344/week (indexed)	<i>Basic Plan</i> Maternity, 7 weeks parental, paternity = \$1056.73/wk + 25 wks of parental = \$830.29/wk (indexed) <i>Special Plan</i> \$1,132.21/week all (indexed)
Eligibility	600 hrs continuous employment in previous year Self-employed eligible if registered one year previously (voluntary to register)	\$2000 earnings/contributions in previous year Self-employed eligible <i>if</i> registered one year previously (compulsory to register)
Low income supplement	Up to 80% of earnings	Up to 80% of earnings
Waiting period	1 week	None

**TABLE II****Maternity, parental and adoption leave in weeks. Provinces/territories (2020).**

<b>P/T</b>	<b>Maternity leave (weeks)</b>	<b>Parental leave (weeks)</b>	<b>Adoption leave (weeks) (in addition to parental leave)</b>
<b>NL</b>	17	61	17
<b>PE</b>	17	62	No additional
<b>NS</b>	16	61	No additional
<b>NB</b>	17	62	No additional
<b>QB</b>	18 (Basic Plan) 15 (Special Plan)	32 weeks (Basic Plan) 25 weeks (Special Plan) Paternity leave: 5 weeks additional (Basic), 3 weeks additional (Special)	37 (Basic Plan) 28 (Special Plan)
<b>ON</b>	17	61 (birth mother) 63 (other parent)	No additional
<b>MB</b>	17	63	No additional
<b>SK</b>	19	59 (birth mother) 63 (other parent)	19
<b>AB</b>	16	62	No additional
<b>BC</b>	17	61 (birth mother) 62 (other parent)	No additional
<b>NT</b>	17	61	Two parent families, including adoptive parents, can access an additional eight weeks of unpaid leave for the second parent.
<b>NU</b>	17	37	37
<b>YT</b>	17	63	No additional

TABLE III

Name, duration and timing of maternity leave. Provinces/territories (2020).

P/T	Name	Length	Timing
NL	Pregnancy leave	17 weeks	Leave cannot start earlier than 17 weeks before the expected birth date.
PE	Maternity leave	17 weeks	Leave can start up to 13 weeks before expected date of delivery and include 6 weeks after the delivery date.
NS	Pregnancy leave	16 weeks	Leave can start up to 13 weeks before expected date of delivery and include 6 weeks after the delivery date.
NB	Maternity leave	17 weeks	Beginning no earlier than 13 weeks before probable delivery date.
QC	Special maternity	15 weeks	Maternity leave may be spread before or after the delivery date. It may not begin before the 16th week before expected delivery date and shall end not later than 18 weeks afterwards. If the leave begins at the time of delivery, the week of delivery is not included in the calculation.
	Basic maternity	18 weeks	
ON	Pregnancy leave	17 weeks	Starting up to 17 weeks before the due date.
MB	Maternity leave	17 weeks	Starting up to 17 weeks before expected due date.
SK	Maternity leave	19 weeks	Starting any time in the 12 weeks prior to estimated due date; 14 weeks if no written notice or failure to provide a medical certificate to begin any time in the 8 weeks prior to estimated date of birth.
AB	Maternity leave	16 weeks	Starting any time in the 13 weeks before the expected due date. Maternity leave must include a minimum of 6 weeks after birth unless agreed to and per a medical certificate.
BC	Maternity leave	17 weeks	Starting no earlier than 13 weeks before expected birth date and ending no earlier than 6 weeks after the birth date unless the employee requests a shorter period.
NT	Pregnancy leave	17 weeks	Commencing at any time during the 17 weeks immediately preceding estimated date of delivery.
NU	Pregnancy leave	17 weeks	Commencing any time during the 17 week period immediately preceding the estimated date of delivery.
YK	Maternity leave	17 weeks	An employer can require that the employee take maternity leave within the 6 weeks prior to her estimated due date (sooner if they cannot reasonably perform their duties due to the pregnancy). An employer may not require an employee to return earlier than 6 weeks after the birth or termination of a pregnancy.

**TABLE IV** Duration and timing of parental /adoption leave. Provinces/territories (2020).

P/T	Duration	Timing
NL	Standard leave—35 weeks Extended leave—61 weeks Up to 17 weeks of adoption leave is available in addition to the period of parental leave.	Parental leave must begin within 61 weeks of the birth or when the child comes into the care and custody of the parent for the first time.
PE	35 weeks 62 weeks with extended EI parental benefits Parental leave may be taken by one or both parents and combined with maternity leave.	Total leave maternity and parental leave cannot exceed 78 weeks Adoption leave is a maximum of 62 weeks and can be taken by one parent or shared. Adoption leave must be taken within 12 months of the child’s arrival in the home.
NS	61 weeks	Parental leave must be completed within 77 weeks after the birth or child arrives in the home. For employees taking parental leave but not pregnancy leave, the employee can take a total of up to 77 weeks’ leave in the time after the child is born or arrives in the home.
NB	62 weeks The maximum combined duration of maternity and child care leave is 78 weeks.	Can begin no sooner than the day a newborn or adopted child comes into the care of the employee.
QC	<i>Parental leave</i> Basic Plan: 32 weeks Special Plan: 25 weeks	Twenty-five of the weeks can be shared by the parents. Cannot begin before the week of the birth of the newborn or in an adoption, before the week when the child is entrusted to the employee. It may end no later than 70 weeks after the birth or 70 weeks after an adoptive child was entrusted to the employee.
	<i>Adoption leave</i> Basic Plan: 37 weeks total Special Plan: 28 weeks total	Both parental leave and adoption leave may be taken by one parent or shared as they see fit and may be taken simultaneously or in succession.
	<i>Paternity leave</i> Basic Plan: 5 weeks Special Plan: 3 weeks	Exclusively for fathers Paternity leave may begin no earlier than the week of the birth of the child and end no later than 52 weeks later.
ON	61 weeks 63 weeks for new parents other than birth mothers taking pregnancy leave (who may take 61 weeks).	Parental leave must begin no later than 78 weeks after the birth date or date an adopted child first comes into care Both new parents have the right to take parental leave following a birth or adoption
MB	63 weeks following birth or adoption.	To be taken in one continuous period, Parental leave can begin up to 1 year after the birth or adoption. The length of leave can be shortened if less than four weeks’ notice is given.

**TABLE IV *continued*.** Duration and timing of parental /adoption leave. Provinces/territories (2020)

<b>SK</b>	59 weeks parental leave for the birth parent or primary caregiver in an adoption. 63 weeks parental leave for the parent who did not take maternity or adoption leave. 19 weeks adoption leave additional.	Parental leave may be taken consecutively after maternity or adoption leave. Non-birth or non-adoptive parent’s leave can begin within 13 weeks preceding the estimated date of birth/ adoption and must end within 78 weeks after the actual date of birth or adoption.
<b>AB</b>	62 weeks	For mothers on maternity leave, not more than 62 weeks following the last day of maternity leave. Parental leave for other parents, including adopting parents: max of 62 weeks within 78 weeks of the birth or placement.
<b>BC</b>	61 weeks for birth mothers who take pregnancy leave; 62 weeks for a parent who does not take pregnancy leave, including adopting parents.	Parental leave can begin anytime within 78 weeks after the birth or placement of the child
<b>NT</b>	61 weeks	Must begin the day a child is born or arrives in the home for adoption. Two parent families, including adoptive parents, can access an additional 8 weeks of unpaid leave for the second parent.
<b>NU</b>	37 weeks for natural or adopting parents	Commencing on the day of birth or the day a child arrives at the employee’s home, and ending one year after that date.
<b>YK</b>	63 weeks for birth or adoption.	Leave must be completed no later than 78 weeks after the birth or child comes into care. If a second parent is sharing either the standard or extended parental leave they may take an additional five or eight weeks, depending on the type of parental leave selected.

## FEDERAL EARLY LEARNING AND CHILD CARE PROGRAMS<sup>1</sup>

### CHILD CARE EXPENSE DEDUCTION (CCED)

#### Department

Canadian Revenue Agency

#### Description

The Child Care Expense Deduction (CCED) “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 may make the claim for child care expenses incurred in the tax year.

Annual child care expense amount allowed for an eligible child:

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

#### Other information

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

#### Exclusions

CCED cannot be deducted against:

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

Federal spending (Estimates and projections: millions of dollars, 1995–2021)

Year	Estimates (\$)	Projection (\$)
1995	365	
1996	420	
1997	480	
1998		515
1999		520
2000		515
2001		500
2002		495
2003		500
2004		495
2005	570	
2006	740	
2007	750	
2008		770
2009		755
2010		770
2011	900	
2012	960	
2013		980
2014	1,080	
2015	1,345	
2016	1,295	
2017	1,320	
2018		1,365
2019		1,415
2020		1,455
2021		1,500

Source: Report on Federal Tax Expenditures: pg 33  
<https://www.canada.ca/content/dam/fin/publ>

## CARE FOR NEWCOMER CHILDREN (CNC)

### Department

Immigration, Refugees and Citizenship Canada (IRCC)

### Description

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. Approximately 20,000 newcomer children under five years of age arrive in Canada annually. Through Care for Newcomer Children (CNC), 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.

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

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.

### History

Child care programs associated with LINC have been provided since the 1990s, with approximately 200 such programs identified in 2001.

[Childminding Monitoring, Advisory and Support](#) (CMAS) is an organization funded through 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 word “childminding” is no longer used. 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.

### Types of 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 obtained citizenship cannot access these services.

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.

### Care for Newcomer Children funding

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.

### **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, enrollment 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.
- 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.



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## INDIGENOUS EARLY LEARNING AND CHILD CARE

### CONTEXT

In 2016, there were 1,673,785 people self-identified as Indigenous living in Canada, up almost 30% from the most recent previous mandatory census in 2006 (Statistics Canada, 2017a). Accounting for 4.9% of the Canadian population, the Indigenous population includes First Nations, Inuit and Métis people.

Indigenous peoples live in remote and/or northern areas and in urban areas and in the south. Some First Nations people live on reserves but according to data from the 2016 Census, “867, 415 Indigenous people lived in a metropolitan area of at least 30,000 people, accounting for over half (51.8%) of the total Indigenous population” (Statistics Canada, 2017b). 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 from an Indigenous perspective.

### TRUTH AND RECONCILIATION

In 1996, [the Royal Commission on Aboriginal Peoples](#) had recommended that federal, provincial, and territorial governments cooperate to support an integrated early childhood funding strategy that a) extends early childhood education to all Indigenous children regardless of residence; b) encourages programs that foster the physical, social, intellectual and spiritual development of children, reducing distinctions between child care, prevention and education; c) maximizes Indigenous control over service design and administration; d) offers one stop accessible funding; and e) promotes parental involvement and choice in early childhood education options (Royal Commission on Aboriginal Peoples, Vol 5: 208).

The [Truth and Reconciliation Commission](#) (TRC) was initiated in 2008 and gathered information and consulted until it reported in 2015. Its creation was part of a settlement of the “largest class action in Canadian history” between the federal government and four national churches and Indigenous Canadians who— as children— had been removed from their families to live at residential schools. Citing the Canadian history of forced separation of children from their families to send them residential schools, appropriation of Indigenous lands and cultural assimilation, 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” (Truth and Reconciliation Commission, 2015, Calls to action).

Following release of the TRC report, the October 2015 federal election led to a change of government. The Liberal government has made a commitment to work towards redressing the historical wrongs to Indigenous peoples.

### CULTURAL INTEGRITY

A huge concern for Indigenous people is maintenance of their culture and cultural identity. Thus, culturally sensitive early childhood education, which for some Indigenous groups means “distinctions based” education (that is, early childhood education designed to reflect the unique needs of First Nations, Inuit and Métis, including their history, cultures, languages and traditions, and the implications of this for staff training and service delivery) is of special concern. [Indigenous early childhood experts](#) also point out that general standards for child care centres are sometimes too rigid or otherwise inappropriate for northern and/or remote communities as well as not reflecting traditional Indigenous cultural norms and practices.

There is a strong emphasis among Indigenous groups in developing ELCC programs operated and controlled by Indigenous communities themselves.

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 (First Nations Information Governance Centre, 2016).

## FEDERAL INDIGENOUS ELCC PROGRAMS

At one time, federal funding for Indigenous child care was limited to First Nations in the Yukon and Northwest Territories, in Ontario and Alberta, where the then-Department of Indian Affairs and Northern Development (DIAND) covered costs in accordance with provincial funding policies. Until 1995, when the time the first Aboriginal Head Start program was announced, there was relatively little earmarked federal (or any) spending for Indigenous ELCC in much of Canada (See Beach, Friendly, Ferns, Prabhu, and Forer, 2009).

Historically, on reserve social programs have been the responsibility of the Government of Canada while social programs for Indigenous people living off reserve have been either a federal or a provincial responsibility. Although some provincial governments regulate some Indigenous child care including on reserve services, others do not; in some provinces, First Nations communities do not recognize provincial jurisdiction on reserves. Generally, Indigenous organizations, sometimes at the regional level and sometimes at the community level ([Friendship Centres](#), for example) have had responsibility for the administration of funds and development of services.

A number of federally funded programs have been launched since the mid 1990s that provide ELCC for on reserve First Nations, Métis and Inuit people and urban and northern Indigenous people.

## THE INDIGENOUS EARLY LEARNING AND CHILD CARE TRANSFORMATION INITIATIVE AND THE INDIGENOUS EARLY LEARNING AND CHILD CARE (IELCC) FRAMEWORK

The Indigenous Early Learning and Child Care Transformation Initiative supported the implementation of the co-developed [Indigenous Early Learning and Child Care Framework \(2018\)](#) (IELCC). This framework reflects the unique cultures and priorities of First Nations, Inuit, and Métis children across Canada. The Transformation Initiative enables greater Indigenous control in IELCC through a new partnership model to facilitate Indigenous led decision making to advance national and regional priorities. Indigenous children and families will 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 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.

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 to begin with extensive cross-Canada engagement with Indigenous peoples across the country.

Recognizing the distinct needs and goals of Indigenous peoples, in September 2018, the Government of Canada, Assembly of First Nations (AFN), Inuit Tapiriit Kanatami (ITK) and the Métis National Council (MNC) released a co-developed [Indigenous Early Learning and Child Care Framework](#) (IELCC). It was to complement the 2017 Multilateral Early Learning and Child Care Framework (MLF) between the Government of Canada and provinces/territories.

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 ([Indigenous Early Learning and Child Care Framework](#)).

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;
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 to control the design, delivery and administration of an Indigenous 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 in which the Government of Canada, First Nations, Inuit and Métis are working together to establish ELCC priorities, policies and funding allocations. The Indigenous ELCC Secretariat at Employment and Social Development Canada acts as a focal point within the federal government to implement the IELCC Framework.

## **BUDGET 2017 AND BUDGET 2018 FUNDING ASSOCIATED WITH THE INDIGENOUS ELCC FRAMEWORK**

New funding of \$1.7 billion over 10 years, starting in 2018-19, is being invested to support Indigenous led early learning and child care priorities and to advance the vision of the IELCC Framework. These funds, profiled over 10 years, will be guided by the principles of the IELCC Framework and include:

- Distinction-based funding envelopes:
  - Up to \$1.02 billion will support ELCC for First Nations and will be managed in partnership with First Nations;
  - Up to \$111 million will support ELCC for Inuit and will be managed in partnership with Inuit; and,
  - Up to \$450.7 million will support ELCC for the Métis Nation and will be managed in partnership with the Métis Nation.
- These distinctions-based funds are in addition to federal funding for the three existing federal Indigenous ELCC programs described in the following section, with approximate annual investments of \$132.6 million (2018).

In addition to distinctions-based funding, \$34 million per year over 10 years has been invested to enhance the Aboriginal Head Start in Urban and Northern Communities (AHSUNC) program. Indigenous ELCC Quality Improvement Project funding of \$44 million per year over 10 years has also been invested to fund application-based, Indigenous-led projects to advance foundational elements of Indigenous ELCC, (e.g., cultural and languages resources; professional capacity, centres of excellence or networks; data, research reporting or evaluation activities; or, links to provincial/territorial service delivery).

Since 2018-2019, new national and regional partnership tables have started to emerge to facilitate Indigenous led decision-making to advance national and regional ELCC priorities. Alongside national tables, regional partnership tables are currently being established to support planning and priority setting and promote inter-sectoral coordination to strengthen collaboration among players in the ELCC sphere.

## **CANADA WIDE FEDERAL INDIGENOUS ELCC PROGRAMS**

Canada wide federal ELCC programs 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.

Three federal departments and agencies are the federal partners that may use these terms and conditions to participate in the Indigenous ELCC Initiative:

- Employment and Social Development Canada;
- Indigenous Services Canada;
- Public Health Agency of Canada.

#### 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 program to fulfill an election commitment to establish early intervention programs for Indigenous children.

Aboriginal Head Start in Urban and Northern Communities (AHSUNC) is a national early intervention initiative to support healthy development of Indigenous children not living on reserve. The Public Health Agency of Canada (PHAC) provides funding to local Indigenous organizations to develop and deliver culturally appropriate programming. AHSUNC sites typically offer part time programming for multiple cohorts of children to expand reach. The program is centered on six components: education, health promotion, culture and language, nutrition, social support, and parental/family involvement.

Currently, AHSUNC has 134 sites that reach approximately 4,600 children annually through a majority of part-day preschool programs. An [evaluation of AHSUNC](#) was published online in 2017.

#### ABORIGINAL HEAD START ON RESERVE (AHSOR)

##### **Indigenous Services Canada**

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 in First Nations communities.

Like AHSUNC, AHSOR is centred on six components: education, health promotion, culture and language, nutrition, social support, and parental/family involvement. Currently, there are 363 programs (excluding BC) that include outreach and centres. AHSOR programs are located in 356 First Nations communities.

#### FIRST NATIONS AND INUIT CHILD CARE INITIATIVE (FNICCI)

The First Nations and Inuit Child Care Initiative (FNICCI) was first established in 1995 through Human Resources and Skills Development Canada (HRSDC) to provide First Nations children living on-reserve and in Inuit communities with similar access to affordable, quality child care as non-Indigenous children. According to a federal government report:

[FNICCI] had a goal of creating 6,000 child care spaces in 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 (Government of Canada: 2018).

Originally funded through one of then-HRSDC's labour market development programs, FNICCI was developed at least in part to support parental employment. Since 2011, FNICCI has been funded under the Indigenous Skills and Employment Training Program (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". Currently, there are 463 FNICCI child care centres across Canada.

A report of a research project by Inuit Tapirit Katami, [Assessing the Impact of the First Nations and Inuit Child Care Initiative across Inuit Nunanga](#) was published in 2014.

### **FEDERALLY FUNDED INDIGENOUS PROGRAMS FOR INDIVIDUAL PROVINCES**

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

Regulated child care centres and family child care in Ontario First Nations communities (reserves) have had federal funding for many years under the 1965 Indian Welfare Agreement. These 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.

In 2019, the Ontario government reported funding 99 First Nations and three transfer payment agencies to support 75 licensed on reserve child care centres. (See the ONTARIO section of this report for further details).

#### CHILD DAY CARE PROGRAM – ALBERTA

Child care centres on reserve are not normally licensed in Alberta. However, under an agreement between Alberta and the federal government, on reserve child care centres are eligible for federal government funding equivalent to parent fee subsidies when programs demonstrate to the federal government that they achieve provincial licensing standards. (See the ALBERTA section of this report for further details).

#### HEAD START – NEW BRUNSWICK

New Brunswick has 15 Head Start programs that receive funding through an agreement between the First Nations of New Brunswick and Indigenous Affairs and Northern Development Services Canada. None of the 15 Head Start programs currently operating in New Brunswick under this agreement is licensed by the province. (See the NEW BRUNSWICK section of this report for further details).

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# Newfoundland and Labrador



## OVERVIEW

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

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

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

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

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

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

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

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

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

## ■ PROVINCIAL CONTEXT

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

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### Number of children 0 – 12 (2019 rounded estimate)

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

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

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

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

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

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

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

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

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

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

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

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

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

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**Languages spoken most often at home (2016)**

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

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

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

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## PARENTAL LEAVE AND BENEFITS

### Maternity leave (Pregnancy leave)

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

### Parental leave

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

### Adoption leave

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

### Benefits

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

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

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

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

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

## KINDERGARTEN

### PROVINCIAL RESPONSIBILITY FOR KINDERGARTEN

Department of Education and Early Childhood Development

Division of Program Development

P.O. Box 8700

St John's, NL, A1B 4J6

Telephone: (709) 729-1840

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

## LEGISLATION

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

## AGE ELIGIBILITY

Five years old by December 31.

## KINDERGARTEN ENROLLMENT

4,521 students (2018/2019)

4,545 students (2019/2020)

## COMPULSORY

Attendance in kindergarten in Newfoundland and Labrador is not mandatory.

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

## HOURS

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

## CLASS SIZE

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

## TEACHER QUALIFICATIONS

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

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

## CURRICULUM

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

## SPENDING ON KINDERGARTEN

Not available for 2018 – 2019

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

\$13,174

## REGULATED CHILD CARE

### PROVINCIAL RESPONSIBILITY FOR CHILD CARE

Department of Education and Early Childhood Development

Family and Child Development Division

3rd Floor, West Block Confederation Building,

P.O. Box 8700

St. John's, NL, A1B 4J6

Telephone: (709) 729-5960

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

### LEGISLATION

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

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

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

### CHILD CARE SERVICES

#### UNREGULATED CHILD CARE

##### Unregulated family child care

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

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

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

### Programs exempt from licensing

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

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

### REGULATED CHILD CARE

#### Regulated child care services

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

#### Child care centres

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

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

#### School-age child care centres

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

#### Family home child care

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

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

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

### SPACE STATISTICS

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

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

#### **Family child care – number of agencies and individual homes**

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

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

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

## **PARENT FEES**

### **Centres participating in the Operating Grant Program**

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

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

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

### **Centres not participating in the Operating Grant Program**

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

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

*Median monthly fees for full time child care*

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

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

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

## **CURRICULUM FRAMEWORK**

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

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

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

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

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

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

## CHILDREN WITH SPECIAL NEEDS (CHILDREN WITH EXCEPTIONALITIES)

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

The Inclusion Program is a voluntary program for services.

Inclusion supports include:

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

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

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

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

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

## INDIGENOUS CHILD CARE

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

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

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

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

## STANDARDS AND REGULATIONS

### REGULATED CENTRES

#### Maximum centre size

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

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

#### Maximum staff:child ratios and group sizes (2019)

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

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

### STAFF QUALIFICATIONS

#### Staff qualification requirements for certification and levels

Child Care Services certification includes the:

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

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

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

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

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

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

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

### Requirements for staff qualifications in a licensed centre

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

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

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

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



*Toddler and preschool-age*

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

*Preschool-age*

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

*Preschool-age and younger school-age*

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

*Younger school-age*

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

*Younger and older school-age*

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

*Older school-age*

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

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

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

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

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

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

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

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

## STAFF WAGES

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

Median annual employment income \$29,665

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

Source: Canadian Census, 2016

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

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## REGULATED FAMILY CHILD CARE

### Model of organization

Newfoundland and Labrador uses two family child care models:

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

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

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

### Maximum capacity in a child care home

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

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

### Licensing, monitoring and enforcement

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

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

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

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

### Family child care provider qualification requirements

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

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

Family child care service providers must:

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

## FUNDING

### CHILD CARE SERVICES ELIGIBILITY FOR FUNDING

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

### TYPES OF FUNDING

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#### Fee subsidies

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##### Eligibility for families

###### *Social criteria*

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

###### *Financial criteria (2019)*

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

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

#### Which service providers are eligible to deliver subsidized child care?

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

#### Surcharges above the fee subsidy

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

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

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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.

#### Daily maximum subsidy rates

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

\*after school; \*\*before and after school

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### Are all eligible families entitled to a fee subsidy?

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

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

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

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### Operational (Previously Recurring) Funding

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

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#### Early Learning Supplement Initiative

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

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

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

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

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

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

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### Operating Grant Program

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

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### Child Care Inclusion Program

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

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### Infant Stimulus Grants

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

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### Supports to Infant centres in high schools

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

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### One Time Funding

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#### Equipment grants

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

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

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## Other funding

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### Bursaries

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

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

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## PROVINCIAL ALLOCATIONS FOR REGULATED CHILD CARE (2018-2019)

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<b>Fee subsidies</b>	\$17,126,800
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### Operational (previously Recurring) funding

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

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<b>Total Operational funding</b>	<b>\$27,705,700</b>
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### One time funding

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

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

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### Other funding

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Early Childhood Education bursaries	\$424,000
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# Prince Edward Island



## OVERVIEW

Early childhood education and care (ECEC)—both kindergarten and child care centres—is the responsibility of the Department of Education and Lifelong Learning, previously called the Department of Education, Early Learning and Culture. The Early Child Development Division is responsible for regulated child care programs including Early Years Centres while kindergarten is part of the Department’s K-12 programs.

A number of new developments followed a review of PEI’s ECEC provision outlined in [Securing The Future For Our Children: Preschool Excellence Initiative \(2010\)](#). Until 2010, kindergarten was delivered by child care centres under child care legislation but it then became part of the public education system as a compulsory full school day program for all five year olds.

Since 2010, regulated child care centres have included Early Years Centres, which are governed by additional provincial policies including provincially set parent fees, formula based unit funding and a provincial salary scale. Early Years Centres are required to have spaces for infants and toddlers, include children with special needs, have parent advisory committees, use a mandated early learning curriculum framework and have revised certification and training requirements. PEI also has a small sector of regulated home child care providers.

The appointed Early Learning and Child Care Board reviews all applications for licensed child care programs and issues or denies licenses based on whether there is a need for spaces in the geographic area, while the provincial government determines the number of Early Years Centres based on demonstrated community need.

Child care centres are predominantly delivered by for-profit operators with some non-profits. There are no publicly delivered centres.

Changes were made to the Child Care Subsidy Program (CCSP) in 2017 and 2018. Rates for before and after-school child care and private sitters increased in both 2017 and 2018, with families with income below the Market Basket Measure (MBM) receiving full subsidy in 2018. The program was also administratively streamlined to require yearly, rather than monthly, income verification. An online [subsidy calculator](#) was initiated in 2019.

In August 2017, Prince Edward Island entered into an agreement with the Government of Canada to receive funds of almost \$11 million over the next three fiscal years, to be spent under the terms set out in the [Canada-Prince Edward Island Agreement on Early Learning and Child Care](#). The PEI Action Plan identified seasonal child care as a focus for new initiatives.

A provincial election in early 2019 included a commitment to developing an Island wide community-based half day preschool program for all four year olds. The estimated start up cost of the half day program was \$5 million. As of October 2019, it was anticipated that the program would be ready for fall 2020 but due to the COVID-19 pandemic, it was announced in June 2020 that the planned implementation of the program in fall 2020 was delayed.

## ■ 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.*

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### Number of children 0 – 12 (2019 rounded estimate)

Age	Number of children
0	1,200
1	1,500
2	1,700
3	1,600
4	1,500
5	1,500
6	1,700
7	1,900
8	1,700
9	1,900
10	1,500
11	1,800
12	1,900
Total	21,400

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

Age	Number of children
0 - 2	4,400
3 - 5	4,600
6 - 12	12,400
Total	21,400

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

Age	Number of children
0	800
1	1,000
2	1,300
3	1,000
4	1,000
5	1,000
6	1,300
7	1,200
8	1,200
9	1,400
10	1,100
11	1,300
12	1,400
Total	15,000

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

Age	Number of children
0 - 2	3,100
3 - 5	3,000
6 - 12	8,900
Total	15,000

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

Age	First Nations	Métis	Inuk (Inuit)	Multiple	Other
0 - 4	95	50	10	0	15
5 - 9	65	70	10	0	0
10 - 14	80	40	15	0	0
Total	530	170	25	0	15

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

Age of youngest child	Number of mothers	Participation rate (%)
0 - 2	3,100	83.8
3 - 5	2,100	80.8
0 - 5	5,200	81.3
6 - 15	6,800	87.2

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

Age	Living with two parents	Living with one parent	Lone mother	Lone father
0 - 4	5,580	1,345	1,155	190
5 - 9	6,050	1,750	1,420	335
10 - 14	5,735	1,900	1,480	425

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**Language most often spoken in the home by age of child (2016)**

Age	English	French	Non-official	Multiple
0 - 4	6,535	110	250	105
5 - 9	7,335	120	300	150
10 - 14	7,210	115	315	135
Total	21,075	350	865	380

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

Two parent families	Lone parent families	Male lone parent families	Female lone parent families
71,190	28,507	31,680	27,942

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## PARENTAL LEAVE AND BENEFITS

### Maternity leave

17 weeks.

Eligibility: Pregnant employees who have been in the employment of the employer for a total of at least 20 weeks of the 52 weeks immediately preceding the commencement date for the maternity leave specified in the application is eligible for maternity leave.

### Parental leave

Two parental leave options are available: Extended parental leave period of 62 weeks and Standard parental leave of 35 weeks. Adoptive parents are eligible for parental leave only.

Total maternity and parental leave cannot exceed 78 weeks.

Eligibility: An employee who has been in the employment of the employer for a total of at least 20 weeks 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 for parental leave.

### Benefits

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

There are two federal benefit options for parental leave: the Standard Parental Benefit and the Extended Parental Benefit. The Standard Parental Benefit covers 35 weeks of paid leave taken over a 12 month period, paid at 55% of average weekly insurable earnings, up to \$573/week (2020) for either eligible parent, including adoptive parents. The Extended Parental Benefit allows 61 weeks of parental leave benefits taken over an 18 month period paid at 33% of average weekly earnings up to \$344/week (2020) for either eligible parent including adoptive parents.

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

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

## KINDERGARTEN

### PROVINCIAL RESPONSIBILITY FOR KINDERGARTEN

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

Kindergarten is part of the public school system. The Department of Education and Lifelong Learning is responsible for teacher/staff certification, supports for children with special needs, policy development, funding, curriculum development, program support and in-service training.

Kindergarten was, until 2010, delivered by child care centres under child care legislation but since has been moved into the public education system.

### LEGISLATION

[\*The Education Act, 2016. R.S.P.E.I. Cap. E-.02\*](#)

### AGE ELIGIBILITY

Children who are four years old are eligible to start kindergarten if they are to turn five years old by December 31 of the school year.

### COMPULSORY

Kindergarten is a compulsory grade level for children at age six by December 31 of the school year.

### HOURS

A full school day program; five hours of instructional time per day.

### ENROLLMENT (2018-2019)

1,523 children  
(1,487 in public schools; 36 in private schools)

### CLASS SIZE

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

## TEACHER QUALIFICATIONS

Kindergarten teachers are required to have a Bachelor of Education degree with a specialization in Early Years.

## CURRICULUM

[Kindergarten Integrated Curriculum](#)

## SPENDING ON KINDERGARTEN

K–12 per pupil spending	\$11,800 (2018-2019)
Total K–12 spending	\$18 million (2018-2019)

## CHILD CARE

### PROVINCIAL RESPONSIBILITY FOR CHILD CARE

Department of Education and Lifelong Learning, Early Childhood Development Division  
Holman Centre  
250 Water St., Suite 101  
Summerside, PE, C1N 1B6  
Telephone: (902) 438-4854  
Website: <https://www.princeedwardisland.ca/en/topic/education-and-lifelong-learning>

### LEGISLATION

Prince Edward Island. Legislative Assembly. *The Early Learning and Child Care Act, 2017* (Current to: June 28, 2019).

Prince Edward Island. Legislative Assembly. *The Early Learning and Child Care Act Regulations 2017* (Current to: January 27, 2018).

Prince Edward Island. Legislative Assembly. *The Social Assistance Act, 2015* (Department of Family and Human Services)

### CHILD CARE SERVICES

#### UNREGULATED FAMILY CHILD CARE

A person may operate a centre without a license where the person does not provide services at the centre to more than: five children, including those of the operator, where the group includes an infant or infants, provided that the group does not contain more than two infants; six children, including those of the operator, where the group consists solely of preschool children or a combination of preschool children and school-age children; or seven children, including those of the operator, where the group consists solely of school-age children.

## REGULATED CHILD CARE

### Early Childhood Centres

Early Childhood Centres are early learning and child care programs authorized to provide services to infants, preschool-aged and school-aged children for full days. There are two types of Early Childhood Centres: Private centres (both for-profit and non-profit) and centres with Early Years Centre (EYC) designation both fall under this category. These centres operate less than 24 hours/day.

All Early Childhood Centres are licensed under the *Early Learning and Child Care Act* and would have been in good standing with the Early Learning and Child Care Board for a minimum of six months.

### Early Years Centres

Early Years Centres receive operating funding to help bridge the difference between regulated parent fees and operating costs. In return for this investment, centres with Early Years Centre designation are governed by additional provincial policies including provincially-set parent fees, formula-based unit funding and a provincial salary scale.

Early Years Centres are also required to have spaces for infants and toddlers, include children with special needs, have parent advisory committees, set staff wages and benefits according to a provincial salary scale (See “Hourly wage grid”, under the FUNDING section of this report), use a mandated early learning curriculum framework and have all certified staff.

The provincial government determines the number of Early Years Centres based on demonstrated community need. The Early Learning and Child Care Board reviews all applications for licensed child care programs and issues or denies licenses based on whether there is a need for spaces in the geographic area.

Following the introduction of the [Securing The Future for Our Children: Preschool Excellence Initiative](#) in 2010, existing child care centres were given the option to apply for designation as an Early Years Centre (EYC), remain a regulated private/non-EYC centre or retire their license.

Note that The Early Learning and Child Care Board determines licenses and the government determines EYC designation.

### Preschool Centres

Preschool centres are early learning and child care services operating for less than four consecutive hours per day for children who are at least three years of age but not yet attending school (equivalent to nursery schools or preschools in other provinces/territories).

### School-age Centres

School-age Centres provide child care to children currently attending school 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. PD days or summer break). The children are usually aged 5 – 12 years.

### Family Home Centre

A licensed Family Home Centre operator can provide care for up to eight children, aged infant to school age, at one time. The following ratios must be maintained:

One staff person for three infants (under 22 months); one staff for every five toddlers (22 months to three years of age); one staff for every ten preschoolers (three to five years old); and one staff person for every 15 school-aged children.

Up to eight infants, preschool-aged children or school-aged children may be cared for as long as the staff member to child ratios are met.

A licensed Family Home Centre may have more than one caregiver to meet ratios.

*Note: This number changed from six children in 2018. More information on [Family Home Child Care](#) is available.*

## SPACE STATISTICS

### Number of regulated child care spaces (2019)

#### Centre based programs

Age group	Full day	Part day	Total
Infants (0 – 24 months)	377	-	377
Preschool-age (2 – 4 years)	3,099	169	3,268
School-age (5 – 12 years)	-	2,029	2,029

Note: there may be some school-age child care associated with Early Years Centres included here.

#### Total number of centre based spaces

(Designated Early Years spaces and non EYC spaces)

3,476	2,198	5,674
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Family child care spaces 19

### Total number of regulated child care spaces

(Designated Early Years spaces and non EYC spaces)

5,693

Note: Kindergarten was part of child care under child care legislation but is now part of public education system, making pre-2010 space data not comparable.

### Early Years Centre spaces

Age group	Full day
Infants (0 – 24 months)	308
Preschool-age (2 – 4 years)	2,021

Total number of regulated spaces in EYCs 2,329

Note: The number of spaces in EYCs is included in the total number of regulated spaces.

### Children with special needs in regulated care (2019)

Number of children 229

### Children receiving fee subsidies in regulated child care

(as of March 31st, 2019)

Total children receiving a fee subsidy 1,485

### Number of child care programs (2019)

#### Centre based

Full day (Early Years Centres – EYCs)	49
Full day (Other centres)	29
Part day preschool centres	10
Stand alone school-age	56
<b>Total centre based programs</b>	<b>144</b>

#### School based child care centres

(These are included in centre based programs)

For preschool-age children	6
For school-age children	20
<b>Total school based programs</b>	<b>26</b>

#### Family child care

Individual family child care providers 3

### Sponsorship of full and part day regulated centre based programs (2019)

	Non-profit	For-profit
Full day (EYCs, other licensed centres)	24	54
Part day (preschools, school-age)	31	34
<b>Total number of centre based programs by sponsorship</b>	<b>55</b>	<b>88</b>

### Sponsorship of centre based regulated child care spaces (2019)

	Non-profit	For-profit	Total
Full day	1,063	2,413	3,476
Part day	904	1,269	2,173
<b>Total</b>	<b>1,967</b>	<b>3,682</b>	<b>5,649</b>

## PARENT FEES

### Early Years Centre (provincially set daily parent fees) (2019)

1 – 22 months	\$34/day
22 months – three years	\$28/day
Three years – school entry	\$27/day
School-age	Fee not regulated

### Other regulated centres (daily mean fee)

Infant	\$36/day
Two years	\$29/day
Three years - school entry	\$28/day
School-age	*\$11/day **\$18/day

\*before/after school care; \*\*full day

Note: These averages are calculated based on data collected from non-EYC programs.

**In 2019, a national survey of child care fees in Canada's large cities included Charlottetown:**

*Median monthly fees for full-time child care*

Infants (\$)	Toddlers (\$)	Preschoolers (\$)
\$738	\$608	\$586

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

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

### CURRICULUM FRAMEWORK

Early Years Centres are required to use the PEI Early learning framework 2011: Relationships, environments, experiences (ELF).

All other licensed programs are permitted to use alternative approaches to the PEI Early Learning Framework, as long as they meet the requirements set out by regulation.

### CHILDREN WITH SPECIAL NEEDS

Early Years Centres are not permitted to turn away a child with special needs for service.

There are no segregated child care programs for children with special needs.

Centres may apply for a special needs grant on behalf of a child that may 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.

### INDIGENOUS CHILD CARE

Prince Edward Island currently has two licensed early childhood centres in Indigenous communities on-reserve. Both licensed programs hold Early Years Centre designation and are funded by the province. As well, the Mi'kmaq Family Resource Centre operates a federally-funded Aboriginal Head Start (AHSUNC) program in Charlottetown for children aged 3 – 5 years old and is regulated under the Early Learning and Child Care legislation. There are no First Nations and Inuit Child Care Initiative (FNICCI) programs in Prince Edward Island.

## STANDARDS AND REGULATIONS

### REGULATED CENTRES

<b>Maximum centre size</b>	80 spaces
<b>Maximum room size</b>	Not specified

### Staff:child ratios and group sizes

Age	Staff:child ratios	Max. group sizes
0 – under 22 months	1:3	6
22 months – three years	1:5	Not specified
Three years – school entry	1:10	Not specified
School-age (1st day of school until the end of elementary)	1:15	Not specified

### STAFF QUALIFICATIONS

#### Certification of early childhood staff

The Minister of Education and Lifelong Learning designates a person employed in the public service of the province in the Department of Education and Lifelong Learning as the Registrar and Resource to the Early Learning and Child Care Board (called “the Board” below). The Board delegates to the Registrar its responsibilities to review applications for certificates and renewal of certificates.

45 hours of approved ongoing training every three years is required for all certified staff other than a family home child care provider or a school-age child care provider.

#### Staff certification categories

*ECE Level I:* An applicant for an Early Childhood Educator Level I certificate shall have successfully completed a 30 hour course, approved by the Board, in each of the following subject areas: (a) child growth and development; (b) child guidance; (c) early childhood pedagogy.

*ECE Level II:* An applicant for an Early Childhood Educator Level II certificate shall have successfully completed a one year certificate program in early childhood care and education, approved by the Board.

*ECE Level III:* An applicant for an Early Childhood Educator Level III certificate shall have successfully completed a two year diploma program, or a degree program, in early childhood care and education, approved by the Board.

#### *Early Childhood Supervisor*

An applicant for an Early Childhood Supervisor certificate shall: (a) have successfully completed either (i) a two year diploma program or a degree program in early childhood care and education, approved by the Board, or (ii) a degree program in child and family studies, which includes credit for a two year diploma program in early childhood care and education, approved by the Board; and (b) obtained at least 3,900 hours of experience providing services to children while holding a certificate or an equivalent authorization issued in the jurisdiction where the services were provided.

#### *Early Childhood Director (not yet required in Early Years Centres)*

An applicant for an Early Childhood Director certificate shall: (a) have successfully completed (i) a degree program in early childhood care and education approved by the Board, (ii) a degree program in child and family studies, which includes credit for a two year diploma program in early childhood care and education, approved by the Board, or (iii) a one year certificate program in early childhood care and education approved by the Board, and a degree program that, in the opinion of the Board, is related to early childhood care and education; and (b) obtained at least 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 an equivalent type of centre licensed under the laws of another jurisdiction, while holding a certificate or an equivalent authorization issued in the jurisdiction where the services were provided.

#### *Inclusion Support Assistant*

An applicant for an Inclusion Support Assistant certificate shall have successfully completed a one year certificate program or two year diploma program in early years studies, early childhood care and education, or human services, approved by the Board.

#### *Family Home Child Care Provider*

An applicant for a Family Home Child Care Provider certificate shall have successfully completed a 30 hour course related to the care and education of infants and preschoolers approved by the Board.

#### *School-Age Child Care Provider*

An applicant for a School-Age Child Care Provider Certificate shall have successfully completed a 30 hour course related to the care and education of school-age children, approved by the Board.

### **Qualifications required in child care centres**

#### *Early childhood centres and preschool centres*

Early childhood supervisor/early childhood director and at least one full time staff member in each licensed centre must have at least a one year certificate from an approved early childhood care and education program or a two year diploma or degree from an approved early childhood care and education program.

#### *School-age child care centres*

At least one staff person has, at minimum, successfully completed a 30 hour course related to the care and education of school-age children which has been approved by the Early Learning and Child Care Board. If more than one staff person is required, at least one more staff must meet the minimum certification requirements.

#### *Programs with an Early Years Centre designation*

Must meet the requirements of an early childhood centre. In addition, all program staff are required to be certified at minimum as an early childhood educator Level I (successful completion of 30 hour courses in each of the following areas: growth and development; child guidance; early childhood pedagogy).

### **STAFF WAGES**

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

<i>Median annual employment income</i>	\$30,065
<i>Median hourly employment income</i>	\$14.45 - 16.52/hr
(calculated using 2080 hrs/year (40 hrs week) and 1280 hrs/year (35 hrs/week))	

*Source: Canadian Census, 2016*

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

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## REGULATED FAMILY CHILD CARE

### Model of organization

Providers are individually licensed and operate independently of any other licensed program.

### Maximum capacity

Up to eight children, including the provider's own children, while maintaining ratios set out in the *Early Learning and Child Care Act* and Regulations (see above).  
*Note: The number of children allowed (eight) was increased from six in 2018.*

### Licensing, monitoring and enforcement

Annual inspections are made by staff of the Department of Education and Lifelong Learning, who observe the administration and programming in the home, by an inspector for the Fire Marshall's office and by an environmental health officer.

### Family child care provider requirements

Providers must be at least 18 years of age, provide results of a criminal record check and vulnerable sector search and have completed a 30 hour course related to the care and education of infants and preschoolers. They must also provide written confirmation that the applicant is entitled to work in Canada and a current emergency first aid certificate.

## FUNDING

### CHILD CARE SERVICES ELIGIBILITY FOR FUNDING

Early Years Centres are operationally (base) funded and receive quarterly payments. The base funding is calculated based on staff wages, benefits (20%) and base operating costs minus 90% of parent fees (including child care subsidy). Early Years Centres may be non-profit or for-profit. The province sets a province wide salary grid required to be used by all Early Years Centres and regulates the parent fees.

Otherwise, all licensed child care centres are eligible for all other funding programs including child care fee subsidy, special needs funding and IBI funding (Intensive Behavioral Intervention is a service offered to preschool children with autism spectrum disorder.)

### Provincially set salary scale required for Early Years Centres

#### Hourly wage grid - Effective April 1, 2019

Position/ Certification Level	Experience after certification				
	1yr <	2 yrs	3 yrs	4 yrs	5 yrs +
Director: Post diploma/degree	\$24.85	-	-	-	-
ECE Level III: 2 year diploma	\$18.61	\$19.08	\$19.55	\$20.04	\$20.56
ECE Level II: 1 year certificate	\$16.05	\$16.47	\$16.91	\$17.35	\$17.78
ECE Level II: 1 year certificate	\$14.48	\$14.86	\$15.24	\$15.64	\$16.05
Uncertified	\$13.25				
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 and the rate is subject to change.*

### TYPES OF FUNDING

#### Fee subsidies

##### Eligibility for families

##### *Financial eligibility (2019) (based on net income)*

Eligibility and calculation based on a formula that considers the family's monthly net income, family size, as well as the Market Basket Measure (MBM) thresholds for different family sizes.

- All eligible families with incomes at or below MBM receive full subsidy;
- The cut-off point for eligibility is set at MBM + 50%.

*Note: MBM is a measure of low income based on the cost of a specific basket of goods and services representing a modest, basic standard of living. MBM is determined by Statistics Canada and is updated periodically.*



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**Which service providers are eligible to deliver subsidized child care?**

All licensed non-profit and for-profit early learning and child care centres are eligible to enroll children receiving child care subsidies including early childhood centres, those with Early Years Centre designation, preschool centres, family home centres and school-age centres.

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**Surcharges above the fee subsidy**

Parent fees in Early Years Centres are regulated by the province based on the age of the child. Child care subsidies maximum per diem rates match the fees charged by Early Years Centres. Therefore, subsidy eligible families in Early Years Centres may be subsidized to cover the full fee.

In non-Early Years Centres where fees are not set (capped), the subsidy may not fully cover the full parent fee. In these instances, the family would be responsible for paying a share of the fee.

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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.

*Maximum daily subsidy rates for licensed child care*

Infants	\$34
Two year olds	\$28
Three and four year olds	\$27
School-age: full day	\$30
School-age: before and after school	\$15

*Maximum daily subsidy rates for unregulated care/private sitters*

Infants	\$30
Two year olds	\$25
Three and four year olds	\$25
School-age: full day	\$25
School-age: before and after school	\$13

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**Are all eligible families entitled to a fee subsidy?**

All eligible families receive child care subsidy and there are no wait lists for subsidy.

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

In 2018, the Enhanced Early Learning and Child Care Subsidy was introduced. The Enhanced Early Learning and Child Care Subsidy is one component of the Canada-Prince Edward Island Agreement on Early Learning and Child Care. The enhanced component of the program increased access for children from families who are more vulnerable and who previously did not meet requirements to qualify under the Child Care Subsidy Program.

A [PEI subsidy calculator](#) is available online.

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**One time funding**

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**Capital Improvement Grant**

This grant was used to assist licensed centres with capital improvements that reduced barriers and other challenges for children with special needs. (Inclusion Support)

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**Resource Grant**

This grant was used to assist licensed centres to purchase resources to strengthen inclusion in their centres. (Inclusion Support)

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**Physical Environment Grant**

This grant was used to support investments in capital infrastructure and equipment to improve the quality of indoor and or outdoor learning environments for children. (Canada-PEI Bilateral Agreement)

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**Program Improvement Grants**

This grant was used to support investments in equipment, materials, resources and staff development. (Canada-PEI Bilateral Agreement)

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**Children's Resource Grant**

Specialized block sets were purchased for all licensed centres on PEI. (Canada-PEI Bilateral Agreement)

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**Total Smarts Program**

In partnership with First Nations, newcomer, and local musicians, instruments were created, purchased and assembled as kits to deliver a music education program for children enrolled in Early Years Centre Programs. (Canada-PEI Bilateral Agreement)

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## Operational (previously Recurring) funding

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### Early Years Centre Funding

Early Years Centres receive funding on a quarterly basis. EYCs submit invoices to the Department of Education and Lifelong Learning detailing enrolment and staffing. The funding formula is based in part on staff wages determined by the province-wide salary scale, benefits and operational costs to determine the amount of funding per EYC.

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### Quality Enhancement Grant

Provides all licensed, non EYC designated early childhood centres, preschool centres and family home centres with additional financial support in order to enhance the quality of their programs. Freestanding school-age centres receive the Quality Enhancement if they were receiving the grant as of March 31, 2013, and continue to apply and provide accountability documentation.

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### Special Needs Grant

Provides licensed early learning and child care centres with extra financial support to include children with diagnosed special needs up to the age of 12 years in their program.

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### Preschool Autism funding

Provides financial support to parents and licensed early childhood centres to hire an Autism Assistant for children receiving Intensive Behavioural Intervention (I.B.I.) Support.

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### School-Age Autism funding

Provides financial support to parents and designated community-based organizations to help offset the costs of hiring one-on-one tutors and aides in home and group settings outside of school hours.

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### Alternate Hours Demonstration Site Grant

As of September 2018, eligible providers (licensed early childhood centres, Early Years Centres, preschool centres and family home centres) were able to apply for funding to extend their licensed hours of operation to any times between 5:00 am – 9:00 pm, Sunday to Saturday weekly. This grant covers wages and wage related costs, as well as payment for additional meals provided by the centre to extend hours of operation.

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## Other funding

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### Training Grant

Funding was available for employees of licensed early learning and child care centres to pay for course fees and required text books to work towards becoming certified ECEs. (Canada-PEI Bilateral Agreement)

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## PROVINCIAL ALLOCATIONS FOR REGULATED CHILD CARE (2018-2019)

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<b>Fee subsidies</b>	<b>\$3,906,000</b>
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### Operational (previously Recurring) funding

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Operating grants	\$410,000
Special needs funding	\$1,405,000
Early Years Centres	\$12,729,000
Autism Services (Preschool and school-age)	\$1,313,400

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<b>Total Operational funding</b>	<b>\$15,857,400</b>
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<b>One time funding</b>	<b>\$0</b>
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*Note: Federal funding of \$3,517,820 (plus carry over from 2017-2018) through the Canada-PEI Early Learning and Child Care Agreement budget for 2018-2019 is included in the provincial allocations.*

*Note: Canada-PEI Early Learning and Child Care Bilateral Agreement Budget: \$3,543,850 which is imbedded in the above figures. (\$700,000 of this transferred to the Department of Social Development and Housing for enhanced Early Learning and Child Care Subsidy.) An additional \$1,635,151 was carried over from the 2017-18 budget allotment. The province requested approval to proceed with a number of one-time only projects intended to invest directly in children's learning and development as well as strengthen overall capacity of the early learning and child care sector. This included: Physical Environment Grant; Program Improvement Grant; Children's Resource Grant; Total Smarts Project, Capital Improvement (Inclusion Support) and a Resource Grant (Inclusion support.)*

*The figure for Total Operational Funding was adjusted by PEI officials so as not to double count \$700,000.*

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<b>TOTAL ALLOCATION</b>	<b>\$19,063,400</b>
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*Total provincial allocation for regulated child care + \$3,543,850 federal funding + adjustments through the Canada-PEI Early Learning and Child Care Agreement (2018-2019)*

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**Other funding**

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Home visiting program	\$1,281,000
Early Childhood Development Association	\$160,000
Childcare Education Grant	\$135,000

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<b>Total Other funding</b>	<b>\$1,576,000</b>
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# Nova Scotia



## OVERVIEW

Responsibility for regulated child care was transferred to the Department of Education and Early Childhood Development (Early Years Branch) in 2013, in recognition of the need for a continuum of services to support the learning, care, and wellbeing of children from early childhood to school entry.

Child care is delivered in non-profit and for-profit child care centres; for-profit centres are the majority. There is no publicly operated child care in Nova Scotia. Family child care homes provide care for children from birth to school-age in private homes that are monitored by licensed family home day care agencies. Before and after school child care is delivered in several ways: the Nova Scotia Before and After program for children in Pre Primary, by school board operated programs in schools (not licensed) and by licensed child care centres.

Nova Scotia has had full school day kindergarten (termed Grade Primary) for a number of years. A minimum of four hours/day is required for Grade Primary to Grade 2, which is considered to be full time. Attendance in Grade Primary is compulsory.

In 2017, Nova Scotia introduced Pre Primary, a play-based early learning program for all four year olds at no charge to parents, with a four year phase-in. The programs are provided in classes of up to 24 children with three staff.

In September 2019, Pre Primary was offered to approximately 4,500 children at 200 sites across the province. The program was to be available for all four year olds in Nova Scotia by the 2020-2021 school year. The province introduced busing for eligible Pre Primary children. Primary and Pre Primary are part of the public education system.

The Nova Scotia Before and After Program (NS-BAP), a fee based program is delivered onsite by approved child care, municipal recreation or recognized non-profit recreation providers. The programs are not licensed.

A review of the regulated child care sector led to the 2016 release of a child care plan and a commitment to 27 actions designed to strengthen child care. The report, [Affordable, quality child care: A great place to grow](#), included actions focused on five key priority areas: affordability, quality, support/development of the workforce, accessibility, and structure/governance of the system.

In March 2017, amendments were made to the child care regulations. These changes include a competency based assessment process to recognize staff with relevant post secondary training working in regulated child care, an increase to the number of children per adult in family day care, and new regulations regarding supervision of children. As well, subsidy eligibility levels for families were raised by shifting the annual income rate to allow more families to be eligible for maximum subsidy support. A minimum wage floor based on level of training was put in place for child care staff. In 2018, amendments included a change to facility staffing requirements to provide more options for recruitment and changes to staff:child ratios to accommodate Pre primary children.

In January 2018, [the Government of Canada and Nova Scotia entered into the Canada-Nova Scotia Early Learning and Child Care Agreement](#). Through this bilateral agreement Nova Scotia has received funds in the amount of \$35 million over a period of three years to be spent under the terms set out in the agreement. These funds were used for the Strategic Growth Initiative and the Space Conversion Grant to develop child care spaces in centres and family child care homes.

In 2017–2018, [Capable, confident, and curious: Nova Scotia’s early learning curriculum framework](#), for children from birth to age eight, was developed and piloted in 41 centres and two [Early Years Centres](#) across Nova Scotia. It is mandatory in provincially funded child care centres and Pre Primary programs. It was released in 2018. The framework is not tied to licensing requirements.

In 2018, Nova Scotia also introduced [Quality matters](#), a provincial quality improvement program. All child care centres receiving provincial funding must participate in this initiative.

## PROVINCIAL CONTEXT

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

### Number of children 0 - 12 (2019 rounded estimate)

Age	Number of children
0	7,500
1	9,200
2	8,300
3	9,200
4	8,000
5	9,100
6	8,300
7	9,200
8	8,600
9	8,800
10	9,500
11	8,800
12	9,200
Total	113,700

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

Age	Number of children
0 - 2	25,000
3 - 5	26,300
6 - 12	62,400
Total	113,700

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

Age	Number of children
0	4,700
1	5,600
2	5,200
3	5,600
4	5,300
5	6,500
6	5,400
7	5,900
8	5,500
9	6,500
10	6,900
11	6,600
12	6,900
Total	76,600

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

Age	Number of children
0 - 2	15,500
3 - 5	17,400
6 - 12	43,700
Total	76,600

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

Age	First Nations	Métis	Inuk (Inuit)	Multiple	Other
0 - 4	2,155	1,365	55	45	35
5 - 9	2,435	1,475	75	70	15
10 - 14	2,195	1,435	85	60	35
Total	6,785	4,275	210	170	85

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

Age of youngest child	Number of mothers	Participation rate (%)
0 - 2	16,000	74.1
3 - 5	12,800	79.0
0 - 5	28,800	76.2
6 - 15	36,600	86.1

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

Age	Living with two parents	Living with one parent	Lone mother	Lone father
0 - 4	31,685	9,745	8,545	1,200
5 - 9	32,830	12,290	10,345	1,940
10 - 14	32,235	12,650	10,435	2,220

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**Languages spoken most often at home (2016)**

Age	English	French	Non-official	Multiple
0 - 4	39,155	535	1,490	790
5 - 9	43,245	645	1,305	765
10 - 14	43,465	580	1,075	655
Total	125,855	1,770	3,875	3,215

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## PARENTAL LEAVE AND BENEFITS

### Maternity leave (Pregnancy leave)

16 weeks.

Employees do not need a certain length of service to qualify for pregnancy leave.

### Parental leave

61 weeks leave of parental leave to care for newborn children or newly adopted children.

Parents are entitled to a total of 77 weeks combined pregnancy and parental leave. If an employee is taking both leaves they must be taken one right after the other.

### Benefits

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

There are two federal benefit options for parental leave: the Standard Parental Benefit and the Extended Parental Benefit. The Standard Parental Benefit covers 35 weeks of paid leave taken over a 12 month period, paid at 55% of average weekly insurable earnings, up to \$573/week (2020) for either eligible parent, including adoptive parents. The Extended Parental Benefit allows 61 weeks of parental leave benefits taken over an 18 month period paid at 33% of average weekly earnings up to \$344/week (2020) for either eligible parent including adoptive parents.

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

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

## KINDERGARTEN (GRADE PRIMARY)

### PROVINCIAL RESPONSIBILITY FOR GRADE PRIMARY

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://www.ednet.ns.ca>

### LEGISLATION

[Nova Scotia. Legislative Assembly. Education Act and Regulations](#), 1995-96, c. 1, s. 1. (Amended 2015; Current to: October 17, 2018).

### AGE ELIGIBILITY

Five years on or before December 31.

### COMPULSORY

Grade Primary (kindergarten) is delivered in public and private schools and is compulsory. Parents of children turning five on or before December 31 can delay their child's participation by one year.

### HOURS

A minimum of four hours/day is required for Grade Primary to Grade 2; this is considered to be a full school day.

### KINDERGARTEN ENROLLMENT

Full day, every day, Grade Primary enrolment 8,398 (2018–2019)

### CLASS SIZE

Classes for Grade Primary to Grade 2 are capped at 20 students, with flexibility. Creating combined classes or multiage groupings are appropriate to meet this cap.

Flexibility is defined as not more than two additional students per class.



## TEACHER QUALIFICATIONS

Public school teachers who teach Grade Primary must have a valid teaching certificate. An Initial Teacher's Certificate requires an undergraduate education, 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.

## CURRICULUM

[Learning outcomes framework Grades Primary to Grade Six](#)

## SPENDING ON KINDERGARTEN (GRADE PRIMARY)

Grade Primary spending (2018–2019)	\$93,881,424
K – 12 per pupil spending (2018–2019)	\$11,179

## KINDERGARTEN FOR FOUR YEAR OLDS (PRE PRIMARY)

### RESPONSIBILITY FOR PRE PRIMARY PROGRAM

Nova Scotia Department of Education and Early Childhood Development  
Early Childhood Development & Pre Primary Branch  
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>

### LEGISLATION

Nova Scotia. Legislative Assembly. *Pre Primary Education Act* 2005, c. 44, s. 1. Amended 2017. (Current to: April 1, 2018).

### AGE ELIGIBILITY

Four years old by December 31.

### COMPULSORY

Pre Primary is not compulsory.

## HOURS

Pre Primary is provided a minimum of four hours/day.

## TEACHER QUALIFICATIONS

Pre Primary is staffed by early childhood educators.

## ENROLMENT

First beginning in September 2017, as of September 2020, the Pre primary Program was fully implemented across Nova Scotia in 253 schools and available to all 4 year olds.

## CLASS SIZE

Pre Primary is staffed by two ECEs for 20 children or three staff for a maximum of 24 children.

## CURRICULUM

Like regulated child care, Pre Primary follows the [Capable, confident, and curious: Nova Scotia's early learning curriculum framework](#)

## SPENDING

The budget for 2020-21 at full implementation is \$51.4M.

## CHILD CARE

### PROVINCIAL RESPONSIBILITY FOR CHILD CARE

Department of Education and Early Childhood Development  
Early Years Branch  
2021 Brunswick Street  
P.O. Box 578, B3J 2S9  
Halifax, Nova Scotia  
Phone: (902) 424-5168  
Website: <https://beta.novascotia.ca/government/education-and-early-childhood-development>

### LEGISLATION

*Day Care Act*, R.S.N.S. 1989, c. 120 O.I.C. 2010-456 (December 20, 2010, effective April 1, 2011)  
[Day Care Regulations](#) made under Section 15 of the *Day Care Act*.  
N.S. Reg. 193/2010 as amended to O.I.C. 2018-200 (effective September 1, 2018), N.S. Reg. 137/2018.

## CHILD CARE SERVICES

### UNREGULATED CHILD CARE

As of March 2017, an unlicensed provider (one provider) can care for six children of mixed ages including her own children. If the children are school-age (five years old as of December 31 and attending school), she can have nine children including her own.

#### **Before and after school programs**

School board operated before and after school programs for children in Grade Primary through Grade 6 are not required to be licensed.

### REGULATED CHILD CARE

#### **Child care centres**

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 day care**

Licensed family home day care agencies approve, manage and monitor family home day care. Individual family home day care providers are not licensed but approved and monitored by a family home day care agency licensed under the authority of the *Day Care Act* and Regulations.

As of March 2017, an approved family home day care provider can 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 including Pre Primary. It is intended to inform educators' expectations of children and describes the contexts in which learning and development occur while engaging educators in critical thinking and reflective practice.

Using the early learning curriculum framework is mandatory in provincially funded child care centres and Pre Primary programs while licensed child care centres receiving provincial funding are expected to use it as the overall guiding framework for programming in their centre. All centres have access to professional development on the framework. It is not tied to licensing requirements under the Nova Scotia [Day Care Act](#).

## CHILDREN WITH SPECIAL NEEDS

The Supported Child Care Grant (SCCG), which provides funding to regulated, full day, part day and school-age child care facilities to create and/or sustain inclusive child care programs for all children, ended in March 31, 2018, and was replaced by the Inclusion Support Grant.

The Inclusion Support Grant (ISG) is not associated with a specific child but is intended to support an inclusive program, with funding to be used for wages for additional staff, approved professional development and approved education or resource materials directly related to the delivery of an inclusive program.

## INDIGENOUS CHILD CARE

Child care in each Nova Scotia Indigenous community on reserve operates individually, outside the Department of Education and Early Childhood Development mandate.

## SPACE STATISTICS

<b>Number of regulated child care spaces (2019)</b>			
<i>Centre based programs</i>			
Age group	Full day	Part day	Total
Infant (0 – 17 months)	926	-	926
Toddlers (18 – 35 months)	4,188	-	4,188
Preschooler (36 months – 5 yrs)	6,404	1,433	7,837
School-age (6 – 12 yrs)	-	4,098	4,098
<b>Total number of regulated centre based spaces</b>			
	11,518	5,531	17,049
<i>Family child care</i>			
Family child care spaces	-	-	1,967
<b>Total number of regulated child care spaces</b>			
			19,016
<b>Sponsorship of part and full time regulated centre based spaces (2019)</b>			
	Full day	Part day	School-age
Non-profit	4,967	744	1,746
For-profit	6,632	520	2,440
<b>Total regulated centre based spaces (non-profit and for-profit)</b>			
	11,599	1,264	4,186
<b>Children with special needs in regulated care (2019)</b>			
Number of centres receiving the Inclusion Support Grant (ISG)			254
Number of children with special needs			Data not available
<b>Children receiving a fee subsidy (as of March 31st, 2019)</b>			
Monthly average as of March 31st, 2019			5,582
<b>Number of regulated child care programs (2019)</b>			
<i>Centre based programs</i>			
Full day centres (0 – school-age)			290
Part day (0 – school-age)			69
<b>Total centre based programs</b>			359
<i>School based child care centres (included in centre based)</i>			
For preschool children (full and part day)			40
For school-age children			20
With both preschool-age and school-age children			9
<b>Total school based child care programs</b>			69
<i>Family child care</i>			
Family child care agencies			14
Family child care homes			281

## PARENT FEES

Nova Scotia does not set parent fees.

### Average parent fees for child care centres (2018-19)

Centres - daily	full day fees (\$)
Infant	42
Toddler	36
Preschool-age	35
Part day preschool-age	15

Note: These are presented as a weighted average across four regions of the Province: Central, Northern, Eastern and Western. Based on data collected through the Department of Education and Early Childhood Development's internal Early Childhood Development Services (ECDS) information system.

### In 2019, a national survey of child care fees in Canada's large cities included Halifax:

Median monthly fees for full time child care		
Infants (\$)	Toddlers (\$)	Preschoolers (\$)
\$939	\$829	\$861

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

## STANDARDS AND REGULATIONS

### REGULATED CENTRES

<b>Maximum facility size:</b>	Not specified
<b>Maximum room size:</b>	Not specified

### Maximum staff:child ratios and group sizes

Age group	Staff:child Ratios	Max. group size
0 – 17 months	1:4	10
18 – 35 months	1:6	18
36 months – 5 yrs (full day)	1:8	24
30 months – 5 yrs (part day)	1:12	24
School-age only (before and after care)	1:15	30
School-age and fewer than 8 Pre Primary children (before and after care)	1:15	30
School-age and 8 or more Pre Primary children (before and after care)	1:12	30
Pre Primary children only (before and after care)	1:12	30

## CENTRE STAFF QUALIFICATION LEVELS OF CLASSIFICATION

There are five levels of classification for child care staff under the *Day Care Act* and Regulations.

### Classification levels

*Entry Level:* Completion of Orientation for staff working in licensed child care facilities.

The Orientation for Staff Working in Licensed Child Care Facilities is a series of informational modules and activities for child care staff working directly with children who do not meet the regulated training requirements.

*Level 1:* Completion of Orientation for child care staff as well as completion of post secondary course work in the following three subject areas: child development, behavior guidance and curriculum and programming for young children. These staff must also complete two guided workplace experiences, consisting of work experience 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:* Completion of an approved two year college program in early childhood education.

*Level 3:* Completion of a bachelor's degree in early childhood education or completion of Level 2 requirements and a bachelor's degree.

*School-age approval:* Completion of Orientation training and a post secondary credential that qualifies a person to plan and deliver developmentally appropriate programming for school-age children.

### Qualification requirements for staff in child care centres

A facility Director or Acting Director of a child care program licensed for all ages must hold a Level 2 or 3 classification. The Director or Acting Director licensed for school-age children must hold a Level 2 or 3 classification, or school-age approval.

Entry Level staff who do not hold a Level 1, 2 or 3 classification working directly with children must have completed the Orientation for staff working in licensed child care facilities or post secondary courses comparable to the orientation training.

The Orientation for Staff Working in Licensed Child Care Facilities is a series of informational modules and activities. The online orientation modules are available in both French and English.

As of March 2017, an additional qualification option of a competency based assessment process was introduced to recognize professionals with relevant post secondary training to work in regulated child care. The Competency Based Assessment Program is a self directed assessment process designed for eligible child care centre employees with a related credential and experience to demonstrate and document knowledge and competencies leading to a Level 2 classification.

In 2019, the Association of Early Childhood Educators Nova Scotia began a pilot to recognize prior learning of eligible employees with related experience in early childhood education. Successful candidates demonstrated they have acquired the skills, knowledge, and judgement as having the competencies of someone with a two year early childhood education diploma and be recognized as eligible for a Level 2 Classification. Information is available through the [Association's website](#).

In a regulated child care program for school-age children, at least 2/3 of staff must have the above requirements or school-age training approval (completion of orientation training and a post secondary credential that qualifies a person to plan and deliver developmentally appropriate programming for school-age children).

In a regulated child care program for preschool age children, 2/3 of staff must hold Level 1 or 2 certification. Staff who are not classified are required to take orientation training after being hired.

## 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.

<i>Median annual employment income</i>	\$30,248
<i>Median hourly employment income</i>	\$14.54 - 16.62/hr
(calculated using 2080 hrs/year (40 hrs week) and 1280 hrs/year (35 hrs/week))	

*Source: Canadian Census, 2016*

*Note: These data include Early Childhood Educators and Assistants, as defined in NOC 4214, working in the day care services industry in centre based environments with children aged 0 – 12 years, as defined in NAICS 6244. Included as individuals who worked full-time (30+ hours/week) and full-year (48+ weeks/year), did not work at home, and were not self-employed. Included are supervisors but not managers.*

*Employment income refers to income from all jobs if the Early Childhood Educator or Assistant holds a second job providing a wage, salary or commissions.*

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## REGULATED (APPROVED) FAMILY CHILD CARE

### **Model of organization**

Approved family child care in the provider's home is managed and monitored by a licensed Family Home Day Care Agency (FHDC).

### **Maximum capacity**

As of March 2017, individuals who provide approved family home day care may care for a maximum of seven children up to the age of 12, including their own children. In addition, they must not have any other children in their care, subject to the following restrictions: If a care provider is caring for four to seven children of mixed ages, no more than three children may be under three years of age and of those three children no more than two children may be infants.

A person who provides approved home day care for school-age children may only care for a maximum of nine school-age children at a time including their own children and must not have any other children in their care.

Persons who provide approved family home day care for infants may only care for a maximum of three infants at a time, including their own infant(s), and must not have any other children in their care.

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

Family home day care agencies are licensed under the authority of the *Day Care Act* and Regulations to approve, manage and monitor care providers in their homes.

A family home day care agency must hire a family home day care consultant to provide services and support to family home day care providers. The consultant must have a two year diploma in early childhood education from a recognized training program approved by the director; at least two years experience working in an early learning and child care program; and current first aid and infant cardio-pulmonary resuscitation (CPR) training from a recognized program approved by the director.

The FHDC agencies and the care providers must follow the *Day Care Act* and Regulations. The homes are visited by the agency at least every 30 days.

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

The care provider is required to have Family Home Day Care Training - Level 1 of the Canadian Child Care Federation's (CCCCF) Family Home Day Care Training. Providers must be at least 18 years old, be screened through the Child Abuse Register, complete vulnerable sector check by the RCMP or local police and have completed a first aid course including infant CPR.

Any person who is 13 years old or older who lives in a family day 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 day care home and who has, or will have, contact with children or the records of children must complete a vulnerable sector check.

## OTHER EARLY YEARS PROGRAMS

### **Nova Scotia Before and After Program**

Nova Scotia Before and After Program (NS-BAP) is a joint initiative of the Departments of Education and Early Childhood Development (EECD) and Communities, Culture, and Heritage (CCH) that offers before and after school programming for children attending the Pre Primary Program in the school. It is delivered by approved regulated child care, municipal recreation, or recognized non-profit recreation providers. Families pay fees but may be eligible for a child care subsidy.

### **Family Resource Centres**

Family resource centres 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 funded by the Department of Community Services.

## FUNDING

### CHILD CARE SERVICES ELIGIBLE FOR FUNDING

Funding may be granted via the Department of Education and Early Childhood Development to all regulated centres, both full day and part day and regulated family child care agencies. Both non-profit and for-profit facilities can apply for grants and/or funding and provide subsidized child care.

## TYPES OF FUNDING

### Fee subsidies

#### Eligibility for families

##### *Social criteria*

- Employment status and participation in an education program criteria were removed from policy in July 2019.

##### *Financial eligibility (2019)*

- Families earning up to \$35K/year net family income are eligible for maximum per diems (full subsidy).
- Subsidy amounts for families earning between \$35K-\$70K net income is on a sliding scale which includes the number of dependent children in the family.

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

Both non-profit and for-profit facilities can deliver subsidized child care. Subsidies can be used in both full and part day programs.

In September 2019, the province launched the Nova Scotia Before and After Program (BAP). This fee based program can be delivered by approved child care, municipal recreation or recognized non-profit recreation providers and can also accept families with subsidy.

#### Surcharges above the fee subsidy

Subsidy rates do not cover full fees, as fees are not capped. A family eligible for a subsidy is required to pay any fees above the approved government subsidy per diem rate.

#### 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.

##### *Maximum subsidy rates - daily*

Age group	Daily
Infant	\$29
Toddler	\$24
Preschool	\$23
School-age	\$17.70

#### Are all eligible families entitled to a fee subsidy?

There is currently no waitlist for subsidy in Nova Scotia.

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

Employment Supports and Income Assistance provides a maximum of \$400/ month child care allowance for regulated and non-regulated child care arrangements.

### Operational (previously Recurring) funding

#### Quality Investment Grant (QIG) and Program Support Funding (PSF)

The QIG and PSF are available to eligible child care facilities to supplement wages for staff, with a focus on those who work directly with children as required for ratio. This funding must be used primarily to ensure that trained staff (Level 1, 2, 3 and School-age Classification) meeting staff-to-children ratios earn at least the wage floor established by the Department of Education and Early Childhood Development.

Classification	Wage floor (min.)
Level 1	\$15/hour
Level 2	\$17/hour
School-age Approval	\$17/hour
Level 3	\$19/hour

#### Family Home Day Care Operating Grant

The Family Home Day 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, and distributed in quarterly installments.

#### Inclusion Support Grant (ISG)

The goal of the Inclusion Support Grant (ISG) is to assist all regulated child care centres in creating and sustaining inclusive programs for young children focusing on diversity, equity and quality.

### One time funding

#### Family Home Day Care Start Up Grant

A new agency approved for funding will receive a Family Home Day Care Start up Grant of \$5,000 to offset expenses directly related to the start-up costs for the agency.

The Start Up Grant will provide 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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### Canada-Nova Scotia Early Learning and Child Care Agreement

In 2017, through the funds allocated under the [Canada-Nova Scotia Early Learning and Child Care Agreement](#), the province provided several one time and operational grants for the expansion, maintenance and operational costs of child care spaces.

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#### Strategic Growth Initiative Fund

A number of child care operators applied for and received Strategic Growth Initiative funding to expand or open new child care spaces, with ongoing funding to support annual operating costs.

Regulated family home day care agencies were funded to create and sustain new spaces through the addition of approved family home day care sites, with ongoing funding to support annual operating costs.

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#### Space Conversion Grant

The Space Conversion grant has provided 21 centres with one time funding to convert existing space to support the changing child care needs of their communities.

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#### Program Enhancement Grant

Non-profit child care centres received one time funding to help with minor repairs and renovations, replacing equipment, or purchasing new materials to support high-quality, inclusive early learning programming.

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### PROVINCIAL ALLOCATIONS FOR REGULATED CHILD CARE (2018-2019)

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<b>Fee subsidies</b>	\$19,884,258
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#### Operational (previously Recurring) funding

Quality Improvement Grant (QIG) and Program Support Funding (PSF)	\$24,757,811
Child Development Centre grant	\$130,000
Family home day care	\$1,645,168
Inclusion Support Grant	\$5,243,900

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<b>Total Operational funding</b>	<b>\$31,776,879</b>
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### Total provincial allocation on regulated child care

**\$51,661,137**

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*Note: Federal funding of \$11,607,809 through the Canada – Nova Scotia Early Learning and Child Care Agreement for 2018-2019 is not included in the provincial allocations nor are funds carried forward from 2017-2018.*

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### TOTAL ALLOCATION

**\$64,723,287**

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*Total provincial allocation for regulated child care + \$13,062,150 federal funding through the Canada-Nova Scotia Early Learning and Child Care Agreement for regulated child care (2018-2019) includes carry over (2017-2018)*

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### Other funding (2018-2019)

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Early Childhood Education Training Initiative	\$691,711
Early Childhood Education Assistance Program (ECEAP)	\$141,415
Continuing Education	\$329,352
Nova Scotia Child Care Association	\$25,000

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### Total other funding

**\$1,187,478**

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### FEDERAL FUNDING UNDER THE CANADA-NOVA SCOTIA EARLY LEARNING AND CHILD CARE AGREEMENT (2018-2019)

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Making child care more accessible and affordable for Nova Scotian families	\$11,501,131
Supporting quality through workforce development	\$1,039,935
Imbedding inclusion in early learning and child care environments	\$1,834,888

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### Total federal funding (includes 2017-2018 carry over)

**\$14,375,954**

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# New Brunswick



## OVERVIEW

Kindergarten, regulated child care and other early childhood development programs are under the responsibility of the New Brunswick Department of Education and Early Childhood Development.

New Brunswick is an officially bilingual province with parallel English and French public education sectors. French and English kindergartens and regulated child care are delivered as part of those two sectors.

Kindergarten is a compulsory full school day program for five year olds, with full school day up to Grade 3 defined as 4 - 4.5 hours per day.

Regulated early learning and child care centres are predominantly for-profit. The remaining approximately one third of centres are non-profit; there is no publicly delivered child care.

Regulated early learning and child care homes are individually licensed.

The Government of Canada and the Government of New Brunswick signed the [Canada - New Brunswick Early Learning and Child Care Agreement](#), effective for a three year term from April 1, 2017 to March 31, 2020. New Brunswick's total share of funding was \$30 million over three years and will also have contributed \$41 million in provincial funds on initiatives to improve early learning and child care. The Early Learning and Child Care Action Plan released January 9, 2018 provides further details.

As part of the agreement between New Brunswick and the federal government, a previous Liberal provincial government introduced the New Brunswick Early Learning Centre program in March 2018. The plan allows non-profit and for-profit centres to seek New Brunswick Early Learning Centre designation, making them eligible for increased operational funding. As of July 2018, the program was expanded to include Early Learning and Child Care Homes. Additional money from the federal-provincial agreement subsidizes families using the New Brunswick Early Learning Centres and Homes, based on income.

Following a change in government late in 2018, the new government committed to retaining and implementing [The Early Learning and Child Care Action Plan](#).

In 2010, the government set out its goal to create 30,000 new licensed child care spaces. New Brunswick surpassed this goal in February 2019. By April 2019, more than 330 child care facilities and more than 90 child care homes have become designated New Brunswick Early Learning Centres and New Brunswick Early Learning Homes.

## 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.

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### Number of children 0 – 12 (2019 rounded estimate)

Age	Number of children
0	5,600
1	5,300
2	7,000
3	8,100
4	6,000
5	7,800
6	7,400
7	7,700
8	6,900
9	8,300
10	8,300
11	7,900
12	7,700
Total	94,000

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

Age	Number of children
0-2	17,900
3-5	21,900
6-12	54,200
Total	94,000

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

Age	Number of children
0	3,800
1	3,600
2	5,300
3	6,000
4	4,200
5	5,200
6	5,100
7	4,600
8	4,500
9	5,700
10	5,400
11	5,200
12	5,200
Total	63,800

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

Age	Number of children
0-2	12,700
3-5	15,400
6-12	35,700
Total	63,800

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

Age	First Nations	Métis	Inuk (Inuit)	Multiple	Other
0-4	1665	550	35	20	50
5-9	1675	500	30	35	50
10-14	1510	575	30	20	40
Total	4,855	1,620	95	80	135

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

Age of youngest child	Number of mothers	Participation rate (%)
0-2	12,700	77.0
3-5	11,100	81.6
0-5	23,800	79.3
6-15	31,400	86.3

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

Age	Living with two parents	Living with one parent	Lone mother	Lone father
0-4	26,735	7,230	6,330	900
5-9	28,020	9,660	8,045	1,610
10-14	27,360	9,880	8,020	1,865

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**Languages spoken most often at home (2016)**

Age	English	French	Non-official	Multiple
0-4	24,190	8,500	885	770
5-9	26,760	9,825	890	765
10-14	26,680	9,535	885	720
Total	77,635	27,860	2,655	2,240

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

Two parent families	Lone parent families	Male lone parent families	Female lone parent families
73,479	27,890	32,560	27,324

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## PARENTAL LEAVE AND BENEFITS

### Maternity leave

16 weeks. There are no noted eligibility criteria for maternity leave beyond the employee being pregnant.

### Parental leave (Child care leave)

62 weeks of child care leave can be taken by either parent or shared. Adoptive parents are entitled to child care leave.

The maximum combined duration of maternity and child care leave is 78 weeks, if the same parent is taking both leaves they must be taken consecutively.

There are no noted eligibility criteria for parental leave beyond being a parent of a new born or adopted child.

### Benefits

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

There are two federal benefit options for parental leave: the Standard Parental Benefit and the Extended Parental Benefit. The Standard Parental Benefit covers 35 weeks of paid leave taken over a 12 month period, paid at 55% of average weekly insurable earnings, up to \$573/week (2020) for either eligible parent, including adoptive parents. The Extended Parental Benefit allows 61 weeks of parental leave benefits taken over an 18 month period paid at 33% of average weekly earnings up to \$344/week (2020) for either eligible parent including adoptive parents.

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

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

## KINDERGARTEN

### PROVINCIAL RESPONSIBILITY FOR KINDERGARTEN

Department of Education and Early Childhood Development

Educational Services Division

Place 2000

250 King Street

Fredericton, NB, E3B 5H1

Telephone: (506) 453-3678

Website: <http://www2.gnb.ca/content/gnb/en/departments/education.html>

Ministère de l'Éducation et Développement de la petite enfance

Division des Services Éducatifs francophones

Place 2000

250 rue King

Fredericton, NB, E3B 5H1

Website: <http://www2.gnb.ca/content/gnb/fr/ministres/education.html>

### LEGISLATION

New Brunswick. Legislative Assembly. *Education Act*, 1997. c.E-1.12

Sections of the *Education Act* specific to kindergarten are: Section 8 (school privileges), Section 15 (compulsory attendance), and Section 16 (exceptions).

### AGE ELIGIBILITY

Five years of age by December 31.

### COMPULSORY

Kindergarten is delivered in public schools and is compulsory.

## HOURS

The number of instructional hours must be a minimum of 4 hours and a maximum of 4.5 hours per day. This is considered a full school day. School districts report that kindergarten programs operate at the maximum hours of instruction. There are approximately 832 instructional hours per year (based on 185 days of instruction).

## CLASS SIZE

Provincial class size limits are specified in the agreement between Treasury Board and the New Brunswick Teachers' Federation. The 2016–2021 agreement stipulates a maximum kindergarten class size of 21 pupils. A kindergarten class combined with any other grade shall not exceed 16 pupils.

## TEACHER QUALIFICATIONS

A bachelor's undergraduate degree, a one year bachelor of education and a New Brunswick Teacher's Certificate are required for elementary teachers.

There are no specific requirements for kindergarten teachers beyond those for elementary teachers. According to provincial officials, school districts are likely to give preference when hiring to a teacher who has taken some early childhood courses.

## CURRICULUM

[K-12 Anglophone Sector Kindergarten Curriculum, 2008](#)

[K-12 Francophone Sector Kindergarten Curriculum, 2009](#)

## KINDERGARTEN ENROLLMENT 2018-2019

Anglophone	4,795
Francophone	2,221
<b>Total</b>	<b>7,016</b>

## SPENDING ON KINDERGARTEN

Not available.

## REGULATED CHILD CARE

### PROVINCIAL RESPONSIBILITY FOR CHILD CARE

Department of Education and Early Childhood Development

Early Childhood Development Division

Place 2000, P.O. Box 6000

Fredericton, NB, E3B 1H1

250 King Street

Fredericton, NB, E3B 9M9

Telephone: (506) 453-3678

Websites: EN <http://www2.gnb.ca/content/gnb/en/departments/education/elcc.html>

FR <http://www2.gnb.ca/content/gnb/fr/ministeres/education/elcc.html>

### LEGISLATION

New Brunswick. Legislative Assembly. [Early Childhood Services Act](#), 2010 (Current as of June 14, 2019).

New Brunswick. Legislative Assembly. Regulation 2018-11. Licensing Regulation – [Early Childhood Services Act](#).

### CHILD CARE SERVICES

#### UNREGULATED CHILD CARE

##### Unregulated family child care

Care provided in a home for a maximum of five children (including the caregiver's own children less than 12 years) of mixed ages, 0 – 12 years. Of those five children, no more than one can be an infant and one must be a school-aged child. Maximum number if all are 0 – 24 months: two; 2 – 5 years: four. Maximum if all are school-aged: eight.

##### Alternative Child Care Program (funding)

Alternative Child Care Program provides funding for eligible parents who are working or training and do not have access to regulated child care due to where they live or their hours of work. Parents 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 years and older, and \$9.25 for school-age care.

Alternative Child Care rates are based on the number of children requiring service, the age of the child and the number of people in the family unit.

Income eligibility thresholds are \$15,012/year to \$50,268/year.

Funding is provided directly to the caregiver as a co-payment with the parent/guardian.

*Note: “Reasonable access” means that a regulated early learning and child care facility has available spaces during the hours they are required and for the appropriate age of the child. (See also in FUNDING – Fee subsidies).*

## REGULATED CHILD CARE

### Early learning and child care facilities

This category includes: full time early learning and child care centres (ELCC), part time early learning and child care centres and early learning and child care homes.

#### *Full time early learning and child care centre*

A licensed facility at which services are provided for more than four consecutive hours per day and three or more days per week to a group of children, including the children of the operator, as follows:

- more than three infants;
- more than five preschool-age children; more than one age group; or
- more than six children total, if the children are from more than one age group.
- school-age children.

#### *Part time early learning and child care centre*

A licensed facility at which services are provided to one of the following groups of children, including the children of the operator:

- more than five preschool-age children for up to four consecutive hours per or for fewer than three days per week; or
- more than nine school-age children.

#### *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, including those of the operator, 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.

### New Brunswick Early Learning Facilities

This category includes: New Brunswick Early Learning Centres and New Brunswick Early Learning Homes.

#### *New Brunswick Early Learning Centre (NBELC)*

A licensed early learning and child care centre that meets specified eligibility criteria and program requirements set by the Department of Education and Early Childhood Development for children aged five years and under (0 – 5 years) who are not attending school.

There is a voluntary application process to be designated an NBELC, which are operationally funded with improved parent subsidies. Providing infant care is not required but preferred. As well, the centre must use either the New Brunswick Curriculum Framework for Early Learning and Child Care or Curriculum éducatif des services de garde francophones du Nouveau-Brunswick and ensure the staff are trained in that curriculum framework. They 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 to improve 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. (See FUNDING section for further details).

#### *New Brunswick Early Learning and Child Care Home*

A licensed early learning and child care home that maintains 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. It is based on the average fee currently charged to parents for infants and preschool aged children under the age of five in three different sizes of communities: large urban, small urban and rural.*

## CURRICULUM FRAMEWORK

[New Brunswick Early Learning and Child Care Curriculum Framework, 2008](#)

[Le Curriculum éducatif Services de gardes francophone du Nouveau-Brunswick, 2008](#)

The early learning and child care curricula are learning and development frameworks for parents and caregivers of all children aged 0 – 5 years. Promoting an experiential based approach to learning, they were developed by New Brunswick child care experts to assist parents and caregivers in helping children grow to their greatest potential. They recognize the individual learning abilities and unique cultural and linguistic identities of all children. Children are encouraged to be active participants in their own learning and follow their interests. The curricula aim to develop children’s dignity, a sense of self worth, and a zest for living and learning.

*Note: These are two distinct curriculum frameworks, not translations.*

## CHILDREN WITH (SPECIAL) ADDITIONAL NEEDS

The Enhanced Support Worker Program (ESWP) is intended to support the labour force activities of families with children with disabilities/additional needs and increase the accessibility of early learning and child care for children with disabilities/additional needs.

Children with disabilities/additional needs may receive services in regulated child care under the ESWP. Eligibility is determined through an annual application process; parents must be working or studying, and the child’s initial application must demonstrate a high need for support services. To be identified as special needs, the child must fall into one of three categories: a confirmed diagnosis at birth, developmental issues after birth, or family risk factors.

Under the ESWP, early learning and child care facilities are funded to pay salary costs of support worker hours for preschool-aged and school-aged children with disabilities/additional needs with the intent to lower the staff:child ratio (maximum of 35 support worker hours per preschool-aged child per week). School-aged children can be funded for up to 20 hours/week while school is in session and 35 hours for one week in December, March Break and summer vacation.

## INDIGENOUS CHILD CARE

New Brunswick licenses child care centres for Indigenous communities on reserve upon request from a First Nations community.

Ongoing monitoring and renewal functions are undertaken by the province.

On reserve centres are not eligible for provincial funding. First Nations families living on reserve and accessing off reserve childcare are eligible for provincial fee subsidy.

One off reserve Indigenous child care program is licensed by the Department and receives provincial government funding. Additionally, five centres on reserve are currently licensed by the Department.

There are 153 licensed spaces on reserve; three infant and 150 preschool-age.

New Brunswick has 15 Head Start programs funded through an agreement between the First Nations of New Brunswick and Indigenous Services Canada. One of these currently operating Head Start programs under this agreement is licensed by the province.

There is also one Aboriginal Head Start off reserve program funded by the Public Health Agency of Canada. (See the INDIGENOUS ELCC section in this report).

## SPACE STATISTICS

### Number of regulated child care spaces (March 31 2019)

<i>Early learning and child care centre spaces</i>	
Infants (0 – 2 years)	2,339
Preschool-age (2 – 4 years)	12,225
School-age (5 – 12 years)	15,799
<b>Total centre based spaces (0 – 12 years old)</b>	<b>29,236</b>

<i>Early learning and child care home spaces</i>	1,127
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<b>Total number of regulated child care spaces</b>	<b>30,363</b>
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### Children with special needs in regulated care (March 31 2019)

<i>Children funded through Enhanced Support Worker Program</i>	
Worker Program	258
Preschool-age children	129
School-age children	129

### Children receiving fee subsidies (March 31 2019)

<i>Age group</i>	
0 – 4 years (Daycare Assistance Program and Parent Subsidy)	3,556
5 – 14 years	3,798
15 + years	7

**Total number of children receiving fee subsidies** 7,361

*Note: This figure is the number of children receiving subsidies as of March 31st, 2019. Note that New Brunswick reports only annual cumulative totals. Thus, this figure may not be comparable to the numbers reported in earlier editions of Early Childhood Education and Care in Canada..*

### Number of child care programs (March 31 2019)

<i>Centre based programs</i>	
Full time ELC centres	386
Part time ELC centres providing service only to preschool-aged children	15
Part time ELC centres providing service only to school-aged children	233
Part time ELC centres providing service to preschool-aged and school-aged children	39
<b>Total centre based programs</b>	<b>673</b>

<b>Number of school based child care centres</b>	126
Preschool-age children	44
School-age children only	82

<b>Number of francophone child care centres (included in centre based)</b>	265
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<b>Number of ELC homes</b>	177
Number of francophone ELC homes (included in ELC homes)	80

<b>Sponsorship of part time and full time regulated centre based spaces (March 31 2019)</b>	
Non-profit	10,091
For-profit	19,145

**Total number of regulated centre based spaces** 29,236

*Note: A breakdown to part and full day spaces is not available.*

## PARENT FEES

In New Brunswick Early Learning Centres, centre operators agree to not exceed the provincially set parent fees as below:

<i>Community Type</i>	<i>Full time daily maximum fee</i>		<i>Part time daily maximum fee</i>	
	<i>Infant</i>	<i>Preschool</i>	<i>Infant</i>	<i>Preschool</i>
Large urban	\$39.00	\$33.00	\$23.40	\$19.80
Small urban	\$35.00	\$29.50	\$21.00	\$17.70
Rural	\$34.00	\$29.00	\$20.40	\$17.40

The Early Learning and Child Care Services Annual Statistical Report 2018-2019 estimates the daily fee for full time care as follows:

<i>Age group</i>	<i>Estimated daily fee</i>
Infant	\$ 35.21
Preschool-age	\$ 30.60
School-age	\$18.43

### In 2019, a national survey of child care fees in Canada's large cities included the following New Brunswick cities:

<i>Median monthly infant fee</i>			
<i>City</i>	<i>Infant</i>	<i>Toddler</i>	<i>Preschooler</i>
Saint John	\$868	\$738	\$664
Moncton	\$856	\$716	\$722
Fredericton	\$835	\$727	\$690

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

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

## STANDARDS AND REGULATIONS

### REGULATED CENTRES

**Maximum centre size:** 60 spaces overall unless established prior to 1983 and grandparented under new regulations.

### Staff:child ratios and group sizes

<i>Age</i>	<i>Staff:child ratios</i>	<i>Max. group sizes</i>
Under two years	1:3	6
Two – three years	1:5	10
Three – four years	1:8	16
Four – five years	1:10	20
School-age	1:15	30



## CENTRE STAFF REQUIREMENTS

The operator or administrator of the facility or his/her designate or one in four staff is required to have a one year community college ECE certificate or equivalent. New applicants for early learning and childcare centres must meet this training requirement prior to licensing. Staff must be at least 16 years old; 16-19 year olds are required to be supervised by a primary staff member who must be at least 19. All staff must have first aid training, valid cardio-pulmonary resuscitation certificate and Prior Contact/Criminal Record Checks/Vulnerable Sector Checks (as is applicable).

Individuals with out of province early childhood credentials that are accepted by other provinces in Atlantic Canada, or with a certificate level or higher from a community college that is a member of Colleges and Institutes Canada, are recognized as having equivalent qualifications. Educators coming from other provinces must take the 30 hour curriculum training.

New Brunswick also accepts a Bachelor of Education as a training credential in child care from recognized New Brunswick universities. These educators must also take the 30 hour curriculum training.

An administrator or an educator who does not hold a one year Early Childhood Education Certificate, or training that is equivalent in the opinion of the Minister must have successfully completed the Introduction to Early Childhood Education course. This course consists of 30 hours of curriculum training and 60 hours of introduction to early childhood.

There are no qualification requirements for staff working in stand alone school-age programs.

## 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.**

<i>Median annual employment income</i>	\$27,817
<i>Median hourly employment income</i>	\$13.37 - 15.28/hr
(calculated using 2080 hrs/year (40 hrs week) and 1280 hrs/year (35 hrs/week))	

*Source: Canadian Census, 2016*

*Note: These data include Early Childhood Educators and*

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

## REGULATED EARLY LEARNING AND CHILD CARE HOME

### **Model of organization**

Individually licensed

### **Maximum capacity**

Infants: Three

Two - five years of age: Five

Six years of age and over: Nine

Combination of ages: Six

The capacity maximums include the provider's own children who are under 12 years of age.

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

Fifteen Quality Assurance Monitors, 7.5 Inspectors and 2.5 Investigators located in the province's four regions are responsible for licensing, monitoring compliance with the legislation and for investigations.

The *Early Childhood Services Act* provides the Minister with the authority to investigate, recommend changes, suspend the operation or terminate the licence to operate an early learning and childcare facility.

### **Early learning and child care home provider qualification requirements**

A provider who does not hold a one year Early Childhood Education Certificate, or training that is equivalent in the opinion of the Minister must have successfully completed the Introduction to Early Childhood Education course. This course consists of 30 hours of curriculum training and 60 hours of introduction to early childhood.

Providers must be at least 19 years old and have first aid and CPR training.

Providers are required to have a Prior Record Check and

Criminal Record Check/Vulnerable Sector Check as set out in the Licensing Regulation 2018-11.

## FUNDING

All services are eligible for all funding streams, with the exception of the Operational Grant and Parent Subsidy Program which are only available to New Brunswick Early Learning Centres and New Brunswick Early Learning Homes with designation status.

### TYPES OF FUNDING

#### Fee subsidies

There are two subsidy programs in NB: Daycare Assistance Program (DAP) and The Parent Subsidy Program.

The **Daycare Assistance Program (DAP)** provides financial support in the form of child care subsidies to parents to help them pay the day care cost of Early Learning and Child care facilities for children 0 to 12. DAP is available to, primarily, families with school-age children but also provides benefits to families with preschool-age children who are not attending a designated New Brunswick Early Learning Centre or Home facility.

The **Parent Subsidy Program**, which began April 2018, provides financial support to subsidize the costs of early learning and child care for children in designated New Brunswick Early Learning Centres (NBELC) and New Brunswick Early Learning Homes, and began April 2018. It is accompanied by ongoing operational funding for preschool-age services.

#### Eligibility for families

##### *Social criteria*

##### *Parent Subsidy Program Eligibility:*

- At least one preschool-aged child who is not in school and who is registered in a designated facility; and
- Canadian citizen or permanent resident, as well as a resident of New Brunswick; and
- Must be either working, in a training or education program or have a special circumstance; and
- Expenses for child care services are more than 20% of the gross annual household income (before deductions).

##### *Daycare Assistance Program Eligibility:*

- Family has a preschool-aged child in a licensed Early Learning and Child Care facility (not designated NBELC);
- Has a school-aged child registered in a licensed Early Learning and Child Care facility or a designated New Brunswick Early Learning Centre or Home;
- Canadian citizens or permanent residents;
- Residents of New Brunswick;
- Working, registered in an education program or training, or have special circumstances;
- Net annual family income (after deduction) is \$55,000 or less.

##### *Financial eligibility (2019)*

Under the Parent Subsidy Program, families up to annual gross income of \$37,500 for children five years and under pay no fee (fully subsidized). The subsidy levels above this are based on a sliding scale (between \$37,501 and \$80,000 gross family income), which considers child care fees, number of children five years and younger not attending school and annual gross family income. Families will not pay more than 20% of gross annual family income for all child care costs.

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 (that is, the province will pay the service provider the full subsidy rate). Families will be subsidized on a sliding income eligibility scale up to \$55,000.

##### [Full table with eligibility levels](#)

#### Which service providers are eligible to deliver subsidized child care?

Full time and part time designated New Brunswick Early Learning Centres/ Homes are eligible for parents using the Parent Subsidy Program.

The Daycare Assistance Program is available primarily for before and after school care; it is also available for families with preschool-aged children not attending a designated Early Learning Centre or Early Learning Home.

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### Surcharges above the fee subsidy

Fee subsidies are paid directly to service providers on behalf of eligible parents to cover part or all of their fee. Parents who pay above full subsidy in the Parent Subsidy Program (above \$37,000 gross income) and in the Daycare Assistance Program are responsible for paying any difference between the child care fee charged and the subsidy amount approved under both fee subsidy programs. Under the Parent Subsidy Program, fully subsidized parents (up to \$37,000 annual income) may not be surcharged; their child care is free.

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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.

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#### Maximum Subsidy Rates - Daycare Assistance Program (2019)

	Full time daily rate	Part time daily rate
Infant	\$28.50	\$14.50
Preschool-age/School-age	\$24.25	\$12.75

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#### Maximum Subsidy Rates - Parent Subsidy Program (2019)

Community Type	Full time daily rate		Part time daily rate	
	Infant	Preschool	Infant	Preschool
Large urban	\$39.00	\$33.00	\$23.40	\$19.80
Small urban	\$35.00	\$29.50	\$21.00	\$17.70
Rural	\$34.00	\$29.00	\$20.40	\$17.40

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### Are all eligible families entitled to a fee subsidy?

All families who are deemed eligible are provided a child care subsidy.

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

Under the Alternative Child Care Program, unregulated providers may be eligible to deliver subsidized child care. To use a subsidy for unregulated child care care through the Alternative Child Care Program, families must demonstrate they do not have reasonable access to a licensed facility within a five km radius of the home, workplace or training institution. Reasonable access means that a licensed early learning and childcare facility has available spaces during the hours they are required and for the appropriate age of the child.

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## Operational (previously Recurring) funding

### Operational Grant

This funding is available to licensed early learning and child care facilities that are designated New Brunswick Early Learning Centres and New Brunswick Early Learning Homes. This operational funding available for designated facilities to offset the costs of maintaining program criteria and requirements as outlined in the Designation Policy. This funding is allocated through the Parent Subsidy Program. It is paid monthly.

The New Brunswick Early Learning Centre Operating Grant is broken out into two calculations:

1. *Infant Operating Grant:* \$10 per enrolled infant/day. The infant grant is designed to support operators to offset the cost of providing infant care that is typically higher because of the higher staff: child ratio, group size and other legislative requirements.
2. *Quality Grant:* \$2.50/per day per enrolled preschool-age child (2 - 5 years). The Quality Grant is designed to ensure improved quality of services.

The New Brunswick Early Learning Homes Operating Grant is calculated at \$2.50/per day per enrolled space for 0 – 5 year olds not attending school. This grant is intended to support the following:

- creating and maintaining infant spaces;
- meet the ongoing requirements of being a designated home including the delivery of high quality services;
- providing financial support to achieve annual Quality Improvement Plans.

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### Quality Improvement Funding Support Program (QIFS)

QIFS makes funding available to increase the wages of child care workers. All licensed early learning and child care facilities that apply for this funding before the annual deadline receive funding. All new facilities licensed prior to the annual deadline who make application, receive funding. This funding is disbursed quarterly following receipt of the quarterly hours report indicating number of hours worked each quarter by each eligible employee<sup>1</sup>.

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<sup>1</sup> The employer is expected to pay at least the minimum wage (\$11.70/hour); the additional provincial \$6.50 (April 2020) is to be paid as wage in addition. The base wage of a trained educator is now \$18.20/hr; the current commitment is to bring it to at least \$19/hour.

The funding rates for employees receiving QIFS wage enhancements are:

- \$6.50/hour  
Educator, Administrator/educator, Administrators and Relief staff who have recognized Early Childhood Education training or a completed university degree in any discipline from a recognized Canadian institution.
- \$3.15/hour  
Educator and Administrator/educator who do not have recognized Early Childhood Education training or a university degree.
- \$2.75/hour  
Administrators and Relief staff who do not have recognized Early Childhood Education training or University degree.

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### One time funding

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Provincial funding through the Early Learning and Child Care Trust Fund has been used to support training for ECEs, creation of new spaces for rural locations, infant spaces, extended hours facilities; and the creation of new spaces offered in the minority language of a given community.

The Early Learning and Child Care Project Review Board Inc. is the beneficiary of the fund and administers the current initiatives. The Board is comprised of four members and employs a part time Project Review Coordinator.

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 cancelled Foundations program, was about \$8 million. This grew by \$5.7 million from the federal Child Care Spaces Initiatives in 2008. In March 2008, the New Brunswick Government provided \$5.7 million from the fund to support the creation of more child care spaces and training opportunities for staff. The remaining funds stayed in the Trust Fund and were used for child care expenditures on a continuing basis (See [ECEC in Canada](#) 2008, 2014 and 2016).

The following is a list of additional investments made to the Early Learning and Child Care Trust Fund:

2012-2013	\$350,000
2013-2014	\$850,000
2014-2015	\$1,350,000
2015-2016	\$800,000
2016-2017	\$1,000,000
2017-2018	\$1,125,000

Annual reports for the [Early Learning and Child Care Trust Fund](#) are available online.

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### New expansion spaces

For new infant child care spaces in early learning and child care centres and early learning and child care homes: A minimum of three spaces must be created.

For new spaces in rural New Brunswick local service districts and villages: In early learning and child care centres, a minimum of five spaces must be created (\$5,000/space). In early learning and child care homes, a minimum of three spaces must be created.

For new extended hours spaces for shift workers in early learning and child care centres, a minimum of eight spaces must be created. In early learning and child care homes, a minimum of five spaces must be created.

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### Training assistance

For individuals currently employed in early learning and child care facilities who have completed courses as part of the one year ECE Certificate from a recognized training institute on or after January 2007, or who completed the one year ECE Certificate on or after January 2007 and are currently employed in early learning and child care facilities in New Brunswick.

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### Minority language communities

Funding is available for new early learning and child care facilities that will operate in one of the official languages (English or French) in a community where that language is the minority. The facility must offer full day services for 0 – 5 year olds and remain open for a minimum of two years after receiving the funding.

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### Special needs funding

Funding is provided under the Enhanced Support Worker Program (ESWP) for families in the labour force whose children have relatively high support needs.

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PROVINCIAL ALLOCATIONS FOR REGULATED  
CHILD CARE (2018-2019)

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**Fee subsidies**

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Daycare Assistance Program (DAP) and Parent Subsidy program	\$37,630,116
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**Operational (previously Recurring) funding**

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Operational Grant	\$3,182,883
Quality Improvement Funding	\$27,611,300
Enhanced Support Worker Program	\$3,307,300

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**Total Operational funding** **\$34,101,483**

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*Note: Federal funding of \$9,934,985 through the Canada – New Brunswick Early Learning and Child Care Agreement for 2018-2019 is included in the provincial allocations.*

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**TOTAL ALLOCATION** **\$ 71,731,599**

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*Total provincial allocation for regulated child care + \$9,934,985 federal funding through the Canada-New Brunswick Early Learning and Child Care Agreement (2018-2019)*

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**Other funding**

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Early Learning and Child Care Trust Fund Training assistance for child care staff	\$370,634
New child care spaces	\$462,750
Minority language funding	\$7,600

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**Total Other funding (Trust Fund)** **\$840,984**

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## OVERVIEW

Provision of early childhood education and child care in Quebec is under two ministries, the ministère de l'Éducation et de l'enseignement supérieur (MEES) and the ministère de la Famille.

Quebec provides full day kindergarten (maternelle) under MEES for all five year olds and some part and full day kindergarten (pre maternelle) for some four year olds.

The pre maternelle program—originally focused on vulnerable communities—had been growing for some years. In November, 2019, the government passed legislation to amend the *Education Act*, enabling pre maternelle for all four year olds beginning in 2020-2021 regardless of the economic characteristics of the area in which they reside. Private school legislation will also be amended to enable private schools, which may receive some public funding in Quebec, to provide kindergarten for four year olds beginning in 2020-2021. The goal is to make kindergarten available to all four year olds within five years.

Attendance is optional in both kindergarten years.

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. Regulated child care includes centres (called facilities or installations) that are either child care centres (*centres de la petite enfance* or CPE) or day care centres (*garderies*) and home child care. Garderies are almost always for-profit. Child care centres (CPES) are always non-profit and often coordinate regulated home child care services as well.

Regulated or recognized home child care providers are supervised by Family Child Care Coordinating Offices (*bureaux coordonnateurs de la garde en milieu familial*), most of which are also CPEs. Quebec allows recognized home child care providers to provide child care to as many as nine children if they are assisted by another adult.

There is no publicly delivered preschool-age child care. School-age child care, which includes kindergarten-age children from age four, is operated by school authorities under MEES. School boards are required to provide school-age child care when there is sufficient demand. Parents pay a flat fee (annually indexed to inflation) for school-age child care when school is in session as they do for preschool-age child care.

Licensed child care centres and day care centres, as well as recognized home child care providers may offer part time services.

Quebec has not used fee subsidies to help individual eligible parents pay child care fees for some years. Instead, Quebec funds the majority of its services for children 0 – 12 years operationally using a provincial formula. Any parent of a child aged 0 – 5 years is eligible for a “reduced contribution” (“subsidized”) child care space if one is available, paying only the provincially determined flat fee regardless of parents’ employment status or income. Child care centres, regulated family child care providers and some for-profit centres are publicly funded in this way. Spaces in these programs are termed “reduced contribution”, or “subsidized” spaces.

When Quebec’s publicly funded child care program began in 1997, all parents paid a flat fee of \$5.00/day, later increased to \$7.00/day. In 2015, this was replaced by an additional fee on top of the basic fee for higher income families paid through a tax contribution; low income families continued to pay a basic flat fee of approximately \$8.00/day for each child. In 2019, the government announced the abolition of the additional geared to income parent payment conditional on legislative amendments.

All parents regardless of income using operationally funded reduced contribution services thus paid a flat daily fee of \$8.35 in 2020.

Since 2009, there have been two types of for-profit centres: a) funded (“reduced contribution”) for-profit centres—publicly funded programs for which parents pay geared to income fees as described above, and a second tier, b) unfunded for-profit centres for which parents receive a rebate through a [refundable tax credit](#) that reimburses between 26% and 75% of eligible child care expenses paid depending on their income. This tax credit reimbursement may also apply to some unregulated child care; to be eligible, the unregulated child care service provider must be registered as a corporation and provide receipts to parents.

In 2017, a report by the [Commission sur l’éducation à la petite enfance](#) (Institut du Nouveau Monde) carried out extensive consultations and recommended among other things that Quebec child care be made free of charge, that the quality of early childhood educational services should be improved, that the government should state that child day care services are – above all – educational services, and that early childhood educational services must reach and include children from disadvantaged communities and vulnerable situations.

## PROVINCIAL CONTEXT

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

### Number of children 0 – 12 (2019 rounded estimate)

Age	Number of children
0	74,400
1	77,700
2	85,300
3	93,000
4	87,800
5	90,800
6	90,500
7	96,900
8	85,800
9	93,600
10	96,600
11	97,200
12	86,300
Total	1,155,900



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

Age	Number of children
0 – 2	237,400
3 – 5	271,600
6 – 12	646,900
Total	1,155,900

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

Age	Number of children
0	56,500
1	55,800
2	65,100
3	69,300
4	63,600
5	66,700
6	66,400
7	71,600
8	65,700
9	69,700
10	72,500
11	70,500
12	63,200
Total	856,600

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

Age	Number of children
0 – 2	177,400
3 – 5	199,600
6 – 12	479,600
Total	856,600

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

Age	First Nations	Métis	Inuk (Inuit)	Multiple	Other
0 – 4	7,185	4,130	1,750	145	245
5 – 9	7,715	4,045	1,605	200	240
10 – 14	7,300	3,615	1,455	130	255
Total	22,205	11,790	4,815	475	740

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

Age of youngest child	Number of mothers	Participation rate (%)
0 – 2	183,200	79.8
3 – 5	138,600	83.6
6 – 12	321,800	81.4
13 – 15	341,200	88.7

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

Age	Living with two parents	Living with one parent	Lone mother	Lone father
0 – 4	384,615	57,065	47,135	9,925
5 – 9	367,420	96,960	73,470	23,490
10 – 14	305,960	106,970	79,890	27,075

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**Languages spoken most often at home (2016)**

Age	English	French	Non-official	Multiple
0 – 4	36,885	343,315	40,000	24,530
5 – 9	41,700	367,145	34,095	25,930
10 – 14	42,670	325,190	28,300	22,205
Total	121,255	1,035,650	102,295	72,655

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

Two parent families	Lone parent families	Male lone parent families	Female lone parent families
78,787	35,580	38,684	34,863

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**PARENTAL LEAVE AND BENEFITS**

In 2006, the Quebec Parental Insurance Plan (QPIP) replaced the benefits previously available to Quebec parents under the federal Employment Insurance (EI) plan. (In Canada outside Quebec, paid benefits are determined by the federal government; provisions for leave are determined by each province/territory). The Quebec government determines both benefits and leave provisions. QPIP 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 2020, parents could choose between two options: a longer Quebec Basic Plan (paid at an income replacement rate of 55-70%, up to a maximum) or a shorter Special Plan (paid at an income replacement rate of 75%, up to a maximum). In so choosing, they decide both the duration and their income replacement rate. The choice of plan is determined by the first parent in the family to receive benefits, and cannot be modified.

Both QPIP and EI are contributory programs. Income replacement rates and the maximum rate allowed for maternity and parental leave under QPIP are substantially higher than those in the rest of Canada under the EI program. As well, eligibility criteria for benefits are also much less stringent than in the rest of Canada and it is mandatory for self employed individuals to participate and to receive leave and benefits. QPIP also differs from the rest of Canada insofar as the period of leave does not have to be uninterrupted, so long as the employer agrees.

**Maternity leave**

Birth parent only; cannot be shared between the two parents.

*Basic Plan:* 18 weeks paid benefits at the rate of 70% of wages.

*Special Plan:* 15 weeks paid benefits at the rate of 75% of wages.

**Paternity leave**

Father only; cannot be shared between the two parents.

*Basic Plan:* Five weeks paid benefits at the rate of 70% of wages.

*Special Plan:* Three weeks paid benefits at the rate of 75% of wages.

**Parental benefits**

The total number of weeks of parental benefits can be taken by either parent or shared. Parents may take these weeks simultaneously or consecutively.

*Basic Plan:* 32 weeks of paid benefits, with the first seven weeks at an income replacement rate of 70%, and the following 25 weeks at the rate of 55% of wages.

*Special Plan:* 25 weeks of paid benefits at the rate of 75% of wages.

**Adoption leave**

*Basic Plan:* 37 weeks of paid benefits, with the first 12 weeks at the rate of 70%, and the following 25 weeks at the rate of 55% of wages.

*Special Plan:* 28 weeks of paid benefits at the rate of 75% of wages.

### Family related leave (other)

Ten days per year (unpaid).

*Note: In two women couples*, some parental benefits are available. *Two men same sex couples* are also entitled to some parental benefits, which are different from those for two women couples.

*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

### 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  
Édifce Marie-Guyart, 17e étage  
1035, rue De La Chevrotière  
Québec, QC, G1R 5A5  
Telephone: (418) 644-5240 poste 2517  
Government website: <http://www.education.gouv.qc.ca/accueil/>

### LEGISLATION

Quebec. National Assembly. *Education Act*. R.S.Q, c.I-13.3

Quebec. National Assembly. *An Act to amend the Education Act* concerning the Conseil scolaire de l'île de Montréal. Bill 41 (2001, c. 30).

Quebec. National Assembly. *An Act to amend the Education Act*, Bill 35. (2001, c. 46).

Quebec. 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 ENROLLMENT (2018-2019)

Program	Age	Enrolment
Full day kindergarten	5 year olds	84,956
Half day kindergarten	4 year olds	2,680
Full day kindergarten	4 year olds	4,634
Passe-Partout program	4 year olds	10,626

### KINDERGARTEN SERVICES

#### Five Year Old Kindergarten (Maternelle)

Kindergarten for five year olds is delivered on a full school day basis in English and French public and publicly funded private schools.

Kindergarten is provided for 23.5 hours/week for 36 weeks or 846 hours a year.

#### Four Year Old Kindergarten (Maternelle Quatre Ans Demi-Temps Or Pré-Maternelle)

This program may be part day or full school day. Four year old kindergarten was originally developed for low income children but will now serve additional populations.

In 2019 the government announced its intention to expand full day pre maternelle for all four year olds and amended the legislation to enable this. From 2020 on, gradual expansion will occur and access will be extended to four year olds. It is optional for parents to enrol their children; they may choose to enrol children in a child care program instead.

#### Passe-Partout

Passe-Partout is a program for low income four year olds and their parents (mostly living in rural Quebec) to support the transition from home to school. As four year old kindergarten is expanding, Passe-Partout is diminishing.

Passe-Partout consists of a minimum of 16 sessions a year with the children, and eight with children and parents.

### AGE ELIGIBILITY

*Five year old kindergarten:* Five years old by September 30th of the relevant school year.

*Four year old kindergarten:* Four years old by September 30th of the relevant school year.

## COMPULSORY

Neither kindergarten year is compulsory. Entitlement is legislated.

## HOURS

*Five year old kindergarten (maternelle 5 ans):*

23.5 hours/ week for 36 weeks or 846 hours/year.

*Four year old kindergarten (maternelle 4 ans):* ranges 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

Kindergarten class size limits are defined in the collective agreements.

*Five year olds:* Maximum 19, average 17

*Four year olds:* Maximum 17, average 14

*Multi-age groups:* Maximum 14 children per group

## TEACHER QUALIFICATIONS

Four year degree: Baccalauréat in Éducation préscolaire et enseignement au primaire.

## CURRICULUM

A single curriculum for four and five year olds called Programme-cycle d'éducation préscolaire was approved in October 2020.

[Pre-maternelle curriculum FR](#)

[Four year old kindergarten curriculum EN](#)

[Kindergarten curriculum EN](#)

[Programme de formation de l'école québécoise FR](#)

## SPENDING ON KINDERGARTEN (2018-2019)

Program	Age	Allocation
Full day every day kindergarten	5 year olds	\$498,484,138
Half day kindergarten	4 year olds	\$ 7,382,722
Full day kindergarten	4 year olds	\$48,866,829
Passe-Partout program	4 year olds	\$ 13,372,905
<b>K-12 per pupil spending (2018-2019)</b>		<b>\$6,017</b>

## REGULATED CHILD CARE

### PROVINCIAL RESPONSIBILITY FOR CHILD CARE

Ministère de la Famille

Direction des normes de qualité et d'accessibilité des services

600, rue Fullum 6<sup>e</sup> étage

Montréal (Quebec) H2K 4S7

Tél: 1 855 336-8568

Government website: <http://www.mfa.gouv.qc.ca>

### LEGISLATION

Ministère de la Famille

[Educational Childcare Act](#) (R.S.Q., chapter S-4.1.1).

[Educational Childcare Regulation](#) chapter S-4.1.1, r. 2

[Reduced contribution Regulation](#) (R.S.Q., c. [S-4.1.1., r.1])

Ministère de l'Éducation et de l'Enseignement Supérieur

[Règlement sur les services de garde en milieu scolaire.](#)

L.R.Q., c.I-13.3., a. 454.1; 1997, c.58, a.51; 1997, c.96, a.132.

### CHILD CARE SERVICES

UNRECOGNIZED (UNREGULATED) CHILD CARE

**Home child care service that is not recognized by a Coordinating Office (CO)**

May care for no more than six children. This number includes: the children of the home child care provider if they are under the age of nine and are present when the child care services are provided and no more than two children under the age of 18 months. In addition, unrecognized home child care services set their own daily rate to be paid by parents and cannot offer reduced fee (subsidized) spaces.

As of May 1, 2018, persons who are not recognized by a CO or who do not hold a permit issued by the Ministère who provide or wish to provide child care services in a family setting must meet certain conditions other than the number of children such as to obtain an attestation stipulating the absence of any impediment for the person providing child care services and for each person living in the home where child care services are provided.

*Note: Although unrecognized, these still fall under the scope of the Act.*

### **Jardins d'enfants (nursery schools)**

Nursery schools are programs for a minimum of seven children aged two to five years old, on a regular basis for up to four hours/day. These may be unregulated only if they were operating before October 25, 2005 and continue to operate to the present day. Thus, a day care permit (license) is compulsory to operate a nursery school opened after October 25, 2005.

### **Haltes-garderies (stop over centres)**

What are commonly referred to as “stop over” centres can be roughly linked to two specific sets of activities excluded from the scope of the *Act* :

- (1) Occasional organized child care services in a health or social institution, in a commercial establishment, at a fair or social exhibition or during a special event for children whose parents are on site and can be reached if needed.
- (2) Temporary child care offered by public bodies or community organizations as part of their mandate to support and assist families, or as part of a specific activity involving parents or children.

*Note: The Act does not refer to these businesses using any specific term or expression. Rather, it excludes them from its scope based on the nature of their activities.*

## REGULATED CHILD CARE

### **Centre de la petite enfance (CPE) (Child care centre)**

A CPE provides educational child care primarily for children 0-5 years old. Children may be cared for in a child care centre for periods not exceeding 48 consecutive hours.

A CPE may have up to five facilities (centres), each of which may have up to 80 children, and no more than two may be housed in one building.

CPEs must be non-profit or a cooperative whose board of directors corresponds to Section 7 of the *Educational Child Care Act*. CPE boards must have at least seven members of whom at least two-thirds must be parents of children who are clients or future clients of the CPE.

### **Garderie (day care centre)**

An organization that provides child care in a facility of no more than 80 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 for-profit operations or operated by a non-profit group that does not have an obligation to have a majority of parents on the board of directors (e.g. church-run centres). Most garderies are for-profit.

There are two types of garderies:

- a) those operationally funded to provide a reduced fee for parents (reduced contribution or subsidized) child care, and;
- b) those not receiving government operating funds, in which case parents pay full fees and may claim a tax credit for between 25% and 75% of eligible costs. The second are sometimes called “non reduced contribution”.

### **Service de garde en milieu familial reconnu (home or family child care services)**

Recognized home child care providers are overseen by 161 family Child Care Coordinating Offices (CCCO) (Bureaux coordonnateurs de la garde en milieu familial). These are authorized by the Ministère de la Famille for a renewable period of three years. Child Care Coordinating Offices are responsible for monitoring application of the regulations and give assistance to providers. Most CCCOs are part of CPEs, although they may be free-standing non-profit organizations.

Home child care services are provided in a private residence by an individual for up to six children, who may be up to nine years old, including the provider's own children. No more than two children may be under 18 months.

If another adult assists the provider, nine children up to the age of nine are permitted, with no more than four children less than 18 months, including the provider's own children.

### **Services de garde en milieu scolaire (school-age child care)**

School boards or private schools provide these programs for children attending pre maternelle (four year old kindergarten), maternelle (kindergarten) and elementary grades.

Pupils may attend the child care service before class in the morning, during the lunch period, after school, on days when school is closed, and in the summer.

School-age child care in schools is under the jurisdiction of MEES. School boards are obliged to provide school-age child care when there is a demonstrated need.

### Jardins d'enfants (nursery schools)

Nursery schools are programs for a minimum of seven children aged two – five years old on a regular basis for up to four hours/day. These may be unregulated only if they were operating before October 25, 2005 and are still continuing to operate as of today. Thus, a day care permit (licence) is compulsory to operate a nursery school opened after October 25, 2005.

### CURRICULUM FRAMEWORK

Quebec uses a non compulsory curriculum framework [Accueillir la petite enfance](#). It was introduced in 1997 and updated in 2007 and 2019.

All CPEs, garderies and recognized home child care providers must apply 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.

### CHILDREN WITH SPECIAL NEEDS

Quebec's objectives regarding children with special needs in child care programs strongly favor inclusion. However, admission for a child with special needs to a regular child care program is at the discretion of the CPE, subsidized garderie or the home child care provider.

For a child who meets the ministry definition of a "disabled" child, a one time grant of \$2,200 and \$43.19/day/child in addition to the regular operating grant is available. In addition to the supplementary allowance allocated to child care establishments receiving children with a disability, an assistance measure (one to one assistance accompanying a child during activities for a maximum of three hours a day) has been put in place for the integration of children with significant special needs into child care services.

Non publicly funded garderies do not receive funds to support children with disabilities (non reduced contribution).

### INDIGENOUS CHILD CARE

Quebec regulates child care in Indigenous communities on reserve. In 2019, there were 71 facilities (centres) and three family child care Coordinating Offices in Indigenous communities on reserve. All are non-profit organizations and receive funding from Ministère de la Famille.

There are also five urban Indigenous child care centres (seven facilities) and an urban Indigenous family child care Coordinating Office. The centres are located in Montreal, Chicoutimi, Val d'Or, Chibougamau, Trois-Rivières and La Tuque.

Quebec has federally funded Aboriginal Head Start programs both on reserve (AHSOR) and off reserve (AHSUNC).

The Quebec government has reached agreements with four Indigenous organizations to delegate some legal authority for child care under the law, for example, permit renewal, inspection, complaints processing.

### SPACE STATISTICS

*Note: As the tables below in SPACE STATISTICS may come from different sources and reflect different dates, they may not be entirely consistent.*

#### Number of centre based spaces for 0 – 5 year olds (CPEs) and garderies (2019)

Centre based programs	Number of spaces
Centres de la petite enfance (CPEs)	96,084
Garderies	117,035
<b>Total centre based spaces for 0 – 5 year-olds</b>	<b>213,119</b>

#### Number of school-age spaces (Under the aegis of Ministère de l'Éducation et de l'Enseignement Supérieur [MEES]) (2019)

363,049

#### Number of children in regulated family child care (2018 - 2019)

Less than 12 months	13,502
1 – 2 year olds	20,438
2 – 4 years olds	52,744
5 years older and up	749

**Total children enrolled in family child care (2019)**  
87,433

*Note: This is the most recent year for which data broken down by age group is available.*

#### Total number of spaces regulated by the Ministère de la Famille and under the aegis of MEES

663,601  
*Note: the centre spaces represent 2019 and family child care numbers refer to 2016 due to inconsistent availability of data.*

<b>Number of spaces in reduced contribution and non-reduced contribution child care (2019)</b>	
Subsidized (reduced contribution or publicly funded) spaces in CPEs, garderies and family child care	234,909
Non subsidized (without reduced parent contribution or publicly funded) spaces in garderies	69,814
<b>Total number of spaces in reduced contribution and non-reduced contribution child care</b>	<b>304,723</b>

<b>Number of centre-based spaces for 0 – 5 year olds by age: CPEs and garderies (2015-2016)</b>				
	<1yr	1-2 yrs	2-5yrs	>5yrs
CPEs				
(child care centres)	5,712	15,894	70,670	1,797
Publicly funded				
garderies	2,106	7,888	35,244	1,081
Non publicly				
funded garderies	3,007	10,452	30,485	2,455
<i>Total centre based</i>	<i>10,825</i>	<i>34,234</i>	<i>136,399</i>	<i>5,333</i>

*Note: This is the most recent year for which data broken down by age group is available. For more up to date data, please use the previous tables.*

<b>Children with special needs in regulated child care (2017-2018)</b>	9,988
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<b>Number of centres (2019)</b>	
Number of CPEs	953
Number of centres (facilities) that are part of CPEs	1,573
Number of garderies (day care centres)	1,990
<i>With reduced contribution spaces</i>	714
<i>Without reduced contribution spaces</i>	1,276
Number of school-age centres	N/A
<b>Total number of centres (2019)</b>	<b>6,506</b>
Number of Child Care Coordinating Offices	161
Number of family child care providers	12,661

### Sponsorship of regulated part and full day centre based spaces (2019)

<i>Centre based spaces</i>	
Non profits (CPEs)	96,084
<i>Garderies (for-profit)</i>	
<i>Garderies – reduced contribution/publically funded (subsidized) spaces</i>	47,221
<i>Garderies – non reduced contribution spaces/ without publically funded (subsidized) spaces</i>	69,814
School-age spaces (school board operated, i.e. public or not for profit)	363,049
<b>Total number of non-profit spaces (CPEs)</b>	<b>96,084</b>
<b>Total number of for-profit spaces (garderies) (reduced and non-reduced)</b>	<b>117,035</b>
<b>Total number of school-age spaces (school board operated, public/non-profit)</b>	<b>363,049</b>

### PARENT FEES

Quebec sets province wide parent fees for all reduced contribution (subsidized/funded) child care services. In 2015, Quebec moved from a flat fee of \$7/day for each child in all publicly funded (reduced contribution) child care centres (CPEs, funded garderies, regulated family child care and school-aged child care in schools) to a partial, geared-to-income, sliding fee scale by which wealthier parents at the upper end of the salary scale paid higher fees above the “basic fee”.

In 2019, the government announced the abolition of the additional contribution, contingent on legislative amendments, moving back to a flat fee.

Unfunded for-profit centres (non reduced contribution garderies) are not required to charge a provincially set parent fee. Parents using these centres may apply for a rebate in the form of a tax credit from the Quebec government.

**In 2019, a national survey of child care fees in Canada's large cities included the following cities in Quebec:**

*Median monthly fees in Quebec set fee and non-set fee (market) centres, Quebec cities (2019)*

	Gatineau	Laval	Montreal	Longueuil	Quebec City
<i>Infant - provincially set fee (subsidized centres)</i>	\$179	\$179	\$179	\$179	\$179
<i>Infant - market fee (non subsidized centres)</i>	\$998	\$911	\$911	\$977	\$1,085
<i>Toddler - provincially set fee (subsidized centres)</i>	\$179	\$179	\$179	\$179	\$179
<i>Toddler - market fee (non subsidized centres)</i>	\$933	\$825	\$825	\$846	\$982
<i>Preschooler - provincially set fee (subsidized centres)</i>	\$179	\$179	\$179	\$179	\$179
<i>Preschooler - market fee (non subsidized centres)</i>	\$933	\$825	\$825	\$846	\$982

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

## STANDARDS AND REGULATIONS

### REGULATED CENTRES (CPES AND GARDERIES)

**Maximum facility size:** 80 spaces

#### Maximum staff:child ratios

Age	Staff:child ratios
0-17 months	1:5
18 months – four years	1:8
four years – five years	1:10
Five years and older	1:20

*Note: For a multi-age group, the ratio is based on the ratio for the youngest child in the group.*

#### Maximum group size

Age	Minimum net area (Square meters)	Maximum group size/room
<18 months of age	4 m <sup>2</sup> per child	*15
>18 months of age	2.75 m <sup>2</sup> per child	*30

\* except for special activities

## STAFF QUALIFICATIONS

### Requirements for qualification status

“Qualified” is defined as a child care staff member holding a college diploma in early childhood education or any other equivalent training recognized by the Minister (such as a one year Attestation d’études collégiales in any subject combined with three years experience).

### Staff qualification requirements per centre

Centre (facility) staff qualifications: At least two child care staff members out of three (2/3) in the centre must be qualified and present each day with the children while child care is being provided.

There is no specific qualification requirement for centre directors.

New and expanded CPEs and garderies have five years to conform to the required 2/3 ratios of qualified staff. Until that time they must conform to a 1/3 ratio (one in three staff is required to be qualified).

### School-age child care requirements

There are no province-wide educational requirements for staff working in school-age child care programs. However, a school board may require the lead staff to have an early childhood education diploma.

### Parent involvement

A CPE’s board of directors must be made up of at least seven members, 2/3 of whom (a minimum of five) are parent-users or future clients of the centre. At least one board member must come from the business, institutional, social, education or community sectors and no more than two shall be staff at the centre.

A garderie’s licence holder must set up an advisory committee composed of five parents and consult with the parent committee on all aspects of the care children in the centre receive, particularly with respect to implementation of the educational program, services provided and how complaints are processed.

### Licensing, monitoring and enforcement

The Ministère de la Famille issues licences (permis) for up to a five year period. Ministère de la Famille inspectors may visit any licensed operation to monitor its compliance with regulations.

License holders of CPEs and garderies should receive at least one inspection visit during the period that their license is valid, generally once every five years. Otherwise there is no specified inspection schedule.



In the six months after the issuance of a new permit, an inspection is conducted for the purpose of information and prevention. The aim of this inspection is to evaluate the safety and security for the children, and to request corrective measures if there are irregularities.

Inspectors are not required to have a degree, diploma, or training in early childhood education.

Quebec does not issue conditional or provisional licenses. If a centre is found to be in non compliance with legislated requirements but there is no immediate danger to the health or well being of the children, Ministère de la Famille informs the centre's board of directors or owner in writing that the program is in non compliance with a specific regulation(s) 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, administrative sanctions or penal sanctions.

The operator may appeal the loss of a license (or the refusal by the Ministère de la Famille to renew a license) or may contest a decision to the Tribunal administratif du Québec. Its decision is binding.

Since 2018, child care providers must, at the Minister's request and in the manner determined by the Minister, participate in the process to assess and improve the educational quality of child care.

The Minister determines the measurement tools to be used in this process and may require child care providers and their participating staff to provide the Minister with the information and documents required and to complete a questionnaire assessing child care quality.

The Minister follows up on the results of the child care educational quality assessment and improvement process with the child care providers concerned.

#### STAFF 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.**

<i>Median annual employment income</i>	\$35,022
<i>Median hourly employment income</i>	\$16.83 - 19.24/hr
(calculated using 2080 hrs/year (40 hrs week) and 1280 hrs/year (35 hrs/week))	

*Source: Canadian Census, 2016*

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

#### RECOGNIZED FAMILY/HOME CHILD CARE

##### **Model of organization**

Family home child care in Quebec follows an agency model. Family child care providers are supervised according to provincial regulations by des bureaux coordonnateurs de la garde en milieu familial agréés (Family Child Care Coordinating Offices) (CCCO).

##### **Maximum capacity**

Up to six children are permitted including the provider's own children under the age of nine years old, while no more than two children may be under 18 months. If the provider is assisted by another adult, they may care for nine children, including both providers' own children, with not more than four children being under 18 months.

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

Family Child Care Coordinating Offices are required to do three on site home visits per year. The CCCO is responsible for ensuring that providers meet the regulations.

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

Family child care providers must hold an early childhood first aid certificate and complete a training program of at least 45 hours pertaining to child development, health, safety and diet issues, organization and leadership in a "life environment".

Many Family Child Care Coordinating Offices provide training for providers.

Providers are also required to take a six hour proficiency course once a year (cours de perfectionnement)

## Governance

The composition of boards of directors of organizations accredited as Family Child Care Coordinating Offices is determined by the type of organization.

To be accredited as a Family Child Care Coordinating Office, there must be a board of directors that meets the following requirements:

1. it has at least five members;
2. the majority of members are parents who are clients of a home child care provider operating in the office's assigned territory;
3. one member is from the business sector or the institutional, social, education or community sector;
4. no more than one member is a home child care provider operating in the office's assigned territory;
5. no member is related to another member, to a staff member of the legal person or to a home child care provider operating in the office's assigned territory.

But, if a child care centre permit holder is accredited as a Family Child Care Coordinating Office, the permit holder must, within six months of being accredited, change the composition of the board of directors so that

1. it has at least nine members;
2. at least 2/3 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
3. no more than one member is a home child care provider recognized by the child care centre.

## FUNDING

Quebec provides public funding to all CPEs, to funded garderies and to home child care (via Family Child Care Coordinating Offices) through a formula approach.

Non-profit and subsidized (publicly funded) for-profit facilities are generally treated the same way vis-à-vis operational funding. However, the formula for non-profits is higher than for for-profits. As well, only non-profits are eligible for capital funding.

In addition, Quebec provides a refundable tax credit to parents using non-subsidized child care; this applies to some for-profit centres and some unregulated child care.

*Note: See Funding to non reduced contribution funding under Other funding, next page.*

## TYPES OF FUNDING

### Fee subsidies

Quebec does not use a system of individual parent fee subsidies.

### Operational (previously Recurring) funding

Quebec's child care services, with the exception of unfunded garderies, unfunded recognized family child care and non recognized persons providing child care services in a family setting, are operationally funded. The formula for funding is based on both licensed capacity and occupancy rates to determine the amount of funding a CPE or funded garderie will receive.

Unfunded non-profit child care centres are not permitted and many garderies are also publicly funded to provide reduced contribution child care for 0 – 5 year olds.

### Additional operational funding for children with disabilities

For a child who meets the ministry definition of a "disabled" child, a one time grant of \$2,200 and \$43.19/ day/ child in addition to the regular operating grant is available. In addition to the supplementary allowance allocated to child care establishments receiving children with a disability, an assistance measure (one to one assistance accompanying a child during activities for a maximum of three hours a day) has been put in place for the integration of children with significant special needs into child care services.

### Additions to the regular operating funding to support children with disabilities (2019-2020)

Type of program	Additional funding per child per day
CPE	\$43.19
Garderie (publicly funded)	\$41.67
Family child care provider (publicly funded)	\$36.46

*Note: Non publicly funded garderies do not receive funds to support children with disabilities*

### One time funding

Capital funding is available to develop new CPEs. The [Infrastructure Funding Program](#) (IFP) may provide CPEs with the resources they need to carry out capital projects requiring a significant financial contribution, while facilitating access to funding on advantageous terms.

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### Other funding

There are also a number of other categories of public funding available that CPEs can access such as: minor capital, professional development, staff benefits, etc.

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### Funding of non reduced contribution garderies

Quebec reimburses parents, based on their income, through a [refundable tax credit](#) paid quarterly to cover 26% to 75% of their fees in unfunded non reduced contribution for-profit garderies and in some unregulated child care as described in previous sections. The fees in these centres are determined by the centre owner, not by the provincial government. The tax credit reimburses parents between 26% and 75% of eligible child care expenses paid depending on their income.

Total tax credits reimbursing families using non-reduced contribution centres increased from \$172 million in 2007 to \$ 734.7 million in 2019 with children 0 – 15 years. For children from 0 – 5 years old, the last amount available was \$420 million (2017).

An online tool is available for parents/families in Quebec to [calculate their child care costs](#).

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## PROVINCIAL ALLOCATIONS FOR REGULATED CHILD CARE (2018-2019)

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**Fee subsidies** NA

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### Operational (previously Recurring) funding

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Funding to CPEs, funded garderies and recognized family child care	\$2,189,559,567
Pension plan for employees in child care and group insurance plan	\$135,322,956
Expenditure on school-age child care by MEES	\$282,541,695

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**Total Operational funding** **\$2,607,424,218**

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### One time funding

Capital expenditures	\$6,405,737
CPEs infrastructure financing	\$39,958,008

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**Total One time funding** **\$46,363,745**

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*Note: With regard to ELCC funds to Quebec transferred by the Government of Canada, a [footnote](#) to the Multilateral Framework on Early Learning and Child Care notes that: “While the Government of Québec supports the general principles of the Early Learning and Child Care Framework, it does not adhere to the Framework as it intends to preserve its sole responsibility in this area on its territory. The Government of Québec expects to receive its share of the federal funding and will continue to invest significantly toward programs and services for families and children”. Quebec’s funds under these agreements for 2018-2019 are identified as \$87,373,383.*

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**TOTAL ALLOCATION** **\$2,653,787,963**

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*Total provincial allocation for regulated child care (excluding the [refundable tax credit](#))*

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*Note: The funds supporting the refundable tax credit for child care expenses in unsubsidized regulated and unregulated child care are not included in these calculations.*

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## OVERVIEW

In Ontario, the Ministry of Education is responsible for child care, child and family programs and kindergarten. The Early Years and Child Care Division is responsible for child care and child and family programs, while kindergarten is under the Student Achievement Division.

Ontario provides full school day junior and senior kindergarten to all children aged four and five years. Attendance in kindergarten programs is not compulsory but all children are entitled to attend. It is delivered by publicly funded “public”, Catholic, English, and French schools and by privately funded independent schools.

School boards are required to offer before and after school programs for children aged 4 – 12 years where there is sufficient demand and viability as defined by the school board and Municipal Service System Managers. School boards can choose to deliver before and after school programs directly or enter into an agreement with a licensed child care provider or an authorized recreational and skill building program provider.

Regulated child care programs (referred to as “licensed” child care in Ontario) include child care centres that offer full day, part day (nursery schools), extended hours, before and after school programs and home (family) child care. Licensed home child care, previously called “private home day care”, is delivered by providers contracted with licensed home child care agencies.

Licensed child care is delivered by a mixture of non-profit, for-profit, and publicly operated programs with non-profit service providers predominating. Publicly operated programs may be delivered by municipal/regional entities, First Nations, and publicly funded school boards.

Ontario regulates and funds child care on First Nation reserves. The province provides funding to First Nations and three transfer payment agencies to support 75 licensed child care centres and other child and family programs in First Nation communities on reserve.

The provincial government sets overall policy, legislation, and regulations for child care. It licenses child care centres and home child care agencies, conducts inspections and investigates complaints about licensed and unlicensed child care.

Ontario is the sole province in which municipal level governments have a mandated role in child care. The provincial government transfers child care funds to 47 service system managers known as Consolidated Municipal Service Managers (CMSMs) and District Social Services Administration Boards (DSSABs), which are required to engage in service planning, for capital and general operating expenses, fee subsidies, special needs resourcing, and wage enhancement grants. These local service managers have considerable discretion about how child care funds are allocated within provincial policy.

In September 2017, the province extended the requirement for providing before and after school programming for children aged 6 – 12 years to all publicly funded elementary schools for children up to Grade 6 where there was sufficient demand. Previously, when full day kindergarten was introduced in 2010, this requirement was set out for children aged 4 – 5 years old.

In addition to licensed child care centres and programs operated by school boards, new regulations allow authorized (not licensed) recreation and skill building programs for children aged 4 – 12 years to be eligible as service providers, provided they meet certain requirements. Effective in the summer of 2019, the age for provision by authorized recreation programs was changed from 6 – 12 years to 4 – 12 years. [Regulation](#) from 2011 had stipulated that third party programs (licensed child care centres or authorized recreational or skill building programs) must be operated by a not-for-profit organization or a municipality. This stipulation was subsequently removed effective September 2019.

Child and family programs intended to promote early learning, support parents and caregivers, and provide referrals to specialized services are often called family resource programs. In Ontario, these programs are referred to as EarlyON Child and Family Centres. The Ministry of Education provides funding to CMSMs and DSSABs who are responsible for the local management of EarlyON centres as part of their responsibility for the management of child care and other human services. The ministry also funds First Nations for child and family programs on reserve.

[The Child Care and Early Years Act, 2014 \(CCEYA\)](#) came into effect on August 31, 2015, replacing the *Day Nurseries Act*. Changes in accompanying regulations were made to funding, licensing, monitoring, and health and safety rules in 2016, 2017, 2018, and 2019. In addition, [How does learning happen? Ontario's pedagogy for the early years](#) was named the provincial document to guide programming and pedagogy in licensed child care through a Minister's Policy Statement in June 2015. Additional regulations were put in place to support implementation of the provincial framework.

In 2016, Ontario banned waiting list fees. Thus, child care operators in Ontario are not allowed to charge parents a fee or demand a deposit to put a child on a waiting list.

In June 2017, Ontario entered into [the Canada-Ontario Early Learning and Child Care Agreement](#) with the Government of Canada to receive funds (\$146 million in each of the next three fiscal years) to be spent under the terms set out in the agreement.

Childcare Access and Relief from Expenses (CARE) Credit, a new refundable child care tax credit, was included in the 2019 provincial budget. The tax credit may reimburse parents for use of regulated or unregulated child care. It is intended to provide families with low and moderate incomes up to \$6,000 per child under the age of seven; up to \$3,750 per child between the ages of 7 – 16 years, and up to \$8,250 per child with a severe disability. The Ontario government's [Financial Accountability Office reviewed](#) the tax credit and its implications for Ontario's labour force.

On July 7, 2020, the Minister of Education announced the start of a five year CCEYA review. The Minister encouraged families, educators, staff and organizations to share their views through two online surveys available on the government's website. In October 2020, proposals for [regulatory changes](#) to age groupings, staff: child ratios and group sizes, staff qualifications and other changes were posted for consideration. The closing date for public consultation was November 20, 2020. It is foreseen that these proposed changes would come into effect on a date to be determined. It is anticipated that the effective date would be no earlier than January 1, 2021, with most changes having an anticipated effective date of July 1, 2021 if approved.

## 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.

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### Number of children 0 – 12 (2019 rounded estimate)

Age	Number of children
0	125,800
1	134,700
2	137,900
3	150,900
4	139,100
5	149,900
6	157,700
7	151,000
8	158,800
9	157,300
10	167,600
11	164,700
12	150,500
Total	1,945,900

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

Age	Number of children
0 – 2	398,400
3 – 5	439,900
6 – 12	1,107,600
Total	1,945,900

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

Age	Number of children
0	77,200
1	80,900
2	86,300
3	93,100
4	88,900
5	92,900
6	105,100
7	98,200
8	104,400
9	104,200
10	119,600
11	115,900
12	101,200
Total	1,267,900

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

Age	Number of children
0 – 2	244,400
3 – 5	274,900
6 – 12	748,600
Total	1,267,900

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

Age	First Nations	Métis	Inuk (Inuit)	Multiple	Other
0 – 4	19,930	7,250	370	440	480
5 – 9	21,620	7,955	410	560	575
10 – 14	20,040	8,570	385	460	500
Total	61,590	23,775	1,165	1,465	1,555

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

Age of youngest child	Number of mothers	Participation rate (%)
0 – 2	252,500	70.1
3 – 5	201,900	74.9
0 – 5	454,400	72.2
6 – 15	606,100	82.8

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

Age	Living with two parents	Living with one parent	Lone mother	Lone father
0 – 4	582,140	107,025	92,890	14,130
5 – 9	599,155	147,375	123,695	23,680
10 – 14	578,265	164,975	136,190	28,790

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**Languages spoken most often at home (2016)**

Age	English	French	Non-official	Multiple
0 – 4	544,390	15,695	94,035	42,385
5 – 9	610,615	18,100	72,045	54,760
10 – 14	618,455	16,135	65,435	53,685
Total	1,773,465	49,935	231,515	150,825

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

Two parent families	Lone parent families	Male lone parent families	Female lone parent families
81,566	29,646	30,615	29,540

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## PARENTAL LEAVE AND BENEFITS

### Maternity leave (Termed pregnancy leave in Ontario)

Up to 17 weeks. Pregnant employees who have started employment at least 13 weeks before the expected due date are eligible for pregnancy leave.

### Parental leave

As of December 3, 2017, both new parents have the right to take unpaid parental leave time off work. Employees who take pregnancy leave are entitled to take up to 61 weeks of parental leave. All other new parents, including adoptive parents, are also entitled to take up to 63 weeks of parental leave. Employees may decide to take a shorter leave if they wish. During this time, employees retain their right to keep their benefit plans and parental/pregnancy leave count towards length of employment, length of service and seniority.

Leaves may be taken by both parents consecutively. An employee who has been employed by their employer for at least 13 weeks and who is the parent of a child is entitled to a leave of absence following the birth of the child or the coming of the child into the employee's custody, care and control for the first time.

### Benefits

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

There are two federal benefit options for parental leave: the Standard Parental Benefit and the Extended Parental Benefit. The Standard Parental Benefit covers 35 weeks of paid leave taken over a 12 month period, paid at 55% of average weekly insurable earnings, up to \$573/week (2020) for either eligible parent, including adoptive parents. The Extended Parental Benefit allows 61 weeks of parental leave benefits taken over an 18 month period paid at 33% of average weekly earnings up to \$344/week (2020) for either eligible parent including adoptive parents.

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

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

## KINDERGARTEN

### PROVINCIAL RESPONSIBILITY FOR KINDERGARTEN

Ministry of Education  
Student Achievement Division  
14<sup>th</sup> 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

*Education Act*, R.S.O. 1990, c. E.2

O. Reg 132/12: [Class Size](#) (Current to September 2020)

O. Reg 224/10: [Full Day Junior Kindergarten and Kindergarten](#) (Current to June 30, 2017)

### KINDERGARTEN ENROLMENT

	JK	SK
English language	120,275	125,510
French language	8,884	9,026
<b>Total English and French</b>	<b>129,159</b>	<b>134,536</b>

*Source:* As reported by schools through the Ontario School Information System, preliminary 2018-2019.

*Note: These data include full day programs in publicly funded public and Roman Catholic schools. Excludes private schools, which are not publicly funded in Ontario.*

## AGE ELIGIBILITY

Junior kindergarten: four years by December 31 (three years eight months in September).

Senior kindergarten: five years by December 31 (four years eight months in September).

## COMPULSORY

Attendance is not compulsory, but every child is entitled to a kindergarten space. However, most children aged four and five years attend full day junior and senior kindergarten.

## HOURS

The full length of the instructional program of each school day is not less than five hours a day excluding recesses. Every school year includes a minimum of 194 school days.

## CLASS SIZE

As of 2018-2019, kindergarten classes may have 29 students. However, up to 10% of kindergarten classes may have up to 32 students if one of the following exceptions applies:

- if purpose built accommodation is not available (this exception will sunset after 2021-2022);
- if a program will be negatively affected (e.g., French Immersion); or
- where compliance will increase the number of kindergarten/Grade 1 combined classes.

Additionally, the board wide class size average for kindergarten must not exceed 26.

## TEACHER QUALIFICATION

Full day 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 (or other provincial/territorial certifying body) and a Registered Early Childhood Educator (RECE). Classes fewer than 16 students are not required to have an RECE, provided the class meets the conditions outlined in [O Reg 224/10](#).

A kindergarten teacher must have a teaching certificate that requires an undergraduate degree and two years of teacher education with primary/junior specialization, and be registered with the Ontario College of Teachers. Specific training in early childhood education is not required for a kindergarten teacher.

RECEs are required to have a two year diploma in early childhood education and to be registered and in good standing with the provincial College of Early Childhood Educators.

There are exceptions to these qualification requirements, such as where a teacher or early childhood educator has a letter of permission or where an early childhood educator is appointed in an urgent situation.

*Note: See STAFF QUALIFICATION section for more information about RECE classification.*

## CURRICULUM

The [Kindergarten Program](#) was released in 2016 and an [addendum to the Kindergarten Program](#) in 2019. The addendum included changes to include new learning on concussions and online safety.

## CHILDREN WITH SPECIAL NEEDS

The Ministry of Education provides funding to school boards to address the special education needs of all students, including those in kindergarten. The ministry allocates this funding through the Special Education Grant, which supports students with special education needs by accounting for the additional or incremental costs of the programs, services or equipment they may require.

The [Education Act](#) mandates all school boards to provide special education programs and/or services for students with special education needs. While the Ministry of Education is responsible for setting the special education funding policy that directs allocation of funds to school boards, it is up to school boards to allocate resources for each school or program, according to local needs. Flexibility in resource allocation, including determining class sizes that meet board-wide average requirements, remains with the school boards because they are in the best position to determine local needs when setting budget priorities.

## SPENDING ON KINDERGARTEN

K-12 projected average per pupil spending is \$12,246 (2019-2020).

## REGULATED CHILD CARE

### PROVINCIAL RESPONSIBILITY FOR CHILD CARE

Ministry of Education  
Early Years and Child Care Division  
11th 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/childcare/>

### LEGISLATION AND REGULATION

*Child Care and Early Years Act (CCEYA)*, 2014, S.O. 2014, c. 11, Sched. 1

O. Reg. 137/2015: [General](#) (Current to August 5, 2020)

O. Reg. 138/2015: [Funding, Cost Sharing and Financial Assistance](#) (Current to September 1, 2019)

### CHILD CARE SERVICES

#### UNREGULATED CHILD CARE

Unregulated child care arrangements, termed “unlicensed child care” by the Ontario government, are not inspected unless a complaint is made or where the ministry has reasonable grounds to suspect that care is being provided.

There are no stipulations regarding where it is provided, so it may or may not be in a provider’s home or home type residence. However, an unlicensed provider may not operate in more than one premise.

The *Child Care and Early Years Act (CCEYA)* includes provisions for compliance orders, protection orders, administrative penalties, and prosecution of offences vis-à-vis unlicensed child care. Unlicensed child care providers must inform families, in writing or electronically, that the provider is unlicensed. The provider must keep proof of this disclosure for three years, and the disclosure must say: “This child care program is not licensed by the Government of Ontario.” If an inspection or investigation is conducted, ministry staff verify compliance with the requirements.

An unlicensed child care provider can care for a maximum of five children under the age of 13. As of July 1, 2019, providers can care for no more than three children under the age of two at any one time. All the provider’s own children under the age of four years who are on the premises are included in the total number of children.

#### REGULATED CHILD CARE

Regulated child care is termed “licensed child care”. Under the CCEYA, “licensed child care” means child care that:

- is provided at a child care centre;
- is home child care; or
- is an in home service.

#### Child care centres

Licensed child care centres include full day, part day (e.g. nursery school), extended hours, and before and after school programs for children four to twelve years old. Child care centres operate in a variety of locations including schools, community centres, places of worship, workplaces, or commercial spaces such as store fronts and purpose built facilities.

#### Licensed home child care

Licensed home child care was previously referred to as “private home day care” in provincial legislation. Licensed home child care providers are not licensed individually but are contracted and monitored by licensed home child care agencies.

Licensed home child care providers can care for a maximum of six children under the age of 13. A home child care provider may care for no more than three children under the age of two, unless otherwise approved by a ministry director. Providers must include their own children under the age of four.

Home child care agencies must ensure that all providers’ premises, including the outdoor play space, is inspected by a home child care visitor employed by the home child care licensing agency prior to the placement of a child and quarterly thereafter to ensure compliance with the CCEYA and the regulations.

*Note: The “three children under the age of two” was previously “two under the age of two”. The change was made as a statutory amendment to the Child Care and Early Years, 2014 Act (CCEYA) included in Restoring Ontario’s Competitiveness Act, 2019. It came into force July 1, 2019.*

#### In home services

An in home service refers to child care provided under the aegis of a home child care agency for a child at her/his home, or at another place where residential care is provided for the child, and:

- there is an agreement between a home child care agency and the child care provider that ensures the agency’s oversight of the provision of care;

- the home child care agency has been advised of all the children on the premises; and
- the child care meets any other criteria prescribed by the regulations.

Financial assistance may be provided for in home services under the CCEYA, including fee subsidies and special needs resourcing.

*Note: The CCEYA defines “child” as a person who is younger than 13 years old. However, children with special needs who are in receipt of a service or received financial assistance before August 31, 2017 will be eligible to continue to receive assistance until they reach 18 years of age, provided that they meet other eligibility criteria that are unrelated to age (see Ontario Regulation 138/15).*

### **Before and after school programs for children in kindergarten to Grade 6**

Under the *Education Act* and Ontario Regulation 221/11, school boards are required to offer before and after school programs for every elementary school serving students 4 – 12 years old (kindergarten to Grade 6) where there is sufficient demand from parents and families, and viability for the school boards and municipalities to offer those programs.

School boards may operate programs directly or enter into an agreement with a third party provider — either a licensed child care centre, or an authorized recreational and skill building provider for after school programs, for students ranging from kindergarten to Grade 6. Authorized recreation and skill building programs are permitted to operate once a day for up to three consecutive hours (e.g. after school).

As of August 2019, third party programs (licensed child care centres or authorized recreational and skill building programs) do not need to be operated by a non-profit organization or a municipality. There is now no limit or restriction on for-profit operators.

Before and after school programs are funded through parent fees, which are not regulated by the government. Fees at licensed child care centres or authorized recreation programs are set by the operator. Programs directly operated by a school board must be operated on a cost recovery basis.

Requirements for school boards related to programming, staff ratios, and staff qualifications are set out under [Part IX.1 of the \*Education Act\*; Ontario Regulation 221/11, “Extended Day and Third Party Programs”](#), and in the document [Before and After School Programs, Kindergarten–Grade 6: Policies and Guidelines for School Boards \(2019\)](#). Third party programs operated by a licensed child care provider are required to be in compliance with the CCEYA and regulations.

## **CURRICULUM FRAMEWORK**

[How does learning happen? Ontario’s pedagogy for the early years](#) has been Ontario’s official framework to guide programming and pedagogy in licensed child care since June 2015. Licensed child care settings are required to have a program statement consistent with the frameworks of children, foundations, and approaches. Additional regulations under the CCEYA are in place to support implementation of *How does learning happen?* in licensed child care settings. EarlyON Child and Family Centres as well as school board operated before and after school programs are also required, through guidelines, to use *How does learning happen?* to support programming.

*Early learning for every child today*, released in 2007 and updated in [2014](#) is an additional resource about learning and development that includes guiding principles and a continuum of development for children from birth to eight years of age. Use of *Early learning for every child today* is not a provincial requirement for licensed child care programs.

## **CHILDREN WITH SPECIAL NEEDS**

The Ministry of Education provides funding to CMSMs, DSSABs and First Nations to plan, manage, and coordinate early years and child care for their surrounding region, including Special Needs Resourcing funding to support the inclusion of children with special needs in early years and child care settings. These include licensed centres, licensed home child care, in home services, EarlyON Child and Family Centres, authorized recreation programs, and camps.

Special Needs Resourcing funding is intended to:

- Hire or acquire the services of a resource teacher/consultant or supplemental staff where necessary (including salary and benefits) to support the inclusion of children with special needs;
- Provide training for staff working with children with special needs in regulated child care settings to support inclusion; and
- Purchase or lease specialized/adaptive equipment and supplies to support children with special needs.

The ministry requires CMSMs and DSSABs (municipal entities) to spend a minimum of 4.1% of their municipal child care allocation on Special Needs Resourcing. All funding must be spent in accordance with ministry policies and guidelines. The ministry encourages service system managers to collaborate in the planning and provision of services and supports with Special Needs Resourcing service providers, licensees, parents/guardians, schools, and other partners.

Resource teachers/consultants may work with several children in multiple locations and can also provide professional learning experiences to individuals working with children with special needs in early years and licensed child care settings 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.

The supports resource teachers/consultants typically provide for children with special needs and their families may include: providing child care staff with program accommodation and modification strategies and/or professional development; support for individualized support plans; developmental screens, referrals to community agencies; information and resources for parents; and obtaining specialized equipment as required.

The Ministry of Education recommends that resource teachers/consultants hold a diploma in Early Childhood Education, 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* also requires child care licensees to ensure that an up to date individualized support plan is in place for each child with additional needs who receives child care, and that the plan includes:

- a description of how the child care 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.

## INDIGENOUS CHILD CARE

### Indigenous child care on reserve

Ontario funds and regulates child care in Indigenous communities on reserve.

As of March 31, 2019, the province funded 99 First Nations and three transfer payment agencies to support on reserve child care and other early years programs. This funding is primarily targeted towards fee subsidies, Special Needs Resourcing, wage subsidy and enhancement, and child care transformation in First Nation communities.

As of March 31, 2019, First Nation communities were operating 75 licensed child care centres on reserve with a licensed capacity of 3,189 spaces. There were also two licensed home child care agencies with 31 homes providing home child care on reserve in First Nation communities.

Ontario cost shares Ontario Works regulated child care and fee subsidies with First Nations for licensed child care programs on an 80/20 basis. The province pays 100% of other child care expenses. First Nations manage the fee subsidy system in their communities.

Ontario recovers the majority of these expenditures (with the exception of Special Needs Resourcing and wage enhancement) on regular fee subsidies from the federal government under the 1965 Indian Welfare Agreement.

In addition to funding contributions under the 1965 Indian Welfare Agreement, the federal government funds two on reserve early years' programs that serve distinct community needs. These are:

- First Nation and Inuit Child Care Initiative (FNICCI), which provides child care for parents/caregivers participating in federal employment programs (ISETS).
- Aboriginal Head Start On Reserve Program (AHSOR), which provides child development and school readiness programming in a culturally enriching context.

According to Ontario's Early Years and Child Care Annual Report 2019; the ministry established or enhanced 67 on reserve programs (five enhanced, 62 new) from March 2018 to March 2019.

*Note: The on reserve licensed child care data reported above are from the 2018-2019 fiscal year.*

#### Indigenous child care off reserve

Indigenous led early years and child care programs are available to families off reserve in a number of locations in Ontario. Examples of organizations providing culturally relevant early learning and child care programs include Friendship Centres and Aboriginal Head Start in Urban and Northern Communities (AHSUNC) providers. AHSUNC is a federal government program. A list of Ontario AHSUNC sites can be found [online](#).

According to Ontario's Early Years and Child Care Annual Report 2019, the Ministry of Education established or enhanced 61 programs in urban and rural communities (10 child care programs, 14 joint child care and child and family programs), and 37 EarlyON child and family programs. In addition, 27 licensed child care centres off reserve reported that they were Indigenous led organizations operating in urban and rural communities. (See also the section on INDIGENOUS ELCC in this report).

## SPACE STATISTICS

<b>Number of regulated child care spaces (2019)</b>	
<i>Centre spaces</i>	<i>Total (full day and part day)</i>
<i>Age group</i>	<i>centre spaces</i>
Infants (< 18 months)	13,626
Toddlers (18 months – 30 months)	46,865
Preschool-age (30 months – six years)	112,042
Kindergarten (44 months – seven years)	103,308
School-age (68 months – 13 years)	170,337
Family age	418
<b>Total centre spaces</b>	<b>446,596</b>
<i>Home child care enrolment</i>	
Regulated home child care enrolment (day time)	14,257
Regulated home child care enrolment (before and/or after school)	6,082
<i>Total regulated home child care enrolment</i>	<i>20,339</i>
<b>Total number of licensed/regulated spaces (centre and home)</b>	<b>466,935</b>

*Note: A breakdown between full and part day spaces was not available by age group.*

*Note: As of September 1, 2017, a new licensed age group – “family age” – for children 0 – 12 years was introduced for licensed child care centres. This new group allows children of different ages in the same family to be placed in the same group in a play activity room.*

*Note: The figure for home child care represents the estimated enrolment as of March 31, 2019, based on a survey of home child care agencies.*

*Note: The total number of licensed/regulated spaces includes licensed capacity (not enrolment) of centres and enrolment in home child care.*

<b>Number of children receiving services through Special Needs Resourcing funding in regulated child care (2018)</b>	<b>31,483</b>
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*Note: This figure represents the number of children funded through Special Needs Resourcing between January 1 and December 31, 2018 (the most recent year of data available).*

**Children receiving fee subsidies (2018)** 94,735  
*Note: The number of children receiving fee subsidies is the average number of children served monthly between January and December 2018. Previous ECEC in Canada reports prior to 2016 have reported this figure as the cumulative total number of children subsidized throughout the year. The average monthly figure is reported here for comparative purposes among jurisdictions and is the most recent data available.*

**Number of child care programs (2019)**  
*Centre based programs*

Number of child care centres located in publicly funded schools	2,990
Number of child care centres and nursery school programs not in schools	2,533
<b>Total number of full day and part day centre based child care programs</b>	<b>5,523</b>

*Regulated home child care*

Number of home child care agencies	124
Active homes	3,918

*Note: The total includes community based and school based licensed child care centres, all age groups*  
*Note: A home child care provider who has a contract/agreement with an agency, and may or may not have children enrolled currently, is considered active.*

**Sponsorship of regulated child care centre spaces (2019)**  
*Full and part time regulated centre spaces*

Publicly operated	5,508
Non-profit	347,441
For-profit	93,647
<b>Total centre spaces</b>	<b>446,596</b>

**Sponsorship of regulated child care centres (2019)**

Program type	Non-profit	For-profit	Total
Full day	1,964	1,029	2,992
Half day	413	173	586
Other	1,860	85	1,945
<b>Total number of centres</b>	<b>4,235</b>	<b>1,286</b>	<b>5,523</b>

*Note: 530 centres were categorized as both “full day and half day centres” in the 2019 Licensed Child Care Operations Survey. These centres have been evenly distributed between full day and half day according to auspice type.*  
*Note: The majority of “Other” centres are before and after school programs; “Other” also includes centres offering evening or overnight care.*

**Sponsorship of regulated home child care agencies (2019)**

Municipally operated	12
Non-profit	92
For-profit	20
<b>Total regulated home child care agencies</b>	<b>124</b>

*Note: Municipally operated agencies are those delivered by CMSMs and DSSABs.*  
*Note: Spaces delivered by First Nations are included in the not-for-profit number.*

## PARENT FEES

Ontario does not set or regulate parent fees.

In 2017, the province began to collect fee information annually from licensed child care centres and home child care agencies; this data, which was also collected in 2015, has continued to be collected.

Based on the 2019 provincial survey, licensed child care centres and home child care agencies reported the following fees:

**Licensed child care centres (2019)**

Age	Median fee/day and range
Infant	\$66 (41-97)
Toddler	\$54 (37-86)
Preschool-age	\$47 (35-73)
Kindergarten-age	\$42 (24-68)
Kindergarten-age before and after school	\$25 (16-35)
School-age before and after school	\$22 (16-33)

*Source: Licensed Child Care Survey, Ministry of Education, 2019*

*Note: The reported range is the interval between the 5th and 95th percentile. Zeros were removed from the analysis. 90% of the reported daily fees in licensed child care centres and homes fall within the ranges identified in the table. As the fees are self-reported by child care centres and home child care agencies and are not verified by the Ministry of Education, using these percentiles removes fees may have been reported in error (e.g. fees presumed to be monthly or weekly rates.)*

### Licensed home child care agencies

Age	Home child care median fee/day and range
< 2 years	\$46 (31-55)
2 – 3 years	\$44 (30-55)
4 – 5 years	\$40 (26-48)
4 – 5 years (before and after school)	\$25 (10-36)
6 – 12 years (before and after school)	\$25 (10-35)

Source: [Licensed Child Care Survey](#), Ministry of Education, 2019

### In 2019, a national survey of child care fees in Canada's large cities included the following Ontario cities.

#### Median monthly fees by city

City	Infant	Toddler	Preschooler
Windsor	\$868	\$760	\$662
London	\$1,250	\$1,172	\$1,055
Kitchener	\$1,389	\$1,149	\$1,020
Hamilton	\$1,148	\$977	\$825
Brampton	\$1,259	\$1,025	\$955
Mississauga	\$1,424	\$1,090	\$1,042
Oakville	\$1,503	\$1,264	\$1,210
Richmond Hill	\$1,350	\$1,280	\$1,100
Vaughan	\$1,545	\$1,285	\$1,120
Toronto	\$1,774	\$1,457	\$1,207
Markham	\$1,541	\$1,327	\$1,180
Ottawa	\$1,020	\$1,040	\$1,010

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

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

## STANDARDS AND REGULATIONS

### LICENSED CHILD CARE CENTRES

The *Child Care and Early Years Act*, 2014 came into effect on August 31, 2015, replacing the *Day Nurseries Act* as the legislation governing the provision of child care in Ontario. The Ministry of Education phased in implementation of new regulations.

Licensed child care centres in Ontario must meet and maintain specific provincial standards set out in Ontario Regulation 137/15 General. The standards set out in the *CCEYA* address items that affect quality in a licensed child care centres, such as staff/child ratios, physical environment, staff qualifications, and children's health and wellbeing.

[The CCEYA and its regulations current to September 2019](#)

### Maximum centre size: none

#### Maximum staff:child ratios and group sizes

Age Group	Staff:child ratios	Max. group sizes
Infant (< 18 months)	3:10	10
Toddler (18 months – 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 years – 13 years)	1:20	20

#### Requirements in child care centres for children with special needs

Age	Staff: child ratios	Max. # of children	Proportion of qualified employees
2 years – < 6 years	1:4	4	1/1
6 years – < 13 years	1:3	3	1/1

#### Requirements in child care centres for family age grouping

Age	Staff: child ratios
< 12 months	1:3
12 months < than 24 months	1:4
24 months < than 13 years	1:8

If a licensed toddler or preschool-age group (a) includes no more than 20% of children from a younger age category, the above requirements set out for toddlers or preschool children apply. If it (b) includes more than 20% children from a younger age category, the requirements set out for the youngest child in the group apply. In a licensed kindergarten-age group, if 25% of children are three years old or turning four that school year, the group can operate under regulations for kindergarten-age. In a licensed primary/junior group, if no more than 25% are in the kindergarten age category, the group can abide by primary/junior regulations for ratios and maximum group sizes. Finally, in a licensed junior school-age group, up to 25% of children can be between five and nine years of age and be in compliance with the regulations.

Note: The Ministry of Education may give approval for a child care centre to use mixed age grouping for any licensed age group.

Note: Family age grouping was introduced September 1, 2017.



## STAFF QUALIFICATIONS

### The College of Early Childhood Educators

[The College of Early Childhood Educators](#), was established in 2007. It is a self regulatory body that has the statutory mandate to govern and regulate the profession of early childhood education in Ontario under the a [Code of Ethics and Standards of Practice](#). The CECE is governed by the [Early Childhood Educators Act, 2007](#). Individuals with an ECE diploma or equivalent working within the scope of practice in Ontario are required to be members of the college to be qualified staff and use the designation of RECE.

### Registered early childhood educator designation

In order to be registered with the College of Early Childhood Educators, a person must have successfully completed an early childhood education (ECE) diploma from an Ontario College of Applied Arts and Technology (OCAAT) or a [CECE approved program](#). The applicant must register with the college and renew their membership on a yearly basis. Members of the college are referred to as Registered Early Childhood Educators (RECE) and may use this as their professional designation.

### Centre staff qualification requirements

In a licensed child care centre the minimum requirements for staff are as follows:

A *supervisor or director of a licensed child care centre* must be:

1. a member in good standing with the College of Early Childhood Educators (CECE) and have at least two years of experience providing licensed child care, and is approved by a ministry director; or
2. in the opinion of a director, capable of planning and directing the program of a child care centre, being in charge of children, and overseeing staff.

A *qualified staff* for any licensed age group shall be:

1. a member in good standing with the CECE, a RECE; or
2. an employee who is otherwise approved by a director.

To work with a licensed junior school-age group or a licensed primary/junior school-age group that includes only children who are junior school-age, the following are also qualified employees:

1. an employee who has a diploma or degree in child and youth care;

2. an employee who has a diploma or degree in recreation and leisure services; or
3. an employee who is a member in good standing with the Ontario College of Teachers.

### Qualified staff requirements in a licensed child care centre

Age	Max. # of children	# of staff	Proportion of qualified staff
Infant	10	3	1/3
Toddler	15	3	1/3
Preschool-age	24	3	2/3
Kindergarten-age	26	2	1/2
Primary/junior school-age	30	2	1/2
Junior school-age	20	1	1/1

## STAFF WAGES

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

*Median annual employment income* \$35,163

*Median hourly employment income* \$16.91 - 19.32/hr  
(calculated using 2080 hrs/year (40 hrs week) and 1280 hrs/year (35 hrs/week))

*Source: Canadian Census, 2016*

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

## LICENSED (REGULATED) HOME CHILD CARE

Licensed home child care is monitored by a licensed home child care agency according to the regulations set out by the Ministry of Education under the *CCEYA*. Neither the provider nor the home is licensed but they are regulated. Employees carrying out the monitoring on behalf of the agency are referred to as home child care visitors. Their responsibilities include inspecting approved homes according to provincial regulations.

Home visitors must be registered members in good standing with the College of Early Childhood Educators, have a minimum two years of experience working with children, and be approved by a Ministry director. The qualification requirement may be waived if, in the opinion of the director, the home child care visitor is capable of providing support and supervision at a home child care premise.

### **Model of organization**

Agency model

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

A home visitor employed by the licensed agency is required to support providers and conduct unannounced quarterly visits to every home child care provider, and complete the Ministry Inspection Checklist. A home visitor must also follow up on non-compliances, serious occurrences and complaints. The agency is responsible for ensuring that provincial requirements for care are met, according to the *CCEYA*.

At least once per year, the Ministry of Education inspects licensed home child care agencies and some home child care locations to ensure the agency is in compliance with the *CCEYA* and its regulations.

There is no cap on the number of homes a home child care visitor is permitted to have in a caseload.

### **Home child care provider requirements**

Home child care providers are not required under the *CCEYA* to have specific training or educational qualifications to provide child care for a licensed home child care agency.

Licensed home child care providers are defined as independent contractors who have an agreement with a licensed home child care agency for the agency's oversight.

In order to enter into an agreement, 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 his/her membership revoked under the *Early Childhood Educators Act*, *Ontario College of Teachers Act* or *Social Work and Social Service Work Act*;
- must have undergone health assessment and public health recommended immunizations;
- must have valid certification in standard first aid, including infant and child CPR.

The provider and anyone else normally resident in the home child care environment or regularly on the premises when children are present are required to have a Vulnerable Sector (police) Check.

## **MUNICIPAL ROLE**

In Ontario, 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 and includes a requirement for community participation. The 47 municipal entities may directly operate child care centres and home child care agencies; this is discretionary.

The Ministry of Education allocates provincial funds to the CMSMs and DSSABs using a child care funding formula introduced in 2013, reviewed in 2019-2020. CMSMs and DSSABs determine how to use child care funding within their respective communities and 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 2020](#)). 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.

The *Ontario Child Care and EarlyON Child and Family Centres Service Management and Funding Guideline 2020* outlines the funding and the accountability requirements of local service system managers.

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).

## FUNDING

### TYPES OF FUNDING

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#### Fee subsidies

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In Ontario, under a provincial mandate and provincial policy, fee subsidies and other aspects of ELCC are managed by CMSMs and DSSABs.

CMSMs and DSSABs have considerable responsibility and autonomy in some areas but not others. Fee subsidy is managed and processed by CMSMs and DSSABs entirely at the municipal level, including decisions regarding social criteria for individual eligibility. However, CMSMs and DSSABs must use the 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.

#### Eligibility for families

##### *Social criteria*

The child's best interests should play a primary role in the decision to provide fee subsidy; parents are not required to have recognized needs themselves, such as employment, attendance at an educational/training program, or other circumstances, including medical needs. If the parent also has recognized needs, the parents' circumstances should also be taken into consideration.

- The number of hours of subsidized child care allowed is based on the time neither parent is available to care for the child because of employment, education/training or other approved activities.
- Subsidy may also be provided based on the special needs or social needs of the child, or special needs of a parent.

These policies do not apply to First Nations which may establish their own criteria.

##### *Financial eligibility (2019) (net income)*

Eligibility for a fee subsidy in Ontario is determined by a provincial income test.

- Amount of parental contribution is based on adjusted net family income (line 236 of the latest income tax Notice of Assessment) and the total actual or projected cost of child care for the family. The subsidy calculation is for all children in the family, not per child.
- Full subsidy is provided if net income is \$20,000 or less.
- For a partial subsidy, the parental contribution is 10% of income between \$20,000 and \$40,000, plus 30% of income above \$40,000. There is no fixed upper income limit.

- If the calculated parental contribution is more than the cost of child care for all children in the family, the family is not eligible for fee subsidy.
- Full subsidy is available for children of social assistance recipients (Ontario Works and Ontario Disability Support Program) as well as for children enrolled in child care programs operated by First Nations.

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#### Which service providers are eligible to deliver subsidized child care?

To be eligible to receive children whose fees are subsidized, child care operators must have a service contract with the CMSM or DSSAB (sometimes called a "purchase of service agreement").

Under provincial policy, fee subsidies are available in all types of licensed child care (centres and home based, public, not-for-profit and for-profit). School board operated before and after school programs, authorized recreational and skill building programs, and camps that meet criteria set out under the CCEYA and regulations are also eligible to receive children with fee subsidies unless the CMSM or DSSAB specifies otherwise.

Municipalities may set their own criteria that services must meet to receive subsidized children such as minimum quality ratings (used by a number of municipalities), meeting identified targets such as a salary scale, or having non-profit incorporation.

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#### Surcharges above the fee subsidy

Although Ontario does not set subsidy rates, parents may have to pay additional fee charges if the CMSM or DSSAB does not allow the full actual costs of a service to be covered.

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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.

Ontario does not use set subsidy rates, so this does not apply. The province permits subsidization up to the full (actual) cost of the space, as determined by CMSMs and DSSABs. However, municipalities may set maximums for services below the full cost of a space, in which case subsidized parents would have to make up the difference "out of pocket". Some CMSMs and DSSABs pay "actual costs" based on services' budgets.

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**Are all eligible families entitled to a fee subsidy?**

Eligibility and assessment for a fee subsidy does not guarantee the parent a subsidy, as the supply of subsidies is linked both to availability of subsidy funding and the parent securing a licensed space. When determining the appropriate amount of subsidized child care that may be provided, CMSMs and DSSABs have discretion. When the demand for fee subsidies is greater than the available funds, CMSMs/DSSABs may establish wait lists. There may be long local CMSM and DSSAB waiting lists for fee subsidies.

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

[Ontario Works](#) participants may be reimbursed for the cost of unregulated child care to support employment or participation in employment assistance activities. Ontario Works participants may only be reimbursed for unregulated child care when a licensed child care arrangement is not possible due to the participant's needs and the availability of service (e.g. need for weekend or overnight care). In 2019, the government introduced the [Ontario Child Care Tax Credit](#). This tax credit 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 child care is not required to be regulated. Families with low and moderate incomes could receive up to \$6,000 per child under the age of seven years, or up to \$3,750 per child between 7 – 16 years; and up to \$8,250 per child with a severe disability.

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**Operational (previously recurring) funding**

Operational funding in Ontario is encompassed by what 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. Fee subsidy funding is also part of this funding. CMSMs and DSSABs are responsible for managing child care funding within the parameters of legislation, regulations, standards, and policies established by the ministry in a way that is responsive to local needs.

Municipalities and First Nations may use a total of 10% of operating funding towards administration funding. As well, each municipality must spend 4.1% of its child care allocation on special needs resourcing funding.

As indicated in the 2020 budget allocations (October 2019), CMSMs and DSSABs are encouraged to cost share Expansion Plan funding (operating funding provided for expanded access to child care through more spaces or decreased fees), which was previously funded at 100%, at a rate of 80/20 provincial/municipal, while all administration funding, including Wage Enhancement administration funding, will be cost-shared at a rate of 50/50 as of January 2021. In addition, the threshold for allowable administration funding municipalities can spend on child care will be reduced from 10% to 5% in January 2022.

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**Wage Enhancement/Home Child Care Enhancement Grant**

In addition to these provincial funds transferred to CMSMs and DSSABs, Ontario introduced a Wage Enhancement/Home Child Care Enhancement Grant in 2015. Under this program, which is administered by municipalities separately from operating funding, all eligible child care staff/caregivers in regulated settings may receive the wage increase of \$2/hour or \$20/day for home child care providers. All licensed child care centres and home child care agencies including those that opened in the previous year are eligible for Wage Enhancement/Home Child Care Enhancement Grant funding, including not-for-profit, for-profit, and publicly operated programs. Directors/supervisors must apply to their CMSM or DSSAB for the grant on behalf of their staff.

The Ministry of Education funds the wage enhancement grant on an annual basis as part of the annual service contracts with CMSMs and DSSABs. Wage enhancement grant funding has been allocated as part of the 2020 allocations.

*Note: The wage enhancement funding does not include those RECEs working in EarlyON Child and Family Centres.*

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## One time funding

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### Capital funding

The government's new child care capital strategy focuses on aligning future early years and child care capital investments to the 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, including up to 10,000 spaces in new schools.

As of April 1, 2019, both for-profit and non-profit child care operators are now eligible to operate in schools in Ontario.

Child care operators in schools are required to have a purchase of service agreement with their local CMSM or DSSAB or be eligible to receive fee subsidy payments from the CMSM or DSSAB.

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### Fee Stabilization Funding

Fee Stabilization Support funding was provided in 2018. This was one time funding associated with a provincial increase in the minimum wage. It was intended to allow wages to rise to the new minimum wage while stabilizing licensed child care fees. Fee Stabilization Support funding ended as of March 31, 2019.

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1 The child care fee subsidies figure is an approximate figure as the amount of fee subsidy funding provided to each CMSM/DSSAB as well as First Nations is not possible to determine due to the introduction of flexible reporting under the child care funding formula. The ministry obtained the fiscal year figure by taking 75% of CMSM/DSSAB 2018 Financial Statement entitlement and 25% of the 2019 Revised Estimates submissions (which includes both actuals and projections). Additionally, due to a number of outstanding 2018-2019 First Nations Financial Statements submissions, information from their allocations has also been used.

## PROVINCIAL ALLOCATIONS FOR REGULATED CHILD CARE (2018-2019)

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<b>Fee subsidies<sup>1</sup></b>	<b>\$880,435,048</b>
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### Operational (previously Recurring) funding

Operating funds <sup>2</sup> (other than fee subsidies and Special Needs Resourcing) includes Wage enhancement and other operational funding	\$728,441,309
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Special Needs Resourcing <sup>2</sup>	\$125,550,350
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<b>Total Operational funding</b>	<b>\$853,991,659</b>
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### Capital funding

Capital for communities <sup>3</sup>	\$94,279,586
Capital for schools <sup>4</sup>	\$64,570,797
French language schools	\$1,028,507

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<b>Total capital funding</b>	<b>\$159,878,890</b>
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*Note: Federal funding of \$144,836,900 through the Canada – Ontario Early Learning and Child Care Agreement for 2018-2019 is included in the provincial allocations.*

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<b>TOTAL ALLOCATION</b>	<b>\$1,894,305,597</b>
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*Total provincial allocation for regulated child care + \$144,836,900 federal funding through the Canada - Ontario Early Learning and Child Care Agreement (2018-2019)*

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### Other funding

Small Water Works, Territory Without Municipal Organizations, Qualifications Upgrade Program	\$7,030,799
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2 The total amount of what Ontario terms “operating funding” (funding transferred to municipalities under the provincial funding formula) includes fee subsidies. It also includes Special Needs Resourcing and funds used by municipalities as “Operational” funding, as well as Wage Enhancement funding.

3 Capital for communities are funds for CMSM/DSSAB expenditures under community based capital and Indigenous-led programs for the 2018-2019 fiscal year (Public Accounts). These include both child care and child and family (EarlyON) expenditures.

4 Capital for schools are funds for school board child care expenditures for the 2018-2019 fiscal year (Public Accounts).





## OVERVIEW

Regulated early learning and child care is under the aegis of the Department of Families. Manitoba provides operating funds to eligible child care centres and to regulated family and group family child care homes through a “unit funding” model. This operational funding is linked to regulated age group composition and a maximum parent fee set by the provincial government and incorporates fee subsidies for eligible families.

Regulated child care centres, nursery schools and school-age programs for 0 – 12 year olds are primarily non-profit with a small number of for-profit operations. There is no publicly delivered child care.

Regulated home based child care (family child care and group child care homes) is delivered through an individually licensed model.

Manitoba maintains a province wide online child care registry that helps families find and register for a space in licensed Manitoba facilities, licensed facilities manage enrollment, and the Department assesses the need for child care.

In Manitoba, the Department of Education is responsible for kindergarten, which is funded as a part day, non compulsory program for all five year olds. Some school divisions provide part time programs for four year olds called “nursery”. (These are also called Junior Kindergarten.) The Division scolaire franco-manitobaine offers this for three and four year olds). Those programs are distinct from the licensed nursery school programs and spaces under the *The Community Child Care Standards Act*, C.C.S.M. c. C158.”

Manitoba’s Early Learning and Child Care in Schools Policy, in collaboration with the Public Schools Finance Board, is designed to include ELCC centres as part of the construction of new schools.

Initiated in 2018, a new Child Care Centre Development Tax Credit gives businesses an incentive to develop new licensed child care spaces in the workplace. Eligible corporations may receive \$10,000 per newly created infant or preschool space over five years.

In February 2018, Manitoba and the federal government announced the [Canada–Manitoba Early Learning and Child Care Agreement](#), committing almost \$47 million in early learning and child care initiatives targeted toward programs and activities that will have an impact on families more in need (such as lower income, Indigenous, newcomer, Francophone and lone parent families, and families in underserved communities), and/or families with children with varying abilities. Manitoba’s Action Plan under the Agreement, will:

- Support new and newly funded, affordable and accessible licensed early learning and child care spaces, through an enhanced capital funding model and subsidizing operational funding for expansion spaces;
- Build sector capacity and stability through education and skill development;
- Develop a Rural and Northern Strategy to build the early learning and child care sector in these communities;
- Support diversity and inclusion, through a new service and funding approach to support children with additional needs, and a new approach to support community service organizations offering supportive family services; and
- Engage the early learning and child care community, and support public reporting.

The progress on Manitoba's Action Plan initiatives in 2018–2019 is published in the Department of Families [2019–2020 Annual Report](#).

## 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.*

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### Number of children 0 – 12 (2019 rounded estimate)

Age	Number of children
0	14,800
1	14,800
2	15,100
3	15,000
4	14,800
5	16,300
6	17,100
7	16,100
8	15,400
9	15,500
10	15,500
11	15,900
12	14,900
Total	201,200

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

Age	Number of children
0 – 2	44,700
3 – 5	46,100
6 – 12	110,400
Total	201,200

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

Age	Number of children
0	8,400
1	8,500
2	8,700
3	8,300
4	8,900
5	9,400
6	9,700
7	10,000
8	9,700
9	10,000
10	10,300
11	10,400
12	10,300
Total	122,600

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

Age	Number of children
0 – 2	25,600
3 – 5	26,600
6 – 12	70,400
Total	122,600

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

Age	First Nations	Métis	Inuk (Inuit)	Multiple	Other
0 – 4	15,765	7,375	60	225	65
5 – 9	16,675	7,380	70	255	55
10 – 14	14,355	7,060	90	260	70
Total	46,795	21,820	225	740	190

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

Age of youngest child	Number of mothers	Participation rate (%)
0 – 2	25,900	65.1
3 – 5	19,400	74.6
0 – 5	45,300	68.8
6 – 15	50,900	83.7

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

Age	Living with two parents	Living with one parent	Lone mother	Lone father
0 – 4	62,085	14,960	12,810	2,155
5 – 9	60,785	17,675	14,485	3,185
10 – 14	56,800	17,440	13,875	3,565

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**Languages spoken most often at home (2016)**

Age	English	French	Non-official	Multiple
0 – 4	65,465	1,195	10,730	3,585
5 – 9	69,325	1,215	8,430	4,310
10 – 14	65,975	950	7,870	4,380
Total	200,765	3,365	27,035	12,265

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

Two parent families	Lone parent families	Male lone parent families	Female lone parent families
71,299	25,368	23,450	25,567

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## PARENTAL LEAVE AND BENEFITS

### Maternity leave

17 weeks. Employees who have worked for the same employer for a minimum of seven consecutive months are eligible for maternity leave of up to 17 weeks.

### Parental leave

Parental leave is granted for up to 63 weeks for birth and adoptive parents. If a parent is taking maternity leave and wish to take parental leave, they must do so immediately following the maternity leave. Employees must take leave in one continuous period. Available to both new parents of adopted or birth children, who have been working for the same employer for seven consecutive months or more.

### Benefits

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

There are two federal benefit options for parental leave: the Standard Parental Benefit and the Extended Parental Benefit. The Standard Parental Benefit covers 35 weeks of paid leave taken over a 12 month period, paid at 55% of average weekly insurable earnings, up to \$573/week (2020) for either eligible parent, including adoptive parents. The Extended Parental Benefit allows 61 weeks of parental leave benefits taken over an 18 month period paid at 33% of average weekly earnings up to \$344/week (2020) for either eligible parent including adoptive parents.

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

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

## KINDERGARTEN

### PROVINCIAL RESPONSIBILITY FOR KINDERGARTEN

Manitoba Education  
Early Childhood and Development Unit  
1567 Dublin Avenue  
Winnipeg, MB R3E 3J5  
Telephone: (204) 945-6162  
Website: <http://www.edu.gov.mb.ca/k12/childhood/index.html>

### LEGISLATION

Manitoba. Legislative Assembly. *Public Schools Act*.1987, C.S.M, c. P250. Last amended 2015.

[\*Public Schools Act\*](#).

[\*Education Administration Act\*](#).

[Appropriate Educational Programming Regulations](#).  
[Appropriate Educational Programming Standards for Student Services](#).

[Public Schools Finance Board Act](#) regarding child care in schools.

## KINDERGARTEN SERVICES

In Manitoba, kindergarten is funded as a part day program for all five year olds.

Some school divisions in the province offer full day kindergarten. Full day kindergarten is not funded by the province. School boards receive .5/day funding per enrolled child.

There are also some three and four year olds who may be enrolled in “nursery” or “junior kindergarten”, which are not funded by the provincial government. Some school divisions provide part time programs for four year olds called “nursery”, funded by the school division. (The Division scolaire franco-manitobaine offers this for 3 and 4 year olds). Those programs are distinct from the licensed nursery school programs and spaces under the *The Community Child Care Standards Act*, C.C.S.M. c. C158.

Kindergarten is offered in a total of 489 Manitoba schools, in 37 school divisions in the province.

In 2019, the [Manitoba Commission on Kindergarten to Grade 12 Education](#) conducted an independent review of Manitoba’s kindergarten to Grade 12 education system. Its goal was to improve outcomes for students, ensure long term sustainability and enhance public confidence in the province’s education system. The Commission will focus on developing its recommendations in a report to the Minister of Education. The report was to have been published in February 2020 but has been delayed.

## AGE ELIGIBILITY

Five years old by December 31 of the school year.

## COMPULSORY

Kindergarten is not compulsory in Manitoba.

Access is not legislated but kindergarten is available throughout the province.

## HOURS

In order for schools to receive .5/day funding for kindergarten/child, they need to offer a program that follows the school year. Children attend the same number of days per year as other students at the school but half time.

The majority of kindergarten programs are half day (two and a half hours) five days per week, or full school day (five hours) on alternate days per six day school cycle.

Some school divisions offer full school day, five days per week.

## KINDERGARTEN ENROLMENT (SEPTEMBER 30, 2018)

Kindergarten enrolment in public schools	13,797
Kindergarten enrolment in funded independent schools	1,090
Kindergarten enrolment in non funded independent schools	40
Kindergarten enrolment in homeschools	100
Kindergarten enrolment in school division administered First Nations schools	285
<b>Provincial total kindergarten enrollment</b>	<b>15,312</b>

## NURSERY OR JUNIOR KINDERGARTEN ENROLMENT (SEPTEMBER 30, 2018)

Manitoba school divisions are not required to report their nursery or junior kindergarten enrollment. The following enrollment figures are only from those school divisions that choose to report. Thus, actual enrollment in Manitoba is likely higher than shown below.

Four year olds enrolled in public school nursery or junior kindergarten programs: at least 2,676

Four year olds enrolled in funded nursery or junior kindergarten programs in independent schools: at least 453

Four year olds enrolled in school division-administered First Nations school nursery or junior kindergarten: at least 246

**Provincial total of nursery or junior kindergarten enrollment: at least 3,375**

## CLASS SIZE

There is no legislated maximum capacity for K – 3 classrooms. However, Manitoba’s Early Years Enhancement Grant provides school divisions with flexibility and decision-making autonomy regarding organizational changes and supports needed to ensure success in the early years (K – 3) including, but not limited to, class size. Divisions are expected to submit data regarding class sizes to the Department of Education annually.

## TEACHER QUALIFICATIONS

In Manitoba, a Bachelor of Education degree is offered in a 150 credit hours integrated five year program or in an after degree two year program. Where the undergraduate university degree is completed prior to entry into the Bachelor of Education Program, the undergraduate university degree must be equivalent to a minimum of 90 credit hours (three year program) in a Bachelor of Arts, Science, Human Ecology, Music, Physical Education or another approved degree.

The academic requirements for a teaching certificate are set out in Manitoba Regulation M.R. 115/2015.

Early childhood qualifications are not required to teach kindergarten.

## CURRICULUM

Manitoba's kindergarten curriculum is outcome based and organized into six subject areas: arts education, English or French language arts, mathematics, physical education/health education, science, and social studies.

[Subject-specific curriculum documents for kindergarten to Grade 12](#)

[A time for learning, a time for joy](#) (2015), is a pedagogical guide to play based learning for kindergarten teachers based on Manitoba's kindergarten curriculum.

## PROVINCIAL SPENDING ON KINDERGARTEN

Half day Kindergarten spending (2018-2019)

\$93,746,709

K-12 per pupil spending (2018-2019)

\$13,284

School divisions which offer full day kindergarten and nurseries allocate additional funding to support such programs. For more information, see [2018-19 Frame Report Budget](#).

## REGULATED CHILD CARE

### PROVINCIAL RESPONSIBILITY FOR CHILD CARE

Department of Families

Early Learning and Child Care Program

210-114 Garry Street

Winnipeg, MB, R3C 4V4

Telephone: (204) 945-0776 Toll-free: 1-888-213-4754

Website: [www.manitoba.ca/childcare](http://www.manitoba.ca/childcare)

## LEGISLATION

Manitoba. Legislative Assembly. [The Community Child Care Standards Act](#), C.C.S.M. c. C158.

(Last amended September 15, 2017)

Manitoba. Legislative Assembly. [Child Care Regulation 62/86](#), M.R. 118/2019. (Last amended April 1, 2019)

Manitoba. Legislative Assembly. [Child Care Worker Retirement Benefits Regulation](#), M.R. 20/2011.

Bill 9 - *The Community Child Care Standards Amendment Act* (Enhanced Powers Respecting Governance and Accountability) received Royal Assent on June 4, 2018. Manitoba continues to work on the associated amendments to the related child care regulation to support Bill 9.

## CHILD CARE SERVICES

### UNREGULATED CHILD CARE

#### Unlicensed private home child care

When care is provided in an unlicensed private home, the provider cannot care for more than four children under the age of 12 years and not more than two of them may be less than two years of age. These maximums include the provider's own children.

### REGULATED CHILD CARE

All licensed child care in Manitoba is guided by *The Community Child Care Standards Act* and its regulations. The Act and the regulations define the types of child care that need licensing and set minimum standards that facilities must meet.

A provincial child care coordinator is assigned to each licensed early learning and child care facility. The child care coordinator's roles include: licensing and monitoring, providing information and resources on quality early learning and child care services, conducting inspections of the facility each year to observe, evaluate and consult, investigating concerns of non compliance, and interpreting child care regulations and policies.

#### Child care centres

Full day centre based services are those that provide for more than four continuous hours per day, three or more days per week, to more than: three infants; or four preschool-age children of whom not more than three are infants; or four children who are enrolled in kindergarten to Grade 6 in a school.

(See [Best Practices Licensing Manual for Early Learning and Child Care Centres](#). Manitoba Early Learning and Child Care.)

### **Nursery schools**

Nursery schools are part time, centre based programs offering child care for: four or fewer continuous hours per day; or more than four continuous hours per day less than three days per week to more than three infants or four preschool-age children, of whom not more than three are infants.

*Note: These licensed services are distinct from nursery (Junior Kindergarten) programs offered by some school divisions.*

### **School-age child care**

Before and after school services provided to more than four children who are enrolled in kindergarten to grade six in a school. Care for school-age children outside school hours provided by schools is exempt from licensing regulations.

### **Family child care homes**

Care in a licensed child care home for a maximum of eight children, including the provider's own children under age 12. No more than five of the children can be under six and no more than three can be 2 years old or younger.

(See [Best Practices Licensing Manual for Family and Group Child Care Homes](#) Manitoba Early Learning and Child Care. Revised 2015).

### **Group child care homes**

Care in a licensed private home by two or more caregivers for a maximum of 12 children, including the providers' own children under age 12. No more than three of the children can be under the age of two.

One of the two providers must reside in the home in which the care is provided. The resident provider's own children must be included in the maximum number of children being cared for.

(See [Best Practices Licensing Manual for Family and Group Child Care Homes](#) Manitoba Early Learning and Child Care. Revised 2015).

## **CURRICULUM FRAMEWORK**

[Early Returns: Manitoba's ELCC Curriculum Framework for Preschool Centres and Nursery Schools, 2010](#)

[Early Returns: Manitoba's ELCC Curriculum Framework for Infant Programs, 2012](#)

The Department introduced these two framework documents to support quality programming for children attending licensed preschool-age centres, nursery schools and infant programs.

According to Manitoba's Child Care Regulation 10 (2a.1), implementing a curriculum that is consistent with the province's *Early Returns* is required for preschool-age centres, nursery schools and infant programs.

Developing a curriculum statement that accurately describes each facility's unique curriculum was added to regulation requirements for preschool-age centres and nursery schools on December 30, 2011, and for infant programs on July 1, 2013.

## **CHILDREN WITH SPECIAL NEEDS**

The Inclusion Support Program (ISP) assists licensed early learning and child care facilities to address barriers, allowing a child with additional support needs to meaningfully and effectively participate in programming and activities. A child with "additional support needs" is a child who has been assessed by a qualified professional acceptable to the Provincial Director, and who has one or more physical, cognitive, behavioral or emotional disabilities; and, as a result of that disability needs a facility to provide additional accommodation or support for the child. (Manitoba Child Care Regulation 62/86).

Inclusive services focus on creating an environment of involvement, respect, connection and belonging. Inclusive early learning and child care services ensure that the design of the physical space, daily programming and activities are planned and carried out in a manner in which all children can learn and participate together.

The service provided under the ISP are subject to program eligibility, assessed need 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, behavioural interventions, equipment/modifications, guaranteed space payments or enhanced ratio to support inclusion.

## INDIGENOUS CHILD CARE

### First Nations communities

Manitoba has provided early learning and child care consultation and guidance to First Nations communities at their request for many years but the province does not necessarily have a formal role in the licensing, regulation or funding of early learning and child care in First Nations communities as this has been viewed as falling under federal jurisdiction.

As the provincial *Community Child Care Standards Act* is a law of general application, the Department reviews, considers and can grant any applications received with respect to the licensing of centres on reserve. Any First Nations community that wants to be licensed by the Province may apply, and the application would be considered. In order to be granted a license, all licensing requirements must be met.

One child care centre located on a First Nations community on reserve is licensed by the province, operating eight infant and 27 preschool spaces. The centre was located off reserve when it was initially licensed by the province.

First Nations on reserve child care spaces that are not licensed by the province are not included in the total count of regulated spaces in Manitoba (see SPACE STATISTICS section).

Post-secondary colleges and institutes in Manitoba routinely contract with First Nations communities to offer Early Childhood Education diploma programs that have been customized to meet the needs of each community.

### Aboriginal Head Start

Aboriginal Head Start Programs are not required to be licensed but may choose to be. Manitoba has three licensed Aboriginal Head Start Programs located outside First Nations communities.

## SPACE STATISTICS

### Number of regulated child care spaces (March 31, 2019)

<i>Centre based programs</i>			
Age group	Full day	Part day	Total
Infant (< two years)	2,745	-	2,745
Preschool-age (2 - 5 years)	16,315	3,435	19,750
School-age (6 - 12 years)	-	11,678	11,678
<i>Total centre based spaces</i>	19,060	15,113	34,173
<i>Family and group home child care spaces</i>			
	3,286	-	3,286
<b>Total number of regulated spaces</b>			<b>37,459</b>

*Note: 3,435 is the number of Nursery School spaces in centres and licensed Nursery Schools.*

### Children with special needs in regulated child care (2018-2019)

1,429

*Note: This figure represents only those children served under the Inclusion Support Program.*

### Children receiving fee subsidies (2018-2019)

6,442

*Note: This figure represents the average number of children receiving subsidized child care per four week period. This indicator should not be interpreted as the total number of children receiving subsidy in the 2018-2019 fiscal year.*

### Number of regulated child care facilities (centres) (March 31, 2019)

Full day	517
Part day nursery	124
Stand alone school-age	72
<b>Total centre based facilities</b>	<b>713</b>

### Regulated family and group child care home providers

Home based family child care providers	416
Home based group child care providers	32
<b>Total family and group child care home providers</b>	<b>448</b>

### Sponsorship of regulated centre based child care spaces (March 31, 2019)

<i>Auspice</i>	Full day	Part day	Part day -	Total
			Nursery Schools	
Non-profit	17,935	12,176	2,346	32,457
For-profit	1,151	397	168	1,716
<b>Total centre based spaces</b>	19,086	12,573	2,514	34,173

*Full day: The number of centres with preschool spaces; it does not include (i) Nursery Schools, with licensed nursery school spaces only, or (ii) facilities with only school-age spaces.*

*Part day nursery: The number of centres with preschool spaces; it does not include (i) Nursery Schools, with licensed nursery school spaces only, or (ii) facilities with only school-age spaces.*

*Stand alone school-age: The number of facilities with only school-age spaces.*

## PARENT FEES

The government provides annual operating grants to eligible, licensed, non-profit child care facilities and sets maximum daily parent fees for those facilities. If a facility receives a provincial operating grant for any of the licensed spaces at that facility, it is called a “funded facility”. Funded facilities must follow the Manitoba regulation that sets the maximum daily parent fees that can be charged for the type of child care spaces being offered.

If a licensed facility chooses not to receive a provincial operating grant for all of the licensed spaces at that facility, it is called an “unfunded facility”. An unfunded facility is permitted to set its own parent fees. However, if a child is enrolled in an unfunded facility and the family is in receipt of a child care parent fee subsidy, the facility can only charge the maximum parent fee allowed by the province for a family receiving parent fee subsidy.

Maximum daily fees per child vary by age of child, type of child care and hours spent in child care. (See table below).

### Maximum daily child care fees by care type and age group (funded facilities) (2019)

Age Group	Hours of care (per day)	Child care centre total maximum	Child care home total maximum
		fee per child (\$)	fee per child (\$)
Infants	< 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
	4–10 hours	20.80	18.20
	> 10 hours	31.20	27.30
School-age	<i>Regular school day/periods of attendance</i>		
	1 Period	6.15	6.15
	2 Periods	8.60	8.60
	3 Periods	10.30	10.30
	<i>Inservice and school holidays (per day)</i>		
	< 4 hours	10.40	9.10
	> 10 hours	31.20	27.30

Source: [Manitoba Maximum Daily Fees](#)

### Median (province wide) monthly fees per spaces (2016)

Age group	Centres and trained family or group child care homes	Untrained family or group child care homes
Infant	\$651	\$481
Toddler	\$451	\$394
Preschool	\$451	\$394
School-age		
1 period of attendance	\$133	\$133
2 periods of attendance	\$186	\$186
3 periods of attendance	\$223	\$223

### In 2019, a national survey of child care fees in Canada's large cities included Winnipeg:

#### Median monthly fees

Infants	Toddlers	Preschoolers
\$651	\$451	\$451

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

## STANDARDS AND REGULATIONS

### REGULATED CENTRES

Maximum centre size:	not specified
Maximum room size:	two groups of children

### Maximum staff:child ratios and group sizes

#### Child care centre: Mixed age groups

Age	Staff:child ratios	Max. group sizes
12 weeks – 2 yrs	1:4	8
2 years – 6 yrs	1:8	16
6 years – 12 yrs	1:15	30

#### Child care centre: Separate age group

Age	Staff: child ratios	Max. group sizes
12 weeks – 1 yr	1:3	6
1 – 2 yrs	1:4	8
2 – 3 yrs	1:6	12
3 – 4 yrs	1:8	16
4 – 5 yrs	1:9	18
5 – 6 yrs	1:10	20
6 – 12 yrs	1:15	30

#### Nursery school

Age	Staff: child ratios	Max. group sizes
12 weeks – 2 yrs	1:4	8
2 – 6 yrs	1:10	20

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

When an organization or individual applies for a child care licence, city or municipal zoning by laws, public health, fire, and early learning and child care program requirements must be met. A licensing approach based on regulatory compliance is used in determining the type of licensing process which will be used. Centres assessed at a higher compliance level receive a modified licensing process. Centres assessed as less compliant in meeting regulatory requirements and needing more supports to become compliant will receive the full licensing process. The number of inspections conducted varies depending on the level of compliance.

#### STAFF QUALIFICATIONS

##### Qualification levels for centre staff

Manitoba has three qualification levels:

###### *Early Childhood Educator (ECE) III*

An individual with one of the following: 1) ECE II classification and successful completion of a specialization or degree program recognized by the Child Care Qualifications and Training Committee; or 2) Bachelor of Arts from the University of Winnipeg, Major in Developmental Studies: Stream C – Child Development and Child Care.

###### *Early Childhood Educator (ECE) II*

An individual who has successfully completed one of the following: 1) a two year Early Childhood Education diploma program approved by the Child Care Education Program Approval Committee; or 2) an assessment program offered by the ELCC Program; or 3) a two year diploma program in Early Childhood Education from a recognized college outside Manitoba.

###### *Child Care Assistant (CCA)*

Employed in a child care centre but not eligible on the basis of educational requirements for classification at the ECE II or III level. All CCAs must have 40 hours of approved early childhood training within their first year of employment.

##### Staff qualification requirements for centres

In full time centres, two thirds of staff must meet the requirements for ECE II or III. In nursery schools and school-age centres, one half of staff must meet the requirements for ECE II or III.

A director of a full time centre for 0 – 6 year olds must be classified as an ECE III and have one year of experience working with children in child care or in a related field. A director of a school-age centre or a nursery school must be classified as an ECE II and have one year of experience in child care or in a related setting.

All staff must be 18 years of age and have completed a first-aid course that includes CPR training relevant to the age group. All staff must provide a copy of a criminal record and child abuse registry check, and a criminal history disclosure statement, to their employer.

##### Qualification equivalency for centre staff and exemptions for centres

For ECEs with out of country credentials, provincial officials may conduct an educational equivalency test in consultation with others. These individuals may also be required to submit a credential assessment report.

The Manitoba government recognizes ECE classification applicants with out of province credentials who have the equivalent of Manitoba Grade 12 or Senior 4 plus two years of post secondary Early Childhood Education from an accredited Canadian post secondary institution.

A licensed centre can request an exemption to trained staff requirements if a staff person is in training to upgrade her or his classification level. A staffing plan to meet the regulation must be in place. No education credentials are waived.

#### STAFF WAGES

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

*Median annual employment income* \$30,466

*Median hourly employment income* \$14.65 - 16.74/hr  
(calculated using 2080 hrs/year (40 hrs week)  
and 1280 hrs/year (35 hrs/week)

*Source: Canadian Census, 2016*

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



## REGULATED FAMILY CHILD CARE

### **Model of organization**

Each provider is individually licensed and inspected by the provincial government according to *The Community Child Care Standards Act*.

### **Maximum capacity**

*Family child care homes* (one licensee): Eight children under 12 years (including the provider's own children under 12 years). No more than five children may be under six years, of whom no more than three children may be under two years.

*Group child care homes* (two to four licensees): Twelve children under 12 years (including the resident providers' own children under 12 years). No more than three children may be under two years. One of the two providers must reside in the home in which the care is provided (referred to as the resident licensee).

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

When an individual applies for a licence, provincial child care coordinators complete safety inspection reports of the applicant's home. Up to three drop in inspections per year and one relicensing inspection per year are conducted. A group child care home must also meet city or municipal zoning bylaws, public health, fire and early learning and child care program requirements.

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

Family child care providers are required to have successfully completed an approved post secondary 40 hour course relevant to early childhood education or family child care within their first year of operating.

If a provider is classified as an ECE II or III, that provider may charge a higher maximum daily fee, equivalent to the fees charged in child care centres (called "trained family child care" in Daily Fee table above).

Providers must be at least 18 years of age and have a valid first aid certificate that includes CPR training relevant to the age group being cared for. Providers are assessed for their suitability to provide care based on recognized family child care competencies.

Providers as well as any adult person residing in the home must complete background checks including a criminal record, child abuse registry, and prior contact with a Child and Family Services Agency checks. Any child over 11 years of age who resides in the home must complete child abuse registry and check for prior contact with a Child and Family Services Agency.

[See online for more information on provider classifications.](#)

## FUNDING

### CHILD CARE SERVICES ELIGIBLE FOR FUNDING

Licensed non-profit regulated child care centres, nursery schools, family child care homes and group child care homes are eligible for funding.

Both non-profit and for-profit centres may enrol children receiving subsidies—see PARENT FEES for information regarding maximum daily fees for children in for-profit centres receiving subsidies.

### TYPES OF FUNDING

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#### **Fee subsidies**

The subsidy amount is 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 services.

There is a \$2 non-subsidized fee for each child, per day, that all families must pay, including those who receive a full child care subsidy.

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#### **Eligibility for families**

To be eligible for subsidized early learning and child care, parents must meet financial criteria and give a reason for needing child care services.

Eligibility depends on various factors including:

- income
- the number and age of children
- the number of days required for care
- the reason for care (including employment, seeking employment, attending school/approved training program, medical need of parent, additional support need of child.) A reason for service is not required for subsidy eligibility for families using a nursery school (part day) (including those with a stay at home parent).

### Financial eligibility for full subsidy (2019)

Family configuration	Max after tax income level
One parent, one child	\$16,420
One parent, two children	\$19,462
Two parents, two children	\$22,504

Source: [Change starts here. Manitoba Alternative Provincial Budget 2020](#). Canadian Centre for Policy Alternatives, Manitoba Office.

### Which service providers are eligible to deliver subsidized child care?

Regulated non-profit and for-profit centres and family child care can receive subsidized children.

Non-profit centres receiving provincial operating grants are required to enroll children whose parents receive parent fee subsidy.

### Charges above the fee subsidy

The provincial government sets maximum parent fees for all children in funded programs as well as for any parent receiving fee subsidy in a for-profit centre.

Parents receiving the parent fee subsidy pay a maximum fee of \$2 per day.

### 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.

The subsidy amount is 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. There is a \$2 non-subsidized fee for each child, per day, that all families must pay, including those who receive a full subsidy.

### Are eligible families entitled to a fee subsidy?

All eligible parents may receive a subsidy. Manitoba does not have a waiting list for parent fee subsidy.

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

None

### Operational (previously Recurring) funding (2018-19)

#### Operating grants for child care centres

Operating grants for licensed early learning and child care centres are based on a “unit funding” model. The breakdown below outlines the maximum annual operating grant per space, dependent on the type of space, duration of care and based on a set amount per space based on age categories, at March 31, 2019.

#### Maximum annual operating grant in centres per space by age type of child care (2018-2019)

Age group	Annual operating grant
Infant	\$11,375
Preschool-age	\$4,180
School-age	\$1,664
Nursery school	
Enhanced operating grant	\$4,180
1 – 5 sessions/week	\$264
6 – 10 sessions/week	\$528

To receive enhanced grants, nursery schools must meet eligibility criteria, including charging a per-session fee of no more than \$5.00.

#### Operating grants for family child care homes and group child care homes

This is a maximum annual operating grant per space, effective October 18, 2019. The amount depends on the type of space and duration of care.

#### Maximum annual operating grant family/group family child care home/space by age category (2019)

Age group	Annual operating grant/space
Infant	\$2,384
Preschool-age	\$1,835
School-age	\$850

#### Grants for extended operating hours

Licensed facilities that regularly provide child care services that exceed the normal operating hours of a child care facility, operating on evenings and or weekends, may receive increased operating grants for the extended operating hours.

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### Enhanced Operating Subsidy for Rural and Northern centres

Under the Canada-Manitoba ELCC Agreement, Manitoba is implementing an enhanced operating subsidy pilot program to alleviate challenges associated with high operational costs and to improve financial stability of eligible centres in rural and Northern Manitoba. The additional funding allows facilities to hire and retain qualified staff and to offer inclusive child care programming to better serve these higher need communities.

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### One time funding

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#### Start-Up Grants

A Start-up Grant is provided once per space, as funding permits. This type of grant supports centre based and home based child care facilities to cover costs related to becoming a licensed child care provider; purchase age-appropriate equipment or furnishings; and/or pay for leasehold improvements and capital costs. The breakdown below notes the maximum per space start up grants.

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#### *Maximum per space start up grants (2018-2019)*

Full time child care centre	\$ 450
Nursery school	\$ 245
Family or group child care home	\$ 300

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#### Capital funding

Under Manitoba's Child Care In Schools Policy, licensed non-profit child care centres are included in 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.

An additional funding stream, Manitoba's Early Learning and Child Care Building Fund provides grants to eligible organizations to offset the costs of constructing new community based licensed non-profit child care centres, or expanding existing centres to create new licensed spaces. It provides reimbursement of up to 40% of paid eligible capital expenses up to a maximum of \$600,000 per capital project for community based centres.

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### Child Care Centre Development Tax Credit

Introduced in 2018, a new refundable Child Care Centre Development Tax Credit that gives businesses an incentive to develop new licensed child care spaces in the workplace. Eligible corporations may receive \$10,000 per newly created infant or preschool-age space over five years.

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#### [Guide to the Child Care Development Tax Credit Program](#)

Additional information about the eligibility for the tax credit and details about the requirements for licensed child care centres can be found at sections of [The Income Tax Act](#), [The Community Child Care Standards Act](#) and [Manitoba Regulation 62/86](#).

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#### Training grants for child care assistants and ECE IIs

The amount of a training grant payable is the cost of the course or courses up to a maximum of \$400 annually for each Child Care Assistant (CCA) or Early Childhood Educator.

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#### Tuition support grants for ECE students

Conditional grant of up to \$4,000 to cover the tuition costs of one school year is available for students taking a two or three year Early Childhood Education (ECE) diploma program at a Manitoba college (Red River College, Assiniboine Community College, University College of the North, Université de Saint-Boniface).

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#### Staff replacement grant

This grant supports staff who are working towards an ECE diploma in a workplace training program. This grant pays the cost of a substitute to replace the CCA or licensed family child care provider while she is attending training two days a week, while continuing to receive a full CCA salary.

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#### Casual Early Learning and Child Care Grant

Under the Canada-Manitoba ELCC Agreement, Manitoba is implementing a pilot grant to support non-profit community organizations working with vulnerable families to ensure children can receive free of charge, consistent, high quality child care on site while their families engage in service planning, therapy, counselling or participate in skills development courses. The grant covers wage expenses for an Early Childhood Educator II or III and child care programming tools and supplies. As parents will remain on site, the organization is exempt from licensing.

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PROVINCIAL ALLOCATIONS FOR REGULATED  
CHILD CARE (2018-2019)

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<b>Fee subsidies</b>	<b>\$26,896,000</b>
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**Operational (previously Recurring) funding**

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Operating grants <sup>1</sup>	\$113,606,000
Inclusion Support grant	\$13,509,000

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<b>Total Operational funding</b>	<b>\$127,115,000</b>
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**One time funding**

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ELCC Capital grants	\$2,831,000
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**Total provincial allocation for regulated child care**  
**\$156,842,000**

*Note: Federal funding of \$15,609,534 through the Canada – Manitoba Early Learning and Child Care Agreement for 2018-2019 is not included in the Provincial Allocations.*

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<b>TOTAL ALLOCATION</b>	<b>\$ 174,006,153</b>
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*Total provincial allocation for regulated child care + \$15,609,534 federal funding through the Canada-Manitoba Early Learning and Child Care Agreement (2018-2019) + \$1,554,619 carry over*

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<sup>1</sup> Operating grants include all training, tuition support, staff replacement, and retention grants.

# Saskatchewan



## OVERVIEW

Saskatchewan’s early childhood education and care programs include kindergarten and prekindergarten, licensed child care centres and regulated family child care.

Kindergarten, prekindergarten (pre-k) and regulated child care are all the responsibility of the Early Years and Child Care Branch within the Ministry of Education.

Kindergarten and pre-k are half time programs. Children age five and six years old attend kindergarten while children aged three and four years old may attend pre-k. Pre-k is a targeted program offering educational opportunities for vulnerable children and families. Both programs are funded by the Ministry of Education and are at no cost (free) to families.

Regulated child care is termed “licensed child care”. Historically, regulated child care centres have been almost entirely non-profit (there were six for-profit centres in 2019). For-profit services are permitted but receive no operating grant funding or fee subsidies. There are three municipally delivered centres (the municipality holds the license); all are located in small rural communities.

Regulated family child care homes use an individual licensing approach in a residence and may care for up to eight children depending on children’s ages. Saskatchewan also provides group family child care, which operates in a residence and is licensed for up to 12 children, with an assistant adult caregiver.

Unregulated child care includes unlicensed child care providers who are legally permitted to care for up to eight children in their home; they do not receive funding. It also includes school age child care located in schools and part day preschools (nursery school), which are exempt from licensing, restricted by the legislation to three hours per day and are not funded.

In March 2018, the Government of Canada and Saskatchewan signed the [Canada-Saskatchewan Early Learning and Child Care agreement](#). Through this three year bilateral agreement, the Government of Saskatchewan has received just over \$41 million for investments towards accessibility, inclusivity and quality. The funding is intended to improve access to quality child care spaces, as well as support inclusion and minority languages, train additional early childhood educators, and improve physical activity and literacy skills.

## 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.

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### Number of children 0 – 12 (2019 rounded estimate)

Age	Number of children
0	11,200
1	12,600
2	12,900
3	13,200
4	14,000
5	14,300
6	14,000
7	14,400
8	14,800
9	13,100
10	14,800
11	14,700
12	13,100
Total	177,100

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

Age	Number of children
0 – 2	36,700
3 – 5	41,500
6 – 12	98,900
Total	177,100

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

Age	Number of children
0	6,700
1	8,200
2	8,600
3	8,600
4	9,900
5	9,800
6	10,000
7	9,800
8	9,800
9	9,300
10	10,400
11	10,700
12	9,500
Total	121,300

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

Age	Number of children
0 – 2	23,500
3 – 5	28,300
6 – 12	69,500
Total	121,300

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

Age	First Nations	Métis	Inuk (Inuit)	Multiple	Other
0 – 4	13,645	5,200	25	110	45
5 – 9	14,600	5,405	6	175	95
10 – 14	13,160	4,895	15	180	85
Total	41,400	15,505	100	465	225

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

Age of youngest child	Number of mothers	Participation rate (%)
0 – 2	24,400	71.8
3 – 5	18,900	82.2
0 – 5	43,300	76.0
6 – 15	48,300	86.1

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

Age	Living with two parents	Living with one parent	Lone mother	Lone father
0 – 4	56,635	14,155	11,925	2,235
5 – 9	54,510	17,090	13,770	3,315
10 – 14	48,495	15,970	12,585	3,385

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**Languages spoken most often at home (2016)**

Age	English	French	Non-official	Multiple
0 – 4	63,990	340	6,395	2,305
5 – 9	66,130	285	5,440	2,555
10 – 14	59,635	220	5,300	2,665
Total	189,760	840	17,130	7,530

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

Two parent families	Lone parent families	Male lone parent families	Female lone parent families
85,980	28,219	25,958	28,420

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## PARENTAL LEAVE AND BENEFITS

### Maternity leave

19 weeks.

Pregnant employees with more than 13 consecutive weeks of service with an employer are eligible for maternity leave.

### Parental leave

59 weeks for parental leave for birth parents or primary caregivers in an adoption.

63 weeks parental leave for the parent who did not take maternity or adoptive leave. Either or both parents with more than 13 consecutive weeks of service with an employer are eligible for parental leave.

### Adoptive leave

19 weeks of adoptive leave in addition to 59 weeks of parental leave.

The parent or caregiver with more than 13 weeks of service with an employer who is designated as the primary caregiver is eligible for adoptive leave.

### Benefits

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

Until December 3, 2017, there was only one option for parental leave benefits: 35 weeks of paid leave taken over a 12 month period, paid at 55% of average weekly insurable earnings, up to \$573/week (2020 for either eligible parent, including adoptive parents). This option is now known as the Standard Parental Benefit and will continue to be offered. However, as of December 3, 2017, the federal government amended the Employment Insurance benefits offering an additional option for the parental leave portion, referred to as the Extended Parental Benefit. The new option allows 61 weeks of

parental leave benefits, that can be taken over an 18 month period, paid at 33% of average weekly earnings up to \$344/week (2020) for either eligible parent including adoptive parents.

In addition, as of March 17, 2019, an additional benefit, called the "Parental Sharing Benefit" became available to non-birth (second) parents; five weeks of benefits is now available under the Standard option if both parents share parental benefits (40 weeks total), and an additional eight weeks of benefits is available under the Extended option when parents share parental leave under the extended option (69 weeks total).

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

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

## KINDERGARTEN

### PROVINCIAL RESPONSIBILITY FOR KINDERGARTEN

Ministry of Education

Early Years Branch

2220 College Avenue

Regina, SK, S4P 4V9

Telephone: (306) 787-2004

Kindergarten page: <https://www.curriculum.gov.sk.ca/webapps/moe-curriculum-BBLEARN/CurriculumHome?id=405>

### LEGISLATION

Saskatchewan. Legislative Assembly. *The Education Act*. 1995. E-02. Amended 1996, 1997, 1998, 1999, 2000, 2001, 2002, 2004, 2005, 2006, 2008, 2009, 2010, 2012, 2013, 2014, 2015 and 2017. [The Education Regulations](#), 2019.



## KINDERGARTEN SERVICES

Kindergarten is delivered in both the public and Catholic schools within school divisions under the jurisdiction of a public or a separate school division, the conseil scolaire or independent schools.

Qualified independent schools receive 50% of public school funding.

School divisions determine kindergarten provision; all 27 public school divisions provide kindergarten.

## AGE ELIGIBILITY

*The Education Act, 1995*, gives school divisions the authority to set the age of entry for kindergarten programs. In most school divisions, children must be five years old by December 31 of the year in which they begin kindergarten.

## COMPULSORY

Attendance in kindergarten is not compulsory.

## HOURS

As defined in *The Education Act, 1995*, a kindergarten program requirement is that it is not less than one-half the length of the school year. Thus, 475 hours are required for kindergarten which is half the requirement for Grades 1 to 12.

School divisions have legislative authority to administer and finance kindergarten in a manner that benefits both the needs of children and the school division.

## KINDERGARTEN ENROLLMENT

### Number of Children (2018)

School divisions (public)	14,008
Non-associated independent schools	131
First Nations schools	913
<b>Total</b>	<b>15,052</b>

*Note: All these categories are provincially funded.*

## CLASS SIZE

There is no provincial class size limit in kindergarten.

## TEACHER QUALIFICATIONS

Kindergarten requires a qualified teacher. For a teaching certificate, the following requirements must be met: Saskatchewan Grade 12 or equivalent; an approved university degree or equivalent; four years of post secondary education; completion of an approved teacher education program consisting of at least 48 semester hours, including a practicum. English or French proficiency is also required.

There are no ECE requirements or formalized requirements for ongoing education of kindergarten educators.

## CURRICULUM

[Saskatchewan Kindergarten Curriculum Guide, 2010](#)  
[Children First: A Resource for Kindergarten, 2009](#)

## SPENDING ON KINDERGARTEN

Not available

Per pupil spending K-12 (2018-2019) Not available

## PREKINDERGARTEN

### PROVINCIAL RESPONSIBILITY FOR PREKINDERGARTEN

Ministry of Education

Early Years Branch

2220 College Avenue

Regina, SK, S4P 4V9

Telephone: (306) 787-4980

Website: <https://www.curriculum.gov.sk.ca/webapps/moe-curriculum-BBLEARN/CurriculumHome?id=406>

### PREKINDERGARTEN SERVICES

Prekindergarten (pre-k) is an early childhood education program that targets vulnerable three and four year old children and their families; it is not a universal program. The program requires a qualified teacher, preferably with early childhood education specialized knowledge and a prekindergarten associate who provide programming for up to a maximum of 16 children.

In 2018-2019, there were 316 ministry-funded pre-k programs across the province. The Ministry provides funding, program guidelines and consultative support. School divisions hire staff and operate the program. Most prekindergarten programs are operated in schools although school divisions have the option of partnering with a community organization to offer programming.

Prekindergarten focuses on fostering social development and self-esteem, nurturing educational growth and school success, promoting language development and engaging families.

Prekindergarten programs offer opportunities for enhanced play and exploration as guided by the Ministry developed and supported documents Play and exploration: Early learning guide and Essential learning experiences.

Prekindergarten is offered in targeted communities/neighbourhoods for three and four year old children who meet specified eligibility criteria (i.e. family and environmental risk, existing delays, behavioural challenges, isolation, low socio-economic status).

### HOURS

Prekindergarten is a part time program offering a minimum of 12 hours per week, usually three hours/day for four days a week 10 months of the year.

### CLASS SIZE

A maximum of 16 children is permitted.

### TEACHER QUALIFICATIONS

The program requires a qualified teacher, preferably with early childhood education specialized knowledge, and a prekindergarten associate, requiring completion of grade 12. Preference is for an associate with an early childhood education background.

### PREKINDERGARTEN SPENDING

Prekindergarten \$20.5 million (2018-2019)

## REGULATED CHILD CARE

### PROVINCIAL RESPONSIBILITY FOR CHILD CARE

Ministry of Education

Early Years Branch

2220 College Avenue

Regina, SK, S4P 4V9

Telephone: (306) 787-3858

Website: <https://www.saskatchewan.ca/residents/family-and-social-support/child-care/child-care-in-saskatchewan>

### LEGISLATION AND REGULATIONS

Saskatchewan. Legislative Assembly. [The Child Care Act](#). Bill 8, 1990 as amended by the Statutes of Saskatchewan, 2000. Chapter C-7.31 of the Statutes of Saskatchewan, 2014 (Current to June 15 2015).

Saskatchewan. Legislative Assembly. [The Child Care Regulations](#). 2001. Chapter C-7.31 Regulation 1 (effective June 15, 2015) as amended by the Saskatchewan Regulations (Current to April 6, 2018).

### CHILD CARE SERVICES

#### UNREGULATED CHILD CARE

##### Unregulated family child care

Care provided to no more than eight children including the caregiver's own children under 13 years. Of the eight, five may be younger than six years; of these five, two may be younger than 30 months.

##### Nursery schools

Part time preschools operating less than three hours/day do not require a license.

##### School-aged child care in schools

Programs located in schools and solely for school-aged children do not require a license.

#### REGULATED CHILD CARE

##### Child care centres

Services that provide care to children in group settings more than three hours/day. Centres must have a license from the Early Years Branch and may care for up to 90 children from six weeks old to 12 years old. Child care centres can include non-profit services governed by a board of directors of parents, public child care operated by a municipality and for-profit services with parent advisory committees.

##### Teen student support centres

Teen student support centres are located in or near a high school and provide child care services to children of parents attending the high school.

##### School-age child care

Care outside school hours for children under 13 years old 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 homes

Operated by individually licensed family child care providers in a 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 10.

### Group family child care homes

Operated by individuals in a residence and licensed for up to 12 children. The caregiver must have an assistant adult caregiver in attendance when the numbers or ages of children permitted in a family child care home are exceeded.

### Teen student support family child care homes

Teen student support homes are family child care homes formally associated with a high school, and provide child care services to children of parents attending the high school. Teen student support family child care homes are licensed to care for up to six children, depending on their ages.

## CURRICULUM FRAMEWORK

### [Play and exploration: Early learning program guide](#)

Jouer et explorer, Guide du programme d'apprentissage, Pour la petite enfance

### [Play and exploration for infants and toddlers](#)

Jouer et explorer Nourrissons et tout-petits

## CHILDREN WITH SPECIAL NEEDS

The Child Care Inclusion Program provides various grants to child care facilities to include children with diverse or exceptionally high needs. Up to 15% of a centre's spaces may receive inclusion grants (and up to 25% with special approval).

Individual inclusion grants are provided to licensed centres and family child care homes to assist with the cost of supervising individual children with cognitive, physical, social, emotional, behavioral or language needs that require additional support. Grants may vary from \$200 to \$300/month depending on the need, as this can be categorized within three defined levels.

Enhanced accessibility grants of up to \$2,000 per month may be provided to assist with additional costs of including a child with exceptionally high needs. The child must have a referral (not necessarily a diagnosis) and must require significant additional support. The parents must be enrolled in an education program or employed. The grant may be provided in the case of employed parent/guardian(s) during maternity/paternity leave. Parents of

children with diverse needs pay for the space but not for the additional supports.

Facilities may receive a training and resource grant of \$100 per child with additional needs per year, as well as a grant of up to \$600 (\$1,200 for exceptional needs) for adapted equipment required to meet the child's needs.

## INDIGENOUS CHILD CARE

Saskatchewan does not typically regulate or fund on reserve child care programs. 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, 2015* 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 that are licensed and funded by the province.

The federally funded First Nations and Inuit Child Care Initiative (FNICCI) has resulted in the development of approximately 73 on reserve child care facilities with 1,051 spaces monitored by First Nations.

## SPACE STATISTICS

### Number of part and full day regulated child care spaces (2019)

#### Centre based

Age group	Full day	Part day	Total
Infants (6 weeks – 17 months)	1,390	-	1,390
Toddlers (18 – 29 months)	3,614	-	3,614
Preschool-age (30 months – kindergarten)	7,966	-	7,966
School-age (Grade 1 – 13 years, part day)		1,635	1,635
<b>Total centre based spaces</b>	<b>12,970</b>	<b>1,635</b>	<b>14,605</b>

#### Family child care spaces

Number of children enrolled in family child care homes	739
Number of children enrolled in group family child care homes	1,453
<b>Total family child care spaces (enrollment)</b>	<b>2,192</b>

**Total number of regulated child care spaces** 16,797

*Note: Centre space numbers are based on licensed capacity while family child care is based on enrollment.*

*Note: Saskatchewan does not license part day preschools, so they are not represented in this table. The number of hours these services may be provided is restricted by the legislation to three hours per day.*

**Children with special needs in regulated care (2019)** 586

*Note: This number includes children who have received individual inclusion or enhanced accessibility funding.*

**Children receiving fee subsidies (2019)** 2,688

**Number of regulated child care programs (2019)**

Centres 0 – 5	335
School based child care centres for preschool-age children (included in centres)	141
Total number of regulated child care centres 0 - 5	335
Number of individual family child care providers	238

**Sponsorship of regulated centre based spaces (all full day) (2019)**

Non-profit	14,218
Municipally operated	116
For-profit	271

**Total number of regulated centre based spaces** 14,605

## PARENT FEES

Licensed child care facilities set their own parent fees for services in Saskatchewan (there is no set fee).

**Mean monthly centre and family child care fees (March 31, 2019)**

Age group	Full day centres	Regulated family child care
Infant	\$761	\$767
Toddler	\$642	\$719
Preschool	\$590	\$649
Kindergarten	\$571	\$609
School-age	\$422	\$459

**In 2019, a national survey of child care fees in Canada's large cities included the following Saskatchewan cities:**

*Median monthly fees for full time child care*

City	Infant	Toddler	Preschooler
Saskatoon	\$995	\$800	\$740
Regina	\$850	\$680	\$620

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

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

## STANDARDS AND REGULATIONS

### REGULATED CENTRES

**Maximum centre size:** 90 spaces  
(maximum of 12 infant spaces)

### Maximum staff:child ratios and group sizes

Age	Staff:child ratios	Max. group sizes
Infants (<18 months)	1:3	6
Toddlers (19 – 29 months)	1:5	10
Preschool (30 months – 6 years)	1:10	20
School-age (grade 1 – 12 years)	1:15	30

### STAFF QUALIFICATIONS

#### Centre staff qualification requirements for certification

Saskatchewan has three levels of certification:

*ECE Level I:* Completion of an ECE orientation from an approved accredited post secondary institution, or completion of nine credit units (three courses) that are directly related to early childhood – one course from each of three areas: Child Development, Programming, and Relationships.

*ECE Level II:* Completion of a one year ECE certificate from an approved accredited post secondary institution, or an equivalent combination of post secondary coursework.

*ECE Level III:* Completion of a two year ECE diploma from an approved accredited post secondary institution, or an equivalent combination of post secondary coursework. Only courses completed through an approved accredited post secondary institution are considered for ECE certification.

Individuals must apply to the Early Years Branch, Ministry of Education for certification. The requirements for certification and the courses required to achieve equivalency status are set out by the Ministry of Education.

ECE certification from another province or territory that falls under the Canada Free Trade Agreement is automatically recognized. Individuals must submit an application for certification and a photocopy of the certificate and a letter of authentication from the certifying agency.

#### **Required staffing qualifications in centres**

Centre directors must have at least a two year diploma or equivalent and be certified as an ECE III.

All staff employed in a centre for 65 hours/month must meet ECE Level I requirements.

30% of staff are required to be an ECE Level II (one year ECE certificate or equivalent).

An additional, 20% of staff are required to be an ECE Level III (two year ECE diploma or equivalent).

All staff members in each centre must have completed a first aid and CPR course.

If a licensee is unable to hire a centre director, supervisor, or child care worker whose qualifications meet the requirements of The Child Care Regulations, 2015, the licensee may apply to the Early Years Branch for an exemption from those requirements.

An education plan must be submitted, indicating how the licensee intends to meet the requirement of the regulations through further education of the individual to be hired.

#### **STAFF WAGES**

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

*Median annual employment income* \$31,740

*Median hourly employment income* \$15.26 - 17.44/hr  
(calculated using 2080 hrs/year (40 hrs week)  
and 1280 hrs/year (35 hrs/week)

*Source: Canadian Census, 2016*

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

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

##### **Model of organization**

Individually licensed

##### **Maximum capacity in a family child care home**

Up to eight children (including the provider's own children under 10 years) between six weeks and 12 years old. Of the eight children, only five may be younger than six years; of these five, only two may be younger than 30 months.

##### **Maximum capacity in a group family child care home**

Up to 12 children (including the provider's and assistant's own children under 13 years). Of the 12 children, only 10 may be younger than six years, of these 10, only five may be younger than 30 months and only three younger than 18 months.

##### **Maximum capacity in a teen student support family child care home**

Up to six children (including the provider's own children under 13 years). Of these six children, no more than four may be younger than six years; of these four, only two may be younger than 30 months.

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

Program consultants conduct annual visits to renew licenses in addition to a minimum of two drop in visits throughout the year.

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

Must be 18 years old.

All providers are required to complete an online information session which provides an overview of licensing requirements, processes and expectations. All providers must complete first aid/CPR training, plus six hours of professional development workshops each licensing year.

Must submit the results of a criminal records search with respect to the applicant and each adult who resides in the premises in which the home will be operated.

Providers in regular family child care homes must complete a 40 hour introductory early childhood education course within the first year of licensing.

Providers in group family child care homes have three years to complete the 120 hour orientation course (ECE I). Assistants require first aid and CPR training plus six hours of professional development each licensing year.

## FUNDING

Funding is available to regulated child care, which includes child care centres, teen student support centres, school age child care, family child care homes, group family child care homes, and teen student support family child care homes.

Only non-profit and municipal child care services receive public funding, including operating (base) funding, capital funding and fee subsidies.

### TYPES OF FUNDING

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#### Fee subsidies

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##### Eligibility for families

###### *Social criteria*

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 licensed facility;
- be Canadian citizens or permanent residents of Canada;
- be residents of Saskatchewan; and
- have a valid reason for 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. 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.

Not all child care spaces in licensed facilities are eligible for subsidy but most are. Licensed child care is not eligible for fee subsidy if it provides <36 hours of care/month for a child not in school, or <20 hours/month for a child in grade one or higher.

##### *Financial eligibility (2019) (gross family income)*

Subsidy eligibility is based gross family income, family size, the age of a child, the location of a child care facility, and the actual fee charged. The income threshold is increased by \$100/month for each additional child under 18. For example, a family is eligible for a [maximum subsidy](#):

- with one child <18 years - up to \$19,680 annual income
- with two children <18 years - up to \$20,880 annual income
- with three children <18 years - up to \$22,080 annual income

The maximum income cutoffs for partial subsidies also vary. If gross income is higher than the income thresholds listed above, a family may still qualify for a reduced subsidy.

Families receiving income assistance through the Saskatchewan Assistance Program, Saskatchewan Assured Income for Disability or Transitional Employment Allowance may be eligible for subsidies sufficient to cover the entire fee.

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

Non-profit child care centres and licensed family child care homes are eligible to deliver subsidized child care, and subsidies are available for both full time and part time programs.

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##### Surcharges above the fee subsidy

Subsidy rates do not cover full fees, leaving a parent portion to be paid. A family eligible for subsidy is required to pay a minimum fee of 10% of the actual fee (i.e., the subsidy rate can cover up to 90% of the child care fees). Based on current fees in licensed facilities and subsidy rate maximums, parents may pay more than the 10% minimum. The Child Care Subsidy Program pays for the parent portion of fees for parents who are on social assistance.

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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.

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*Maximum subsidy rate - monthly  
(or 90% of the fee, whichever is less)*

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	Tier 1		Tier 2		Tier 3	
	Full time	Part time	Full time	Part time	Full time	Part time
<i>Child care centres</i>						
Infant	\$570	\$400	\$485	\$340	\$410	\$290
Toddler	\$440	\$310	\$390	\$275	\$375	\$265
Preschool-age	\$405	\$285	\$350	\$245	\$340	\$240
Kindergarten-age	\$365	\$365	\$325	\$325	\$315	\$315
School-age (July – August)	\$385	\$275	\$340	\$245	\$330	\$230
<i>Family child care homes</i>						
Infant	\$485	\$340	\$415	\$295	\$410	\$290
Toddler	\$440	\$310	\$390	\$275	\$375	\$265
Preschool-age	\$405	\$285	\$350	\$245	\$340	\$240
Kindergarten-age	\$356	\$365	\$325	\$325	\$315	\$315
School-age (September – June)	\$275	\$275	\$245	\$245	\$230	\$230
School-age (July –August)	\$385	\$275	\$340	\$245	\$330	\$230

*Tier 1 - Regina, Saskatoon and Communities in the Northern Administration 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*

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### Are all eligible families entitled to a fee subsidy?

Yes, there is no waiting list for fee subsidy; all eligible families may be subsidized.

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

The provincial government may pay for unregulated child care on an individual basis for parents who are eligible for the Saskatchewan Assistance Program.

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## Operational (previously Recurring) funding

### Northern transportation grants for centres

Grant for licensee of a non-profit centre located within the Northern Saskatchewan Administration District for transportation of children attending the centre.

Maximum grant is \$20/month/child provided with transportation to the centre.

### Equipment and program grants for family child care homes

Grant to a licensee of a child care home for developmentally appropriate programming, equipment and supplies. The maximum grant is \$150 per year per licensed child care space.

### Early childhood services grant

Operating grants to support ongoing operating and staffing costs to provide child care services.

#### *Maximum grant for licensee of non-profit full time centres or student support centres*

<i>Age group</i>	<i>Amount/month/space</i>
Infant	\$656.67
Toddler	\$394.00
Preschool-age	\$197.00
School-age	\$131.33

#### *Maximum grant for licensee of extended hours centre that operates less than 120 hours per week*

<i>Age group</i>	<i>Amount/month/space</i>
Infant	\$820.83
Toddler	\$492.50
Preschool-age	\$246.25
School-age	\$164.17

#### *Maximum grant for licensee of extended hours centre that operates 120 hours per week or more*

<i>Age group</i>	<i>Amount/month/space</i>
Infant	\$985.00
Toddler	\$591.00
Preschool-age	\$295.50
School-age	\$197.00

### Early childhood services grant – northern centres

Operational grants to support ongoing operating and staffing costs to provide child care services

#### *Maximum grant for licensee of non-profit full time centres or student support centres located within the Northern Saskatchewan Administration District*

<i>Age group</i>	<i>Amount/month/space</i>
Infant	\$686.67
Toddler	\$412.00
Preschool-age	\$206.00
School-age	\$137.33

#### *Maximum grant for licensee of extended hours centre located within the Northern Saskatchewan Administration District that operates less than 120 hours per week*

<i>Age group</i>	<i>Amount/month/space</i>
Infant	\$858.33
Toddler	\$515.00
Preschool-age	\$257.50
School-age	\$171.67

#### *Maximum grant for licensee of extended hours centre located within the Northern Saskatchewan Administration District that operates 120 hours per week or more*

<i>Age groups</i>	<i>Amount/month/space</i>
Infant	\$1030.00
Toddler	618.00
Preschool-age	309.00
School-age	206.00

### Teen Student Child Care Centre Support

Recurring support service grants for ongoing costs associated with centres or home providing parenting programs. Maximum grant for centres is \$810/month/infant child care space and \$680/month/toddler space. Maximum grant for family child care is \$350/month /teen student support space.

### Nutrition grants for family child care homes

Recurring grant for family child care homes for provision of nutritious meals and snacks. Maximum grant/month/licensed space in a home located within the Northern Saskatchewan Administration District is \$75 and outside the Northern Saskatchewan Administration District is \$60.



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### Inclusion grants

Individual inclusion grants are provided to a licensee based on an individual child with additional needs. Maximum grant per month to assist with additional costs of supervising the child, for a period not exceeding one year is \$300. Maximum grant per year for the purchase of adapted equipment required to meet the needs of the child is \$600 (up to \$1,200 per year in exceptional circumstances based on the discretion of the Early Learning and Child Care Consultant). Maximum grant to assist with the cost of training employees and the provision of resources other than those listed above is \$100.

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### Enhanced accessibility grants

Enhanced accessibility grants are provided to a licensee with respect to an individual child with exceptionally high needs attending the facility. Maximum grant per month to assist with additional costs of supervising the child, for a period not exceeding one year is \$2,000. Maximum grant per year for the purchase of adapted equipment required to meet the needs of the child is \$600 (\$1,200 per year if, in the Director's opinion, there are exceptional circumstances). Maximum grant to support training of employees and the provision of resources other than those above is \$200.

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### One time funding

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#### Space Development Funding: Start up grants

<i>Start up grants – centres</i>	<i>Maximum grant</i>
One time grant for the purpose of developing child care spaces and support the design and implementation of an enriched learning environment.	\$861 per child care space
<i>Start up grants – family child care homes</i>	
Grant for a family child care home or a teen student support family child care home to commence the home's operations and to support the design and implementation of an enriched learning environment.	\$3,275 within the Northern Saskatchewan Administration District; \$2,825 located elsewhere
Grant for group family child care home to commence the home's operations and to support the design and implementation of an enriched learning environment.	\$3,525 within the Northern Saskatchewan Administration District; \$3,025 located elsewhere
Grant for licensees that change from a family child care home to a group family child care home	\$400 per licensee

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#### Space development capital grant

One time grant to a developmental licensee or a licensee of a non-profit centre to assist with costs of developing, renovating or constructing new child care spaces in a centre. The grant is \$3,360 per new child care space approved by the minister for development.

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#### Fire, health and safety grant

One time grant to a provisional licensee with respect to costs associated with meeting necessary fire, health and safety requirements. Maximum grant is \$1,200 for a new family child care home.

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#### Other funding

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##### Tuition reimbursement grant

Grant to a licensee of a facility for reimbursement of tuition fees paid and required books purchased for ECE courses completed by licensee or staff to meet requirements or for upgrading ECE qualification. Maximum grant per individual course taken by the person is \$500 (\$1,500 in some circumstances).

Professional Development Grants for Licensed Child Care 2018–2019 professional development (PD) grant is only available for professional development offered in Saskatchewan and delivered or sponsored/funded by the Early Years Branch. Early childhood educators, regardless of certification level, and all employees of a licensed child care centre (directors, assistant directors, and cooks), or operators of a licensed family child care home are eligible. Maximum grants up to \$3,500 apply to each licensed facility for the year.

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#### PROVINCIAL ALLOCATIONS FOR REGULATED CHILD CARE (2018-2019)

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<b>Fee subsidies</b>	<b>\$14,570,000</b>
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#### Operational (previously Recurring) funding

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Early Childhood Services grants	\$45,309,543
Teen Student Child Care Centre Support	\$2,097,696
Nutrition – family child care homes	\$743,103
Inclusion grants	\$4,332,512

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<b>Total Operational funding</b>	<b>\$52,482,855</b>
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#### One time funding

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Equipment – family child care homes	\$154,400
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<b>Total provincial allocation on regulated child care</b>	<b>\$67,207,255</b>
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*Note: Federal funding of \$13,837,957 through the Canada – Saskatchewan Early Learning and Child Care Agreement for 2018-2019 is not included in the provincial allocations.*

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<b>TOTAL ALLOCATION</b>	<b>\$ 84,460,725</b>
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*Total provincial allocation for regulated child care + \$13,837,957 federal funding through the Canada-Saskatchewan Early Learning and Child Care Agreement (2018-2019) + carry over (2017-2018).*

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#### Other funding

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Other provincial spending	\$606,577
Early Childhood Training	\$947,369

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<b>Total Other funding</b>	<b>\$1,553,946</b>
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*Note: Other funding includes Preschool Support, Early Childhood Initiatives, Northern Transportation, ELPG Grant.*

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FEDERAL FUNDING UNDER THE CANADA-  
SASKATCHEWAN EARLY LEARNING AND CHILD  
CARE AGREEMENT (2018-2019)

**Access**

Early childhood services operating grant	\$303,233
Start-up grants	\$1,063,692
Space development capital grants	\$4,932,154
Fire, health and safety grants	\$47,899
Nutrition grants	\$583,321
Equipment and programs (homes)	\$96,775
Early years family resource centres	\$1,505,000
Infrastructure	\$1,003,560

**Total Access spending** **\$9,535,634**

**Quality**

Play and exploration	\$153,600
Active play	\$121,650
Training	\$98,483
Literacy initiation	\$1,851,825

**Total Quality spending** **\$2,225,558**

**Inclusion**

Early Learning and Intensive Support pilots, Children Communicating, Connecting and in the Community pilots and Enhanced Accessibility grants	\$4,454,420
Francophone Minority Language Inclusion	\$578,620

**Total Inclusion Spending** **\$ 5,033,040**

**Miscellaneous**

Differential monitoring	\$161,254
Public Awareness Campaign	\$193,545
Administration	\$209,388

**Total Miscellaneous spending** **\$564,187**

**Total federal funding  
(includes 2017-2018 carry over)** **\$17,358,419**





## OVERVIEW

In Alberta, responsibility for early childhood education and care (ECEC) falls under two Ministries, Alberta Education and Alberta Children’s Services. Responsibility for licensed and approved (referred to as “regulated” in Alberta) child care had been under Alberta Human Services but moved to the newly created Ministry of Children’s Services in January 2017.

The Education Supports Sector of Alberta Education is responsible for Early Childhood Services (ECS). Kindergarten is part of ECS programming and is intended for children in the year before Grade 1. Children with severe developmental disabilities may receive Early Childhood Services when they are two years eight months of age (as of September 1 of each year). Kindergarten and other ECS programs are provided by school divisions, accredited private schools and private non-profit and for-profit ECS operators.

There are five categories of licensed child care (sometimes called ECEC programs) defined under Alberta’s [Child Care Licensing Act](#). Each has a primary purpose of providing child care to seven or more children.

Licensed child care in Alberta includes:

- day care programs for preschool-aged children under seven years;
- part day preschool programs;
- out-of-school programs for kindergarten and school-aged children;
- group family child care; and
- Innovative child care programs designed to meet the unique child care needs of the community in which they are provided, as approved by the Children’s Services statutory director.

The Approved Family Day Home (FDH) program is another child care option available in Alberta. Under this program, contracted family day home agencies and approved providers are required to operate according to ministry standards. Neither providers nor agencies are licensed.

More than half Alberta’s licensed full and part day centre based child care programs and about half of approved family day home agencies are for-profit. The others are non-profit; this category includes a small number of municipally operated or supported centres.

Regional Children’s Services offices at the local level are responsible for licensing, monitoring and issuing enforcement actions for licensed child care programs.

The Government of Canada and the Government of Alberta signed [the Canada-Alberta Early Learning and Child Care Agreement](#), effective for a three year term from April 1, 2017 to March 31, 2020. Alberta's total share of funding was \$136.8 million over three years, and approximately \$45.6 million per year to increase accessibility, affordability, quality, and to address gaps and flexibility. These federal funds contributed to funding Phase 2 of the ELCC \$25/day pilot projects (2018).

In 2017, Alberta launched Phase 1 of a pilot project; 22 Early Learning and Child Care (ELCC) centres were to test capping parent fees at \$25/day, to develop professional development initiatives; to support inclusion through the Access Support and Participation (ASaP) program; and to implement the *Flight* Early Learning and Care Framework. The ELCC grant enabled programs to implement activities in areas related to parent involvement, access to family supports, development of cultural and linguistic supports, and development of extended hours services. This Alberta wide pilot program was implemented with non-profit licensed child care programs providing services to children aged 0 to kindergarten. In 2018, Phase 2 of the pilot project expanded to include an additional 100 centres across Alberta.

The government commissioned an outside evaluation of the ELCC \$25/day pilot project. Two [evaluation reports](#), based on data collected through interviews, focus groups and surveys with ELCC Centre supervisors, educators, academic partners and parents were released in June 2018, with a [final report](#) in February 2020.

Following a change in government, it was announced that in April 2020, Phase 1 of this pilot program would end, which it did on June 30 after a three month extension. The Phase 2 projects will end March 31 2021 when the initial three year bilateral agreement between the federal and Alberta governments concludes.

Subsequently, a July 2020 announcement by the Alberta and federal ministers responsible for child care outlined a new one year bilateral agreement between the province and the federal government of \$45 million (2020 – 2021). It covers revamped fee subsidies (\$29 million); increased accessibility for children with disabilities, in underserved communities and with Indigenous and Francophone language and culture (\$9.7 million) and online training for early childhood educators (\$4.7 million) while phasing out the federally funded \$25/day centres. Under the revamped fee subsidies, subsidy rates to licensed and approved child care increased.

Several other ELCC programs also ended in 2020: the Stay-at-Home Child Care Subsidy and the Kin Child Care Subsidy (January 2020); the Northern Allowance (July 1 2020) and the Accreditation for Child Care Centres, which had a number of sub programs including the Benefit Contribution Grant and the Staff Attraction Incentive programs (March 31 2020). Wage enhancement funds that had been awarded on the basis of the accreditation process will now be paid to all staff.

The [Alberta Child Care Licensing Act](#) and regulations are set to expire in January 2021. A regulation review included consultation in June to inform revisions to the *Act* and regulations. The proposed new legislation, Bill 39, *The Early Learning and Child Care Amendment Act*, making changes in child care monitoring, replacing previous accreditation with new “guiding principles” and allowing more flexibility on 24 hour child care, was introduced in October 2020.

## 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.

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### Number of children 0 – 12 (2019 rounded estimate)

Age	Number of children
0	48,000
1	55,100
2	51,600
3	54,900
4	51,000
5	53,400
6	52,100
7	56,500
8	52,700
9	55,300
10	56,700
11	53,000
12	57,700
Total	698,000

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

Age	Number of children
0 – 2	154,700
3 – 5	159,300
6 – 12	384,000
Total	698,000

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

Age	Number of children
0	27,800
1	31,900
2	31,000
3	34,200
4	30,200
5	31,400
6	32,900
7	34,200
8	34,600
9	38,800
10	39,000
11	35,600
12	40,000
Total	441,600

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

Age	Number of children
0 – 2	90,700
3 – 5	95,800
6 – 12	255,100
Total	441,600

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

Age	First Nations	Métis	Inuk (Inuit)	Multiple	Other
0 – 4	14,300	9,215	250	390	240
5 – 9	15,865	10,120	285	245	240
10 –14	13,790	9,555	230	285	170

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

Age of youngest child	Number of mothers	Participation rate (%)
0 – 2	93,300	66.1
3 – 5	63,800	75.7
0 – 5	157,100	69.7
6 – 15	198,800	84.7

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

Age	Living with two parents	Living with one parent	Lone mother	Lone father
0 – 4	228,685	31,915	26,450	5,465
5 – 9	219,010	45,330	36,260	9,075
10 –14	188,085	46,755	36,645	10,110

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**Languages spoken most often at home (2016)**

Age	English	French	Non-official	Multiple
0 – 4	215,860	2,015	35,610	12,520
5 – 9	226,640	2,015	27,690	14,120
10– 14	202,910	1,615	23,805	13,220
Total	645,405	5,645	87,105	39,865

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

Two parent families	Lone parent families	Male lone parent families	Female lone parent families
92,890	31,264	40,636	30,240

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## PARENTAL LEAVE AND BENEFITS

### Maternity leave

16 weeks.

Pregnant employees who have been employed at least 90 days with the same employer are eligible for maternity leave.

### Parental leave

A maximum of 62 weeks are available for parental leave for parents, including adopting parents within 78 weeks of the birth or placement. Employees are eligible for parental leave if they have been employed at least 90 days with the same employer.

### Benefits

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

There are two federal benefit options for parental leave: the Standard Parental Benefit and the Extended Parental Benefit. The Standard Parental Benefit covers 35 weeks of paid leave taken over a 12 month period, paid at 55% of average weekly insurable earnings, up to \$573/week (2020) for either eligible parent, including adoptive parents. The Extended Parental Benefit allows 61 weeks of parental leave benefits taken over an 18 month period paid at 33% of average weekly earnings up to \$344/week (2020) for either eligible parent including adoptive parents.

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

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

## KINDERGARTEN AND EARLY CHILDHOOD SERVICES

### PROVINCIAL RESPONSIBILITY FOR KINDERGARTEN

Alberta Education

Education Supports Sector

8th Floor – 44 Capital Boulevard

10044-108 Street

Edmonton, AB, T5J 5E6

Telephone: (780) 427-4919

Website: <https://www.alberta.ca/early-childhood-education.aspx>

### LEGISLATION

Alberta. Legislative Assembly. [Education Act](#). Statutes of Alberta, 2012, Chapter E-0.3. (Current as of July 18, 2019, in force September 1, 2020)

Alberta. Legislative Assembly. [Education Act – Private Schools Regulation](#). Alberta Regulation 93/2019. (Current to August 16, 2019)

Alberta. Legislative Assembly. [Early Childhood Services Regulation](#). Alberta Regulation 87/2019 (Current to August 22, 2019)

Alberta. Legislative Assembly. [Student Record Regulation](#). Alberta Regulation 97/2019 (Filed on August 16, 2019, in force September 1, 2019)

### EARLY CHILDHOOD SERVICES ENROLLMENT

Kindergarten enrolment not available.

67,900 funded students (includes kindergarten and children with severe disability/delay younger than kindergarten age in Early Childhood Services (ECS) programs)

### KINDERGARTEN SERVICES

Alberta Education is responsible for providing Early Childhood Services (ECS) under *The Education Act*.

Kindergarten, as part of ECS programming, is intended for children in the year prior to Grade 1.

ECS also provides educational services in a variety of early learning settings in addition to kindergarten. Children with mild, moderate, or severe developmental disabilities may receive early childhood services starting as early as two years and eight months of age (as of September 1 of each year).

Funding for ECS may be accessed by all school authorities, which include: school divisions (public, separate, francophone school boards), accredited private schools, charter schools, and approved non-profit and for-profit private ECS operators.

ECS is funded for 475 hours of instruction for each child. Some school authorities may provide hours in addition to the minimum 475 hours.

### AGE ELIGIBILITY FOR KINDERGARTEN

To enter kindergarten, children must be four years and six months of age on or before September 1 of the relevant school year.

Effective September 2020, children entering kindergarten are required to be five years old by December 31 of that same calendar year.

### COMPLUSORY

Attendance in kindergarten is not compulsory. However, 94% of children enrolled in Grade 1 had attended ECS/ kindergarten in Alberta in the year prior.

### HOURS

Alberta Education funds 475 hours of instruction in a school year for every child eligible for Early Childhood Services. Kindergarten is usually part day, every day.

Some school authorities and ECS operators provide additional hours of ECS. The costs for additional hours beyond 475 are the responsibility of the school authority or individual ECS operator.

### CLASS SIZES

Alberta does not set class sizes for kindergarten. Information about average class sizes is not available.

### TEACHER QUALIFICATIONS

Qualification requirements: Early Childhood Services teachers in Alberta 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 is no specific requirement for early childhood education training.

## CURRICULUM

[Kindergarten Program Statement](#) (2008) (Current to November 2012)

[Kindergarten Curriculum Overview](#) 2011

Press release: [Draft K-4 Curriculum](#) 2018

[New Learn Alberta – Kindergarten curriculum](#)

[My child's learning: A parent's resource](#)

## SPENDING ON KINDERGARTEN

Kindergarten spending is not available.

In the 2018-2019 school year, approximately \$360 million was spent in operational funding for almost 68,000 children in ECS, not including capital expenditures.

In addition, \$316 million is spent for ECS children with mild/moderate and severe disability/delay and children with gifted and talented learning needs.

## CHILD CARE

### PROVINCIAL RESPONSIBILITY FOR CHILD CARE

Ministry of Children's Services

Early Childhood Development Branch 6th Floor Sterling Place

9940 - 106th Street

Edmonton, AB, T5K 2N2

Telephone: (780) 422-1119

Website <https://www.alberta.ca/about-child-care-in-alberta.aspx>

### LEGISLATION

Alberta. Legislative Assembly. [Child Care Licensing Act](#). Statutes of Alberta 2007 Chapter C-10.5. (Updated June 26, 2020)

Alberta. Legislative Assembly. [Child Care Licensing Regulation](#). 143/2008. (Current to September 1, 2019)

### CHILD CARE SERVICES

#### UNREGULATED CHILD CARE

##### Unlicensed family child care

In Alberta, the maximum number of children permitted in an unlicensed family child care setting is six under the age of 13, not including the caregiver's own children.

## REGULATED CHILD CARE

Under Alberta's *Child Care Licensing Act*, there are six types of services considered to be regulated child care programs. Of these, five program types are licensed and one program type is approved. (Family day home agencies and their providers are approved, not licensed).

### **Day care program**

A child care program provided to seven or more infants, preschool, and/or kindergarten children for four or more consecutive hours in each day that the program is provided.

### **Preschool program**

A child care program provided to preschool-age and kindergarten children for less than four hours per child in each day that the program is provided.

### **Innovative program**

A licensed 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.

### **Out of school care program**

A child care program provided to kindergarten-aged and school-aged children (under age 13) in any or all of the following periods: before and after school; during the lunch hour; and/or when schools are closed.

### **Group family child care program**

A child care program provided in the private residence of the license holder to a maximum of 10 children, including infants, preschool, kindergarten and school-aged children. Group family child care programs must have two providers on record and both must be on the premises when seven or more children are in attendance.

As a licensed program, group family child care is subject to the Child Care Licensing Regulations in Alberta.

### **Family day home program (approved)**

The Alberta Family Day Home (FDH) Program uses an agency model. Each FDH program is delivered by an agency that is contracted by a Ministry of Children's Services Region to coordinate and monitor the provision of child care in private residences. These homes are referred to as "approved family day homes."

Note that a family day home agency is not licensed. Agencies enter into contracts with the province to approve homes, which are not licensed.

Under the legal authority of the *Child Care Licensing Act*, the [Family Day Home Standards Manual for Alberta](#) outlines the requirements for approved family child care, including the roles, objectives, responsibilities and expectations for Children's Services, FDH agencies and approved FDH providers. Contracted FDH agencies and approved providers are required to operate according to these Ministry standards.

The maximum number of children in a family day home is six including the provider's own children.

## CURRICULUM FRAMEWORK

Alberta's ECEC curriculum framework, introduced in 2014, was originally titled *Play, participation, and possibilities: An early learning and child care curriculum framework for Alberta* but was renamed [Flight: Alberta's early learning and care framework](#) in 2018.

Alberta's curriculum framework supports a holistic view of children and builds common language across diverse delivery settings about the importance of a) play in early learning, b) emergent curriculum planning and c) responsive care. It is intended to guide practitioners in their intentional interactions with young children. A professional development model for the framework including access to an online course, resources, and onsite pedagogical support was developed through the Early Learning and Child Care Centre (ELCC) pilot conducted in 122 centres.

The Flight document is available free of charge to any educator who wants to engage voluntarily with the ideas and concepts as a way to support their evolving practices, planning and provisions for young children's learning. Licensed child care programs interested in engaging in more in depth training and exploration will be invited to participate in curriculum initiatives as funding permits. Funding for curriculum training and on site pedagogical supports is provided to post secondary institutions and a community organization.

Implementation of the Flight curriculum is not mandatory at this time.

## CHILDREN WITH SPECIAL NEEDS

The Inclusive Child Care Program provides supports 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. As part of the revised [bilateral agreement](#) with the Government of Canada in 2020, the new Inclusive Child Care Program is managed provincially and no longer regionally.

Alberta does not require additional training for staff working with children with special needs; however, staff members must hold Alberta child care certification.

In 2020, work is underway to develop provincial policy that reflects an evidence based model that includes enhanced ratio supports, onsite consultation, training, resources and coaching accessible to regulated child care programs throughout the province.

A non-profit community program, Getting Ready for Inclusion Today (GRIT), was funded by the province to deliver the Access, Support and Participation (ASaP) program. ASaP provides training and on site coaching to support child care staff in strengthening inclusive practices for children with additional needs and enabling meaningful participation for all children.

ASaP programming was delivered in the 122 Early Learning and Child Care (ELCC) pilot centres and an additional 40 licensed and approved child care programs. Participating programs complete an assessment to determine areas for enhancement, then child care teams received training and onsite, practice based coaching to provide them with the skills, knowledge, and confidence to provide equitable access and support participation of all children in a quality, inclusive environment.

For more information, see the [ASaP Project website](#).

## INDIGENOUS CHILD CARE

Alberta child care programs in Indigenous communities on reserve are not typically licensed by the province of Alberta. 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 license for 31 spaces, becoming the first licensed on reserve program in Alberta.

There are 42 other on reserve Indigenous child care programs in Alberta that may be eligible for federal government funding equivalent to provincial fee subsidies. Federal funding is provided when programs demonstrate to the federal government that they adhere to provincial licensing standards. (See the section of this report on INDIGENOUS EARLY LEARNING AND CHILD CARE).

These programs are inspected by provincial licensing staff, by invitation of a First Nation. Provincial child care licensing staff conducts an inspection visit and provides a written inspection report based on provincial licensing standards. Alberta has ongoing communication with federal funders under the Indigenous Skills and Employment Training (ISET) program (formerly the Aboriginal Skills and Employment Training Strategy) to consult on and respond to requests for inspection of child care programs located on First Nations reserve land.

Alberta recognizes early learning and child care education training programs in approved private vocational training institutions that are based on theoretical understanding of First Nations/Indigenous cultural knowledge as well as an academic study of all aspects of child development. Depending on program content and course hours, staff members who complete these programs may be eligible for certification as a Child Development Worker or a Child Development Supervisor. Alberta also contracts with early childhood educators to deliver the entry level Child Care Orientation Course in First Nation communities. Completion of the course qualifies staff for certification as a Child Development Assistant.

## SPACE STATISTICS

<b>Number of regulated child care spaces (2019)</b>			
<i>Centres – regular funding</i>			
Age group	Full day	Part day	Total
Infants (< 12 months)	2,080	-	2,080
Infants (13 – 19 months)	6,774	-	6,774
Toddlers (19 months – < 3 years)	15,989	1,304	17,293
Preschool-age (3 years – 4.5 years)	20,762	14,277	35,039
Kindergarten-age (4.5 years +)	9,854	13,763	23,617
Out of school (Grades 1 – 6) reported as part day	-	34,301	34,301
Innovative child care (no age grouping)	598	-	598
<b>Total centre spaces - regular funding</b>	56,057	63,645	119,702
<i>Centres - \$25/day pilot projects</i>			
Infants (under 12 months)	277	-	277
Infants (13 – 19 months)	875	-	875
Toddlers (19 months – < 3 years)	2,121	-	2,121
Preschool-age (3 years – 4.5 years)	2,553	-	2,553
Kindergarten-age (4.5 years +)	1,442	-	1,442
Out of school (Grades 1 – 6) reported as part day	-	-	-
Innovative child care (no age grouping)	-	-	-
<b>Total regulated spaces in \$25/day pilots</b>	7,268		7,268
<b>Total centre based spaces</b>	63,325	63,645	126,970
<b>Family child care spaces</b>			
Approved family day homes	11,832	-	11,832
Licensed group family group child care	90	-	90
<b>Total family child care spaces</b>	11,922		11,922

### Total number of licensed and approved spaces in all centres and family child care

75,247	63,645	138,892
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### Children with special needs in regulated/approved child care (2018-2019)

Not available. Funding is distributed by regional delivery offices to regulated child care programs. The number of children served is not collected centrally.

### Children receiving fee subsidies (2018-2019)

Full subsidy	22,605
Partial subsidy	5,654
\$25/day pilot project subsidies	1,812
<b>Total children receiving fee subsidies</b>	30,701

### Number of child care programs (2018-2019)

<i>Centre based programs</i>	
Day care centres	986
Innovative	23
Out of school care	1,079
Preschools (part day)	671
\$25/day pilot programs	120
<b>Total centre based programs</b>	2,879

### *Family child care*

Group family child care homes (licensed)	9
Number of family day home agencies (contracted)	66
Number of individual family child care providers (approved by contracted agencies)	1,892

### Sponsorship of regulated centre based child care centres (2018-2019)

<i>Program</i>	Non-profit	For-profit	Total
Day care (full day)	284	702	986
Preschools (part day)	406	265	671
Out of school care	402	677	1,079
Innovative child care	19	4	23
Early Learning Centres (\$25/day)	120	-	120
<b>Total number of centres</b>	1,231	1,648	2,879

### Sponsorship of centre based regulated child care spaces (2018-2019)

Program	Non-profit	For-profit	Total
Day care spaces (full day)	14,521	40,938	55,459
Preschools spaces (part day)	9,466	7,722	17,188
Out of school care spaces	20,214	26,243	46,457
Innovative child care spaces	519	79	598
Early Learning Centres spaces (\$25/day)	7,268	-	7,268
<b>Total number of centre based spaces by sponsorship</b>	<b>51,988</b>	<b>74,982</b>	<b>126,970</b>

### Sponsorship of spaces in approved family day homes (2018-2019)

Program	Non-profit	For-profit	Total
Spaces in family day homes spaces	4,705	7,127	11,832
Spaces in group family day homes	-	90	90
<b>Total number of home based spaces by sponsorship</b>	<b>4,705</b>	<b>7,217</b>	<b>11,922</b>

### PARENT FEES

Fees at centres in Alberta are set by individual operators and providers with the exception of the 120 centres that have/had been part of the \$25/day pilot project. Funding that made possible the set fees of \$25/day at the remaining 100 pilot centres will end March 31, 2021.

### In 2019, a national survey of child care fees in Canada's large cities included the following cities in Alberta:

Median monthly fees for full time child care

City	Infant	Toddler	Preschooler
Lethbridge	\$900	\$850	\$830
Edmonton	\$1,075	\$917	\$875
Calgary	\$1,300	\$1,100	\$1,075

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

## STANDARDS AND REGULATIONS

### REGULATED CENTRES

**Maximum centre size:** Not specified

### Maximum staff:child ratios and group sizes

Age	Staff:child ratios	Max. group sizes
Infants < 12 months	1:3	6
Infants 12 months < 19 months	1:4	8
19 months < 3 years	1:6	12
3 years < 4.5 years	1:8	16
4.5 years and older	1:10	20
<i>Out-of-school care program</i>		
Part day programs for kindergarten-age children	1:10	20
Part day programs for children attending Grade 1 and higher	1:15	30

### STAFF QUALIFICATIONS

#### Child care staff certification

Under the Alberta [Child Care Licensing Regulation](#), staff working in licensed day care, preschools, out-of-school care and group family child care programs are required to be certified. Certification is the process used to review educational training to determine eligibility and to certify staff at one of the three levels specified in regulation.

Primary staff working in licensed child care programs as a Child Development Assistant have six months to become certified. Without certification, they cannot be left alone to supervise children. All staff must apply for certification to the Child Care Staff Certification Office. The Certification Office is also responsible for contracting the delivery of the child care orientation course. For more details on child care staff certification, see the [Certification Guide](#).

Alberta uses three levels of qualifications for child care certification:

*Child Development Assistant certificate (formerly Level 1)* requires completion of the Child Care Orientation Course (Alberta government sponsored course); or completion of specific courses in Alberta high schools; or completion of a 45 hour (three credit) college/university level course related to child development; or completion of the Step Ahead Family Day Home Training or Family Child Care Training Program through an approved Alberta Family Day Home Agency registered with the Alberta Family Child Care Association.

*Child Development Worker certificate (formerly Level 2)* requires completion of a one year early learning and child care certificate program offered by an Alberta public college or university or completion of an equivalent level of training (refer to Appendix A “Educational Equivalencies for Alberta Child Care Staff Certification” in the Certification Guide for details).

*Child Development Supervisor certificate (formerly Level 3)* requires completion of a two year early learning and child care diploma program offered by an Alberta public college or completion of an equivalent level of training (refer to Appendix A “Educational Equivalencies for Alberta Child Care Staff Certification” in the Certification Guide for details).

#### *Language Proficiency*

Proof of language proficiency is required for certification as a Child Development Worker and Child Development Supervisor if the person’s post secondary training was not completed in a country where English or French was provided throughout all levels of schooling.

#### *Equivalency*

Approved educational equivalencies are recognized for certification as a Child Development Worker and Child Development Supervisor. Listed in Appendix A of the [Certification Guide](#).

Coursework equivalencies are also available for individuals who have completed extensive related coursework but have not received an educational credential. Each course is assessed for content and hours of instruction comparability. See Schedule B in the Certification Guide for details.

For more details on child care staff certification see the [Certification Guide](#).

#### **Staff qualification requirements in each centre**

Each licensed program is required to employ staff with credential levels as follows:

##### *Day care program requirements (Schedule 1: Child Care Licensing Regulation)*

Program Supervisor must hold a Child Development Supervisor certificate.

In addition, at least one in every three primary staff must hold at least a Child Development Worker certificate.

All other primary staff working directly with children must hold at least a Child Development Assistant certificate. Staff are allowed six months for staff to obtain this certificate; until then, the staff person must not have unsupervised access to children.

##### *Out of school care program requirements (Schedule 4: Child Care Licensing Regulation)*

One in every four staff working directly with children at any time must hold at least a Child Development Worker certificate, while all other staff hold at least certification as a Child Development Assistant.

Staff are allowed six months to obtain this certificate; until then, the staff person must not have unsupervised access to children.

##### *Preschool (part day) program requirements (Schedule 5: Child Care Licensing Regulation)*

One in every four staff working directly with children at any time must hold at least a Child Development Worker certificate while all other staff hold certification as a Child Development Assistant.

Staff working as a Child Development Assistant are allowed six months to obtain this certificate; until then, the staff person must not have unsupervised access to children.

##### *Group family child care program requirements (Schedule 2: Child Care Licensing Regulation)*

The license holder or one additional care provider must be certified at minimum as a Child Development Worker and each additional child care provider must be certified at minimum as a Child Development Assistant.

#### Licensing, Monitoring And Enforcement

Inspection visits are intended to ensure all licensed child care programs adhere to the [Child Care Licensing Act](#) and Regulation. Licensed child care programs will generally receive a minimum of two licensing inspections during a 12 month period. However, if non compliances are identified or incidents/complaint investigations take place, licensing staff may complete additional inspections as required for follow up.

Alberta’s [Child Care Licensing Act](#) and Child Care Licensing Regulation provides additional information.

#### Accreditation program

Until March 31, 2020, Alberta had a program for granting accreditation to licensed day care centres, out-of-school care programs and approved family day home agencies that voluntarily enrolled in an onsite evaluation process based on a set of provincial [Child Care Accreditation Standards](#) criteria and indicators.

The accreditation initiative was introduced in 2004. The government had contracted its administration to a community agency, the Alberta Association for the Accreditation of Early Learning and Childcare Services (AELCS).

Programs that voluntarily participated in the process and met the accreditation criteria were eligible for provincial grant funding. The grants included staff wage top up and funding for benefits and professional development funding. Wage grants for all licensed child care centres and family day homes are no longer tied to accreditation but will become part of the ministry's licensing program. A number of grants associated with the accreditation process including Benefit Contribution Grants and Staff Attraction Incentive Funding previously available to eligible programs concluded March 31, 2020. See the [Alberta Child Care Funding Guide](#).

#### STAFF WAGES

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#### **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 \$35,893

Median hourly employment income \$17.26 - 19.72/hr  
(calculated using 2080 hrs/year (40 hrs week)  
and 1280 hrs/year (35 hrs/week)

Source: Canadian Census, 2016

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

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#### REGULATED FAMILY CHILD CARE

##### **Model of organization**

Alberta uses two models for delivery of “regulated” family child care:

- Contracted agencies, which have the role of approving individual providers in private homes and of completing the majority of monitoring of what are called “approved family day homes.” Neither the agency nor the provider is licensed.
- Individually licensed group family child care homes.

The [Child Care Licensing Act](#) states that anyone caring for seven or more children must be licensed by the Government of Alberta. Individuals who care for six or fewer children, not counting their own children, do not require a license.

#### APPROVED FAMILY DAY HOMES

Section 25 of the *Act* defines the family day home program (FDH) as one in which an agency has entered into an agreement with the provincial government to coordinate and monitor the provision of child care in private residences (i.e., approved family day homes).

Operating under the legal authority of the [Child Care Licensing Act](#), the [Family Day Home Standards Manual for Alberta](#) describes the roles, objectives, responsibilities and expectations for Children's Services, agencies and approved family day home providers. Approved family day home agencies recruit, monitor and support family day home providers according to the standards.

Day home agencies may be non-profit or for-profit.

##### **Maximum capacity**

Approved family day home providers may accommodate a maximum of six children 0 – 12 years old in each private residence, including the provider's own children. A maximum of three children may be 36 months or younger and a maximum of two children may be 24 months or younger.

##### **Monitoring and enforcement**

Through its contract with a regional office of the Ministry of Children's Services, a family day home agency is responsible for complying with the agency standards and monitoring providers' compliance with provider standards. Ministry staff monitor agency operations, activities, and records, including a minimum of one in person visit to each contracted agency annually. In addition, ministry staff visit a minimum of 10% of the agency's active homes annually. For agencies with fewer than 20 homes, at least two homes are visited.



Family day home agencies are required to monitor all providers with both scheduled and unscheduled visits at least six times per year. Agency staff, referred to as family child care consultants and coordinators, monitor compliance utilizing a standard Government of Alberta checklist to ensure adherence to the provider standards. Under the Family Day Home Standards, agency staff responsible for monitoring providers must be certified at minimum as a Child Development Worker. The consultants work closely with both family day home providers and parents.

#### **Family day home provider requirements**

Family day home providers must be 18 years of age and have a criminal records check, including 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.

Each direct care provider is required to develop, in partnership 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.

#### **GROUP FAMILY CHILD CARE**

Licensed group family child care is provided in the private residence of the license holder in which two providers care for a maximum of ten children.

#### **Maximum capacity**

In a licensed group family child care home, two providers care for a maximum of 10 children, of which not more than three may be under three years of age, and not more than two may be infants (24 months or younger). The license holder must ensure that where seven or more children are present at a program, whether on or off the program premises, two care providers are on duty.

#### **Monitoring and enforcement**

Because group family child care is a licensed category, it is subject to the Child Care Licensing Regulations. Inspection visits are intended to ensure all licensed child care programs adhere to the *Child Care Licensing Act* and Regulation. Licensed child care programs will generally receive a minimum of two licensing inspections during a 12 month period. However, if non compliances are identified or incidents/complaint investigations take place, licensing staff may complete additional inspections as required for follow up. (Refer to *Alberta's Child Care Licensing Act* and Child Care Licensing Regulation for additional information).

#### **Group family child care provider requirements**

In the group family child care program, the license holder must be certified at minimum as a Child Development Assistant. At least one additional care provider must be certified as a Child Development Worker if the license holder is a Child Development Assistant, and any additional child care providers must be certified at minimum as a Child Development Assistant (see certification table).

### **FUNDING**

#### **CHILD CARE SERVICES ELIGIBLE FOR FUNDING**

Grants funding the centres that were part of the Early Learning and Child Care Centres Pilot project went only to the project centres, which were required to be non-profit.

Otherwise, Alberta provides all funding to both non-profit and for-profit child care programs.

## TYPES OF FUNDING

### Fee subsidies

#### Eligibility for families

##### *Social criteria*

Valid reasons for care in order 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);
- special needs applicant or child.

##### *Financial eligibility for fee subsidy (2020) (gross family income)*

As of August 1, 2020, below \$50,000 gross income, a fully subsidized parent would pay \$0 for child care. Families cease to be eligible for a fee subsidy at \$75,000/gross annual family income.

#### [Alberta subsidy financial eligibility levels](#)

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

Licensed family day homes and for-profit and non-profit child care centres are eligible to deliver subsidized child care. As of January 1, 2020, subsidy for preschools via the Stay At Home subsidy program has been discontinued. Children who attend part time hours in a licensed daycare or approved family day home are still eligible for subsidy.

#### 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.

#### *Monthly maximum subsidy rates for Alberta*

*(with August 1 2020 increases)*

Subsidy type	Age group		
	Infant (<18 months)	Preschooler (19 months – Grade 1)	Grades 1 to 6
Licensed day care and out-of-school care	\$628 (\$741 as of 8/1/20)	\$546 (\$644 as of 8/1/20)	\$310 (\$366 as of 8/1/20)
Approved family day home/ Licensed group family child care	\$520 (\$614 as of 8/1/20)	\$437 (\$516 as of 8/1/20)	\$310 (\$366 as of 8/1/20)
Extended hours (licensed programs and approved family day homes)	\$100 additional	\$100 additional	\$100 additional

See [2020 subsidy rate increase table](#)

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**Are eligible families entitled to a fee subsidy?**

Yes, there are no waiting lists to be approved for Child Care Subsidy.

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**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 are not capped.

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

*Extended Hours Child Care subsidy:* Certain facilities (mainly family day homes) are approved to provide care outside of standard business hours. Subsidized children who attend more than four hours of care per month outside of the Monday to Friday 6 a.m. to 6 p.m. time slot are eligible to receive an additional \$100 per month.

*Kin Child Care subsidy:* Prior to January 1, 2020, a Kin Child Care subsidy was offered in Alberta for applicants to help pay for child care provided by a relative caregiver. This subsidy program ended January 1, 2020.

The fee subsidy for preschool attendance via the *Stay At Home* subsidy program was discontinued January 1, 2020.

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**Operational (previously recurring) funding**

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**Early Learning and Child Care Centres Pilot Project Grant**

Early Learning and Child Care (ELCC) pilot centres in Alberta had been operationally funded since 2017. The purpose of the pilot program was to test capping parent fees at \$25/day; to develop professional development initiatives to support inclusion through the Access Support and Participation (ASaP) program; and to implement the *Flight* Early Learning and Care Framework.

This Alberta wide pilot program was implemented with non-profit licensed child care programs that provided services to children aged 0 – kindergarten-age. An initial Phase 1 of 22 centres was provincially funded in 2017; in 2018, federal funds through the Canada-Alberta Early Learning and Child Care Agreement. This allowed the program to expand to include an additional 100 centres across Alberta. The program created more than 7,000 new spaces in existing and new centres.

The ELCC grant enabled programs to implement activities in areas related to parent involvement, access to family supports, development of cultural and linguistic supports, and extended hours services.

The ELCC \$25/day pilot project is being phased out. Funds to the 100 federally funded centres will end on March 31, 2021, and funding to the 22 provincially funded centres ended June 30, 2020 after a three month extension from the initial phase out date announced of March 31, 2020.

The government commissioned an outside evaluation of the ELCC \$25/day pilot project in 2017. The [evaluation reports](#), based on data collected through interviews, focus groups and surveys with ELCC supervisors, educators, academic partners and parents were released in June 2018 and February 2020.

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**Infant Care Incentive**

The Infant Care Incentive is a per space amount paid to regulated child care programs. It pays \$150/month for each child under 19 months of age who is in more than eight hours of care in that month. Regulated programs were receiving payments for an average of approximately 5,400 infants/month in 2018-2019.

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**Northern Allowance (Formerly the Oil Sands Strategy)**

The Northern Allowance was put in place in 2008 to help stabilize the child care sector in northern Alberta. Funding supported recruitment, retention and professional development of staff. This funding was available for staff working in licensed day care centres, licensed out-of-school care programs and contracted family day home agencies located in Fort McMurray. The allowance included a monthly flat rate payment to staff (in addition to the provincial accreditation wage top up) and access to an additional \$500 per year for professional development. The Northern Allowance for child care concluded July 1, 2020.

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**Accreditation funding for child care programs**

Until March 31, 2020, Alberta had a process of accrediting licensed day care centres, out-of-school care programs and approved family day home agencies that voluntarily enrolled in an on site evaluation process based on a set of provincial criteria and indicators.

[Child Care Accreditation Standards](#)

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The accreditation initiative was introduced in 2004. The government had contracted its administration to a community agency, the Alberta Association for the Accreditation of Early Learning and Childcare Services (AELCS).

Wage top up funding was paid to the child care program, which distributed it to staff members and to family day home providers. Rates varied by the accreditation status of the child care program and level of staff certification. Funding was paid monthly up to a maximum of 181 hours.

Overviews of funding rates by program type are no longer available but rates for staff working in day care centres are provided below as an example:

<i>Certification Level</i>	<i>Pre-accredited</i>	<i>Accredited</i>
Child Development Assistant	\$1.44/hr	\$2.14/hr
Child Development Worker	\$2.70/hr	\$4.05/hr
Child Development Supervisor	\$4.42/hr	\$6.62/hr

Programs that voluntarily participated in the process and met the accreditation criteria were eligible for provincial grant funding. The grants included staff wage top ups, and funding for benefits and professional development. Wage grants for all licensed child care centres and family day homes are no longer tied to accreditation, but will become part of the ministry's licensing program.

A number of grants associated with the accreditation process including Benefit Contribution Grants, Staff Attraction Incentive Funding previously available to eligible programs concluded March 31, 2020. See the [Alberta Child Care Funding Guide](#).

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#### **Benefit Contribution Grant**

Grant provided to child care programs to offset the costs of the mandatory provincial and federal employer contributions associated with the wage top-up funding and the child care staff attraction incentive allowance including statutory pay, vacation pay, Employment Insurance (EI), Canada Pension Plan (CPP), and Workers Compensation Board (WCB) premiums. This grant supports 16% of Staff Support Funding and 16% of Child Care Staff Attraction Incentive Allowance. This grant concluded March 31, 2020.

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#### **Family Child Care Consultant and Coordinator (FCCC) Funding**

This funding provided a wage top up for paid, certified staff, working as an employee in the role of a family child care consultant and/or coordinator in a contracted family day home agency. Hourly funding was paid monthly up to a maximum of 181 hours. This grant concluded March 31, 2020.

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#### **One time funding**

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##### **Professional Development Grant**

This grant, which was part of Accreditation Funding, is available to eligible certified staff working in licensed programs or as staff of a family day home agency. The funding enables certified staff to obtain higher levels of certification or attend approved conferences and workshops relating to early learning and child care. Certified Child Development Assistants and Child Development Workers are eligible for up to \$1,000/year.

Professional Development funding is also available to staff certified as Child Development Supervisors. This funding is now administered through the Alberta Government.

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##### **Child Care Staff Attraction Incentive Allowance**

This grant, part of Accreditation Funding, was intended to support the recruitment of qualified staff to the profession. Certified Child Development Workers and Child Development Supervisors in both levels of accreditation were eligible for \$2,500 after working 12 months and an additional \$2,500 after having worked 24 months, if they are experienced staff that have returned to the field. This funding was also considered a "wage" under the Alberta Employment Standards Code. New applications will not be accepted after March 31, 2020.

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PROVINCIAL ALLOCATIONS FOR REGULATED  
CHILD CARE (2018-2019)

**Fee subsidies**

Day care centres	\$101,024,000
Family day homes	\$12,687,000
Preschools (Stay At Home parent support)	\$1,679,000
Out of school care	\$38,034,000
Extended hours	\$525,000

**Total fee subsidies** **\$153,949,000**

**Operational (previously Recurring) funding**

Infant care incentive	\$10,112,000
Northern Allowance	\$4,052,000
Accreditation funding	\$119,561,000
Family day home agency contracts	\$6,485,000
Specialized child care (includes Inclusive Child Care)	\$10,212,000

**Total Operational funding** **\$150,422,000**

**One time funding**

Staff certification	\$1,145,000
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**Total provincial allocation on regulated child care**  
**\$305,516,000**

*Note: Federal funding of \$45,593,076 through the Canada – Alberta Early Learning and Child Care Agreement for 2018-2019 is not included in the provincial allocations.*

**TOTAL ALLOCATION** **\$351,109,076**

*Total provincial allocation for regulated child care + \$45,593,076 federal funding through the Canada – Alberta Early Learning and Child Care Agreement (2018-2019)*

**Other funding**

Parent Link centres	\$33,103,000
Home visitation	\$10,990,000
Kin Child Care	\$19,659,000

**Total Other funding** **\$63,752,000**



# British Columbia



## OVERVIEW

Responsibility for BC’s early childhood education and care is split among three ministries:

- Ministry of Children and Family Development (MCFD) oversees child care policy and funding programs, including child care subsidies; operating funding; major and minor capital funding; the ECE Registry; and Indigenous child and family supports.
- Ministry of Health (HLTH) oversees child care licensing, with monitoring carried out through local health authorities.
- Ministry of Education (EDUC) establishes standards and policy direction for the Kindergarten to Grade 12 education system and for providing funding to boards of education. EDUC supports early learning in school districts by setting policy and providing funding for full day kindergarten, StrongStart BC Early Learning Programs and the Ready, Set, Learn initiative.

Access to full day kindergarten is available for all eligible five year olds in British Columbia. Both public and independent schools provide kindergarten programs. Kindergarten is optional in BC but nearly all children attend (99% of age cohort).

A variety of regulated child care programs (referred to as facilities in BC) for children 0 – 12 years old are provided, including programs outside regular school hours for school-aged children. About half of BC’s full and part day centre based programs are operated on a non-profit basis and half are for-profit.

Both non-profit and for-profit child care may receive all forms of funding—operating funds, fee subsidies, and capital funding (one time only). BC also provides parent fee subsidies in unregulated child care.

Although there is no mandated role for local government entities (i.e., municipalities or school boards) in child care delivery, administration or funding, there is a growing—albeit small— number of services operated by public government entities including First Nations governments. In addition, several local governments including the City of Vancouver have been voluntarily engaged in child care planning and funding for some years. Most recently, the provincial government has encouraged the role of municipalities in local planning for child care through collaboration with the Union of BC Municipalities.

Licensed family child care for up to seven 0 – 12 year olds is provided by individually licensed family child care providers. BC terms unregulated providers caring for a maximum of two children or a sibling group “licence not required” (LNR). Local Child Care Resource and Referral (CCRR) offices offer a voluntary registration process for LNR providers to become “Registered LNR providers”. Registered LNR providers receive a higher child care subsidy rate than licence not required providers that are not registered.

A general election in May 2017 brought a change of government to British Columbia. The new NDP government had made a commitment to significant changes in child care. The new government rapidly began to introduce reforms to child care including revision of parent fee subsidy levels (the Affordable Child Care Benefit), reduced parent fees (reduced more for infants and toddlers than three to five year olds) supported by operational funding to services earmarked for this purpose, and piloting of substantially operationally funded services to deliver child care at a maximum parent fee of \$10 a day, as per the election commitment.

In February 2018, the Government of Canada and the Government of British Columbia signed the [Canada-British Columbia Early Learning and Child Care Agreement](#), effective for a three year term from April 1, 2017 to March 31, 2020. Over the course of this first phase three year agreement, British Columbia will have received almost \$153 million dollars from federal funds. The funds were committed to initiatives including accessibility, quality improvement and supporting underserved communities.

## 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.*

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### Number of children 0 – 12 (2019 rounded estimate)

Age	Number of children
0	36,600
1	38,800
2	43,300
3	43,500
4	44,600
5	45,200
6	42,200
7	47,800
8	44,500
9	50,700
10	47,700
11	49,400
12	50,100
Total	584,400

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

Age	Number of children
0 – 2	118,700
3 – 5	133,300
6 – 12	332,400
Total	584,400

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

Age	Number of children
0	24,000
1	26,000
2	28,500
3	27,500
4	31,500
5	29,300
6	26,200
7	34,700
8	30,500
9	35,700
10	33,300
11	35,400
12	36,800
Total	399,400

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

Age	Number of children
0 – 2	78,500
3 – 5	88,300
6 – 12	232,600
Total	399,400

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

Age	First Nations	Métis	Inuk (Inuit)	Multiple	Other
0 – 4	14,485	6,510	195	440	150
5 – 9	16,535	6,730	210	555	165
10 – 14	15,945	7,365	135	380	135
Total	46,970	20,605	540	1375	450

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

Age of youngest child	Number of mothers	Participation rate (%)
0 – 2	81,600	74.0
3 – 5	61,200	77.5
0 – 5	142,700	75.4
6 – 15	195,400	84.4

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

Age	Living with two parents	Living with one parent	Lone mother	Lone father
0 – 4	189,370	27,840	23,210	4,625
5 – 9	188,900	43,695	34,845	8,850
10 – 14	177,910	50,970	40,475	10,490

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**Languages spoken most often at home (2016)**

Age	English	French	Non-official	Multiple
0 - 4	174,715	990	33,270	11,485
5 - 9	196,320	930	25,465	14,045
10 - 14	194,470	780	23,695	14,735
Total	565,505	2,705	82,435	40,280

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

Two parent families	Lone parent families	Male lone parent families	Female lone parent families
81,298	27,621	33,024	26,967

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**PARENTAL LEAVE AND BENEFITS****Maternity leave**

17 weeks.

**Parental leave**

61 weeks for birth mothers who have taken maternity leave. Parental leave must be taken immediately following maternity leave.

62 weeks if parental leave is taken by the other parent including adoptive parents or by a birth mother who has not taken maternity leave. Parental leave must be taken within 78 weeks of the child's birth or placement.

**Adoption leave**

None additional.

**Family related leave**

Five days per year.

**Benefits**

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

There are two federal benefit options for parental leave: the Standard Parental Benefit and the Extended Parental Benefit. The Standard Parental Benefit covers 35 weeks of paid leave taken over a 12 month period, paid at 55% of average weekly insurable earnings, up to \$573/week (2020) for either eligible parent, including adoptive parents. The Extended Parental Benefit allows 61 weeks of parental leave benefits taken over an 18 month period paid at 33% of average weekly earnings up to \$344/week (2020) for either eligible parent including adoptive parents.

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

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

## KINDERGARTEN

### PROVINCIAL RESPONSIBILITY FOR KINDERGARTEN

Ministry of Education  
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: <http://www2.gov.bc.ca/gov/content/governments/organizational-structure/ministries-organizations/ministries/education>

### LEGISLATION

*School Act* [R.S.B.C 1996] Chapter 412. (Current to October 21, 2020)

*Independent School Act* [R.S.B.C. 1996] c. 216. (Current to October 21, 2020)

*Teacher's Act* [S.B.C. 2011] Chapter 19. (Current to October 21, 2020)

*First Nations Education Act* [S.B.C. 2007] Chapter 40. (Current to October 21, 2020)

### AGE ELIGIBILITY

Five years old on or before December 31 of that school year.

### COMPULSORY

Not compulsory

### HOURS

Full school day

### KINDERGARTEN ENROLMENT (2018-2019)

Public schools:	39,416
Independent schools:	6,504
<b>Total K enrolment:</b>	<b>45,920</b>

### CLASS SIZE

The provincial class size limit was revised following a 2016 decision of the Supreme Court of Canada and following a Memorandum of Agreement between the British Columbia Ministry of Education and the British Columbia Public School Employers' Association which restored provision for class size within collective agreements.

Effective as of the 2017-2018 school year, the maximum kindergarten class size was 20 students.

In 2018-2019, the average kindergarten class size was 18 students.

[More detailed data is available re: BC class sizes.](#)

### CHILDREN WITH SPECIAL NEEDS

The schools Section 106.3 (5) of the *School Act* provides the legal authority for special needs funding. A student must qualify for special needs funding through appropriate assessment and identification. An Individual Education Plan (IEP) must be in place for each student.

### TEACHER QUALIFICATIONS

Elementary school teachers must have completed 30 credits of general coursework in areas related to the BC elementary curriculum. These 30 credits must include the following:

- six credits of English Literature and Composition
- three credits of Canadian Studies (typically History or Geography)
- three credits of Mathematics and
- three credits of Science.

There are no additional qualifications/ training requirement in early childhood education for teachers in kindergarten classrooms.

### CURRICULUM

British Columbia Kindergarten-Grade 12 Curriculum  
[Kindergarten Curriculum](#)

As of the 2019-2020 school year; BC has transitioned to [a redesigned curriculum](#) for K-12.

### SPENDING ON KINDERGARTEN

*K – 12 per student funding (2019-2020)*

Public schools:	
(Headcount: 39,825)	\$9,448
Independent (private) schools:	
Group 1 schools, average per pupil (Headcount 5,524)	\$4,800
Group 2 schools, average per pupil (Headcount 1,068)	\$3,360

*Operating funding allocated based on kindergarten enrolment (2019-2020)*

Public schools:	\$376,275,578
Independent schools	\$30,103,460
<b>Total kindergarten funding</b>	<b>\$406,379,038</b>

## STRONGSTART BC

StrongStart BC is an early childhood play based drop in program under the Ministry of Education. It operates in 329 sites within all 60 school districts for children 0 – 5 years. It requires that children be accompanied by a parent or other caregiver, is provided at no cost and is intended to prepare children for kindergarten.

## READY, SET, LEARN

The Ready, Set, Learn initiative supports schools to offer school orientation events for pre-schoolers (3 – 5 years) and their families.

## REGULATED CHILD CARE

### PROVINCIAL RESPONSIBILITY FOR CHILD CARE

Ministry of Children and Family Development  
Child Care Programs and Services Branch  
PO Box 99565, STN Prov. Govt.

Victoria, BC, V8W 9R4

Telephone: (888) 338-6622

Website: <https://www2.gov.bc.ca/gov/content/family-social-supports/caring-for-young-children>

Ministry of Health

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

*Community Care and Assisted Living Act*, S.B.C. 2002.

Chapter 75. Includes amendments up to B.C. Reg. 188/2018, October 1, 2018] (Current to November 11, 2020)

*Child Care Licensing Regulation*. B.C. Reg. 332/2007 O.C. 728/2007. Last amended June 1, 2020 by B.C. Reg. 118/2020]. (Current to November 17, 2020)

*Child Care Subsidy Act*, R.S.B.C. 1996, Chapter 26; Child Care Subsidy Regulation 74/97. (Current to November 11, 2020)

*Child Care BC Act*, S.B.C. 2001. Chapter 4. (Current to November 11, 2020)

## CHILD CARE SERVICES

### UNREGULATED CHILD CARE

There are three forms of legal unregulated child care: Licence not required (LNR), Registered licence not required child care (RLNR) and in child's own home care.

#### Licence not required child care

Unregulated providers are called licence not required care in British Columbia. LNR providers are not licensed, monitored or inspected, so there are no health, safety or education standards. As in other provinces/territories, unregulated child care providers operate legally in B.C. provided they do not exceed the maximum number of children. LNR providers can legally care for up to two children (or a sibling group) who are not related to them. Parents and guardians are responsible for overseeing the care and safety of their children in these care arrangements.

- Ages: From birth to any age.
- Maximum group size: Only two children or a sibling group not related to the provider.
- Staff to child ratio: One adult per two children (or sibling group) per premises.
- Setting: In the child care provider's own home.

#### Registered licence not required child care

Registered licence not required child care providers are those who have registered with a Child Care Resource and Referral Centre (CCR&R)

To register, operators must complete with the CCR&R:

- Criminal record check (for everyone over age 12 living in the home)
- Character references
- Home safety assessment
- First aid training
- Child care training courses or workshops

Registered care providers have access to ongoing CCR&R support, training, resources and group liability insurance.

- Ages: From birth to (and including) age 12.
- Maximum group size: Two children or a sibling group not related to the provider.
- Staff:child ratio: one "responsible adult" per two children (or sibling group) per premises.

- Staff requirements: A “responsible adult” must be 19 years of age or older, able to provide care and mature guidance to children, have 20 hours of child care-related training, relevant work experience, a valid first aid certificate and a clear criminal record check.
- Setting: In the child care provider’s own home.

#### **In child’s own home care**

This refers to unregulated child care in the child’s own home by a nanny or a babysitter. Children from other families cannot be included in this care. The care provider cannot be a relative who lives in the home. In child’s own home care is not monitored or regulated nor is there public oversight. Parents or guardians screen and hire the child care provider who becomes their employee.

Under this arrangement, the parent employer is expected to:

- Make regular payments to Employment Insurance and Canada Pension Plan.
- Register the employment situation with Revenue Canada and WorkSafeBC.

#### **Child minding**

As well, BC defines child minding, which is exempt from licensing under the *Act*:

Care offered to parent(s) who are engaged in activities or classes for a total of less than 2 hours each day, are on the same premise as the child-minding service and are immediately accessible at all times to attend to the child’s needs.

*Maximum group size:* 24, with each child younger than 12 months counted as 2.5 children, each child younger than 36 months but 12 months or older is counted as two children, and each child 36 months or older is counted as one child.

#### **REGULATED CHILD CARE**

Regulated child care centres are licensed and monitored regularly by health authorities. These must meet specific minimum criteria outlined in provincial legislation for: health and safety, staff qualifications, records, space, equipment, child-staff ratios and programming.

#### **Centre based child care/ Group child care (under 36 months)**

Centre based care for no more than 13 hours/day for no more than 12 children from birth to 36 months.

#### **Centre based child care / Group child care (30 months to school-age)**

Centre based child care for no more than 13 hours/day for no more than 25 children.

#### **Centre based child care / Group child care (kindergarten to school-age)**

Centre based child care outside school hours including during school vacations for children attending school. It may be provided for no more than 13 hours/day for no more than 24 children (if kindergarten or Grade 1 children are present) and no more than 30 children (if all children are in Grade 2 or higher).

#### **Preschool (30 months to school-age)**

Part day centre based programs for preschool-age children for no more than four hours/day per child for no more than 20 children. Typically in operation during the school year (September to June).

#### **Family child care**

Child care in a private home for no more than seven children, aged birth to 12 years including the provider’s own children under age 12.

The care provider must reside in the same location as care is provided.

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.

Regulated family child care providers are individually licensed by the provincial government according to provincial regulations and are monitored on a specified schedule.

#### **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.

A maximum of 16 children if a child under three years of age is present and a maximum of 20 children if all children are three years of age or older.

Occasional child care could be in a home or centre but is typically in a centre.

### Multi-age child care

Centre based child care by an early childhood educator to groups of eight children of various ages. If there is a child younger than 12 months, there can be no more than three children under 36 months and, of those three, a maximum of one child under 12 months. If no child is younger than 12 months, there can be no more than three children under 36 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. The care provider must reside in the same location as care is provided. If there is a child younger than 12 months, there can be no more than three children under 36 months and, of those three, a maximum of one child under 12 months. If no child is younger than 12 months, there can be no more than three children under 36 months.

## CURRICULUM FRAMEWORK

The [Early Learning Framework](#) was developed by British Columbia's Ministry of Education in consultation with MCFD, the Ministry of Health, early childhood educators, primary teachers, academics and Indigenous leaders. It was updated in 2019.

The revised framework, released in September 2019 addresses the early years from infancy through eight years, includes a perspective on reconciliation and Indigenous worldviews, and highlights inclusive practices, among other changes. It is used in a variety of early learning environments, including kindergarten, StrongStart BC programs, licensed child care services, preschools and other early childhood development or child health programs, and by parents/families.

The use of the Early Learning Framework (ELF) is mandatory in all StrongStart BC programs but not for early years service providers or child care settings. Free online training modules are publicly available for early years' professionals providing care for children. These training modules are currently being updated to reflect changes in the 2019 Early Learning Framework. Additionally, many recognized post secondary programs teach pre-service ECEs using the ELF as a foundational document.

## CHILDREN WITH SPECIAL NEEDS

The Supported Child Development (SCD) program assists families and child care providers to fully include children needing extra support in typical child care settings. The SCD program can be delivered in regulated and unregulated child care settings.

The program serves children from birth to 12 years old, with services for youth 13 to 19 years old available in some communities. Services include individualized planning, training, information and resources, referrals to other specialized services and when required, extra staffing supports.

In 2019-2020, there were 51 community agencies providing SCD services and supports for families and extra support staff for children in child care settings.

In addition, there were 54 Aboriginal SCD (ASCD) Programs across BC; 48 of these programs are within Aboriginal agencies – both on and off reserve, with an additional six ASCD programs currently with non-Aboriginal contractors in BC.

Participation is voluntary and SCD/ASCD services are provided at no charge to parents; however, parents are responsible for child care fees. Additionally, for families who are eligible for the Affordable Child Care Benefit (which replaced child care fee subsidy in 2018), the Ministry of Children and Family Development provides a special needs supplement of up to \$150 per month towards the cost of child care to assist families whose child has a designated special need.

## INDIGENOUS CHILD CARE

On reserve child care services are licensed and funded by the province through the same programs available to non Indigenous facilities, parents, and providers.

A number of post secondary educational institutions deliver ECE training with an Indigenous focus. In addition, the provincial government provides funding to the [British Columbia Aboriginal Child Care Society](#) (BCACCS) to provide training and workshops, resource and referral services to Aboriginal child care providers.

As of March 2019, the number of licensed, funded child care facilities located on reserve or who reported a First Nation contract type as part of their application for Child Care Operating Funding was 226 (194 organizations) and the number of licensed, funded child care spaces was 6,857. These are included in the overall count of child care spaces for British Columbia.

*Note: The above Child Care Operating Funding (CCOF) data is as of March 2019. The funding and number of spaces provided to First Nations and Aboriginal child care may be underreported since child care providers are not required to provide this information to the ministry.*

### SPACE STATISTICS (2019)

<b>Number of regulated child care spaces (March 31, 2019)</b>			
<i>Centre based programs</i>			
Age group or program	Full day	Part day	Total
Group child care (< 3 years)	12,303	-	12,303
Group child care (30 months > school-age)	33,310	-	33,310
Preschool-age	-	18,988	18,988
School-age (including kindergarten-age)	-	35,683	35,683
Group multi-age child care	3,179	-	3,179
<b>Total centre based spaces</b>	48,792	54,671	103,463
<b>Total regulated family child care spaces</b>			12,024
<b>Total regulated child care spaces</b>			115,487

*Note: The table shows the number of licensed centre based child care spaces that received Child Care Operating Funding (CCOF) as of March 31, 2019. Information on the number of child care spaces that do not receive CCOF is not available and is therefore not included in the totals; however, the majority of licensed child care providers in the province receive this operating funding.*

*Note: Spaces for school-age (including kindergarten-age) may include full day spaces but are included in the part day spaces in order to be consistent with past reporting practice.*

*Note: Dependent upon date of birth and age at the start of kindergarten, some four year olds may already be attending school-age programs (children with late birthdays will be four years old at the start of kindergarten) and some five year olds may attend child care programs (children with birthdays prior to September may attend child care between January-August as a five year old.)*

### Children with special needs in regulated care (2018-2019)

Supported Child Development (SCD) and Aboriginal Supported Child Development (ASCD) 6,337

*Note: This represents the average monthly number of children receiving special needs support through the SCD and ASCD programs in both regulated and unregulated child care. The number of children receiving SCD services in regulated child care only is not available.*

*Note: The way this figure was calculated in ECEC in Canada 2016 was different, so the two time points are not comparable.*

### Children receiving fee subsidies in regulated child care (March 31, 2019)

Age group	Number of children
Under three years	6,638
3 – 4 years	12,517
School-age (includes kindergarten-age children)	8,091
<b>Total number of children receiving fee subsidies</b>	27,246

*Note: Figures provided are distinct counts by claim dates as at March 31, 2019.*

### Number of child care programs (March 31, 2019)

<i>Centre based programs</i>	
Full day centres (Birth – 3 years; 3 – 5 years)	1,694
Part day preschools/nursery schools (30 months – school entry)	958
After school programs	1,208
Multi-age	325

*Note: Program types cannot be summed to get the total number of centre based programs as facilities may offer more than one care type and be double counted.*

<b>Total centre based programs</b>	3,099
<b>Total school based child care centres</b> (included in centre based) (all ages)	819
<i>Family child care</i>	
Licensed family child care providers	1,700

*Note: Number of programs for school based child care programs is based on 2018-2019 fiscal year.*

**Sponsorship of full and part day centre based child care spaces (March 31, 2019)**

Program	Full day		Part day		Total spaces
	Non-profit	For-profit	Non-profit	For-profit	
Child care (< 36 months)	3,781	8,522	-	-	12,303
Child care (30 months – school-age)	12,925	20,385	-	-	33,310
Preschool	-	-	10,369	8,619	18,988
School-age	-	-	20,799	14,884	35,683
Group multi-age care	969	2,210	-	-	3,179
<b>Total centre based spaces by part and full day and sponsorship</b>	<b>17,675</b>	<b>31,117</b>	<b>31,168</b>	<b>23,503</b>	<b>103,463</b>
<b>Total centre spaces by sponsorship</b>					
		Non-profit	For-profit		Total
		48,843	54,620		103,463

**PARENT FEES**

Parent fees in B.C. have been established by individual child care service providers, and vary depending on the type of care, age of child, and community. In 2018, the province began several initiatives to address high fees that make child care unaffordable for many families.

These initiatives include:

[Affordable Child Care Benefit](#) - parent fee subsidy for eligible families that may cover the full fee or partial fee. It replaces the previous child care fee subsidy program.

[Child Care Fee Reduction Initiative \(CCFRI\)](#) - public operational funding to approved child care programs for 0 – 12 year olds. that agree to reduce fees. CCFRI reduces infant and toddler fees by as much as \$350/month.

By March 31, 2019, 2,841 organizations representing 3,703 facilities were participating in CCFRI in the 2018-2019 fiscal year.

*Note: See the fee subsidy system re: the Affordable Child Care Benefit.*

[Universal Child Care Prototype Centres](#) - this initiative is intended to shift 2,500 child care spaces in existing facilities to low cost spaces for which parents pay up to \$200 per month (\$10 a day). For eligible families, the Affordable Child Care Benefit may help defray this reduced fee.

In 2019, more than 50 centres and family child care homes were designated as Universal Child Care Prototype sites to provide reduced fee child care. Designated Prototype sites include public, non-profit and for-profit centres, and family child care homes.

In 2018-2019, the Child Care Provider Profile Survey reported the following median monthly fees for licensed, funded centre based child care facilities in BC:

Age group	Median monthly centre fee
Infant	\$900
Toddler	\$850
30 months to five years	\$780
Preschool-age (three day)	\$205
Preschool-age (five day)	\$365
Out of school (kindergarten)	\$400
Out of school (Grade 1+)	\$350

*Source: The 2018-2019 Child Care Provider Survey conducted by the provincial government.*

*Note: The 2018-2019 median monthly fees did not include fee reduction amounts paid under the Child Care Fee Reduction Initiative.*

**In 2019, a national survey of child care fees in Canada's large cities included the following BC cities:**

Median monthly fees by city			
City	Infant	Toddler	Preschooler
Kelowna	\$825	\$680	\$810
Burnaby	\$1,000	\$1,000	\$850
Surrey	\$1,000	\$1,000	\$850
Vancouver	\$1,112	\$1,112	\$954
Richmond	\$1,200	\$1,200	\$955

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



## STANDARDS AND REGULATIONS

### LICENSED CENTRES

<b>Maximum centre size:</b>	not specified	
<b>Maximum staff:child ratios and group sizes</b>		
<i>Age</i>	<i>Staff:child ratio</i>	<i>Max. group sizes</i>
Under 36 months	1:4	12
30 months – school entry	1:8	25
Preschool (part day)	1:10	20
Kindergarten-age – Grade 1	1:12	24
Above Grade 1	1:15	30
Multi-age	1:8	8

### STAFF QUALIFICATIONS

#### Early childhood educator certification

BC has four categories of certification for early childhood educators:

##### *Five year early childhood educator certificate*

Successful completion of a basic early childhood education training program that is a minimum of 902 hours of instruction and includes training in the areas of: child growth and development; program development, curriculum planning and foundations; family, community resources and communications; health, safety and nutrition; and practicum. This training is to be completed at a recognized post secondary educational institution (Schedule D of the [Child Care Licensing Regulation](#)). In addition, a written reference from an educator, and completion of 500 hours of supervised work experience is also required.

##### *One year early childhood educator certificate*

Same educational requirements as above but there is no requirement to complete 500 hours of work experience. A written reference from an educator is required. This certificate is only valid for one year and may only be renewed once.

##### *Infant and toddler educator certificate*

Must qualify for an early childhood educator certificate (five year) and have successfully completed a specialized post basic program that includes 250 hours of instruction in the areas of: advanced child growth and development; working with infants and toddlers; working with families; administration; advanced health, safety and nutrition; and a 200 hour infant/toddler practicum. This training is to be completed through a post secondary educational institution recognized to offer the post basic program.

##### *Special needs early childhood educator certificate*

Must qualify for an early childhood educator certificate - five year and have successfully completed a specialized post basic program that includes 250 hours of instruction in the areas of: advanced child growth and development; working with children with special needs; working with families; administration; advanced health safety and nutrition; and a 200 hour special needs practicum. This training is to be completed through a post secondary educational institution recognized to offer the post basic program.

Certificates issued for early childhood educators, infant/toddler educators or special needs early childhood educators are valid for five years. To renew the certificate, the individual must complete 40 hours of professional development and 400 hours of work experience within the previous five years, both relevant to early childhood education.

##### *Assistant early childhood educator certificate*

This category requires successful completion of one course of a basic early childhood education training program from a recognized post secondary ECE program in one of the following three areas: child growth and development, child guidance or health, safety and nutrition. To renew their certificate, ECE Assistants are required to complete one additional course that is part of a recognized post secondary ECE program and 400 hours of work experience relevant to early childhood education every five years.

#### Other - non certification

##### *Responsible adult - non certification*

These staff must be at least 19 years of age, able to provide care and mature guidance to children, 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.

#### Staff qualification requirements in child care centres

##### *Centre based child care, under 36 months*

Each group of four or fewer children requires one infant and toddler educator. Each group of five to eight children requires one infant and toddler educator and one early childhood educator. Each group of 9 – 12 children requires one infant/toddler educator, one early childhood educator and one assistant.

#### *Centre based child care, 30 months to school-age*

Each group of eight or fewer children requires one early childhood educator. Each group of 9 – 16 children requires one early childhood educator and one assistant. Each group of 17 – 25 children requires one early childhood educator and two assistants.

#### *Preschool-age, 30 months to school-age*

Each group of 10 or fewer children requires one early childhood educator. Each group of 11 – 20 children requires one early childhood educator and one assistant (some exceptions apply where there is an approved parent education program).

#### *Centre based child care - school-age*

Staff must meet the requirements of “responsible adult”.

#### *Occasional child care*

Staff must meet the requirements of “responsible adult”.

#### *Multi-age care*

Each group of eight children requires one early childhood educator.

If there are concerns regarding the practice of a licensed early childhood educator, special needs educator, infant/toddler educator or assistant, the Director of the Early Childhood Educator Registry has the authority to investigate and take action on a certificate, including the placing of terms and conditions, suspension or cancellation. In all cases, early childhood educators or assistants are entitled to a hearing and appeal process.

#### STAFF WAGES

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

*Median annual employment income* \$32,732

*Median hourly employment income* \$15.74 - 17.98/hr  
(calculated using 2080 hrs/year (40 hrs week)  
and 1280 hrs/year (35 hrs/week))

*Source: Canadian Census, 2016*

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

#### REGULATED FAMILY CHILD CARE

##### **Model of organization**

Individually licensed.

##### **Maximum capacity**

Maximum capacity is seven children, 0 – 12 years including the provider’s own children.

If any child younger than 12 months old is present, no more than three children younger than 48 months old and, of those three, no more than one child younger than 12 months. If no child younger than 12 months old is present, no more than four children younger than 48 months old, and of those four, no more than two children younger than 24 months old. Care must be provided in the provider’s personal residence.

If the licensee is an early childhood educator, he/she may operate an in home multi-age child care, in which the licensee may care for no more than eight children in his or her personal residence, and 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**

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 facility opens.

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

Providers do not need to be certified early childhood educators unless they are operating an in home multi-age care program.

Providers must meet the requirements of a responsible adult. They must be at least 19 years of age, be of good character and have a valid first aid certificate, be able to provide care and mature guidance to children, and have completed a course or combination of courses of at least 20 hours in child development, guidance, health and safety or nutrition and have relevant work experience.

A criminal records check must be completed for any person over the age of 12 who will be ordinarily present at the facility.

## FUNDING

### TYPES OF FUNDING

#### Affordable Child Care Benefit (formerly fee subsidies)

Parent fee subsidy in British Columbia is now called the Affordable Child Care Benefit (ACCB). It replaced the previous fee subsidy program in September 2018.

#### Eligibility for families

##### *Social criteria*

Families are required to have one of the following reasons for care in order to receive the Affordable Child Care Benefit (fee subsidy):

- working or self-employed;
- attending school;
- participating in an employment program;
- looking for work (only one parent or guardian);
- living with a medical condition that interferes with your ability to care for your child;
- child is attending licensed preschool;
- referred by a Ministry of Children and Family Development or Delegated Aboriginal Agency social worker.

##### *Financial eligibility (2019) (net income)*

Graduated subsidies are available to families with a net family income up to \$111,000. The subsidy amount depends on income level and amount of care received.

#### Family eligibility for Affordable Child Care Benefit (fee subsidy) in licensed child care – all types 2019

	\$0 to < \$45k	\$45 to < \$60k	\$60k to < \$80k	\$80k to \$111k
<i>Type of care</i>	<i>Maximum subsidy</i>	<i>Reduction of subsidy per \$1 over income threshold (monthly)</i>	<i>Maximum subsidy</i>	<i>Reduction of subsidy per \$1 over income threshold (monthly)</i>
Licensed group infant	\$1,250	\$0.27	\$910	\$0.35
Licensed group toddler	\$1,060	\$0.23	\$772	\$0.30
Licensed group 3 years to school-age	\$550	\$0.12	\$400	\$0.15
Licensed family infant/toddler	\$1,000	\$0.22	\$728	\$0.27
Licensed family 3 years to school-age	\$550	\$0.12	\$400	\$0.15
Licensed group school-age	\$415	\$0.09	\$302	\$0.12
Licensed family school-age	\$415	\$0.09	\$302	\$0.12
Licensed preschool	\$225	\$0.05	\$164	\$0.06
Licensed care surrounding school day	\$210	\$0.05	\$153	\$0.06

Eligibility for Affordable Child Care Benefit (fee subsidy)  
in unlicensed child care – all types (2019)

Type of care	\$0 to < \$24k	\$24 to < \$70k
	Maximum subsidy	Reduction of subsidy per \$1 over income threshold (monthly)
LNR/RLNR care surrounding school day	\$210	\$0.05
RLNR infant/toddler	\$600	\$0.16
RLNR 3 years to school-age	\$550	\$0.14
RLNR school-age	\$415	\$0.11
LNR infant	\$438	\$0.11
LNR toddler	\$404	\$0.11
LNR 3 years +	\$354	\$0.09
ICH 1st child infant	\$394	\$0.10
ICH 1st child 18 months +	\$318	\$0.08
ICH 2nd child infant	\$198	\$0.05
ICH 2nd Child 18 months +	\$147	\$0.04

Note: LNR: Licence not required; RLNR: Registered licence not required; ICH: In child's home.

Which service providers are eligible to deliver subsidized child care?

The Affordable Child Care Benefit/fee subsidy may be used in all licensed child care programs, including part day preschool. It may also be used in unregulated (unlicensed) settings: registered licence not required (RNLN), licence not required (LNR) (both 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.

Surcharges above the subsidy

If the program's fee exceeds the value of the ACCB, the parent is responsible for paying the balance. Fees are not capped except in the \$10/day prototype centres.

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.

Licensed child care settings – maximum rates

Type of child care provided in a licensed child care setting	Maximum rate per month
Group child care / multi age child care	
Children under 19 months	\$1,250
Children 19 months and over but under 37 months	\$1,060
Children 37 months and over but who have not reached school-age	\$550
Children of school-age	\$415
Family child care / in home multi age child care	
Children under 19 months	\$1 000
Children 19 months and over but under 37 months	\$1 000
Children 37 months and over but who have not reached school-age	\$550
Children of school-age	\$415
Other	
Preschool-age (children 30 months and over but who have not reached school-age)	\$225
Care surrounding school day	\$210

Registered licence not required child care setting – maximum rates

Type of child care provided in a registered licence not required child care setting	Maximum rate per month
Children under 19 months	\$600
Children 19 months and over but under 37 months	\$600
Children 37 months and over but who have not reached school-age	\$550
Children of school-age	\$415
Care surrounding school day	\$210

**Licence not required child care setting – maximum rates**

<i>Type of child care provided in licence not required child care setting</i>	<i>Maximum rate per month</i>
Children under 19 months	\$438
Children 19 months and over but under 37 months	\$404
Children 37 months and over	\$354
Care surrounding school day	\$210

**Child care provided in child’s own home – maximum rates**

<i>Type of child care provided in child's own home</i>	<i>Maximum rate per month</i>
1st child under 19 months	\$394
1st child 19 months and over	\$318
2nd child under 19 months	\$198
(a) 1st child of school age receiving care surrounding school day if another child in the family, who has not reached school age, is in care code H1 or H2	\$147
(b) 2nd child, unless the child is under 19 months, whether or not receiving care surrounding school day	
(c) each child in addition to the 1st or 2nd child, as applicable, whether or not receiving care surrounding school day	
Care surrounding school day – 1st child of school age unless another child in the family, who has not reached school age, is in care code H1 or H2	\$210

**Are all eligible families entitled to a fee subsidy?**

There are no waitlists for the Affordable Child Care Benefit. Any family that applies and is found to be eligible receives the ACCB.

**Are there other programs that subsidize the individual family regarding child care?**

None.

**Operational (formerly known as Recurring) funding**

Non-profit and for-profit child care providers are eligible for the same recurring funding.

**Child Care Operating Funding (CCOF)**

Operating funding is available to eligible providers through CCOF base funding, the Child Care Fee Reduction Initiative and the Early Childhood Educator Wage Enhancement.

CCOF base funding provides direct operational funding to assist eligible licensed centre based and family child care providers with the cost of providing child care. Amounts are based on enrolment, number of hours per day care is provided and the age and type of child care. Daily rates are set by the government; CCOF is not available for Occasional Child Care.

**CCOF daily rates for centres by age group and hours of attendance**

*Group child care: Rates for providers with a group or multi-age group license for more than eight children, or if the facility is in a location other than a personal residence.*

<i>Rate category</i>	<i>Four hours or less</i>	<i>More than four hours</i>
Under 36 months	\$6.00	\$12.00
3 years to kindergarten-age	\$2.74	\$5.48
Grade 1 to 12 years	\$1.40	\$2.80
Preschool	\$1.37	\$1.37

**CCOF daily rates for family child care: family care license for seven or fewer children in a personal residence**

<i>Rate category</i>	<i>Four hours or less</i>	<i>More than four hours</i>
Under 36 months	\$1.85	\$3.70
3 years to kindergarten-age	\$1.41	\$2.82
Grade 1 to 12 years	\$0.73	\$1.46

CCOF daily rates for in home multi age child care for eight or fewer children in the licensee's personal residence

Rate category	Four hours or less	More than four hours
Under 36 months	\$2.22	\$4.44
3 years to kindergarten-age	\$1.69	\$3.38
Grade 1 to 12 years	\$0.88	\$1.75

Note: These rates are 20% higher than the Family Child Care rates in recognition of the Early Childhood Educator credential.

CCOF daily rates for group or multi age child care for more than eight children, or in a location other than a personal residence

Rate category	Four hours or less	More than four hours
Under 36 months	\$6.00	\$12.00
3 years to kindergarten-age	\$2.74	\$5.48
Grade 1 to 12 years	\$1.40	\$2.80
Preschool	\$1.37	\$1.37

#### Child Care Fee Reduction Initiative (CCFRI)

The [Child Care Fee Reduction Initiative](#) provides funding to eligible programs which, in turn, reduce fees to parents. Fees may go down as much as \$350 per month for infants/toddlers in full time group care. As of 2019-2020, child care programs are obliged to provide information to parents about the amount of funding they receive to reduce fees on a per enrolment basis. A child care program may obtain approval for an exceptional fee increase to pay for increased wages for direct service staff. This information must also be shared with parents and staff.

#### Early Childhood Educator Wage Enhancement (ECEWE)

Child care programs receiving Child Care Operating Funds (CCOF) and enrol in the Child Care Fee Reduction Initiative (CCFRI) are eligible to apply for the [Early Childhood Educator Wage Enhancement](#) (ECEWE). Frontline early childhood educator employees (including those in supervisory roles) of these child care programs are eligible to receive \$1 per hour wage enhancement with an additional \$1 per hour worked in April 2020. Funds to cover additional statutory benefits are also provided.

#### Supported Child Development (SCD) Programs

SCD offers a range of supports and services to enable children with support needs to participate in inclusive child care settings. These services include education, training, and consultation for child care staff and families, and when required, extra staffing supports. SCD may support eligible children in both regulated and unregulated child care, in not-for-profit, for-profit, and public child care centres. MCFD funds contracted agencies to deliver SCD programs in their local communities.

#### Aboriginal Supported Child Development (ASCD) Programs

ASCD offers a range of supports and services within a cultural model to enable children with support needs to participate in inclusive child care settings. These services include education, training, and consultation for child care staff and families, and when required, extra staffing supports. ASCD also provides supports for cultural connection. ASCD may support eligible children in both regulated and unregulated child care, in non-profit, for-profit, and public child care centres. MCFD funds contracted agencies to deliver ASCD programs in their local communities.

#### One time funding

##### Child Care BC Maintenance Fund

The Childcare BC Maintenance Fund helps licensed child care facilities address maintenance issues that may impact children's health, safety, or wellbeing, or cause a facility to close. The fund also assists with relocation costs, if the relocation is required for the provider to remain in compliance with requirements under the *Community Care and Assisted Living Act*.

The following providers can apply:

- For-profit licensed group child care providers, including sole proprietorships, partnerships, and limited and corporate companies.
- Non-profit licensed group child care providers, including local governments, boards of education, public institutions and Indigenous Nations.

Eligible applicants can receive, per fiscal year:

- Up to \$10,000 per facility for non-profit licensed providers;
- Up to \$5,000 per facility for for-profit licensed providers; and
- Up to \$2,000 per facility for licensed personal residence providers, regardless of license type.

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### **Childcare BC New Spaces Fund**

Public sector organizations, Indigenous governments, non-profit societies and for-profit operators can apply for funds to create/expand/relocate child care services. The three goal is to create up to 22,000 licensed child care spaces. As of 2019-2020, maximum funds are higher for public sector, Indigenous governments and non-profit societies.

Maximum funds 2019-2020:

- \$3 million for up to 100% of project costs for public sector organizations and Indigenous governments
- \$1.5 million for up to 100% of project costs for Indigenous non-profit societies
- \$1.5 million for up to 90% of project costs for non-profit societies, including non-profit child care providers and child development centres
- \$250,000 for up to 75% of project costs for child care providers that are businesses or corporate companies

In order to be eligible for funding, organizations must be in good standing with the Ministry, and participate in CCOF, including the Child Care Fee Reduction Initiative. Priority is given to the creation of new spaces that are aligned with a community child care plan, spaces created by public sector organizations or Indigenous Governments, through direct delivery or non-profit providers, spaces created on school grounds, spaces that operate on non-traditional hours, and projects with a cost of \$40,000 or less per space.

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### **Community Child Care Planning Grants**

Administered by the Union of British Columbia Municipalities (UBCM), this fund of \$2.85 million provided by the Ministry of Children and Family Development is available to local governments to assist in determining the child care needs of their communities. Grants up to \$25,000 support planning activities including an inventory of existing spaces, developing targets for the next decade and an action plan for implementation. By mid 2019, at least 74 local governments had received funding.

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### **Community Child Care Space Creation Program**

To support local governments, the Ministry of Children and Family Development created the Community Child Care Space Creation Program administered by the Union of British Columbia Municipalities (UBCM). Local governments may obtain grants of up to \$1 million to create new licensed child care spaces for children 0 – 5 years. Services for infants/toddlers, for families requiring non-standard hours, those operated by public bodies and non-profit organizations and those that benefit underserved populations will be given priority.

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### **Funded through Early Learning and Child Care Agreement**

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#### **Universal Child Care Prototype Sites**

More than 50 sites provide approximately 2,500 low cost child care (with a maximum fee of \$200 per month) spaces in existing facilities, providing valuable information about the funding and operational issues pertinent to developing a universally accessible child care system. Through the Early Learning and Child Care Agreement with the federal government, the province will spend \$60 million to support these operational sites from November 1, 2018 through March 31, 2020. Included in these prototype sites is an Inclusion Pilot Project to learn new perspectives and practices that improve the inclusion of children with extra supports in community child care centres. These sites may be non-profit or for-profit centres, or family child care homes.

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PROVINCIAL ALLOCATIONS FOR REGULATED CHILD CARE (2018-2019)

**Fee subsidies**

Affordable Child Care Benefit (for licensed/regulated care)	\$ 122,765,000
Child Care Fee Reduction Initiative	\$ 76,980,000
Single Parent Employment Initiative	\$ 1,600,000

**Total fee subsidies \$ 201,345,000**

**Operational (previously Recurring) funding**

Child Care Operating Fund (CCOF)	\$ 94,650,000
Supportive Child Development Program	\$ 62,498,000
Child Care ECE Wage Enhancement	\$ 21,000,000

**Total Operational funding \$ 178,148,000**

**One time funding**

Child Care BC Space Creation	\$ 30,939,000
Child Care BC Maintenance Fund	\$ 1,200,000
Grants to Communities	\$ 3,000,000
Strong Start Pilots	\$ 160,000

**Total one time funding \$35,299,000**

**Total provincial allocation for regulated child care \$414,792,000**

*Note: Federal funding of \$50,993,994 through the Canada – BC Early Learning and Child Care Agreement for 2018-2019 is not included in the provincial allocations.*

*Note: Provincial program allocations have been rounded by the province.*

**TOTAL ALLOCATION \$497,495,994**

*Total provincial allocation for regulated child care + \$50,993,994 federal funding through the Canada-BC Early Learning and Child Care Agreement (2018-2019) + \$31,710,000 carry over (2017-2018)*

**Other provincial funding**

Child Care Resource and Referral Program	\$10,150,000
Early Childhood Pedagogy Network	\$220,000
Affordable Child Care Benefit (for unregulated care)	\$ 22,155,000

**Total other funding \$32,525,000**

FEDERAL FUNDING UNDER THE CANADA-BRITISH COLUMBIA EARLY LEARNING AND CHILD CARE AGREEMENT (2018-2019)

2018-2019 Base allocation Prototype Sites	\$30,000,000
Aboriginal Head Start	\$10,000,000
Supported Child Development (SCD)	\$10,000,000
Young Parent Program	\$1,000,000

**Total 2018-2019 Base allocation \$51,000,000**

**2017-2018 Deferred allocation**

Infant Toddler Spaces	\$13,700,000
Training Fund for ECEs	\$6,300,000
Supported Child Development (SCD)	\$10,000,000
Young Parent Program	\$385,000
Additional allocation based on Canadian population distribution	\$1,325,000

**Total Deferred 2017-2018 allocation \$31,710,000**

**Total Federal allocation \$82,710,000**

*Note: BC has rounded the total base allocation through the ELCC agreements above. Actual base allocation for 2018-2019 is \$50,993,994.*





## OVERVIEW

Regulated child care is under the aegis of Health and Social Services, whereas kindergarten is the responsibility of the Department of Education and part of the public school system.

Kindergarten part day or full day is offered to children who are five years old as of December 31st of the school year. Yukon Education supports early learning and early intervention by offering kindergarten programs but attendance is not mandatory.

Four year old kindergarten is called Early Kindergarten. There is a full day Early Kindergarten program at the Whitehorse Francophone School. In some rural communities there are part day Early Kindergarten programs for four year olds (3.8 years old as of September 1<sup>st</sup>) that are combined with the regular kindergarten program.

Kindergarten is full days in urban area and can be a half day or full day program in the rural areas, depending on the school. Some schools include kindergarten in blended grade classrooms.

The Department of Education also supports the Learning Together program. It provides a school based drop in early learning program for children aged birth to five years with their caregivers at no cost.

Regulated child care for 0 – 12 year olds is for-profit and non-profit with for-profit services predominating. There are no publicly operated programs.

Regulated family child care homes are termed “family day homes” and are individually licensed.

The Yukon has an appointed community advisory [board](#).

In February 2018, the [Canada-Yukon Early Learning and Child Care Agreement](#) was signed by the territorial and federal government. The agreement provides \$7.2 million over three years to Yukon to contribute to quality improvement, training, professional development, accessibility and affordability, among other initiatives.

## 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) (2019 rounded estimate)

Age	Number of children
0 – 2	2,400
3 – 5	2,000
6 – 12	5,300
Total	9,700

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

Age	Number of children
0 – 2	900
3 – 5	900
6 – 12	2,400
Total	4,200

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

Age	First Nations	Métis	Inuk (Inuit)	Multiple	Other
0 – 4	455	65	0	30	10
5 – 9	555	85	30	20	0
10 – 14	540	70	25	20	10
Total	1,550	215	55	75	15

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

Not available

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

Age	Living with two parents	Living with one parent	Lone mother	Lone father
0 – 4	1,735	355	290	70
5 – 9	1,500	515	385	130
10 – 14	1,350	565	430	130

### Languages spoken most often at home (2016)

Age	English	French	Non-official	Multiple
0 – 4	1,915	80	70	60
5 – 9	1,905	80	70	55
10 – 14	1,810	55	75	55
Total	5,635	215	220	180

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

Two parent families	Lone parent families	Male lone parent families	Female lone parent families
\$101,376	\$37,683	\$44,032	\$36,779

## PARENTAL LEAVE AND BENEFITS

### Maternity leave

17 weeks. This entitlement applies to pregnant employees who have worked continuously for an employer for at least 12 months.

### Parental leave

63 weeks of parental leave for birth or adoption. If a second parent is sharing either the standard or the extended parental leave, they have the option of taking an additional five or eight weeks, depending on the type of parental leave selected. Employees who have completed 12 months of continuous employment with an employer are entitled to parental leave.

### Benefits

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

There are two federal benefit options for parental leave: the Standard Parental Benefit and the Extended Parental Benefit. The Standard Parental Benefit covers 35 weeks of paid leave taken over a 12 month period, paid at 55% of average weekly insurable earnings, up to \$573/week (2020) for either eligible parent, including adoptive parents. The Extended Parental Benefit allows 61 weeks of parental leave benefits taken over an 18 month period paid at 33% of average weekly earnings up to \$344/week (2020) for either eligible parent including adoptive parents.

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

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

## KINDERGARTEN

### TERRITORIAL RESPONSIBILITY FOR KINDERGARTEN

Government of Yukon  
Department of Education  
P.O. Box 2703  
Whitehorse, YT, Y1A 2C6  
Telephone: (867) 667-5141  
Website : <http://www.education.gov.yk.ca>

### LEGISLATION

Yukon Territory. Legislative Assembly. [Education Act](#), 1990.S.Y. c.25. Last updated December 31, 2016. (Current to October 11, 2019).

### AGE ELIGIBILITY

Children can start Early Kindergarten (K4) if they are four years of age as of December 31st of the school year or kindergarten (K5) if they're five years old on or before December 31st of that year.

### KINDERGARTEN ENROLMENT

<i>Rural:</i> 85	
<i>Urban:</i> 357 (this includes seven kindergarten students using the Aurora Virtual School distance education model)	<b>Total: 442</b>
<b>Early Kindergarten (part time/half days)</b>	
<i>Rural:</i> 43	
<i>Urban:</i> 22 (this includes one EK student using the Aurora Virtual School distance education model)	<b>Total: 65</b>
<b>Learning Together Program</b>	
<i>Rural:</i> 22	
<i>Urban:</i> 10	<b>Total: 32</b>

### COMPULSORY

Kindergarten is not compulsory.

### HOURS

Kindergarten programming is up to approximately five hours a day.

### CLASS SIZE

Mean class size in 2018-2019: 13.5 students (this includes some split classes KG/Grade 1).

Full day classes are capped at 18 students as per the collective agreement between the Yukon Government and Yukon Teacher's Association.

## TEACHER QUALIFICATIONS

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.

## CURRICULUM

In September 2017, the Yukon Department of Education adopted the British Columbia kindergarten curriculum, which is geared towards skill development and experiential learning with the student at the centre. British Columbia implemented a new curriculum and in the 2018-2019 school year the Yukon adopted their changes. The 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. See link for more information about the changes to [Yukon curriculum](#).

## SPENDING ON KINDERGARTEN

Not available

Spending per student K – 12 (actual). (2016-2017)	\$19,303
Spending per student K – 12 (estimate). (2018-2019)	\$20,081

Source: [Government of Yukon Annual Report](#) (2018)

## REGULATED CHILD CARE

### TERRITORIAL RESPONSIBILITY FOR CHILD CARE

Child Care Services Unit  
Yukon Health and Social Services  
Government of the Yukon  
P.O. Box 2703  
Whitehorse, YT, Y1A 2C6 Telephone: (867) 667-3492  
Website: <http://www.hss.gov.yk.ca/childcareunit.php>

### LEGISLATION

Yukon Territory. Legislative Assembly. [Child Care Act](#), 1990.

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.

*Note: Sections of the child care regulations have been repealed, amended or replaced. See Child Care Act, Tab 121.*

## CHILD CARE SERVICES

### UNREGULATED CHILD CARE

#### Unlicensed family child care

A maximum of three children not including the provider's own children is permitted.

#### Preschools

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

#### Other

A program for children that has a primary purpose other than providing child care and operates for a period of 12 consecutive weeks or less is exempt from the *Child Care Act*.

### REGULATED CHILD CARE

#### Child care centres

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

Care outside school hours for school-aged children up to and including 12 years old.

#### Family day homes

Care in a private home for mixed age groups with no more than four infants; 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 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.

Indoor space requirements must also be met with no less than four square meters of usable space provided per child in attendance.

## CURRICULUM FRAMEWORK

The Yukon Early Learning Curriculum was expected to be available to Early Childhood Educators in 2020. It is currently under territorial review and when approved, will move into an implementation stage.

## CHILDREN WITH SPECIAL NEEDS

Child care regulations state that children with disabilities in regular child care programs must be integrated to the fullest extent possible. There are no segregated regulated child care programs for children with disabilities.

Funding is available for centres and family day homes through the Supported Child Care Fund and is based on the individual needs of the child. Funding may be provided for adaptive equipment, transportation, programming support and additional staff.

An individual program plan must be developed for the child in consultation with staff, parents and professionals in the community, outlining goals and objectives for the child. A child is designated as living with a disability upon assessment by a professional.

Fee subsidies for families are allocated on the basis of an income test, family size, and community. An eligible family, including parents not in the workforce, will receive a fee subsidy for their child with disabilities to attend a child care program. Parents who are not eligible for a subsidy pay for the child care space but not for the additional supports.

The Child Development Centre provides special needs programming and supports across the Yukon. It operates a licensed integrated preschool program. The CDC also provides early intervention supports and resources to families of children with disabilities. They also operate a mobile outreach unit serving every community in the territory with support and resource provision.

## INDIGENOUS CHILD CARE

There are no reserves for First Nations people in the Yukon.

First Nations communities receive the same start up and operating grants from the Yukon government as others operating licensed child care centres and family day homes. Parents who use regulated centres and family child care homes are eligible for fee subsidies.

In total, there are 293 regulated spaces operated by First Nations in nine child care centres. These are included in the territory's Space Statistics.

There are also three Aboriginal Head Start programs, not licensed but attached to licensed programs.

## SPACE STATISTICS (MARCH 2019)

<b>Number of regulated child care spaces</b>	
<i>Centre based programs</i>	
<i>Age group</i>	
Infants (up to 18 months)	92
Toddlers (18 – 36 months)	323
Preschool-age (36 months – Kindergarten)	520
School-age (Grade 1 and up)	165
<i>Total number of occupied centre based spaces</i>	1,100
<b>Total regulated centre based spaces</b>	1,398
<i>Family child care spaces</i>	197
<b>Total number of regulated child care spaces</b>	1,595
<i>Note: The total number of regulated centre spaces and total regulated spaces represent total centre licensed capacity, not occupied centre spaces, to be consistent with other jurisdictions.</i>	
<hr/>	
<b>Children with special needs in regulated care (2018-2019)</b>	
Estimated	47
<hr/>	
<b>Number of child care programs</b>	
<i>Centre based programs</i>	
Full day centres	39
Stand alone after school programs	1
<b>Total centre based programs</b>	40
<i>School based programs</i>	
Centres for preschool-aged children (included in total centres)	1
<i>Family child care homes</i>	
Individually licensed family child care providers	23
<hr/>	
<b>Sponsorship of part and full time regulated centre based spaces</b>	
Non-profit	419
For-profit	979
<i>Note: A breakdown into full and part time spaces by sponsorship is not available but part day programs for children younger than school-age are not required to be regulated, so are not included here.</i>	
<hr/>	
<b>Children receiving fee subsidy</b>	396

## PARENT FEES (2019)

### Average monthly parent fees for centre based full time care

#### Age group

Infant (0 – 17 months)	\$802
Toddler (18 months – 3 years)	\$749
Preschool-age (3 – 5 years)	\$723
School-age (before school/lunch/after school)	\$371

### In 2019, a national survey of child care fees in Canada's large cities included Whitehorse:

#### Median monthly fees

Infant	Toddler	Preschooler
\$900	\$850	\$835

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

## STANDARDS AND REGULATIONS

### REGULATED CENTRES

**Maximum centre size:** 64 spaces

### Maximum staff:child ratios and group sizes

Age	Staff:child ratios	Max. group sizes
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

### STAFF QUALIFICATIONS

#### Qualification requirements for centre staff

There are three levels of designation for child care workers in the Yukon, corresponding to five levels on training completed. The classification criteria for each designation are described below.

*Child Care Worker I:* 60 hour introduction to early childhood development course (ECD) or equivalent;

*Child Care Worker IA (in policy):* Child Care Worker I + additional coursework, not yet completed two full years of training;

*Child Care Worker II:* One year of training in ELCC or Early Childhood Development or equivalent from a recognized college or university;

*Child Care Worker IIA (in policy):* Child Care Worker II + additional coursework, not yet completed two full years of training;

*Child Care Worker III:* Two or more years of training in ELCC or Early Childhood Development or equivalent from a recognized college or university.

#### Requirements for staff in child care centres

Legislation requires that 20% of staff must meet or exceed Child Care Worker III qualifications and an additional 30% must meet Child Care Worker II qualifications. The rest (50%) must meet Child Care Worker I qualifications.

### STAFF WAGES

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

Median annual employment income \$37,168

Median hourly employment income \$17.87 - 20.42/hr

(calculated using 2080 hrs/year (40 hrs week)

and 1280 hrs/year (35 hrs/week)

Source: Canadian Census, 2016

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

### REGULATED FAMILY CHILD CARE

#### Model of organization

The Yukon Department of Health and Social Services licenses individual family child care operations.

#### Maximum capacity

No more than four infants or six children with no more than three under 18 months; or eight children all over 18 months. Four additional school-age children may be attendance with an additional staff member with the above numbers.

Indoor space requirements must also be met with no less than four square meters of useable space provided per child in attendance. 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 homes are regulated by the *Child Care Act* and family day home regulations. They receive a minimum of one annual inspection and three unannounced spot checks per year to monitor for compliance with the regulations.

### Family child care provider requirements

Caregivers 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.

Caregivers must be 18 years of age, have valid first aid certification, a medical note, a TB test, a record of immunization status and a criminal records check.

## FUNDING

All regulated child care programs are eligible for all funding. Both non-profit and for-profit programs may receive funding.

### TYPES OF FUNDING

#### Fee subsidies

##### Eligibility for families

##### *Social 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.

##### *Financial eligibility (2019) (net income)*

Eligibility is determined through an income test that takes into consideration family size and the community where the applicant resides; each application is different.

### Examples of family subsidy eligibility by community, family size (2020)

#### *Whitehorse – two parent family, one infant child*

Up to \$2,524 net income – full subsidy (based on \$688)  
\$5,638 net income/month and above – no longer qualify for subsidy (based on \$688).

#### *Rural Yukon (other than Old Crow) – two parent family, one infant child*

Up to \$2,642 net income – full subsidy (based on \$688)  
\$5,756 net income/month and above – no longer qualify for subsidy (based on \$688).

#### *Old Crow – two parent family, one infant child*

Up to \$3,256 net income – full subsidy (based on \$688)  
\$6,370 net income/month and above – no longer qualify for subsidy (based on \$688).

*Note: The above examples of family eligibility for fee subsidies were provided by territorial officials.*

### Which service providers are eligible to deliver subsidized child care?

Subsidies may be used in any licensed for-profit or non-profit licensed program, both full and part time programs are eligible.

### 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 are not capped.

### Subsidy rates

The subsidy rate is the maximum amount paid by the territorial government to the service to cover all or part of the parent fee. (See explanation of unit funding under Operational funding, below).

Category	Age	Monthly hours in care	Max monthly subsidy
Infant	0 to 18 months	100+ hours	\$688
Toddler	19 to 36 months	100+ hours	\$622
Preschool-age (including half time kindergarten-age)	37 to 59 months (or 71 months if half day k)	100+ hours	\$578

Category	Age	Monthly hours in care	Max monthly subsidy
Special needs (infant, toddler and preschool-age)	0 to 59 months (or 71 months if half day k)	100+ hours	\$688
Kindergarten-age (full day)	60+ months	< 80 hours	\$330
Kindergarten-age (summer months)	60+ months	100+ hours	\$578
School-age	72+ months	< 80 hours	\$303
School-age (summer months)	72+ months	100+ hours	\$550

Are all eligible families entitled to a fee subsidy?

Subsidy is an entitlement for all eligible families; there is no cap on the number of subsidized spaces.

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

None

### Operational (previously Recurring) funding

#### Operating grants

Operating grants are allocated quarterly, according to a “unit funding” formula that assesses a given centre according to four factors: the age and number of children enrolled, the level of training among staff, whether a hot meal is provided, and the building costs.

All licensed non-profit and for-profit child care programs are eligible for an operating grant.

Family child care homes are eligible for the unit and training components of the grant but not the building cost.

### Unit funding

#### Whitehorse Area Programs

Age unit	Max. funding (per month)
Infant	1 staff/four infants = \$824.40
	With hot meal program = \$952.64
Toddler	1 staff/six toddlers = \$910.27
	With hot meal program = \$1,102.65
Preschooler	1 staff/6 toddlers = \$916
	With hot meal program = \$1,172.48
Kindergarten-age	1 staff/8 kindergarten children = \$732.80
	With hot meal program = \$989.28
School-age	1 staff/12 school-age children = \$1,156.45
	With hot meal program = \$1,541.17

#### Regional Community Programs

Age unit	Max. funding (per month)
Infant	1 staff/4 infants = \$968.40
	With hot meal program = 1,119.04
Toddler	1 staff/6 toddlers = \$1,069.28
	With hot meal program = \$1,295.24
Preschooler	1 staff/6 toddlers = \$1,076
	With hot meal program = \$1,377.28
Kindergarten-age	1 staff/8 kindergarten children = \$860.80
	With hot meal program = \$1,162.08
School-age	1 staff/12 school-age children = \$1,358.45
	With hot meal program = \$1,810.37



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### Staff wage funding

Wage enhancement funding is provided to assist with the cost of staff wages based on the level of training held by child care staff. Funding is provided up to a maximum of 40 hours per week, per staff, for actual hours worked.

<i>Level of qualification</i>	<i>Whitehorse hourly rate</i>	<i>Regional community programs hourly rate</i>
Level 0	0	\$1.85
Level I	\$2.12	\$2.49
Level IA	\$4.01	\$4.71
Level II	\$5.44	\$6.39
Level IIA	\$7.96	\$9.35
Level III	\$10.31	\$12.11

*Note: The above levels of training correspond to the qualifications designations on the previous page.*

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### Other eligible expenses

Eligible occupancy expenses are subsidized at \$0.37 per dollar spent. Eligible expenses include: rent or mortgage, insurance, janitorial wage and supply costs, water/sewer taxes, garbage, snow removal, minor repairs, carpet cleaning, internet, electricity, heating fuel, recurring phone/cell phone costs, security system monitoring, equipment rentals.

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### One time funding

#### Start up funding

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

Available to child care centres to a maximum of \$10,000.

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#### Enhancement funding

Available yearly to child care programs up to \$5,000 to meet regulatory requirements related to health and safety or playground development and maintenance.

Available yearly to family day home programs up to \$500 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.

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### Radon funding

Available to licenced programs. Child care centres may apply for up to \$15,000 to assist with the costs of completing radon mitigation. A family day home may apply for up to \$3,000 to assist with the costs of completing radon mitigation. A Radon Measurement Professional must complete the radon testing and a Radon Mitigation Professional must complete follow up work.

A review of additional funding needs for larger child care centres are considered on a case by case basis.

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### Other funding

In 2018-2019 the Whitehorse Child Development Centre received a total of \$2,404,000 in transfer payments from the Government of Yukon's Department of Health and Social Services. This number reflects several funding agreements that are not limited to supporting children in licensed child care.

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## TERRITORIAL ALLOCATIONS FOR REGULATED CHILD CARE (2018-2019)

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<b>Fee subsidies</b>	\$2,551,000
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### Operational (previously Recurring) funding

Direct Operating Grant	\$3,984,000
Supports to children with special needs	\$470,000

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<b>Total Operational funding</b>	<b>\$4,454,000</b>
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### One time funding

Enhancement funding	\$75,000
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<b>Total territorial allocation on regulated child care</b>	<b>\$7,080,000</b>
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*Note: Federal funding of \$2,391,156 through the Canada – Yukon Early Learning and Child Care Agreement for 2018-2019 is not included in the territorial allocations.*

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<b>TOTAL ALLOCATION</b>	<b>\$9,471,156</b>
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*Total territorial allocation for regulated child care + \$2,391,156 federal funding through the Canada - Yukon Early Learning and Child Care Agreement (2018-2019)*

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### Other Funding

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Whitehorse Child Development Centre	\$2,404,000
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**Federal Funding Under the Canada-Yukon Early Learning and Child Care Agreement (2018-2019)**

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Two day professional development training	\$30,000
Support students in recognized ECE courses	\$30,000
Support education for early childhood educators in the communities through Yukon College	\$78,000
Developing a culturally appropriate curriculum framework	\$83,000
Ensure regulatory requirements for health and safety are met (including radon testing and remediation)	\$108,000
One time funding to licensed child care programs to purchase culturally and developmentally appropriate toys and equipment	\$549,000
Conduction of a feasibility study to review Yukon's capacity to serve its French language communities' child care needs	\$10,000
Assistance to grandparents who are primary care givers for their grandchildren for child care costs	\$16,000
Assistance to young parents with child care costs while completing their Grade 12 diploma	\$9,000
Funding for Yukon First Nation's to review current child care needs within their communities	\$210,000
Creation of child care spaces for children whose parents are accessing addiction treatment programs	\$46,000
Support expanded training for early childhood educators and parents in the Handle with Care program	\$105,000
Funding to Child Development Centre to provide supportive programming to licensed child care programs	\$98,000
Increase to existing Direct Operating Grant funding to stabilize parent fees and support wage increases for early childhood educators	\$1,500,000
Provide additional supports to children with special needs in licensed child care settings	\$245,000

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# Northwest Territories



## OVERVIEW

Early learning and child care, Junior Kindergarten (JK) and Kindergarten (K) in the Northwest Territories fall under the Government of the Northwest Territories' Department of Education, Culture and Employment. Early learning and child care programs are regulated under the *Northwest Territories (NWT) Child Day Care Act* and the NWT Child Day Care Standards Regulations. JK and K are regulated under the *NWT Education Act*.

Territorial implementation of JK began in the 2017-2018 school year. [Prior to 2017-2018](#), JK was piloted in some small communities. Education Authorities can choose to offer JK as a full day or part day program; most are full day. Kindergarten for five year olds is offered full day. Families also have the option of sending their child to the JK and K programs for the full day, half day, or not at all.

The Early Childhood Program provides ongoing licensing, monitoring, support, and financial subsidies for licensed early learning and child care programs as well as professional development and learning opportunities for staff working in licensed programs. All licensed centre based day care facilities, including out of school programs, full and part time day care centres and preschools are run by non-profit organizations. Since the territorial introduction of JK, Education Authorities no longer offer user pay licensed preschool programming for four year olds.

Regulated family child care homes are termed licensed family home day care facilities. Licensed family home day care facilities are licensed individually.

The NT does not have a stand alone child care subsidy program. Parents must qualify for the territorial [Income Assistance Program \(IA\)](#) under the Department of Education, Culture and Employment, which provides financial assistance towards the cost of child care for its clients. In order to qualify, applicants must meet all other eligibility requirements of the IA program.

In 2015, ECE completed a [review](#) of the administrative and funding processes of the Early Childhood Program (ECP), as identified in the Right from the Start Framework and Action Plan for early childhood development in the NT.

Effective October 1, 2016, the Department of Education, Culture and Employment revised the ECP funding model. Changes to the ECP funding model included:

- Revising ECP operating funding model, increased rates and reduction from 10 areas to two zones;
- Consolidating licensing and funding applications into a single application form and added the possibility of a multi year funding agreement;
- Eliminating Start-up funding and Minor Health and Safety funding;
- Increased funding for programs operating within government buildings from 50% to 75%.

In March 2018, the [Canada-Northwest Territories Early Learning and Child Care Agreement](#) was signed by the territorial and federal governments. The bilateral agreement provides almost \$7.5 million over three years for the NT to expand existing initiatives designed to contribute to quality improvement and increase accessibility of early learning and child care in the NT.

Enhancing the accessibility, affordability and inclusivity of child care is an ongoing and continuous focus for the NT government. In addition to the continued implementation of the *Right from the Start Early Childhood Framework* and *2017-2020 Right from the Start Early Childhood Development Action Plan*, the Mandate of the 18<sup>th</sup> Legislative Assembly included a commitment to improve the accessibility, affordability and inclusivity of child care in the NT to allow all children, aged 0 – 5, to experience an enriching, quality learning environment by:

- supporting the creation of new child care spaces and programs in all communities;
- ensuring the sustainability of existing early childhood development programs;
- creating an action plan for a phased-in approach to making child care more accessible and affordable.

Part of this work included the development of the 2019 *Supporting Access to Child Care Supplementary Action Plan* which outlined current work and includes additional actions to support a phased in approach to making child care more accessible and affordable for families in the NT.

## 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) (2019 rounded estimate)

Age	Number of children
0 – 2	1,600
3 – 5	2,100
6 – 12	4,300
Total	8,000

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

Age	Number of children
0 – 2	1,000
3 – 5	1,400
6 – 12	2,900
Total	5,300

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

Age	First Nations	Métis	Inuk (Inuit)	Multiple	Other
0 – 4	1,095	260	400	35	0
5 – 9	1,120	235	405	10	0
10 – 14	1,125	230	370	20	10
Total	3,335	725	1180	60	0

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

Not available

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

Age	Living with two parents	Living with one parent	Lone mother	Lone father
0 - 4	2,420	605	490	115
5 - 9	2,180	700	550	150
10 -14	1,905	660	505	230

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**Languages spoken most often at home (2016)**

Age	English	French	Non-official	Multiple
0 - 4	2,875	65	115	60
5 - 9	2,770	45	125	65
10 -14	2,460	45	145	75
Total	8,105	160	385	195

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**PARENTAL LEAVE AND BENEFITS****Maternity leave**

17 weeks. Pregnant employees must be employed by an employer for six consecutive months to be eligible for maternity leave.

**Parental leave**

61 weeks. Two parent families, including adoptive parents, are also able to access an additional 8 weeks of unpaid leave for the second parent.

**Adoption leave**

61 weeks, plus an additional 8 weeks if leave is shared.

**Benefits**

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

There are two federal benefit options for parental leave: the Standard Parental Benefit and the Extended Parental Benefit. The Standard Parental Benefit covers 35 weeks of paid leave taken over a 12 month period, paid at 55% of average weekly insurable earnings, up to \$573/week (2020) for either eligible parent, including adoptive parents. The Extended Parental Benefit allows 61 weeks of parental leave benefits taken over an 18 month period paid at 33% of average weekly earnings up to \$344/week (2020) for either eligible parent including adoptive parents.

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

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

## KINDERGARTEN

### TERRITORIAL RESPONSIBILITY FOR KINDERGARTEN

Department of Education, Culture and Employment  
Early Childhood and School Services  
PO Box 1320  
Yellowknife, NT, X1A 2L9  
Telephone: (867)920-3491  
Website: <http://www.ece.gov.nt.ca>

### LEGISLATION

Northwest Territories. Legislative Assembly. [Education Act](#), R.S.N.W.T. 1995, c. 28.

The legislation applies to public schools. In force July 1, 1996.

### AGE ELIGIBILITY

Four years old by December 31 for Junior Kindergarten.  
Five years old by December 31 for Kindergarten.

### KINDERGARTEN ENROLMENT

(September 30, 2018)

Junior Kindergarten: 552 students

Kindergarten: 595 students

### COMPULSORY

Junior Kindergarten and Kindergarten are not compulsory however, access is a legislated entitlement for all children.

### HOURS

Education authorities can choose to offer either a full day or a part day program or both. A majority of the JK/K programming offered is full day. Education authorities are required to offer a minimum of 485 instructional hours for JK/K programming.

### CLASS SIZE

There is no class size limit. Class sizes and configurations vary across the territory and are determined at the discretion of the education authority and local school principal.

## TEACHER QUALIFICATIONS

A Bachelor of Education or a two year diploma in early childhood from an accredited institution is required to teach Junior Kindergarten. Junior Kindergarten teachers are required to be certified by the Registrar.

A Bachelor of Education is required to teach Kindergarten. There are no ECE requirements.

## CURRICULUM

[NWT Junior Kindergarten/Kindergarten Curriculum](#)

## SPENDING ON KINDERGARTEN

\$17,819 (per full time equivalent JK and K student)

Estimated total spending: \$19,654,000

*Source:* Calculated by Territorial officials based on Education Authority Contributions (2018-2019 Actuals) pg. 42, 2020-21 GNWT Main Estimates

## REGULATED CHILD CARE

### TERRITORIAL RESPONSIBILITY FOR CHILD CARE

Department of Education, Culture and Employment  
Government of the Northwest Territories  
Early Childhood and School Services  
Lahm Ridge Tower, 3<sup>rd</sup> Floor  
P.O. Box 1320  
Yellowknife, NT, X1A 2L9  
Telephone: (867) 767-9354  
Website: <https://www.ece.gov.nt.ca/en/services/early-childhood-development>

### LEGISLATION

Northwest Territories. Legislative Assembly. Northwest Territories [Child Day Care Act](#) 1988 (2012).

Northwest Territories. Legislative Assembly. Northwest Territories [Child Day Care Act Child Day Care Standards](#) Regulations 2013 (2014).

## CHILD CARE SERVICES

### UNREGULATED CHILD CARE

#### **Unregulated family child care**

Maximum number of children permitted: Four including the caregiver's own children up to 12 years.

### REGULATED CHILD CARE

#### **Centre day care facility**

Group care, instruction and supervision provided in a place other than a private residence.

#### **Preschool day care**

Part time day care provided for a child two years of age or older not enrolled for the full day in a school operated under the *Education Act*.

#### **Family day home facility**

A child day care facility where day 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: Maximum of six children six years and under, maximum of three children three years and under, maximum of two children two years and under.

#### **Out of school day care**

Day care provided following completion of the daily school program for a child who is in regular attendance at a school operated under the *Education Act*.

*The Early Learning Framework: Nurturing capable people from birth to school entry* (2019) is in draft form.

## CHILDREN WITH SPECIAL NEEDS

All licensed early learning and child care programs in the NT are inclusive and welcome all children. The *NWT Child Daycare Standards and Regulations* state that a centre day care facility must modify the daily program to ensure that any child is able to participate and also obtain any specialized equipment required for the child to participate.

Licensed child care providers are supported with higher operating grants for children with special needs through the ECP Operating Subsidy. Documentation from a health care professional must be provided.

The Healthy Children Initiative (HCI) funding program is being reprofiled to the Supporting Child Inclusion and Participation (SCIP) fund following a review of HCI that identified issues with how the original funds were being used. The transition of HCI to SCIP will focus funding on supports for children who are vulnerable, at risk and/or who have specific developmental needs. There is a five year transition plan to reprofile funds from HCI to SCIP to allow programs to adjust to renewed program criteria on supports for children with specific developmental needs. Funding for SCIP will be available in 2019-2020.

Child care providers and community members may apply for SCIP funding which has two funding streams to support existing programs:

*Participation funding* (funding to support child access and inclusion in programming); this funding can be used for training and consultation for staff, creating a more inclusive environment, or providing one-to-one or one-to-multiple staffing supports.

*Community funding* (family and tot, parent education); this funding can be used to support access and quality early learning experiences for children from birth to school entry.

## INDIGENOUS CHILD CARE

The Northwest Territories is composed of Dene, Métis and Inuvialuit (Inuit) communities. The majority of community based programs are equally available to all children.

Aboriginal Head Start (AHSUNC) programs are the only programs specifically targeted for Indigenous children and their families; however, they may include non Indigenous children if capacity allows. There are eight AHS programs in the NT.

## SPACE STATISTICS

### Number of regulated child care spaces (2019)

<i>Centre based programs</i>	
Infants (0 – 2 years)	172
Preschool-age (2 – 5 years)	607
After school (6 – 12 years)	677
<b>Total centre based spaces (0 – 12 years old)</b>	<b>1,456</b>
<i>Family child care</i>	
Infants (0 – 2 years)	102
Preschool-age (2 – 5 years)	204
After school (6 – 12 years)	102
<i>Total family child spaces</i>	<i>408</i>
<b>Total number of regulated child care spaces</b>	<b>1,864</b>

### Children with special needs in regulated care (2019) NA

*Participation funding* (funding to support child access and inclusion in programming); this funding can be used for training and consultation for staff, creating a more inclusive environment, or providing one-to-one or one-to-multiple staffing supports.

*Community funding* (family and tot, parent education); this funding can be used to support access and quality early learning experiences for children from birth to school entry.

### Children receiving fee subsidies (2019) NA

*Note: The NT does not provide stand alone child care user subsidies. However, the income assistance (IA) program provides financial assistance towards the cost of child care for clients. In order to qualify, applicants must meet all the eligibility requirements of the IA.*

### Number of child care programs (2019)

<i>Centre based programs</i>	
Full day centres	18
Part day nursery schools/ preschools	17
Stand alone school-age centres	27
<b>Total centre based programs</b>	<b>62</b>
<i>School based child care centres (included in centre based)</i>	
For preschool-age children	21
For school-age children	13
<i>Family child care</i>	
Individually licensed family child care providers	51

### Sponsorship of part and full time regulated centre based spaces (2019)

All centres are non-profit and family day homes are also considered to be non-profit.

## PARENT FEES

Monthly parent fees for full time centre based child care vary from free of charge up to approximately \$1,380 for an infant and free of charge up to approximately \$1,170 for a preschooler in 2018-2019.

In regulated family day homes, it is estimated that the average monthly parent fee was \$1,000 for an infant and \$900 for a preschooler in 2018-2019.

### In 2019, a national survey of child care fees in Canada's large cities included Yellowknife:

<i>Median monthly fees</i>		
Infant	Toddler	Preschooler
\$1,093	\$990	\$890

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

## STANDARDS AND REGULATIONS

### REGULATED CENTRES

**Maximum centre size:** Not specified

### Staff:child ratios and group sizes

<i>Age</i>	<i>Staff:child ratios</i>	<i>Max. group sizes</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 years	1:10	30

### STAFF QUALIFICATIONS

#### Centre staff requirements

Primary staff must be at least 19 years of age and have a certificate in first aid and infant/child cardiopulmonary resuscitation. All staff must provide a criminal record check, including a vulnerable sector search prepared by the RCMP.

Primary staff must have successfully completed a post secondary program (minimum of a one year certificate) in child development satisfactory to the director or demonstrate to the satisfaction of the director an understanding of developmentally appropriate practices in respect of children and the ability to apply that understanding to the child care program.



## STAFF WAGES

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

Median annual employment income \$42,862

Median hourly employment income \$20.61 - 23.55/hr  
(calculated using 2080 hrs/year (40 hrs week)  
and 1280 hrs/year (35 hrs/week)

Source: Canadian Census, 2016

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

## REGULATED FAMILY CHILD CARE

### **Model of organization**

Individually licensed

### **Maximum capacity**

Maximum of eight children under 12 years (including the provider's own children). No more than six of the eight children may be under six years of age, maximum of three children three years and under, and no more than two children may be under two years.

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

Family child care homes are visited at least once a year by staff from the Early Childhood Program and a representative from each of the Department of Health and Social Services (HSS) Environmental Health Officer and the Department of Municipal and Community Affairs' (MACA) Office of the Fire Marshall. Licenses are issued in conjunction with annual inspections.

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

A provider must be a minimum of 19 years of age and have a certificate in first aid and infant/child cardio-pulmonary resuscitation. The operator and all adults living in the home must provide a criminal record check, including a vulnerable sector search prepared by the RCMP.

The provider must undertake training in relation to child development and care on an annual basis through appropriate courses, seminars or workshops and retain documentation respecting attendance at such training.

## FUNDING

### CHILD CARE SERVICES ELIGIBLE FOR FUNDING

Non-profit licensed early childhood centres and family day homes including part time, infant, out-of-school and special needs spaces are eligible for all types of public funding.

### TYPES OF FUNDING

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Early Childhood Program operating subsidy, health and safety funding, new child care spaces funding as well as additional grants and proposal based funding.

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### Fee subsidies

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The NT does not provide a stand alone child care subsidy. The Income Assistance (IA) program offers financial support to IA applicants to assist them with their child care expenses so they can participate in the labour force or pursue education and training opportunities in the NT.

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### Eligibility for fee subsidy

In order to be eligible for the IA fee support, applicants must:

- be enrolled in the Income Assistance program;
  - have a need greater than their income;
  - require care for children under the age of 13 because both parents are participating in the labour force or attending school or training;
  - provide monthly invoices from the child care provider.
- 

### Which service providers are eligible to deliver subsidized child care?

Fee subsidies can be used in licensed and unlicensed child care.

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### Subsidy rates

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

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### Income Assistance Program daily rates

Age	Licensed (\$)	Unlicensed (\$)
Infant (0 – 1 years)	\$42	\$33
Children (2 – 12 years)	\$39	\$28
Preschool/pre-kindergarten with extended care (3 – 4 years)	\$39	NA
Part time (0 – 5 years)	\$26	\$13
After school (5 – 12 years)	\$15	\$8

### Operating (previously Recurring) Funding

#### Early Childhood Program (ECP) Funding

Available to non-profit licensed early learning and child care programs and family day homes.

Funding is provided to programs based on Zone location, determined based on road access. Funding ranges from \$14.17 or \$19.81/per occupied preschool space/day, depending on the location of the program plus an additional \$5.50 or \$7.70/per occupied space/day in centre based programs. For infants/children with special needs, operational funding is \$35.75 or \$49.66/per occupied space/day, depending on the location of the program.

Out of school spaces receive \$4.72 or \$5.01/per occupied space/day, depending on the location of the program plus an additional \$4.25 or \$5.95/per occupied space/day or \$12.00-\$16.80 when children are attending for the full day in centre based programs.

Programs that operate part time receive half the full day rate.

Family day homes and licensed early childhood centres receive the same rates of operating funding with the exception of the additional federal funding, which is only provided to centre based programs.

The additional federal enhancements further support centres through a more significant rate provided to preschool and out of school programs, including a full day rate for out of school programs.

### The Early Childhood Staff Grant

The purpose of the Early Childhood Staff Grant is to increase the earnings of staff in licensed early childhood centres and to offer an incentive to attract new professionals to the early childhood workforce. It is paid directly to the staff person.

Employees eligible for this grant must:

- Be a permanent employee of a licensed early childhood centre;
- Provide care, assistance and supervision of children as part of their usual job duties or provide onsite supervision of the daily operation of the program.

The following table outlines the grant amounts for eligible employees based on the amount of hours worked per quarter and the level of early childhood post secondary education (PSE) completed:

#### Grant amounts for eligible employees based on the amount of hours worked

	100-234 hrs/worked quarter (8-18 hours/wk)	235-351 hrs/worked quarter (18.5-27 hrs/wk)	354-468 hrs/worked quarter (27.5-36 hours/wk)	469 + hrs/worked quarter (37 + hrs/wk)
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, if an employee who has not completed a post secondary early childhood program worked 35 hours/week during April–June, she/he will qualify for a grant of \$1,200 for the 1st quarter grant payment.

TERRITORIAL ALLOCATIONS FOR REGULATED  
CHILD CARE (2018-2019)

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**Fee subsidies**

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*Information not available – funded by Income Assistance (IA)  
program*

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**Operational (previously Recurring) funding**

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Operational contributions	\$2,265,829
Rent and mortgage contributions	\$105,805
Minor health and safety renovations	\$133,279
Healthy Children Initiative	\$1,641,042
Small Community Initiative	\$289,000
<b>Total operational funding</b>	<b>\$4,434,955</b>

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**One time funding**

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Start up contribution	\$52,321
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**Total territorial allocation on regulated child care**

**\$4,487,276**

*Note: Federal funding of \$2,452,801 through the Canada –  
Northwest Territories Early Learning and Child Care Agreement  
for 2018-2019 is not included in the territorial allocations.*

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**TOTAL ALLOCATION** **\$6,940,077**

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*Total territorial allocation for regulated child care +  
\$2,452,801 federal funding through the Canada-Northwest  
Territories Early Learning and Child Care Agreement (2018-  
2019)*

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# Nunavut



## OVERVIEW

Nunavut’s regulated child care and kindergarten are the responsibility of the Department of Education. Kindergarten is a part day program for all five year olds. Nunavut education officials are considering full day kindergarten as a pilot project in few communities.

Regulated child care programs for children aged 0 – 12 are all non-profit. Individually licensed family child care homes are called “family day homes” in Nunavut and are considered non-profit.

The Department of Education’s Early Learning and Child Care Division is responsible for promoting early childhood development, licensing and monitoring early childhood facilities, and developing linguistically and culturally appropriate early childhood resources. Regional offices act as liaisons between non-profit providers and the Early Learning and Child Care Division to administer applications and coordinate services.

Nunavut, previously part of the Northwest Territories, is the result of a land claim agreement that took effect April 1st, 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](#) on September 20th, 2017. The agreement allocated just over \$7 million over three years to Nunavut’s child care, with a focus on providing more child care spaces, professional development opportunities for the workforce and greater incorporation of Nunavut’s official languages into programs.

## 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) (2019 rounded estimate)

Age	Number of children
0 – 2	2,400
3 – 5	2,000
6 – 12	5,300
Total	9,700

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

Age	Number of children
0 – 2	900
3 – 5	900
6 – 12	2,400
Total	4,200

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

Age	First Nations	Métis	Inuk (Inuit)	Multiple	Other
0 – 4	10	15	3,800	10	0
5 – 9	15	10	3,865	10	0
10 – 14	10	10	3,240	10	0
Total	35	25	10,905	30	0

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

Not available

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

Age	Living with two parents	Living with one parent	Lone mother	Lone father
0 – 4	2,970	1,045	780	260
5 – 9	2,905	955	745	210
10 – 14	2,305	785	555	230

### Languages spoken most often at home (2016)

Age	English	French	Non-official	Multiple
0 – 4	1,860	40	2,195	60
5 – 9	1,775	30	2,235	70
10 – 14	1,515	15	1,825	55
Total	5,155	90	6,255	180

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

Two parent families	Lone parent families	Male lone parent families	Female lone parent families
65,109	21,824	11,168	24,309

## PARENTAL LEAVE AND BENEFITS

### Maternity leave (Pregnancy leave)

17 weeks. Pregnant employees must be employed by an employer for 12 consecutive months to be eligible for pregnancy leave.

### Parental leave

37 weeks may be shared between the parents. If maternity leave is also taken the leaves are to be taken consecutively to total a maximum of 52 weeks of combined maternity and parental leave.

### Adoption leave

37 weeks

### Benefits

Maternity and parental leave provisions in Canada outside Quebec, are divided between federal and provincial/territorial governments. Benefits are paid by the federal government under the Employment Insurance program (EI), while provincial/territorial provisions for job-protected leave are established in each jurisdiction's employment standards legislation. The federal benefit covers 15 weeks of maternity leave for eligible employees who are birth mothers, up to 12 weeks prior to the expected date of birth, and up to 17 weeks following the date of birth. There are two federal benefit options for parental leave: the Standard Parental Benefit and the Extended Parental Benefit. The Standard Parental Benefit covers 35 weeks of paid leave taken over a 12 month period, paid at 55% of average weekly insurable earnings, up to \$573/week (2020) for either eligible parent, including adoptive parents. The Extended Parental Benefit allows 61 weeks of parental leave benefits taken over an 18 month period paid at 33% of average weekly earnings up to \$344/week (2020) for either eligible parent including adoptive parents.

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

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

## KINDERGARTEN

### TERRITORIAL RESPONSIBILITY FOR KINDERGARTEN

Curriculum and School Services  
Department of Education  
P.O. Box 1000, Station 960  
Iqaluit, NU X0A 0H0  
Phone: 867-975-5666  
Website: <https://www.gov.nu.ca/education/>

### LEGISLATION

Nunavut. Legislative Assembly. *Education Act*. S. Nu. 2008, c. 15. (Current to: January 23, 2014)

### KINDERGARTEN SERVICES

Kindergarten is delivered in public schools under regional school operations and is a part day program.

### AGE ELIGIBILITY

Five years old by December 31 of the school year.

### KINDERGARTEN ENROLMENT

850 children.

### COMPULSORY

Access to kindergarten is legislated and it is an entitlement. Attendance is not compulsory but most children attend.

### HOURS

The requirement is for no fewer than 485 and no more than 570 instructional hours per year and no more than six hours per day.

### CLASS SIZE

There is no class size limit.

### TEACHER QUALIFICATIONS

Kindergarten teachers must hold a valid Nunavut teaching certificate, requiring a four year Bachelor of Education (B.Ed.) or a two year post degree Bachelor of Education After Degree (BEAD).

Kindergarten certification requires a two year program in ECE, successful completion of two academic years of classroom teaching, and completion of courses for one year of teacher training, or a Letter of Authority—which requires one year ECE or some course work towards a B.Ed. and must be renewed annually.

Most kindergarten teachers have a B.Ed. or Letter of Authority as a Language Specialist, which means that they speak an Inuit language. All but five kindergarten classes are in Inuit languages. A kindergarten teacher who has only a Language Specialist qualification (Letter of Authority) must be participating in teacher training.

### CURRICULUM

The kindergarten curriculum used reflects education best practices, Inuit Qaujimagatuqangit, and the philosophical approaches of the Department of Education.

[Kindergarten curriculum guide](#)

### SPENDING ON KINDERGARTEN

Not available

K – 12 per pupil spending – Not available

## REGULATED CHILD CARE

### TERRITORIAL RESPONSIBILITY FOR CHILD CARE

Department of Education  
Government of Nunavut  
Early Childhood Division  
Box 1000, Station 200  
Iqaluit, NU, X0A 0H0  
Telephone: (867)975-5600  
Website: <https://www.gov.nu.ca/education/information/early-childhood-education-0>

### LEGISLATION

Nunavut. Legislative Assembly. *Northwest Territories Child Day Care Act* and Child Day Care Standards and Regulations, 1994. Consolidation of *Child Day Care Act* and Child Day Care Standards and Regulations, S. Nu. 2017. (Current to: 2017)

### CHILD CARE SERVICES

#### UNREGULATED CHILD CARE

##### Unregulated family child care

Maximum number of children permitted: Four, including the caregiver's own children up to 12 years old.

#### REGULATED CHILD CARE

##### Day care 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.

##### Nursery schools

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.

##### Family day homes

Care in a private home for up to eight children under 12 years (including the caregiver's own children).

##### After school care

Care outside school hours for school-aged children, up to and including 11 years of age.

### CURRICULUM FRAMEWORK

A framework and action plan for early childhood development is in development.

### CHILDREN WITH SPECIAL NEEDS

Early Learning and Child Care is responsible for promoting early childhood development by providing support for special needs children between 0 – 6 years of age and training opportunities for early childhood program educators, staff and parents.

There are no segregated child care programs for children with special needs. 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 area in which the centre is located.

Parents are eligible for 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 recognised health care professional for the child to be in developmental care.

### INDIGENOUS CHILD CARE

Nunavut is the result of one land claim agreement that took effect April 1st, 1999. Thus, the whole territory is now considered to be Indigenous land (there are no reserves). Thus, federal programs for Indigenous ELCC are relevant for all of Nunavut.



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).

First Nations and Inuit Child Care Initiative (FNICCI), which is now 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 trainings in 59 centres in Nunavut.

Additionally, there are seven Aboriginal Head Start programs in Nunavut funded by the federal government.

## SPACE STATISTICS

<b>Number of regulated child care spaces (2019)</b>			
<i>Centre based programs</i>			
Age group	Full day	Part day	Total
Infant (< two years)	179		179
Preschool age (two years – school entry)	520	272	792
School-age (kindergarten – 12 years)	-	157	157
<b>Total regulated centre based spaces</b>			
	699	429	1128
<i>Family child care</i>			
Infant (< two years)	4		4
Preschool-age (two years – school entry)	7		7
School-age (kindergarten – 12 years)		5	5
<b>Total regulated family child care spaces</b>			
	11	5	16
<b>Total number of regulated child care spaces</b>			
	710	434	1144
<b>Children with special needs in regulated child care (2019)</b>			
<i>Note: Information not available</i>			

## Number of child care programs (2019)

<i>Centre based programs</i>	
Full day centres	31
Part day nursery schools/ preschools	15
Stand alone school-age centres	7
Total centre based programs	53
<i>School based child care centres</i>	
For preschool-age children (included in centre based)	13
For school-age children (included in centre based)	5
<b>Total school based child care programs</b>	<b>18</b>
<i>Family child care homes</i>	
Individually licensed family child care providers	2

## Children receiving fee subsidy (2019)

Daycare User Subsidy	40 families
Young Parents Stay Learning Program	67 families

## Sponsorship of part and full time regulated centre based spaces (2019)

*Note: All centres are non-profit and family child care homes are considered to be non-profit.*

## PARENT FEES (2019)

### Average daily parent fees for centre based child care

Age group	Full time fees	Part time fees
Infant	\$42.96	\$21.30
Preschoolers	\$43.71	\$23.00
School-age		\$21.40

*Note: This information comes from the application for the Program Contributions collected each year.*

### In 2019, a national survey of child care fees in Canada's large cities included Iqaluit:

<i>Median monthly fees for full time child care</i>		
Infant	Toddler	Preschooler
\$1,300	\$1,213	\$1,213

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

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

## STANDARDS AND REGULATIONS

### REGULATED CENTRES

#### Maximum centre size: not specified

#### Maximum staff:child ratios and group sizes for individual age group

Age group	Staff:child ratios	Max. group sizes
0 – 12 months	1:3	6
13 – 24 months	1:4	8
23 – 35 months	1:6	12
3 years	1:8	16
4 years	1:9	18
5 – 11 years	1:10	20

#### Maximum room size

Age group	Max. number of children in a room
0 – 12 months	9
13 – 24 months	12
25 – 35 months	18
3 years	25
4 years	27
5 – 11 years	30

*Note: At least two staff must be on duty when more than six children are being cared for.*

#### Maximum staff: child ratios and group size for mixed age groupings

Age group	Staff: child ratio	Max. group size
0 – 24 months	1:4	8
2 – 5 years	1:8	16
5 – 11 years	1:10	20

### STAFF QUALIFICATIONS

#### Centre staff requirements

There are no early childhood training requirements. Staff must be at least 19 years of age, have an awareness of early childhood development theory, have an awareness of the basic health and safety measures, have up to date immunizations, provide a doctor's note documenting good health if needed, have a first aid certificate, and submit to an RCMP Security Clearance. It is also detailed in the *Child Day Care Act* that staff must be able to communicate with and be accepted by the children, as well as representing the cultural background of the children.

### STAFF WAGES

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

Median annual employment income \$36,557

Median hourly employment income \$17.58 - 20.08/hr  
(calculated using 2080 hrs/year (40 hrs week)  
and 1280 hrs/year (35 hrs/week)

Source: Canadian Census, 2016

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

### REGULATED FAMILY CHILD CARE

#### Model of organization

Individually licensed

#### Maximum capacity

The provider may care for a maximum of eight children under 12 years old, including the provider's children. No more than six of the children may be younger than five years old, no more than three children may be younger than three years, and no more than two children may be younger than two years.

#### Licensing, monitoring and enforcement

Homes are visited at least once a year by staff from the Early Childhood Program, as well as a representative from each of the Public Health Department and the Fire Marshall's office.

#### Provider requirements

There are no early childhood training requirements. Providers must be at least 19 years of age, have an awareness of early childhood development theory, have up to date immunizations, provide a doctor's note stating good health, have a first aid certificate, submit to a RCMP Security Clearance, and represent the cultural background of the children.

## FUNDING

### CHILD CARE SERVICES ELIGIBLE FOR FUNDING

Funding is only available to non-profit regulated centres and family day homes except fee subsidies, which may be used in unregulated child care.

### TYPES OF FUNDING

#### Fee subsidies

##### Eligibility for families

###### *Social criteria*

Parents must be in working, school or a training program to be eligible for the Daycare User Subsidy. An exemption is allowed for those children with additional needs where it is recommended by a health professional that the child attend a licensed child care facility.

##### Eligibility for fee subsidy (net income, 2019)

Subsidy eligibility based on a needs test, which takes into consideration family income, and eligible living expenses (rent, utilities, actual child care costs – food and clothing is based on a scale).

##### Which service providers are eligible to deliver subsidized child care?

Fee subsidies may be used in both regulated and unregulated child care, both part time and full time are eligible.

##### Surcharges above the fee subsidy

There is no minimum user fee or fee cap. Programs may surcharge subsidized parents above the fee subsidy.

##### 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.

##### *Subsidy rates - Daycare User Subsidy Program and Young Parents Stay Learning Program (up to July 31, 2019)*

Type of care	Full time	Part time
Licensed centre	\$700	350
Licensed family day home	\$600	\$300
Unlicensed child care	\$500	\$250
Out of school care	--	\$145

*Note: Since August 1, 2019, the territorial government has paid the child care facility's full posted rate for the Young Parents Stay Learning Program.*

##### Are all eligible families entitled to a fee subsidy?

All eligible families approved until the budget is exhausted (which has not happened to date).

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

Young Parents Stay Learning: Since June 2009, all parents who are working toward a high school diploma may be eligible for child care subsidy under this program regardless of their age. Students under 18 who are attending a post secondary institution within Nunavut may also be eligible.

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.

Maximum rates and payments in the Young Parents Stay Learning are the same as the regular subsidy rates. 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.

#### Operational (previously Recurring) funding

##### Operating funding

###### Operation and Maintenance (O & M)

O & M program contribution money is annual funding that can be used for any operating expenses.

An allocation of \$2.42–\$17.25 per space per day (depending on the age of the child and the location of the program) is available to non-profit, regulated centres and family day care homes.

Through the bilateral agreement with the federal government, facilities may also receive an additional top up of \$0.48 to \$6.90 per space per day (depending on the age of the child and the location of the program).

##### One time funding

###### Start up funding

Available to non-profit, regulated 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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### Security and Safety Funding

The Security and Safety Funding program was developed and implemented in the fall of 2014 and concluded on March 31st, 2017. Each licensed facility was eligible once every three years for up to \$40,000. This money was allocated for upgrades and repairs that contribute to security and safety features.

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### Other funding

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#### Healthy Children Initiative

The Department of Education offers funding to early childhood programs (licensed and unlicensed) and additional programs and services for individual children aged 0–6 years who require extra supports to reach their full potential. Funding is available for community programs or for individual children. Programs eligible for funding can support children with special needs in a variety of ways and may take a variety of forms: parent and child groups, parenting workshops, equipment, and expert services, etc.

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#### Early Childhood Education Inuit Language and Culture Funding

The *Nunavut Education Act* states that District Education Authorities (DEAs) shall provide funding for early childhood programs that promote fluency in the Inuit language and knowledge of Inuit culture. 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.

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1 This funding is for early childhood programs to enhance development opportunities of children 0 – 6 years of age. This can be for licensed or unlicensed early childhood program.

2 This funding is for programs to enhance Inuit language and knowledge of the Inuit culture for children 0 – 6 years of age. This can be for licensed or unlicensed early childhood programs.

### TERRITORIAL ALLOCATIONS FOR REGULATED CHILD CARE (2018-2019)

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#### Fee subsidies

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Daycare User Subsidy	\$477,000
Young Parents Stay Learning	\$170,000

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**Total fee subsidies** **\$647,000**

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#### Operational (previously Recurring) funding

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**Start up and operating grants** **\$2,150,000**

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**Total territorial allocation for regulated child care**  
**\$2,797,000**

*Note: Federal funding of \$2,381,762 through the Canada – Nunavut Early Learning and Child Care Agreement for 2018-2019 is not included in the territorial allocations.*

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**TOTAL ALLOCATION** **\$5,178,762**

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*Total territorial allocation for regulated child care + \$2,381,762 federal funding through the Canada-Nunavut Early Learning and Child Care Agreement (2018-2019)*

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#### Other funding

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Healthy Child Initiative <sup>1</sup>	\$908,000
ECE Inuit Language & Culture Funding <sup>2</sup>	\$1,000,000

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**Total Other funding** **\$1,908,000**

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### FEDERAL FUNDING UNDER THE CANADA-NUNAVUT EARLY LEARNING AND CHILD CARE AGREEMENT (2018-2019)

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#### Federal funding

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Operation & Maintenance Top-up	\$1,118,250
Child Care Space Creation in Underserved Communities	\$220,000
Territory-Wide ELCC Training Session and Financial Literacy Training	\$353,512
Educational Programming Resources and Training	\$690,000

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**Total federal funding** **\$2,381,762**

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# The Big Picture



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## THE BIG PICTURE

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TABLE 1

Total number of part<sup>1</sup> and full day regulated child care centre<sup>2</sup> spaces 0 – 5 years and percent of children 0 – 5 years for whom a part or full day centre space was available. Provinces/territories/Canada (2019).

P/T	Number of part day <sup>3</sup> centre spaces for 0 – 5 year olds	Number of full day centre spaces for 0 – 5 year olds	Total number of centre full and part day centre spaces for 0 – 5 year olds	Percent of children 0 – 5 years for whom a regulated part or full day centre space was available
NL	374	6,008	6,382	25.3
PE	169	3,476	3,645	40.5
NS	1,433	11,518	12,951	25.2
NB	-	-	14,024	35.2
QC	-	-	213,119	41.9
ON	-	-	172,951 <sup>4</sup>	20.6
MB	3,435	19,060	22,495	24.8
SK	0	12,970	12,970	16.6
AB <sup>4</sup>	15,581	52,029	67,610	21.5
BC <sup>4</sup>	18,988	48,792	67,780	26.9
YT <sup>5</sup>	0	-	935	40.7
NT	-	-	779	21.1
NU	272	699	971	22.1
CA	-	-	<b>596,612</b>	<b>26.9</b>

1 Some provinces/territories do not provide regulated part day centre programs and some cannot provide breakdowns. Therefore, there are no Canada totals or percent of coverage.

2 This table includes only centre based space (licensed capacity). Family child care data is usually not broken down by age.

3 Part day centre spaces here means preschool or nursery school and does not include part day out of school hours space for children aged 0 – 5 years.

4 These numbers include multi-age group care spaces not broken down by age. Note that in the 2016 version of *ECEC in Canada*, out of school hours spaces for 4 and 5 year olds were included in this number for ON.

5 YT provides enrollment numbers.

TABLE 2

Number of child care centre spaces 0 – 12 years, number of regulated family child care spaces, total number of child care spaces 0 – 12 years and percent of children 0 – 12 years for whom a part or full day regulated space was available. Provinces/territories/Canada (2019).

P/T	Number of regulated child care centre spaces 0 – 12 years	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	7,336	774	8,110	13.1
PE	5,674	19	5,693	26.6
NS	17,049	1,967	19,016	16.7
NB	29,236	1,127	30,363	32.3
QC	576,168	87,433	663,601	57.4
ON	446,596	20,339	466,935	24.0
MB	34,173	3,286	37,459	18.7
SK	14,605	2,192	16,797	9.5
AB	126,9702	11,922	138,892	19.9
BC	103,463	12,024	115,487	19.8
YT	1,100	197	1,297	24.9
NT	1,456	408	1,864	23.3
NU	1,128	16	1,144	11.8
<b>CA</b>	<b>1,364,954</b>	<b>141,704</b>	<b>1,506,658</b>	<b>29.7</b>

TABLE 3

Number of centre spaces by age group 0 – 2 years, 3 – 5 years, 0 – 5 years and percent (rounded) of children 0 – 2, 3 – 5 and 0 – 5 years for whom a regulated part or full day centre space was available<sup>1</sup>. Provinces/territories/Canada (2019).

P/T	Number of full and part day centre spaces for 0 – 2 <sup>2</sup> year olds	Number of full and part day centre spaces for 3 – 5 year olds	Number of full and part day centre spaces for 0 – 5 year olds	Percent of children 0 – 2 years for whom a full or part day centre space was available (%)	Percent of children 3 – 5 years for whom a full or part day centre space was available (%)	Percent of children 0 – 5 years for whom a full or part day centre space was available (%)
NL <sup>3</sup>	-	-	6,382	-	-	25
PE	1,466	2,179	3,645	33	47	41
NS	5,114	7,837	12,951	21	30	25
NB <sup>4</sup>	6,176	7,848	14,024	35	36	35
QC	45,059 <sup>5</sup>	136,399 <sup>5</sup>	213,119	18 <sup>5</sup>	53 <sup>5</sup>	42
ON <sup>6</sup>	76,706	96,245	172,951	19	22	21
MB	7,682	14,813	22,495	17	32	25
SK	6,142	6,828	12,970	17	17	17
AB <sup>7</sup>	29,719	37,891	67,610	19	24	22
BC <sup>8</sup>	21,363	46,417	67,780	18	35	27
YT <sup>9</sup>	415	520	935	38	43	41
NT	172	607	779	11	29	21
NU	443	528	971	19	26	22
CA	<b>200,457<sup>10</sup></b>	<b>358,112<sup>10</sup></b>	<b>596,612</b>	<b>19<sup>10</sup></b>	<b>31<sup>10</sup></b>	<b>27</b>

1 In several P/Ts, age breakdown number of spaces was not available and was calculated by the authors.

2 The category 0 – 2 years is taken to mean 0 – 2.9 years; 3 – 5 years means 3 – 5.9 years.

3 Age breakdown was not available.

4 Family child care spaces were included in the original total number of spaces and were removed based on the authors' estimation.

5 The most recent data providing age breakdowns were 2016; these were used for 0 – 2 and 3 – 5 categories. Data from 2019 was used for total number of spaces and percent of coverage for 0 – 5 year olds.

6 ON spaces for the multi age Family Age Group (418 spaces) were equally divided between 0 – 2 and 3 – 5. Note that in the 2016 version of *ECEC in Canada*, out of school hours spaces for 4 and 5 year olds were included in this number for ON.

7 AB spaces for the multi age Innovative Child Care (598 spaces) were equally divided between 0 – 2 and 3 – 5.

8 BC spaces for the Group Multi Age Care (3,179 spaces) was equally divided between 0 – 2 and 3 – 5.

9 YT provides occupancy numbers, not licensed capacity.

10 Total space numbers and percentages for 0 – 2 and 3 – 5 include QC data from 2016 (see FN 5).



TABLE 4

Number of centre spaces<sup>1</sup> 0 – 5 years, number of regulated child care spaces for out of school hours children<sup>2</sup>, number of regulated family child care spaces, total number of regulated child care spaces 0 – 12 years. Provinces/territories/Canada (2019).

P/T	Number of centre based full and part day child care spaces for children 0 – 5 years	Number of regulated family child care spaces for children 0 – 12 years	Number of regulated child care spaces for out of school hours children	Total number of regulated child care spaces for children 0 – 12 years
NL	6,382	774	954	8,110
PE	3,645	19	2,029	5,693
NS	12,951	1,967	4,098	19,016
NB <sup>3</sup>	14,024	1,127	15,212	30,363
QC	213,119	87,433	363,049	663,601
ON <sup>4</sup>	172,951	20,339	273,645	466,935
MB	22,495	3,286	11,678	37,459
SK	12,970	2,192	1,635	16,797
AB	67,610	11,922	59,360	138,892
BC	67,780	12,024	35,683	115,487
YT <sup>5</sup>	935	197	165	1,297
NT	779	408	677	1,864
NU	971	16	157	1,144
<b>CA</b>	<b>596,612</b>	<b>141,704</b>	<b>768,342</b>	<b>1,506,658</b>

1 The centre spaces represent licensed capacity, not enrollment, except in YT.

2 Out of school hours child care includes child care for four and five year old kindergarten-age children and child care for 6 – 12 years olds.

3 Family child care spaces were included. CRRU made an estimate to remove them from the total.

4 Note that in the 2016 version of *ECEC in Canada*, out of school hours spaces for 4 and 5 year olds were included in this number for ON.

5 YT numbers represent occupied spaces.

**TABLE 5** Indigenous early learning and child care programs. Provinces/territories (2019).

	<b>First Nations programs on reserve</b>	<b>Aboriginal Head Start (AHS)<sup>1</sup></b>	<b>Off reserve and other programs</b>
<b>NL</b>	Centres may be licensed by province. If licensed, they receive provincial funding and parents are eligible for fee subsidies. A number of additional centres funded by FNICCI funding are unlicensed.	2 AHSOR programs. <sup>1</sup> Federally funded unlicensed AHSUNC <sup>2</sup> programs operate in Hopedale, Sheshatshiu, and Happy Valley-Goose Bay.	1 Indigenous child care centre in St. John's.
<b>PE</b>	2 AHSOR programs, both Early Years Centres, are licensed and funded by province. AHSOR and AHSUNC programs (Abegweit, Lennox Island, Mi'kmaq Family Resource Centre) are all licensed by the province. No FNICCI programs.	2 AHSOR programs <sup>1</sup> Mi'kmaq Family Resource Centre operates a provincially licensed and federally funded AHSUNC program in Charlottetown for children aged 3 – 5.	
<b>NS</b>	Not licensed or funded by the province.	13 AHSOR programs <sup>1</sup>	
<b>NB</b>	May be licensed upon request from First Nations community. 5 centres (153 spaces) on reserve are currently licensed by the Department. On reserve centres are not eligible for provincial funding. First Nations families living on reserve and accessing off reserve child care are eligible for provincial fee subsidy.	15 AHSOR programs are funded through a NB specific agreement between the First Nations of New Brunswick and Indigenous Services Canada. 1 of the 15 currently operating programs is licensed by the province <sup>1</sup> . There is also 1 AHSUNC program funded by the Public Health Agency of Canada.	1 off reserve Indigenous child care centre is licensed by the Department and receives provincial government funding.

Sources: In addition to those identified in the table, the sources of information for this table are the INDIGENOUS ELCC section of this report and PT officials, for the PT sections in this report.

1 AHSOR – Aboriginal Head Start On Reserve is a federal program under Indigenous Services Canada. Information regarding AHSOR for Atlantic Canada has been found using the [Union of New Brunswick Indians website](#).

2 Aboriginal Head Start in Urban and Northern Communities (AHSUNC) is a federal program funded by the Public Health Agency of Canada (PHAC).

**TABLE 5 *continued*.** Indigenous early learning and child care programs. Provinces/territories (2019).

	<b>First Nations programs on reserve</b>	<b>Aboriginal Head Start (AHS)<sup>1</sup></b>	<b>Off reserve and other programs</b>
<b>QC</b>	<p>All child care on reserve is licensed by the province, with an agreement between QC and 4 Indigenous organizations. Some legal authority for child care under the law is delegated, for example, permit renewal, inspection, complaints processing.</p> <p>In 2019, there were 71 centres and 3 Family Child Care Coordinating Offices in Indigenous communities on reserve. All are non-profit organizations and receive funding from Ministère de la Famille.</p>	<p>QC has federally funded Aboriginal Head Start programs both on reserve (AHSOR) and off reserve (AHSUNC). A breakdown is not available.</p>	<p>There are 5 urban Indigenous child care centres (7 facilities) and an urban Indigenous Family Child Care Coordinating Office located in Montreal, Chicoutimi, Val d’Or, Chibougamau, Trois-Rivières and La Tuque.</p>
<b>ON</b>	<p>Ontario funds and licenses child care in Indigenous communities on reserve through a province-specific agreement with the federal government.</p> <p>75 licensed child care centres on reserve with a licensed capacity of 3,189 spaces and 2 licensed home child care agencies with 31 child care homes on reserve in First Nation communities (March 2019).</p> <p>There are also federally funded FNICCI on reserve programs.</p>	<p>There are a number of federally funded AHSOR programs and 14 AHSUNC programs.</p>	<p>27 licensed centres off reserve in urban and rural communities report they are operated by Indigenous led organizations.</p>
<b>MB</b>	<p>On reserve child care may be licensed by the province upon request.</p> <p>1 provincially licensed child care centre is located in a First Nations on reserve community with 8 infant and 27 preschool-age spaces. This centre was previously off reserve when licensed but has moved on reserve.</p> <p>If a centre is licensed by the province, the department may grant any funding applications received.</p> <p>MB provides ELCC consultation to First Nation communities upon request.</p>	<p>Head Start programs may be licensed upon request. Currently there are 3 licensed AHSUNC programs.</p>	

**TABLE 5 *continued*.** Indigenous early learning and child care programs. Provinces/territories (2019).

	<b>First Nations programs on reserve</b>	<b>Aboriginal Head Start (AHS)<sup>1</sup></b>	<b>Off reserve and other programs</b>
<b>SK</b>	<p>Not typically licensed or funded by province. In 2016, the Child Care Regulations were amended to allow licensing on reserve by agreement between a First Nation and the Minister. There are now 2 centres on reserve licensed and funded by the province.</p> <p>FNICCI has resulted in the development of approximately 73 on reserve child care facilities with 1,051 spaces monitored by First Nations.</p>	<p>SK has both on reserve (AHSOR) and off reserve (AHSUNC) Head Start programs. A breakdown is not available.</p>	
<b>AB</b>	<p>Not typically licensed by the province. In 2016, the AB government worked with Kapawe’no First Nation to establish the first provincially licensed on reserve child care program which is provincially funded and licensed for 31 spaces.</p> <p>There are 42 other on reserve Indigenous child care programs in Alberta that may be eligible for federal government funding equivalent to provincial fee subsidies. Federal funding is provided when programs demonstrate to federal government that they adhere to provincial licensing standards.</p>	<p>AB has Aboriginal Head Start programs both on reserve (AHSOR) and off reserve (AHSUNC). A breakdown is not available.</p>	
<b>BC</b>	<p>All on reserve child care services are licensed and funded by the province.</p> <p>As of March 2019, the number of licensed, funded child care facilities located on reserve or who reported a First Nation contract type was 226 (194 organizations) and the number of licensed, funded child care spaces was 6,857.</p>	<p>There are provincially funded AHS programs both on reserve (AHSOR) and off reserve (AHSUNC) through 2 initiatives: AHS Association of BC (AHSOR) and BC First Nations Head Start (AHSUNC).</p>	<p>A number of post secondary institutions deliver ECE training with an Indigenous focus. In addition, the provincial government provides funding to the British Columbia Aboriginal Child Care Society (BCACCS) to provide training and workshops, resource and referral services to Aboriginal child care providers.</p>

**TABLE 5 continued.** Indigenous early learning and child care programs. Provinces/territories (2019).

	<b>First Nations programs on reserve</b>	<b>Aboriginal Head Start (AHS)<sup>1</sup></b>	<b>Off reserve and other programs</b>
<b>YT</b>	<p>First Nations communities receive the same start-up and operating grants from the YT government as other licensed child care centres and family day homes. Parents who use regulated centres and family child care homes are eligible for fee subsidies.</p> <p>There are 293 regulated spaces operated by First Nations in 9 centres.</p>	<p>3 AHS programs.</p>	
<b>NT</b>	<p>NT is composed of Dene, Métis and Inuvialuit (Inuit) communities. The majority of community based programs are equally available to all children.</p>	<p>8 AHS programs.</p> <p>AHS programs are the only programs specifically targeted for Indigenous children and their families. They may include non Indigenous children if capacity allows.</p>	
<b>NU</b>	<p>There are no reserves in NU; the whole territory is considered to be Indigenous land. Federal programs for Indigenous ELCC are relevant for all of NU.</p> <p>Since 1995, FNICCI has provided capital and start up funding for developing approx. 59 centres in NU.</p>	<p>Information not available.</p>	<p>All child care centres except AHS may receive block funding from Indigenous Skills and Employment Training (ISET).</p> <p>Provides capital funding for new child care centres and operational funding for all child care centres (except for AHS).</p> <p>ISET may also fund repairs and renovations and developing or acquiring culturally relevant program materials.</p> <p>ISET may provide wage subsidies based on the number of Inuit staff in a centre and fee subsidies to parents who are land claim beneficiaries (in addition to regular fee subsidy program).</p> <p>ISET offices provide funding for training in each region, including the delivery of ECE training through Arctic College.</p>

TABLE 6

Selected characteristics of kindergarten programs. Provinces/territories (2019).

P/T	Administration	Program title	Descriptions	Curriculum framework(s)
NL <sup>1</sup>	Department of Education and Early Childhood Development	Kindergarten	All 5 yr olds; Non compulsory; Full school day.	<a href="#">Completely Kindergarten: Kindergarten Curriculum Guide</a> <a href="#">Maternelle: Immersion Française</a>
PE <sup>2</sup>	Department of Education and Lifelong Learning	Kindergarten	All 5 yr olds; Compulsory; Full school day.	<a href="#">Kindergarten Integrated Curriculum Document</a> <a href="#">Kindergarten French Immersion Integrated Curriculum</a>
NS	Department of Education and Early Childhood Development	Pre Primary	All 4 yr olds <sup>3</sup> ; 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 yr 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 yr olds; Compulsory Full school day.	<a href="#">K-12 Anglophone Sector Curriculum</a> <a href="#">K-12 Francophone Sector Curriculum</a>
QC	Ministère de l'Éducation et de l'Enseignement Supérieur (MEES)	Kindergarten for 4 year olds or maternelle 4 ans (formerly pre-maternelle)	Some 4 yr olds <sup>4</sup> ; Non compulsory; Full school day.	Preschool Education Program for 4 year olds <a href="#">EN/FR</a>
		Kindergarten or maternelle	All 5 yr olds; Non compulsory Full school day.	The Quebec Preschool Education Program <a href="#">EN/FR</a>
ON	Ministry of Education	Junior Kindergarten	All 4 yr olds; Non compulsory; Full school day.	<a href="#">The Kindergarten Program Growing Success: The Kindergarten Addendum, 2016</a>
		Senior Kindergarten	All 5 yr olds; Non compulsory; Full school day.	<a href="#">The 2019 Addendum to The Kindergarten Program</a>

1 A Junior Kindergarten program for 4 year olds is in development in NL.

2 A free, optional and half day preschool program delivered by licensed child care for 4 year olds is in development in PE.

3 Phasing in may still be underway in 2020.

4 Kindergarten for 4 year olds in QC is being phased in and expanded to all 4 year olds regardless of the socio-economic status of the region in which they live starting with the 2020-2021 school year.

**TABLE 6 continued.** Selected characteristics of kindergarten programs. Provinces/territories (2019).

P/T	Administration	Program title	Descriptions	Curriculum framework(s)
MB	Department of Education and Training	Nursery or Junior Kindergarten	Some 4 yr olds; Non compulsory; Part day.	<a href="#">Manitoba Kindergarten Curriculum</a>
		Kindergarten	All 5 yr olds; Non compulsory; Part time.	<a href="#">Manitoba Kindergarten Curriculum</a> <a href="#">A Time for Learning, a Time for Joy: A Resource for Kindergarten Teachers (2015)</a>
SK	Ministry of Education	Pre-kindergarten	Some 3 and 4 yr olds (targeted to vulnerable children); Non compulsory; Part time.	<a href="#">Play and Exploration: Early learning Program Guide (2008) EN/FR</a> <a href="#">Essential Learning Experiences</a>
		Kindergarten	All 5 yr olds; Non compulsory; Part time.	<a href="#">SK Curriculum: Kindergarten 2010</a> <a href="#">Children First: A Resource for Kindergarten (2009)</a>
AB	Ministry of Education and Children's Services	Early Childhood Services (ECS)	May include children from 2 yrs 8 months through 5 years (below 5 yrs targeted to children with disabilities); Part time.	<a href="#">Guide to Education: ECS to Grade 9</a>
		Kindergarten	Included in ECS All 5 yr olds; Non compulsory; Part time.	<a href="#">The Guiding Framework for the Design and Development of Kindergarten to Grade 12 Provincial Curriculum</a> <a href="#">Primary Program Framework (K-Grade 3)</a> <a href="#">Kindergarten Program Statement (2012)</a> <a href="#">Kindergarten Curriculum Overview (2011)</a> <a href="#">My Child's Learning: A Parent's Resource</a> <a href="#">Draft K-4 Curriculum (2018)</a>
BC	Ministry of Education	Kindergarten	All 5 yr olds; Non compulsory; Full school day.	<a href="#">British Columbia Kindergarten-Grade 12 New Curriculum</a> Full time Kindergarten Program Guide <a href="#">EN/FR</a>

**TABLE 6 continued.** Selected characteristics of kindergarten programs. Provinces/territories (2019).

P/T	Administration	Program title	Descriptions	Curriculum framework(s)
YT	Department of Education	Early Kindergarten	All 4 yr olds; Non compulsory; Part or full time in rural areas; Full time in urban areas.	YT has adapted the <a href="#">BC Kindergarten Curriculum</a>
		Kindergarten	All 5 yr olds; Non compulsory; Part and full time.	
NT	Department of Education, Culture and Employment	Junior Kindergarten	All 4 yr olds; Non compulsory; Part and full time.	<a href="#">NT Junior Kindergarten/ Kindergarten Curriculum</a>
		Senior Kindergarten	All 5 yr olds; Non compulsory; Part and full time.	
NU	Department of Education	Kindergarten	All 5 yr olds; Non compulsory Part time <sup>5</sup> .	<a href="#">Nunavut Kindergarten Approved Curriculum and Teaching Resources (2019-2020, p. 13-17)</a> <a href="#">Kindergarten Approved Curriculum and Resources Database</a>

<sup>5</sup> Full time kindergarten is being piloted in NU.



**TABLE 7** Selected characteristics of regulated child care centres in each province/territory. (2019).

P/T	Administration	Curriculum framework(s)	Types of regulated child care in centres	Description	Governance
NL	Department of Education and Early Childhood Development	<a href="#">Navigating the Early Years: An Early Childhood Learning Framework</a> Optional	Child care centre	Full or part day (part day is up to 4hrs/day); Standard hours: 6:30 am and 8:30 pm (request if operating outside standard hours); More than 6 children; Under 13 yrs old.	Most child care centres are for-profit, with some not-for-profit.
PE	Department of Education and Lifelong Learning - Early Child Development Division	<a href="#">PEI Early Learning Framework: Relationships, Environment, Experiences (2011)</a> Mandatory for Early Years Centres	Early childhood centre	Full day; Under 13 yrs old; Some early childhood centres are designated Early Years Centres.	Predominantly for-profit with some non-profits.
			Designated Early Years Centre	Additional provincially defined requirements such as set fees and salary scale and operational funding; Required spaces for infants, toddlers and children with special needs.	
			Preschool centre	Part day (less than 4 consecutive hrs/day); 3 – under 5 years old.	
			School-age centre	Weekdays outside regular school hours; 5 – under 13 years old.	
NS	Department of Education and Early Childhood Development - Early Years Branch	<a href="#">Capable, Confident and Curious: Nova Scotia's Early Learning Curriculum Framework</a> Mandatory for provincially funded child care centres	Child care centre	Part and full day (less than 24 hrs/day); 7 or more children; 0 – 12 yrs old.	Mix of non-profit and for-profit.

TABLE 7 *continued*. Selected characteristics of regulated child care centres in each province/territory. (2019).

P/T	Administration	Curriculum framework(s)	Types of regulated child care in centres	Description	Governance
NB	Department of Education and Early Childhood Development	<a href="#">New Brunswick Early Learning and Child Care Curriculum Framework</a> <a href="#">Le Curriculum éducatif Services de gardes francophone du Nouveau-Brunswick</a>	Early learning and childcare centre	Part and full day; Up to 60 children of mixed ages (additional age limitations apply); 0 – 12 yrs old; Some are designated Early Learning Centres.	Regulated centres are predominantly for-profit, with one third non-profit.
		Mandatory for Early Learning Centres	Designated Early Learning Centre	Must meet specific program requirements; Under 5 yrs old, not attending school; Infant spaces preferred, not required.	

TABLE 7 *continued*. Selected characteristics of regulated child care centres in each province/territory. (2019).

P/T	Administration	Curriculum framework(s)	Types of regulated child care in centres	Description	Governance
QC	Ministère de la Famille Ministère de l'Éducation et de l'Enseignement Supérieur (MEES)	<a href="#">Accueillir la petite enfance (2007)</a> Optional but must use apply alternative educational program.	Centre de la petite enfance (CPE)	Non-profit Up to 48 consecutive hrs; May offer part day; Up to 80 children in one facility/centre; Up to 2 facilities housed in one building; 0 – 5 yrs old.	CPEs and garderies are under Ministère de la Famille; school-age programs in schools 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 yr olds. More than 50% of centre spaces for 0 – 4 yr olds are for-profit. School-age (4 – 12 yr olds) are all publicly operated by school authorities.
			Day care centre (garderie)	For-profit Up to 48 consecutive hrs; May offer part day; Up to 80 children in one facility; Up to 2 facilities housed in one building; <i>2 types:</i> Funded centres with “reduced contribution spaces” (set fees); or Unfunded centres (“non reduced contribution) without set fees) for which parents can claim tax credits.	
			School-age child care (Services de garde en milieu scolaire)	Operated by school boards or private schools; Children attending 4 yr old kindergarten to elementary grades.	
			Nursery school (Jardin d'enfants)	Day care permit/license required after Oct 25, 2005; Part day (up to 4 hrs/day); Minimum 7 children; 2 – 5 yrs old.	

TABLE 7 *continued*. Selected characteristics of regulated child care centres in each province/territory. (2019).

P/T	Administration	Curriculum framework(s)	Types of regulated child care in centres	Description	Governance
ON	Ministry of Education, Child Care and Early Years Division	<a href="#">How Does Learning Happen? Ontario's Pedagogy for the Early Years (2015)</a> Mandatory <a href="#">Early Learning for Every Child Today (2014)</a> Not mandatory	Child care centre	Full day, half day (up to 6 hrs) or extended hours; 0 – 12 yrs old (almost all are 0–4 yrs).	Municipal government entities (CMSMs and DDSABs) have a mandated role in administration, planning, funding.  Mix of for-profit, non-profit, and small number of publicly operated centres; non-profit predominates.
			Before and after-school program	Provided directly by school board or by a third party provider (licensed centre or authorized recreational and skill building providers); In publicly funded elementary schools with sufficient demand before and after school hours; 4 – 12 yrs old (K to Grade 6).	
MB	Department of Families	<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> Mandatory for infant programs, nursery schools, and preschool-age centres.	Child care centre	Full day (more than 4 consecutive hrs/day, 3 or more days/ week); More than 3 children (additional age limitations apply); 0 – 12 yrs old.	Primarily non-profit; small number of for-profit services.  No publicly delivered child care.
			Nursery school	Centre based; Part day (up to 4 hrs/day or more than 4 hrs/day but less than 3 days/ week); More than 3 children (additional age limitations apply); Infants to preschool-aged children.	
			School-age program	Before and after school hours; K to Grade 6.	

TABLE 7 *continued*. Selected characteristics of regulated child care centres in each province/territory. (2019).

P/T	Administration	Curriculum framework(s)	Types of regulated child care in centres	Description	Governance
SK	Ministry of Education - Early Years and Child Care Branch	Play and Exploration: Early learning Program Guide (2008) <a href="#">EN/FR</a> Optional Play and Exploration for Infants and Toddlers (2010) <a href="#">EN/FR</a> Optional	Child care centre	Up to 90 children; From 6 weeks to and including 12 yrs old; More than 3 hrs/day. Non-profit services governed by parent board of directors; for-profit services must have parent advisory committees.	Part day preschools and school-age child care in schools not required to be licensed. Almost all regulated services are non-profit, with a very few for-profits and several publicly delivered centres in rural areas. No public funds to for-profit child care.
			Teen student support centres	In or near a high school; For parents under 22 yrs old attending high school; 5 or more continuous hrs/day and 3 or more days/week; Primarily to infants and toddlers.	
			School-age child care	Care outside school hours in a mixed age centre or program solely for school-age children not in a school; Under 13 yrs old.	
AB	Ministry of Children's Services - subsidies, ECE training	<a href="#">Flight: Alberta's Early Learning and Care Framework</a> Mandatory for Early Learning and Child Care Centres (which is concluding March 31, 2021).	Day care program	4 or more hrs/day; 7 or more children; Infants, preschool-age or kindergarten-age children. This includes Early Learning and Child Care Pilot Programs (ending March 31 2021), which are operationally funded and have fees capped at \$25/day.	Mix of for-profit and non-profit services, a few municipally (publicly) operated or supported programs. More than half of centres and nearly half family day home agencies are for-profit.
			Preschool program	Part day (less than 4 hrs/day); Preschool and kindergarten children.	
			Innovative program	Designed to meet unique needs of the community	
			Out of school care program	Outside school hours; 5 to under 13 yrs old (kindergarten and school-aged children).	

TABLE 7 *continued*. Selected characteristics of regulated child care centres in each province/territory. (2019).

P/T	Administration	Curriculum framework(s)	Types of regulated child care in centres	Description	Governance
BC	Ministry of Children and Family Development  Ministry of Health	British Columbia Early Learning Framework <a href="#">EN/FR</a> Optional	Group child care (Includes small number of \$10/day Prototype Centres)	Up to 13 hrs/day; 0 - 36 months; up to 12 children; 30 months to school-age; up to 25 children; School-age, kindergarten or older; up to 30 children.	Ministry of Health licenses. 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 involvement including operation by public entities; 10 were identified in a 2019 City of Vancouver report.
			Multi-age child care	Up to 13 hrs/day; Up to 8 children of mixed ages; 30 months old to school-age.	
			Preschool	Part day (up to 4 hrs/day/child); typically during school year; Up to 20 children.	
			Occasional child care	Centre or home-based; Short term care; Up to 8 hrs/day and 40 hrs within each 30 day period and cannot be overnight care; Up to 16 children of mixed ages.	
YT	Department of Health and Social Services - Child Care Services Unit	Yukon's Early Learning Curriculum Framework (in development - expected in 2020)	Child care centre	Group care; Less than 24 hrs/day; 4 or more children; 0 - 12 yrs old.	License is not required for part day preschools. Majority for-profit, some non-profit. No publicly operated programs.
			School-age child care	Outside school hours; School-aged children up to and including 12 yr olds.	

**TABLE 7** *continued*. Selected characteristics of regulated child care centres in each province/territory. (2019).

<b>P/T</b>	<b>Administration</b>	<b>Curriculum framework(s)</b>	<b>Types of regulated child care in centres</b>	<b>Description</b>	<b>Governance</b>
<b>NT</b>	Department of Education, Culture and Employment - Early Childhood Development and Learning Division	Early Learning Framework: Nurturing capable people from birth to school entry (2019) (in development)	Centre day care	Group care outside a private residence.	All regulated child care programs are non-profit.
			Preschool day care	Part day; 2 yrs old or older; Not enrolled in full day school.	
			Out of school day care	Outside school hours; Children attending school regularly.	
<b>NU</b>	Department of Education - Early Learning and Child Care Division	Nunavut's Framework and Action Plan for Early Childhood Development (in development)	Centre day care	5 or more children; 0 - 12 yrs old.	All regulated child care programs are non-profit.
			Nursery school	Up to 4 consecutive hrs/day; Includes Aboriginal Head Start programs; Under 6 yrs old.	
			Out of school day care	Care outside school hours; School-aged children up to and including 11 yrs old.	

TABLE 8

Minimum post secondary education (PSE) qualifications for kindergarten teachers and staff in full day child care centres. Provinces/territories (2019).

P/T	Kindergarten	Full day child care centres	
	Kindergarten teacher <sup>1</sup>	Director/supervisor <sup>1</sup>	Educators/staff
NL	B.Ed. or B.A. plus 1 year of post-degree study in education. There are no ECE training requirements.	2 year PSE ECE diploma. 2 years experience in a licensed child care centre.	1 staff per homeroom and all infant staff: 1 year ECE diploma. Other staff per homeroom: proof of registration in ECE at PSE institution.
PE	Kindergarten teachers required to have a B.Ed. with specialization in Early Years.	<i>Early childhood supervisor:</i> 2 year ECE diploma or a ECE degree or child & family studies degree including credit for 2 year ECE diploma, and 3900 hours experience providing services to children. <i>Early childhood director:</i> 1 year ECE certificate program and relevant degree program or degree in ECE or degree in child & family studies degree including credit for 2 year ECE diploma, and 9750 hours of experience at an early childhood centre or preschool centre or a Type I facility under former Act.	<i>Early childhood centres and preschool centres:</i> Supervisor/director and 1 full time staff: 1 year ECE certificate. <i>School age centres:</i> 1 staff person: School-Age Child Care Provider certificate. If more than 1 staff, 1 more staff must complete a 30 hour course in each of: growth and development, child guidance, early childhood pedagogy. <i>Programs with an Early Years Centre designation:</i> Meet requirements for an early childhood centre and, All program staff complete a 30 hour course in each of: growth and development, child guidance, early childhood pedagogy.
NS	<i>Teaching certificate including:</i> 3 years undergraduate content studies. 2 years professional studies (B. Ed). An approved university bachelor's degree. No ECE training requirements. Pre-Primary teachers are early childhood educators: complete post-secondary course work in child development, behaviour guidance, and curriculum and programming for young children.	<i>Director or Acting Director:</i> ECE college program in ECE For school-age programs, director/acting director can complete orientation training and a PSE credential related to school-age child care.	2/3 of staff to meet ratios are classified with PSE in child development, behaviour guidance, ECE, and programming delivered by Nova Scotia Community College in EN/FR. Entry staff with no PSE must complete orientation or equivalent PSE courses.

<sup>1</sup> Both these professions have additional experience practice and certification requirements in addition to these minimum PSE education qualifications. Refer to each provincial/territorial section for further details.



**TABLE 8 continued.** Minimum post secondary education (PSE) qualifications for kindergarten teachers and staff in full day child care centres. Provinces/territories (2019).

P/T	Kindergarten	Full day child care centres	
	Kindergarten teacher	Director/supervisor	Educators/staff
NB	<p>Elementary teacher: Bachelor's degree, 1 year B. Ed and New Brunswick Teacher's certificate</p> <p><i>Note: No ECE training requirements.</i></p>	<p>Operator or administrator or designate: 1 year community college ECE certificate or equivalent.</p> <p><i>Note: Equivalent - Introduction to ECE course (30 hours of curriculum training and 60 hours of introduction to early childhood).</i></p>	<p>1/4 of staff complete 1 year community college ECE or equivalent.</p> <p>Stand alone school-age programs: No minimum PSE qualifications.</p> <p><i>Note: Equivalent - Introduction to ECE course (30 hours of curriculum training and 60 hours of introduction to early childhood).</i></p>
QC	<p>4 year bachelor's degree in Early Childhood &amp; Elementary Education.</p>	<p>Not specified</p>	<p><i>Centre:</i> 2/3 of staff have ECE diploma in ECE or equivalent training (e.g. 1 year attestation<sup>2</sup> d'études collégiales)</p> <p><i>School-age child care programs:</i> No province wide minimum staff requirements. School boards may require lead staff to have ECE diploma.</p> <p><i>Note: Attestation - college study program other than ECE.</i></p>
ON	<p><i>Kindergarten teacher:</i> Bachelor's degree and 2 year B. Ed. (Ontario College of Teachers) with Primary/Junior specialization.</p> <p>There are no ECE requirements for the lead kindergarten teacher but a kindergarten classroom is required to have a team of a kindergarten teacher and a registered early childhood educator, which requires a 2 year ECE diploma.</p>	<p>2 year ECE diploma</p>	<p>1/3 of staff with an infant group or a toddler group must have a 2 year ECE diploma;</p> <p>2/3 of staff with a preschool-age group must have a 2 year ECE diploma;</p> <p>1/2 of staff with a kindergarten-age or primary/junior school-age group must have a 2 year ECE diploma;</p> <p>1/1 staff with a junior school-age group must have a 2 year ECE diploma;</p> <p>In primary/junior school-age programs, other staff qualifications including a diploma in leisure/recreation or child and youth care may be considered qualified.</p>

<sup>2</sup> Attestation - college study program other than ECE

**TABLE 8 continued.** Minimum post secondary education (PSE) qualifications for kindergarten teachers and staff in full day child care centres. Provinces/territories (2019).

P/T	Kindergarten	Full day child care centres	
	Kindergarten teacher	Director/supervisor	Educators/staff
<b>MB</b>	B. Ed. No ECE training requirements.	2 year ECE diploma or an assessment program by the ELCC Program, and Complete a specialization or relevant degree program. or B.A. in Developmental Studies – Child Development & Child Care.	2/3 of staff complete 2 year ECE diploma or an assessment program.  <i>Note: CBA/PLA program - self-directed assessment process. Successful completion results in an Early Childhood Educator II (ECE II) classification level as determined by The Community Child Care Standards Act and Manitoba.</i>
<b>SK</b>	University degree or equivalent plus teacher education (48 semester hours). Note: No ECE training requirements. Preference for prekindergarten teachers with ECE knowledge.	2 year ECE diploma or equivalent.	30% of staff: 1 year ECE diploma or equivalent. 20% of staff: 2 year ECE diploma or equivalent. All staff employed for 65 hours or more/month: PSE ECE orientation or 9 credit units (3 courses) in child development, programming, and relationships.
<b>AB</b>	B. Ed. or bachelor’s degree including teacher preparation program. There are no ECE training requirements.	<i>Supervisor:</i> 2 year ELCC diploma from public college or equivalent.	1/3 primary staff working directly with children from 8:30 a.m. to 4:30 p.m. have 2 year ELCC diploma from public college or equivalent.  <i>All other primary staff:</i> 45 hour (three credit) PSE course in child development or equivalent (Note: Equivalent - child care orientation course or specific courses in Alberta high schools)

**TABLE 8 continued.** Minimum post secondary education (PSE) qualifications for kindergarten teachers and staff in full day child care centres. Provinces/territories (2019).

P/T	Kindergarten	Full day child care centres	
	Kindergarten teacher	Director/supervisor	Educators/staff
BC	<p><i>B. Ed. and teacher education: 30 credits of general coursework related to BC elementary curriculum.</i></p> <p>There are no ECE training requirements.</p>	No minimum PSE requirements.	<p><i>Early childhood educator (ECE):</i> 902 hours in PSE ECE program, and 500 hours of supervised work experience.</p> <p><i>Infant and toddler educator &amp; special needs educator:</i> 902 hours in PSE ECE program, and 500 hours of supervised work experience, and 250 hours of PSE relevant specialized instruction, and 200 hours of relevant practicum.</p> <p><i>Assistant ECE:</i> 1 course of PSE ECE training program in either child growth and development, child guidance, or health, safety, and nutrition.</p> <p><i>Children under 36 months:</i> 1 infant and toddler educator - 4 or fewer children 1 infant and toddler educator plus 1 ECE - 5-8 children 1 ECE plus 1 assistant for 9-12 children</p> <p><i>Children 30 months to school-age:</i> 1 ECE for 8 or fewer children 1 ECE plus 1 assistant for 9-16 children 1 ECE plus 2 assistants for 17-25 children</p> <p>There are no ECE training requirements for staff in school-age program.</p>
YT	<p>B. Ed. or bachelor's degree plus teacher preparation of 1 or more academic years.</p> <p><i>Note: No ECE training requirements.</i></p>	No minimum PSE requirements.	<p>20% of staff: 2 years of PSE ECE training. Additional 30%: 1 year of PSE ECE training. Remaining 50%: 60 hour course of introduction to early childhood development.</p>
NT	B. Ed. or 2 year ECE diploma for junior kindergarten.	No minimum PSE requirements.	<p><i>Primary staff:</i> 1 year PSE in child development. <i>Other staff:</i> No minimum PSE requirements.</p>

**TABLE 8 *continued*.** Minimum post secondary education (PSE) qualifications for kindergarten teachers and staff in full day child care centres. Provinces/territories (2019).

P/T	Kindergarten	Full day child care centres	
	Kindergarten teacher	Director/supervisor	Educators/staff
NU	<p><i>Teacher:</i> 4 year B. Ed. or 2 year post degree Bachelor of Education After Degree (BEAD)</p> <p><i>Kindergarten teacher:</i> 2 year ECE program 2 academic years of classroom teaching Complete courses for 1 year of teacher training or a Letter of Authority Letter of Authority requires 1 year ECE or some course work towards a B.Ed., e.g. Language Specialist qualification.</p>	No minimum PSE requirements.	No minimum PSE requirements.

**TABLE 9** Regulated family (home) child care: Minimum required ECE training, administrative model and monitoring. Provinces/territories (2019).

P/T	Minimum required ECE training	Administrative model	Comments	Monitoring/support
NL	30 – 60 hr orientation course and proof of registration at a post secondary ECE program.  1 year ECE certificate if working with infants only.	Both agency model and individual license.	1 agency in St. John's/ Metro with satellite location in Corner Brook. Agency providers are not licensed.  Providers are individually licensed in other areas.	<i>Agency model</i> 1 visit/month and 1 inspection visit/year by a home visitor.  Agencies and percent of homes are inspected annually by government inspectors; annual fire/life safety/health inspections by Government Service NL inspectors.  <i>Individual license</i> Monthly visits where possible and annual inspection by a regional inspector.  Fire/life safety/health inspections by government inspectors.  <i>Association of Early Childhood Educators of NL (AECENL)</i> Preliminary assessment and review of certification applications must be approved by the Minister.
PE	30 hr course related to care/ education of infants and preschoolers.	Individual license.		Annual inspections by Dept of Education, Fire Marshall and environmental health officer.
NS	Canadian Child Care Federation Introductory family child care course.	Agency model.	Providers approved by the agency, not licensed. Agencies are licensed.	1 visit every 30 days by an agency consultant.
NB	1 year ECE certificate or 90 hr introductory course.	Individual license.		Unannounced annual licensing and monitoring inspections by provincial Early Learning and Childcare (ELC) licensing staff.

**TABLE 9 continued.** Regulated family (home) child care: Minimum required ECE training, administrative model and monitoring. Provinces/territories (2019).

P/T	Minimum required ECE training	Administrative model	Comments	Monitoring/support
QC	45 hr course in child development, health, safety, diet, organization and leadership.	Agency model, includes 2 provider model.	Providers are approved, not licensed, by Family Child Care Coordinating Offices (CCCO), most of which are also child care centres (CPEs).	3 visits/year by CCCOs. Both providers and agencies may receive Ministry inspections. CCCOs usually provide training on request.
ON	No required ECE training.	Agency model, may include care in a child's own home under specified circumstances.	Providers are contracted by home child care agencies. Agencies are licensed.	Unannounced quarterly visits by a home visitor. Ministry of Education inspects licensed home child care agencies and as part of this process, some contracted providers at least once per year.
MB	40 hr post secondary course relevant to ECE or family child care within first year open.	Individual license, includes group family child care home.	Provider with 2 year ECE diploma, degree or equivalent can charge higher maximum daily fee.	1 re-licensing inspection and up to 3 drop in inspections per year by provincial coordinators. FCC homes must meet "acceptable standards for fire, health and general safety precautions" set out in the Licensing Manual for a licensing inspection by an authorized provincial government person. Group child care home must also meet city or municipal zoning by-laws, public health, fire and additional requirements set out in child care regulations.
SK	<i>Regular family child care home:</i> 40 hr course in early childhood education within first year of operating. <i>Group family child care home:</i> 120 hr orientation course within 3 years.	Individual license, includes group family child care.		1 re-licensing visit and 2 drop in visits per year.

**TABLE 9 continued.** Regulated family (home) child care: Minimum required ECE training, administrative model and monitoring. Provinces/territories (2019).

<b>P/T</b>	<b>Minimum required ECE training</b>	<b>Administrative model</b>	<b>Comments</b>	<b>Monitoring/support</b>
<b>AB</b>	<p><i>Family Day Home (FDH):</i> No pre service training required but agencies must develop appropriate training in described areas.</p> <p><i>Group family child care home:</i> Licensee: 1 year ECE certificate. Assistant: 45 hr post secondary ECE course or other training programs offered by the province and FDH agencies.</p>	<p><i>Agency model:</i> Family Day Home.</p> <p><i>Individual license:</i> Group family child care home.</p>	<p>FDH are approved by agencies, not licensed. Agencies are contracted (not licensed).</p> <p>Group family child care homes are licensed.</p>	<p><i>Family Day Home:</i> 6 scheduled and unscheduled visits/year by family child care consultants and coordinators.</p> <p>Agencies must create 6 annual professional development opportunities in group format.</p> <p>1 visit to contracted agencies by Ministry staff once/year.</p> <p>Group family child care home: 2 licensing inspections every 12 months.</p>
<b>BC</b>	<p>20 hr course in child development, guidance, health and safety or nutrition prior to licensing application.</p> <p>In-Home Multi-Age Care: post secondary ECE certificate plus 500 hrs of supervised work.</p>	Individual license.		1 licensing inspection by local health authority every 12 – 18 months.
<b>YK</b>	60 hr course in early childhood development or family day home within first year of operating.	Individual license.		1 inspection and 3 announced spot checks/year.
<b>NT</b>	No required ECE training.	Individual license.		<p>1 visit/year by Early Childhood Program, Environmental Health Officer and Fire Marshall.</p> <p>Licenses are issued in conjunction with annual inspections.</p>
<b>NU</b>	No required ECE training.	Individual license.		1 visit/year by the Early Childhood Program, Public Health and Fire Marshall.

**TABLE 10** Selected characteristics of out of school hours programs. Provinces/territories (2019).

P/T	Program	Ages included	Ratio	Group size	Individual staff minimum required ECE training	Required program staff minimum ECE qualifications per centre or room
NL	School-age child care centre/ Stand alone after school	4 – 12	1:15	30	30 – 60 hr orientation course specific to school age child care.	1 staff person per homeroom must have 1 year ECE diploma and completed required orientation course(s).
	Younger school-age	4 – 7	1:12	24	Register for a post secondary ECE program and complete at least 1 year ECE diploma within 5 years.	Second staff person must meet minimum ECE training requirements.
PE	School-age centre	5 – 12	1:15	Not specified.	30 hr ECE course. Ongoing training not required.	1 staff must have completed 30 hr course specific to school-age child care. Second staff person must meet minimum ECE training requirements.
NS	School-age child care	6 – 12	1:15	30	Orientation training – informational modules and activities or equivalent post secondary courses.	2/3 of staff must have completed orientation training plus post secondary credentials specific to school-age care.
	Before and after program (for children attending Pre Primary)	4 – 12	1:15 (1:12 if more than 8 Pre Primary children).	30		
NB	Part time early learning and child care centre for school age children	5 – 12	1:15	30	No ECE requirements for staff in stand alone school-age programs.	The operator, administrator, their designate or 1/4 of staff must have a 1 year ECE certificate.
QC	School-age child care	4 – 5	1:10	30	No provincial educational requirements for school-age program staff.	A school board may require lead staff to have an ECE diploma.
		5 – Grade 6	1:20	30		



**TABLE 10 continued.** Selected characteristics of out of school hours programs. Provinces/territories (2019).

P/T	Program	Ages included	Ratio	Group size	Individual staff minimum required ECE training	Required program staff minimum ECE qualifications per centre or room
ON	Before and after school program	44m – 6	1:8	24	No provincial ECE training requirements.	1/2 of staff in kindergarten age programs must have 2 year ECE diploma.
		68m – 12	1:15	30		1/2 of staff in primary/junior school-age programs and 1 staff in junior school age programs must have 2 year ECE diploma or other recognized qualifications such as child and youth care or leisure/recreation.
		9 – 12	1:20	20		Not specified. Staff can be taking or have completed ECE training or other child and youth related training.
	Authorized recreational and skill building	4 and older	Not specified.	Not specified.	No ECE training requirements.	
MB	School-age child care (before and after school)	5 – 6	1:10	20	40 hr ECE training within first year of employment.	1/2 of staff must have 2 year ECE diploma.
		6 – 12	1:15	30		Director must have 2 year ECE diploma and 1 year of child care or school-age experience.
SK	School-age child care (not in a school)	Grade 1 – 12	1:15	30	Post secondary ECE orientation course if working in program operating for 65 hrs/month.	If operating for 65 hrs/month: 20% must have completed 2 year ECE diploma. Additional 30% must have completed 1 year ECE diploma.
AB	Out-of-school care	K	1:10	20	Complete orientation course or 45 hr post secondary course within 6 months of employment.	1/4 of staff working directly with children must have 1 year ECE certificate.
		6 – 12	1:15	30		
BC	Group child care for kindergarten to school-age	K – Grade 1	1:12	24	“Responsible adult”: must have completed 20 hr ECE course.	No ECE qualification requirements.
		Above Grade 1	1:15	30		
YT	School-age child care	Grade 1 – 12	1:12	24	60 hr ECE introduction course.	20% of staff must have completed 2 years of post secondary ECE training. Additional 30% must have completed 1 year of post secondary ECE training. Additional 50% must have completed 60 hour ECE introduction course.

TABLE 10 *continued*. Selected characteristics of out of school hours programs. Provinces/territories (2019).

P/T	Program	Ages included	Ratio	Group size	Individual staff minimum required ECE training	Required program staff minimum ECE qualifications per centre or room
NT	Out of school day care	4	1:9	18	Primary staff: 1 yr ECE certificate	1/2 of staff on duty must have 1 year ECE certificate ("primary staff").
		5 – 11	1:10	30		
NU	Out of school day care	5 – 11	1:10	20	No ECE training requirements.	No ECE qualification requirements.

**TABLE 11** Characteristics of unregulated child care<sup>1</sup>. Provinces/territories (2019).

P/T	In a private home - number of children	In a private home - including caregiver's own children?	Centre based programs for children 0 – 12 years exempt from licensing
NL <sup>1</sup>	4 children under 13 years or More than 4 children; operating less than 10 hrs/week.	Including provider's own children under 13 years.	Transition programs before entry to Kindergarten, developed and approved by the Department. Occasional programs of more than 10 consecutive hrs that are exempt or provided by a provider exempt under regulations. Activities of artistic instruction, tutoring or sports or day camps for children enrolled in school full time.
PE <sup>2</sup>	5 to 7 children	Including provider's own children.	None
NS <sup>2</sup>	6 children of mixed ages	Including caregiver's own preschool-age children.	School board operated before and after school program for Grade Primary to Grade 6.
NB <sup>2</sup>	5 children of mixed ages	Including provider's own children under 12 years.	Alternative child care programs for parents who are working or training and do not have access to regulated child care, funded directly to the caregiver as a co-payment with parent/guardian.
QC <sup>2</sup>	6 children	Including provider's own children under 9 years.	Jardins d'enfants (nursery schools) operating before October 25, 2005, for up to 4hrs/day and minimum 7 children 2 – 5 years. After that date, day care permit is required. Haltes-garderie (stop-over centres): Occasional child care in health/social institution, commercial establishment or events for children whose parents are on site and can be reached if needed. Temporary child care provided by public bodies or community organizations as part of their mandate or part of a specific activity involving parents and children.

<sup>1</sup> Unlicensed programs such as family drop-in, child minding within family resource programs, Care for Newcomer Children (CNC) are not included in this table. See the Federal role section of this report regarding CNC programs.

<sup>2</sup> Additional age limitations apply.

TABLE 11 *continued*. Characteristics of unregulated child care<sup>1</sup>. Provinces/territories (2019).

P/T	In a private home - number of children	In a private home - including caregiver's own children?	Centre based programs for children 0 – 12 years exempt from licensing
ON <sup>2</sup>	5 children under 13 years	Including provider's own children under 4 years. Care is not required to be in a provider's home or home type residence.	Authorized recreational and skill building programs that both provide child care outside school hours for 6 – 12 year olds and also include, activities that promote recreational, artistic, musical, or athletic skills or provide religious, culture or linguistic instruction may be termed "approved" but are not licensed.
MB <sup>2</sup>	4 children under 12 years	Including provider's own children under 12 years.	NA
SK <sup>2</sup>	8 children	Including provider's own children under 13 years.	Part day nursery school (preschool) provided for less than 3hrs/day. School-age child care in schools.
AB <sup>2</sup>	6 children under 13 years	Not including provider's own children.	NA
BC	2 children or a sibling group up to and including 12 years	Care must be provided in provider's own home; not specified whether it includes provider's own children.	Programs operating up to 2hrs/day and operated or funded by municipality.
YT	3 children	Not including provider's own children.	Preschool for children 3 – 6 years and provided for less than 3 consecutive hrs. Programs for which the primary purpose is not providing care and provided for up to 12 consecutive weeks.
NT	4 children	Including provider's own children up to 12 years.	NA
NU	4 children	Including provider's own children up to 12 years.	NA

1 Unlicensed programs such as family drop-in, child minding within family resource programs, Care for Newcomer Children (CNC) are not included in this table. See the Federal role section of this report regarding CNC programs.

2 Additional age limitations apply.

TABLE 12

Employment income for Early Childhood Educators and Assistants working in child care services full time, full year<sup>1</sup> (2015).

P/T	Median annual employment income (\$)	Median hourly employment income (calculated using 2080 hrs/year - 40 hrs week and 1280 hrs/year - 35 hrs/week) (\$)	Number of ECEs and Assistants included
NL	29,665	14.36 - 16.30/hr	570
PE	30,065	14.45 - 16.52/hr	290
NS	30,248	- 16.62/hr	1,265
NB	27,817	13.37 - 15.28/hr	1,155
QC	35,022	16.83 - 19.24/hr	23,705
ON	35,163	16.91 - 19.32/hr	18,185
MB	30,466	14.65 - 16.74/hr	2,685
SK	31,740	15.26 - 17.44/hr	1,385
AB	35,893	17.26 - 19.72/hr	3,930
BC	32,732	15.74 - 17.98/hr	4,515
YT	37,168	17.87 - 20.42/hr	90
NT	42,862	20.61 - 23.55/hr	65
NU	36,557	17.58 - 20.08/hr	60
CA	<b>34,192</b>	<b>16.43 - 18.79/hr</b>	<b>57,905</b>

Source: Census of Canada – Special Run, 2016.

<sup>1</sup> These data include Early Childhood Educators and Assistants, as defined in *NOC 4214*, working in the day care services industry in centre based environments with children aged 0 – 12 years, as defined in *NAICS 6244*. Included 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.

**TABLE 13** Eligibility criteria for child care fee subsidy and subsidy rates. Provinces/territories (2019).

P/T	Social criteria for families	Financial criteria for families	Which service providers are eligible to deliver subsidized child care?	Daily maximum subsidy rates to service providers
NL	<p>Employment; Education and training; Child development; Health/disability of the parent/guardian; Department of Children, Seniors and Social Development (CSSD) referral.</p>	<p>Net family annual income Threshold to receive full subsidy - \$35,000.</p>	<p>All licensed full or part time centres or family child care, non-profit or for-profit child care services.</p>	<p>3 – 12 years: <i>Full day:</i> \$30.00/day <i>Part day:</i> \$16.00/day</p>
PE	<p>Employment/working parents; Parents in a training or education program; Parents with medical needs; Children with special needs; Children in need of child protection; Children in alternative care.</p> <p>Since 2019, funds through the PEI - Canada Agreement on Early Learning and Child Care are available so PEI can provide fee subsidies to some families without social criteria. This initiative is limited to availability of federal funds, so the social criteria may apply to some families' use of fee subsidies.</p>	<p>Net family income Subsidy eligibility and calculation is determined through a formula that considers the family's monthly net income, family size, as well as the Market Basket Measure (MBM)<sup>1</sup> thresholds for different family sizes.</p>	<p>All licensed non-profit and for-profit early learning and child care centres. Fee subsidies can be used in unregulated care at a different rate.</p>	<p><i>Licensed care:</i> \$27/day <i>Unlicensed care:</i> \$25/day</p>

<sup>1</sup> MBM is a measure of low income based on the cost of a specific basket of goods and services representing a modest, basic standard of living. MBM is determined by Statistics Canada and is updated periodically.

TABLE 13 *continued*. Eligibility criteria for child care fee subsidy and subsidy rates. Provinces/territories (2019).

P/T	Social criteria for families	Financial criteria for families	Which service providers are eligible to deliver subsidized child care?	Daily maximum subsidy rates to service providers												
NS	The criteria of employment status and participation in an education program were removed from policy in July 2019.	Net family income Families earning up to \$35K/year eligible for full subsidy. Subsidy amounts for families earning between \$35K-\$70K net income are on a sliding scale which includes the number of dependent children in the family.	All non-profit and for-profit facilities, subsidies eligible for full and part day programs. Families using the Nova Scotia Before and After Program (BAP) delivered by approved child care, municipal recreation or recognized non-profit recreation providers may be subsidized.	<i>Preschool/school-age (full time):</i> \$24.25/day <i>Preschool/school-age (part time):</i> \$12.75/day												
NB <sup>2</sup>	<i>Parent Subsidy Program:</i> Working; In a training or education program; Have a special circumstance. <i>Daycare Assistance Program:</i> Working; Registered in an education program or training; Have a special circumstance. <i>Note: NB has two parent fee subsidy programs.</i>	<i>Parent Subsidy Program:</i> Gross annual household income (before deductions) up to \$80,000 Expenses for child care services are more than 20% of the gross annual household income (before deductions). <i>Daycare Assistance Program:</i> Net annual family income is \$55,000 or less.	<i>Parent Subsidy Program:</i> Full time and part time designated New Brunswick Early Learning Centres/Homes. <i>Daycare Assistance Program:</i> Primarily for before and after school care; also available for families with preschool aged-children not attending a designated NB Early Learning Centre or Early Learning Home.	<i>Parent Subsidy Program (daily rate):</i> <table border="1"> <thead> <tr> <th>Community</th> <th>F/T</th> <th>P/T</th> </tr> </thead> <tbody> <tr> <td>Large urban</td> <td>\$33.00</td> <td>\$19.80</td> </tr> <tr> <td>Small urban</td> <td>\$29.50</td> <td>\$17.70</td> </tr> <tr> <td>Rural</td> <td>\$29.00</td> <td>\$17.40</td> </tr> </tbody> </table> <i>Note: F/T = Full Time; P/T = Part Time</i> <i>Daycare Assistance Program:</i> <i>Preschool-age/school-age (full time):</i> \$24.25/day <i>Preschool-age/school-age (part time):</i> \$12.75/day	Community	F/T	P/T	Large urban	\$33.00	\$19.80	Small urban	\$29.50	\$17.70	Rural	\$29.00	\$17.40
Community	F/T	P/T														
Large urban	\$33.00	\$19.80														
Small urban	\$29.50	\$17.70														
Rural	\$29.00	\$17.40														
QC	QC does not use a fee subsidy model of child care. For more information, see Quebec section.															

<sup>2</sup> NB's two subsidy programs: Parent Subsidy Program, which began April 2018, provides financial support to subsidize the costs of early learning and child care for children in designated New Brunswick Early Learning Centres (NBELC) and New Brunswick Early Learning Homes, and began April 2018. The Daycare Assistance Program (DAP) provides financial support in the form of child care subsidies to parents to help them pay the day care cost of Early Learning and Childcare facilities for children 0 to 12. DAP is available to, primarily, families with school-age children but also provides benefits to families with preschool-age children who are not attending a designated New Brunswick Early Learning Centre or Home facility.

**TABLE 13 continued.** Eligibility criteria for child care fee subsidy and subsidy rates. Provinces/territories (2019).

P/T	Social criteria for families	Financial criteria for families	Which service providers are eligible to deliver subsidized child care?	Daily maximum subsidy rates to service providers
ON <sup>3</sup>	<p>Number of hours of subsidized care funded is based on the time neither parent is available to care for the child due to employment, education/training or other approved activities.</p> <p>Subsidy may also be provided based on special needs of the child, or special needs of a parent.</p>	<p>Net family income</p> <p>Amount of parental contribution based on adjusted net family income and total actual or projected cost of child care for the family.</p> <p>Full subsidy provided if net income is \$20,000 or less.</p> <p>Partial subsidy - parental contribution is 10% of income between \$20,000 and \$40,000, plus 30% of income above \$40,000.</p> <p>Full subsidy is available for children of social assistance recipients (Ontario Works and Ontario Disability Support Program) as well as for children enrolled in child care programs operated by First Nations.</p>	<p>Operator must have a service contract with CMSM/DSSAB.</p> <p>Subsidies available in all types of licensed child care.</p> <p>School board operated before and after school programs, authorized recreational and skill building programs, and camps meeting the Act and regulations (not licensed) are eligible to receive subsidized children unless CMSM/DSSAB specifies otherwise.</p> <p>Municipalities may set own criteria services must meet to receive subsidized children such as minimum quality ratings, meeting identified targets such as salary scale, or non-profit or public incorporation.</p>	<p>ON does not use set subsidy rates but permits subsidization up to the full (actual) cost of the space, as determined by CMSMs and DSSABs.</p>
MB	<p>Employment;</p> <p>Seeking employment;</p> <p>Attending school/approved training program;</p> <p>Medical need of parent;</p> <p>Additional support need of child.</p> <p>A reason for service is not required for subsidy eligibility for families using a nursery school (part day) and includes families with a stay at home parent.</p>	<p>Net family income</p> <p>One parent, one child: \$16,420</p> <p>One parent, two children: \$19,462</p> <p>Two parents, two children: \$22, 504</p>	<p>Regulated non-profit and for-profit centres and family child care.</p> <p>Non-profit centres receiving provincial operating grants are required to enroll children whose parents receive subsidy.</p>	<p>MB does not use fee subsidy rates.</p> <p>Centres are funded using Unit Funding based on a set amount per space based on age categories. (Provincially set parent fees and fee subsidies are in addition).</p>

<sup>3</sup> Subsidies managed by 47 municipal level entities, known as Consolidated Municipal Service Managers (CMSMs) and District Social Services Administration Boards (DSSABs).



TABLE 13 *continued*. Eligibility criteria for child care fee subsidy and subsidy rates. Provinces/territories (2019).

P/T	Social criteria for families	Financial criteria for families	Which service providers are eligible to deliver subsidized child care?	Daily maximum subsidy rates to service providers												
SK	<p>Employment or self-employment; Attendance at an educational institution; Looking for work; Involvement in a pre-employment program approved by the Ministry; Special medical or social needs.</p>	<p>Gross family income Family size, age of a child, location of a child care facility, and actual fee charged. The income threshold is increased by \$100 for each additional child under 18 years. Examples (maximum subsidy): 1 child &lt; 18 years - up to \$19,680 annual income; 2 children &lt; 18 years - up to \$20,880 annual income; 3 children &lt; 18 years - up to \$22,080 annual income. The maximum income cut offs for partial subsidies also vary. If gross income is higher than income thresholds, family may still qualify for a reduced subsidy.</p>	<p>Non-profit child care centres and licensed family child care homes. Subsidies available for full time and part time programs. Not all child care spaces in licensed facilities are subsidy eligible but most are. Licensed child care is not eligible for subsidy if it provides &lt;36 hrs of care/ month for a child not in school, or &lt;20 hours/month for a child in Grade 1 or higher.</p>	<p>SK maximum subsidy rates per month are based on regional tiers<sup>4</sup>.</p> <table border="1"> <thead> <tr> <th></th> <th>Full day</th> <th>Part day</th> </tr> </thead> <tbody> <tr> <td>Tier 1</td> <td>\$405</td> <td>\$285</td> </tr> <tr> <td>Tier 2</td> <td>\$350</td> <td>\$245</td> </tr> <tr> <td>Tier 3</td> <td>\$340</td> <td>\$240</td> </tr> </tbody> </table>		Full day	Part day	Tier 1	\$405	\$285	Tier 2	\$350	\$245	Tier 3	\$340	\$240
	Full day	Part day														
Tier 1	\$405	\$285														
Tier 2	\$350	\$245														
Tier 3	\$340	\$240														
AB <sup>5</sup>	<p>Working; Attending school; Looking for work (maximum four month approval of subsidy in a 12 month time period); Special needs applicant or child.</p>	<p>Gross family income Below \$50,000 gross income, a fully subsidized parent would pay \$0 for child care (one child/one parent households). \$50,000 baseline increases for each additional household dependent, child in care, and if the household has two parents instead of one. Based on these variables, the threshold for full subsidy can vary. Families are no longer eligible for a fee subsidy at \$75,000/annual family income.</p>	<p>Licensed family day homes and for-profit and non-profit child care centres. As of January 1, 2020, subsidy for preschools via the Stay At Home subsidy program has been discontinued. Children who attend part time hours in a licensed centre or approved family day home are still subsidy eligible.</p>	<p>Toddler (19 months up to Grade 1) <i>Licensed day care/out of school care:</i> \$628/month (increased to \$741 August 1, 2020) <i>Approved family day home/ Licensed group family child care:</i> \$437/month (increased to \$516 August 1 2020) <i>Extended hours (licensed programs and approved family day homes):</i> \$100/month</p>												

4 Tier 1 - Regina, Saskatoon and Communities in the Northern Administration 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.

5 AB introduced new financial subsidy eligibility guidelines and subsidy rates for service providers in August 2020.

**TABLE 13 continued.** Eligibility criteria for child care fee subsidy and subsidy rates. Provinces/territories (2019).

P/T	Social criteria for families	Financial criteria for families	Which service providers are eligible to deliver subsidized child care?	Daily maximum subsidy rates to service providers
BC <sup>6</sup>	<p>Working or self employed;                      Attending school;                      Participating in an employment program                      Looking for work (only one parent/guardian);                      Living with medical condition that interferes with ability to care child;                      Child is attending licensed preschool;                      Referred by a Ministry of Children and Family Development or Delegated Aboriginal Agency social worker.</p>	<p>Net family income                      Graduated subsidies are available to families with a net family income up to \$111,000. Subsidy amount depends on income level and time of care received.</p>	<p>The Affordable Child Care Benefit (fee subsidy) may be used in all licensed care programs, including part day preschool. It may also be used in unlicensed settings: registered license-not-required (RNLR), license not required (LNR) (both 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.</p>	<p>37 months – school-age  <i>Licensed child care:</i>                      \$550/month  <i>Preschool (part day):</i>                      \$225/month</p>
YT	<p>Employed;                      Actively seeking employment;                      Attending/preparing to attend an educational institution;                      Undertaking medical treatment ;                      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.</p>	<p>Subsidy eligibility is determined through an income test, that takes into consideration family size and the community where the applicant resides.</p>	<p>Any licensed for-profit or non-profit program. Both full and part time programs are eligible.</p>	<p><i>Full time:</i> \$578/month</p>

<sup>6</sup> Parent fee subsidy in British Columbia is now called the Affordable Child Care Benefit (ACCB). It replaced the previous fee subsidy program in September 2018.

TABLE 13 *continued*. Eligibility criteria for child care fee subsidy and subsidy rates. Provinces/territories (2019).

P/T	Social criteria for families	Financial criteria for families	Which service providers are eligible to deliver subsidized child care?	Daily maximum subsidy rates to service providers
NT	NT does not provide a stand alone child care subsidy. The Income Assistance (IA) program offers financial support to IA applicants to assist them with their child care expenses so they can participate in the labour force or pursue education and training opportunities.			
NU	Employed; In a school or training program. Exemption for children with additional needs where a health professional recommends that they attend a licensed child care facility.	Eligibility determined through a needs test, which takes into consideration family income, and eligible living expenses (rent, utilities, actual child care costs – food and clothing are based on a scale).	Regulated and unregulated child care eligible, both part time and full time.	<i>Centre</i> Full time: \$700/month Part time: \$350/month  <i>Family day home</i> Full time: \$600/month Part Time: \$300/month

**TABLE 14** Food requirements in regulated child care. Provinces/territories (2019).

P/T	Requirement to provide meals	Other criteria or requirements
NL	Not required. Children offered food and a beverage every 3 hours. Must provide breakfast when children attend before 7:30 am and dinner if attending after 6:30 pm.	Must meet child’s nutritional needs. Provincial standards on nutritional needs follow <i>Canada’s Food Guide</i> .
PE	Regulated centres: not required Designated Early Years Centres: required	Must follow <i>Canada’s Food Guide</i> .
NS	Required. In school-age programs, may bring a lunch from home or have lunch provided.	Must follow Ministry standards Food and nutrition support for regulated child care settings based on <i>Canada’s Food Guide</i> . When possible, serve local, seasonal food and beverages from NS and Atlantic Canada.
NB	Not required. Programs must serve: a snack at least every three hours; a meal at each recognized meal period; and drinking water throughout the day.	Food served is varied, nutritious and follows <i>Canada’s Food Guide</i> . Provide weekly menus to families at least three days in advance of serving and modify for special nutritional requirements.
QC	Funded programs: required to provide two snacks, a noon meal, or an evening meal. Unfunded programs: not required.	Follow <i>Canada’s Food Guide</i> .
ON	Required to supply a meal to all children one year or older present at mealtime and two snacks in addition for children in care for 6+ hours. Required to ensure infants under 12 months and children with special dietary or feeding arrangements are fed in accordance with a parent’s written instruction.	Follow <i>Canada’s Food Guide</i> , <i>Canada’s Food Guide – First Nations, Inuit, and Metis</i> or <i>Nutrition for Healthy term infants</i> . Drinking water available always. Menus posted visibly for families for current and following week, substitutions noted. Menus kept for 30 days.
MB	Not required. May choose to enhance food brought from home to meet required guidelines.	Children present at mealtime will be served a meal (either provided by program or families). Children not present at meal or snack will be served snack within three hrs of attendance. Food must be nutritious and safe, with low choking potential. Guidelines from <i>Canada’s Food Guide</i> provide recommended food group servings . If food is served, required to post menu visibly for families.

**TABLE 14 continued.** Food requirements in regulated child care. Provinces/territories (2019).

P/T	Requirement to serve meals	Other criteria or requirements
<b>SK</b>	<p>Required to provide for children over six months.</p> <p>Not required to provide:</p> <ul style="list-style-type: none"> <li>Infant formula or baby food;</li> <li>Meals and snacks for a child who requires a special diet or whose parent requests a special diet.</li> </ul> <p>Teen student support centres or teen student support family child care homes must provide any foods, other than infant formula, required by infants under six months.</p>	<p>The intent is to ensure meals and snacks provided meet the overall daily nutritional needs of children for the time they are in the licensed facility and the children receive sufficient quality and quantity of foods at appropriate intervals.</p> <p><i>Canada's Food Guide</i> used as guideline for variety and amount.</p>
<b>AB</b>	Not required.	<p>If providing, must ensure that the food provided is:</p> <ul style="list-style-type: none"> <li>At appropriate times and in sufficient quantities for child's needs;</li> <li>Follows <i>Canada's Food Guide</i>;</li> <li>Parent provided infant nutrition is labelled with name.</li> </ul>
<b>BC</b>	<p>Not required.</p> <p>Required that food and drink is sufficient in quantity and quality to meet developmental needs of child with regard to:</p> <ul style="list-style-type: none"> <li>Age;</li> <li>Number of hours the child is in care;</li> <li>Food preference and cultural background.</li> </ul>	<p>Ensure that each child has healthy food and drink according to <i>Canada's Food Guide</i>;</p> <p>Promote healthy eating and nutritional habits.</p>
<b>YT</b>	Not required.	<p>Required to follow <i>Canada's Food Guide</i> and supplement meals if a parent does not supply enough food.</p> <p>Must ensure following meals/snacks are served:</p> <ul style="list-style-type: none"> <li>A morning meal, a midday meal, or an evening meal including at least four food groups;</li> <li>A mid morning, mid afternoon, or mid evening snack including at least two food groups.</li> </ul>
<b>NT</b>	Not required.	<p>If food is provided, must follow <a href="#"><i>NT Food Guide</i></a> or <i>Canada's Food Guide</i>.</p>
<b>NU</b>	Not required.	<p>Must follow the <a href="#"><i>Nunavut Food Guide</i></a>.</p>

**TABLE 15** Outdoor play requirements in regulated child care centres. Provinces/territories (2019).

P/T	Required outdoor play time	Space requirement per child	Location of outdoor play space
NL	<i>Full time centre:</i> minimum 45 min in morning and afternoon. <i>Part time:</i> minimum 45 min/day.	7 m <sup>2</sup> times the maximum number of children who can participate in the service at once.	<i>Full time:</i> outdoor play space must be part of facility. <i>Part time:</i> may use a safe public area within reasonable distance of facility.
PE	Not specified; must be included in daily schedule.	7 m <sup>2</sup>	Adjacent to the facility or within reasonable distance and safely accessible. May share outdoor space with another licensed centre; used by one operator at a time.
NS	Minimum 30 min morning and afternoon. Time is adjustable; must be documented on daily plan.	7 m <sup>2</sup> Large enough to accommodate the largest age group other than infants. Full day programs with infants must have separate infant outdoor play space at facility or in immediate vicinity.	At facility or off site within reasonable distance.
NB	Minimum 1 hr every 4 hr block.	4.5 m <sup>2</sup> Accommodate at least half the maximum licensed number of children.	Within reasonable distance from facility. Programs serving infants and another age group must have separate outdoor space for infants.
QC	Not specified; must be included in daily schedule.	4 m <sup>2</sup> Accommodate 1/3 of the maximum number of children.	Adjacent to the facility or within reasonable distance.
ON	<i>Full day centre:</i> minimum 2 hrs/day. <i>Before and after school:</i> minimum 30 min/day.	Full day: 5.6 m <sup>2</sup>	Adjacent to the facility. Must include separate outdoor space for infants and toddlers.
MB	Not specified; must be included in daily schedule for full day and school-age programs.	7 m <sup>2</sup> Accommodates the greater of 55 m <sup>2</sup> or 50% licensed capacity.	At the facility or off site within reasonable distance.
SK	Not specified.	7 m <sup>2</sup>	Adjacent to the facility or within reasonable distance.

**TABLE 15 continued.** Outdoor play requirements in regulated child care centres. Provinces/territories (2019).

<b>P/T</b>	<b>Required outdoor play time</b>	<b>Space requirement per child</b>	<b>Location of outdoor play space</b>
<b>AB</b>	Not specified.	2 m <sup>2</sup> /child under 19 months and 4.5 m <sup>2</sup> /child older than 19 months. Accommodates at least half the licensed capacity.	Adjacent to the facility or within reasonable distance and safely accessible.
<b>BC</b>	<i>Group and multi-age care:</i> 60-120 minutes/day. <i>Preschool (part day):</i> 20-40 min/day.	6 m <sup>2</sup>	At the facility or safely accessible off site.
<b>YT</b>	Not specified; must be in daily schedule.	5 m <sup>2</sup> for each child using the outdoor space (not necessarily for each child enrolled in the program).	At the facility or offsite within reasonable distance and safely accessible.
<b>NT</b>	Not specified; must in daily schedule.	5 m <sup>2</sup>	Adjacent to the facility or within reasonable distance and safely accessible.
<b>NU</b>	Not specified; must be in daily schedule <sup>1</sup> .	5 m <sup>2</sup> for each child using the outdoor space (not for each child enrolled).	At the facility or offsite within reasonable distance.

<sup>1</sup> NU operators must provide at least 30 min/day of physical fitness activities.

TABLE 16

Definitions and regulations for non-standard hour (NSH) child care in Canada (2019).

P/T	Definition of non-standard hours (NSH)	Regulations/requirements related to non-standard hours
NL	De facto definition any services outside NL's standard hours of 6:30 am to 8:30 pm.	Service providers must request in writing to offer hours of operation other than standard hours 6:30 am to 8:30 pm. Minister must approve requests to operate.
PE	Regulated centre or home child care provided outside hours of 7:00 am to 5:00 pm, M-F.	No restrictions on NSH; the expectation is that as nonstandard hours become more common, some parts of the regulations may require fuller definition.
NS	Extended Hours Child Care: a full day, part day or school-age program, licensed to provide day care up to 18 hours per day, under the following circumstances: operating for more than 12 hours per day; or operating past 6:30 pm; or operating on weekend.	Approval to offer extended hour care indicated as a condition on the license; specific standards for NSH. May not operate more than 18 hrs/day. The number of hours any child attending must reflect the needs of the child's parent/guardian and must not exceed 13 hrs/day per day or 65 hours/week.
NB	Services at licensed facilities beyond 12 consecutive hours or 5 days in a week. Overnight services provided by a licensed facility between 8:00 pm and 6:00 am.	No specific regulations; operators must apply to provide NSH. 2014 regulation changes: centres may remain open past 9:00 pm.
QC	"Mode de garde particulier" (special child care) is defined as: evening, night, weekend, on call, half day and part time. Under Québec's funding scheme, Centres de la petite enfance (CPE) and garderies funded for 10 hrs/day.	CPEs and funded garderies are required to provide care maximum of 10 hrs/day. Care may occur in any of the following time periods: 7:00 am to 6:00 pm, 6:00 pm to 12:00 am, or 12:00 am to 6:00 am. In centres, a child cannot be present for 48+ consecutive hours.
ON	No specific definition. Under legislation, temporary care may be provided for continuous period of up to 24 hours.	Child care provision may not exceed 24 continuous hours.
MB	Evening care: a minimum of 4 hours between 6:00 pm and 12:00 am Overnight care: from 8:00 pm to 6:00 am the next day. Centres: no legislated definition; permitted to provide care for 24 hrs/day if there is community need. Family child care and group family child care homes: overnight care is defined as care between 8:00 pm one day and 6:00 am the next day.	Operators must submit written proposals to provide extended hours to ELCC provincial director for approval. There must be specific licensing visits regarding space and equipment for NSH. Monitoring must be conducted during NSH operation.



**TABLE 16 continued.** Definitions and regulations for non-standard hour (NSH) child care in Canada (2019).

P/T	Definition of non-standard hours (NSH)	Regulations/requirements related to non-standard hours
<b>SK</b>	Defined either as extended hours or 24 hour care. Extended hours centre: providing care for 80 hours or more per week.	Restrictions on number of hours a child is in home child care, no restrictions for centres. License holders must notify consultant of intention to provide NSH.
<b>AB</b>	For the purpose of fee subsidy and definition, defined as care outside 6:00 am to 6:00 pm, M - F. In policy, overnight care is defined as care that is provided between 12:01 am and 5:00 am.	Licensed centres must not provide overnight child care to children; day homes (family child care) may. Children in day homes may not receive care for more than 18 hours within 24 hour period without prior written notification to agency. For accommodations that are 18+ hours, bedding, sleeping and bathing arrangements are specified.
<b>BC</b>	Defined as care provided before 6:00 am or after 7:00 pm.	Maximum 13 hours per day of care. Specific requirements for overnight care including pre approval from a medical health officer. Licensing categories for occasional child care and child minding are also relevant.
<b>YT</b>	No specific definition with a few specific detailed regulations by age group.	Extensive regulations on adult: child ratios, sleeping arrangements, bedding, and supervision in both family child care and centre care. Staff must be awake at all times.
<b>NT</b>	No NSH care.	No regulations
<b>NU</b>	No NSH care.	No regulations

TABLE 17

Inclusion supports in regulated child care. Provinces/territories (2019).

P/T	Funding	Programming/requirements	Child eligibility	Program or Staff qualifications
NL	<p><i>Child Care Inclusion Supports</i>: available to licensed centres.</p> <p><i>Replacement Staff Grant</i>: available to replace a caregiver who is enrolled in a professional learning session.</p> <p><i>Funded Space Grant</i>: utilizing a vacant space to improve ratio.</p> <p><i>Staffing Grant</i>: additional caregiver to improve ratio.</p>	<p><i>Child Care Inclusion Supports</i>: Consultative Support: guidance and information in identifying and accessing resources.</p> <p>One segregated child care program for at risk children is funded operationally by the province.</p>	Eligible children may be diagnosed or undiagnosed.	Additional caregivers working under the inclusion program have at least a Trainee Level ECE certification.
PE	<p><i>Capital Improvement Grant</i>: to reduce physical challenges for children with special needs.</p> <p><i>Resource Grant</i>: to help purchase resources to strengthen inclusion.</p> <p><i>Operational funding</i></p> <p><i>Special Needs Grant</i>: to cover staff to improve ratios.</p> <p><i>Preschool Autism funding</i>: to hire an Autism Assistant.</p> <p><i>School-Age Autism funding</i>: support to parents and designated organizations to hire 1:1 tutors and aides in home/ group settings outside school hours.</p>	Early Years Centres required to have spaces for and to provide care for children with special needs.	<p><i>For centres to access the Special Needs Grant</i>: eligible children up to age 12 require diagnosis.</p> <p>For centres to access Preschool Autism funding, eligible children must be diagnosed with autism spectrum disorder and receiving Intensive Behavioural Intervention (IBI) Support.</p>	
NS	<i>Inclusion Support Grant</i> : all licenced centres can access the grant; intended for additional staff, PD, and materials to enhance inclusion in programming.		Eligibility is not associated with an individual child but with program as a whole.	
NB	<i>Enhanced Support Worker Program</i> : available for individual preschool and school-aged child; funds to pay support workers for children with disabilities/additional needs; up to 35 hours/child/week; to improve ratios.		<i>Three eligibility categories for children</i> : a confirmed diagnosis at birth; developmental issues after birth; family risk factors and whose parents are working or studying.	Centres must complete an annual application

TABLE 17 *continued*. Inclusion supports in regulated child care. Provinces/territories (2019).

P/T	Funding	Programming/requirements	Child eligibility	Program or Staff qualifications
QC	<p>One time grant of \$2,200 per eligible child to child care programs.</p> <p>Supplementary \$43.19/day/per eligible child.</p> <p>Non publicly funded garderies do not receive funds to support children with disabilities.</p>	<p>Must ensure 1:1 support for a child during activities for up to 3 hours/day.</p>	<p>To be eligible, child needs a diagnosis.</p> <p>Admission for a child with special needs to a child care program is at the discretion of the program.</p>	
ON	<p><i>Special Needs Resourcing</i>: to hire resource teacher/consultant or supplemental staff, provide training, purchase adaptive equipment and supplies; each municipality must spend 4.1% of its provincial child care allocation on Special Needs Resourcing.</p>	<p><i>Resource teachers are consultants who provide</i>: accommodation and modification strategies; professional development; individualized support plans; developmental screens, referrals to community agencies; information and resources for parents; purchasing of specialized equipment.</p> <p>Child care programs are required to have individualized support plan for children with special needs.</p>		<p>Resource teachers/consultants required to have an ECE diploma and additional training/experience.</p> <p>Eligible child care settings include licensed centres, licensed home child care, in home services, Early ON Child and Family Centres, authorized recreation programs, and camps.</p>
MB	<p><i>Inclusion Support Program</i>: available to licensed centres; funds to be used for training, behavioural interventions, equipment/ modifications or enhanced ratio.</p>		<p>To be eligible, child must be assessed by a professional.</p>	<p>If centres do not have capacity to support a child's inclusion in programming and activities they would qualify for ISP grants.</p>
SK	<p><i>Child Care Inclusion Program</i>: provides individual grants to facilities up to 15-25% of a centre's spaces.</p> <p><i>Individual Inclusion Grant</i> (\$200-300): to assist with staffing costs.</p> <p><i>Enhanced Accessibility Grants</i>: up to \$2,000/month; intended to assist with additional cost of individual child.</p> <p><i>Training and Resource Grant</i>: \$100/child/year and up to \$600-1200 for adapted equipment.</p>		<p><i>Enhanced Accessibility Grant</i>: children who have a referral (not necessarily a diagnosis) and whose parents are in school/employed.</p>	

TABLE 17 *continued*. Inclusion supports in regulated child care. Provinces/territories (2019).

P/T	Funding	Programming/requirements	Child eligibility	Program or Staff qualifications
AB	<p><i>Inclusive Child Care Program</i>: funds paid to licensed centre or registered homes with eligible children.</p> <p><i>Program Unit Funding (PUF)</i>: provided to school authorities for Early Childhood Services for children with severe disabilities/delays for additional support (education system).</p>	<p>Access, Support and Participation (ASaP) program provides training and on site coaching for child care staff.</p>	<p><i>Program Unit Funding (PUF)</i>: children with severe developmental disabilities can be enrolled in ECS program early (2 years 8 months).</p>	<p>No additional training required for staff working with children with special needs.</p>
BC	<p><i>Supported Child Development Program and Aboriginal Supported Child Development Program</i>: voluntary participation for eligible families; funding for increased staffing through Reach Child and Youth Development Society.</p> <p><i>Affordable Child Care Benefit</i>: special need supplement of up to \$150/month toward families' child care costs.</p>	<p><i>Supported Child Development Program</i>: individualised planning; enhanced training and staffing; provide information and resources; referrals to other specialized services and when required.</p>		<p><i>Special needs early childhood educator</i>: basic ECE program plus 200 hour special needs practicum.</p> <p>Eligible child care settings include preschools, group child care, family child care, out of school care, License Not Required child care, or in own home.</p>
YT	<p><i>Supported Child Care Fund</i>: available for licenced centres and homes; intended for adaptive equipment, transportation, programming support and additional staff.</p> <p><i>Special Needs fee subsidies</i>: for eligible families including parents not in the workforce; maximum monthly subsidy \$688/child.</p>	<p>An individual program plan must be developed (by staff, parents and professionals) for the child.</p> <p><i>Child Development Centre (in Whitehorse)</i>: provides special needs programming and supports; early intervention supports and resources to families; a mobile outreach unit serving every community.</p>	<p>To be eligible, children must be assessed by a professional.</p>	

TABLE 17 *continued*. Inclusion supports in regulated child care. Provinces/territories (2019).

P/T	Funding	Programming/requirements	Child eligibility	Program or Staff qualifications
NT	<p><i>Early Childhood Program (ECP) Operating Subsidy:</i> provides additional operating grants for licensed providers serving children with special needs.</p> <p><i>Supporting Child Inclusion and Participation (SCIP):</i> to support child access and inclusion in programming. Funding can be used for: training and consultation for staff; creating a more inclusive environment; providing additional staffing supports.</p>	<p>NT Standards and Regulations state that a centre must modify daily program and obtain any specialized equipment required for the child to participate.</p>	<p>To be eligible, children for ECP Operating Subsidy must be documented by a professional.</p>	<p>SCIP is provided to licensed centres, Indigenous governments, and unlicensed, community programs</p>
NU	<p>Centres and regulated homes funded through daily operating grants to provide necessary support.</p> <p><i>Community Initiative:</i> additional funding for adaptive equipment or a 1:1 support.</p> <p><i>Supportive Child Services:</i> additional funding for individual, eligible children requiring intensive or specific support.</p>		<p><i>Day Care User Special Needs Subsidy:</i> parents are not required to be in school or employed; requires a financial needs assessment and medical referral.</p> <p>To access Supportive Child Services funding, a letter from health professional may be required.</p>	

TABLE 18

Status of child care in Canada during the COVID-19 pandemic. Provinces/territories (April 15, 2020 and October 15, 2020).

P/T	Status of child care on April 15, 2020	Status of child care on October 15, 2020 <sup>1</sup>
NL	All centres, regulated family home and family resource centres closed for regular use. Free emergency child care for essential workers was provided, funded through compensation grant provided to centres.	Centres and family child care homes reopened May 11, 2020. Emergency child care ended June 26, 2020.
PE	All centres were closed for regular use until May 11, 2020. Emergency child care for essential workers opened first week in April.	Selected centres reopened on May 22, 2020. All centres reopened at full capacity as of September 1, 2020.
NS	Centres and family day care homes were closed for regular use. "Smaller operations" were allowed to continue to operate. Emergency child care was not provided.	Centres and family child care homes reopened June 15, 2020.
NB	All centres were closed for regular use. A few centres remained open to provide free emergency child care. Costs were covered by the province for essential services workers who were also paying to reserve their usual space.	Centres reopened on May 19, 2020.
QC	All centres were closed for regular use until May 11, 2020 but were open for essential workers. Funded home child care continued to offer care. Emergency child care for essential workers was available from March 16, 2020 free of charge.	Centres outside Greater Montreal (MMC) and Joliette Regional County Municipality (MRC) fully reopened May 11, 2020. Centres in MMC and MRC reopened June 1, 2020.
ON	Centres and Early ON programs, funded by the province, were closed until April 23, 2020. Home child care remained open. Free emergency child care was made available in some centres for essential workers. All costs were covered by the provincial government.	Centres were allowed to reopen June 12, 2020. Free emergency child care for essential workers ended June 26, 2020. Early ON Child and Family Centres and First Nation Child and Family Centres on reserve reopened with in person programming if participants preregistered on September 1, 2020.
MB	All centres were closed for regular use. Regulated family child care remained open for regular use. Emergency child care for critical service workers available as of April 14, 2020 in selected centres.	Some centres reopened May 4, 2020. All remaining centres reopened on June 1, 2020. Emergency child care services ended August 31, 2020.

Note: Information from publicly available information compiled in CRRU's [COVID-19 issue file](#), which provides more details.

<sup>1</sup> All centres across Canada reopened with increased COVID-19 measures.

**TABLE 18 continued.** Status of child care in Canada during the COVID-19 pandemic. Provinces/territories (April 15, 2020 and October 15, 2020).

<b>P/T</b>	<b>Status of child care on April 15, 2020</b>	<b>Status of child care on October 15, 2020<sup>1</sup></b>
<b>SK</b>	Centres in schools were closed to regular use. Centres not located in schools were allowed to operate, as could regulated family child care homes.  Emergency child care centres were established in schools March 23 2020. Province covered 50% of operating costs with the remainder being paid by the parent.	Centres in schools reopened May 4, 2020. Centres which had closed reopened June 8, 2020.
<b>AB</b>	All centres and out of school care were closed for regular use. Approved family day homes were allowed to remain open.  192 centres across AB provided emergency child care.	Centres reopened on May 14, 2020. Preschools (nursery schools) reopened June 1, 2020.
<b>BC</b>	Centres and family child care were not closed for regular use. Service providers could choose to close or remain open and decide on the number of spaces available for essential workers.  Emergency child care for 5 – 12 year olds was provided by schools. Emergency child care, funded by the province, was extended to the end of August.	Closure of centres and family child care was discretionary.
<b>YT</b>	Centres and family child care were not closed to regular use.	Closure of centres and family child care was not mandated.
<b>NT</b>	Centres and family child care were not closed to regular use.  One centre was opened to care for school-age children of essential workers.	Closure of centres and family child care was not mandated.
<b>NU</b>	Centres were closed until April 20, 2020.	Centres reopened on June 1, 2020.

Note: Information from publicly available information compiled in CRRU's [COVID-19 issue file](#), which provides more details.

TABLE 19

Funding under Early Learning and Child Care Agreements. Provinces/territories/Canada (2017-2020).

P/T	2017-2018 (\$)	2018-2019 (\$)	2019-2020 (\$)	Total (\$)
NL	7,383,089	7,378,451	7,378,451	22,139,991
PE	3,519,129	3,517,820	3,517,820	10,554,769
NS	11,818,026	11,809,566	11,809,566	35,437,158
NB	9,941,829	9,934,985	9,934,985	29,811,799
QC <sup>1</sup>	87,447,014	87,373,383	87,373,383	262,193,780
ON	144,960,100	144,836,900	144,836,900	434,633,900
MB	15,621,272	15,609,534	15,609,534	46,840,340
SK	13,848,167	13,837,957	13,837,957	41,524,081
AB	45,630,673	45,593,076	45,593,076	136,816,825
BC	51,036,249	50,993,994	50,993,994	153,024,237
YT	2,391,493	2,391,156	2,391,156	7,173,805
NT	2,453,191	2,452,801	2,452,801	7,358,793
NU	2,382,092	2,381,762	2,381,762	7,145,616
<b>CA</b>	<b>398,432,324</b>	<b>398,111,385</b>	<b>398,111,385</b>	<b>1,194,655,094</b>

Note: The first phase of the Early Learning and Child Care Bilateral Agreements allocated almost \$1.2 billion dollars over three years to support early learning and child care programs across the country and is consistent with the Multilateral Early Learning and Child Care Framework. These agreements were in place from April 2017 – March 2020. The expectation is that subsequent agreements will cover the period through 2027-2028.

For this period, Canada has committed the below maximum amounts to be transferred in total to all provinces and territories. There is a fixed base rate of \$2 million per year for each province and territory and the balance of the funding on a per capita basis for the period starting on April 1, 2017 and ending on March 31, 2020.

- \$399,669,692 for the fiscal year beginning on April 1, 2017
- \$399,347,695 for the fiscal year beginning on April 1, 2018
- \$399,347,695 for the fiscal year beginning on April 1, 2019

1 Quebec is not a signatory to the MELCCF, rather has signed an Asymmetrical Agreement noting that Quebec's ELCC is under Quebec jurisdiction.



TABLE 20

Gini Coefficient, Economic Dependency Ratio, Youth Economic Dependency Ratio, Market Basket Measure<sup>1</sup>. Provinces/Canada (2018).

P/T	Gini Coefficient, adjusted after tax income <sup>2</sup>	Economic Dependency Ratio <sup>3</sup>	Youth Economic Dependency Ratio <sup>4</sup>	Market Basket Measure, % low income for persons under 18 in economic families <sup>5</sup>
NL	0.297	65.8	31.8	11.2
PE	0.279	69.9	36.7	9.8
NS	0.286	66.3	32.4	14.7
NB	0.281	68.1	33.1	11.3
QC	0.283	65.7	34.4	7.5
ON	0.311	63.3	35.6	12.3
MB	0.291	69.0	42.9	12.8
SK	0.290	69.7	43.6	11.5
AB	0.299	60.1	39.5	9.1
BC	0.300	61.6	32.0	10.8
CA	<b>0.303</b>	<b>63.8</b>	<b>35.7</b>	<b>10.6</b>

1 These measures were not available for territories.

2 Gini coefficient measures income distribution and is commonly used to assess the extent to which income is distributed equally among the population. Gini Coefficients range from 0 to 1 and a lower Gini Coefficient is indicative of a more equal income distribution

3 Economic dependency ratio is the ratio of the combined youth population (0 to 19 years) and senior population (65 or older) to the working age population (20 to 64 years). It is expressed as the number of “dependents” for every 100 “workers”.

4 The youth economic dependency ratio is the ratio of the youth population to the working age population.

5 Market Basket Measure is a measure of low income based on the cost of a specific basket of goods and services representing a modest, basic standard of living. MBM is determined by Statistics Canada and is updated periodically.

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# The Long View



## THE LONG VIEW

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**TABLE 21** Number of children (rounded estimates in 1000s). Provinces/territories/Canada (1992-2019).*Number of children 0 – 5 years*

P/T	1992	1995	1998	2001	2003	2005	2007	2009	2012	2014	2016	2019
NL	45	41	34	30	31	29	28	28	30	28	26	25
PE	12	11	10	10	9	8	9	8	8	9	8	9
NS	74	70	64	61	55	51	49	53	54	50	49	51
NB	57	56	51	49	46	44	40	44	44	41	42	40
QC	502	565	527	460	443	435	468	455	513	516	504	509
ON	848	899	875	844	832	822	812	828	846	868	834	838
MB	98	92	87	79	76	77	78	77	89	87	88	91
SK	94	85	77	76	69	67	64	71	77	77	81	78
AB	250	242	231	233	218	228	246	260	291	308	317	314
BC	266	286	289	248	255	233	244	257	268	262	253	252
YT	2	-	-	-	-	2	2	2	2	3	3	4
NT	9	-	-	-	-	4	4	4	4	4	4	4
NU <sup>1</sup>	NA	NA	NA	-	-	4	4	4	5	4	5	4
<b>CA</b>	<b>2,257</b>	<b>2,347</b>	<b>2,245</b>	<b>2,090</b>	<b>2,048</b>	<b>2,004</b>	<b>2,049</b>	<b>2,093</b>	<b>2,230</b>	<b>2,257</b>	<b>2,202</b>	<b>2,218</b>

*Number of children 6 – 12 years*

P/T	1992	1995	1998	2001	2003	2005	2007	2009	2012	2014	2016	2019
NL	63	57	52	46	41	39	37	36	34	37	37	37
PE	14	14	14	13	13	12	12	11	11	11	12	12
NS	86	86	89	80	77	75	69	65	61	61	64	62
NB	72	70	68	63	63	58	56	52	51	50	50	54
QC	655	627	646	656	634	604	554	560	560	579	618	647
ON	964	1,024	1,098	1,100	1,097	1,097	1,071	1,032	1,047	1,011	1,072	1,108
MB	111	106	108	107	104	102	97	98	98	98	104	110
SK	112	107	106	93	91	81	81	80	84	86	92	99
AB	279	289	301	289	298	284	295	299	307	329	364	384
BC	312	338	351	353	329	341	324	314	302	309	322	332
YT	3	-	-	-	-	3	3	3	3	3	3	5
NT	8	-	-	-	-	5	5	4	4	4	4	4
NU	NA	NA	NA	-	-	5	5	5	5	5	5	5
<b>CA</b>	<b>2,680</b>	<b>2,719</b>	<b>2,832</b>	<b>2,801</b>	<b>2,764</b>	<b>2,705</b>	<b>2,608</b>	<b>2,558</b>	<b>2,566</b>	<b>2,581</b>	<b>2,734</b>	<b>2,858</b>

1 Nunavut was officially created in 1999.

TABLE 22

Number of children with employed mothers<sup>1</sup> (rounded estimate in 1000s)<sup>2</sup>. Provinces/territories/Canada (1995-2019).

*Number of children 0 – 5 years with employed mothers<sup>1</sup>*

P/T	1995	1998	2001	2004	2006	2008	2010	2012	2014	2016	2019
NL	22	19	18	17	16	16	15	17	16	16	15
PE	8	8	7	6	7	6	6	6	7	5.4	6.2
NS	40	38	40	35	32	30	32	34	32	32	33
NB	30	31	32	28	26	26	30	27	26	28	28
QC	325	325	304	286	358	320	305	356	358	367	377
ON	539	546	538	495	530	504	500	524	530	508	519
MB	55	54	49	46	49	47	42	49	49	50	52
SK	55	47	47	43	50	39	45	47	50	49	52
AB	154	138	135	118	137	140	141	160	137	181	186
BC	162	168	147	148	161	144	151	151	161	153	167
YT	-	-	-	0.9	1.7	1.1	1.3	1.5	1.7	1.8	1.8
NT	-	-	-	2.4	2.4	2.6	2.1	2.2	2.4	2.3	2.4
NU	NA	NA	-	-	-	-	-	1.6	1.7	1.9	1.8
CA <sup>3</sup>	<b>1,390</b>	<b>1,375</b>	<b>1,317</b>	<b>1,224<sup>4</sup></b>	<b>1,370</b>	<b>1,275</b>	<b>1,268</b>	<b>1,376</b>	<b>1,370</b>	<b>1,389</b>	<b>1,442</b>

*Number of children 6 – 12 years with employed mothers<sup>1</sup>*

P/T	1995	1998	2001	2004	2006	2008	2010	2012	2014	2016	2019
NL	33	30	31	25	16	23	23	22	24	23	23
PE	10	11	10	10	7	8	8	8	8	8.3	8.9
NS	53	59	57	51	32	47	44	41	42	45	44
NB	43	44	45	41	26	39	37	35	34	36	36
QC	400	424	469	424	358	395	389	391	418	453	480
ON	711	774	787	730	530	725	688	694	671	722	749
MB	76	79	79	72	49	67	63	63	62	66	70
SK	80	77	66	64	50	57	58	57	61	61	69
AB	211	207	206	198	137	202	198	199	238	224	255
BC	245	234	241	210	161	215	200	201	203	211	233
YT	-	-	-	1.8	1.7	1.6	1.6	1.8	2	2.1	2.2
NT	-	-	-	3.2	2.4	3	2.5	2.8	2.7	2.9	2.9
NU	NA	NA	-	-	-	-	-	2.2	2.5	2.2	2.5
CA <sup>3</sup>	<b>1,862</b>	<b>1,939</b>	<b>1,991</b>	<b>1,829<sup>4</sup></b>	<b>1,370</b>	<b>1,783</b>	<b>1,711</b>	<b>1,720</b>	<b>1,768</b>	<b>1,848</b>	<b>1,975</b>

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 chapter in *ECEC in Canada 1992-2019*.

3 Totals may not add up due to rounding.

4 Canada total figures did not include NT or YT until 2004, while figures for NU were not available until 2012 (NU was officially created in 1999).

**TABLE 23** Employment rate of mothers by age of youngest child (rounded estimates 1000s).  
Provinces/Canada<sup>1</sup> (1998-2019).

*With youngest child 0 – 2 years<sup>1</sup>*

P/T	1998 (%)	2001 (%)	2004 (%)	2006 (%)	2008 (%)	2010 (%)	2012 (%)	2014 (%)	2016 (%)	2019 (%)
NL	58	64	71	66	66	68	68	70	68	68
PE	81	77	78	81	78	76	78	85	76	84
NS	63	71	71	76	70	68	74	75	73	74
NB	64	67	70	71	76	76	73	71	70	77
QC	65	67	73	74	74	73	77	77	80	80
ON	65	67	68	69	68	69	71	70	69	70
MB	62	66	68	64	66	62	66	65	67	65
SK	65	65	67	67	69	70	65	71	69	72
AB	64	60	59	63	61	63	60	60	63	66
BC	62	63	67	64	65	66	64	70	68	74
CA	<b>65</b>	<b>66</b>	<b>69</b>	<b>69</b>	<b>69</b>	<b>69</b>	<b>70</b>	<b>70</b>	<b>71</b>	<b>72</b>

*With youngest child 3 – 5 years<sup>1</sup>*

P/T	1998 (%)	2001 (%)	2004 (%)	2006 (%)	2008 (%)	2010 (%)	2012 (%)	2014 (%)	2016 (%)	2019 (%)
NL	63	66	67	71	74	73	78	69	79	76
PE	83	79	82	84	85	83	82	85	76	81
NS	70	72	77	77	78	83	77	78	84	79
NB	69	74	75	80	77	81	80	81	84	82
QC	67	75	77	79	80	78	81	82	81	84
ON	72	74	74	76	79	75	75	77	77	75
MB	76	75	77	76	76	71	74	74	75	75
SK	73	74	77	77	77	77	80	76	76	82
AB	71	71	71	69	73	70	73	72	73	76
BC	67	69	74	76	71	75	75	76	74	78
CA	<b>71</b>	<b>73</b>	<b>75</b>	<b>76</b>	<b>77</b>	<b>75</b>	<b>77</b>	<b>77</b>	<b>77</b>	<b>78</b>

<sup>1</sup> Note that comparable figures for mothers' employment rate are not available for the territories.

**TABLE 23 continued.** Employment rate of mothers by age of youngest child (rounded estimates 1000s). Provinces/Canada<sup>1</sup> (1998-2019).

*With youngest child 6 – 15 years<sup>1</sup>*

P/T	1998 (%)	2001 (%)	2004 (%)	2006 (%)	2008 (%)	2010 (%)	2012 (%)	2014 (%)	2016 (%)	2019 (%)
NL	64	74	78	77	80	83	83	81	83	82
PE	83	85	87	87	86	88	88	88	84	87
NS	73	78	81	82	83	84	86	86	85	86
NB	74	79	79	82	83	84	84	86	86	86
QC	75	79	83	83	85	86	86	86	87	89
ON	79	82	83	84	84	83	83	81	82	83
MB	83	86	86	85	88	86	85	82	84	84
SK	84	82	86	87	87	89	85	84	85	86
AB	84	84	86	81	84	86	84	79	82	85
BC	77	77	79	79	81	80	82	80	81	84
CA	<b>78</b>	<b>81</b>	<b>82</b>	<b>83</b>	<b>84</b>	<b>84</b>	<b>84</b>	<b>82</b>	NA <sup>2</sup>	<b>85</b>

<sup>1</sup> Note that comparable figures for mothers' employment rate are not available for the territories.

<sup>2</sup> ECEC in Canada 2016 did not calculate employment rate of mothers by age of youngest child (6-15 years). This information can be accessed in the DEMOGRAPHIC section for each province in ECEC 2016.

**TABLE 24** Number of regulated child care spaces for children 0 – 12 years<sup>1</sup>. Provinces/territories/Canada (1992-2019).

P/T	1992	1995	1998	2001	2004	2006	2007	2008	2010	2012	2014	2016	2019
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
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
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
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
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
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
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
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
AB <sup>2</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
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
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
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
NU	--	--	--	932	1,014	987	970	1,013	1,015	1,104	1,140	1,044	1,144
<b>CA</b>	<b>371,573</b>	<b>425,332</b>	<b>516,734</b>	<b>593,430</b>	<b>745,925</b>	<b>811,262</b>	<b>837,392</b>	<b>867,194</b>	<b>921,841</b>	<b>986,842</b>	<b>1,201,008</b>	<b>1,350,387</b>	<b>1,506,658</b>

<sup>1</sup> 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.

<sup>2</sup> School-age child care in Alberta became regulated for the first time in 2004. For purpose of comparison with previous years, the 2004, 2006, 2007, 2008, 2010 and 2012 figures include total number of spaces with and without school-age care. After 2012, the AB figures include school-age spaces.

TABLE 25

Percent (rounded) of children 0 – 5 years for whom there was a regulated part or full time child care centre space<sup>1</sup>.  
Provinces/territories/Canada (1992-2019).

P/T	1992 (%)	1995 (%)	1998 (%)	2001 (%)	2004 (%)	2006 (%)	2008 (%)	2010 (%)	2012 (%)	2014 (%)	2016 (%)	2019 (%)
NL	7	9	11	12	13	17	17	18	19	19 <sup>2</sup>	24	25
PE <sup>3</sup>	30	29	31	38	38	42	41	42	47 <sup>3</sup>	32	39	41
NS	NA	NA	NA	NA	NA	25	22	23	24	26	27	25
NB	NA	NA	NA	12	NA	18	20	21	31	21	29	35
QC	9	9	12	17	22	26	25	29	36	30	38	42
ON	12	NA	12 (est.)	14 (est.)	15	17	20	20	21	23	19 <sup>4</sup>	21
MB	13	14	15	18	20	20	21	23	21	23	24	25
SK	4	4	5	5	7	8	9	11	12	13	14	17
AB	18	18	18	18	19	18	17	20	20	20	22	22
BC	10	11	12	15	16	17	18	20	24	23	24	27
YT	25	-	-	-	36	26	28	28	29	28	31	41
NT	10	-	-	-	19	21	23	23	NA	26	27	21
NU	-	-	-	-	23	21	20	21	21	23	18	22
<b>CA</b>	<b>11.5</b>	<b>11.5</b>	<b>12.6</b>	<b>14.9</b>	<b>17.1</b>	<b>19.1</b>	<b>20.3</b>	<b>21.8</b>	<b>22.5</b>	<b>24.1</b>	<b>25.0<sup>4</sup></b>	<b>26.9</b>

1 The figures represented here include only centre based care for 0 – 5 year olds. Regulated family child care is not factored into the calculations as breakdowns by age group are not available.

2 Figures for NL were not available in 2014; the 2012 figures were used in this table for 2014.

3 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.

4 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.



**TABLE 26** Total number of child care centres<sup>1</sup>. Provinces/territories/Canada (1992-2019).

P/T	2004	2006	2007	2008	2010	2012	2014	2016	2019
NL	151	165	167	172	172	192	192	205	189
PE	142	131	136	144	143	102	115	119	144
NS	382	383	386	380	409	332	390	363	359
NB	357	361	384	415	491	542	605	627	673
QC	996	1,918	1,986	2,020	2,215	2,612	2,997	3,249	3,563
ON	3,874	4,175	4,480	4,582	4,803	4,922	4,361	5,276	5,523
MB	567	574	583	595	635	640	666	689	713
SK	153	173	179	187	222	259	282	310	335
AB	1,701	1,681	1,699	1,739	1,974	2,178	2,276	2,402	2,789
BC <sup>2</sup>	3,133	2,933	3,095	3,280	2,792	2,864	2,963	2,932	3,099
YT	37	41	34	32	39	35	36	36	40
NT	49	51	67	67	59	59	56	64	62
NU	46	45	43	45	47	52	54	48	53
CA	<b>11,588</b>	<b>10,713</b>	<b>13,239</b>	<b>11,919</b>	<b>12,027</b>	<b>14,789</b>	<b>14,993</b>	<b>16,320</b>	<b>17,542</b>

1 Included in child care centres are all regulated centre based facilities - full day, part day and out of school hours and others but not family child care.

2 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 2010-2019 numbers.

TABLE 27

Total allocations<sup>1</sup> for regulated child care (unadjusted dollars, rounded in millions). Provinces/territories/Canada (1992-2019).

P/T	1992 (\$)	1995 (\$)	1998 (\$)	2001 (\$)	2003-2004 (\$)	2005-2006 (\$)	2007-2008 (\$)	2009 – 2010 (\$)	2011 – 2012 (\$)	2013 – 2014 (\$)	2015 – 2016 (\$)	2018 – 2019 <sup>2</sup> (\$)
NL	1.7	3.0	3.3	7.75	9.6	12.3	19.8	20.5	21.2	21.2 <sup>3</sup>	39.3	47.7
PE <sup>4</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
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
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
QC	140.7	203.7	299.9	1,092.4	1,560.0	1,678.9	1,730.6	1,998.7 <sup>5</sup>	1,998.7 <sup>6</sup>	2,485.4	2,559.1	2,653.8
ON	420.1	541.8	470.5	451.5	497.4	534.1	780.4	801.8	865.1	960.1	1169.8	1,894.3
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
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
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
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
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
NT	2.3	1.7	2.3	1.6	2.5	2.5	2.5	2.5	2.55	4.5	4.5	6.9
NU <sup>7</sup>	NA	NA	NA	1.9	1.8	2.3	2.5	2.8	3.0	2.6	3.7	5.2
<b>CA</b>	<b>762.0</b>	<b>995.3</b>	<b>1,048.6</b>	<b>1,889.8</b>	<b>2,401.9</b>	<b>2,940.1</b>	<b>3,087.4</b>	<b>3,496.5</b>	<b>3,670.7</b>	<b>4,273.4</b>	<b>4,595.9</b>	<b>5,880.5</b>

1 These figures are budgeted allocations, not spending.

2 Total allocations for 2019-2020 include federal funding transferred to provinces/territories through ELCC agreements.

3 Figures for NL were not available in 2014; the 2011-2012 figures were used in this table for 2013-2014.

4 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 spending on part day kindergarten between 2000 and 2010.

5 This figure includes spending on school-age child care from 2008, as more recent information was not available.

6 Figures for NT were not available in 2012; the 2010 figures were used in this table for 2012.

7 NU became a territory separate from NT in 1999.

TABLE 28

Allocation per each regulated child care space<sup>1</sup> (unadjusted dollars \$). Provinces/territories/Canada (1992-2019).

P/T	1992 (\$)	1995 (\$)	1998 (\$)	2001 (\$)	2003-2004 (\$)	2005-2006 (\$)	2007-2008 (\$)	2009-2010 (\$)	2011-2012 (\$)	2013-2014 (\$)	2015-2016 (\$)	2018-2019 (\$) <sup>2</sup>
NL	468	709	772	1,835	1,958	2,183	3,323	3,310	2,948	2,948 <sup>3</sup>	4,818	5,883
PE	671	433	694	1,334 <sup>4</sup>	1,137 <sup>4</sup>	1,166 <sup>4</sup>	1,407 <sup>4</sup>	1,265 <sup>4</sup>	3,078	2,843	2,547	3,349
NS	1,055	1,113	1,405	1,125	1,549	1,825	2,710	2,552	2,495	2,582	2,240	3,404
NB	509	402	600	1,066	1,168	1,707	1,692	1,540	1,613	1,519	1,572	2,362
QC	1,795	1,828	1,713	4,651	4,849	4,644	4,691	5,268	4,977	4,466	4,142	3,999
ON	2,887	3,664	2,816	2,608	2,406	3,611	3,040	2,901	2,952	2,874	2,884	4,057
MB	2,221	2,399	2,205	2,731	2,848	3,322	3,898	3,967	4,388	4,286	4,572	4,645
SK	1,918	1,750	2,210	2,279	2,483	2,614	5,138	4,952	5,104	4,870	4,433	5,028
AB	1,290	1,324	1,154	1,206	846	1,093	1,429	2,323	2,803	2,657	2,422	2,528
BC	1,300	1,650	1,868	2,256	1,754	2,224	2,476	2,341	2,207	2,131	2,175	4,312
YT	2,390	3,914	3,645	4,086	3,796	4,067	5,079	5,143	5,320	6,877	5,463	7,302
NT	2,374	1,328	1,681	1,298	2,085	1,666	1,438	1,424	NA	2,394	2,534	3,723
NU	N/A	N/A	N/A	2,001	1,091	2,345	2,438	2,733	2,742	2,285	3,501	4,527
<b>CA</b>	<b>2,051</b>	<b>2,340</b>	<b>2,029</b>	<b>3,185</b>	<b>3,223</b>	<b>3,259</b>	<b>3,560</b>	<b>3,792</b>	<b>3,719</b>	<b>3,558</b>	<b>3,405</b>	<b>3,903</b>

1 These figures are based on total provincial allocations and total number of regulated child care spaces. Thus, they are merely approximations of actual allocation of funding per space.

2 2018-2019 figures include total provincial/territorial and federal allocations through ELCC bilateral agreements.

2 Figures for NL were not available in 2014; the 2012 figures were used in this table.

3 2001, 2003-2004, 2005-2006, 2007-2008 and 2009-2010 figures for PEI do not include part day kindergarten expenditure in child care centres or spaces for the purpose of comparison with other jurisdictions.

**TABLE 29** Percent of regulated part and full day centre spaces for 0 – 12 year olds that are for-profit. Provinces/territories/Canada (1992-2019).

P/T	1992 (%)	1995 (%)	1998 (%)	2001 (%)	2004 (%)	2006 (%)	2008 (%)	2010 (%)	2012 (%)	2014 (%)	2016 (%)	2019 (%)
NL	78	66	61	64	73	69	70	72	65	65	72	70 <sup>4</sup>
PE	35	32	42	46	70 <sup>2</sup>	56 <sup>2</sup>	58 <sup>2</sup>	58 <sup>2</sup>	80	64	59	65
NS	40	40	43	43	45	46	50	52	53	55	55	56
NB	43	40	NA	NA	70	64 <sup>3</sup>	67 <sup>3</sup>	62 <sup>3</sup>	62 <sup>3</sup>	63 <sup>3</sup>	62 <sup>3</sup>	65
QC	18	18	14	14	12	13	14	17	22	19	20	20
ON	24	20	17	17	22	23	24	25	25	24	22	21
MB	10	12	13	8	8	6	5	5	5	5	5	5
SK	6	2	1	1	0	0.6	0	0	0.5	0.6	2	2
AB	65	62	59	56	54	49	51	50	51	53	58	59
BC	39	39	40	42	NA	NA	42	43	44	47	49	53
YT	14	25	26	27	26	31	36	44	64	61	58 <sup>4</sup>	70
NT	18	8	3	0	0	0	0	0	NA	0	0	0
NU	-	-	-	-	0	0	0	0	0	0	0	0
CA	<b>30</b>	<b>28</b>	<b>24</b>	<b>23</b>	<b>20<sup>1</sup></b>	<b>21<sup>1</sup></b>	<b>25</b>	<b>28</b>	<b>29</b>	<b>26<sup>4</sup></b>	<b>27<sup>4</sup></b>	<b>28<sup>4</sup></b>

1 Canada-wide percentages for 2004 and 2006 did not include British Columbia or New Brunswick, which had substantial for-profit child care sectors.

2 For the purpose of comparison with other jurisdictions where kindergarten is in the public education system, these figures did not include part day kindergarten. As of September 2010, kindergarten moved to the public education system.

3 Percentage estimate provided by provincial officials.

4 These figures were corrected and a revised document issued January 12 2021.

TABLE 30

Median monthly parent fees for preschool-age children in Canada's large cities.<sup>1</sup> Provinces/territories/Canada (2014-2019).

P/T	City	Type of fee	2014 (\$)	2016 (\$)	2017(\$)	2018 (\$)	2019 (\$)	
NL	St. John's	Set fee	868	955	868	760	660	
		Market fee	-	-	-	-	955	
PE	Charlottetown	Set fee	-	608	586	586	586	
		Market fee	-	-	-	590	-	
NS	Halifax		781	825	823	867	861	
NB	Saint John		-	716	694	694	664	
	Moncton		-	-	-	-	722	
	Fredericton		-	-	-	-	690	
QC	Gatineau	Set fee	152	183	183	190	179	
		Market fee	-	-	-	911	933	
	Laval	Set fee	152	183	183	190	179	
		Market fee	-	-	-	803	825	
	Montreal	Set fee	152	168	168	175	179	
		Market fee	-	-	-	781	825	
	Longueuil	Set fee	152	183	183	190	179	
		Market fee	-	-	-	825	846	
	Quebec City	Set fee	152	183	183	190	179	
		Market fee	-	-	-	955	982	
	ON	Windsor		749	879	781	781	662
		London		911	1,120	1,010	1,044	1,055
Kitchener			846	1,085	975	1,019	1,020	
Hamilton			807	1,052	931	977	825	
Brampton			977	1,128	1,050	1,146	955	
Mississauga			977	1,200	1,052	1,127	1,042	
Oakville			-	-	-	-	1,210	
Richmond Hill			-	-	-	-	1,100	
Vaughan			-	1,150	1,031	1,085	1,120	
Toronto			998	1,354	1,212	1,150	1,207	
Markham			-	1,120	1,017	1,078	1,180	
Ottawa			949	1,109	1,009	1,007	1,010	
MB	Winnipeg	Set fee	451	451	451	451	451	
		Market fee	-	-	1,400	982	963	
SK	Saskatoon		645	790	710	730	740	
	Regina		-	635	575	597	620	

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

Note: Collection of fee data began different years in different cities, hence, missing data.

<sup>1</sup> Most P/Ts do not have set fees. In four provinces, at least half the child care spaces are at a provincially set fee: QC, PE, MB, and NL.

**TABLE 30 continued.** Median monthly parent fees for preschool-age children in Canada's large cities.<sup>1</sup> (2014-2019).

P/T	City	Type of fee	2014 (\$)	2016 (\$)	2017(\$)	2018 (\$)	2019 (\$)
AB	Calgary		924	1,050	1,000	1,015	1,075
	Edmonton		746	891	885	835	875
	Lethbridge		-	-	-	-	830
BC	Vancouver		870	1,292	950	1,000	954
	Richmond			1,200	980	975	955
	Burnaby		755	1,200	840	900	850
	Surrey		868	920	800	850	850
	Kelowna		-	-	-	-	810
YT	Whitehorse		-	-	-	-	835
NT	Yellowknife		-	-	-	-	890
NU	Iqaluit		-	-	-	-	1,213

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

Note: Collection of fee data began different years in different cities, hence, missing data.

<sup>1</sup> Most P/Ts do not have set fees. In four provinces, at least half the child care spaces are at a provincially set fee: QC, PE, MB, and NL.

