

Canada-Wide for Early Learning and Childcare

November 2022

Canada 

New Brunswick
Nouveau
Brunswick
CANADA



Canada-Wide Agreement

- \$30 billion investment of the Federal Government over 5 years, 2021-2026 and \$8.3 billion afterwards
- December 13 2021, 5-year agreement of \$491 million for New Brunswick
- Building on the Designation Program



Federal Vision

Average reduction of parent costs for services of designated licensed Early Learning and Childcare facilities by 50% by the end of 2022

Establish an average of a 10\$ a day fee by 2025-2026 for all spaces in licensed and designated Early Learning facilities

Create more affordable high-quality licensed Early Learning and Childcare spaces

Address barriers preventing the delivery of inclusive and flexible Early Learning and Childcare Services

Build a strong baseline of common, publicly available data to measure progress, report to Canadians and help continuously improve the system

Value the early learning and childhood workforce and provide them with training and development opportunities

Provincial Vision

Our vision is to create a high quality Early Learning and Childcare system that families can count on and where each child receives the necessary services allowing them to reach their full potential



Canada-New Brunswick Agreement

What ?

Over 500 million dollars in investments to ensure access to high quality, affordable and inclusive Early Learning and Childcare.

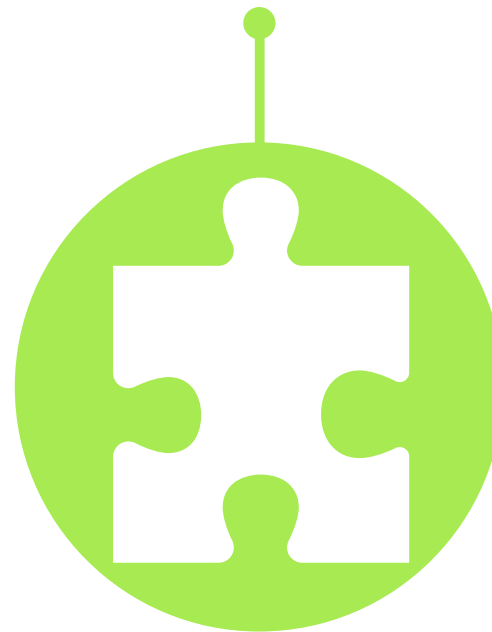


When ?

Signed in December 2021
Action Plan 2021-2023
Action Plan 2023-2026

Why ?

Supporting parents and ensuring quality early childhood education

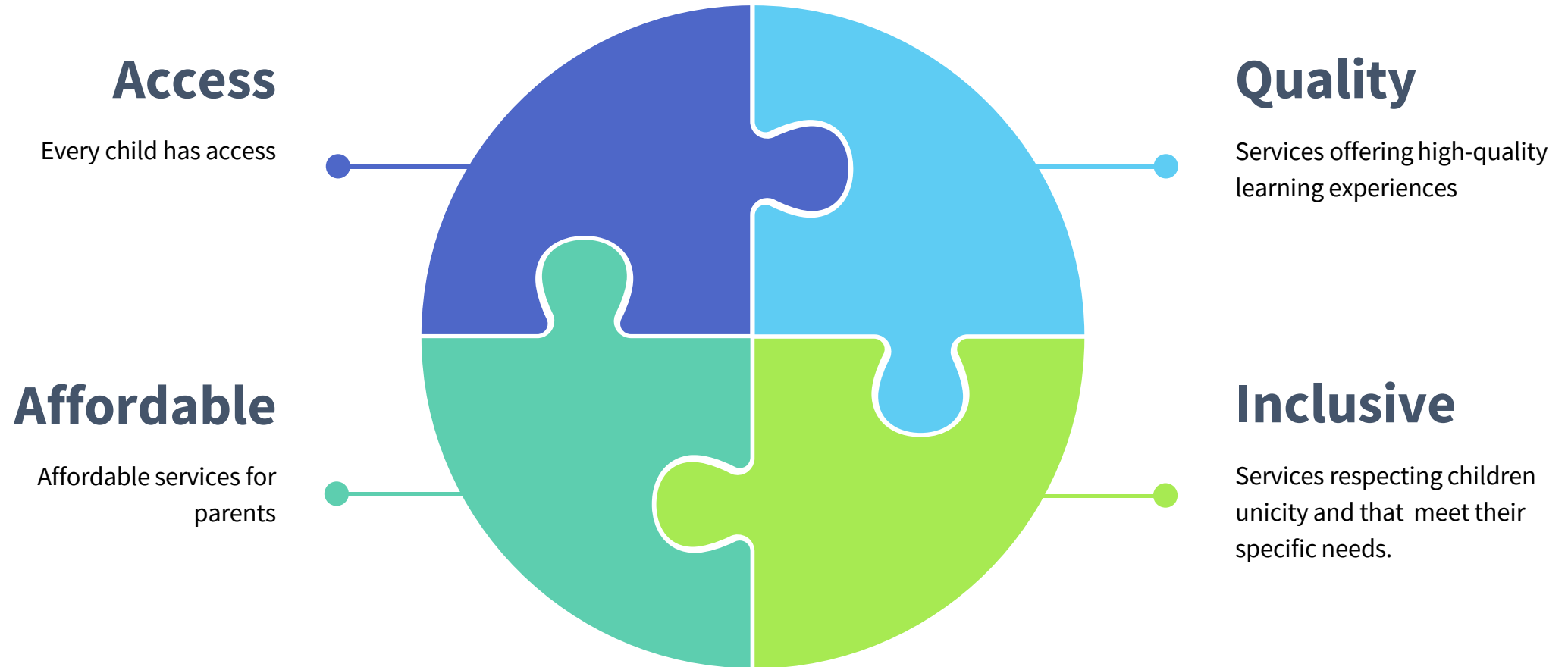


How ?

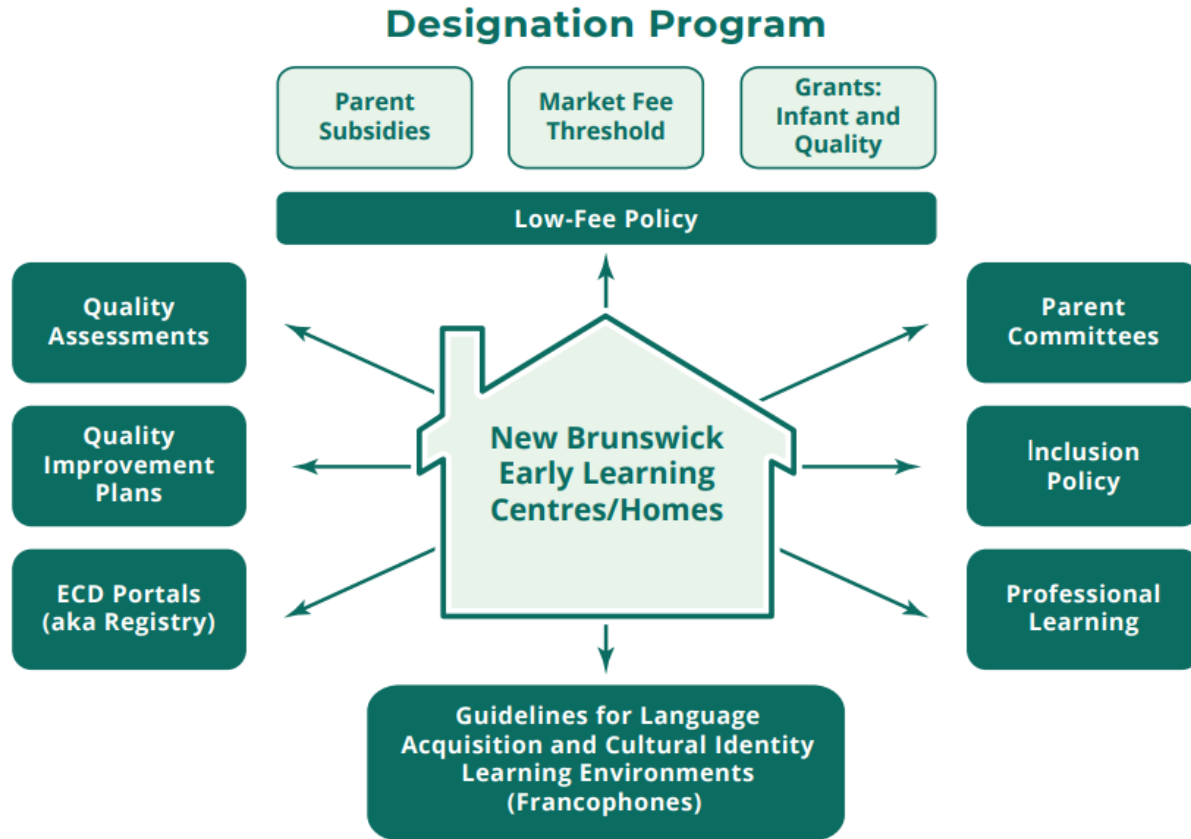
Reinforcing our early childhood education system

Canada-New Brunswick Agreement

Four Pillars of the Agreement



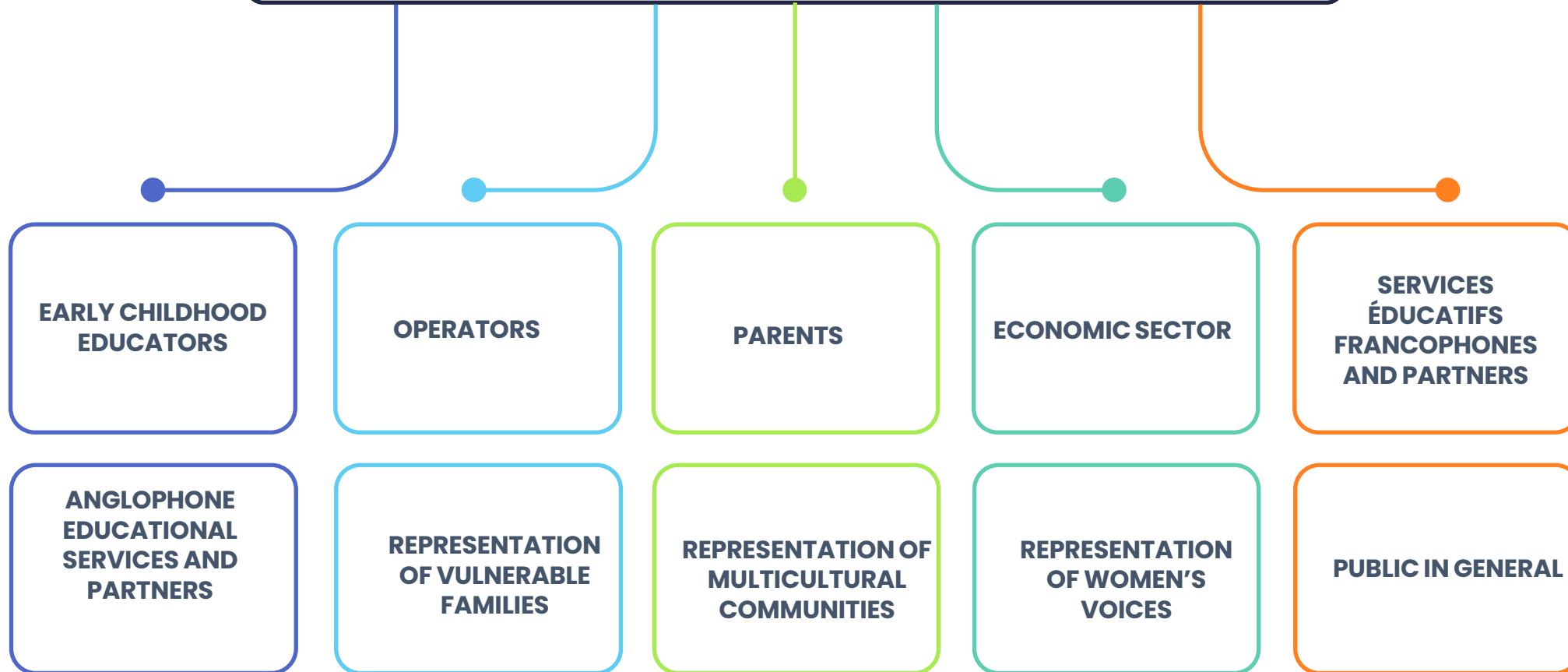
A foundation for success here in New Brunswick

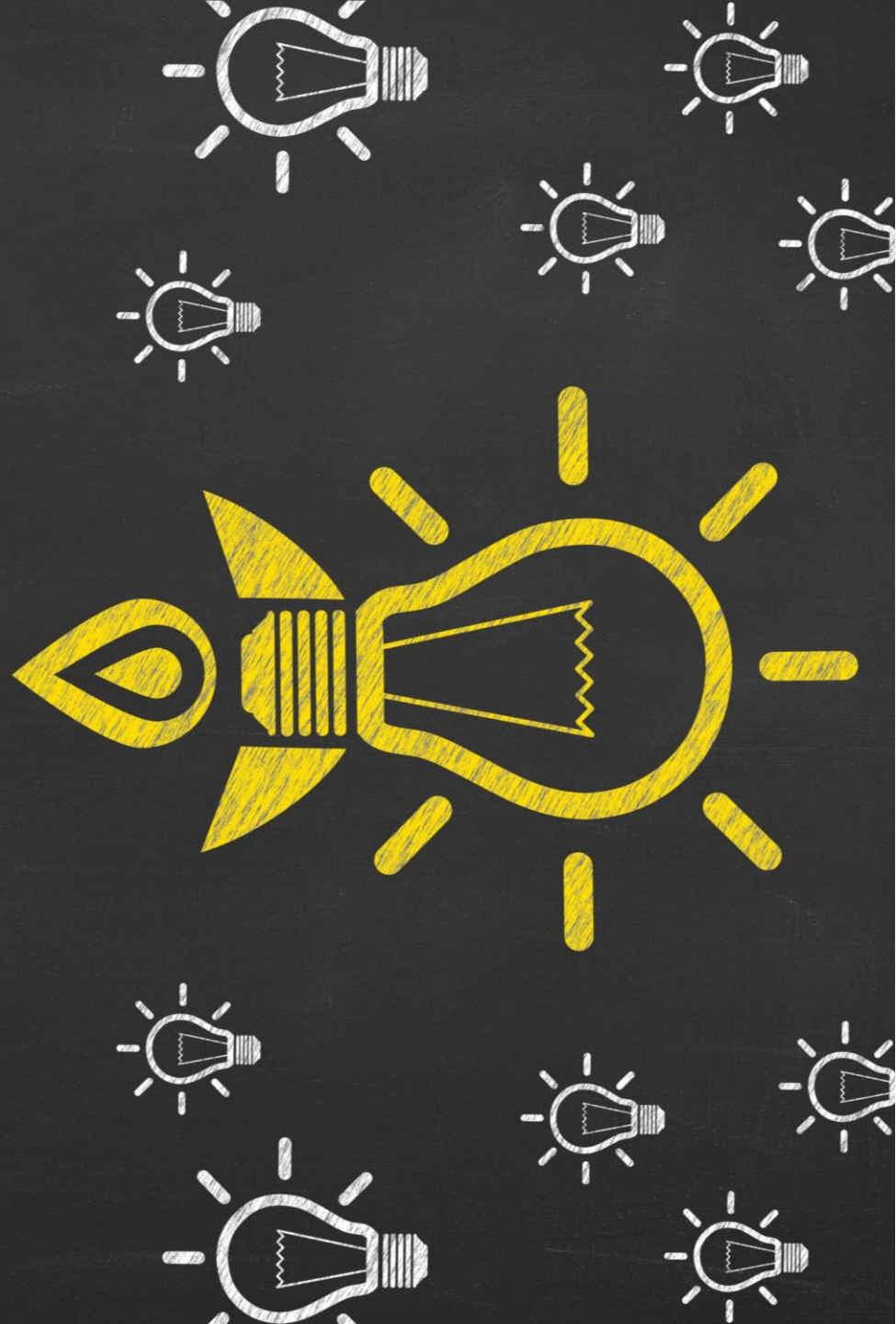




What we've heard
Phase 1
Engagement
Strategy

GROUPS ENGAGED





19 days

24 engagement sessions

18 individual interviews

12 briefs submitted (consultation email -community organizations, operators and 1 educator)

Represents close to 400 participants

2 surveys targeting parents benefiting from Early Childhood Services and public in general

Represents over 2 000 responses

Table of operators – 20 persons

Representation of ELCC facilities across the province and all type.

GENERAL OVERVIEW

THESE THEMES MIGHT NOT HAVE BEEN FREQUENT IN ONE GROUP, BUT CAME UP IN MANY GROUPS

- Transportation (duration of travelling)
- Financial sustainability of centres and support for learning materials
- Rethink the funding model for infants
- Propose alternative business models to operate early learning centers
- Funding support to open up new centres
- Review the process and support available for opening a new center
- Recruitment and retention
- Recognition of qualifications –especially for new comers
- Continuum of services (support services for centers and coordination/access to external services)
- Specialized professional development –i.e. : inclusion, individualized intervention plan, leadership, etc.
- Welcoming new comers –children, families and staff (providing ongoing support)
- Enhanced communication (educators/operators, educators/licensing, operators/licensing, ELCs/schools)



AFFORDABILITY

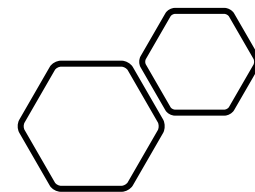
Affordability for All

- Average of 50% reduction of parent fees to be registered in a designated facility by December 2022
- Additional reduction of fees to an average of \$10 a day by 2026





ACCESSIBILITY





Creating New Spaces

- Research in 2022-2023:
 - Identify barriers and potential strategies to support a larger participation of not for profit facilities in a publicly managed system and
 - Include potential options for the next action plan
- Maximize the use of current spaces in facilities to use the 2,000 spaces currently not occupied
- Prioritizing not for profit and Early Learning and child care home.
- Policy 901 – Allocation of Spaces

Policy 901: Space Allocation for Designated Early Learning and Child Care Facilities Strategy

Statement of Purpose

The purpose of this project is to create a strategy and processes to **target the creation of new designated spaces** to meet the **needs of parents** in various New Brunswick communities.

Goals and objectives

Ensure access to quality, affordable, accessible and inclusive early learning and childcare services for the families of New Brunswick.

Ensure ELCC access to diverse and/or vulnerable children and families equivalent to or greater than their share of the population in the province or territory.

Must be responsive to diverse populations:

- Indigenous children
- Black and other racialized children
- Children of newcomers
- Official languages minority
- Vulnerable children (socioeconomic)

Policy 901

Allocation of Designated Early Learning and Child Care Spaces

Requirements and Standards

The Department will consider the **following criteria** (the Department reserves the right to include other factors, as required) in determining **where, how many and what type** of designated spaces are allocated.

1. Coverage needs by community
2. Community demand and waitlists
3. Infants spaces
4. Capacity to delivery service
5. Language needs of the community
6. Ability to support multiple communities
7. Inclusive access
8. Access to Indigenous communities



**INCLUSION and
DIVERSITY**

Inclusion and Diversity

- Federal definition: Vulnerable children and children from diverse populations
 - Children living in low-income
 - Indigenous children
 - Black and other racialized children
 - Children with disabilities and children needing enhanced supports
 - Children of new comers to Canada
 - Children from official language minorities

The number of spaces is equivalent or greater than the representation of these groups within New Brunswick's population.



ADDITIONAL MEASURES

FUNDING

31 new Inclusion Support Workers in 2022-2023
32 new Inclusion Support Workers on three-years (2023-2026)

1

CHILDREN AND SOCIOECONOMIC VULNERABILITY

Funding -100 fulltime seats in Early Learning and Childcare facilities for 4-year-old children from families on social assistance who would otherwise not have access

2

WORKFORCE

Overcome challenges related to recruitment and retention of Inclusion Support Workers

3

FIRST NATIONS

Collaborate with First Nations Communities and other partners to better understand the needs and establish a plan for Early Learning and Childcare services

4

QUALITY



REINFORCING THE WORKFORCE



SALARY GRID

Implement an ECE Salary Grid in consultation with the Early Learning and Childcare sector, at the latest in **2022-2023**. (levels of training, steps, recognition of years of experience.)

WORKFORCE

Develop and implement a strategy for attracting, recruiting and retaining staff in collaboration with the Early Learning and Childcare sector

RECOGNITION OF QUALIFICATIONS

Facilitate the recruitment of new Canadians to help close the gap in the early childhood workforce by leveraging qualification recognition mechanisms






ENHANCED FUNDING - SALARY

Enhance the funding for Early Childhood Educator's salaries in facilities who participate in the Designation Program

HIGH-SCHOOL PROGRAM

Enhance access to the *Introduction to Early Childhood Education* online course to francophone and anglophone high-school students (method of recruitment)

2021-2023 Action Plan : Accomplishments

	TARGETS		ACCOMPLISHMENTS
Raising Early Childhood Educator's Salary	Raise Early Childhood Educators salary by September 2022		The salary of Early Childhood Educators have been raised by 24% by April 1st 2022.
Early Childhood Educator Wage Grid	2 600 Early Childhood Educators will receive a raise in salary based on the Early Childhood Educator Wage Grid		April 1, 2022 –Salary raised for 3414 Early Childhood Educators. ECE Wage Grid will be effective November 1 st 2022
Fee Reduction for Parents	Reduce Fees by 50% on average by December 2022		Fees for parents have been reduced by 50% on average in June 2022. The average fee is presently \$12,82 per day.
Improve Access to Services	Fill 2 000 unoccupied spaces, created 500 new spaces, provide 10 capital funding grants to support not-for-profit spaces		All components are progressing.
Improve Access to Services	Prototype -100 children from low-income families will have access to a space in an early learning and childcare facility, 31 new children will have access to the Inclusion Support Program		31 new children have access to the Inclusion Support Program, all components of the prototype are progressing



**THANK
YOU**

