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EARLY CHILDHOOD SERVICES

The Early Childhood Services branch is responsible for the development, design and monitoring of all departmental early childhood and school-based programs and services.

We are pleased to share the New Brunswick 2015-2016 Child Day Care Services Annual Statistical Report. The information contained in this report will provide the user with an overview of Child Day Care Services in New Brunswick.

This report provides a profile of New Brunswick Child Day Care Services for 2015-2016 and in some cases data from previous fiscal years so the user will be able to track trends. It reports on programs that support the child day care facilities and the families and children who access child day care services in New Brunswick. It also provides a picture of the investments that Education and Early Childhood Development has made in child day care services during this reporting period.

The Child Day Care Services Program is responsible for representing the public interest in matters related to the safety and healthy development of young children from birth to 12 years of age who are in non-parental child day care arrangements primarily while their parents are working, studying or in training. Child Day Care Services are legislated under Part II of the Family Services Act, Day Care Regulation 83-85 and the Child Day Care Facilities Operator Standards.
Regulated Facilities and Spaces

March 31, 2016
815 facilities
26,851 spaces

Anglophone Sector
481 facilities
16,071 spaces

Francophone Sector
334 facilities
10,780 spaces

Day Care Facilities

Day Care Spaces
**Facility type**

**March 31, 2016**

188 Community Day Care Homes  
627 Day Care Centres

<table>
<thead>
<tr>
<th>Facility Type</th>
<th>Anglophone Sector</th>
<th>Francophone Sector</th>
</tr>
</thead>
<tbody>
<tr>
<td>Community Day Care Homes</td>
<td>96</td>
<td>92</td>
</tr>
<tr>
<td>Day Care Centres</td>
<td>385</td>
<td>242</td>
</tr>
</tbody>
</table>

![Bar chart showing facility types](chart.png)
Facilities Opened and Closed

March 31, 2016
117 Opening Facilities
84 Closing Facilities

Anglophone Sector
62 Opening Facilities
47 Closing Facilities

Francophone Sector
55 Opening Facilities
37 Closing Facilities
Auspice

March 31, 2016
220 Not-for-profit Facilities
595 For profit Facilities

Anglophone Sector
145 Not-for-profit Facilities
336 For profit Facilities

Francophone Sector
75 Not-for-profit Facilities
259 For profit Facilities
Child Care Spaces by Age Category

Estimated total number of available spaces per age group
(Community day care homes are included in this figure)

March 31, 2016
26,851 total spaces
2,116 spaces for infants
10,772 spaces for preschool-aged children
13,963 spaces for school-aged children

Anglophone Sector
16,071 total spaces
1,270 spaces for infants
6,670 spaces for preschool-aged children
8,131 spaces for school-aged children

Francophone Sector
10,780 total spaces
846 spaces for infants
4,102 spaces for preschool-aged children
5,832 spaces for school-aged children
Child Care Spaces by School District

Estimated total number of available spaces per school district
(Community day care homes are included)

March 31, 2016

1,084 Anglophone School District North (ASD-N)
4,938 Anglophone School District South (ASD-S)
4,676 Anglophone School District East (ASD-E)
5,373 Anglophone School District West (ASD-W)
3,265 District scolaire francophone Nord-Est (DSF-NE)
1,999 District scolaire francophone Nord-Ouest (DSF-NO)
5,516 District scolaire francophone Sud (DSF-S)

26,851 Total Spaces

**2012-2013 was the first year daycare information was available by school district.**
**Child Care Spaces by Age and School District**

*Estimated total number of available spaces per age group*

*(Community day care homes are included)*

<table>
<thead>
<tr>
<th>March 31, 2016</th>
<th>ASD-N</th>
<th>ASD-S</th>
<th>ASD-E</th>
<th>ASD-W</th>
<th>DSF-NE</th>
<th>DSF-NO</th>
<th>DSF-S</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Infant</td>
<td>110</td>
<td>385</td>
<td>377</td>
<td>398</td>
<td>211</td>
<td>201</td>
<td>434</td>
<td>2,116</td>
</tr>
<tr>
<td>Preschool</td>
<td>540</td>
<td>2,073</td>
<td>1,756</td>
<td>2,301</td>
<td>1,282</td>
<td>712</td>
<td>2,108</td>
<td>10,772</td>
</tr>
<tr>
<td>School-aged</td>
<td>434</td>
<td>2,480</td>
<td>2,543</td>
<td>2,674</td>
<td>1,772</td>
<td>1,086</td>
<td>2,974</td>
<td>13,963</td>
</tr>
<tr>
<td>Total spaces</td>
<td>1,084</td>
<td>4,938</td>
<td>4,676</td>
<td>5,373</td>
<td>3,265</td>
<td>1,999</td>
<td>5,516</td>
<td>26,851</td>
</tr>
</tbody>
</table>

![Bar chart showing the distribution of child care spaces by age and school district]
Language of Service by Facilities

All Facilities
- 56% English
- 38% French
- 6% Bilingual

Anglophone Sector
- 93.97% English
- 6.03% Bilingual

Francophone Sector
- 92.81% French
- 7.19% Bilingual
Estimated Average Cost of Care (QIFS Applications)

*Estimated daily cost of full time care*

<table>
<thead>
<tr>
<th></th>
<th>March 10 10/11 QIFS Applications</th>
<th>March 11 11/12 QIFS Applications</th>
<th>March 12 12/13 QIFS Applications</th>
<th>March 13 13/14 QIFS Applications</th>
<th>March 14 14/15 QIFS Applications</th>
<th>March 15 15/16 QIFS Applications</th>
<th>March 16 16/17 QIFS Applications</th>
</tr>
</thead>
<tbody>
<tr>
<td>Infants</td>
<td>$29.03</td>
<td>$30.27</td>
<td>$31.50</td>
<td>$32.01</td>
<td>$32.62</td>
<td>$33.35</td>
<td>$33.89</td>
</tr>
<tr>
<td>Preschool</td>
<td>$24.62</td>
<td>$26.17</td>
<td>$27.02</td>
<td>$27.35</td>
<td>$27.63</td>
<td>$28.11</td>
<td>$28.91</td>
</tr>
<tr>
<td>School-aged</td>
<td>$14.28</td>
<td>$14.71</td>
<td>$15.02</td>
<td>$15.36</td>
<td>$15.53</td>
<td>$15.72</td>
<td>$16.22</td>
</tr>
</tbody>
</table>

![Bar chart showing the estimated average cost of care for Infants, Preschool, and School-aged from 2010-2011 to 2016-2017.]
## Estimated Average Cost of Care
(2016-2017 QIFS Applications)

*Estimated daily cost of full time care*

<table>
<thead>
<tr>
<th></th>
<th>All facilities</th>
<th>Anglophone Sector</th>
<th>Francophone Sector</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Infant</strong></td>
<td>$33.89</td>
<td>$34.34</td>
<td>$33.34</td>
</tr>
<tr>
<td><strong>Preschool</strong></td>
<td>$28.91</td>
<td>$29.36</td>
<td>$28.35</td>
</tr>
<tr>
<td><strong>School-Aged</strong></td>
<td>$16.22</td>
<td>$16.81</td>
<td>$15.44</td>
</tr>
</tbody>
</table>
## Estimated Average Cost of Care by School District

<table>
<thead>
<tr>
<th>School District</th>
<th>Infant</th>
<th>Preschool</th>
<th>School-Aged</th>
</tr>
</thead>
<tbody>
<tr>
<td>ASD-N</td>
<td>$32.82</td>
<td>$28.33</td>
<td>$14.68</td>
</tr>
<tr>
<td>ASD-S</td>
<td>$35.88</td>
<td>$29.73</td>
<td>$16.27</td>
</tr>
<tr>
<td>ASD-E</td>
<td>$34.95</td>
<td>$30.09</td>
<td>$19.01</td>
</tr>
<tr>
<td>ASD-W</td>
<td>$33.43</td>
<td>$28.67</td>
<td>$16.04</td>
</tr>
<tr>
<td>DSF-NE</td>
<td>$30.27</td>
<td>$26.05</td>
<td>$13.79</td>
</tr>
<tr>
<td>DSF-NO</td>
<td>$32.06</td>
<td>$27.53</td>
<td>$13.25</td>
</tr>
<tr>
<td>DSF-S</td>
<td>$35.28</td>
<td>$29.56</td>
<td>$17.80</td>
</tr>
</tbody>
</table>

The diagram visually represents the average costs for each school district, showing the costs for Infant, Preschool, and School-Aged categories.
Recognized Early Childhood Education Training Profile

- Of the estimated 4,072 educators employed at approved child day care facilities in 2015-2016;
  - Approximately 2,046 (50%) educators receive the “recognized training” hourly wage rate of $5.00 (their training includes recognized Early Childhood Education certificates and university degrees of any discipline).
  - Approximately 1,701 educators hold either a BEd, recognized Early Childhood Education, and/or university degrees in child study (42%)
    - Of those 1,701, approximately 1,486 educators hold a recognized Early Childhood Education certificate (36%)
- Approximately 2,026 (50%) educators are considered untrained and receive the hourly wage rate of $3.07 or $2.75.

<table>
<thead>
<tr>
<th></th>
<th>All Staff</th>
<th>Anglophone Sector</th>
<th>Francophone Sector</th>
</tr>
</thead>
<tbody>
<tr>
<td>BEd, recognized ECE and/or university degrees in child study</td>
<td>1,701</td>
<td>1,260</td>
<td>441</td>
</tr>
<tr>
<td>Recognized ECE certificate</td>
<td>1,486</td>
<td>1,090</td>
<td>396</td>
</tr>
<tr>
<td>Educators receiving “recognized training” hourly wage of $5.00</td>
<td>2,046</td>
<td>1,515</td>
<td>531</td>
</tr>
</tbody>
</table>

![Bar chart showing the distribution of trained and untrained educators across Anglophone and Francophone sectors.](chart.png)
## Staff Profile – Training Status

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of educators</td>
<td>3,125</td>
<td>3,261</td>
<td>3,365</td>
<td>3,365</td>
<td>3,864</td>
<td>4,072</td>
</tr>
<tr>
<td>Trained</td>
<td>1,272 (40%)</td>
<td>1,547 (47%)</td>
<td>1,585 (47%)</td>
<td>1,735 (48%)</td>
<td>1,895 (49%)</td>
<td>2,046 (50%)</td>
</tr>
<tr>
<td>Untrained</td>
<td>1,853 (60%)</td>
<td>1,714 (53%)</td>
<td>1,780 (53%)</td>
<td>1,876 (52%)</td>
<td>1,969 (51%)</td>
<td>2,026 (50%)</td>
</tr>
</tbody>
</table>

![Graph showing the percentage of trained and untrained staff from 2010-11 to 2015-16]
Staff Profile - Training Status by Sector

<table>
<thead>
<tr>
<th></th>
<th>Anglophone Sector</th>
<th>Francophone Sector</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Number of educators</strong></td>
<td>2,668</td>
<td>1,404</td>
</tr>
<tr>
<td><strong>Trained</strong></td>
<td>1,515 (57%)</td>
<td>531 (38%)</td>
</tr>
<tr>
<td><strong>Untrained</strong></td>
<td>1,153 (43%)</td>
<td>873 (62%)</td>
</tr>
</tbody>
</table>

- **Anglophone Sector**: 57% trained, 43% untrained
- **Francophone Sector**: 38% trained, 62% untrained
### Staff Wages

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>All eligible staff</strong></td>
<td>$15.59</td>
<td>$15.71</td>
<td>$15.88</td>
<td>$16.08</td>
<td>$17.52</td>
<td>$16.66</td>
</tr>
<tr>
<td><strong>Administrator</strong></td>
<td>$18.77</td>
<td>$18.96</td>
<td>$19.41</td>
<td>$19.65</td>
<td>$20.64</td>
<td>$22.09</td>
</tr>
<tr>
<td><strong>Administrator/primary staff</strong></td>
<td>$17.16</td>
<td>$16.99</td>
<td>$17.17</td>
<td>$17.47</td>
<td>$17.83</td>
<td>$18.43</td>
</tr>
<tr>
<td><strong>Primary staff</strong></td>
<td>$14.67</td>
<td>$15.30</td>
<td>$15.38</td>
<td>$15.57</td>
<td>$15.97</td>
<td>$16.16</td>
</tr>
</tbody>
</table>

**The provincial minimum wage increased to $10.00/hour in April 1, 2012.**

**The provincial minimum wage increased to $10.30/hours in December 31, 2014.**
### Staff Wages

#### Average hourly wage UNTRAINED employees

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>All eligible staff</td>
<td>$12.59</td>
<td>$13.28</td>
<td>$13.48</td>
<td>$13.68</td>
<td>$15.10</td>
<td>$14.26</td>
</tr>
<tr>
<td>Administrator</td>
<td>$16.34</td>
<td>$17.21</td>
<td>$18.35</td>
<td>$18.96</td>
<td>$17.71</td>
<td>$19.16</td>
</tr>
<tr>
<td>Administrator/primary staff</td>
<td>$14.43</td>
<td>$14.98</td>
<td>$15.38</td>
<td>$15.06</td>
<td>$15.42</td>
<td>$16.02</td>
</tr>
<tr>
<td>Primary staff</td>
<td>$12.46</td>
<td>$13.11</td>
<td>$13.28</td>
<td>$13.42</td>
<td>$13.90</td>
<td>$14.11</td>
</tr>
</tbody>
</table>

**The provincial minimum wage increased to $10.00/hour in April 1, 2012.**

**The provincial minimum wage increased to $10.30/hours in December 31, 2014.**
Trained Staff Profile By Sector (2015-2016)

Estimated 4,072 educators in 2015-2016 (as of March 31, 2016) were employed at approved child day care facilities across the province. One individual educator may be employed at more than one licensed facility (i.e. preschool and after school) and therefore could represent two positions/educators.

Average hourly wage amounts include QIFS wage enhancements of $2.75/hour or $3.07/hour untrained and $5.00/hour trained.

<table>
<thead>
<tr>
<th>Trained hourly wage</th>
<th>All Staff</th>
<th>Anglophone Sector</th>
<th>Francophone Sector</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Eligible Staff</td>
<td>$16.66</td>
<td>$16.51</td>
<td>$17.11</td>
</tr>
<tr>
<td>Administrators</td>
<td>$22.09</td>
<td>$21.52</td>
<td>$23.97</td>
</tr>
<tr>
<td>Administrators/Primary Staff</td>
<td>$18.43</td>
<td>$18.02</td>
<td>$19.09</td>
</tr>
<tr>
<td>Primary Staff</td>
<td>$16.16</td>
<td>$16.12</td>
<td>$16.29</td>
</tr>
</tbody>
</table>

**The provincial minimum wage increased to $10.00/hour in April 1, 2012.**

**The provincial minimum wage increased to $10.30/hours in December 31, 2014.**
Untrained Staff Profile By Sector (2015-2016)

<table>
<thead>
<tr>
<th>Untrained hourly wage</th>
<th>All Staff</th>
<th>Anglophone Sector</th>
<th>Francophone Sector</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Eligible Staff</td>
<td>$14.26</td>
<td>$14.26</td>
<td>$14.26</td>
</tr>
<tr>
<td>Administrators</td>
<td>$19.16</td>
<td>$19.50</td>
<td>$16.75</td>
</tr>
<tr>
<td>Administrators/Primary Staff</td>
<td>$16.02</td>
<td>$16.67</td>
<td>$15.49</td>
</tr>
<tr>
<td>Primary Staff</td>
<td>$14.11</td>
<td>$14.08</td>
<td>$14.15</td>
</tr>
</tbody>
</table>

**The provincial minimum wage increased to $10.00/hour in April 1, 2012.**

**The provincial minimum wage increased to $10.30/hours in December 31, 2014.**
### Staff Turnover Rates 2009-2016

<table>
<thead>
<tr>
<th>Year</th>
<th># employees left - Overall</th>
<th>Percent</th>
<th># employees left - Trained</th>
<th>Percent</th>
<th># employees left - Untrained</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008-2009</td>
<td>901</td>
<td>26.5%</td>
<td>213</td>
<td>18.8%</td>
<td>688</td>
<td>26.5%</td>
</tr>
<tr>
<td>2009-2010</td>
<td>1018</td>
<td>26.7%</td>
<td>342</td>
<td>22.9%</td>
<td>676</td>
<td>43.9%</td>
</tr>
<tr>
<td>2010-2011</td>
<td>1048</td>
<td>26.3%</td>
<td>347</td>
<td>21.2%</td>
<td>701</td>
<td>29.8%</td>
</tr>
<tr>
<td>2011-2012</td>
<td>1012</td>
<td>24.7%</td>
<td>409</td>
<td>21.2%</td>
<td>603</td>
<td>27.9%</td>
</tr>
<tr>
<td>2012-2013</td>
<td>980</td>
<td>23.5%</td>
<td>415</td>
<td>20.6%</td>
<td>565</td>
<td>26.2%</td>
</tr>
<tr>
<td>2013-2014</td>
<td>1144</td>
<td>25.8%</td>
<td>502</td>
<td>23.3%</td>
<td>642</td>
<td>28.2%</td>
</tr>
<tr>
<td>2014-2015</td>
<td>1482</td>
<td>29.2%</td>
<td>611</td>
<td>25.2%</td>
<td>871</td>
<td>32.7%</td>
</tr>
<tr>
<td>2015-2016</td>
<td>1,246</td>
<td>27.6%</td>
<td>600</td>
<td>26.4%</td>
<td>646</td>
<td>28.9%</td>
</tr>
</tbody>
</table>

*Across all sectors (Anglophone and Francophone) excluding Relief staff.*
DAY CARE ASSISTANCE PROGRAM

The Day Care Assistance Program is designed to help New Brunswick families obtain the best possible child care for their children. This program offers parents or guardians financial assistance to help them access an approved, licensed day care facility. If parents or guardian have no access to a child day care facility, either because they work evenings, nights or weekends or because there is no licensed child day care facility near where they live they can obtain private child care through the Alternative Child Care Program.

Maximum Daily Rates
As of October 2014

- Infants - $28.50 / day
- Preschool - $24.25 / day
- School Age - $12.75 / day

Take-Up

- 6,007 children in approved child day care facilities benefited from the Day Care Assistance Program in 2015-2016.
LICENSING AND MONITORING PERFORMANCE INDICATORS

In New Brunswick, a Certificate of Approval is required to operate a day care facility. Certificates of Approval are issued for a twelve month period. However, under specific conditions, a temporary approval may be issued for a designated period of time, not to exceed six months.

Early Childhood Services Coordinators approve and monitor the child day care facilities, investigate complaints and provide program support. The approval and renewal process ensures minimal standards of health, safety and well-being for young children in non-parental care.

The chart below indicates the annual average percentage of facilities by region operating with a valid Certificate of Approval. A valid Certificate of Approval is an indicator that the day care facility has been inspected and is in compliance with the Day Care Regulation 83-85 prior to expiry of their current Certificate.

**Number of Regular and Temporary Certificates Issued by District 2015-2016**
Number of Complaints of Regulated and Unlicensed Child Day Cares by School District 2015-2016

The following chart represents the number of complaints filed during the 2015-2016 fiscal year.

**This chart is based on caseload distribution by region rather than on the physical location of the day care facilities.**
DEFINITIONS

Administrator means a person appointed by an operator who works on-site at the facility and supervises the day-to-day activities. Administrators may also own the facility and have the title: Operator, Director, or Manager.

Administrator/primary staff is a person who is the facility administrator and spends seventy-five percent or more of their time at the day care facility providing day care services directly to children. A community day care home operator would be considered to be administrator/primary staff.

Age Categories: In child day care services, there are three program types that serve different groups of children:
- Infant – serves children under the age of two years old;
- Preschool – serves children (over 2 years old) who are not yet enrolled in kindergarten;
- School age – serves children who are enrolled in school.

Approved means the day care facility has been issued an approval to operate from the Minister of Education and Early Childhood Development.

Child day care facility refers to both a day care center and a community day care home.

Community day care home means a home in which day care services are provided for 6 or less children between the ages of infants through 12 years of age.

Day care centre means a facility in which day care services are provided for 7 or more children of a combination of ages (infants through 12 years of age).

Day care services mean the care and supervision of a child for a period of less than twenty-four hours in a day care facility.

Eligible employees are primary staff members, administrator/primary staff, on-site administrators, and relief staff.

Employee means a person who performs work for or supplies services to an employer for wages.
**Primary staff member** means (a) an operator, or (b) a person employed in a day care facility that spends seventy-five percent or more of their time at the daycare facility providing day care services directly to children. This is a permanent position.

**Recognized Early Children Education Training** means the completion of early childhood education training through a program or institution recognized by the Department of Education and Early Childhood Development.

**Relief worker** is a person who is hired on an irregular, casual basis to fill a full time or part-time permanent position of a primary staff member who is unable to work for any reason.

**Wage** is money paid to an employee for work done that is usually figured on an hourly, daily, or piecework basis.