Table of Contents

EARLY CHILDHOOD SERVICES .................................................................................................................. 3

NEW BRUNSWICK EARLY LEARNING AND CHILDCARE SERVICES PROFILE
- Regulated Facilities and Spaces .................................................................................................................. 4
- Facility type .................................................................................................................................................. 5
- Facilities Openings and Closures ................................................................................................................. 6
- Auspice ......................................................................................................................................................... 7
- Early Learning and Childcare Spaces by Age Category .............................................................................. 8
- Early Learning and Childcare Spaces by School District ........................................................................... 9
- Early Learning and Childcare Spaces by Age and School District .............................................................. 10
- Language of Service by Facilities ............................................................................................................... 11
- Estimated Average Cost of Care .................................................................................................................. 12
- Estimated Average Cost of Care by Sector .................................................................................................. 13
- Estimated Average Cost of Care by School District .................................................................................. 14

QUALITY IMPROVEMENT FUNDING SUPPORT
- Recognized Early Childhood Education Training Profile ............................................................................ 15
- Staff Profile – Training Status ....................................................................................................................... 16
- Staff Profile – Training Status by Sector ....................................................................................................... 17
- Staff Wages - Trained .................................................................................................................................... 18
- Staff Wages - Untrained ............................................................................................................................... 19
- Trained Staff Profile by Sector ..................................................................................................................... 20
- Untrained Staff Profile by Sector ................................................................................................................ 21
- Staff Turnover Rates ..................................................................................................................................... 22

DAY CARE ASSISTANCE
- Maximum Daily Rates ............................................................................................................................... 23
- Take-up ......................................................................................................................................................... 23

LICENSING AND MONITORITING PERFORMANCE INDICATORS
- Licensed and Unlicensed Early Learning and Childcare Facilities by School District - Complaints ............... 24

DEFINITIONS ............................................................................................................................................... 25
EARLY CHILDHOOD SERVICES

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

We are pleased to share the New Brunswick 2017-2018 Early Learning and Childcare Services Annual Statistical Report. The information contained in this report will provide the user with an overview of early learning and childcare services in New Brunswick.

This report provides a profile of 2017-2018 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 early learning and childcare facilities and the families and children who access these services in New Brunswick. It also provides a picture of the investments that the Department of Education and Early Childhood Development is making in early childhood and school-based childcare programs and services.

The Early Learning and Childcare Services branch 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 Early Learning and Childcare arrangements primarily while their parents are working, studying or in training.

We are pleased to that all of early learning and childcare services and programs are now legislated under the Early Childhood Services Act proclaimed February 01, 2018.
Regulated Facilities and Spaces

March 31, 2018
852 facilities
28,851 spaces

Anglophone Sector
512 facilities
17,586 spaces

Francophone Sector
340 facilities
11,265 spaces

Early Learning and Childcare Facilities

Early Learning and Childcare Spaces
Facility type

March 31, 2018

194 Early Learning and Childcare Homes
658 Early Learning and Childcare Centres

Anglophone Sector
102 Early Learning and Childcare Homes
410 Early Learning and Childcare Centres

Francophone Sector
92 Early Learning and Childcare Homes
248 Early Learning and Childcare Centres

0 100 200 300 400 500 600
Francophone Sector
Anglophone Sector
0 100 200 300 400 500 600
Francophone Sector
Anglophone Sector

Total
ELC Centre
ELC Home
Facilities Openings and Closures

March 31, 2018
83 Openings 60 Closures

Anglophone Sector
54 Openings
31 Closures

Francophone Sector
29 Openings
29 Closures

Anglophone Sector
Francophone Sector
Auspice

March 31, 2018
224 Not-for-profit Facilities
627 For profit Facilities

Anglophone Sector
144 Not-for-profit Facilities
368 For profit Facilities

Francophone Sector
80 Not-for-profit Facilities
259 For profit Facilities
Early Learning and Childcare Spaces by Age Category

Estimated total number of available spaces per age group
(Early Learning and Childcare homes are included in this figure)

March 31, 2018
28,851 total spaces
2,257 spaces for infants
11,405 spaces for preschool-aged children
15,189 spaces for school-aged children

Anglophone Sector
17,586 total spaces
1,406 spaces for infants
7,148 spaces for preschool-aged children
9,032 spaces for school-aged children

Francophone Sector
11,265 total spaces
851 spaces for infants
4,257 spaces for preschool-aged children
6,157 spaces for school-aged children
Early Learning and Childcare Spaces by School District

Estimated total number of available spaces per school district
(Early Learning and Childcare homes are included)

March 31, 2018

<table>
<thead>
<tr>
<th>School District</th>
<th>Estimated Total Number of Available Spaces</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anglophone School District North (ASD-N)</td>
<td>1,213</td>
</tr>
<tr>
<td>Anglophone School District South (ASD-S)</td>
<td>5,497</td>
</tr>
<tr>
<td>Anglophone School District East (ASD-E)</td>
<td>4,836</td>
</tr>
<tr>
<td>Anglophone School District West (ASD-W)</td>
<td>6,040</td>
</tr>
<tr>
<td>District scolaire francophone Nord-Est (DSF-NE)</td>
<td>3,051</td>
</tr>
<tr>
<td>District scolaire francophone Nord-Ouest (DSF-NO)</td>
<td>2,118</td>
</tr>
<tr>
<td>District scolaire francophone Sud (DSF-S)</td>
<td>6,096</td>
</tr>
<tr>
<td><strong>Total Spaces</strong></td>
<td><strong>28,851</strong></td>
</tr>
</tbody>
</table>

Anglophone Districts:
- ASD-N: 34%
- ASD-S: 7%
- ASD-E: 31%
- ASD-W: 28%

Francophone Districts:
- DSF-NE: 54%
- DSF-NO: 19%
- DSF-S: 27%

**2012-2013 was the first year early learning and childcare information was available by school district.**
### Early Learning and Childcare Spaces by Age and School District

Estimated total number of available spaces per age group  
*Early Learning and Childcare homes are included*

<table>
<thead>
<tr>
<th>March 31, 2018</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>133</td>
<td>410</td>
<td>413</td>
<td>450</td>
<td>211</td>
<td>193</td>
<td>447</td>
<td>2,257</td>
</tr>
<tr>
<td>Preschool</td>
<td>577</td>
<td>2,238</td>
<td>1,772</td>
<td>2,561</td>
<td>1,126</td>
<td>776</td>
<td>2,355</td>
<td>11,405</td>
</tr>
<tr>
<td>School-aged</td>
<td>503</td>
<td>2,849</td>
<td>2,651</td>
<td>3,029</td>
<td>1,714</td>
<td>1,149</td>
<td>3,294</td>
<td>15,189</td>
</tr>
<tr>
<td><strong>Total spaces</strong></td>
<td><strong>1,213</strong></td>
<td><strong>5,497</strong></td>
<td><strong>4,836</strong></td>
<td><strong>6,040</strong></td>
<td><strong>3,051</strong></td>
<td><strong>2,118</strong></td>
<td><strong>6,096</strong></td>
<td><strong>28,851</strong></td>
</tr>
</tbody>
</table>

![Bar chart showing available spaces by age and school district](chart.png)

- **ASD-N**: ASD-N 133, ASD-S 410, ASD-E 413, ASD-W 450, DSF-NE 211, DSF-NO 193, DSF-S 447
- **ASD-S**: ASD-S 410, 2,238, 1,772, 2,561, 1,126, 776, 2,355
- **ASD-E**: ASD-E 413, 1,772, 2,651, 3,029, 1,714, 1,149, 3,294
- **ASD-W**: ASD-W 450, 2,561, 3,029, 2,651, 3,029, 1,714, 1,149
- **DSF-NE**: DSF-NE 211, 1,126, 1,714, 2,561, 1,714, 1,126, 776
- **DSF-NO**: DSF-NO 193, 776, 1,149, 2,561, 1,149, 776, 2,355
- **DSF-S**: DSF-S 447, 2,355, 3,294, 2,849, 3,294, 2,355, 1,930

Legend:
- Blue: Infant
- Red: Preschool
- Green: School aged Children
**Language of Service by Facilities**

**All Facilities**
- 56% English
- 37% French
- 7% Bilingual

**Anglophone Sector**
- 93.16% English
- 6.84% Bilingual

**Francophone Sector**
- 91.76% French
- 8.24% Bilingual
## Estimated Average Cost of Care (QIFS Applications)

*Estimated daily cost of full time care*

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Infants</td>
<td>$32.01</td>
<td>$32.62</td>
<td>$33.35</td>
<td>$33.89</td>
<td>$34.49</td>
<td>$35.45</td>
</tr>
<tr>
<td>Preschool</td>
<td>$27.35</td>
<td>$27.63</td>
<td>$28.11</td>
<td>$28.91</td>
<td>$29.80</td>
<td>$30.97</td>
</tr>
<tr>
<td>After-School</td>
<td>$15.36</td>
<td>$15.53</td>
<td>$15.72</td>
<td>$16.22</td>
<td>$17.42</td>
<td>$18.45</td>
</tr>
</tbody>
</table>

### Graph

The graph shows the estimated average cost of care in full-time care for infants, preschool, and after-school programs from March 2013 to March 2018. The costs are presented for each year, illustrating the trend and change over time.

- **School-aged**
- **Preschool**
- **Infant**
Estimated Average Cost of Care by Sector
(2018-2019 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>Infant</td>
<td>$35.45</td>
<td>$35.79</td>
<td>$35.01</td>
</tr>
<tr>
<td>Preschool</td>
<td>$30.97</td>
<td>$31.80</td>
<td>$29.79</td>
</tr>
<tr>
<td>School-Aged</td>
<td>$18.45</td>
<td>$18.85</td>
<td>$17.93</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>$33.71</td>
<td>$28.86</td>
<td>$16.90</td>
</tr>
<tr>
<td>ASD-S</td>
<td>$37.47</td>
<td>$33.04</td>
<td>$18.56</td>
</tr>
<tr>
<td>ASD-E</td>
<td>$36.08</td>
<td>$31.92</td>
<td>$21.86</td>
</tr>
<tr>
<td>ASD-W</td>
<td>$35.10</td>
<td>$31.59</td>
<td>$17.53</td>
</tr>
<tr>
<td>DSF-NE</td>
<td>$34.19</td>
<td>$28.54</td>
<td>$16.10</td>
</tr>
<tr>
<td>DSF-NO</td>
<td>$32.05</td>
<td>$27.33</td>
<td>$15.81</td>
</tr>
<tr>
<td>DSF-S</td>
<td>$36.46</td>
<td>$31.26</td>
<td>$19.78</td>
</tr>
</tbody>
</table>

![Bar chart showing estimated average cost of care by school district](chart.png)
Recognized Early Childhood Education Training Profile

- Of the estimated 4,837 educator positions at approved early learning and childcare facilities in 2017-2018;
  - Approximately 2,248 (46%) educator positions receive the “recognized training” hourly wage rate of $5.00 (their training includes recognized Early Childhood Education certificates or diplomas and university degrees of any discipline).
  - Approximately 1,832 (38%) educator positions hold a B.Ed., a recognized Early Childhood Education certificate or diploma, and/or a university degree in child study.
    - Of those 1,832 educator positions, approximately 1,666 (34%) educator positions hold a recognized Early Childhood Education certificate or diploma.
- Approximately 2,589 (54%) educator positions are considered untrained and receive the hourly wage enhancement rate of $3.15 or $2.75.

<table>
<thead>
<tr>
<th>B.Ed., recognized ECE and/or university degree in child study</th>
<th>All Staff</th>
<th>Anglophone Sector</th>
<th>Francophone Sector</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recognized ECE certificate or diploma</td>
<td>1,832</td>
<td>1,283</td>
<td>549</td>
</tr>
<tr>
<td>Educators receiving “recognized training” hourly wage of $5.00</td>
<td>2,248</td>
<td>1,601</td>
<td>647</td>
</tr>
</tbody>
</table>

![Bar chart showing the distribution of educator positions by training level and sector.](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><strong>Number of educators</strong></td>
<td>3,365</td>
<td>3,365</td>
<td>3,864</td>
<td>4,072</td>
<td>4,519</td>
<td>4,837</td>
</tr>
<tr>
<td><strong>Trained</strong></td>
<td>1,585 (47%)</td>
<td>1,735 (48%)</td>
<td>1,895 (49%)</td>
<td>2,046 (50%)</td>
<td>2,210 (49%)</td>
<td>2,248 (46%)</td>
</tr>
<tr>
<td><strong>Untrained</strong></td>
<td>1,780 (53%)</td>
<td>1,876 (52%)</td>
<td>1,969 (51%)</td>
<td>2,026 (50%)</td>
<td>2,309 (51%)</td>
<td>2,589 (54%)</td>
</tr>
</tbody>
</table>

![Percentage of Trained and Untrained Educators over Years](image-url)
## Staff Profile - Training Status by Sector

<table>
<thead>
<tr>
<th></th>
<th>Anglophone Sector</th>
<th>Francophone Sector</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of educators</td>
<td>3,086</td>
<td>1,751</td>
</tr>
<tr>
<td>Trained</td>
<td>1,601 (52%)</td>
<td>647 (37%)</td>
</tr>
<tr>
<td>Untrained</td>
<td>1,485 (48%)</td>
<td>1,104 (63%)</td>
</tr>
</tbody>
</table>

![Bar chart showing training status by sector]
Staff Wages - Trained

<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>$15.88</td>
<td>$16.08</td>
<td>$17.52</td>
<td>$16.66</td>
<td>$17.49</td>
<td>$17.12</td>
</tr>
<tr>
<td>Administrator</td>
<td>$19.41</td>
<td>$19.65</td>
<td>$20.64</td>
<td>$22.09</td>
<td>$24.29</td>
<td>$22.17</td>
</tr>
<tr>
<td>Administrator/primary staff</td>
<td>$17.17</td>
<td>$17.47</td>
<td>$17.83</td>
<td>$18.43</td>
<td>$19.79</td>
<td>$18.71</td>
</tr>
<tr>
<td>Primary staff</td>
<td>$15.38</td>
<td>$15.57</td>
<td>$15.97</td>
<td>$16.16</td>
<td>$16.58</td>
<td>$16.59</td>
</tr>
</tbody>
</table>

**The provincial minimum wage increased to $10.00/hour on April 1, 2012.**
**The provincial minimum wage increased to $10.30/hour on December 31, 2014.**
**The provincial minimum wage increased to $10.65/hour on April 1, 2016.**
**The provincial minimum wage increased to $11.00/hour on April 1, 2017.**
Staff Wages - Untrained

<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>$13.48</td>
<td>$13.68</td>
<td>$15.10</td>
<td>$14.26</td>
<td>$16.07</td>
<td>$14.70</td>
</tr>
<tr>
<td>Administrator</td>
<td>$18.35</td>
<td>$18.96</td>
<td>$17.71</td>
<td>$19.16</td>
<td>$19.61</td>
<td>$19.46</td>
</tr>
<tr>
<td>Administrator/primary staff</td>
<td>$15.38</td>
<td>$15.06</td>
<td>$15.42</td>
<td>$16.02</td>
<td>$16.20</td>
<td>$16.63</td>
</tr>
<tr>
<td>Primary staff</td>
<td>$13.28</td>
<td>$13.42</td>
<td>$13.90</td>
<td>$14.11</td>
<td>$14.55</td>
<td>$14.52</td>
</tr>
</tbody>
</table>

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

**The provincial minimum wage increased to $10.30/hour on December 31, 2014.**

**The provincial minimum wage increased to $10.65/hour on April 1, 2016.**

**The provincial minimum wage increased to $11.00/hour on April 1, 2017.**
Trained Staff Profile by Sector (2017-2018)

An estimate of 4,837 educators in 2017-2018, as of March 31, 2018, were employed at approved early learning and childcare 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 $3.15/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>$17.12</td>
<td>$16.93</td>
<td>$17.57</td>
</tr>
<tr>
<td>Administrators</td>
<td>$22.17</td>
<td>$22.34</td>
<td>$21.55</td>
</tr>
<tr>
<td>Administrators/Primary Staff</td>
<td>$18.71</td>
<td>$18.15</td>
<td>$19.68</td>
</tr>
<tr>
<td>Primary Staff</td>
<td>$16.59</td>
<td>$16.46</td>
<td>$16.90</td>
</tr>
</tbody>
</table>

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

**The provincial minimum wage increased to $10.30/hour on December 31, 2014.**

**The provincial minimum wage increased to $10.65/hour on April 1, 2016.**

**The provincial minimum wage increased to $11.00/hour on April 1, 2017.**
## Untrained Staff Profile by Sector (2017-2018)

<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>$14.70</td>
<td>$14.67</td>
<td>$14.74</td>
</tr>
<tr>
<td>Administrators</td>
<td>$19.46</td>
<td>$18.92</td>
<td>$20.46</td>
</tr>
<tr>
<td>Administrators/Primary Staff</td>
<td>$16.63</td>
<td>$16.60</td>
<td>$16.68</td>
</tr>
<tr>
<td>Primary Staff</td>
<td>$14.52</td>
<td>$14.48</td>
<td>$14.57</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.**
**The provincial minimum wage increased to $10.65/hour on April 1, 2016.**
**The provincial minimum wage increased to $11.00/hour on April 1, 2017.**
Staff Turnover Rates 2013-2018

<table>
<thead>
<tr>
<th>Year</th>
<th>Number of employees that left - Overall</th>
<th>Percent</th>
<th>Number of employees that left - Trained</th>
<th>Percent</th>
<th>Number of employees that left - Untrained</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013-2014</td>
<td>1,144</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>1,482</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>
<tr>
<td>2016-2017</td>
<td>1,223</td>
<td>27.1%</td>
<td>581</td>
<td>26.3%</td>
<td>642</td>
<td>27.8%</td>
</tr>
<tr>
<td>2017-2018</td>
<td>1,292</td>
<td>34.7%</td>
<td>578</td>
<td>31.3%</td>
<td>714</td>
<td>38.0%</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

- 6,218 children in approved child day care facilities benefited from the Day Care Assistance Program in 2017-2018.
LICENSING AND MONITORING PERFORMANCE INDICATORS

In New Brunswick, a licence is required to operate an early learning and childcare facility. Licenses are issued for a twelve-month period.

Early learning and childcare staff inspects and monitors early learning and childcare facilities, investigate complaints and provide support to operators and educators. The approval and renewal process ensures continuity in minimal standards of health, safety and well-being for young children in non-parental care.

A valid licence is an indicator that the early learning and childcare facility has been inspected and is in compliance with the Early Childhood Services Act and Licensing Regulation 2018-11 prior to expiration.

Licensed and Unlicensed Early Learning and Childcare facilities by School District 2017-2018

The following chart represents the number of complaints filed during the 2017-2018 fiscal year.

**This chart is based on caseload distribution by region rather than on the physical location of the early learning and childcare facilities.
DEFINITIONS

Administrator means a person appointed by an operator to work at a facility and to supervise day-to-day activities. An administrator may be the owner and have the title of operator, director or manager.

Administrator/educator means a person who administers a facility and also performs the duties of an educator. An early learning and childcare home operator would be considered an administrator/educator.

Infant: a child who is under 2 years of age.

Early learning and childcare home (ELC Home) a licensed facility at which services are provided in a home setting for more than four continuous hours per day and three or more days per week to a group of children under subsection 7(4) of the licensing regulation.

Full-time early learning and childcare centre (full-time ELC centre) a licensed facility at which services are provided for more than four continuous hours per day and three or more days per week to a group of children under subsection 7(2) of the licensing regulation.

Educator is an operator or a staff member of a full-time or part-time early learning and childcare centre who is at least 16 years of age and who works directly with children. This is a permanent position.

Employee means a person who performs work for or supplies services to an employer for wages.

Facility an early learning and childcare facility at which services are provided.

Fiscal year refers to the twelve-month financial accounting period used by a business from April 1st, to March 31.

Licensed facility means a facility for which its operator holds a licence or a probationary licence.

Part-time early learning and childcare centre (part-time ELC centre): a licensed facility at which services are provided to one of the following groups: (a) a group of children under subsection 7(3)(a) for four consecutive hours per day or fewer or for fewer than three days per week, or (b) a group of children under subsection 7(3)(b).
**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.

**Preschool child** is a child who is 2 years of age or over and who is not yet attending school.

**Recognized Early Childhood 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.

**School-age child** is a child who is attending school.

**Services** related to the care, supervision or development of a child which are provided by a person other than the child’s parent or guardian.

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