



## TERRITORIAL CONTEXT

### Number of children 0-12 years (2005 rounded estimate)

Age	Number of children
0	750
1	710
2	755
3	730
4	625
5	765
6	680
7	705
8	690
9	680
10	690
11	705
12	595
Total	9,080

### Number of children 0-12 years (2005 rounded estimate)

Age	Number of children
0-2	2,215
3-5	2,120
6-12	4,745
Total	9,080

### Children 0-12 yrs with mothers in the paid labour force

Information not available

### Children 0-14 yrs identifying with an Aboriginal group (2001)

Age	North American Indian	Metis	Inuit	Other	Total
0-4	10	10	3120	0	3,140
5-9	10	10	3135	0	3,155
10-14	15	0	3085	0	3,100
Total	35	20	9,340	0	9,395

### Children 0-9 yrs with disabilities residing at home

Information not available.

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**Number of children by marital status of families (2001)**

Age	Children in couple families	Children in lone parent families	(with lone mothers)	(with lone fathers)
0-4	2,670	680	540	145
5-9	2,635	670	540	125
10-14	2,445	740	550	190

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**Number of children by mother tongue (2001)**

Age	English	French	Non-official language
0-4	895	15	2,365
5-9	935	20	2,310
10-14	800	15	2,390
Total	2,630	50	7,065

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**Number of children living in families below the LICO (2004)**

Information not available

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**Workforce participation of women by age of youngest child (2004)**

	Number of mothers	Participation rate (%)
Females with children at home	5,035	66
With children under 6 yrs only	1,140	59.2
With at least one child under 2 yrs	615	51.2
With children 2-5 only	520	69.2
With children 6 yrs as well as children under 6	1,655	65.9
With children 6 yrs and over only	2,240	69.6
Youngest child 6-14 yrs	1,690	72.5

Source: Statistics Canada, 2001 Census

Note: This not comparable to other jurisdictions' data which is from a different source and year.

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## FAMILY-RELATED LEAVE

### Maternity leave

Seventeen weeks

### Parental leave

Thirty-seven weeks may be shared between the parents. Fifty-two weeks is the maximum allowed for combined maternity and parental leave.

### Adoption leave

Thirty-seven weeks

### Births and EI maternity and parental claims (2005)

Number of births	770
Birth rate per 1,000 population	25.3
Number of initial maternity claims allowed	150
Average length of maternity claim	14.8 weeks
Number of parental claims	190
Average length of parental claim	28.3 weeks
Number of adoptive parent claims	70
Average length of adoptive claim	20.3 weeks

*Note: Maternity, parental and adoption leaves are determined by provincial and territorial legislation. The federal government pays for up to 15 weeks for maternity leave and 35 weeks for parental and adoptive leave for eligible parents at 55% of earned income to a maximum of \$423/week. See FEDERAL ECEC PROGRAMS for more information.*

## KINDERGARTEN

### LEGISLATION

Northwest Territories. Legislative Assembly. *Education Act*. 1995, R.S.N.W.T. c.28.\*

The Nunavut Legislative Assembly. *Bill 1. Education Act 2002* was introduced but did not pass. Nunavut is currently reviewing and developing a new Education Act.

*\*The Nunavut Act, S.C. 1993, c.28 as amended brought Nunavut into being on April 1, 1999. Laws passed by the Government of the Northwest Territories before this period were inherited by the Government of Nunavut upon its creation. The Government of Nunavut is in the process of developing its own education legislation.*

## TERRITORIAL RESPONSIBILITY FOR KINDERGARTEN

Kindergarten contact

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## KINDERGARTEN SERVICES

### Kindergarten

Kindergarten is delivered in public schools under regional school operations. It is available to all five year olds in Nunavut on a half-day basis. There is a requirement for no less than 485 hours and no more than 6 hours/day instructional hours per year. The District Education Authorities in each community determine hours of attendance.

Kindergarten is not compulsory in Nunavut. Access is legislated and it is an entitlement.

### AGE ELIGIBILITY

Five years old by December 31st

### CLASS SIZE

There is no territorial class size limit.

### The average/mean class size 2005/06:

Information not available

### CHILDREN WITH SPECIAL NEEDS

There is a policy of inclusion; children with special needs have the right to be in a regular class with children their own age and in their own community. Extra supports such as student support assistants, Individual Education Plans, and specialists provided through both Health and Education are available.

### Number of kindergarten children with identified special needs 2005/06:

Information not available

## KINDERGARTEN ENROLMENT

Five year olds (2005/06): 700 (Headcount)

## KINDERGARTEN TEACHERS

Qualification requirements: Must be a certified teacher with a B.Ed or a certified kindergarten teacher, which requires a two-year program in ECE, successful completion of two academic years of classroom teaching and completion of courses for one-year teacher training, or have 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.

Responsibility for certification: Registrar of the Nunavut Educator's Service

Representation: Nunavut Teachers' Association

Salaries (2005/06) vary by type of certification as follows:

- Certified as teacher: \$49,302 – \$88,058
- Certified as kindergarten teacher: \$49,302 – \$62,338
- Granted Letter of Authority: \$46,771 – \$56,449

### Number of kindergarten teachers in 2005/06:

Information not available

## CLASSROOM ASSISTANTS

There is no territorial policy regarding training for assistants. Student Support Assistants (SSA) enable a child with special needs to have access to the program with children of his or her age group. There are no qualification requirements but there is a certificate program that may be offered in the community as an on-the-job series of courses. The courses are linked to the teacher education program. Many SSAs are included in school professional development activities. All SSAs are unionized under the Nunavut Employees Union.

Starting wage (2006): \$44,811 to \$50,856

## CURRICULUM

An Elders Advisory Committee in Nunavut works with educators to define knowledge, skills and values from an Inuit perspective to be taught in Nunavut schools at all levels. This information is combined with curriculum frameworks from the Western and Northern Curriculum Protocol partnership. Input from the Elders is being used to develop teaching resources and learning materials for kindergarten classes in Nunavut schools.

## MONITORING AND ASSESSMENT

Kindergarten programs are monitored by school principals and the Superintendent of Schools as part of teacher evaluation.

## SOURCES OF FUNDING FOR KINDERGARTEN

Sources of funding for school boards: Government of Nunavut. The French District Education authority has access to federal funding.

There are no private schools in Nunavut.

There are no fees for participation in kindergarten.

## PUBLIC SPENDING ON KINDERGARTEN (2005/06)

Per capita spending K-12: \$10,521

### Total spending on kindergarten:

Information not available

## SPECIAL FEATURES

Instruction in Inuktitut is provided from kindergarten to Grade 3. A transition to English in Grade 4 with some Inuktitut follows from that point on. (It should be noted that 95% of the children have a first language other than English or French).

Language of Instruction Policy: The goal is to graduate functionally bilingual (Inuktitut/English) students. Cabinet has agreed on instructional models and is working on a strategy for implementation so that Inuktitut is taught throughout the system.

## RECENT DEVELOPMENTS

The French Language School in Iqaluit is carrying out a three year pilot program of full-day everyday kindergarten. The 2006/07 school year marked the 2nd year of the program.

## ■ REGULATED CHILD CARE

### LEGISLATION

Nunavut. Legislative Assembly. *Northwest Territories Child Day Care Act* and *Child Day Care Standards and Regulations*, 1994.

### TERRITORIAL RESPONSIBILITY FOR CHILD CARE

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### 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

##### 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 less than six years of age for four consecutive hours or less a day including Aboriginal Head Start Programs

##### After-school care

Care outside school hours for school-aged children up to and including 11 years of age

##### Family day homes

Care in a private home for up to eight children under 12 years (including the caregiver's own children)

### CHILDREN WITH SPECIAL NEEDS

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

Care providers are funded to provide extra support for children with special needs through the daily operating grants which are based on the age of the child and the area in which the centre is located. The operating grant for a preschool child is increased by approximately 50% for a child with an identified special need and is an entitlement.

In order for the centre to receive the additional funding for a child, a letter from a recognized health care professional is required. In addition, centres may apply for funding to the Healthy Children's Initiative for adaptive equipment or for a one-on-one worker if necessary.

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 to be applied and parents must have a medical referral from a recognized health care professional for the child to be in developmental care.

### ABORIGINAL CHILD CARE

Since 1996, the First Nations and Inuit Child Care Initiative (FNICCI) has provided capital and start-up funding for the development of approximately 20 centres in what is now Nunavut. There is an Aboriginal Human Resource Development Strategy (AHRDS) regional office in each of Nunavut's three regions. Each regional AHRDS office took on the responsibility for the delivery and administration of the Inuit Childcare Program in their Region, established with FNICCI funding.

In addition to providing capital funding for new child care centres, all child care centres, with the exception of the seven Aboriginal Head Start programs, receive block funding from their AHRDS office, which may also provide one-time funding for repairs and renovations, and

for developing or acquiring culturally relevant program materials. In addition, the AHRDS may provide wage subsidies based on the number of Inuit staff in a centre and fee subsidies to Land-Claim Beneficiary parents that is in addition to the regular fee subsidy funded through Early Childhood Services. AHRDS offices have also provided funding for training in each region, including the delivery of ECE training through Arctic College.

The federal Inuit Childcare Program spends approximately \$3 million/year on child care in Nunavut.

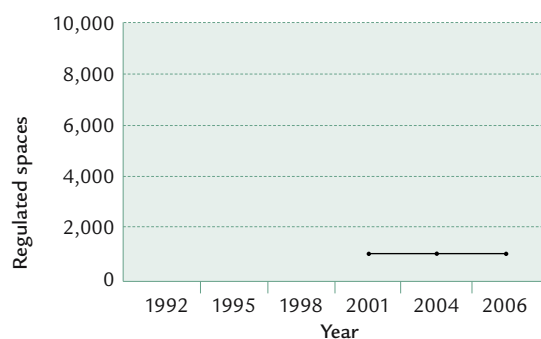
*\*In April 1999, the federal government launched the Aboriginal Human Resource Development Strategy (AHRDS) within Human Resources Development Canada (HRDC). Each of the HRDC regions entered into an Aboriginal Human Resources Development Agreement with various Aboriginal organizations across Canada.*

## SPACE STATISTICS

### Number of regulated child care spaces (March 2006)

Centre-based	Full-time	Part-time
Infants (under two years)	155	—
Preschoolers	535	197
After-school	—	100
Family child care	0	0
<b>Total regulated spaces</b>	<b>987</b>	

Figure 12: Number of regulated spaces in NU, 1992–2006



### Facilities and homes (March 2006)

Number of child care centres	45
Full-day	31
Part-day nursery schools/preschools	10
Stand-alone after-school programs	4
Number of family child care providers	0

### Children with special needs in regulated child care

Information not available

### Number of children in regulated child care receiving subsidies

Daycare User Subsidy: information not available; however 251 families were subsidized. There are no breakdowns regarding regulated/unregulated care.

Young Parents Stay Learning: Five families received subsidies for a total of 5 children.

### Sponsorship of regulated centre spaces as of March 31, 2006

Non-profit	987
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Note: All child care centres in Nunavut are non-profit.

### Openings and closings (2005/06)

#### Centre-based

New child care centre licences issued	1
Number of child care centre closures	2

#### Family child care

Number of new licences issued to individual family child care providers in	0
Number of family child care agencies/individual providers who ceased providing care	0

## STANDARDS AND REGULATIONS

### REGULATED CENTRES

Maximum centre size	Not specified
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### Maximum staff:child ratios and group sizes

Age	Staff:child ratios	Max. group sizes
0-12 mos	1:3	6
13-24 mos	1:4	8
25-35 mos	1:6	12
3 yrs	1:8	16
4 yrs	1:9	18
5-11 yrs	1:10	20

### Staff qualification requirements

Must be at least 19 years of age, have a first-aid certificate and represent the cultural background of the children. There are no early childhood training requirements.

### Parent involvement

The legislation requires non-profit programs whose boards of directors do not have a minimum of 51% parent members to have a parent committee with a minimum of 51% parent members.

### Licensing, monitoring and enforcement

Licences are granted for one year. Annual inspections of all regulated child care centres are conducted by an Early Childhood Officer from the Department of Education, the Public Health Department, and the Fire Marshall's office. It is recommended that the Early Childhood Officer have a background in early childhood education.

## REGULATED FAMILY CHILD CARE

### Regulation

Individually licensed

### Maximum capacity

Maximum of eight children under 12 years (including the provider's children). No more than six of the eight children may be five years or under, no more than three children may be under three years, and no more than two children may be under two years.

### Provider qualification requirements

A provider must be a minimum of 19 years of age and have a first-aid certificate. There are no early childhood training requirements.

### Licensing, monitoring and enforcement

Homes are visited at least once a year by staff from the Early Childhood Program and a representative from each of the Public Health Department and the Fire Marshall's office.

## FUNDING

### CHILD CARE SUBSIDY PROGRAM

Fee subsidies may be used in both regulated and unregulated child care. Subsidies are paid directly to service providers on behalf of eligible parents if the child care is a regulated service, unless the child care centre requests that the subsidies be paid directly to the parent. In the case of unregulated care, the subsidy is paid to the parent and is based on an attendance report signed by the child care provider. Parents may apply for subsidy in person, by mail or fax.

The regular subsidy program is considered to be part of the income support program.

The intention of the subsidy program is to provide assistance for the parent to work or take part in a training program. Eligibility is determined by a needs assessment, which takes into consideration parent costs and family size as well as income. An unregulated provider may be a relative of a parent of the child being subsidized.

There is no minimum user fee and programs may surcharge subsidized parents.

### Eligibility for day care user subsidy

Eligibility varies with clients' actual housing, utility and child care costs, plus social assistance rates for food and clothing. To be eligible for a fee subsidy, parents must be working, attending school or a training program, or have a child with a special need, for whom child care is recommended by a recognized health care professional.

In Nunavut, an individual must be 18 or older to receive income support, the vehicle through which child care subsidies are provided.

A needs assessment is applied so there is no set break-even point.

### Maximum subsidy rates

#### Maximum subsidy rate/child/month (2005/06)

	Full-time	Part-time
Centre	\$700	\$350
Licensed family day home	600	300
Unlicensed care	500	250
After-school	—	145

### YOUNG PARENTS STAY LEARNING PROGRAM

Parents must be under the age of 18 and attending school. Eligibility does not require a needs test. The parent must use regulated child care. The maximum rates 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 they are ill or have an excused absence. Parents may apply for subsidy in person, by mail or fax.

PUBLIC FUNDING FOR REGULATED CHILD CARE  
(2005/06)

**One-time funding**

*Start-up funding*

Available to non-profit, regulated centres and family day homes including part-time, infant, after-school and special needs spaces. Funding ranges from \$263-\$3,420/space depending on the geographic area of the program and the ages of children served.

**Recurring funding**

*Operating funding*

\$1.93-\$15.67/occupied space/day (depending on the age of the child and the location of the program) is available to non-profit, regulated centres and family day homes.

TERRITORIAL ALLOCATIONS FOR REGULATED  
CHILD CARE (2005/06)

**Fee subsidies**

Daycare user subsidy	*\$505,000
Young Parents Stay Learning	150,000

**Recurring Funding**

Start-up and operating grants	**1,660,000
<b>Total</b>	<b>\$2,315,000</b>

\* The fee subsidy budget includes spending on both regulated and unregulated child care.

\*\* A breakdown between one-time start-up and ongoing operating grants is not available.

The Healthy Children's Initiative spends approximately \$269,000 for supportive services for children with special needs. There is no breakdown of how much of the funding is spent in regulated child care.

**Federal Transfers 2005/06**

Multilateral Framework	\$200,000
Early Learning and Child Care Agreement	\$651,000

The Early Learning and Child Care funding was given to all operating licensed facilities as a one-time grant. It is not included in the territorial allocation above. See RECENT DEVELOPMENTS section for details.

SALARIES

**Gross hourly wage for centre-based child care staff  
(full- and part-time staff combined) (2005/06)**

Teachers	\$16.95/hour
Assistant teachers	\$16.01/hour
Directors/Managers	\$21.65/hour
Assistant Directors/Managers	\$16.25/hour

Notes: Does not include data from the Aboriginal Head Start Programs. Most centres do not have Assistant Director/Managers

Source: Information collected in 2006 by territorial officials from the annual Operating and Maintenance Grant application forms.

**Family child care**

Information not available

**Median daily parent fees for centre-based full-time care  
(2005/06)**

	Full-time	Part-time
Infants	\$26.86	\$13.98
Preschool	26.22	13.69
School-age		18.00

Note: The three part-day preschool programs, seven Head Start programs and one after-school program are provided at no cost to parents.

Source: Information collected in 2006 by territorial officials from the annual Operating and Maintenance Grant application forms.

**Average daily fee in family child care**

Information not available

**ADMINISTRATION**

The Adult Education, Career and Early Childhood Services Division of the Department of Education is responsible for the development of standards, the regulation of child care services, contributions to child care programs and the development of a territorial child care system. Four Early Childhood Officers within the three regions of Nunavut are responsible for licensing and monitoring child care programs. The Income Support Division of the Department of Education is responsible for the administration of fee subsidy. Early Childhood

Officers are required to have an ECE diploma and experience working in a child care centre, or equivalent qualifications. In practice, however, filling the positions with qualified staff is often not possible.

## MUNICIPAL AND OTHER LOCAL GOVERNMENT ROLE

Child care programs may be under the auspice of District Education Authorities who may hold the license.

## CHILD CARE PLANNING AND DEVELOPMENT

There is no territorial plan for the development of child care. New centres must complete a needs assessment before they are eligible to apply for start-up funding.

## HISTORY OF CHILD CARE AND OTHER ECEC SERVICES

*Note: Before Nunavut was established in 1999, it was part of the Northwest Territories (NT).*

**1971** First child care centre to receive territorial government funding was opened in Iqaluit (then known as Frobisher Bay). It taught children in both English and Inuktitut syllabics and had four Inuit child care workers.

**1970s** Child care centres set up at the instigation of parents and community members. Funding was generally through the federal government. Local Initiative Project (LIP) grants with some user subsidy for parents in need from the Territorial government were used.

**1974** *The Policy Respecting Day Care Services* noted that while numerous child care services were in operation, only two were receiving operational financial support from the Territory (the original centre in Iqaluit and a second centre in Yellowknife).

**1976** The Territory finalized a policy on fee subsidies for child care centres, family day care, and after-school programs.

**1980** The Territory adopted the *Policy Respecting Subsidized Day Care in the Northwest Territories* which considered costs and income to determine eligibility for subsidization of children in unregulated child care.

**1983** Establishment of the Northwest Territories Child Care Association which circulated voluntary standards for child care centres.

**1985** The territorial government hired a Day Care Consultant to review child care issues and make recommendations.

**1988** The NT government enacted its first child care legislation, the Northwest Territories Child Day Care Act.

The Advisory Council on the Status of Women released a policy paper on child care, *Position Paper on Child Care*, which outlined a comprehensive program to develop a system of child care services.

The first early childhood education training program in the Northwest Territories was opened in Arctic College in Iqaluit and was delivered in both English and Inuktitut.

**1989** A consultant was hired by the Native Council of Canada to research the specific child care needs of native peoples in the Northwest Territories.

The Interim Day Care program came into force in April.

**1993** Child care responsibilities were moved from the Department of Social Services to the Department of Education, Culture and Employment.

**1997** The Healthy Children Initiative was launched to provide funding to communities to enhance existing early childhood programs and services for children aged 0-6. In addition, licensing and monitoring was decentralized to five regions. With decentralization and additional staffing, the function of licensing staff moved away from a strictly monitoring role to more of a program development focus.

**April 1999** The Territory of Nunavut was created by dividing the NT. Responsibility for all programs in the Eastern Arctic moved to the new territory. Nunavut initially adopted the child care legislation and regulations of the NT.

**September 2000** The Children First Secretariat, made up of the Departments of Education, Justice, Health and Social Services, and Culture, Language, Elders and Youth was formed. This committee is designed to facilitate the coordination of programs and services that promote the healthy development and well-being of all children and youth across Nunavut.

**2002** Responsibility for child care programs moved from the Early Childhood and School Services Division to the Adult Education, Career and Early Childhood Services Division of the Department of Education. The budget for operating and start up grants was increased by \$438,000 or approximately 25%.

## RECENT DEVELOPMENTS IN CHILD CARE AND OTHER ECEC SERVICES

**2003/04** After a period of little or no enrolment in ECE training programs, 63 students graduated from Arctic College with ECE certificates.

**2004** The Department of Education began the development of Nunavut-based resources for early childhood programs relevant to local communities. All written materials will be available in the four official languages of the territory.

**2003/04** The Nunavut funding allocation through the Multilateral Framework on Early Learning and Child Care was not spent. The plan for the 2004/05 allocation was for child care centre equipment upgrades and for child care fee subsidies for regulated child care for children of teen mothers under the age of 18 attending school. (In Nunavut an individual must be 18 or older in order to receive income support, the vehicle through which child care subsidies are provided.) However, the equipment upgrade grant was not approved, and the approval for the fee subsidies will be for the 2005/06 fiscal year.

**2005/06** Effective April 1, 2005 the *Young Parents Stay Learning Program* came into effect as a program separate from regular subsidy. Parents must be under the age of 18 and attending school. Eligibility does not require a needs test. The parent must use regulated child care. The maximum rates 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 they are ill or have an excused absence. Parents may apply for subsidy in person, by mail or fax.

**2005/06** Nunavut received \$651,000 through the Early Learning and Child Care Agreement in 2005/06 and \$602,000 in 2006/07.

The \$651,000 in Federal Early Learning and Child Care funding was given to all operating licensed facilities as a one-time grant. It was to be used for one or more of the following: equipment and toy upgrades/replacements, professional development/staff training, building or playground maintenance/improvements, or nutritional food for children.

Plans for the 2006/07 allocation of \$602,000 have not yet been announced.

## KEY TERRITORIAL ECEC ORGANIZATIONS

Nunavut Inuit Childcare Association  
Box 459  
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