



CHILDREN'S SERVICES

Child Care and Early Years Service System Plan

2019 – 2023

Click to start



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Introduction



Message from the Manager of Children's Services



On behalf of Children's Services, I am proud to share the Child Care and Early Years Service System Plan for 2019-2023. The Service Plan will guide our city with the planning and management of services for children and families. The plan establishes progressive strategic priorities for our city to respond and better meet the needs of children and families in Ottawa. It will also ensure a strong foundation for the future as child care and early years initiatives continue to evolve.

The strategic priorities were established by highly engaging and consulting with our city. We are grateful for all the families, community partners and staff who took the time to participate in the focus groups and surveys and told us about their experiences and thoughts. The majority of families and service providers are satisfied with the services they currently receive and/or provide. All stakeholders also had very similar feedback around system improvements focusing on increased access, affordability, quality and responsiveness.

Using the feedback we heard and working with our Child Care and Early Years System Planning Advisory Group we established ten strategic priorities that will respond to the needs of families. I want to acknowledge the contributions and support of the Advisory Group members. Through our continued collaboration, I am very excited for our city to make progressive improvements to ensure all children and families in Ottawa have access to a range of high-quality, inclusive, and affordable programs and services.

By working together as a city and leveraging our strong not-for-profit sector, I am confident this plan will respond to the needs of children and families in Ottawa, while continuing to improve services for the well-being of families and giving children the best possible start in life.

Jason Sabourin
Manager, Children's Services
City of Ottawa



Executive Summary

Child care and early years services play an important role in children’s development and provide valuable supports to families with young children. Investing in these programs is essential for the well-being of children and families and that of the entire community.

During the last few years, the Province of Ontario has made significant investments and positive changes to the child care and early years sector. They also established four provincial priorities – **Access, Affordability, Quality, and Responsiveness** – to guide the continued transformation of the sector.

As Consolidated Municipal Service Manager (CMSM), Children’s Services is responsible for the planning and management of licensed child care and early years programs and services for children from 0 to 12 years old in Ottawa. This includes coordinating and planning at the system-level to ensure services are responsive to the needs of families.

The Child Care and Early Years Service System Plan will act as a road map for the next five years to make system improvements for the benefits of children and families.

To develop the Service Plan, Children’s Services:

- Engaged with over 2,000 parents, child care service providers, other community stakeholders, and City of Ottawa staff, ensuring that diverse voices were heard.
- Completed an environmental scan to increase the understanding of community demographics as well as service gaps and opportunities.
- Collaborated with the Child Care and Early Years System Planning Advisory Group.

Through this collaborative process, a common vision and ten strategic priorities were established to unite as a city and progressively respond to better meet the needs of children and families in Ottawa. This work will also build a strong foundation for the future as child care and early years initiatives continue to evolve. The [vision and strategic priorities](#) can be found on the following page.

The implementation of each strategic priority will be supported by the Child Care and Early Years System Planning Advisory Group and associated sub-groups. Our City will improve services for the well-being of families by using a set of guiding principles, reviewing data and best practices, further engaging with the sector and determining specific actions to achieve each priority.

CHILD CARE AND EARLY YEARS SERVICE SYSTEM PLAN 2019 – 2023

Vision and Strategic Priorities

We will unite as a city to make progressive improvements in the child care and early years system to ensure all children (0 to 12 years old) and families in Ottawa have access to a range of high-quality, inclusive, and affordable programs and services to give children the best possible start in life.



Access

We will improve access to high-quality licensed child care and early years services

1. Increase and optimize capacity and flexibility, with priority for underserved communities, younger children and part-time care.
2. Increase information, awareness, and transparency of the child care and early years system.
3. Increase supports for families applying for and receiving fee subsidy.



Affordability

We will increase affordability of child care services

4. Define affordability and establish consistent child care rates to increase affordability for families based on available funding.
5. Adjust the funding framework to achieve our vision and strategic goals.



Quality

We will increase quality of child care and early years services

6. Define quality and establish consistent sector values to better support families and service providers.
7. Develop and implement a workforce strategy to increase and support professionals in the child care and early years system.



Responsiveness

We will increase responsiveness of child care and early years services

8. Develop and implement a strategy to increase access and support children with special needs and their families.
9. Engage all families and service providers of diverse backgrounds in the progressive improvements of child care and early years programs.
10. Enhance data analytics and measurement strategy to facilitate evidence-based planning and decision making.

Background



Importance of Quality Child Care and Early Years Programs

Child care is the caring for and supervision of children (0 to 12 years old) in licensed homes or centres. Early years services are free-of-charge programs that provide opportunities for children (0 to 6 years old) to participate in play and inquiry-based programs with parents or caregivers in attendance.

Child care and early years services play an important role in children's development and provide valuable supports to families with young children. Investing in these programs is essential for the well-being of children and families and that of the entire community. A recent cost-benefit analysis from the Conference Board of Canada concluded that public investment in quality child care returns benefits that outweigh the costs.¹



23,000 families in Canada – many of them single-parent families – could be lifted out of poverty if early childhood education programs were expanded.

– Ready for Life: A Socio-Economic Analysis of Early Childhood Education and Care, Conference Board of Canada, 2017



What are the Benefits of a Strong Child Care and Early Years Sector?



Benefits to children

High-quality child care programs, that provide an educational focus by trained early childhood educators, have a positive influence on children's social development, school readiness and academic achievement. Early years programs, such as playgroups, allow children to spend quality time with their parents and caregivers. These safe environments help children grow in confidence and learn new skills.



Economic benefits

Every year, families in Ottawa spend a total of \$285 Million on child care services.³ This represents a significant contribution to the local economy. The child care and early years sector also provides employment opportunities for thousands of individuals, mostly women.⁴ A strong and responsive child care sector has the potential to allow more local parents to participate in the workforce⁵ and help to attract and retain a skilled workforce to the city, further stimulating the local economy.



Benefits to families

Access to high-quality child care makes it easier for parents to work or focus on their education. Child care that is affordable and flexible is particularly important for families who are more vulnerable, such as sole-support parents and those living in low income. Being part of the workforce in turn increases household incomes and improves socioeconomic status.² Early years programs like parenting workshops and post-natal supports assist parents in their role as caregivers. These services often connect parents with each other and with specialized community-based services if needed.



Social benefits

Strong child care and early years programs can positively contribute to the social well-being of Ottawa by reducing poverty and gender inequalities and fostering a sense of belonging. Families facing various barriers, such as new immigrants and sole-support parents, can be supported to access local resources. Inclusive programs can facilitate the integration of children with special needs or those with other unique backgrounds. These programs allow families to participate in the social and economic life of Ottawa, which in turn enhances the well-being of the entire community.

Planning for Children and Families

As Consolidated Municipal Service Manager (CMSM), Children’s Services is responsible for the planning and management of licensed child care and early years programs and services for children from 0 to 12 years old in Ottawa. This includes coordinating and planning at the system level to ensure services are responsive to the needs of families.

The Child Care and Early Years Service System Plan will act as a road map for the next five years, to make system improvements for the benefits of children and families. It will also create a strong foundation for the future as child care and early years initiatives continue to evolve.

The Service Plan was developed in collaboration with sector partners to respond to the needs and expectations of the community. In the fall

of 2018, Children’s Services engaged and consulted with over 2,000 parents, child care service providers, other community stakeholders and City of Ottawa staff. The consultations also ensured that diverse voices were heard, including those of Francophone, Indigenous, immigrant, LGBTQ families, and families living in low income or who have children with special needs.

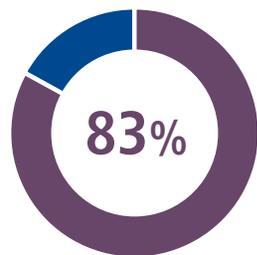
The consultation showed the unique experiences and perspectives of what is working well, where improvements are needed, and what families and the city want to see in a strong and responsive child care system.

A thorough environmental scan was also conducted to increase the understanding of community demographics, identify service gaps and opportunities, and assist in making evidence-based planning decisions.

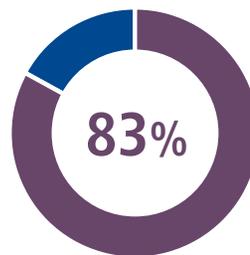
The findings from the consultations and environmental scan were shared with the Child Care and Early Years System Planning Advisory Group to collaboratively develop a shared vision and strategic priorities to respond to the needs of the community.

The Service Plan follows the expectations of the Ministry of Education as outlined in the Ontario Child Care and Early Years Service System Plan Resource (2017). It assumes that provincial priorities and funding will remain unchanged over the life of the plan.

Figure 1: Satisfaction of Parents and Child Care Service Providers⁶



83 per cent of parents are satisfied with their existing child care arrangements.



83 per cent of child care service providers are satisfied with the care they are providing to children.

Child Care Consultation

Who participated in the consultation:

- Children
- Families of diverse backgrounds
- Licensed home child care and centre-based service providers (Managers)
- Educators and home child care providers
- Organizations providing special needs services
- Indigenous organizations
- Francophone organizations
- English and French-language school boards
- EarlyON Child and Family Centres
- Employers
- Specialized community service organizations (e.g. settlement organizations, hospitals)
- Post-secondary institutions
- City of Ottawa Departments (Community and Social Services; Recreation, Cultural and Facility Services; Ottawa Public Health; Ottawa Public Library; Planning, Infrastructure and Economic Development)

How did we consult:

- 20 one-on-one interviews with community partners
- 29 external focus groups with 108 parents, 28 children, and 70 child care service providers
- Two online surveys completed by 1,551 parents and 220 child care service providers
- 10 internal focus groups with 62 City of Ottawa staff



Demographic Portrait of Children and Families in Ottawa

Ottawa is the fourth largest city in Canada and second largest city in Ontario with a total population of one million people. With an area of almost 2,800 square km, the city of Ottawa is geographically the largest of Canada’s major cities.

One of the distinct features of Ottawa is its large rural component with eighty per cent of the city made up of rural areas. Just under ten per cent of Ottawa’s population lives in rural areas.⁷

The sections below provide information on children, families, neighbourhood vulnerability and early childhood development.

Children 0 to 12 Years Old

There are 133,985 children 0 to 12 years old in Ottawa, making up 14.6 per cent of the total population. The population is diverse with more than a third belonging to a visible minority.

Approximately 1 in 6 children 0 to 12 years old live in low income⁸, slightly less than the Ontario average of 19 per cent. Children who are immigrants are more likely to be living in low income [\(Figure 3\)](#).

Table 1: Number of Children 0 to 12 Years Old, by Child Care Age Categories^{9, 10}

| | General population ¹¹ |
|--|----------------------------------|
| Infant (0-17 months) | 12,960 |
| Toddler (18 to 29 months) | 9,515 |
| Preschool (30 months to 3 years old) | 15,815 |
| Kindergarten (4 and 5 years old) | 20,820 |
| School Age (6 to 12 years old) | 74,875 |
| Total (0 to 12 years old) | 133,985 |



Quick facts about children 0 to 12 years old¹²

6.2% are immigrants¹³ (and 33% of immigrant children are refugees)

34.7% belong to a visible minority

9.1% speak a non-official language most often at home [\(Figure 2\)](#)

16.4% live in low income households [\(Figure 3\)](#)

Children 0 to 12 Years Old *continued*

Figure 2: Top 10 Non-Official Languages Spoken at Home by Children 0 to 12 Years Old¹⁴

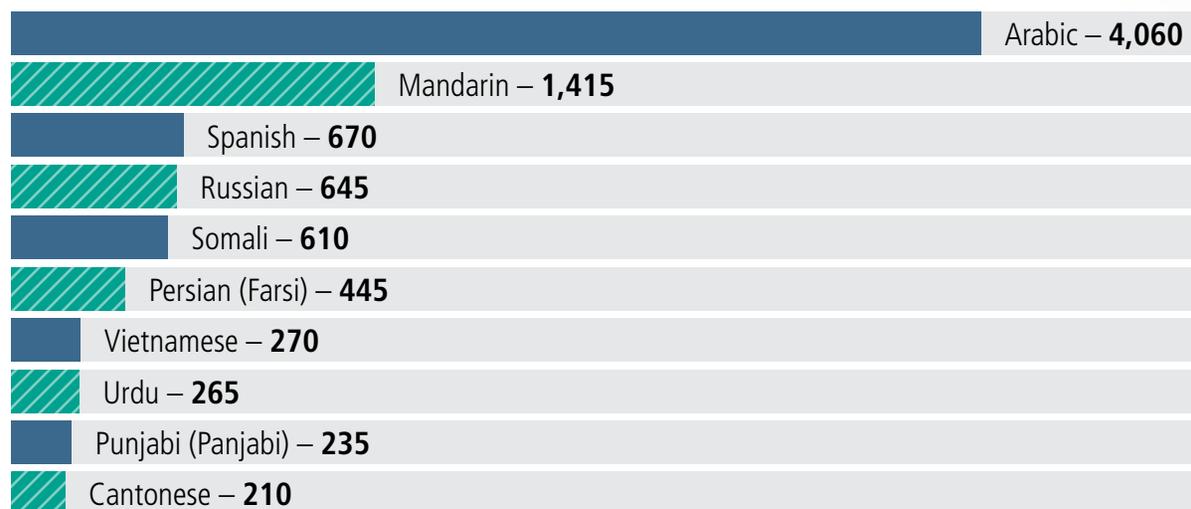


Figure 3: Percentage of Children 0 to 12 Years Old Living in Low Income, by Population Group¹⁵



Families¹⁶

In general, the socio-economic status of families living in Ottawa is good as they have higher education levels and incomes, lower unemployment rates, and are more likely to be in the labour force in comparison to the Ontario averages. **Figure 6** shows that the labour force participation of women in Ottawa is slightly lower than the Quebec average, where the province’s subsidized child care program has been credited for an increase in women labour force participation.¹⁷

Figure 4: Education (University Degree or Higher)^{18, 19}

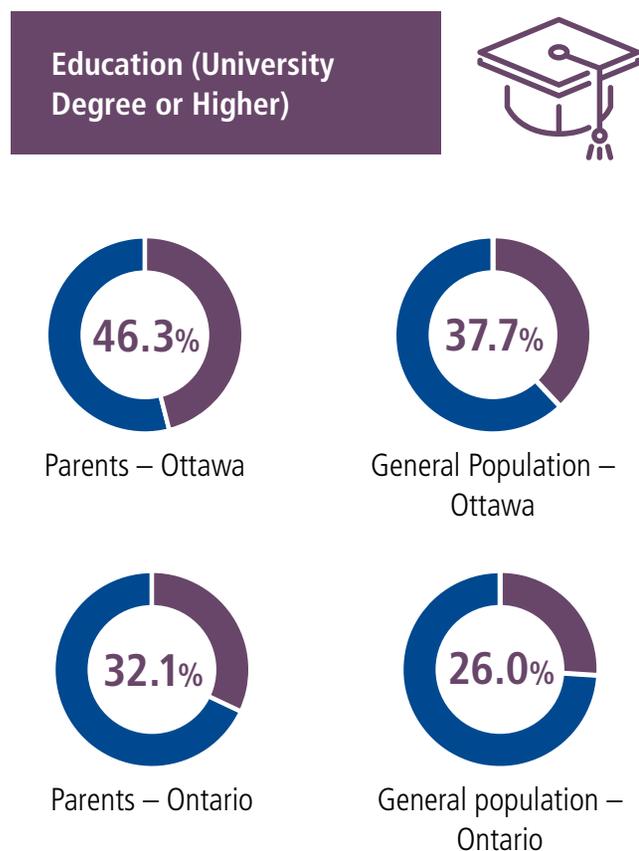
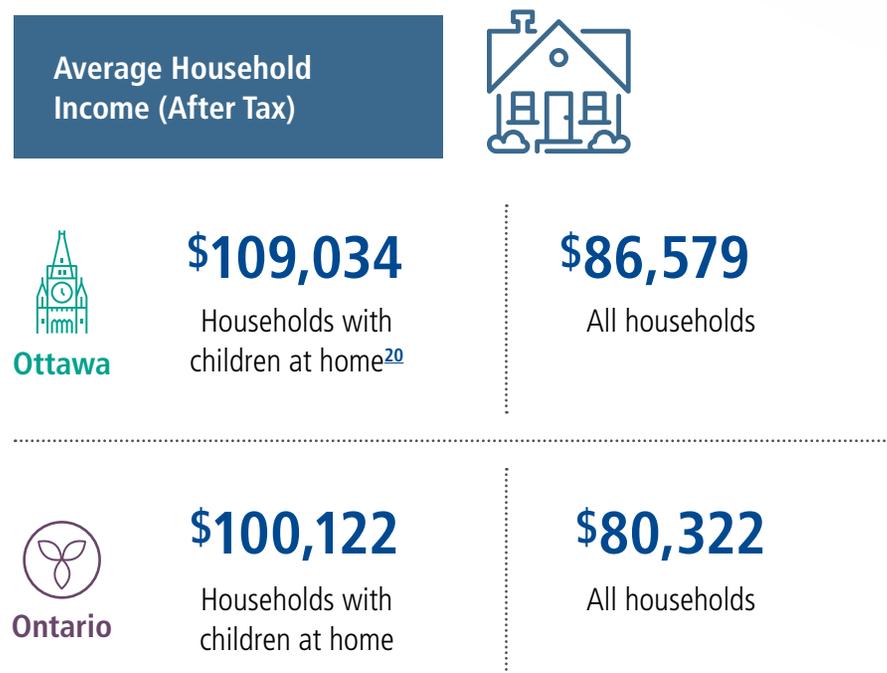


Figure 5: Average Household Income (After Tax)¹⁸



Families *continued*

Figure 6: Labour Force Participation¹⁸

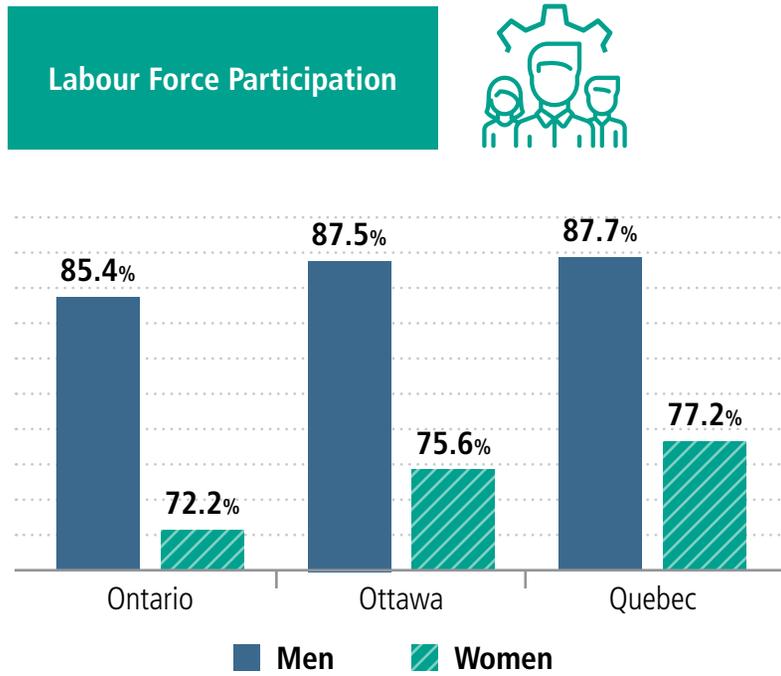
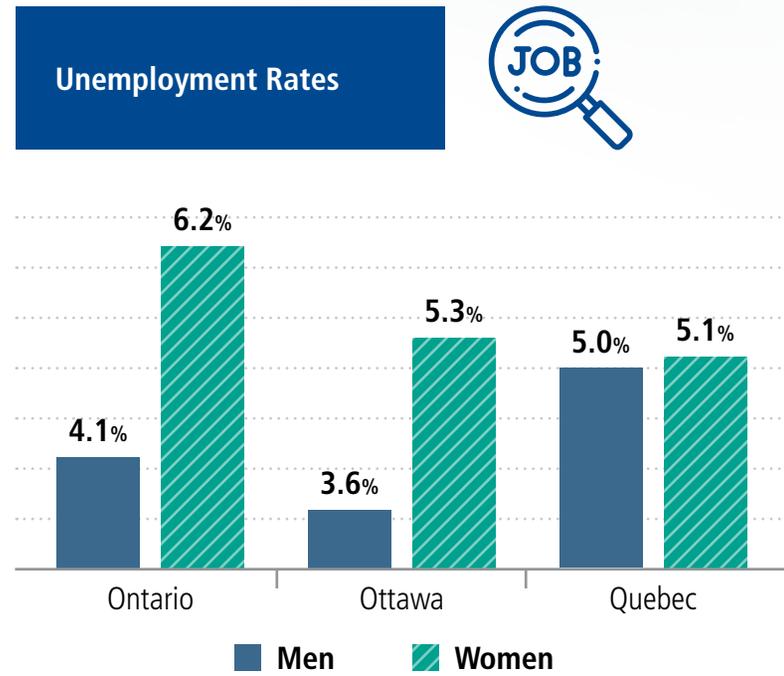


Figure 7: Unemployment Rates¹⁸



There are 41,235 lone-parents in Ottawa, 3,100 of whom have children under 2 years old. Most lone-parents are women (80 per cent) and they earn less than lone-parent fathers (Figure 8). Lone-parents are also more likely to work part-time or part-year (Figure 13).

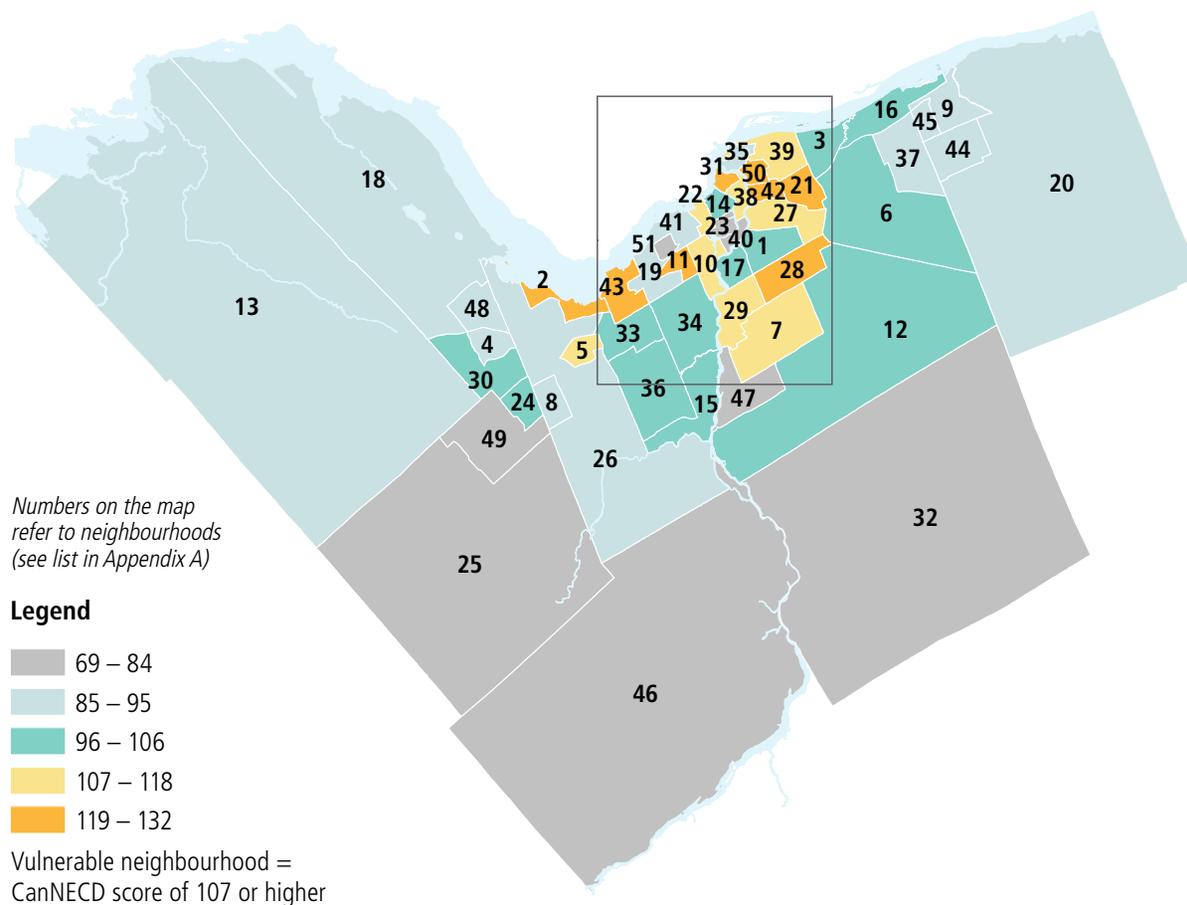
Figure 8: Average Income After-Tax of Lone-Parents^{18, 21}



Neighbourhood Vulnerability

Neighbourhood vulnerability is measured by the Canadian Neighbourhoods and Early Child Development socio-economic status index which is made up of ten variables that cover material, cultural, and social aspects of life in neighbourhoods.²² Approximately 32,200 children 0 to 12 years old (24 per cent) live in neighbourhoods considered vulnerable²³ (Map 1).

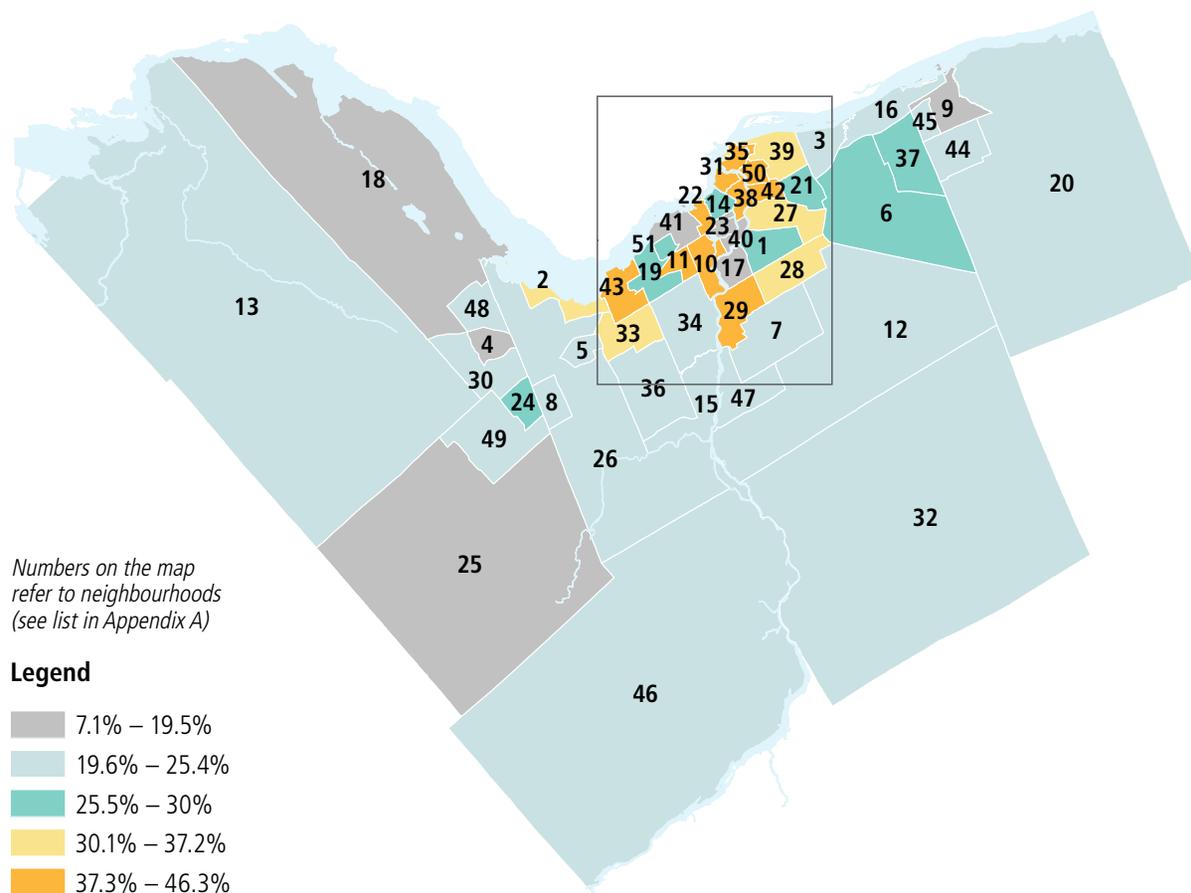
Map 1: Canadian Neighbourhoods and Early Child Development (CanNECD) Socio-Economic Status Index Scores, by Neighbourhood²⁴



Early Childhood Development

The Early Development Instrument (EDI) is a tool that is widely used around the world to monitor the state of early childhood development. In Ottawa, 26 per cent of children in senior kindergarten scored low on one or more domains on the EDI scores.²⁵

Map 2: Percentage of Children Vulnerable on One or More (1+) Early Development Instrument (EDI) Domains, by Neighbourhood²⁶

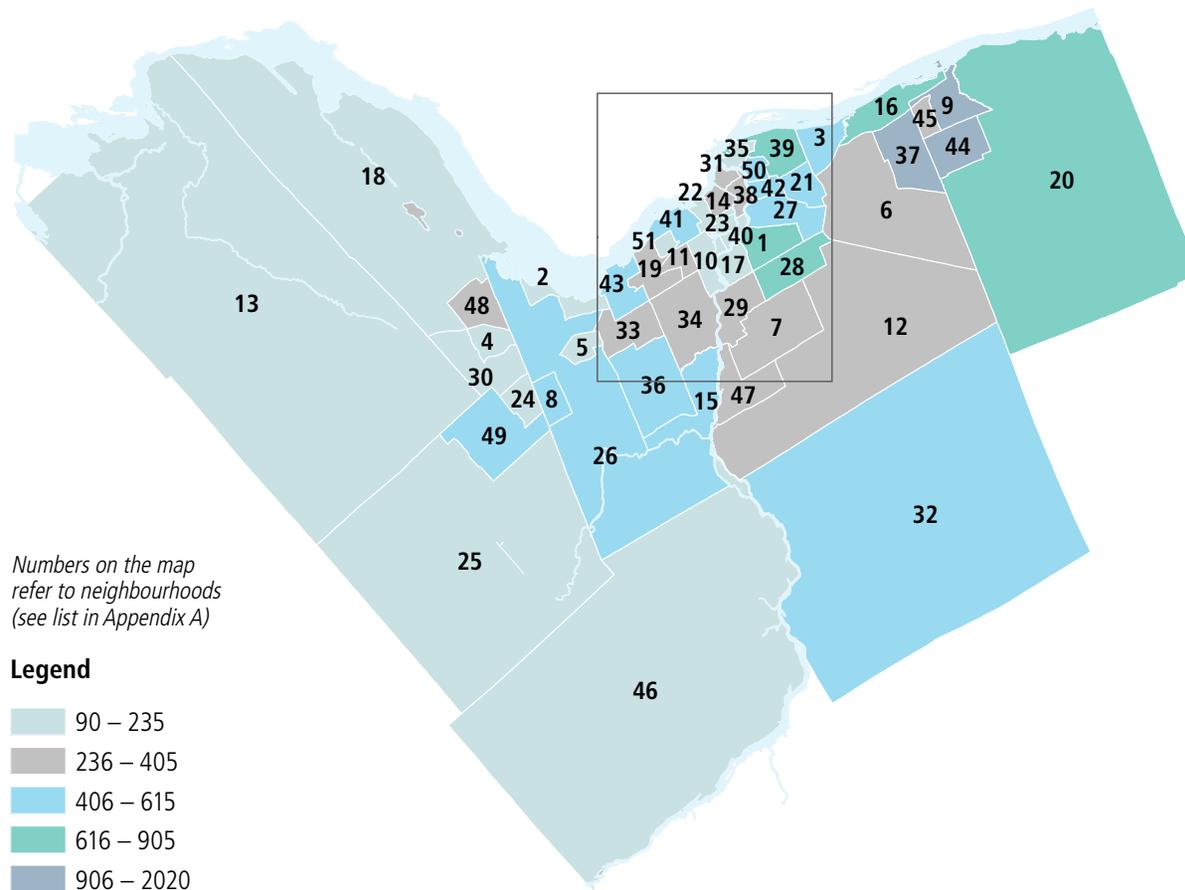


The **Early Development Instrument** is a kindergarten teacher-completed checklist that measures a child's performance in five general areas of development: physical health and well-being; emotional maturity; social competence; language and cognitive development; and communication skills and general knowledge. Children who are in the lowest 10th percentile in any domain are at greater risk in terms of learning outcomes.

Francophone Children

There are 23,000 Francophone children 0 to 12 years old, making up 17 per cent of all children 0 to 12 years old in Ottawa. This population is generally diverse, both linguistically and demographically. Francophone children are found in larger numbers in neighbourhoods in the east end of Ottawa, but communities in the west are increasingly attracting Francophone families.

Map 3: Number of Francophone Children 0 to 12 Years Old²⁷



Francophone Children *continued*

Inclusive Definition of Francophone

The number of Francophone children is calculated based on the Inclusive Definition of Francophone:²⁸ *Francophones are persons whose mother tongue is French, plus those whose mother tongue is neither French nor English but have a particular knowledge of French as an official language and use French at home.*

Francophone children 0 to 12 years old are more likely to be immigrants and members of a visible minority than the general population of children. Overall, Francophone children are less likely to be living in low income households than the general population of children. There are, however, pockets of vulnerability, particularly among recent immigrants and visible minorities.

Table 2: Number of Francophone Children 0 to 12 Years Old, by Child Care Age Categories^{29, 30}

| Francophone population ³¹ | |
|--|---------------|
| Infant (0-17 months) | 1,985 |
| Toddler (18 to 29 months) | 1,480 |
| Preschool (30 months to 3 years old) | 2,425 |
| Kindergarten (4 and 5 years old) | 3,325 |
| School Age (6 to 12 years old) | 13,785 |
| Total (0 to 12 years old) | 23,000 |



Quick facts about Francophone children 0 to 12 years old³²

24% know a non-official language and **77%** can speak English

7.9% are immigrants

37% belong to a visible minority

15.7% live in low income households

Indigenous Children

Historically, Ottawa was, and continues to be, a gathering place for Indigenous people as it was an important trading area and meeting place for a diversity of Indigenous cultures.

There are approximately 3,890 children 0 to 12 years old with Aboriginal identity, making up 2.9 per cent of all children 0 to 12 years old in Ottawa.³³ Children with Aboriginal ancestry, which refers to the ethnic or cultural origins of a person, make up a larger group with 7,900 children 0 to 12 years old.³⁴

The Indigenous population is generally younger than the general population. The growth rate of the Indigenous population is also more than four times that of their non-Indigenous counterparts. Part of this growth can be attributed to higher fertility rates, more people identifying as Indigenous, and migration to Ottawa.

Census estimates on the Indigenous population are generally considered to be low, as Indigenous people typically under-report on the Census.³⁵

Table 3: Number of Children 0 to 12 Years Old with Aboriginal Identity³⁶

| | Number of Children ³⁷ | % |
|---------------------------|----------------------------------|-------------|
| First Nations | 1,855 | 47.7% |
| Métis | 1,460 | 37.5% |
| Inuk (Inuit) | 330 | 8.5% |
| Multiple and Other | 230 | 5.9% |
| Total | 3,890 | 100% |

There are three geographic concentrations of Indigenous children 0 to 12 years old in Ottawa. They are located in the central area of the city (Vanier), in the west (Old Barrhaven, Nepean Central and Pinecrest/Queensway), and finally in the east (Cardinal Creek/Fallingbrook).



Quick facts about children 0 to 12 years old with Aboriginal identity³⁸

21.6%

growth rate between 2011 and 2016, compared to **4.8%** in the general population of children³⁹

24.3%

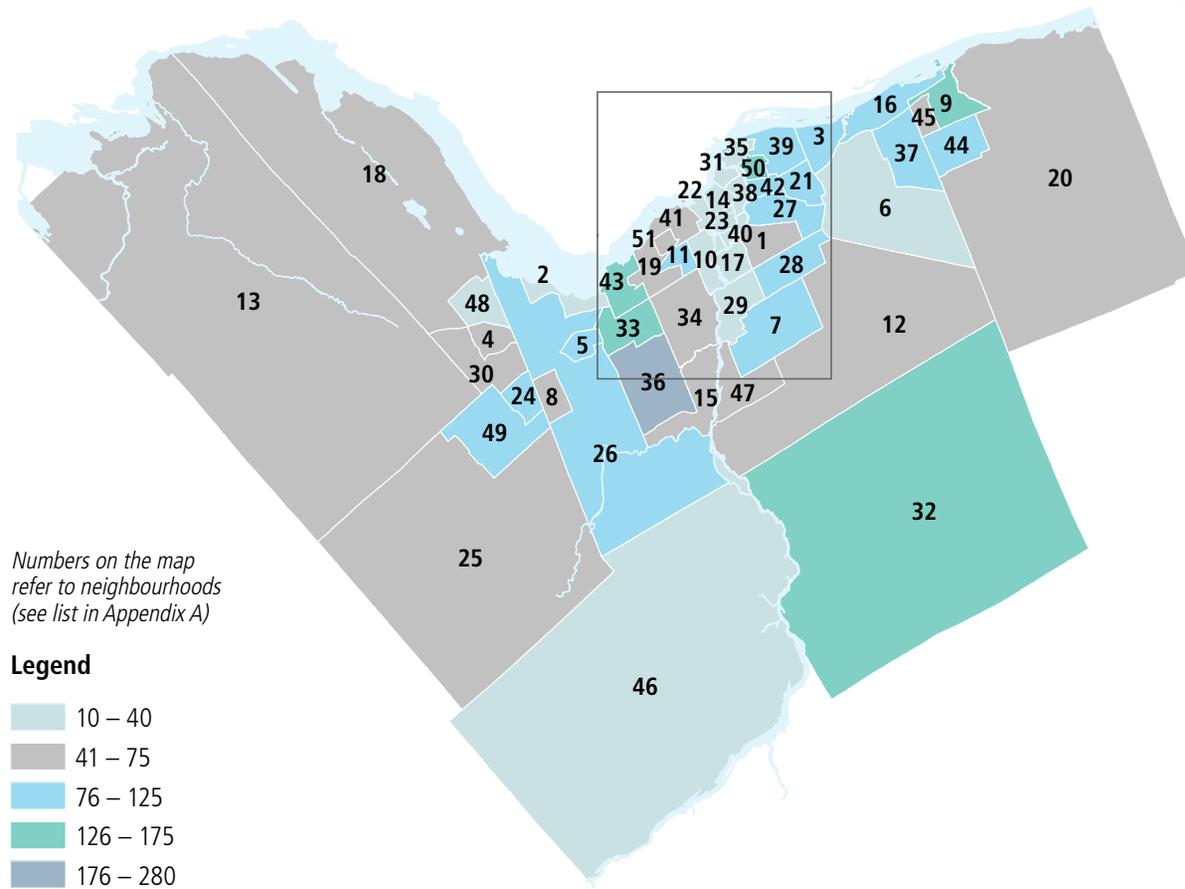
live in low income households

16.9%

of the total population with Aboriginal identity is 12 years old and under, compared to **14.6%** in the general population

Indigenous Children *continued*

Map 4: Number of Children 0 to 12 Years Old with Aboriginal Identity⁴⁰



Changing Landscape – Provincial Context

The child care and early years sector has been undergoing a significant period of transformation, modernization and growth. During the last few years, the Province of Ontario has made significant investments to the child care and early years sector.

Recent provincial changes include:

- Implementation of Full-Day Kindergarten.
- New funding formula for child care to more responsively meet local community needs, including the introduction of the General Operating (GO) funding.
- Introduction of *How Does Learning Happen?*, Ontario's Pedagogy for the early years, as the guiding pedagogical framework for early years programs and child care.
- Introduction of the Child Care and Early Years Act, (CCEYA), which replaced the Day Nurseries Act and established new rules governing child care in Ontario.
- Provincial Wage Enhancement funding to help close the gap between Registered Early Childhood Educators (RECEs) in the public education system and those working in licensed child care settings.
- Ontario's Renewed Early Years and Child Care Policy Framework, which focuses on: Affordability, Access, Quality and Responsiveness.
- Schools-First Child Care Capital Retrofit Policy and Capital Funding for New Construction of Child Care, which provides funding to school boards for retrofitting existing schools and/or purpose building new schools to include child care facilities.
- Transformation of provincially-funded child and family programs and services into EarlyON Child and Family Centres.
- The Journey Together: Ontario's Commitment to Reconciliation with Indigenous Peoples to increase access to Indigenous child care and child and family programs.
- Fee Stabilization funding to support licensed child care service providers to meet increased minimum wage requirements.
- Child Care Expansion Plan funding aimed at increasing licensed child care spaces for children 0 to 4 years old.
- The Canada-Ontario Early Learning and Child Care (ELCC) Agreement with funding to expand licensed child care services.
- Community-Based Early Years and Child Care Capital Program (CBCP) funding to support the creation of new spaces in the licensed child care sector.

In addition to these recent changes, there continues to be a strong voice from sector experts, professionals, and families for a National child care system. This would contribute to higher levels of employment, economic prosperity, and social benefits.

Local Child Care and Early Years System

Child Care Services

Families have access to a variety of child care options in Ottawa.

Licensed child care centres

Licensed centres care for children 0 to 12 years old and include nursery schools, full-day care, and before-and-after school programs (operated in school settings by third-party providers). Child care centres operate in a variety of locations including stand-alone buildings, community centres, schools, work places, and places of worship. The Ministry of Education licenses these programs and conducts inspections to ensure they meet specific provincial health, safety and developmental standards.

Before-and-after school options

Families have several other before-and-after school options for their children 4 to 12 years old. School boards directly operate Extended Day Programs in schools across the city. Children may also attend recreational and skill-building child care programs (for children ages 4 and up) operated by the municipality, YMCA, Boys and Girls Club or other authorized recreation providers. Children may also attend after-school episodic activities, which primary purpose is to promote skill-based sports and recreation (e.g. one-hour dance lessons or club activities).

Licensed home child care

Licensed home child care is provided for children 0 to 12 years old in the private residence of an approved caregiver who is affiliated with a licensed home child care service provider. Home Visitors provide oversight, training and support to caregivers. Routine inspections are conducted to ensure caregivers are following provincial regulation, as well the service provider's policies and procedures. The Ministry of Education licenses home child care service providers and conducts inspections to ensure they meet specific provincial health, safety and developmental standards.

Informal (unlicensed) home child care

Informal child care is provided in the private residence of a caregiver who is not affiliated with a licensed home child care service provider. Informal care can also be provided in a child's own home by a nanny. This type of care is not licensed by the Ministry of Education.

Child Care Services *continued*

Licensed Child Care⁴¹

The total licensed child care capacity in Ottawa (centre-based and home child care) is 33,497 spaces.

Centre-based child care is provided by 177 service providers in a total of 313 locations. Approximately 60 per cent of centre-based service providers have General Operating and Fee Subsidy contribution agreements with Children's Services.⁴²

Ottawa has several early intervention child care programs (i.e. Headstart programs, programs for young mothers) with a total capacity of 393 spaces. These provide specialized programming for families faced with multiple barriers including low income, mental health issues, or other social needs.

The number of centre-based spaces has been growing steadily in Ottawa. Approximately 8,963 spaces were created between 2013 and 2018, representing a 42 per cent growth.⁴³ The number of spaces has grown faster than the number of children for the same period, effectively increasing access for families. In 2018 and 2019, \$14.6 Million in capital funding was allocated to create 459 additional licensed centre-based spaces.

There are 15 licensed home child care service providers in Ottawa, including one French-designated provider and one Indigenous provider. All home child care service providers have General Operating and Fee Subsidy contribution agreements with Children's Services. A recent survey of the home child care service providers tallied 859 active homes and a total enrolment of 3,414 children.⁴⁴ Approximately 10 per cent of all licensed child care spaces are in home child care.



Child Care Services *continued*

By the Numbers



Licensed Child Care Centres⁴⁵

30,083 licensed spaces in centres.

75.2% of child care centres are operated by not-for-profit service providers.

67.2% of centre-based child care spaces are located in schools.

52.9% of programs located in schools are operated by licensed third-party providers, while the rest are school-board operated.

13.5% of children in centre-based child care are infants and toddlers.



Licensed Home Child Care⁴⁶

3,414 licensed home child care space.⁴⁷

100% of home child care service providers are not-for-profit.

13.6% of homes provide care in a language other than English or French.

47.2% of children enrolled in home child care are infants and toddlers.

Child Care Services *continued*

Financial Assistance for Child Care

Child care fee subsidies help families offset the costs of licensed child care. Families apply for fee subsidies using the online Child Care Registry and Waitlist (CCRAW). Parents/guardians require a recognized need for child care such as employment (or looking for employment), education, having a child with special needs, or having special needs themselves.

There is also a requirement to provide a Notice of Assessment (NOA) for Provincial Income Testing to determine eligibility and any applicable parental contribution. Families with household incomes less than \$20,000 have their full cost of care covered and families with higher household incomes pay a portion of the cost based on a sliding scale.

As an example, a family with an after-tax income of \$45,000 would contribute approximately \$300 a month towards the cost of child care.

Due to high demand for fee subsidies and limited funding, some families may be placed on a waitlist. When fee subsidies become available (as other children leave care) they are provided to families on the waitlist in order of priority. Once a family is approved for a fee subsidy, they are added to their preferred child care provider's list for placement and may be offered a space as they become available.

City of Ottawa child care workers are available to help families who are either waiting for a fee subsidy or approved families who need support to find child care.

By the Numbers



Fee Subsidy Program⁴⁸

343 children are waiting for a fee subsidy approval.

Approximately **8,000** children currently receive fee subsidies in Ottawa.

56.6% have the full cost of care covered, meaning that their family's income is less than **\$20,000** a year.

80.0% are enrolled in child care centres and 20% in home child care.

47.9% of parents are working and **8%** are attending school.

25.9% are in receipt of Ontario Works.

Child Care Services *continued*

Child Care Registry and Waitlist (CCRAW)

The Child Care Registry and Waitlist (CCRAW) is an online tool that first provides families with information and helps them find, explore, and connect with licensed child care service providers. The tool allows families to search for providers on a map and see information on each provider including hours of operation, age groups, and programming. Families then connect with providers by adding themselves to their preferred provider's list.

Licensed child care service providers may reach out directly to families that have added themselves to their list to fill vacant child care spaces. Each provider determines how they fill their vacant spaces (children with or without fee subsidies), depending on their individual mandates, priorities, and potentially based on demand in their area. Child care service providers are required to place subsidized children in order of priority.

The demand for child care placements is often larger than the supply and many families are required to find alternate arrangements (e.g. informal home care, family members) or stay home until a space is available with their preferred provider.

By the Numbers



Child Care Registry and Waitlist⁴⁹

8,575 children are registered and interested in licensed child care.

2,985 are Francophone,

143 are Indigenous and

336 have special needs.⁵⁰

853 are looking to secure a space within the next 3 months,

3,332 are pre-planning and have a preferred start date of 3 months or more,

4,390 have a preferred start date in the past and may have secured care elsewhere and have chosen to remain registered to continue to explore licensed options.

Child Care Services *continued*

Special Needs Services

Child care inclusion means that all children can attend and benefit from child care programs. The principle of inclusion goes beyond the notion of physical integration and fully incorporates basic values that promote participation and a celebration of diversity. Licensed child care programs are in a unique position to provide inclusive and supportive environments for children with special needs and their families. This means that the necessary supports of training, equipment, physical modifications and extra staffing are available, at no extra cost to families.

In Ottawa, Children’s Inclusion Support Services (CISS) provides support to licensed child care programs to promote the inclusion of children with special needs. Types of supports include: resource and behavior consultants, enhanced staff support, professional development and resources such as

materials, books, toys, and equipment.⁵¹ Referrals can be made to CISS by families, referring agencies or licensed child care programs.

In 2018, CISS supported 527 children between the ages of one and 13 years old, the majority being 3 to 5 years old (Figure 9). Most families (69 per cent) travelled less than 5 kilometers to their child care program and 13 per cent travelled more than 10 kilometers. Figure 10 identifies the top diagnoses of children receiving CISS supports.

CISS also offers the Positive Outcomes Program (POP). This program provides time limited behaviour services to licensed child care programs that have identified children (0 to 12 years old) who demonstrate challenging behaviours. An additional 48 children were supported with the Positive Outcomes Program in 2018.

Figure 9: Children Supported by CISS, by Age (2018)⁵²

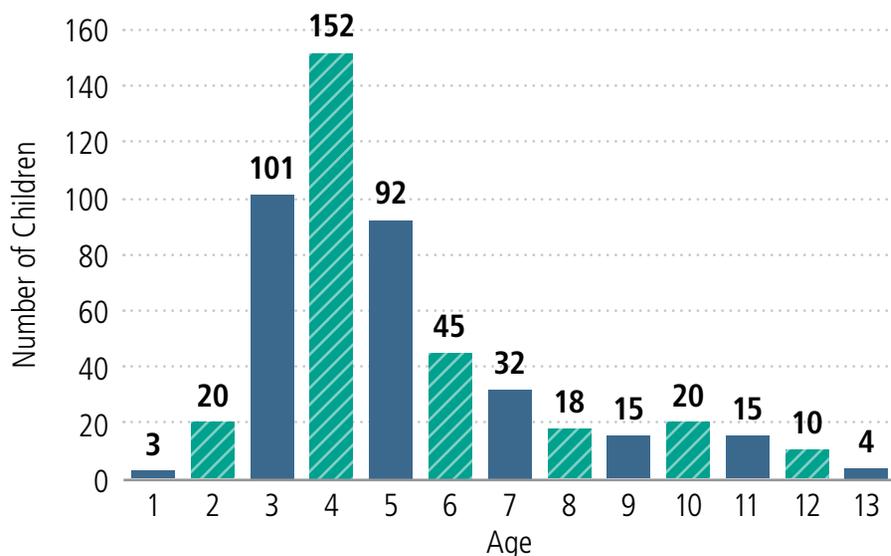
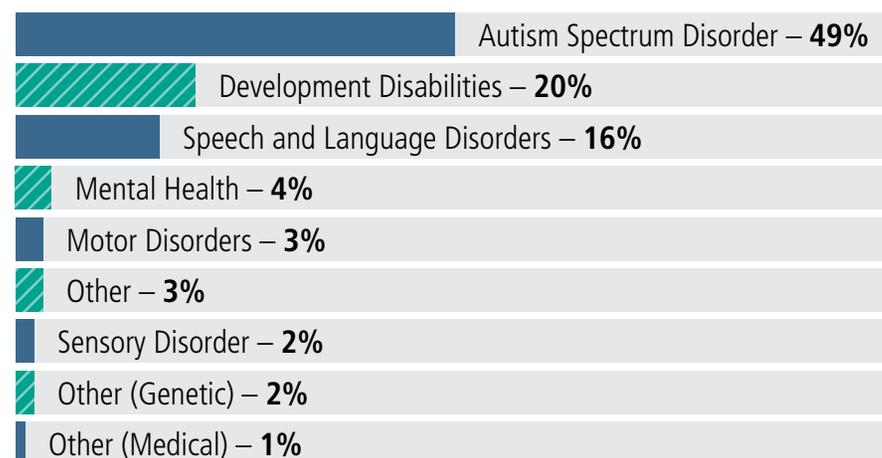


Figure 10: Children Supported by CISS, by Diagnosis (2018)⁵³



Early Years Programs (EarlyON Child and Family Centres)

EarlyON Child and Family Centres provide access to essential early years services and supports for children 0 to 6 years old, families, and caregivers. The suite of mandatory core services includes:



1

Engaging parents and caregivers

Information sharing on child development, pre and post-natal support programs, and targeted outreach to caregivers not currently accessing services.

2

Supporting early learning and development

Drop-in programs and services such as playgroups that build responsive adult-child relationships, supported by *How Does Learning Happen? Ontario's Pedagogy for the Early Years*.

3

Making connections for families

Working with families to identify concerns and opportunities related to child development and facilitating connections to community-based services.

Service providers collaborate with partners, including Ottawa Public Health, to determine complementary health services such as breastfeeding support. Programming that reflects and respects the language and culture of Francophone and Indigenous families is also provided by Francophone and Indigenous organizations.



Francophone Services

For the Francophone community, learning the French language, building identity and developing a sense of belonging to the community is particularly important in early childhood. It is also a critical period for fostering community vitality, preserving the language, and encouraging attendance in French-language schools. Having access to French-language child care and early years services is therefore critical for Francophone families in Ottawa.

To support Francophone parents in making informed choices and finding culturally relevant care, Children's Services manages a French-Language Designation process for licensed child care services. To be designated, child care service providers must demonstrate that they meet a list of key language criteria in the areas of: program administration, staffing, programming,

communication, and policies and procedures. Approved programs are identified on the Child Care Registry and Waitlist and a Francophone Designation Certificate is issued to the provider to post in each approved site.

French-designated child care services are available in various locations across the city. There are 76 licensed French-designated child care programs in centres, operated by 28 service providers, with a capacity to serve a total of 11,523 children.⁵⁴ The majority of French-designated child care programs are located in schools. One French-designated home child care service provider supports 76 homes with 356 children enrolled.⁵⁵

Francophone families also have equitable access to culturally relevant EarlyON services across the city offered by Francophone service providers.

By the Numbers



Licensed Francophone Child Care⁵⁶

35.5% of all licensed child care spaces are French-designated.

97.0% of French-designated spaces are centre-based and the rest are in homes.

88.9% of French-designated centre-based spaces are located in schools.

Indigenous Services

Indigenous service providers working with young children in Ottawa consistently provide holistic services for the entire family, in recognition of the complex needs and challenging social, economic and cultural circumstances that families face. This includes expanded system navigation, advocacy, transportation, assistance with forms for other services, and programs/activities for the entire family.

Services provided by these providers also recognize the importance of connection to the wider First Nation, Inuit/Inuk and Métis communities to strengthen the child's identity and the family's supports.⁵⁷

There is one Indigenous child care centre and two Aboriginal Headstart programs that provide a total of 81 licensed child care spaces for toddlers

and preschoolers. These programs are all located in the Vanier and Overbrook neighbourhoods. It is estimated that recent capital funding allocations⁵⁸ will create 98 Indigenous child care spaces (for infants, toddlers, and preschoolers) over the next two years.

One Indigenous home child care service provider has 11 active homes distributed across the central portion of the city, with just under 50 children enrolled.⁵⁹

There are six Indigenous service providers currently providing culturally relevant early years services for children 0 to 6 years old and their families.



Funding and Budget

Children's Services has a total operating budget of \$165 Million (**Figure 11**), which comes from two main sources: The Province of Ontario (Ministry of Education) and the City of Ottawa.



Province of Ontario

Around **85 per cent** of the Children's Services' budget comes from the Province of Ontario. In 2019, the Province will transfer **\$142 Million** to the City of Ottawa. Provincial legislation gives authority to each municipality to decide how to best allocate this funding to address local needs.



City of Ottawa

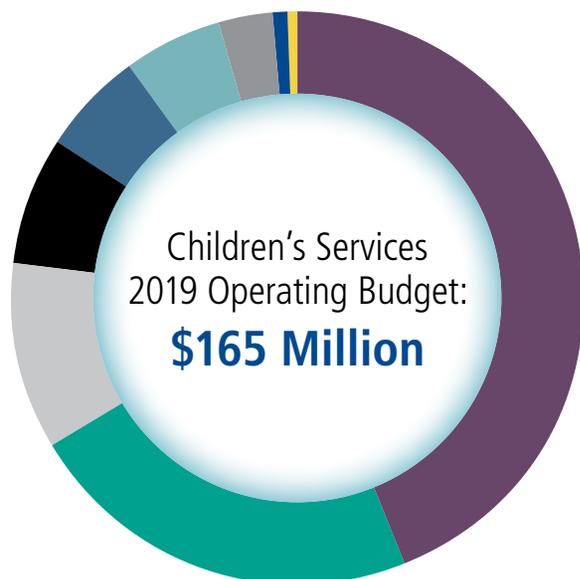
The City of Ottawa has a legislated cost share of **\$13.5 Million** and contributes an additional **\$9.5 Million** to Children's Services as follows:

- Municipal Child Care Centres (\$4.2 M)
- Special Needs Resourcing (\$0.85 M)
- EarlyON Child and Family Centres (\$1 M)
- Stabilization Initiative (\$2.7 M)
- Health & Safety (\$0.75 M)

Recent investments of **\$34 Million** in provincial (Child Care Expansion Plan) and federal (Canada-Ontario Early Learning and Child Care Agreement) funding provided fee subsidies to 2,000 new children, significantly reducing the waitlist, and provided additional funding to child care service providers to increase access and affordability for families.

Funding and Budget *continued*

Figure 11: Children’s Services Operating Budget (2019)⁶¹



- Fee Subsidy – **\$72.7 Million**
- GO Funding – **\$37 Million**
- WEG – **\$17.4 Million**
- EarlyON – **\$11.9 Million**
- 100% Municipal Contribution – **\$9.5 Million**
- Program Delivery – **\$9.1 Million**
- Special Needs – **\$5.3 Million**
- Special Purpose – **\$1.1 Million**
- Fee Stabilization – **\$1 Million**

General Operating (GO)

GO funding is intended to decrease wait times and fees for services, stabilize service levels and increase access to high-quality affordable early learning and child care services. In Ottawa, GO funding is provided to 110 not-for-profit child care service providers, including Francophone and Indigenous providers.⁶⁰

General Operating funding has two components and is allocated as follows:

1. **Base Funding** – is distributed equitably to licensed child care service providers based on licensed capacity and weighted by age group.
2. **Government Priority Funding** – is distributed to licensed child care service providers who qualify for the Base GO funding and is based on the number of subsidized children in care (weighted by age group with younger age groups receiving more funding).

100% Municipal Contribution

This funding is used for additional special needs resourcing supports, EarlyON Child and Family Centres, Municipal Child Care Centres, and other municipal funding for licensed service providers such as health and safety supports.

Wage Enhancement Grant (WEG)

WEG funding supports approximately 2,573 Registered Early Childhood Educators (RECE) and non-RECE program staff and 937 home child care service providers to help close the wage gap.⁶²

Special Purpose

Special Purpose funding strengthens the child care sector by building capacity and assisting with business transformation costs, play-based materials, and repairs and maintenance.

Program Delivery

Program Delivery funding supports costs associated with Children’s Services’ role as service system manager for all budgeted programs.

Engagement with Partners

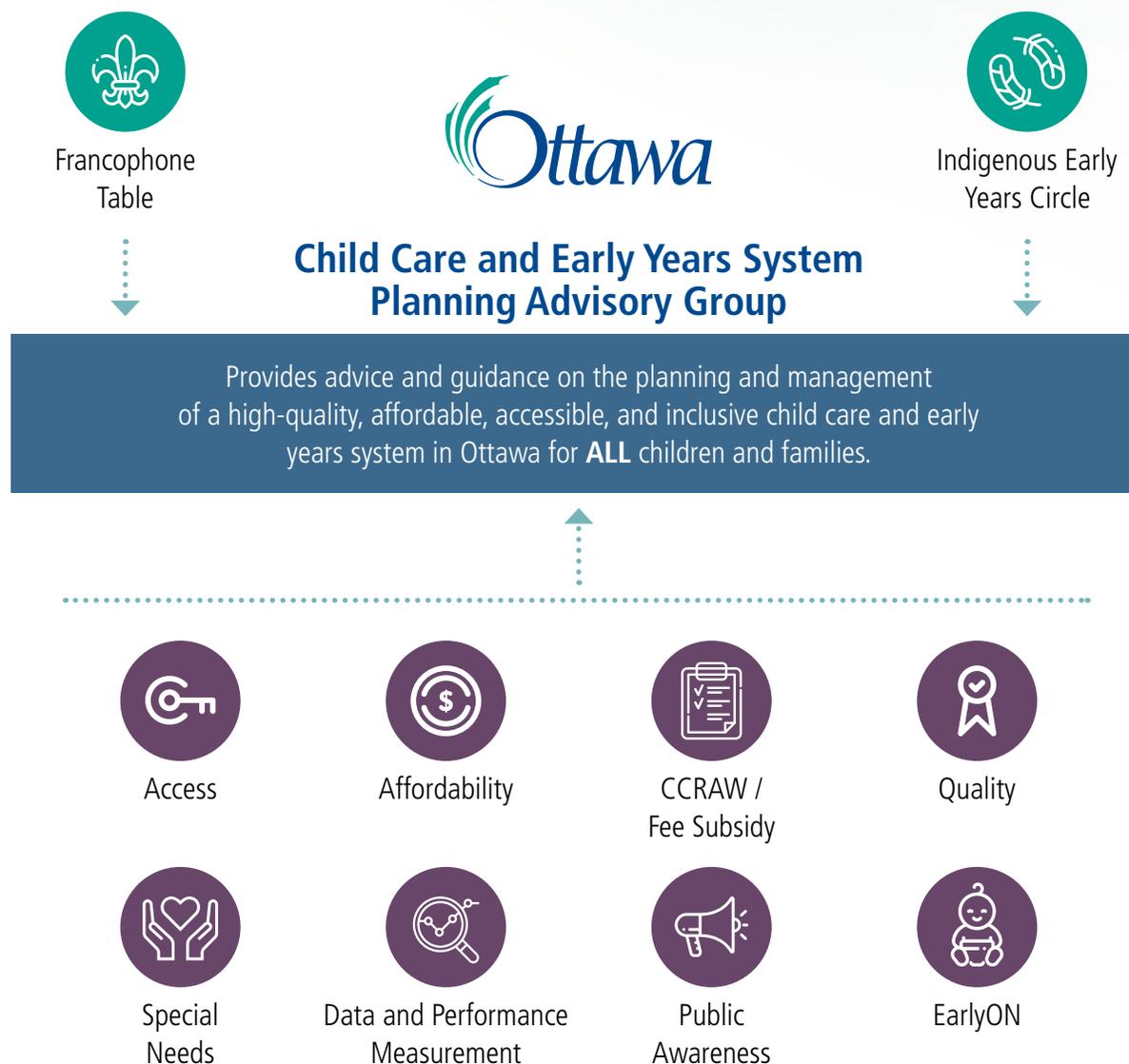
Children’s Services is committed to working collaboratively with key community stakeholders to sustain and monitor local planning and development of the child care and early years system.

Children’s Services created the Child Care and Early Years System Planning Advisory Group with a mandate to provide advice and guidance on the planning and management of a high-quality, affordable, accessible, and inclusive child care and early years system in Ottawa for all children and families. In addition, eight sub-groups have been identified to assist with the mandate (Figure 12).

The Advisory Group and sub-group membership include: child care service providers (centre-based and home-based), Headstart programs, nursery schools, EarlyON providers, school boards, Indigenous organizations, Francophone organizations and organizations that provide services to children with special needs.

Children’s Services also supports and collaborates with two independent child care and early years planning tables that provide culturally-specific input into the system planning process.

Figure 12: Child Care and Early Years System Planning Advisory Group



Engagement with Partners *continued*



Francophone Table

The Francophone Table for Child Care and Early Years Services makes recommendations to the City of Ottawa and shapes directions for the development and implementation of service plans, developed by and for Francophones, with a view to ensuring that the needs of Francophones are met in terms of child care and early years services.

The membership of the Francophone Table includes representatives from Francophone school boards, Francophone organizations that provide child care (centre-based and home-based) services, early years services, services for children with special needs, mental health services, and other community groups and associations as required.



Indigenous Early Years Circle

The Indigenous Early Years Circle works together to provide holistic, culturally-relevant and culturally safe programs and services to all Indigenous children (0 to 6 years old) to help them develop a sense of self and well-being, as well as support their families and the Indigenous community in Ottawa.

Membership to the Indigenous Early Years Circle is open to all Indigenous service providers and organizations providing services to Indigenous children 0 to 6 years old or providing services to the Indigenous community at-large in Ottawa.

“The Indigenous Early Years Circle is committed to continue partnering with the City of Ottawa to ensure programs and services are respectful, safe, and recognize the strength of Indigenous cultures, languages and communities for our children and families.”

Indigenous Early Years Circle

Analysis



Ensuring that families have access to child care is important for parents to work or attend school and to support the healthy development of children. An important consideration for families is having various supports to make informed decisions and the availability of child care close to home.

Child Care Capacity

There are 44,040 child care spaces for children 0 to 12 years old in Ottawa ([Table 4](#)).⁶³ The current number of spaces can accommodate one out of every three (32.9 per cent) children, which is lower than the overall access target of 42.5 per cent.

A third of all spaces (14,741 spaces) are for younger children (infants, toddlers and preschoolers). Approximately 39 per cent of younger children have access to a space, essentially meeting the access target of 40 per cent for that age group.

The infant group shows a slightly higher variance between existing and target access levels than the toddler and preschool groups.

Access to child care for kindergarten and school-age children is lower than for younger children and there is a 15 per cent variance between existing and target access levels. However, other child care options for this age group are available and were not included in the calculation of the child care capacity (e.g. episodic activities).



Child Care Capacity *continued*

Table 4: Total Child Care Capacity and Percentage of Children with Access, by Age Group⁶⁴

| | Infants Under 18 mo. | Toddlers 18-29 mo. | Preschool 30-47 mo. | Total Infant, Toddler, and Preschool | Total Kindergarten and School Age | Total 0 to 12 years old |
|--|----------------------|--------------------|---------------------|--------------------------------------|-----------------------------------|-------------------------|
| Licensed centre spaces (Note 1) | 691 | 3,370 | 8,288 | 12,349 | 17,734 | 30,083 |
| Licensed home spaces (Note 2) | 859 | 754 | 779 | 2,392 | 1,022 | 3,414 |
| School board Extended Day Program spaces (Note 2) | N/A | N/A | N/A | N/A | 8,552 | 8,552 |
| Authorized recreation program spaces (Note 3) | N/A | N/A | N/A | N/A | 1,991 | 1,991 |
| Total spaces | 1,550 | 4,124 | 9,067 | 14,741 | 29,299 | 44,040 |
| Population | 12,960 | 9,515 | 15,815 | 38,290 | 95,695 | 133,985 |
| Percentage of children with access to a space | 12.0% | 43.3% | 57.3% | 38.5% | 30.6% | 32.9% |
| Access targets (estimated demand) (Note 4) | 15.0% | 45.0% | 60.0% | 40.0% | 45.0% | 42.5% |
| Variance | (3.0%) | (1.7%) | (2.7%) | (1.5%) | (14.4%) | (9.6%) |

Note 1 – Represents licensed capacity. The licensed capacity is the maximum number of spaces approved by the Ministry of Education and could be higher than the operating capacity (number of spaces at which a service provider is able/willing to operate). Significant differences are more common in the Kindergarten and School Age programs.

Note 2 – Represents enrollment.

Note 3 – Represents enrollment and/or operating capacity.

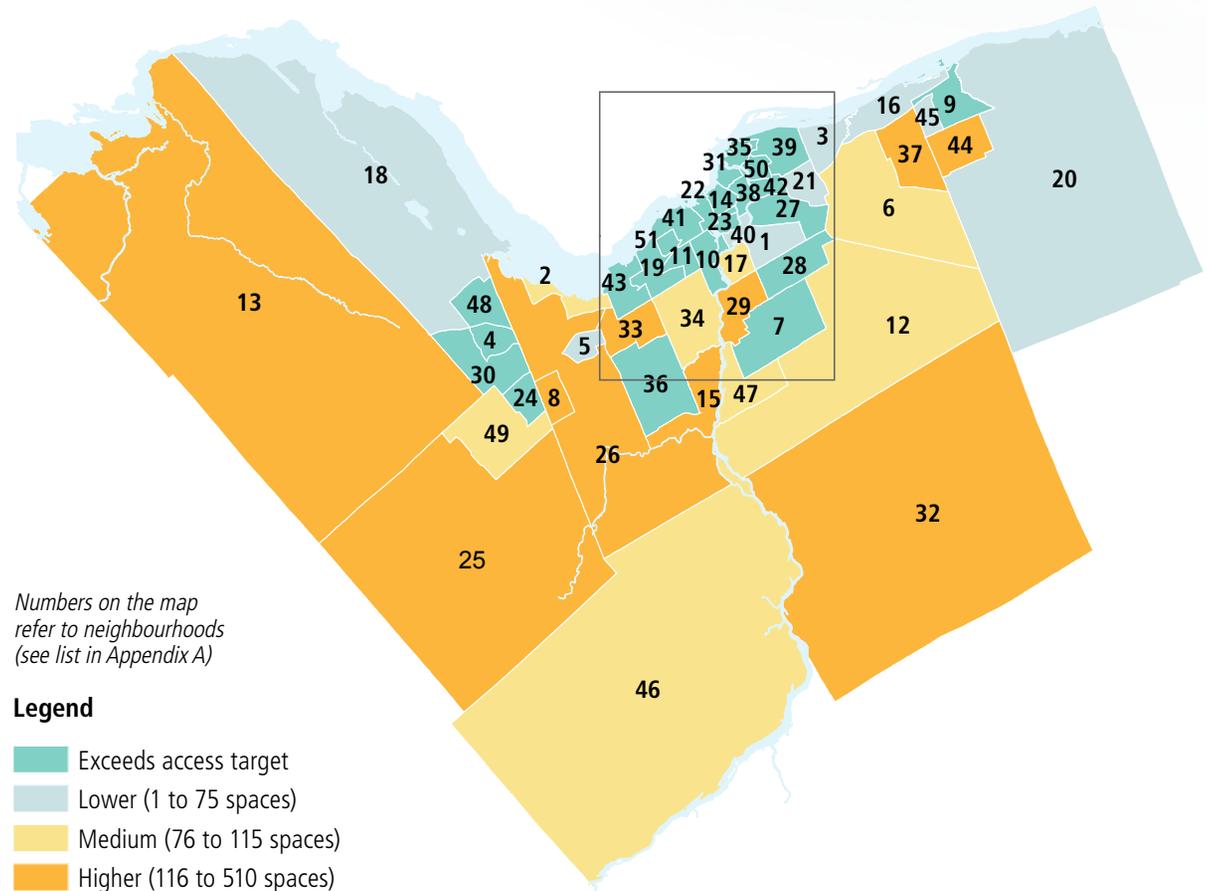
Note 4 – Access targets derived from the likelihood of individual ages to use paid child care.⁶⁵

Child Care Capacity *continued*

While the overall child care capacity for younger children is adequate for Ottawa as a whole,⁶⁶ it varies considerably across neighbourhoods and service areas. Maps 5 and 6 show areas of the city where the access target has been met, (i.e. where the percentage of younger children who have access to a space is 40 per cent or above). The maps also show areas where child care spaces are required to meet the access target. Younger children living in the downtown core along the Ottawa river, the west suburban area of Kanata, as well as other smaller pockets in the south and east tend to have higher access to child care. Children living in more rural areas have less access.

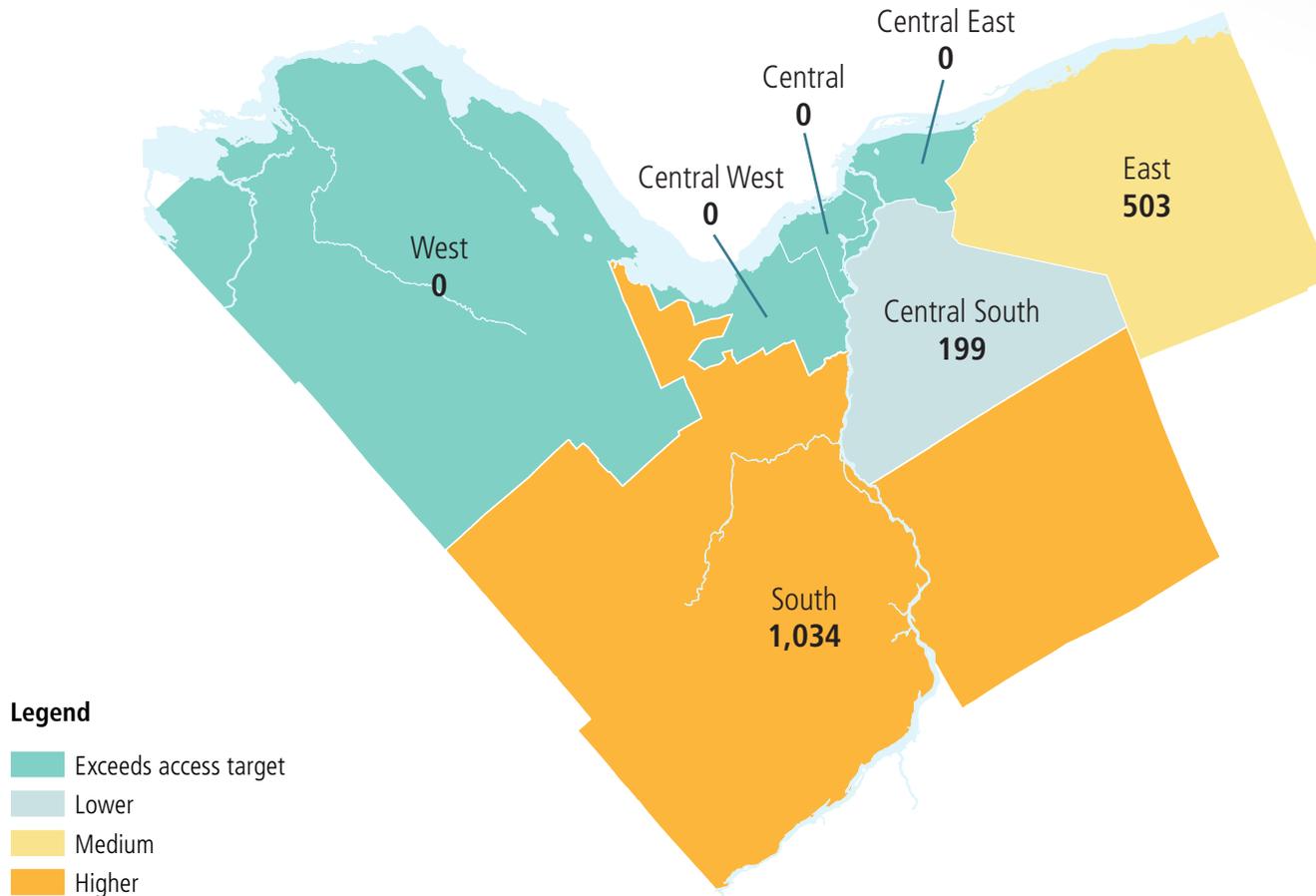
Another consideration in the analysis of child care access is the increase in demand that will be brought on by population growth. The population of children 0 to 14 years old is expected to grow by 6 per cent between 2018 and 2023.⁶⁷ Much of the new housing developments for stand-alone homes are planned in suburbs located in the South and West service areas.⁶⁸ This could lead to rapid growth in the demand for child care, particularly in the South service area where access to child care is currently below the access target level.

Map 5: Number of Child Care Spaces (Infants, Toddlers, Preschoolers) to Reach Access Target (40%), by Neighbourhood⁶⁹



Child Care Capacity *continued*

Map 6: Number of Child Care Spaces (Infants, Toddlers, Preschoolers) to Reach Access Target (40%), by Service Area²⁰



Child Care Capacity *continued*

Francophone Child Care

The total Francophone child care capacity in Ottawa is 12,702 spaces (Table 5).²¹ Fifty-five per cent of Francophone children 0 to 12 years old have access to a Francophone child care space, which is above the overall access target of 42.5 per cent.

All age groups exceed access targets except for the infant group, with 9.7 per cent of Francophone infants having access to a space.

Table 5: Francophone Child Care Capacity and Percentage of Francophone Children with Access, by Age Group²²

| | Infants Under 18 mo. | Toddlers 18-29 mo. | Preschool 30-47 mo. | Total Infant, Toddler, and Preschool | Total Kindergarten and School Age | Total 0 to 12 years old |
|--|----------------------|--------------------|---------------------|--------------------------------------|-----------------------------------|-------------------------|
| Licensed French-designated centre spaces (Note 1) | 100 | 690 | 1,578 | 2,368 | 9,155 | 11,523 |
| Licensed French-designated home spaces (Note 2) | 92 | 58 | 91 | 241 | 115 | 356 |
| School board Extended Day Program spaces (Note 2) | N/A | N/A | N/A | N/A | 570 | 570 |
| Authorized recreation program spaces (Note 3) | N/A | N/A | N/A | N/A | 253 | 253 |
| Total spaces | 192 | 748 | 1,669 | 2,609 | 10,093 | 12,702 |
| Francophone population | 1,985 | 1,480 | 2,425 | 5,890 | 17,110 | 23,000 |
| Percentage of children with access to a space | 9.7% | 50.5% | 68.8% | 44.3% | 59.0% | 55.2% |
| Access target (estimated demand) (Note 4) | 15.0% | 45.0% | 60.0% | 40.0% | 45.0% | 42.5% |
| Variance | (5.3%) | 5.5% | 8.8% | 4.3% | 14.0% | 12.7% |

Note 1 – Represents licensed capacity. The licensed capacity is the maximum number of spaces approved by the Ministry of Education and could be higher than the operating capacity (number of spaces at which a service provider is able/willing to operate). Significant differences are more common in the Kindergarten and School Age programs.

Note 2 – Represents enrollment.

Note 3 – Represents enrollment and/or operating capacity.

Note 4 – Access targets derived from the likelihood of individual ages to use paid child care.²³

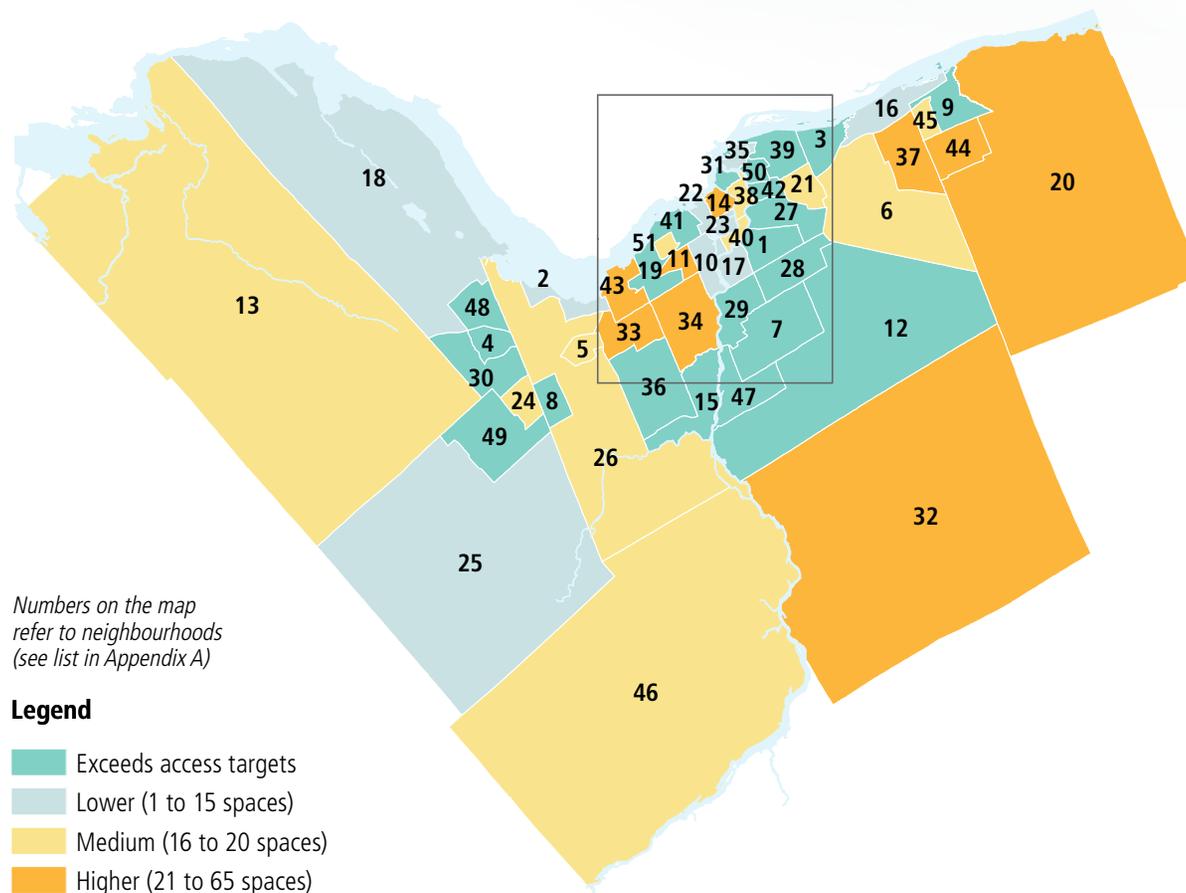
Child Care Capacity *continued*

Child care capacity for younger Francophone children also shows variations across neighbourhoods. Map 7 and 8 show that younger children living in the central south area, Kanata, and other pockets in the east tend to have higher access to child care.

Some neighbourhoods (Alta Vista, Beaverbrook/Marchwood, Bridlewood, Copeland, and Vanier) have more spaces than younger children (child care access is above 100 per cent) while 13 neighbourhoods including almost all rural neighbourhoods, have no licensed child care spaces for younger children.

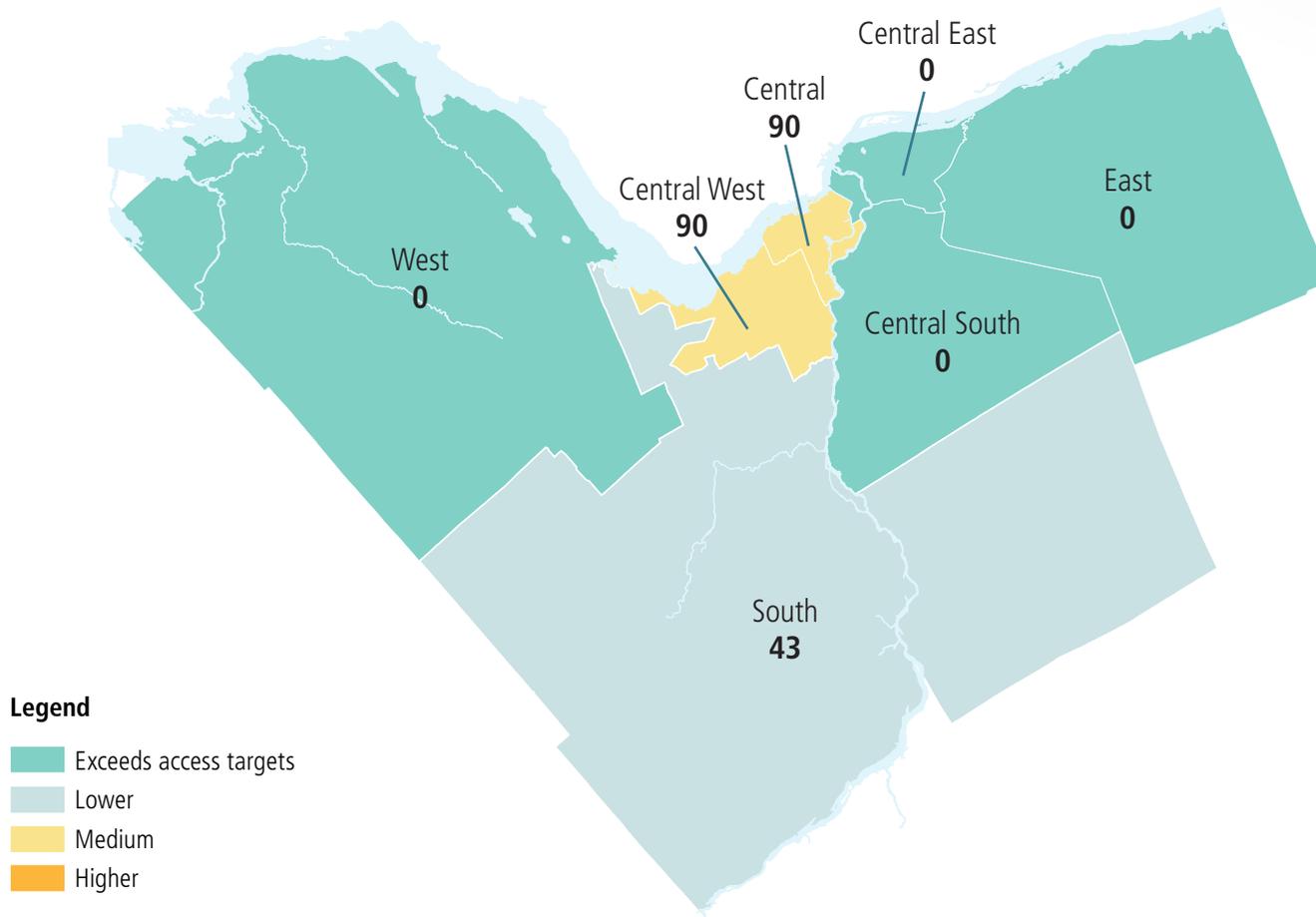
Approximately 12.8 per cent of all Francophone children live in neighbourhoods with no Francophone child care. As almost 90 per cent of all French-designated child care spaces are located in schools, it is possible that certain neighbourhoods do not have child care spaces if there are no Francophone schools within the neighbourhood boundaries.

Map 7: Number of Francophone Child Care Spaces (Infants, Toddlers, Preschoolers) to Reach Access Target (40%), by Neighbourhood⁷⁴



Child Care Capacity *continued*

Map 8: Number of Francophone Child Care Spaces (Infants, Toddlers, Preschoolers) to Reach Access Target (40%), by Service Area⁷⁵



Child Care Capacity *continued*

Indigenous Child Care

The total Indigenous-led child care capacity in Ottawa is 129 spaces (Table 6). Overall, 3.3 per cent of Indigenous children 0 to 12 years old have access to an Indigenous child care space. Just over 9 per cent of younger Indigenous children (infants, toddlers, preschoolers) have access to an Indigenous space, which is significantly lower than the overall access target of 40 per cent.⁷⁶ The percentage of children with access is likely lower since the population of Indigenous children is generally considered to be higher than Census estimates.

Table 6: Indigenous Child Care Capacity and Percentage of Indigenous Children with Access, by Age Group⁷⁷

| | Infants Under 18 mo. | Toddlers 18-29 mo. | Preschool 30-47 mo. | Total Infant, Toddler, and Preschool | Total Kindergarten and School Age | Total 0 to 12 years old |
|--|----------------------|--------------------|---------------------|--------------------------------------|-----------------------------------|-------------------------|
| Licensed centre spaces (Note 1) | 0 | 15 | 66 | 81 | 0 | 81 |
| Licensed home spaces (Note 2) | 14 | 8 | 14 | 36 | 12 | 48 |
| Total spaces | 14 | 23 | 80 | 117 | 12 | 129 |
| Indigenous population | 474 | 331 | 470 | 1,275 | 2,615 | 3,890 |
| Percentage of children with access to a space | 3.0% | 6.9% | 17.0% | 9.2% | 0.5% | 3.3% |
| Access target (estimated demand) (Note 3) | 15.0% | 45.0% | 60.0% | 40.0% | 45.0% | 42.5% |
| Variance | (12%) | (38.1%) | (43%) | (30.8%) | (44.5%) | (39.2%) |

Note 1 – Represents licensed capacity. The licensed capacity is the maximum number of spaces approved by the Ministry of Education and could be higher than the operating capacity (number of spaces at which a service provider is able/willing to operate).

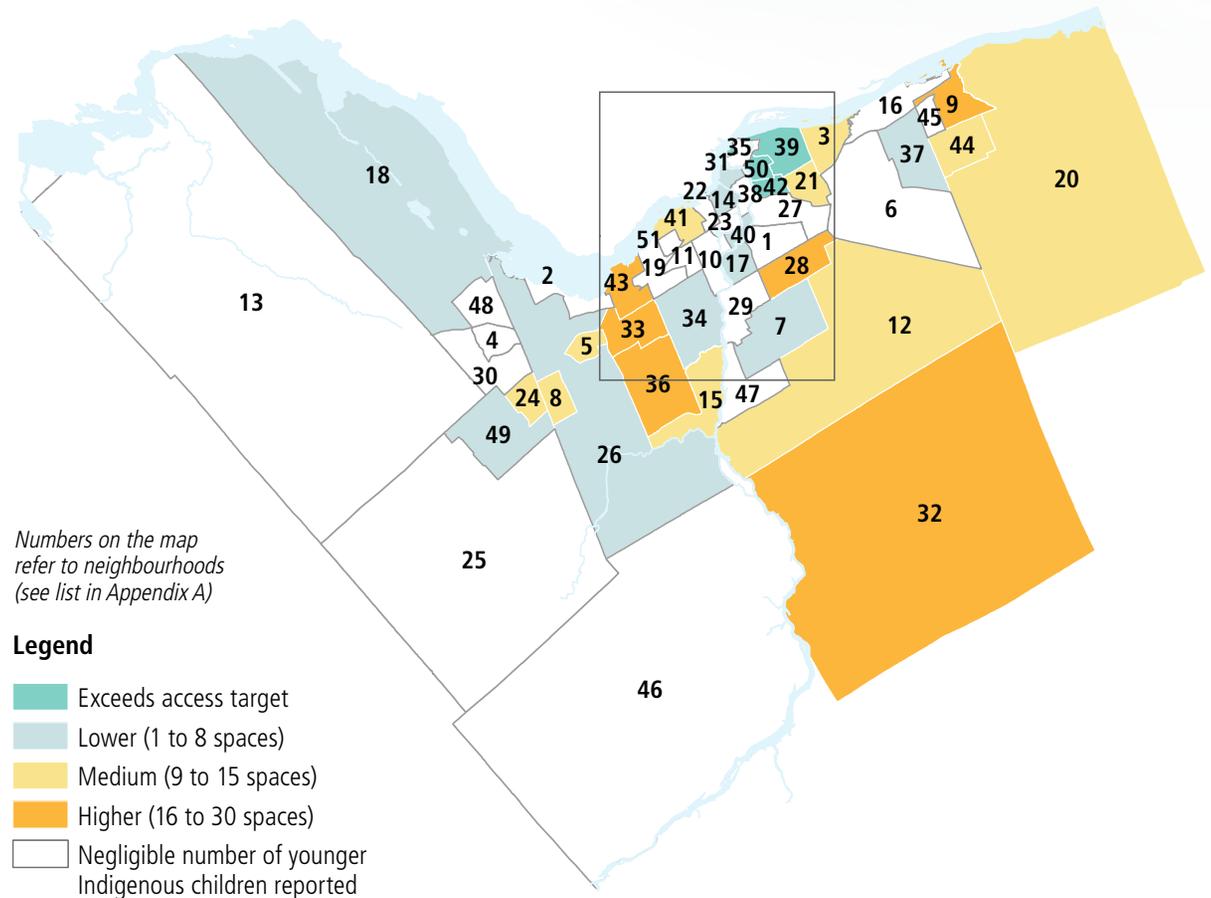
Note 2 – Represents enrollment.

Note 3 – Access targets derived from the likelihood of individual ages to use paid child care.⁷⁸

Child Care Capacity *continued*

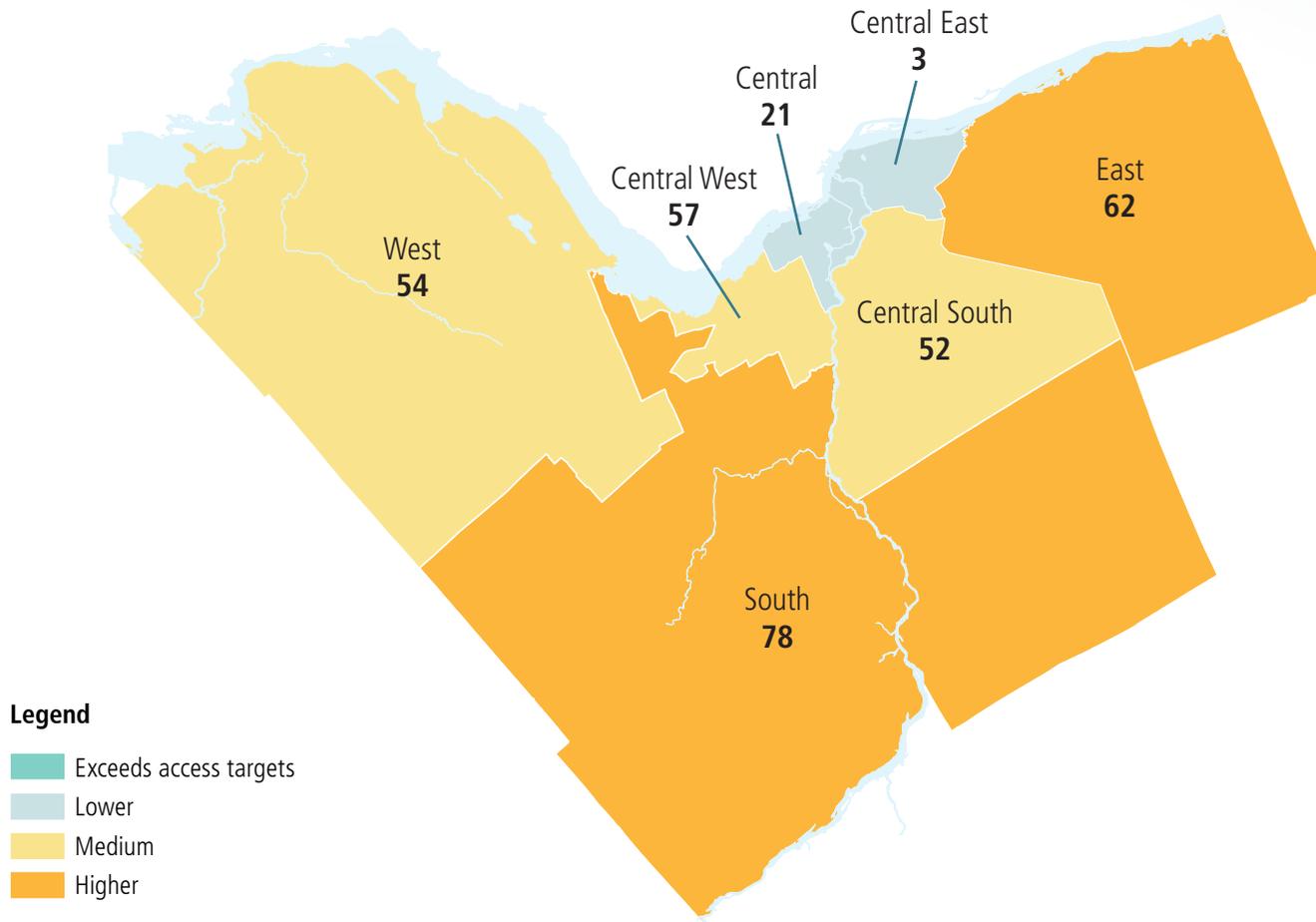
All centre-based Indigenous child care spaces (for toddlers and preschoolers) are located in the two adjacent neighbourhoods of Vanier and Overbrook, while home child care spaces are distributed across the central portion of the city. The other two areas with higher concentrations of Indigenous children, which are found in the west (Old Barrhaven, Nepean Central and Pinecrest/Queensway) and the east (Cardinal Creek/Fallingbrook), currently do not have Indigenous child care spaces.

Map 9: Number of Indigenous Child Care Spaces (Infants, Toddlers, Preschoolers) to Reach Access Target (40%), by Neighbourhood⁷⁹



Child Care Capacity *continued*

Map 10: Number of Indigenous Child Care Spaces (Infants, Toddlers, Preschoolers) to Reach Access Target (40%), by Service Area⁸⁰



Finding Child Care

Half of surveyed parents felt that finding child care was difficult. In fact, having access to child care was identified as the second most important system gap, after affordability. Overall, parents and service providers felt that finding child care was more difficult for infants, children living in rural areas, Francophone and Indigenous children, children requiring part-time care, and children with special needs.

Location is the most important element when parents are looking for child care, especially close to home and with less than 20 minutes in travel time. Proximity to child care is even more critical for parents relying on public transportation.

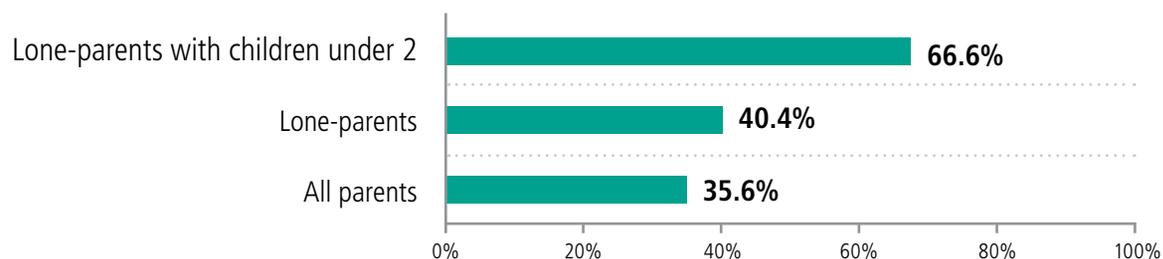
Finding child care that is flexible is important for parents who work part-time (Figure 13) or who have non-traditional work hours. In Ottawa,

7.5 per cent of parents leave for work between the hours of noon and 5am (10.4 per cent for lone-parents).⁸¹

In the survey, 20 per cent of parents indicated that they were looking for flexible child care. Of those parents, 28 per cent would like access to part-time care (less than five days a week) and 29 per cent to hours of operation that are earlier or later in the day. Sole-support parents and families living in low income are more likely to indicate a need for evening and weekend care.

Most child care centres in Ottawa offer traditional hours of care (full-time, during the week, and typical working hours). Home child care is more flexible with just over one in four homes offering extended or irregular hours of care.⁸²

Figure 13: Parents Who Work Part-time or Part-Year in Ottawa^{84, 85}



What We Heard⁸³ Opportunities for Improvement

50% of parents indicated that finding child care is difficult, compared to 33% who found it easy.

55% indicated that location is a key priority when looking for child care. Of these parents, 64% said that their child care arrangement needed to be close to home.

52% said that traveling up to 15 minutes for child care is reasonable, with another 28% saying that it should be between 15 and 20 minutes of home.

Understanding the System

Having access to adequate information about child care options is important for families to understand and access services, particularly for first-time parents or immigrants. In the survey, 41 per cent of parents indicated that information about child care services is a key gap in the system. Information about child care locations and available spaces is felt to be the most difficult to find. Parents reported relying on friends and family or service providers for information on the different options, how to find care, how to register on the CCRAW and apply for fee subsidies. Two out of three service providers said that they provide information to parents about how to access child care on a regular basis (a few times a month or more).



What We Heard⁸⁶ Opportunities for Improvement

53% parents agree that CCRAW delayed them in finding care.

49% of parents said that they were contacted by a provider following registration on CCRAW. Of these parents, at least half said they were contacted 12 months or more after registration.

70% of parents would like CCRAW to show available child care spaces.

46% of service providers said that CCRAW is useful in filling child care spaces.

Child Care Registry and Waitlist (CCRAW)

New parents are not generally aware of the CCRAW and most tend to find out about it from other parents or service providers. The level of satisfaction of parents who have used the system is low (30 per cent are satisfied). One in three parents said that CCRAW had helped

them secure child care. Parental concerns relate to follow-up communication and difficulties completing the registration or navigating the system. The administrative workload associated with CCRAW is seen as an operational challenge by service providers.

Fee Subsidy Program

Parents appreciate the fee subsidy program, as a mechanism to offset unaffordable child care fees. Without it, they would not be able to access child care, which would significantly reduce their ability to work and/or study. About half of parents are satisfied with the length of time it took to be approved. Many parents acknowledged the support received by the sector to complete the application and even gather and submit the required documentation.

The program is seen by parents as complicated and restrictive, particularly related to the qualification criteria, the complexity and burden of the application process, and the rules for retaining a subsidy once allocated. Some parents need help to understand what is required as part of the application process, and considerable guidance on what documents to find and submit to confirm eligibility. Not being able to submit documents online is an issue for some. In general, these barriers are particularly acute for families living in low income, Indigenous families, immigrants, and sole-support parents.



What We Heard⁸⁷ Opportunities for Improvement

51% of service providers think that parents have a poor understanding of the fee subsidy program.

53% of service providers said they help parents to complete their fee subsidy application.

64% of service providers think that parents would benefit from the help of a child care worker in completing the application.

Access – Planning Considerations

Overall access to child care is generally adequate but there are inequities across neighbourhoods, age groups, and population groups (infants, Indigenous children, children living in rural areas) and a need to develop planning strategies to prioritize and address these gaps.



[See Strategic Priority #1](#)

Families, particularly sole-support parents and those living in low income, need more flexible arrangements, such as part-time care or non-traditional hours of care.



[See Strategic Priority #1](#)

Families, particularly first-time parents and immigrants, need practical information related to the different types of child care and how to access care that meet their needs. There is a need to improve overall communication and certain procedures with the Child Care Registry and Waitlist (CCRAW).



[See Strategic Priority #2](#)

Families need more help understanding and accessing the fee subsidy program, including tailored strategies for more vulnerable groups and exploring ways of improving the application process and document submission.



[See Strategic Priority #3](#)





Affordability

Ensuring that early years programs and services, including licensed child care, are within affordable reach for families.

– Ontario's Renewed Early Years and Child Care Policy Framework

An important consideration for families when thinking about child care is cost. While fee subsidies may reduce the cost barrier for some families who meet income and other eligibility criteria, the high cost of child care is a real concern for many local families.

Affordability of Child Care

The cost of licensed child care is considered by families to be unaffordable and seen as the most important gap in the system, a view supported by service providers. Surveyed parents indicated that the high cost of care can have significant implications for families like delaying a return to work, choosing a less expensive child care option such as unlicensed care, and reducing their ability to save or manage debt. The impact of high child care costs was felt to be more profound for immigrant and Indigenous parents, lower income segments, as well as parents with a child with special needs.

Ottawa families with young children spend a significant portion of the household income on child care fees. Annual centre-based full-time child care costs for younger children range

from an average of approximately \$12,100 for preschoolers to \$19,700 for infants. In comparison, home child care costs are lower at approximately \$11,700 a year (for infants, toddlers and preschoolers), making it a more affordable alternative especially for infant care.^{88, 89}

The probability of being employed full-time and using child care is higher when child care is affordable. In the report *Affordable for All: Making Licensed Child Care Affordable in Ontario*, Dr. Gordon Cleveland states that when unaffordable, the probability of demanding licensed care is cut in half and the probability of being employed full-time drops below 60 per cent.⁹⁰



Affordability of Child Care *continued*

Dr. Cleveland's report proposes that child care be considered 'affordable' if costing less than 10 per cent of after-tax income and 'unaffordable' if costing between 10 and 20 per cent of the after-tax income of a family. Child care should be considered 'completely unaffordable' if costing more than 20 per cent of after-tax income of a family.⁹¹

Using this definition, families with one infant would need an after-tax income of at least \$200,000 to find centre-based child care affordable in Ottawa. A household making less than \$100,000 would find centre-based infant care completely unaffordable. It is estimated that 87 per cent of adults (25 to 44 years old) live in households that would find the cost of centre-based infant care completely unaffordable (without the support of a fee subsidy) (Table 7). The financial impact is higher for families who have more than one child requiring full-time care.

Table 7: Child Care Affordability for Adults 25 to 44 Years Old Living in Ottawa⁹²

| Age Group | Average Yearly Centre Cost (Note 1) | "Completely Unaffordable" Threshold | Adults 25 to 44 in households that would find care "Completely Unaffordable" (Note 2) |
|--|-------------------------------------|-------------------------------------|---|
| Infant (full day) | \$19,732 | \$98,662 | 87.3% |
| Toddler (full day) | \$15,605 | \$78,032 | 71.8% |
| Preschool (full day) | \$12,129 | \$60,638 | 59.0% |
| Kindergarten (before-and-after school) | \$6,018 | \$30,097 | 23.0% |
| School Age (before-and-after school) | \$5,578 | \$27,891 | 16.2% |

Note 1 – Assumes 261 days of care per year.

Note 2 – Approximation based on minimum income thresholds of after-tax economic income deciles.



What We Heard⁹³ Opportunities for Improvement

38% of parents felt that child care is not affordable, compared to 27% who said it is affordable. Parents of infants are most likely to find care unaffordable (54%).

47% of parents said they are dissatisfied with the cost of care.

42% of service providers rated the system poorly in terms of affordability for families.

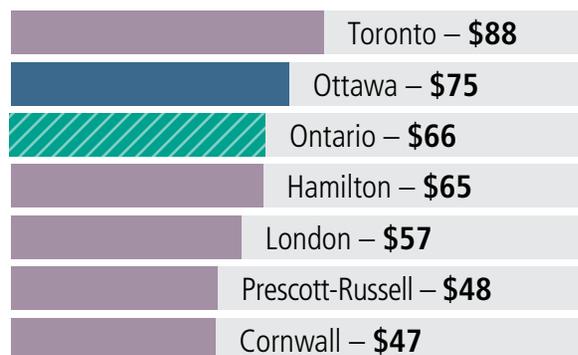
Child Care Rates

The affordability of child care is directly related to the rates charged to families. Child care rates are set by individual service providers based on factors such as provincial licensing requirements, location, rent or mortgage costs, property taxes, staffing, and building maintenance costs. General Operating funding is provided to service providers to help offset the cost of operating programs and reduce the cost to families.

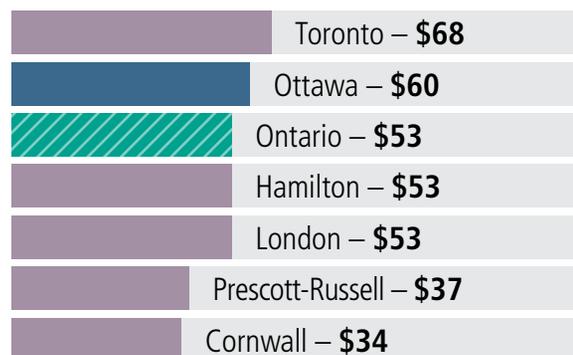
In Ottawa, centre-based daily rates are lower than in Toronto and close to the provincial median rate, except for infant care which is 14 per cent more expensive than the provincial median rate (Figure 14). There is less variation on the home child care side, with Ottawa rates on par or close to the median rates for Ontario and Toronto (Figure 15).

Figure 14: Median Daily Child Care Rates in Centres, by Age Group⁹⁴

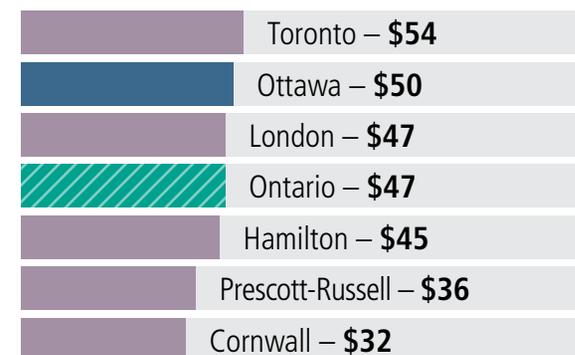
Median Daily Cost of Full Day Infant Care in Centres



Median Daily Cost of Full Day Toddler Care in Centres



Median Daily Cost of Full Day Preschool Care in Centres



Child Care Rates *continued*

Figure 15: Median Daily Home Child Care Rates, by Age Group⁹⁵

Median Daily Cost of Full Day Home Care for Children 0 to 23 Months

| | |
|--|--------------------------------|
| | Hamilton – \$54 |
| | Toronto – \$48 |
| | London – \$46 |
| | Ottawa – \$45 |
| | Ontario – \$45 |
| | Cornwall – \$30 |
| | Prescott-Russell – \$30 |

Median Daily Cost of Full Day Home Care for Children 2 and 3 Years Old

| | |
|--|--------------------------------|
| | Hamilton – \$47 |
| | London – \$46 |
| | Toronto – \$45 |
| | Ottawa – \$45 |
| | Ontario – \$44 |
| | Cornwall – \$30 |
| | Prescott-Russell – \$29 |

Centre-based rates in Ottawa vary depending on the age group. Infant care is the most expensive, due to the higher ratio of staff to children, equipment costs, and other requirements related to the physical environment. Rates for kindergarten and school-age children are the lowest, as care is provided before and/or after school.

Rates for each age group vary significantly between service providers (Table 8). For example, there is a \$39 difference between the lowest and highest daily infant rates, \$52 difference for toddler care and \$41 difference for preschool care. This variability is less pronounced for French-designated service providers.



Child Care Rates *continued*

Table 8: Daily Child Care Rates in Centres, Ottawa⁹⁶ (Note 1)

| | Child Care Centres (Note 2) | | French-Designated Child Care Centres | |
|--|--------------------------------|-----------------|---|-----------------|
| | Lowest Rate | Highest Rate | Lowest Rate | Highest Rate |
| Infant (full day) | \$54 | \$93 | \$75 | \$92 |
| Toddler (full day) | \$37 | \$89 | \$51 | \$89 |
| Preschool (full day) | \$26 | \$67 | \$40 | \$58 |
| Kindergarten (before-and-after school) | \$21 | \$33 | \$17 | \$26 |
| School Age (before-and-after school) | \$9 | \$29 | \$17 | \$24 |

Note 1 – Excludes service providers without contribution agreements with the City of Ottawa.

Note 2 – Excludes Indigenous and French-designated centres.

Home-based rates are lower than centre-based rates, especially for the infant and toddler age groups, therefore representing a more affordable alternative for families with very young children. There is also more consistency in rates charged by different service providers and less variability across age groups.



What We Heard⁹⁷ Opportunities for Improvement

67% of service providers said that staff salaries and operating costs, are main barriers to reducing child care rates.

64% of parents agree that child care rates should be consistent across the city.

Affordability – Planning Considerations

Families and service providers want affordable rates. There is a need to define affordability and develop strategies for consistent rates, while exploring options to lower costs, especially for younger children.



[See Strategic Priority #4](#)

For the system to better meet the needs of families there is a need to examine and adapt the funding framework in order to increase access, affordability, quality, and responsiveness.



[See Strategic Priority #5](#)





Quality

Enabling safe and reliable programs built on positive, responsive relationships, engaging environments, and meaningful experiences for children and families, delivered by educated and well-supported staff.
– Ontario's Renewed Early Years and Child Care Policy Framework

The quality of child care programs is an important consideration for families when choosing the right setting for their child. Research has shown that there are many factors that foster quality care such as regulation, training in early childhood education, wages and working conditions, staff-child ratios and group size, and educational programming.

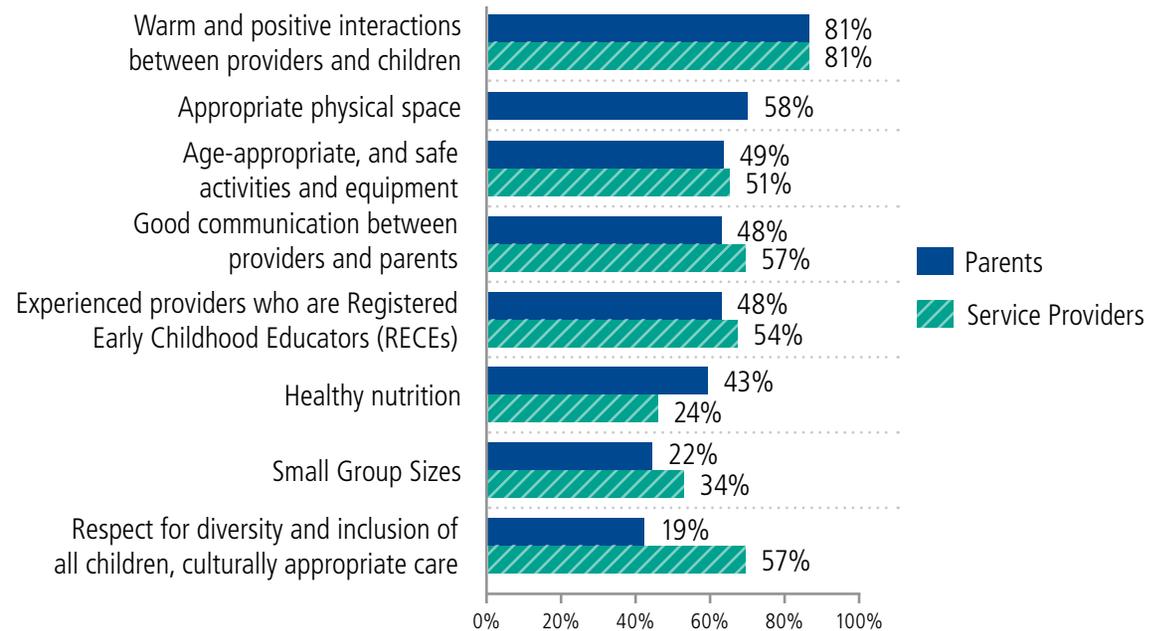
Defining Quality

The survey found that the relationship between providers and children is the most important element of quality in child care for parents and service providers. Eight out of ten parents and service providers indicated that warm and positive interactions between providers and children is important when defining quality child care (Figure 16).

Through the survey and focus groups, other important factors of quality were identified including the qualifications and experience of educators, safety of the environment, activities and physical space, communication with parents, food served to the children, and flexibility (in days and hours of care).

Approximately half of parents believe that there is inconsistency in the quality of care across licensed child care programs in the city.

Figure 16: Important Elements of Quality Child Care for Parents and Service Providers⁹⁸



Workforce

Having an experienced and stable workforce, supported through ongoing training and good wages and working conditions is important to the quality of child care and early years services. Parents and service providers feel that having experienced Registered Early Childhood Educators (RECEs) in child care programs is the second most important defining element of quality.

The sector faces several challenges related to its workforce especially around retention and recruitment, salaries and benefits, and professional development. Child care managers also spoke of difficulties related to a shortage of supply staff and part-time and split shift work arrangements.

The recruitment of qualified staff (especially RECEs) is an issue for both child care and early years programs. Recruitment challenges are more acute for the Francophone and Indigenous sectors, given additional requirements related to language and cultural background as well as costs for training and relocation.

Table 9: RECE Staff in Licensed Child Care⁹⁹ (Note 1)

| | Ottawa | Ontario |
|-------------------------------|--------|---------|
| Centre program staff (Note 2) | 58.1% | 60.2% |
| Centre supervisors | 87.3% | 84.1% |
| Home Visitors | 73.8% | 91.4% |

Note 1 – Includes only full-time staff.

Note 2 – Includes all program staff (in RECE-required and non-RECE-required positions).

The College of Early Childhood Educators reports that there is a total of 3,663 RECEs who work in Ottawa, with 97 per cent being women and 81 per cent having English as their preferred language. Twelve per cent are 55 years or older and could be expected to retire within 10 years.¹⁰⁰ Approximately 2,000 RECEs work in the licensed child care sector, with three out of four working full-time and the vast majority working in centres (97.7 per cent).¹⁰¹

In Ottawa, 58.1 per cent of all centre program staff and 73.8 per cent of Home Visitors are Registered Early Childhood Educators, which is lower than the provincial average (Table 9).

Workforce *continued*

The retention of qualified staff is another workforce challenge that was raised in the consultation. The attractive wages and benefits of the school system could be challenging for the child care and early years sector. Half of service providers also indicated that professional burnout is a significant challenge in providing care to children. RECEs and those working in centres were more likely to identify professional burnout as a significant challenge. One in three service providers indicated that they do not see themselves working in child care in five years.

Wages and benefits for people working in child care is seen by service providers as the most important gap to be addressed in the system. In 2018, 91% of full-time RECEs in the Province were making \$27/hour or less, with 45.7% making between \$15 and \$20/hour.¹⁰² Although the Province provides funding to support the wages of staff in licensed child care (e.g. General Operating funding, Wage Enhancement Grant), fifty-three per cent of survey respondents said that they do not feel adequately compensated for their work.



What We Heard¹⁰³ Opportunities for Improvement

87% of child care managers indicated that qualified staff, supported through ongoing training and good wages and working conditions, is an important element in laying the foundation for quality child care.

89% of Francophone child care managers find that the lack of supply staff is a significant operational challenge, compared to 57% of Anglophone managers.

Service providers must adapt on an ongoing basis to new and evolving pedagogical developments, administrative requirements, and needs of children in child care. Access to professional development opportunities is seen as critical by the sector and two-thirds of service providers indicated that they participate in learning and professional development on a monthly basis. Many service providers identified training needs related to children with special needs, behavioral issues, inclusiveness, language and culture.

Learning and professional development is usually done in the evenings or weekends due to the lack of resources to relieve staff so they can participate in training during the day. Other challenges to professional development include the limited availability of workshops and other in-person training and expenses related to training.

Quality – Planning Considerations

Families and service providers offered clear thoughts as to what constitutes quality child care services. There is an opportunity to build on the findings and develop a local definition of quality along with sector values and service standards for implementation across the sector.



[See Strategic Priority #6](#)

There is a need for a workforce strategy to attract and retain qualified professionals with supporting roles from multiple stakeholders including local colleges and Professional Centres of Excellence.



[See Strategic Priority #7](#)

Professional development opportunities are important to the sector and due to operational challenges (e.g staff coverage, training costs etc.) there is a need to explore strategies to support staff to participate.



[See Strategic Priority #7](#)





Responsiveness

*Providing a range of early years and child care programs that are inclusive and culturally appropriate, located in schools, communities, workplaces and home settings so that parents – including parents who work irregular hours – can choose the options that work best for their family.
– Ontario's Renewed Early Years and Child Care Policy Framework*

All children should benefit from an inclusive child care system that celebrates diversity. In the consultation, parents defined inclusiveness as the ability of a child care provider to give equitable access to care and services to all children and families regardless of their religious or cultural background, spoken language, or stage of development, with a concern regarding the inclusion of children with special needs.

Children with Special Needs

The inclusion of children with special needs into child care programs is important to promote meaningful participation and a sense of belonging. Care for children with special needs was identified as one of the most apparent and urgent system gaps by families, service providers and community stakeholders.

Finding and accessing child care for children with special needs represents a key concern for families, with two-thirds of parents indicating that it is difficult to find.

Parents mentioned needing help to navigate the system and find a child care program that will accept and be able to properly care for their child. The lack of information is seen as a key barrier to access child care. Some parents also do not self-identify as having a child with special needs on the CCRAW as they feel that this may prevent child care service providers from accepting their child.

Challenges that limit the ability of child care programs to care for children with special needs include: recruitment and retention of qualified educators, capacity to handle complex needs and behavioral challenges, wait time to access supports, costs related to enhanced staff support, and the number of children with special needs already in care ([Figure 17](#)).

Finding appropriately trained educators is the most frequently cited priority among parents of children with special needs looking for a child care arrangement. There was agreement among parents and service providers that educators often do not have adequate training to safely provide care to many children with special needs, especially children with complex medical needs, behavioral issues, and speech and language delays.

Children with Special Needs *continued*

Access to support services is important to ensure full inclusion of children with special needs in their child care programs. These supports can be delayed when a child is waiting for a diagnosis or due to wait time for services. Service providers cited wait time for support services and children not qualifying for these services as challenges to providing care for children with special needs.

Parents and service providers pointed to the pressures created by the Ministry-prescribed ratio of educators to children, when one or more children in the group have special needs. Enhanced staffing (or placing additional staff within the child care setting) is one proposed strategy to support the full inclusion of children with special needs into a child care program. In the consultations, child care managers saw funding to support enhanced support staff as a fundamental challenge in caring for children with special needs.

The consultation findings also pointed to a need for dedicated supports for families to assist them in navigating the child care system (and finding the appropriate child care program for their child) and connecting them with community resources and peer networks. Since families face significant expenses for therapies, treatments, and adaptive equipment, it was also suggested that expenses related to special needs should be taken into consideration in the calculation of fee subsidies to increase affordability of child care for these families.

By the Numbers



Children's Inclusion Support Services (CISS) – 2018¹⁰⁴

62% of all service providers offered care to at least one child receiving CISS supports.

16% offered care to five or more children receiving CISS supports.

Children with Special Needs *continued*



What we Heard¹⁰⁵ Opportunities for Improvement

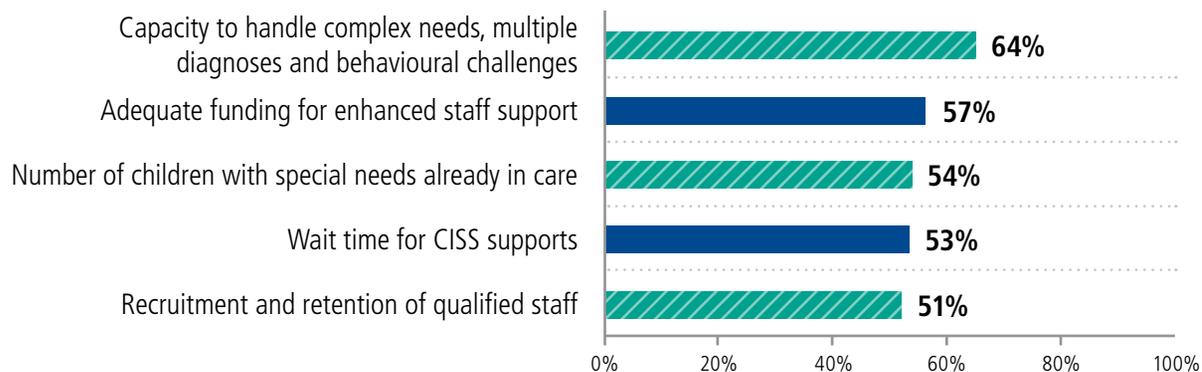
61% of parents of children with special needs feel that finding child care is difficult, compared to 50% of all parents surveyed.

32% said that location is important when looking for child care, compared to 55% of all parents surveyed.

28% are willing to drive more than 20 minutes to their child care service provider, compared to 16% of all parents surveyed.

58% said that finding appropriately trained educators is an important priority when looking for child care.

Figure 17: Most Significant Challenges of Child Care Service Providers¹⁰⁶



Additional Responsiveness Considerations

Francophone Children

The consultation findings pointed to the unique needs of Francophone children and families. Two-thirds of Francophone parents indicated that the availability of French services is a gap in the system that needs to be addressed. One in three parents also indicated that finding information about Francophone services is difficult. Francophone parents are more likely to indicate that child care services are not affordable and are less satisfied with their child care arrangement and the instructions of the CCRAW.

The recruitment and retention of qualified Francophone educators and supply staff represents a significant operational challenge for Francophone service providers. Preserving the linguistic and cultural integrity of Francophone programs is a significant priority for service providers, who support the continuation of the French-designation process. It is also important to support training and professional development that takes into account the particularities of the community (for example interculturality training given the significant number of new immigrant families).¹⁰⁷

Indigenous Children

Satisfaction of Indigenous parents with their child care arrangement is similar to the rest of the parents surveyed. Indigenous parents were more likely to point to inclusion as a key element of quality and that safety is their primary concern when looking for a child care arrangement. Forty per cent said they would prefer Indigenous child care services if that option was available.¹⁰⁸

Service providers indicated that Indigenous families require supports to understand, apply for and maintain their fee subsidies, as they often face additional barriers (e.g. having the required documents, access to a computer or the Internet). Service providers also noted that parents may not always self-identify as Indigenous on the CCRAW.

Service providers emphasized the importance of Indigenous specific services and programming so that children (0 to 6 years old) can receive care in their language, feel culturally safe, and learn about cultural practices prior to starting school. The presence of Elders is also important for passing on cultural knowledge. Indigenous service providers working with young children also mentioned the importance of providing wrap around and flexible services for the entire family, in recognition of the complex needs and challenges that families face.



Additional Responsiveness Considerations *continued*

Several challenges were expressed by service providers related to the provision of Indigenous child care services. The recruitment of Indigenous educators who are both professionally and culturally qualified can be difficult and expensive, particularly when there are relocation and settlement costs involved. Having access to appropriate professional development opportunities can also be difficult and costly.

Service providers also pointed to the additional costs and challenges associated with offering culturally-rich Indigenous programs (e.g. transportation, traditional food, specialized tools). Indigenous traditions and teachings that are central to the quality of Indigenous child care programs can also at times contradict the licensing requirements of the Ministry of Education.¹⁰⁹

Other Considerations

Families living in low income (less than \$40,000 a year) and sole-support parents are more likely to describe a need for flexible hours, including evening and weekend operations. They more often mentioned the difficulty in understanding

the child care system and the fee subsidy program. They more often reported having received assistance with their fee subsidy application from child care service providers or City of Ottawa staff.

Immigrant families are more likely to define quality of child care services in terms of the respect for diversity and inclusion as well as culturally appropriate care. They mentioned appreciating when service providers recognize their traditional/culturally specific foods and holidays. They also expressed appreciation for service providers who assist with accessing fee subsidies and navigating other challenging areas of their lives (e.g. transport, completing government assistance forms). Immigrant parents indicated that they need information about the fee subsidy program, how to apply for a child care space (as well as location and availability). Parents who receive fee subsidies are generally satisfied with the process and time for approval, but are also more likely to have received assistance from a City of Ottawa staff.



Responsiveness – Planning Considerations

Care for children with special needs was identified as one of the most apparent and urgent system gaps by families and service providers. There is a need to develop a strategy that promotes inclusion, increases the capacity of service providers, and assists children with special needs and their families to access care and related supports.



[See Strategic Priority #8](#)

In the development and implementation of all strategic priorities, there is a need to ensure that an equity and inclusion lens is applied, particularly as it relates to the unique needs of the Francophone, Indigenous, and vulnerable populations.



[See ALL Strategic Priorities](#)



Child Care and Early Years Framework 2019 – 2023



Vision and Strategic Priorities

The child care and early years sector in Ottawa is continually evolving to align with provincial priorities and respond to the needs of the local community. As Consolidated Municipal Service Manager, Children's Services takes an active role in system-wide coordinating and planning to ensure that children and families have access to high-quality, affordable, and responsive services across the city.

A common vision and ten strategic priorities were established in collaboration with the Child Care and Early Years System Planning Advisory Group. These priorities were based on the input from families and sector partners, and findings from the extensive environmental scan.

This plan unites the sector and established ten strategic priorities and sets the the path for the next five years to progressively improve services for children and families in Ottawa. It will also ensure a strong foundation for the future as child care and early years initiatives continue to evolve.



Vision

We will unite as a city to make progressive improvements in the child care and early years system to ensure all children (0 to 12 years old) and families in Ottawa have access to a range of high-quality, inclusive, and affordable programs and services to give children the best possible start in life.

Ten Strategic Priorities



Access

We will improve access to high-quality licensed child care and early years services

- 1.** Increase and optimize capacity and flexibility, with priority for underserved communities, younger children and part-time care.
- 2.** Increase information, awareness, and transparency of the child care and early years system.
- 3.** Increase supports for families applying for and receiving fee subsidy.



Affordability

We will increase affordability of child care services

- 4.** Define affordability and establish consistent child care rates to increase affordability for families based on available funding.
- 5.** Adjust the funding framework to achieve our vision and strategic goals.



Quality

We will increase quality of child care and early years services

- 6.** Define quality and establish consistent sector values to better support families and service providers.
- 7.** Develop and implement a workforce strategy to increase and support professionals in the child care and early years system.



Responsiveness

We will increase responsiveness of child care and early years services

- 8.** Develop and implement a strategy to increase access and support children with special needs and their families.
- 9.** Engage all families and service providers of diverse backgrounds in the progressive improvements of child care and early years programs.
- 10.** Enhance data analytics and measurement strategy to facilitate evidence-based planning and decision making.

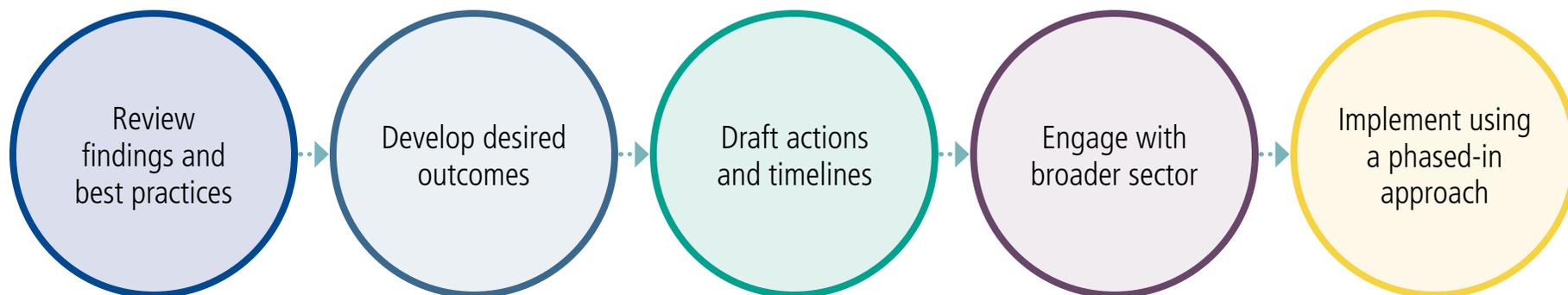
Next Steps – Implementation and Monitoring

Over the next five years Children’s Services will determine how each strategic priority will be achieved and lead the implementation of the actions. This work will be completed through a consultative and transparent process, in collaboration with sector partners.

Each strategic priority will be supported by one of the sub-groups of the Child Care and Early Years System Planning Advisory Group. Sub-groups will be led by Children’s Services staff and include representation from child care and early years service providers and other relevant stakeholders.

A common process will be used to identify and implement actions under each strategic priority (Figure 18). Sub-groups will be required to apply an equity and inclusion lens in their work, particularly as it relates to the unique needs of the Francophone, Indigenous, and vulnerable populations.

Figure 18: Process to identify and implement actions for each Strategic Priority



Next Steps – Implementation and Monitoring *continued*

Recommendations related to the implementation of each strategic priority will be shared by individual sub-groups with the Child Care and Early Years System Planning Advisory Group at regular intervals for feedback and endorsement. Once actions and timelines have been established, Children’s Services will prepare a master implementation plan that will then be monitored in collaboration with the Advisory Group.

Children’s Services will continue to engage with families and service providers during the life of the Service Plan. Continued collaboration and work with the Francophone Table and the

Indigenous Early Years Circle will ensure that system planning is supported by each culturally-relevant planning table to ensure that the needs, views and proportionate funding of the respective communities are reflected and met in the process.



[See Strategic Priority #9](#)

Children’s Services will also develop a performance measurement framework to track the progress and impact of the Service Plan actions over time, identify further improvement opportunities and facilitate ongoing evidence-

based decision-making. The performance measurement framework will include specific performance indicators that align with the strategic priorities, under each of the four themes of Access, Affordability, Quality, and Responsiveness.



[See Strategic Priority #10](#)

A mid-point update will be provided to the community and child care and early years sector regarding the status of the Service Plan and progress achieved.

The process will be driven by a set of guiding principles. These were developed based on what was heard during consultations and are aligned with the guiding principles of the Child Care and Early Years System Planning Advisory Group.

Guiding Principles

- ✓ 1. Priority on children and families (and parental choice)
- ✓ 2. Inclusive and respectful services for all children and families
- ✓ 3. Services equitably distributed and delivered across the city
- ✓ 4. Transparent decision-making based on evidence and best practices
- ✓ 5. Strong partnerships and collaboration with sector partners
- ✓ 6. Monitoring of outcomes for continuous improvement

Closing

This Child Care and Early Years Service System Plan provides a clear direction for Children's Services until 2023. The Service Plan is flexible and can be adapted to meet the dynamic needs of the children and families and the priorities of the Province.

Over the next five years, Children's Services will continue to work collaboratively with child care and early years partners to develop and implement actions that support the vision and the ten strategic priorities, to improve services for the well-being of children and families in Ottawa.



Appendices



Appendix A – List of Neighbourhoods

- | | | |
|-----------------------------------|----------------------------------|------------------------|
| 1 Alta Vista | 21 Cyrville | 41 Ottawa West |
| 2 Bayshore/Crystal Bay | 22 Dalhousie | 42 Overbrook |
| 3 Beacon Hill | 23 Glebe | 43 Pinecrest/Queensway |
| 4 Beaverbrook/Marchwood | 24 Glencairn | 44 Portobello South |
| 5 Bells Corners | 25 Goulbourn/Munster/Richmond | 45 Queenswood Heights |
| 6 Blackburn Hamlet/Mer Bleue | 26 Half Moon Bay/Stonebridge | 46 Rideau |
| 7 Blossom Park | 27 Hawthorne Meadows/Riverview | 47 Riverside South |
| 8 Bridlewood | 28 Hunt Club East | 48 South March |
| 9 Cardinal Creek/Fallingbrook | 29 Hunt Club West | 49 Stittsville |
| 10 Carleton Heights | 30 Katimavik/Hazeldean | 50 Vanier |
| 11 Carlington | 31 Lower Town | 51 Westboro |
| 12 Carlsbad Springs/Findlay Creek | 32 Metcalfe/Osgoode/Greely | |
| 13 Carp/Fitzroy/Kinburn | 33 Nepean Central | |
| 14 Centretown | 34 Nepean East | |
| 15 Chapman Mills/Rideau Crest | 35 New Edinburgh/Rockcliffe Park | |
| 16 Chatelaine/Convent Glen | 36 Old Barrhaven | |
| 17 Clementine/Riverside Park | 37 Orléans South | |
| 18 Constance Bay/Dunrobin | 38 Ottawa East/Sandy Hill | |
| 19 Copeland | 39 Ottawa North East | |
| 20 Cumberland/Navan/Vars | 40 Ottawa South | |

Appendix B – Acronyms

| | |
|---------|---|
| CanNECD | Canadian Neighbourhoods and Early Child Development Index |
| CCRAW | Child Care Registry and Waitlist |
| CMSM | Consolidated Municipal Service Manager |
| CISS | Children’s Inclusion Support Services |
| EDI | Early Development Instrument |
| GO | General Operating Funding |
| IDF | Inclusive Definition of Francophone |
| LGBTQ | Lesbian, Gay, Bisexual, Trans, Two-Spirit and Queer |
| OCCMS | Ontario Child Care Management System |
| RECE | Registered Early Childhood Educator |
| SNR | Special Needs Resourcing |
| WEG | Wage Enhancement Grant |

Appendix C – Endnotes and Sources

- ¹ Alexander, Craig, Kip Beckman, Alicia Macdonald, Cory Renner, and Matthew Stewart. Ready for Life: A Socio-Economic Analysis of Early Childhood Education and Care. The Conference Board of Canada (2017).
- ² In 2015, 43 per cent of Canadian families with young children where the mother did not work had family incomes below \$36,000 – the low-income cut-off for a family with 2 children – compared with just 12 per cent of families with young children where they mother worked (Alexander, C. et al., 2017).
- ³ Environics, 2018. Technical Documentation HouseholdSpend & FoodSpend 2018, [https://simplyanalytics.com/documents/HouseholdSpend_and_FoodSpend_2018 - Technical Document.pdf](https://simplyanalytics.com/documents/HouseholdSpend_and_FoodSpend_2018_-_Technical_Document.pdf)
- ⁴ Women represent 97 per cent of all Registered Early Childhood Educators in Ottawa. (College of Registered Early Childhood Educators, 2018.) Custom data request. Unpublished.
- ⁵ Supposing that Ottawa had similar labour force participation among parents as Gatineau (from 81% to 84%), up to 8,800 parents (mostly women) could enter or re-enter the workforce.
- ⁶ EKOS Research Associates Inc., 2019. Stakeholder Engagement Related to Child Care and Early Years System Plan. Prepared for City of Ottawa. Unpublished.
- ⁷ <https://ottawa.ca/en/business/ottawa-glance/diverse-economy>. Accessed March 26, 2019.
- ⁸ Below the Low Income Measure After Tax (LIM-AT). The LIM-AT is a fixed percentage (50%) of median household income, adjusted to account for household needs.
- ⁹ Population counts by child care age category were derived from single year groupings from Statistics Canada. In cases where age categories include partial years, as for infants, data on births by month and year for Ontario was used to estimate the distribution of individuals.
- ¹⁰ Statistics Canada. 2018. EO2981. Language Spoken Most Often at Home (21), Other Language(s) Spoken Regularly at Home (11), Immigrant Status and Period of Immigration (11), Aboriginal Identity (3), Visible Minority (3), Age (14), and LIM-AT (6) for the Population Aged 0 to 12 Years in Private Households
- in Ontario, Ottawa Census Subdivision, and custom geography, 2016 Census – 25% Sample Data. Released September 28, 2018.
- ¹¹ To ensure confidentiality, the values, including totals, are randomly rounded either up or down to a multiple of '5' or '10.' To understand these data, you must be aware that each individual value is rounded. As a result, when these data are summed or grouped, the total value may not match the individual values since totals and sub-totals are independently rounded. Similarly, percentages, which are calculated on rounded data, may not necessarily add up to 100%.
- ¹² Statistics Canada. 2018. EO2981. Language Spoken Most Often at Home (21), Other Language(s) Spoken Regularly at Home (11), Immigrant Status and Period of Immigration (11), Aboriginal Identity (3), Visible Minority (3), Age (14), and LIM-AT (6) for the Population Aged 0 to 12 Years in Private Households in Ontario, Ottawa Census Subdivision, and custom geography, 2016 Census – 25% Sample Data. Released September 28, 2018.
- ¹³ Not born in Canada.

- ¹⁴ Statistics Canada. 2018. EO2981. Language Spoken Most Often at Home (21), Other Language(s) Spoken Regularly at Home (11), Immigrant Status and Period of Immigration (11), Aboriginal Identity (3), Visible Minority (3), Age (14), and LIM-AT (6) for the Population Aged 0 to 12 Years in Private Households in Ontario, Ottawa Census Subdivision, and custom geography, 2016 Census – 25% Sample Data. Released September 28, 2018.
- ¹⁵ Statistics Canada. 2018. EO3049 Table 1: Selected Demographic Variables (60), Presence of Children (10), and Sex (3) for the Population in Private Households of Canada and Selected Geographies, 2016 Census – 25% Sample Data. Released December 17, 2018.
- ¹⁶ In this section, ‘families’ and ‘parents’ refer to persons with children at home unless otherwise specified.
- ¹⁷ Alexander, C. et al. Ready for Life: A Socio-Economic Analysis of Early Childhood Education and Care. The Conference Board of Canada (2017).
- ¹⁸ Statistics Canada. 2018. EO3049 Table 1: Selected Demographic Variables (60), Presence of Children (10), and Sex (3) for the Population in Private Households of Canada and Selected Geographies, 2016 Census – 25% Sample Data. Released December 17, 2018.
- ¹⁹ Population 15 years and older.
- ²⁰ ‘Households with children at home’ includes couple economic families with children and lone-parent economic families.
- ²¹ Statistics Canada. 2016. Target Group Profile – Lone-Parents – Part 2. Census of Canada. Community Data Program (distributor). Communitydata.ca (accessed May 27, 2019).
- ²² The CanNECD is a new socio economic status index developed by researchers at the Universities of British Columbia, Saskatchewan, Manitoba, and McMaster University.
- ²³ A neighbourhood is considered vulnerable if the CanNECD score is 107 or higher.
- ²⁴ • Statistics Canada. 2017. Census Profile – Age, Sex, Type of Dwelling, Families, Households, Marital Status, Language, Income, Immigration and Ethnocultural Diversity, Housing, Aboriginal Peoples, Education, Labour, Journey to Work, Mobility and Migration, and Language of Work for Census Metropolitan Areas, Tracted Census Agglomerations and Census Tracts, 2016 Census (98-401-X2016043). Retrieved from http://www12.statcan.gc.ca/census-recensement/2016/dppd/prof/details/download-telecharger/comp/page_dltc.cfm?Lang=E.
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- ²⁵ From the 2014-2015 EDI cycle.
- ²⁶ Millar, C., Lafrenière, A., Lebreton, J., de Quimper, C. (2016). Our Kids, Their Story... Snapshot of Developmental Health at School Entry in Ottawa 2005-2015. Data Analysis Coordinators, Parent Resource Centre, Ottawa, ON.
- ²⁷ Statistics Canada. 2018. 2016 Target Group Profile for Selected Population Group including Francophone (IDF) Population by Single Years of Age (0 to 12 years) for Ontario, Ottawa Census Subdivision and custom geography, 2016 Census – 25% Sample. Released September 28, 2018.
- ²⁸ Definition developed by the Office of the French Language Services Commissioner Legislative Assembly of Ontario in 2009.

²⁹ Population counts by child care age category were derived from single year groupings from Statistics Canada. In cases where age categories include partial years, as for infants, data on births by month and year for Ontario was used to estimate the distribution of individuals.

³⁰ Statistics Canada. 2018. 2016 Target Group Profile for Selected Population Group including Francophone (IDF) Population by Single Years of Age (0 to 12 years) for Ontario, Ottawa Census Subdivision and custom geography, 2016 Census – 25% Sample. Released September 28, 2018.

³¹ To ensure confidentiality, the values, including totals, are randomly rounded either up or down to a multiple of '5' or '10.' To understand these data, you must be aware that each individual value is rounded. As a result, when these data are summed or grouped, the total value may not match the individual values since totals and sub-totals are independently rounded. Similarly, percentages, which are calculated on rounded data, may not necessarily add up to 100%.

³² Statistics Canada. 2018. 2016 Target Group Profile for Selected Population Group including Francophone (IDF) Population by Single Years of Age (0 to 12 years) for Ontario, Ottawa Census Subdivision and custom geography, 2016 Census – 25% Sample. Released September 28, 2018.

³³ Aboriginal identity refers to whether the person reports identifying with the Aboriginal peoples of Canada. A person is considered to have an Aboriginal identity by Statistics Canada if they are: First Nations (North American Indian), Métis, or Inuk (Inuit), a Status Indian (Registered or Treaty Indian as defined by the Indian Act of Canada), and/or a member of a First Nation/Indian band.

³⁴ Aboriginal ancestry refers to whether a person has ancestry associated with the Aboriginal peoples of Canada, that is, First Nations (North American Indian), Métis, and Inuit. Ancestry refers to the ethnic or cultural origins of the person's ancestors, an ancestor being usually more distant than a grandparent. A person can have more than one ethnic or cultural origin.

³⁵ For example, the Urban Indigenous Health Database Project (2010) found that 60% of surveyed Inuit reported that they had not completed the 2006 Census.

³⁶ Statistics Canada. 2018. EO2981. Language Spoken Most Often at Home (21), Other Language(s) Spoken Regularly at Home (11), Immigrant Status and Period of Immigration (11), Aboriginal Identity (3), Visible Minority (3), Age (14), and LIM-AT (6) for the Population Aged 0 to 12 Years in Private Households in Ontario, Ottawa Census Subdivision, and custom geography, 2016 Census – 25% Sample Data. Released September 28, 2018.

³⁷ To ensure confidentiality, the values, including totals, are randomly rounded either up or down to a multiple of '5' or '10.' To understand these data, you must be aware that each individual value is rounded. As a result, when these data are summed or grouped, the total value may not match the individual values since totals and sub-totals are independently rounded. Similarly, percentages, which are calculated on rounded data, may not necessarily add up to 100% ”.

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³⁹ The growth rate is for children 0 to 14 years old.

⁴⁰ Statistics Canada. 2018. EO2981. Language Spoken Most Often at Home (21), Other Language(s) Spoken Regularly at Home (11), Immigrant Status and Period of Immigration (11), Aboriginal Identity (3), Visible Minority (3), Age (14), and LIM-AT (6) for the Population Aged 0 to 12 Years in Private Households in Ontario, Ottawa Census Subdivision, and custom geography, 2016 Census – 25% Sample Data. Released September 28, 2018.

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- 48 City of Ottawa. 2019. Child Care Registry and Waitlist Applicants March Extract, Internal report, Unpublished.
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- 51 Therapeutic or medical services are not included and must be funded through other means.
- 52 Children’s Inclusion Support Services, 2018. Custom data request. Unpublished.
- 53 Children’s Inclusion Support Services, 2018. Custom data request. Unpublished.
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- 58 The Journey Together and Ministry of Education Community-Based Early Years and Child Care Capital Program (CBCP) funding.
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- 62 City of Ottawa, 2018. Wage Enhancement Grant Tracking Tool, Internal Report, Unpublished.
- 63 The calculation of total child care capacity includes: child care spaces in licensed centres and licensed homes, child care spaces in Extended Day Programs operated directly by school boards, and child care spaces in programs operated by authorized recreation service providers. It does not include child care spaces in the unlicensed (informal) home sector or after-school episodic activities.
- 64 • Ministry of Education, 2018. Child Care Licensing System. Internal report, Unpublished.
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- ⁷¹ The calculation of French-designated child care capacity includes: child care spaces in licensed centres and licensed homes, child care spaces in Extended Day Programs operated directly by school boards, and child care spaces in programs operated by authorized recreation service providers. It does not include child care spaces in the unlicensed (informal) home sector or after-school episodic activities.
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- ¹⁰⁶ EKOS Research Associates Inc., 2019. Stakeholder Engagement Related to Child Care and Early Years System Plan. Prepared for City of Ottawa. Unpublished.
- ¹⁰⁷ Meeting of the Francophone Table, February 26, 2019.
- ¹⁰⁸ The question was very likely not specific enough in terms of description of the conditions (e.g. location in Ottawa, cost, licensed or unlicensed, in a home-based environment or child care centre), given the high degree of “Don’t know” responses. Considerable caution should be used in interpreting the results of this question.
- ¹⁰⁹ Meetings of the Indigenous Early Years Circle, February 12 and March 5, 2019.



For information about Children's Services:

- Email: childrensservices@ottawa.ca

For information about licensed child care or help to pay for child care costs:

- Apply online at ottawa.ca/childcare to the Child Care Registry and Waitlist
- Call 3-1-1 to apply (select 1 for service in English and 4 for Daycare)

For information on free playgroups for children ages 0 to 6 years and workshops for parents:

- Visit ottawa.ca/early-years

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