

Early Childhood Education Report



NUNAVUT

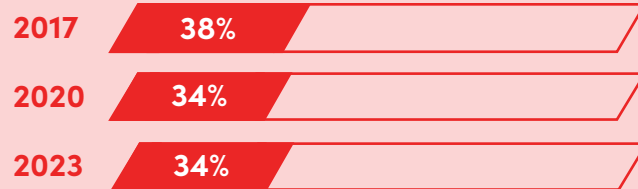
Profile 2023



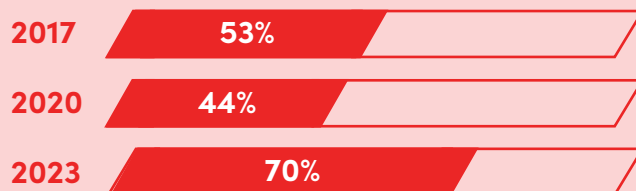
CHANGE IN ECEC SPENDING



ECEC CAPACITY TO PERCENTAGE OF 2- TO 4-YEAR-OLD CHILDREN



ECE WAGES AS A PERCENTAGE OF TEACHER WAGES



PERCENTAGE OF ECE FACILITIES (NON-PROFIT/PROFIT)





Early Childhood Education Report

ABOUT THE EARLY CHILDHOOD EDUCATION REPORT BENCHMARKS

The Early Childhood Education Report (ECER) is produced by the Atkinson Centre for Society and Child Development at the Ontario Institute for Studies in Education/University of Toronto and the Abilio – Childhood Knowledge Dissemination Centre, formerly the Centre of Excellence for Early Childhood Development, at the Université Laval and Université de Montréal. Twenty-one benchmarks are organized into five equally weighted categories, totalling a score of 15. The benchmarks evaluate governance structures, funding levels, access, quality in early learning environments, and the rigour of accountability mechanisms. Results are populated from detailed provincial and territorial profiles developed by the researchers and reviewed by provincial and territorial officials. For the federal overview, a detailed look at the benchmarks, the full methodology, and all provincial and territorial profiles, please visit [ECEReport.ca](https://ecereport.ca).

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NEW DEVELOPMENTS

This profile captures early learning and child care initiatives to March 31, 2023. The New Developments section highlights activities occurring after this date.

A wage scale took effect on October 1, 2023, increasing wages for staff working with children between infancy and 6 years old in licensed child care centres.¹ The wage scale applies to management, early childhood educators (ECEs), program support (classroom assistants, language support, etc.), and centre support (cooks, custodians, drivers, etc.) staff. Wage levels for managers and ECEs increase with staff responsibilities, years of experience, and qualifications.

In September 2023, the Department of Education launched full-day Kindergarten in five Nunavut schools. The 2023–2024 Full-Day Kindergarten Pilot is the first step to a system-wide rollout across all Nunavut schools.²

Nunavut's Minister of Education, Pamela Hakongak Gross, hosted a meeting in July 2023 of federal, provincial, and territorial early learning and child care ministers. The meeting committed to addressing educator shortages and was an opportunity to share the unique infrastructure challenges faced by northern and remote regions, specifically around the creation of more licensed child care spaces.³

In June 2023, the *Nunavut Early Learning and Child Care Quality Framework* was released. The document presents an accessible vision for early learning and child care and applies to licensed centre and home child care settings, and parenting centres.⁴

A new Early Learning and Child Care Database, announced on May 26, 2023, tracks information on licensed child care to support reporting

requirements, system planning, and staff recruitment and retention. The database tracks the number of licensed child care centres, child care spaces, enrolment numbers, and the number of child care staff, along with their years of experience and qualifications.⁵

The Department of Education's Early Learning and Child Care (ELCC) Division began accepting proposals in May 2023, under a new infrastructure program to increase the availability of licensed child care spaces for children ages 0 to age 6. The goal is to create new spaces and reopen centres that have been closed for at least three years. Funding amounts are determined on a case-by-case basis. There is no maximum amount per request. Priority is given to underserved communities with limited or no existing licensed child care centres.⁶

The Early Learning and Child Care Strategic Action Plan for Inclusion and Equity, 2023–2026 is part of the Canada-wide Canada–Nunavut Early Learning and Child Care Agreement. It connects to actions in the Government of Nunavut's Katujjiluta mandate to support inclusive early learning. It provides guidance to enhance inclusion and equity for children with disabilities, children needing individual supports, Indigenous—particularly Inuit children, Black and other racialized children, children in foster care, and official language minority children.⁷

On May 8, 2023, the Minister of Education reported to the Committee of the Whole Legislative Assembly of Nunavut on school targets, including the number of education authorities providing preschool programming, as well as progress in meeting targets on curriculum development, graduation statistics, and Indigenous programming.⁸



CANADA—NUNAVUT CANADA-WIDE EARLY LEARNING AND CHILD CARE AGREEMENTS (CWELCC)

Nunavut was the first jurisdiction to achieve \$10-a-day parent fees for licensed child care under the Canada-Wide Early Learning and Child Care plan. Beginning on December 1, 2022, families in Nunavut with children under age 6 at licensed child care centres and licensed home day cares had access to child care for \$10 a day.⁹

Based on the federal formula, Nunavut receives the following amounts under the Canada—Nunavut Canada-wide Early Learning and Child Care Agreement—2021 to 2026:¹⁰

2021 to 2022	\$8,133,228
2022 to 2023	\$11,302,698
2023 to 2024	\$13,448,493
2024 to 2025	\$15,381,033
2025 to 2026	\$17,843,624

On November 10, 2023, the Governments of Canada and Nunavut announced a three-year plan to improve and expand early learning and child care services in the territory. This plan is part of the *Canada—Nunavut ELCC Agreement for 2021–2026*.

Nunavut's Canada-wide ELCC Action Plan for 2023–24 to 2025–26 outlines spending of \$50 million in five areas:

- **Affordability:** maintaining Nunavut's \$10-a-day fee for licensed child care through to 2026.
- **Access:** \$2 million to increase the net number of licensed child care spaces by 238 by March 2026.
- **Inclusion:** \$2.6 million to implement the inclusive ELCC strategy.
- **Quality:** \$12.6 million toward the ELCC workforce to support professional development, address wage disparities, support recruitment efforts, and act as an incentive for increased professionalism.
- **Administration and reporting:** \$2.2 million to build reporting capacity.¹¹

In addition, Inuit-specific Indigenous early learning and child care funding is available for Nunavut. Initiatives are led and coordinated by Nunavut Tunngavik Incorporated and regional Inuit associations to advance the vision and priorities identified in the *Indigenous Early Learning and Child Care Framework*.¹²



GOVERNANCE

TABLE 1.1 NUNAVUT GOVERNANCE STRUCTURE FOR EARLY CHILDHOOD EDUCATION

Lead Ministry/Department	Department of Education ^a
Related Ministry/Department	Department of Family Services ^b
ECE Supervisory Units	Early Learning and Child Care ^c Kindergarten to Grade 12 School Operations ^d
Policy Framework	<i>Annex 2: Nunavut's Action Plan 2021–2022</i> ^e <i>Nunavut's Canada-wide ELCC Action Plan 2023–2024 to 2025–2026</i> ^f
Legislation	<i>Education Act</i> ^g <i>Child Day Care Act</i> ^h <i>Child Day Care Standards Regulations</i> ⁱ
Related Legislation	<i>Inuit Language Protection Act</i> ^j
Local Service Delivery	Early Childhood Officers in four regions oversee licensed child care providers ^k District Education Authority managers in three regions oversee K–12 education ^l
Community/Sector Oversight	District Education Authorities (DEAs) for K–12 ^m with the Commission Scolaire Francophone du Nunavut ⁿ Coalition of Nunavut DEAs ^o

^a Government of Nunavut. *Department of Education*. Retrieved from: <https://www.gov.nu.ca/en/education-and-schools>

^b Government of Nunavut. *Department of Family Services*. Retrieved from: <https://www.gov.nu.ca/en/department-family-services>

^c Government of Nunavut. Department of Education. *Early Learning and Child Care*. Retrieved from: <https://www.gov.nu.ca/en/education-and-schools/early-learning-and-child-care-0>

^d Government of Nunavut. Department of Education. *Annual Report 2020–21*. P.5. Retrieved from: <https://assembly.nu.ca/sites/default/files/2022-11-08-Department-of-Education-2020-2021%20Annual%20Report%20-eng.pdf>

^e Government of Canada. *Annex 2: Nunavut's Canada-wide ELCC action plan for fiscal year 2021 to 2022 to fiscal year 2022 to 2023*. Retrieved from: <https://www.canada.ca/en/early-learning-child-care-agreement/agreements-provinces-territories/nunavut-canada-wide-2021.html#h2.17>

^f Government of Canada. *New Release. Nov 10, 2023. "Governments of Canada and Nunavut Launch Early Learning and Child Care Action Plan."* Retrieved from: <https://www.canada.ca/en/employment-social-development/news/2023/11/governments-of-canada-and-nunavut-launch-early-learning-and-child-care-action-plan.html>

^g Government of Nunavut. Chapter 15. *Education Act*. Last updated June 2022. Retrieved from: <https://www.nunavutlegislation.ca/en/consolidated-law/education-act-consolidation>

^h Government of Nunavut. *Child Day Care Act*. Last updated July 2021. Retrieved from: <https://www.nunavutlegislation.ca/en/consolidated-law/child-day-care-act-consolidation>

ⁱ Government of Nunavut. *Child Day Care Standards Regulations*. Last amended June 2018. Retrieved from: <https://www.nunavutlegislation.ca/en/consolidated-law/child-day-care-standards-regulations-consolidation>

^j Government of Nunavut. *Inuit Language Protection Act*. Last updated June 2022. Retrieved from: <https://www.nunavutlegislation.ca/en/consolidated-law/inuit-language-protection-act-official-consolidation>

^k Government of Nunavut. Department of Education. *Contacts*. Retrieved from: <https://www.gov.nu.ca/en/education-and-schools/contacts>

^l Government of Nunavut. Department of Education. *District Education Authority Office Managers*. Retrieved from: <https://www.gov.nu.ca/sites/default/files/documents/2023-11/DEA%20CSFN%20Office%20Managers%202023%20ENG.pdf>

^m Government of Nunavut. Department of Education. *District Education Authority*. Retrieved from: <http://iqaluitdistricteducationauthority.com/about-idea.html>

ⁿ Commission Scolaire Francophone du Nunavut. Retrieved from: <http://csfn.ca/>

^o Coalitions of Nunavut DEAs. Retrieved from: <https://www.cndea.ca>

DEPARTMENT ORGANIZATION

The Department of Education is responsible for programs and services supporting early childhood education, the K-12 school system, adult literacy, and learning and educational initiatives. The department works to incorporate Inuit societal values, language, and culture into all programs and services.

The Division of Early Learning and Child Care is responsible for governance, policy, and planning of early learning and child care initiatives under the *Child Day Care Act* and *Regulations*. It is responsible for licensing, inspecting, and providing guidance and support to all licensed child care. Further, the division develops and distributes culturally and linguistically appropriate early learning resources to licensed child care centres. It also promotes early childhood development by providing support for children with special needs and training opportunities for early childhood program educators, staff, and parents. It is responsible for the implementation of the elements in Nunavut's Canada-wide ELCC Action Plan including space expansion and \$10-a-day child care fees for parents.

Kindergarten is administered through District Education Authorities (DEAs) under Kindergarten to Grade 12 School Operations. Section 17 of Nunavut's *Education Act* requires DEAs to provide an early childhood program that promotes fluency in Inuit language and knowledge of Inuit culture.¹³

The *Official Languages Act* establishes equal status to the Inuktitut, French, and English languages and provides parents with the right to educate their children in the official language of their choice. The Curriculum Division is responsible for ensuring culturally and linguistically appropriate materials and approaches.¹⁴

The Commission Scolaire Francophone du Nunavut overseas educational services to the Francophone community.

The Department of Family Services administers child care fee subsidies under the Income Assistance program for working families with low incomes or extenuating issues.¹⁵

The Division of Early Learning and Child Care administers child care fee subsidies for students under 18 years old under the Young Parents Stay Learning Program.¹⁶ Both programs provide parental subsidies for licensed and unlicensed care.

POLICY FRAMEWORK

Nunavut's *Canada-wide ELCC Action Plan 2023–24 to 2025–26* outlines spending of \$50 million to sustain parent fees at \$10 a day; increase the number of child care spaces by 238; implement an inclusive ELCC strategy; support the professional development of educators, address wage disparities, support recruitment efforts; and build reporting capacity.¹⁷

In addition, Inuit-specific Indigenous early learning and child care funding is available. Initiatives are led and coordinated by Nunavut Tunngavik Incorporated and regional Inuit associations to advance the vision and priorities identified in the co-developed *Indigenous Early Learning and Child Care Framework*.¹⁸

These actions incorporate the newly released *Nunavut Early Learning and Child Care Quality Framework*¹⁹ and the *Early Learning and Child Care Strategic Action Plan for Inclusion and Equity, 2023–2026*.²⁰

Resources are developed in all official languages and reflect Nunavut, life in the north, and the Inuit culture. These resources also focus on inclusive approaches to program delivery, which is in keeping with the principles of the *Inuit Qaujimajatuqangit* education framework.²¹

SERVICE DESIGN

EDUCATION PROGRAMS

KINDERGARTEN: All children who turn 5 years of age by December 31 are eligible to participate in an optional half-day Kindergarten program delivered by schools. Programs are required to operate for no less than 485 hours instructional hours per year and for no more than six hours per day.

The District Education Authority in each community determines program hours. In the 2023–24 school year, a pilot for full-day Kindergarten is taking place in five schools as the first phase of full implementation across the Territory.²² In addition, the Commission scolaire francophone du Nunavut offers full-day kindergarten in the one French-language school in the territory. Compulsory education begins the year children turn 6 years old.

District Education Authorities (DEAs) must also support and promote Inuit language and culture. DEAs do this either by partnering with existing community-based early childhood programs or by operating their own programs.²³

The Commission scolaire francophone du Nunavut (CSFN) offers free programs to support language proficiency for 4-year-old children (3 years old under certain conditions). Programs usually operate for 10 hours a week.²⁴

REGULATED CHILD CARE

Registered non-profit organizations in good standing with Nunavut Legal Registries, licensed family day homes, and programs administered by municipalities or District Education Authorities are eligible for public funding to operate licensed child care facilities.²⁵

Types of child care programs include:²⁶

- **Daycare Centres:** Group programs for children up to and including 11 years of age, operating for more than five hours per day.
- **Preschool/Nursery School:** Programs for children under 6 years of age operating up to four consecutive hours a day. Includes Aboriginal Head Start programs.

- **After-School Care:** Programs outside school hours for children from Grade One and up to and including 11 years of age.
- **Family Day Homes:** Care in a private home for a maximum of eight children up to and including 11 years of age, including the provider's own children.

UNREGULATED CHILD CARE

A maximum of four children up to and including 11 years of age are permitted, including the caregiver's own children.

FAMILY SUPPORTS: The Healthy Children Initiative provides community services including family resource centres, parenting workshops, and prenatal nutrition, as well as support for children with additional needs attending child care.²⁷

LOCAL SERVICE DELIVERY

Licensed centres and family day homes are supported by an early childhood officer working out of regional offices in Iqaluit, Kitikmeot, Kivalliq, and Qikiqtani. Officers inspect, license, monitor, and administer funding. They also offer support and training to staff, boards, and parents of the facilities through workshops and meetings.

The Regional School Operations division is responsible for Kindergarten to Grade 12. The Commission scolaire francophone du Nunavut oversees one French-language school.

COMMUNITY INVOLVEMENT/OVERSIGHT

District Education Authorities (DEAs) are legislated under the Nunavut's *Education Act*. DEAs are locally elected bodies of community members that work with school and regional operations staff and are responsible for representing parents, students, and the community-at-large to the Nunavut Department of Education and district schools. DEAs have sub-committees for each school that work with school leaders to resolve issues and highlight opportunities.²⁸ The Coalition of DEAs is the voice of parents in Nunavut education.



FUNDING

TABLE 2.1 NUNAVUT EXPENDITURES FOR REGULATED CHILD CARE TO MARCH 31, 2023

Government of Nunavut Funding	
Administrative Costs	\$1,699,689
Early Childhood Inuit Language and Culture Funding	\$860,150
Healthy Children Initiative	\$300,814
O&M Program Contribution	\$2,481,726
Young Parents Stay Learning Program	\$51,577
Total Government of Nunavut Funding	\$5,393,956
Extension Agreement Federal Funding	
Child Care Retention/Creation in Underserved Communities	\$139,503
Education Programming Resources	\$530,877
O&M Top-Up (additional operations and maintenance funding)	\$1,583,314
Training, Professional Development	\$302,850
Total Extension Funding	\$2,556,544
Workforce Agreement Federal Funding	
Recruitment and Retention	\$281,951
Database	-
Total Workforce Funding	\$281,951
Canada-wide ELCC Agreement Federal Funding	
Parental Fee Reduction	\$2,279,098
Support Societies	\$51,209
New Community Venues	\$823,903
ELCC Inclusion and Equity	\$93,364
Development of Nunavut ELCC Quality Framework, Wage Grid, and Certification Growth	\$174,607
ELCC Workforce Recruitment and Retention	\$4,118,340
Administration and Reporting	\$1,105,059
Total Canada-Wide Agreement Funding	\$8,645,580
Total regulated child care funding	\$16,878,031

Source: Table provided by the Government of Nunavut. Department of Education. Amounts show actual expenditures.

ELCC Workforce Agreement Funding and ELCC workforce recruitment and retention funding were used to provide a \$4.50/hr wage top-up to early childhood educators, as well as a staff retention bonus, in 2022–2023. These temporary programs were replaced by the Wage Scale in 2023.²⁹

TABLE 2.2 NUNAVUT EXPENDITURES FOR EARLY CHILDHOOD EDUCATION/CHILD CARE TO MARCH 31, 20233

Kindergarten ^a	\$7,202,476
Early Learning & Child Care (Table 2.1)	\$16,878,031
Total ECEC Spending	\$24,080,507
Total Territorial Spending Estimate ^b	\$2,285,500,000
ECEC as a % of territorial budget	1%

^a Estimate based on latest available figures. Enrolment of 810 Kindergarten students @ .5 x \$17,782 FTE per pupil spending. Per pupil spending based on 10,902 students K-12 divided by 2022–23 education operation funding of \$193,880,000. Enrolment information: Statistics Canada. Table 37-10-0007-01 Number of students in regular programs for youth, public elementary and secondary schools, by grade and sex. Retrieved from: <https://doi.org/10.25318/3710000701-eng>

Funding information: Government of Nunavut. *Department of Education Business Plan 2023–2026*. P.128-129. Retrieved from: https://gov.nu.ca/sites/default/files/gn_business_plan_2023-2026_february_6_2023_1.pdf

^b Government of Nunavut. *2022–2023 Mid-Year Fiscal Report*. Retrieved from: https://gov.nu.ca/sites/default/files/mid_year_report_2022-2023_english.pdf

Note: Additional federal programs directly support ELCC activities in Indigenous communities. These include Aboriginal Head Start Urban and Northern Communities and the First Nations and Inuit Child Care Initiative, in addition to funding through the First Nations and the Inuit Early Learning Child Care agreements. These are not included in the calculations.



ACCESS

TABLE 3.1 NUNAVUT CHILD POPULATION 0 TO <6 YEARS (2022)

Child population 0 to <6 years	4,936
0 to <24 months	1,622
24 months to <5 years	2,492
5 years	822
Total population of Nunavut	40,526
Children 0 to <6 years as % of total population	12.2%

Source: Statistics Canada. Population estimates on July 1, 2022, by age and sex. Table 17-10-0005-01 (accessed on January 10, 2023).

TABLE 3.2 NUNAVUT LABOUR FORCE PARTICIPATION OF MOTHERS BY AGE OF YOUNGEST CHILD (2022)

	Number of mothers in labour force by age of youngest child	Labour force participation rate of mothers by age of youngest child
0 to <24 months	400	50%
24 months to <5 years	700	63.7%
5 years	200	66.7%
Total mothers in labour force with child 0 to 5 years	1,300	
Average labour force participation of mothers with youngest child 0 to <6 years		59.1%

Source: 0620_13 Table 3 - Labour Force Survey (LFS) estimates of mothers by age of youngest child, Canada, provinces, territories, annual average, 2016 to 2022 (persons x 1,000).

TABLE 3.3 NUNAVUT ECE SCHOOL PROGRAMS (2022-23)

Children attending 5-year-old Kindergarten ^a	810
5-year-old child population ^b	822
% of children attending Kindergarten	98.5%

^a Statistics Canada. Table 37-10-0007-01 Number of students in regular programs for youth, public elementary and secondary schools, by grade and sex. Retrieved from: <https://doi.org/10.25318/3710000701-eng>

^b Statistics Canada. Population estimates on July 1, 2022, by age and sex. Table 17-10-0005-01 (accessed on January 10, 2023).

TABLE 3.4 NUNAVUT REGULATED CHILD CARE TO MARCH 31, 2023

Spaces by age group	
Infants	210
Preschool age (full time)	600
Preschool/Head Start (part time)	250
School-aged	152
Total capacity regulated child care centres	1,212
Family day home care ^a	48
Total capacity regulated child care	1,260
Facilities by auspice	
Non-profit	30
Public (delivered by municipalities and school authorities) ^b	15
For-profit ^c	n/a
Number of facilities by type	
Full-time child care centres	33
Preschool centres	8
Family day homes	6
After-school programs	6
Aboriginal Head Start	7
Total	60

Source: Figures current to March 23, 2023. Personal communication. Department of Education. November 15, 2023.

^a 12 infant, 24 preschool, 12 school-aged

^b Report to the Committee of the Whole Legislative Assembly of Nunavut by the Minister of Education. May 8, 2023. P.2. Retrieved from: <https://assembly.nu.ca/sites/default/files/2023-05/EDU%20Ministerial%20Letter%20to%20COW%20May%208%202023.pdf>

^c All child care in Nunavut is non-profit. Family day homes are considered non-profit for funding purposes.

TABLE 3.5 NUNAVUT ECE CAPACITY TO PERCENTAGE OF CHILDREN BY AGE GROUP TO MARCH 31, 2023

Child Ages	Number of Children ^a	Child Care/Preschool ^b	Kindergarten	Other ECE Programs	Capacity to % of Children
0 to <24 months	1,622	210			13%
24 months to <5 years	2,492	850			34%
5 years	822		810		98.5%

^a Statistics Canada. Population estimates on July 1, 2022, by age and sex. Table 17-10-0005-01 (accessed on January 10, 2023).

^b To avoid double counting, it is assumed that 5-year-old children attending child care are also enrolled in Kindergarten.

AFFORDABILITY

\$10 A DAY: Starting on December 1, 2022, families with children 6 years of age and younger are eligible for reduced rate child care of \$10-a-day per child, where the provider is part of the federally funded Canada-Wide Early Learning and Child Care agreement.³⁰

PARENT SUBSIDIES: Subsidies to offset the cost of child care for parents are available by applying through regional offices of the Department of Family Services. Parents working or pursuing education or training opportunities outside the

home are eligible. Amounts are based on a needs test, accounting for family size, housing costs, and cost of the program. Families are eligible if their child has a special need and child care is recommended by a recognized health care professional. Unlicensed child care options that pass the standard assessment are also eligible for subsidies.³¹

YOUNG PARENTS STAY LEARNING PROGRAM:

The program offers subsidies to help parents under the age of 18 with the cost of child care while attending school.³²

INCLUSION

The Healthy Children Initiative provides funding for licensed child care facilities or other eligible organizations to support participation by children requiring intensive support or assistance. This may include occupational, physio, or speech and language therapy, and supports to enable children to attend centre-based early childhood programs.³³

The Early Learning and Child Care Strategic Action Plan for Inclusion and Equity provides guidance and direction to early learning and child care to enhance inclusion and equity for children with disabilities, children needing enhanced or individual supports, Indigenous—in particular Inuit—children, Black and other racialized children, children in foster care, and official language minority children. The Strategic Action Plan outlines three broad areas to improve access, support educators, and revamp policies.

Inuglugjaittuq Foundation for Inclusive Education in Nunavut Schools is the foundational guide for inclusion and student support in Nunavut schools.³⁴



LEARNING ENVIRONMENT

TABLE 4.1 NUNAVUT CURRICULUM FRAMEWORKS

Program	Framework Document
Kindergarten	<p><i>Inuit Qaujimagatuqangit Education Framework for Nunavut Curriculum</i> is the foundation for educational instruction. The curriculum for Kindergarten includes communication, language, creative and artistic expression, and reflective and critical thinking.^a</p> <p>The department website provides approved curriculum guides and resources for educators.</p>
Regulated Child Care	<p><i>Nunavut Early Learning and Child Care Quality Framework</i>^b is grounded in Inuit societal values and Inuit Qaujimagatuqangit, a set of knowledge, values, and beliefs that are core to Inuit culture in Nunavut. The framework is also anchored in the values and beliefs of inunnguiniq, or the “making of a human being”.</p>

^a Government of Nunavut. Department of Education. *Inuit Qaujimagatuqangit Education Framework for Nunavut Curriculum*. Retrieved from: <https://www.gov.nu.ca/sites/default/files/files/Inuit%20Qaujimagatuqangit%20ENG.pdf> also https://img1.wsimg.com/blobby/go/5b45002d-560b-41ef-b84f-259e51b5c556/downloads/1c6ek0fs0_669977.pdf?ver=1563638691946

^b Government of Nunavut. Department of Education. June 2023. *Nunavut Early Learning and Child Care Quality Framework*. Retrieved from: https://www.assembly.nu.ca/sites/default/files/2023-11/Nunavut%20Early%20Learning%20and%20Child%20Care%20Quality%20Framework_ENGLISH.pdf

WORK ENVIRONMENT

TABLE 4.2 NUNAVUT GROUP SIZE AND STAFF/CHILD RATIO IN REGULATED CHILD CARE CENTRES

Age	Staff:Child Ratio	Maximum Group Size
0 to <12 months	1:3	9
13 to <24 months	1:4	12
25 to <35 months	1:6	18
3 years	1:8	25
4 years	1:9	27
5 to <11 years	1:10	30

Family daycare providers may care for a maximum of eight children up to and including those 11 years of age, including their own children. No more than six of the eight children may be younger than 5 years, no more than three children may be younger than 3 years, and no more than two children may be younger than 2 years.

Source: Government of Nunavut. Department of Education. (2014). *Understanding Nunavut’s Child Day Care Regulations: A Manual for Early Childhood Programs*. Retrieved from: http://www.gov.nu.ca/sites/default/files/daycare_handbook_eng_final_low_res_0.pdf

KINDERGARTEN CLASS SIZE: The *Education Act* does not mandate class sizes or student-to-educator ratios.

CHILD CARE PROGRAM SIZE: There is no maximum size for a child care centre.

EDUCATORS

TABLE 4.3 NUNAVUT EDUCATOR QUALIFICATIONS

Kindergarten Teachers ^a	<p>Completion of a Bachelor of Education degree that includes course work and classroom observation and teaching or Kindergarten certification requiring a two-year program in ECE, successful completion of two academic years of classroom teaching, and completion of courses for one-year teacher training; or a letter of authority that must be renewed annually.</p> <p>Most Kindergarten teachers have a Bachelor of Education or a letter of authority as a language specialist, which means that they speak an Inuit language.</p>
Early Childhood Educators ^b	<p>The Early Childhood Education Diploma Program is a two-year post-secondary accredited diploma.</p> <p>The Applied Certificate Program offered by Nunavut Arctic College trains current child care staff through a series of intensive, three-week accredited courses that build capacity in early childhood development.</p>

^a Nunavut Teacher Induction Program. Retrieved from: <https://ntip.gov.nu.ca/teach-nunavut/teaching-nunavut-faqs>

^b Nunavut Arctic College: Education. Retrieved from: <https://arcticcollege.ca/education>

TABLE 4.4 NUNAVUT PROFESSIONAL RECOGNITION AND DEVELOPMENT

	Teachers	Early Childhood Educators
Professional Recognition	Teachers must hold a valid Nunavut Teaching Certificate. ^a	Regulations require staff to be over age 19 and encourage the hiring of staff who are reflective of the culture of the community. ECE qualifications are not required. ^c
Professional Development	Classroom teachers abide by the Professional Development Framework. ^b	Child care operators are expected to provide ongoing training for staff. The department offers training in the form of conferences, regional training, and community/facility workshops. ^c

^a Nunavut Educators Certification Services. *Nunavut Teacher Induction Program*. Retrieved from: <https://ntip.gov.nu.ca/faq/how-do-i-apply-nunavut-teaching-certificate>

^b Government of Nunavut. *Professional Development Framework for the Educator Community*. Retrieved from: <https://gov.nu.ca/education/information/professional-development-framework-educator-community-0>

^c Government of Nunavut. Department of Education. *Understanding Nunavut's Child Day Care Regulation: A Manual for Early Childhood Programs*. Retrieved from: http://www.gov.nu.ca/sites/default/files/daycare_handbook_eng_section_17_operator_staff_volunteer_requirements.pdf

TABLE 4.5 NUNAVUT DENSITY OF QUALIFIED STAFF IN CHILD CARE CENTRES

ECE qualifications are not required in regulated child care.

TABLE 4.6 NUNAVUT ECE ANNUAL WAGE AS A PERCENTAGE OF TEACHER WAGE (2023)

Teachers ^a	Early Childhood Educators ^b	ECE Wage as a Percentage of Teacher Wage
\$101,987	\$71,531	70%

^a 2022–23 school year. Base pay for teachers with Level 5 certification and five years' experience. *Collective Agreement between the Nunavut Teachers Association and the Minister Responsible for the Nunavut Public Service Act. Expires June 30, 2025*. Retrieved from: https://www.gov.nu.ca/sites/default/files/documents/2023-12/nta_ca_expiring_june_30_2025_-_english.pdf

^b Annual wage for a FTE ECE holding a diploma credentials with five or more years' experience, based on a \$34.39 hourly wage rate.

In October 2023, a new wage scale took effect for staff working in licensed child care centres. It funds hourly wages based on qualifications, responsibilities, and years of service. Operators apply for funding to pay staff at scale.

EARLY LEARNING AND CHILD CARE WAGE SCALE

Step	Years of Experience	Level 1 Hourly Wage	Level 2 Hourly Wage (ECE Certificate)	Level 3 Hourly Wage (ECE Diploma)
Management Category				
1	0	\$37.44	\$40.10	\$42.94
2	1	\$38.40	\$41.12	\$44.04
3	2	\$39.38	\$42.18	\$45.17
4	3	\$40.39	\$43.26	\$46.33
5	4	\$41.42	\$44.36	\$47.51
6	5+	\$42.48	\$45.50	\$48.73
ECE Category				
1	0	\$26.42	\$28.30	\$30.30
2	1	\$27.10	\$29.02	\$31.08
3	2	\$27.79	\$29.76	\$31.88
4	3	\$28.50	\$30.53	\$32.69
5	4	\$29.23	\$31.31	\$33.53
6	5+	\$29.98	\$32.11	\$34.39
Program Support Category				
1	0	\$23.95		
2	1	\$24.56		
3	2	\$25.19		
4	3	\$25.83		
5	4	\$26.49		
6	5+	\$27.17		
Centre Support Category				
1	0	\$23.71		
2	1	\$24.32		
3	2	\$24.94		
4	3	\$25.58		
5	4	\$26.24		
6	5+	\$26.91		

Source: Early Learning and Child Care Wage Scale. Retrieved from: <https://www.gov.nu.ca/sites/default/files/documents/2023-10/elcc-wagescale-09-2023.pdf>

ACCOUNTABILITY

PROGRESS REPORTS: The last posted annual report for the Department of Education is dated 2021-2022.³⁵ In May 2023, the Territory launched a database that will allow for more accurate and timely reporting on key ELCC indicators.³⁶

PROGRAM STANDARDS: Facility standards are not specified for Kindergarten. Licensed child care must meet program and facility standards.

POPULATION MONITORING: The small populations of most Nunavut communities make population monitoring prohibitive. School districts do track attendance and student outcomes such as graduation rates, which are reflected in the Ministry of Education annual reports.



ENDNOTES

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