

Early Childhood Education Report

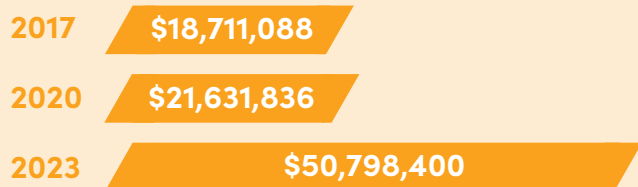


YUKON

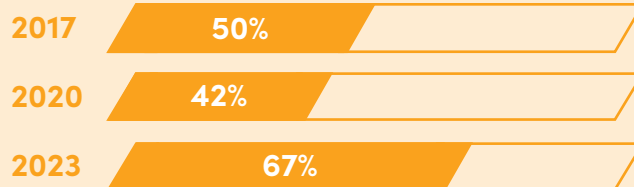
Profile 2023



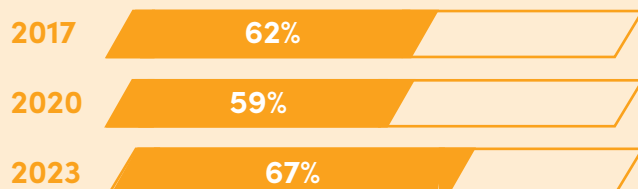
CHANGE IN ECEC SPENDING



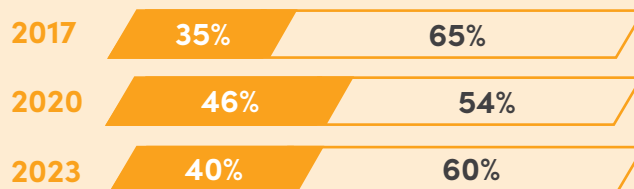
ECEC CAPACITY TO PERCENTAGE OF 2- TO 4-YEAR-OLD CHILDREN



ECE WAGES AS A PERCENTAGE OF TEACHER WAGES



PERCENTAGE OF ECE CENTRES (NON-PROFIT/PROFIT)





Early Childhood
Education Report

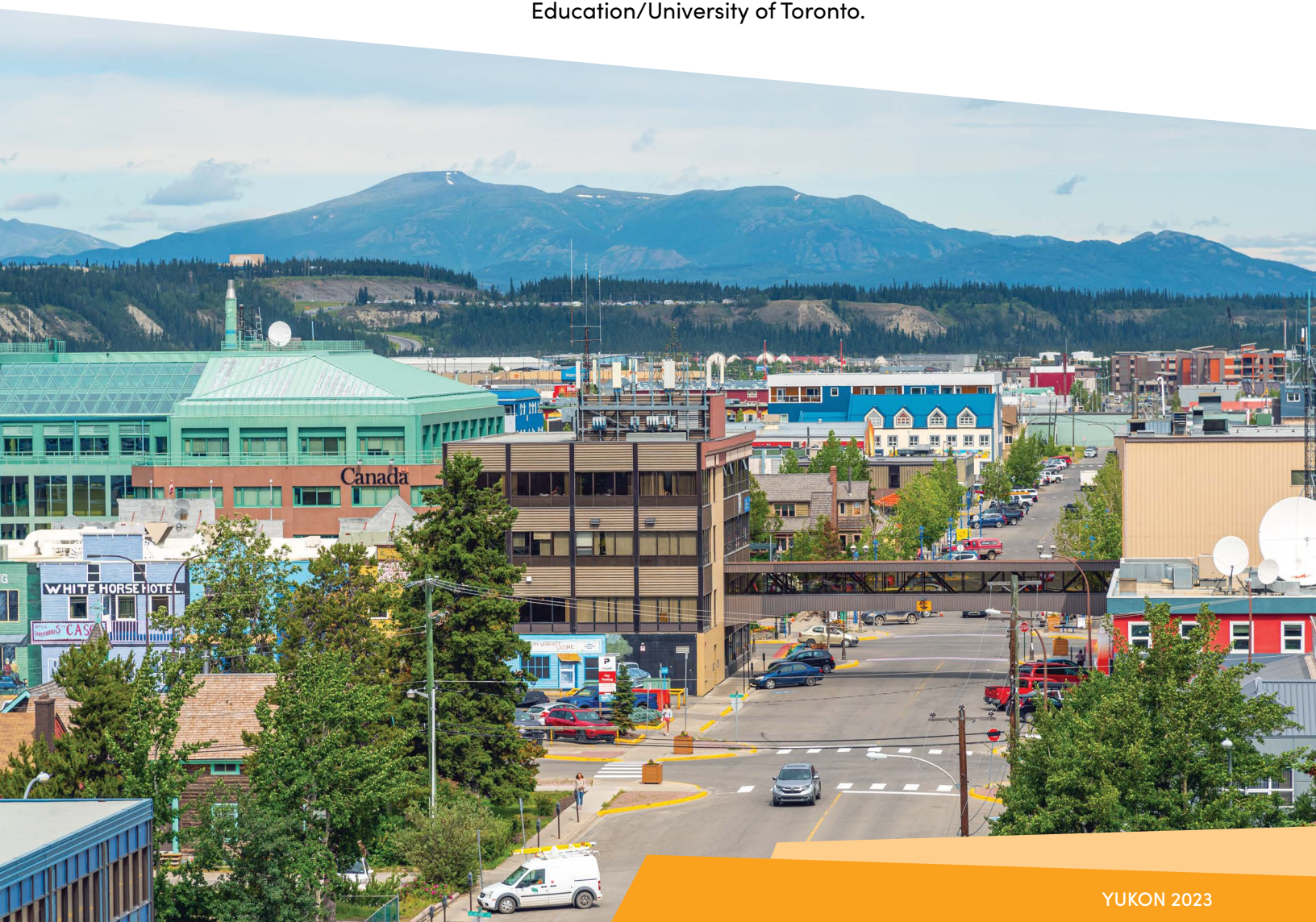


ABOUT THE EARLY CHILDHOOD EDUCATION REPORT BENCHMARKS

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

Released in May 2023, “Understanding the Early Years” is a Yukon First Nations designed and developed course offered in Whitehorse and rural communities. It has a special focus on communities with limited access to professional development. Yukoners who successfully complete the course receive a Level 1 certificate to practise as an early childhood educator.¹

Supported by federal funding through the Canada–Yukon Canada-Wide Early Learning and Child Care Agreement—2021 to 2026, the Yukon government signed an agreement for over \$925,000 over the next three years with the Yukon First Nation Education Directorate (YFNED) and their Early Years Program. This agreement supports the design and delivery of the First Nations “Understanding the Early Years” course as part of the larger program.

In September 2023, the *Commission scolaire francophone du Yukon (CSFY)* took over operations of the francophone early learning and child care centres. This represents a first for a school board in the Yukon. To support the shift from a society-run initiative to a school board program, the Department of Education collaborated with the CSFY to create a new policy framework and guidelines. The framework paves the way for other Yukon school boards to govern new or existing early learning and child care programs.²

Announced on November 20, 2023, the Government of Yukon began work to update the *Child Care Act*, which came into force on July 1, 1990. Changes to the legislation will consider the key principles of quality, affordability, inclusivity, and accessibility. The public was invited to provide feedback through an online survey which closed at the end of February 2024.^{3,4}

CANADA–YUKON CANADA-WIDE EARLY LEARNING AND CHILD CARE AGREEMENTS (CWELCC)

The Yukon will receive a total of \$54,696,043 over the five-year (2021–2026) CWELCC agreement. Funding is intended to enhance the Yukon’s universal child care program for affordable parent fees, support the recruitment and retention of the early childhood workforce, expand educator training opportunities, create an early childhood learning framework, and increase access to inclusive and culturally responsive programming.⁵



GOVERNANCE

TABLE 1.1 YUKON GOVERNANCE STRUCTURE FOR EARLY CHILDHOOD EDUCATION

Lead Ministry/Department	Department of Education ^a
Related Ministry/Department	
ECE Supervisory Units	Early Learning and Child Care Branch Schools and Student Services Branch
Policy Framework	Yukon's Action Plan 2021–2022 and 2022–2023 ^b <i>Joint Education Action Plan for Yukon First Nations Students</i> ^c
Legislation	<i>Child Care Act RSY 2002, c. 30</i> ^d <i>Education Act RSY 2002, c. 61</i> ^e
Related Legislation	<i>Child Care Centre Program Regulation O.I.C. 1995/087</i> ^f <i>Family Day Home Program Regulation O.I.C. 1995/087</i> <i>School Age Program Regulation O.I.C. 1995/087</i> <i>Child Care Subsidy Regulation O.I.C. 1995/087</i> <i>Child Care Act Exemption Regulation 2012/095</i> <i>Yukon Child Care Board Remuneration Regulation O.I.C. 2009/205</i> ^g
Local Service Delivery	Under the <i>Education Act</i> , the Minister of Education has oversight of all public schools and school boards in the Yukon. The Department of Education manages most Yukon schools, except for those operated by the First Nations School Board and the Commission scolaire francophone du Yukon. ^h
Community/Sector Oversight	School Councils ⁱ Commission scolaire francophone du Yukon (CSFY) Yukon Child Care Board ^j First Nations School Board Yukon Curriculum Advisory Committee

^a Government of Yukon. *Education and Schools*. Retrieved from: <https://yukon.ca/en/education-and-schools>

^b Government of Canada. *Canada – Yukon Canada-Wide Early Learning and Child Care Agreement – 2021 to 2026*. Retrieved from: <https://www.canada.ca/en/early-learning-child-care-agreement/agreements-provinces-territories/yukon-canada-wide-2021.html#h2.17.1>

^c Yukon First Nation. *Together Today For Our Children Tomorrow. YFN Joint Education Action Plan 2014–2024*. Retrieved from: <https://cyfn.ca/wp-content/uploads/2013/09/Approved-JEAP.pdf>

^d Government of Yukon. *Child Care Act*. Retrieved from: <https://laws.yukon.ca/cms/images/LEGISLATION/PRINCIPAL/2002/2002-0030/2002-0030.pdf>

^e Government of Yukon. *Education Act*. Retrieved from: https://laws.yukon.ca/cms/images/LEGISLATION/PRINCIPAL/2002/2002-0061/2002-0061_4.pdf

^f Government of Yukon. *Child Care Act Child Care Centre Program Regulations*. Retrieved from: https://laws.yukon.ca/cms/images/LEGISLATION/SUBORDI/NATE/1995/1995-0087/1995-0087_1.pdf

^g Government of Yukon. *Child Care Board Remuneration Regulation O.I.C.* Retrieved from: https://laws.yukon.ca/cms/images/LEGISLATION/SUBORDI/NATE/2009/2009-0205/2009-0205_1.pdf

^h Government of Yukon. Department of Education. *Learn about the Yukon's School Boards*. Retrieved from: <https://yukon.ca/en/learn-about-yukons-school-boards>

ⁱ Government of Yukon. Department of Education. *Join a School Council*. Retrieved from: <https://yukon.ca/en/education-and-schools/plan-elementary-and-high-school/join-school-council>

^j The Yukon Child Care Board. *Our Mandate; Our Vision; Our Mission*. Retrieved from: https://yukonchildcareboard.com/?page_id=70



DEPARTMENT ORGANIZATION

The Department of Education is responsible for Early Kindergarten (age 4) to Grade 12 education programs and services and oversees early learning and child care.

The Early Learning and Child Care Branch provides administrative, consultative, and support services, and licenses child care facilities to ensure they follow legislated standards. It administers funding programs for providers and families and is responsible for implementing the action plans as part of the *Canada–Yukon Canada-Wide Early Learning and Child Care* agreements.

The Schools and Student Services Branch provides oversight for all public schools, school boards, and school councils.

POLICY FRAMEWORK

The Government of Yukon is committed to the ongoing development of its universal early learning and child care model. The Yukon reduced parent fees to an average of \$10 per day prior to the 2021 federal CWELCC announcement. The model includes the expansion of Early Kindergarten for 4-year-old children; affordable parent child care fees; the development of a qualified, representative, and adequately compensated workforce; the implementation of an early learning curriculum framework; and working with Yukon First Nation governments to meet children's early learning and child care needs. The government is currently working on the draft for the third year of the plan.

As part of the process, the Department of Education began a review of Yukon's *Child Care Act* in 2021; *Work to Review the Child Care Act: What we Heard* was released in March 2023. It considers several changes to simplify and modernize language and procedures, develop and mandate an early learning framework, review staff credentials, mandate professional development, and set maximums on parent fees, among others.⁶

The Joint Education Action Plan (JEAP) 2014–2024 is a 10-year agreement among the Government of Yukon, the Government of Canada, the Council of Yukon First Nations, and all 14 Yukon First Nations governments. The plan focuses on ways to improve educational outcomes for First Nations students and includes: mandatory Yukon First Nations cultural awareness training for Department of Education staff; mandatory completion of the First Nations 101 course at Yukon College as a condition of hire at the college and the Council of Yukon First Nations; re-establishment of the First Nations Education Commission;⁷ development and implementation of Cultural Inclusion Standards for all Kindergarten to Grade 12 schools;⁸ and development of tools and protocols to support cultural inclusion in schools and engagement with Yukon First Nations on matters that affect First Nations students.⁹

SERVICE DESIGN

EDUCATION PROGRAMS

KINDERGARTEN: Kindergarten is available in all elementary schools. Whitehorse schools provide a full-day program open to children who turn 5 years of age by December 31. Kindergarten in rural communities may be a half- or full-day program, depending on the school. Some rural schools include Kindergarten in blended-grade classrooms. Attendance is not mandatory.

EARLY KINDERGARTEN (K4): Early Kindergarten is for children who turn 4 years old by December 31. It is a full-day program offered at École Emilie-Tremblay in Whitehorse and in all rural schools except one. A total of 71 children were enrolled during the 2022–2023 school year.¹⁰

LEARNING TOGETHER: The Department of Education offers this free drop-in preschool program in three schools. This program is for children prior to Kindergarten entry and their caregivers and is led by teachers. It helps prepare children for school routines and supports children's learning in the home.¹¹



REGULATED CHILD CARE¹²

Licensed child care is available for infants and children up to and including age 12, including those aged 16 or younger with special needs.

Commercial, First Nations governments, and non-profit operators operate programs meeting legislated and regulatory requirements. Officials with the Early Learning and Child Care Branch inspect and monitor the programs.

CHILD CARE CENTRES: Group programs providing child care other than a preschool program or a school-age program to four or more children in a place other than a family day home.

PRESCHOOL PROGRAM: Group programs for children up to and including 5 years of age for less than three hours a day.

SCHOOL-AGE PROGRAM: Programs designed solely to provide child care to eight or more school-age children when school is not in session.

FAMILY DAY HOMES: Care in a private home for up to eight children 12 years of age and younger (the number of children allowed depends on the age of the children). Individual family child care homes are licensed under the *Child Care Act*. Providers receive at least one annual inspection and three spot checks per year to monitor for compliance with the regulations.

UNREGULATED CHILD CARE

A licence is not required when caring for three or fewer children.

CHILD/FAMILY SERVICES

The Child Development Centre Yukon (CDCY) is a non-profit organization funded by the Yukon government to provide therapeutic services and support for the developmental needs of children from birth to Kindergarten age. Services may take place on site at the CDCY, in homes, or in child care programs, and are offered throughout the Yukon.

LOCAL SERVICE DELIVERY

The Minister of Education has overall responsibility for the education system. The Public Schools Branch of the Department of Education oversees most Yukon public schools. The Commission scolaire francophone du Yukon (CSFY) administers three French-language schools.¹³ The Yukon First Nation School Board operates and manages 11 schools; a referendum held in February 2023 transferred operations and management of three of these 11 schools to the First Nation School Board.¹⁴

The Early Learning and Child Care Branch provides administrative, consultative, and support services to child care providers, and licenses child care facilities.¹⁵

COMMUNITY OVERSIGHT/INVOLVEMENT

School Councils are legislated bodies made up of locally elected and appointed members of the community. Council members advise on most aspects of school operations and policies, including growth plans, budgeting, staffing needs, programming, and dispute resolutions. The Department of Education funds school councils and CSFY. Sections of the *Education Act*, primarily section 113, describe the duties and powers of school councils.¹⁶

The Yukon Child Care Board is an independent body that functions independently and autonomously from the government.¹⁷ The board provides support to child care services, advises the minister on any matter pertaining to child care, reviews policies and procedures, and hears appeals under the *Child Care Act*.



FUNDING

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

Capital	\$515,000
Operational funding	\$1,894,000
Universal child care (reduced parents fees)	\$27,346,000
Quality initiatives	\$2,750,000
Inclusive supports and interventions	\$5,311,000
Fee subsidies for low-income families	\$551,000
Supportive programming	\$2,051,865
Total spending regulated child care	\$40,418,865

Source: Government of Yukon. Department of Finance. *Operation & Maintenance and Capital Estimates 2022–2023*. P. 8–9 to 8–11. Retrieved from: <https://yukon.ca/sites/yukon.ca/files/fin/fin-2022-23-budget-main-estimates.pdf>. Includes \$9.953 million in transfers from the Government of Canada through the CWELCC and the bilateral ELCC agreements. Personal communication. Department of Education. January 8, 2024.

The Yukon government has several programs that support early learning and child care operations.¹⁸ Centre-based and family child care providers receive \$700 per month for each occupied space (prorated for part-time and school-age care) to offset parent fees. In addition, programs receive quality enhancement, inclusion, administrative, and facility funding on a per space basis.

Start-up funds are available for new programs. Centre and family child care providers may also apply for annual funding to meet health and safety requirements or to upgrade equipment.

TABLE 2.2 YUKON EXPENDITURES FOR EARLY CHILDHOOD EDUCATION/CHILD CARE TO MARCH 31, 2023

Kindergarten and K4 ^a	\$10,379,535
Early Learning and Child Care (from Table 2.1)	\$40,418,865
Total ECEC spending	\$50,798,400
Total budget spending estimates ^b	\$1,970,000,000
ECEC spending as a % of territorial budget	2%

^a Kindergarten spending estimate based on \$19,401 per pupil spending × 535 children enrolled in Kindergarten and K4. Enrolment figures retrieved from: https://yukon.ca/sites/yukon.ca/files/enrolment_pdf_report_2023-02_feb.pdf. Per pupil spending, personal communication. Department of Education. January 8, 2024.

^b Government of Yukon. Department of Finance. *Building a Strong Future*. Retrieved from: <https://yukon.ca/sites/yukon.ca/files/fin/fin-2022-23-budget-highlights.pdf>

ACCESS

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

Child population 0 to <6 years	2,678
0 to <24 months	852
24 months to <5 years	1,342
5 years	484
Total population of Yukon	43,789
Children 0 to <6 years as % of total population	6.1%

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

TABLE 3.2 YUKON 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	600	100%
24 months to <5 years	600	66.7%
5 years	200	100%
Total mothers in labour force with child 0 to <6 years	1400	
Average labour force participation of mothers with youngest child 0 to <6 years		82.4%

Source: Statistics Canada, Labour Force Survey. 0620_13 Table 3—Labour Force Survey (LFS) estimates of mothers by age of youngest child, Canada, provinces, territories, annual average, 2022.

TABLE 3.3 YUKON ECE SCHOOL PROGRAMS (2022–23)

Children attending Early Kindergarten (K4) ^a	71
4-year-old child population ^b	462
% of children attending (K4)	15%
Children attending 5-year-old Kindergarten ^a	465
5-year-old child population ^b	484
% of children attending Kindergarten	96%

^a Government of Yukon. Department of Education. *Enrolment Report 2022-23*. Updated March 1, 2023. Retrieved from: https://yukon.ca/sites/yukon.ca/files/enrolment_pdf_report_2023-02_feb.pdf

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

TABLE 3.4 YUKON REGULATED CHILD CARE TO MARCH 31, 2023

Spaces in centre-based programs ^a	2,101
Spaces in family day homes	161
Total capacity in regulated child care	2,262
Child care centres	57
Facilities by auspice	
For-profit	35
Non-profit	13
First Nations	9
Family day homes ^b	20
Facilities by language	
English	65
French	3
Indigenous	10

^a. Department of Education. Personal communication. December 19, 2023. The Yukon does not license spaces by age groups. Figures as of March 2023 show that of total child enrolment, 7.32% were infants, 26.6% were toddlers, 44.38% attended preschool, 7.26% were in Kindergarten, and 14.27% were school-age.

^b. One home is operated by a First Nations government.

TABLE 3.5 YUKON PERCENTAGE OF CHILDREN ATTENDING ECE PROGRAMS BY AGE GROUP TO MARCH 31, 2023

Child Ages	Number of Children ^a	Licensed Child Care/ Preschool ^b	School-based Kindergarten ^c / K4 Enrolment	Other ECE Programs	% Child Enrollment by Age Group
0 to <24 months	852	400			47%
24 months to <5 years	1,342	836	71		67%
5 years	484		465		96%

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

^b. Personal communication. Department of Education. January 27, 2024.

^c. Government of Yukon. Department of Education. *Yukon Public School Enrolment Report*. Retrieved from: https://yukon.ca/sites/yukon.ca/files/enrolment_pdf_report_2023-02_feb.pdf. To avoid double counting children attending child care are assumed to also be attending Kindergarten and Early Kindergarten.

AFFORDABILITY

Yukon Early Learning and Child Care Funding Program:

Beginning in April 2020, the Yukon instituted the Universal Child Care (UCC) program, reducing parent fees to less than \$10 per day. Operators receive the following rates per child based on hours in care:

- \$700 per month for children prior to Kindergarten entry
- \$350 per month for children attending Kindergarten
- \$300 per month for before- and after-school care for children 6 to 12 years of age
- \$500 per month for school-age summer programming

Additional child care subsidies are also available for low-income families. Table 3.6 shows the maximum amount paid to child care providers to cover all or part of the parent fee. The subsidy is in addition the UCC rates paid. The March 2023 review of the *Child Care Act* recommends simplifying subsidies to align with the UCC program and remove requirements tied to the status of the parent.¹⁹

TABLE 3.6 YUKON MONTHLY MAXIMUM LOW-INCOME SUBSIDY RATES BY AGE OF CHILD

Age and hours in early learning and child care	Monthly maximum subsidy
Full time (100 hours/month or more)	
Infant <19 months	\$688
Toddler 19 <37 months	\$622
Preschool age 37 to 59 months	\$578
Child with special needs (0 to 59 months or to 71 months for children in half-day Kindergarten)	\$688
Kindergarten	\$578
School age	\$550
Part time (less than 80 hours/month)	
Kindergarten	\$330
School age	\$303

Source: Personal communication. Department of Education. January 8, 2024. Subsidies are paid directly to operators.

INCLUSION

STUDENT SUPPORT SERVICES: This unit with the Schools and Student Services Branch provides a range of supports for children with unique physical, psychological, or health needs to assist with their participation in school and achieving their goals.

INCLUSIVE CHILD CARE: The Early Learning and Child Care Branch supports child care programs to provide an inclusive environment for children with additional needs.²⁰

The Supported Child Care program offers funding to upgrade physical spaces and to hire supported child care educators. In 2022–2023, the Department of Education undertook an independent review of the program, hiring a consultant to engage with partners and stakeholders. In 2023–24, the branch began working with an expert to identify recommendations that will be shared across the sector. In the interim, several necessary updates have been made to the program, including clarifying the role of support educators and furthering their training and professional development. Over \$2,145,000 is budgeted for the program in 2023–2024.²¹

The Department of Education also supports the Child Development Centre (CDC), budgeting \$5,195,755 in 2023–2024. The CDC provides supports and therapies to children up to and including Kindergarten.

Child care providers receive additional funding to support the inclusion of children with additional needs. The amounts vary by location and the age of the child (see Table 3.7).

TABLE 3.7 YUKON MONTHLY SPACE SUBSIDIES BY REGION FOR INCLUSION TO MARCH 31, 2023

Age group	Whitehorse Programs	Rural Yukon Programs
Toddlers	\$54.96	\$64.56
Preschool	\$91.60	\$107.60
Kindergarten	\$91.60	\$107.60
School age	\$114.50	\$134.50

Source: Personal communication. Department of Education. January 8, 2024.



LEARNING ENVIRONMENT

TABLE 4.1 YUKON CURRICULUM FRAMEWORKS

Kindergarten	Regulated Child Care
<p>The Government of Yukon has adapted the new BC school curriculum to the Yukon context, integrating Yukon First Nations language, history, culture, and ways of knowing, doing, and being into all subject areas and grade levels.^a</p>	<p>The Yukon uses the BC Early Learning Framework.^b The development of a curriculum framework for the Yukon is under review, including changes to the <i>Child Care Act</i> that may direct child care operators to use a framework approved by the Director of Early Learning and Child Care.^c</p>

^a Government of Yukon. Department of Education. *Learn about the Yukon’s School Curriculum*. Retrieved from: <https://yukon.ca/en/school-curriculum>
^b Government of British Columbia. *BC Early Learning Framework*. (2019). Retrieved from: <https://www2.gov.bc.ca/gov/content/education-training/early-learning/teach/early-learning-framework>
^c Government of Yukon. Department of Education. *Work to Review the Child Care Act: What we Heard*. Retrieved from: https://yukon.ca/sites/yukon.ca/files/edu/edu_work_to_review_the_child_care_act_what_we_heard_march_2023.pdf



WORK ENVIRONMENT

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

Age Group	Staff:Child Ratio	Maximum Group Size
Child care centres^a		
0 <19 months	1:4	8
19 months to <37 months	1:6	12
37 months to Kindergarten	1:8	16
Grades 1 to 6 (school age)	1:12	24
Family day homes^{b,c}		
0 <18 months	1:4	4
3 children <18 months; 3 children >18 months	1:6	6
All children >18 months ^c	1:8	8

^a. Government of Yukon. *Child Care Act, Child care centre program regulation*. O.I.C. 1995/087. P. 4. Retrieved from: <https://laws.yukon.ca/cms/images/LEGISLATION/SUBORDINATE/1995/1995-087A/1995-087A.pdf>

^b. Government of Yukon. *Child Care Act Regulation (complete)* O.I.C. 1995/87. P. 4–5. Retrieved from: http://www.gov.yk.ca/legislation/regs/oic1995_087.pdf

^c. The caregiver’s own preschool children are included in the ratio; school-age children are not included. Four additional school-age children are permitted if there is an additional caregiver.

KINDERGARTEN CLASS SIZE: The maximum Kindergarten class size is 18²²; class sizes are normally smaller, particularly in rural schools.

CHILD CARE PROGRAM SIZE: The maximum number of children that a child care centre program may be licensed for is 64.²³

EDUCATORS

TABLE 4.3 YUKON EDUCATOR QUALIFICATIONS

Kindergarten Teachers^a

Teachers in the Yukon require a Bachelor of Education degree or equivalent, proof of teaching provincially/territorially assigned curriculum in an accredited school, and recommendations attesting to their suitability to work with children. The Early Kindergarten Program is instructed by certified teachers with a background and expertise to support early childhood learning and development.^b

Early Childhood Educators^c

All staff working in centre-based programs who are included in the child-to-staff ratio must have post-secondary training.

Child Care Worker III: Two or more years of training in early childhood development or equivalent.

Child Care Worker II: One year of training in early childhood development or equivalent.

Child Care Worker I: 60-hour introduction to an early childhood development course or equivalent.

Department policy also recognizes Child Care Worker IA and IIA as persons working toward the designation.

Family day home operators must obtain a minimum of Child Care Worker I within one year of licensing.

Criminal reference check and health certification are also required.

^a Government of Yukon. *Education Act*. Retrieved from: https://laws.yukon.ca/cms/images/LEGISLATION/PRINCIPAL/2002/2002-0061/2002-0061_4.pdf

^b Government of Yukon. Department of Education. *Apply for a Teaching or School Administrator Job*. Retrieved from: <https://yukon.ca/en/employment/jobs-schools/apply-teaching-or-school-administrator-job>

Government of Yukon. Department of Education. *Early Kindergarten Policy*. Retrieved from: https://yukon.ca/sites/yukon.ca/files/edu/early_kindergarten_policy_2021-08-20_1_1.pdf

^c Government of Yukon. *Child Care Act*. P. 5–6. Retrieved from: https://laws.yukon.ca/cms/images/LEGISLATION/regs/oic1995_087.pdf



TABLE 4.4 YUKON PROFESSIONAL RECOGNITION AND DEVELOPMENT

	Teachers	Early Childhood Educators
Professional Recognition	The Teacher Certification Department of Education certifies educators working in Yukon schools. ^a	The Early Learning and Child Care Unit of the Department of Education certifies educators working in licensed child care. ^e
Professional Development	<p>The <i>Education Act</i> requires the minister to contribute to the professional development of teachers (section 5(c)) and requires 15 hours of professional development (section 46(2)(b)).^b</p> <p>The Department of Education hosts regular professional development for teachers during the school year and partners with post-secondary institutions to make teacher training available.^c</p> <p>The Department provides \$475,000 in annual funding to the Yukon Association of Education Professionals to provide professional development activities related to professional growth, curriculum implementation, and other priorities.^d</p>	<p>Funding agreements provide for programs to close for professional development activities.</p> <p>The Early Learning and Child Care Unit hosts regular learning and development sessions in addition to an online professional development hub for early childhood educators. It also provides workshops on Indigenous and rural pedagogy.^f</p> <p>A bursary program is available for educators for credited and non-credited learning and development.^g</p>

^a Government of Yukon. Department of Education. *Apply for a Yukon Teacher Certificate*. Retrieved from: <https://yukon.ca/en/employment/jobs-schools/apply-yukon-teacher-certificate>

^b Government of Yukon. *Education Act*. Retrieved from: https://laws.yukon.ca/cms/images/LEGISLATION/PRINCIPAL/2002/2002-0061/2002-0061_4.pdf

^c Yukon Education. *Teacher Professional Development*. Retrieved from: <http://lss.yukonschools.ca/teachers-professional-development.html>

^d Personal communication. Department of Education. January 16, 2024.

^e Government of Yukon. Department of Education. *Apply for early childhood educator certification*. Retrieved from: <https://yukon.ca/en/education-and-schools/early-childhood-learning-and-programs/apply-early-childhood-educator>

^f Government of Yukon. Department of Education. *Yukon early learning educators*. Retrieved from: <https://yukon-early-learning-educators.ca/en>

^g Government of Yukon. Department of Education. *Funding Supports*. Retrieved from: <https://yukon-early-learning-educators.ca/en/learning-and-development/funding-supports>

Bursaries of up to \$2,000 per term are available for full-time early childhood education students (up to \$8,000 maximum for four terms). Part-time students can receive the bursary for two courses, \$500 per course for a maximum of \$1,000.

An enhanced bursary option of up to \$500 is available for educators working in licensed programs to access other learning and development opportunities. The ELCC branch also contracts with individuals and organizations to create and deliver early learning workshops and training opportunities.

TABLE 4.5 YUKON DENSITY OF QUALIFIED STAFF IN CHILD CARE CENTRES

In centre-based programs, 20 per cent of staff must meet or exceed Child Care Worker III qualifications, an additional 30 per cent must meet or exceed Child Care Worker II qualifications, and the remainder must meet or exceed Child Care Worker I qualifications.

Source: Government of Yukon. *Child Care Act*. P. 6. Retrieved from: http://www.gov.yk.ca/legislation/regs/oic1995_087.pdf

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

Teachers ^a	Early Childhood Educators ^b	ECE Wage as a Percentage of Teacher Wage
\$102,252	\$68,598	67%

^a Basic salary at Level V of the pay grid with five years' experience. *Collective Agreement Between the Government of Yukon and the Yukon Association of Educational Professionals*. Appendix "A" Schedule I. P. 51. Retrieved from: <https://yukon.ca/sites/yukon.ca/files/psc/psc-yg-yta-collective-agreement.pdf>

^b Based on the average wage rate for a FTE Whitehorse and rural educator with Child Care Worker III qualifications, working a 40 hour week. See Table 4.7.

TABLE 4.7 YUKON HOURLY WAGE ENHANCEMENT AND MINIMUM WAGE RATES

Early Childhood Educator Level	Wage Enhancement	Mandatory Wage ^a
Whitehorse		
Level 0	\$0	\$16.77
Level 1	\$4.12	\$20.89
Level 1A	\$6.01	\$22.78
Level 2	\$7.44	\$24.21
Level 2A	\$9.96	\$26.73
Level 3 equivalent	\$12.31	\$29.08
Level 3	\$15.31	\$32.08
Rural Yukon		
Level 0 ^b	\$1.85	\$18.62
Level 1	\$4.49	\$21.26
Level 1A	\$6.71	\$23.48
Level 2	\$8.39	\$25.16
Level 2A	\$11.35	\$28.12
Level 3 equivalent	\$14.11	\$30.88
Level 3	\$17.11	\$33.88

Source: Government of Yukon. Department of Education. *Yukon Early Learning and Child Care Funding Program*. Retrieved from: <https://yukon.ca/sites/yukon.ca/files/edu/edu-early-learning-child-care-funding-program-family-day-home.pdf>

^a Many owner/operators pay more than the mandatory minimum rate.

^b The Level 0 wage supplement is only available for programs operating in rural communities, and an approved training plan and exemption from the training requirements must be approved.

ACCOUNTABILITY

PROGRESS REPORTS: On April 26, 2023, the Minister of Education released the department's annual report for 2022, highlighting achievements in early learning and child care.²⁴ The government released the *Canada—Yukon Canada-Wide Early Learning and Child Care Agreement 2021–22 Report*. November 2022; however, the link is no longer active.

PROGRAM STANDARDS: Regulatory guidelines provide facilities standards for centre and family dayhomes.²⁵ The Yukon Schools Functional Program outlines design standards for all spaces, including specific standards for Early Kindergarten and Kindergarten classrooms and outdoor space.²⁶

POPULATION MONITORING: Yukon Kindergarten students are assessed using the Boehm Test of Basic Concepts. This comprehensive assessment includes 50 basic concepts. The test can be used to identify students at risk for academic delays and to monitor progress. This test is administered twice a year: in the fall and spring.²⁷



ENDNOTES

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- ²Government of Yukon, Department of Education, and the Commission scolaire francophone du Yukon. *Media release*. October 26, 2023. "School board celebrates taking on the operation of francophone early learning and child care centre." Retrieved from: <https://yukon.ca/en/news/school-board-celebrates-taking-operation-francophone-early-learning-and-child-care-centre>
- ³Government of Yukon. *Media release*. November 20, 2023. "Government of Yukon begins review of Child Care Act." Retrieved from: <https://yukon.ca/en/news/government-yukon-begins-review-child-care-act>
- ⁴Government of Yukon. Department of Education. *Child Care Act*. Retrieved from: <https://yukon.ca/en/engagements/child-care-actof Yukon. Department of Education>
- ⁵Government of Canada. *Yukon Early Learning and Child Care Agreement*. Retrieved from: <https://www.canada.ca/en/early-learning-child-care-agreement/agreements-provinces-territories/yukon-2021.html>
- ⁶Government of Yukon. Department of Education. *Work to Review the Child Care Act. What we Heard*. Retrieved from: https://yukon.ca/sites/yukon.ca/files/edu/edu_work_to_review_the_child_care_act_what_we_heard_march_2023.pdf
- ⁷Council of Yukon First Nations. *First Nations Education Commission (FNEC)*. Retrieved from: <https://cyfn.ca/services-2/education/first-nations-education-commission/>
- ⁸Council of Yukon First Nations. *Cultural Inclusion Standards in all Schools: As Defined by the First Nation Education Commission (Reviewed by FNEC on April 20, 2016)*. Retrieved from: <https://yukon.ca/sites/yukon.ca/files/edu/edu-cultural-inclusion-standards-all-schools-2016.pdf>
- ⁹Government of Yukon. *Learn about the Joint Education Action Plan for Yukon First Nations Students*. Retrieved from: <https://yukon.ca/en/joint-education-action-plan>
- ¹⁰Government of Yukon. Department of Education. *School Enrolment*. Retrieved from: https://yukon.ca/sites/yukon.ca/files/enrolment_pdf_report_2023-02_feb.pdf
- ¹¹Government of Yukon. Department of Education. *Find a Preschool (Learning Together)*. Retrieved from: <https://yukon.ca/en/preschool-learning-together>
- ¹²Government of Yukon. *Child Care Act*. Retrieved from: <https://laws.yukon.ca/cms/images/LEGISLATION/PRINCIPAL/2002/2002-0030/2002-0030.pdf>
- ¹³Government of Yukon. Commission scolaire francophone du Yukon. *Développer le plein potentiel de chaque élève*. Retrieved from: <https://commissionscolaire.csfy.ca/>
- ¹⁴Government of Yukon. Department of Education. *Learn about the Yukon's School Boards*. Retrieved from: <https://yukon.ca/en/learn-about-yukons-school-boards>
- ¹⁵Government of Yukon. Department of Education. *Early Childhood Learning and Programs*. Retrieved from: <https://yukon.ca/en/education-and-schools/early-childhood-learning-and-programs/find-child-care-yukoners>
- ¹⁶Government of Yukon. *Education Act*. Retrieved from: <https://www.canlii.org/en/yk/laws/stat/rsy-2002-c-61/latest/rsy-2002-c-61.html>
- ¹⁷Yukon Child Care Board. Retrieved from: <https://yukonchildcareboard.com/>
- ¹⁸Government of Yukon. Department of Education. *Yukon Early Learning and Child Care Funding Program*. Retrieved from: https://yukon.ca/sites/yukon.ca/files/edu/elcc_funding_plan_child_care_centres_2022_1.pdf
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- ²⁰Government of Yukon. Department of Education. *Learn about Funding for your Early Learning Program to Provide Supports for Children with Diverse Needs*. Retrieved from: <https://yukon.ca/en/apply-funding-your-child-care-facility-support-children-special-needs>
- ²¹Government of Yukon. Department of Education. Personal communication. January 16, 2024.
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²⁷ Government of Yukon. Department of Education. *Yukon Wide Student Data Report School Year 2021–22*. Retrieved from: https://yukon.ca/sites/yukon.ca/files/yukon_wide_report_2021-22_v1.6_final_003.pdf

