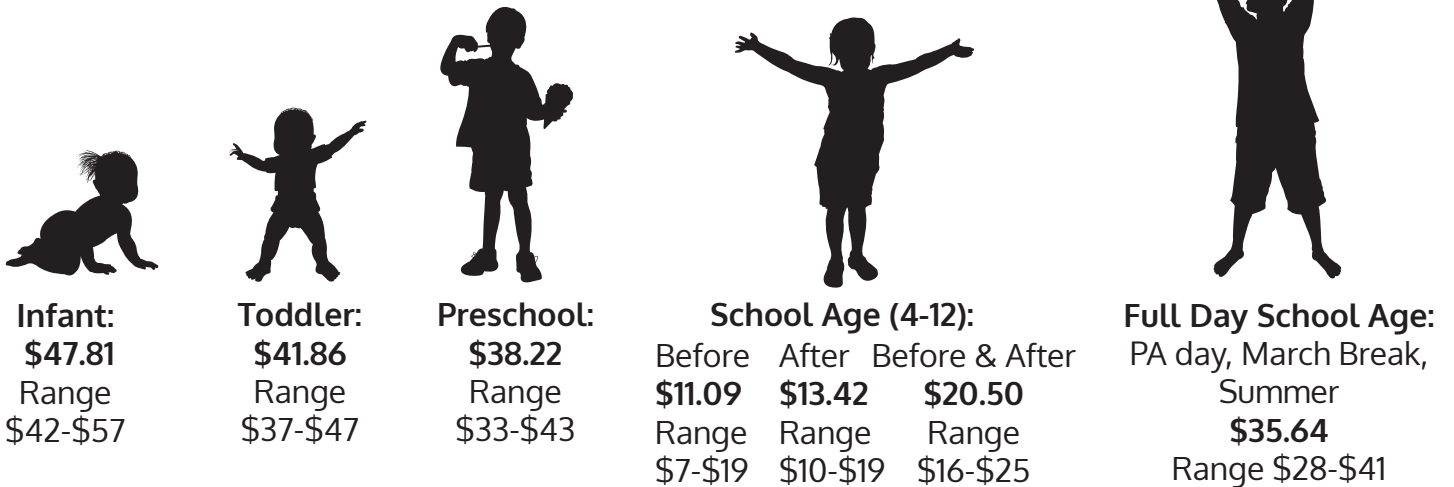


Peterborough Early Years System

2018 Fees and System Overview

A comprehensive system survey, focusing on staff compensation, child care spaces and parent fees was completed in May of 2018 by all Child Care and EarlyON Centres who currently have a purchase of service and receive funding from the City of Peterborough.

Average Daily Child Care Fees



Early Years System Overview



EarlyON Core Services

- Discuss and provide information on child development
- Pre/post natal development programs
- Targeted outreach activities via preregistered programs
- Drop-in programs supported by "How Does Learning Happen?"
- Respond to concerns about a child's developmental needs
- Facilitate connection to specialized community services
- Provide program and service information for the whole family

Current Operating Numbers **2810**

Current Wait List **2887**

* Waitlist includes duplicate counts.

System Affordability and Expansion Projects

The City launched a 1 year affordability pilot with Buckhorn Child Care. Using Expansion funding the agency was able to reduce their parent fees for children 0 - 3.8 years by 50%, making fees more affordable for families and providing greater access in a rural community. These fees were excluded from the average daily child care fees above.

Licensed child care spaces that have been or will be added in 2018 = 43 spaces.

Anticipated expansion of licensed child care spaces in 2019 and 2020 = 144 spaces.

Peterborough Early Years System

2018 Staffing and Compensation

Average Staff Entry Wages



Registered Early Childhood Educator (RECE) Program Staff
 Child Care \$17.67/hr
 EarlyON \$21.70/hr
 (Range \$14-\$22/hr)



Non RECE Program Staff
 Child Care \$15.95/hr
 EarlyON \$21.70/hr
 (Range \$14-\$22/hr)



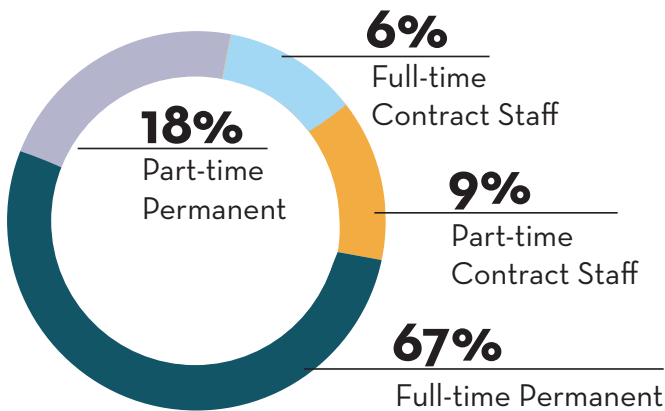
Supply Staff
 Child Care \$15.77/hr
 EarlyON \$15.05/hr
 (Range \$14-\$18/hr)



Program Supervisor Manager
 Child Care \$23.83/hr
 EarlyON \$28.66/hr
 (Range \$18-\$38/hr)



Type of Employment in the Early Years System in Peterborough



77% of organizations are experiencing difficulty hiring and or retaining RECE staff or home child care providers.

* This is a 12% increase from 2017

45% of early years staff are Registered Early Childhood Educators (RECEs).

* This is a 30% decrease from 2017

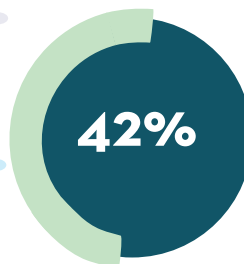
65% of organizations pay RECE program staff a living wage.

82% of organizations have a professional development budget (PD), averaging \$384 for each full-time staff.

43% of organizations provide financial support to further employee formal education.

65% of organizations provide extended health benefits for permanent staff.

Top 3 Barriers to Hiring and/or Retaining Child Care Staff



42% of organizations accept children on sporadic schedules without charging the family for a full week or requiring to find another family to fill the other days.

There is no significant correlation between average fees charged for child care and RECE staff entry wages.

Estimates for range of child care fees and entry wages are rounded to the nearest dollar.

Wages presented are not inclusive of wage enhancements.

For staff entry wages, supply staff are comprised of both RECE and non RECE staff.

Municipal staff wages were excluded from the estimates shown.

Municipal RECEs are paid an entry wage of \$30.93 per hour.

For more information contact: Caren Thayer, Data Analysis Coordinator, Children's Services
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