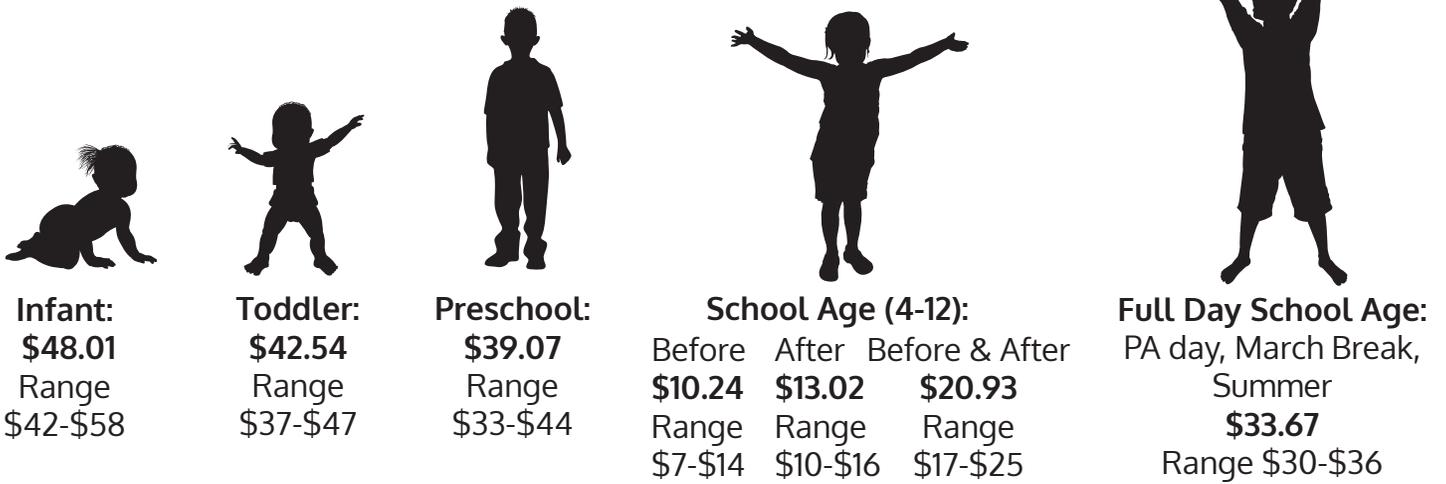


Peterborough Early Learning System

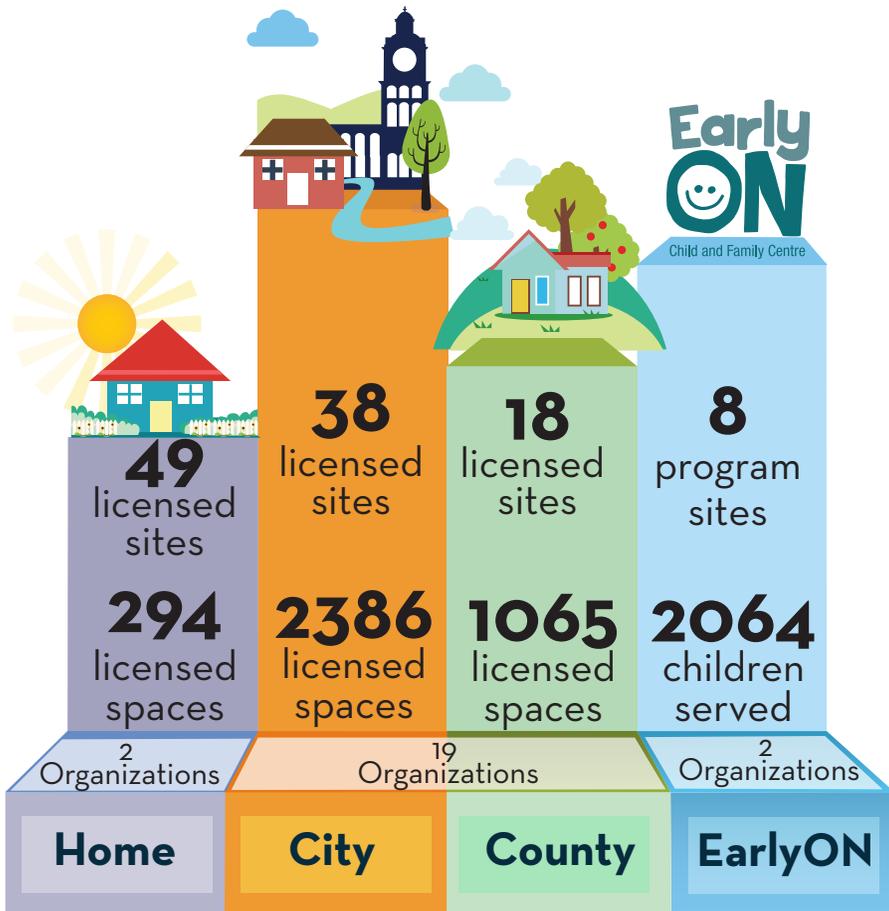
2019 Fees and System Overview

A comprehensive system survey, focusing on funded services, parent fees, and educator compensation, was completed in May 2019 by Child Care, EarlyON, recreation providers, and special needs resourcing in the City and County of Peterborough.

Average Daily Child Care Fees



Early Learning System Overview



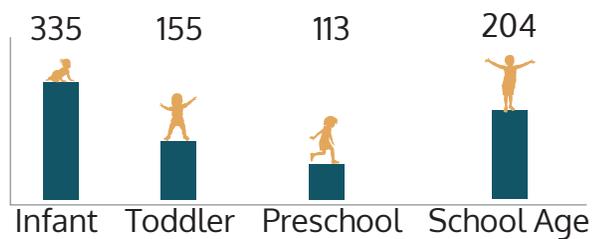
* Licensed capacity refers to the total number of licensed spaces. Operating numbers refers to the total number of spaces filled by children on a consistent basis.

New Centralized Waitlist

The waitlist will help families find and secure child care. It will also help agencies fill child care spaces and understand local need.

The waitlist will identify the needs of our community and help us understand our service gaps.

Current Waitlist



Current Waitlist **807**

Current Operating Numbers **2904**

Total Licensed Child Care Capacity **3745**

System Affordability and Expansion Projects

In 2018, the City launched an affordability pilot with Buckhorn Child Care to increase affordability for families and provide greater access in a rural community. In total 32 children have benefited from reduced fees and the number of children enrolled increased by 77%. This pilot is still ongoing. These fees were excluded from the average daily child care fees above.

Licensed child care spaces that have been or will be added in 2019 = 109 spaces.
Anticipated expansion of licensed child care spaces in 2020 = 106 spaces.

Peterborough Early Learning System

2019 Staffing and Compensation

Average Entry Wages for Early Learning Professionals



Registered Early Childhood Educator (RECE) Program Staff
 Child Care \$17.88/hr
 EarlyON \$21.70/hr
 (Range \$14-\$22/hr)



Non RECE Program Staff
 Child Care \$16.39/hr
 EarlyON \$21.70/hr
 (Range \$14-\$22/hr)



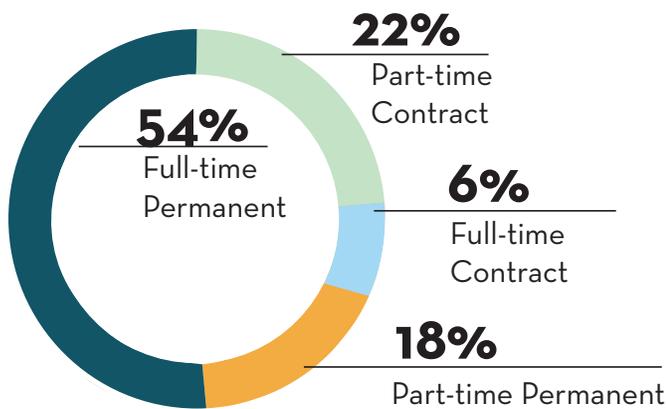
Supply Staff
 Child Care \$16.02/hr
 EarlyON \$17.00/hr
 (Range \$14-\$19/hr)



Program Supervisor Manager
 Child Care \$23.00/hr
 EarlyON \$28.66/hr
 (Range \$17-\$35/hr)



Type of Employment in the Early Learning System in Peterborough



83% of organizations are experiencing difficulty hiring and/or retaining RECE staff or home child care providers.

*This is an 8% increase from 2018 and 28% from 2017.
 *Fall (Sept. - Nov.) is the most difficult time of year.

51% of early learning professionals are Registered Early Childhood Educators (RECEs).

87% of organizations have a professional development (PD) budget, averaging \$315 for each full-time staff.

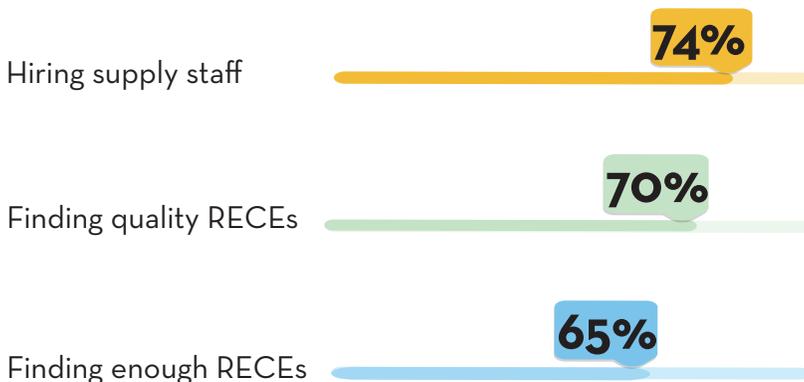
*This is a 6% increase from 2018.

40% of organizations provide financial support to further employee formal education.

74% of organizations provide extended health benefits for permanent staff.

*This is a 14% increase from 2018.

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



50% 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 enhancement.

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 \$31.52 per hour.

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