

Children Services – Two Additional Coordinator Positions

| | |
|-----------------|---|
| Presented To: | Community and Emergency Services Committee |
| Meeting Date: | June 19, 2023 |
| Type: | Managers' Reports |
| Prepared by: | Miranda Mackie Children and Social Services |
| Recommended by: | General Manager of Community Development |

Report Summary

This report provides a recommendation regarding funding for two non-unionized staff for the ongoing implementation of the Canada Wide Early Learning and Child Care Plan (CWELCC). The increased cost of the two additional Coordinator positions will be offset through the Canada-Wide Early Learning and Child Care administration funding and have no municipal levy impact.

Resolution

THAT the City of Greater Sudbury authorizes hiring in accordance with the terms and conditions of the 2023-2024 CWELCC implementation to achieve service targets for the direct support to the early learning and childcare sector prescribed according to the Ministry of Education Child Care and Early Years Guidelines as outlined in the report entitled “Children Services – Two Additional Coordinator Positions”, presented by the General Manager of Community Development at the Community and Emergency Services Committee meeting on June 19, 2023.

Relationship to the Strategic Plan, Health Impact Assessment and Community Energy & Emissions Plan (CEEP)

This report refers to the goal: Create a Healthier Community as identified in the Strategic Plan, as it aligns with the Population Health Priorities of Building Resiliency, Investing in Families, Creating Play Opportunities, Promoting Mental Health Awareness, Achieving Compassionate City Designation, and Implementing an Age Friendly Strategy.

Financial Implications

There are no immediate direct financial implications associated with this report at this time. The increased cost of the two additional Coordinator positions will be offset through the Canada-Wide Early Learning and Child Care administration funding and have no municipal levy impact.

Background

The Ministry of Education has publicly released an update to its management and funding guidelines for Consolidated Municipal Service Managers (CMSMs) and District Social Services Administration Boards (DSSABs) in relation to the roll out of the CWELCC. An update to the proposed funding formula for 2024 was provided in March 2023.

Under the Canada-Wide Early Learning and Child Care Agreement (CWELCC), we are directed we build and leverage the success of existing early learning and childcare system by increasing quality, accessibility, affordability and inclusivity in early learning and childcare. The key outcomes must include:

- a) Building to a 50% reduction in average parent costs (based on 2020 levels) for licensed early learning and childcare and reaching an average parent fee of \$10 a day by 2025-26 for licensed childcare spaces;
- b) Creating 86,000 new high-quality, affordable licensed childcare spaces predominantly through not-for-profit licensed childcare;
- c) Addressing barriers to promote more inclusive childcare; and
- d) Workforce recruitment and retention coordination for the early childhood workforce, included targeted professional development opportunities and workforce sector promotion.

Children Services has a unique role for the planning, funding, and oversight of childcare and early learning services and this nationally funded program for our community. In addition, this funding is protected funding under B-C35 (House of Commons of Canada): An Act respecting early learning and childcare in Canada. This enactment sets out the Government of Canada's vision for CWELCC and the commitment to maintain long-term funding relating to early learning and childcare to be provided to the provinces and Indigenous peoples.

Of the two new permanent full-time positions required, the Special Projects Coordinator will lead the program deliverables as outlined in CWELCC related to program evaluation, quality and performance measurement, coordination of various workforce recruitment, and retention projects across the early learning and childcare sector. Currently this position was posted and filled as a 6-month temporary contract position under grant funding however the role and responsibilities has increased and align to a permanent, full-time position.

The second permanent full-time position will address the increased workload and supervision for the provision of special needs resourcing and specialized child and family supports. With the expansion of spaces in childcare, this position will assist with meeting Ministry of Education requirements.

NEXT STEPS

Once approval is provided to implement the proposed plan, Children Services will continue to monitor the operational budget and allocate resources to achieve the level of direct service to the early learning and childcare community and outcomes up to the full implementation of CWELCC in 2026. Hiring will be implemented in a phased approach to limit disruptions to the operational schedule.

Resources Cited

[Canada-Ontario Early Years and Child Care Agreement](#)

[Early Years Accommodations in Schools: Reference Guide](#)

[Ontario Creating More Affordable Child Care Spaces Across the Province](#)

[Ontario's 2024 Funding Formula](#)

[Operating a Licensed Child Care Program](#)