

Creating Child Care Choices

A plan to support our families

Recruiting and Retaining Staff

- ✓ Currently, the Staff Attraction Incentive Allowance offers funding of up to \$5,000 to recruit trained staff that have six months of child care experience, who have left the field and agree to return and work in a licensed or approved child care program for a minimum of two years.
- ✓ Starting September 2008, eligibility for the Staff Attraction Incentive Allowance will be expanded to include people new to the child care profession. These people will be eligible to receive \$2,500 after working in child care for one year.
- ✓ Starting September 2008, a scholarship of \$2,500 will be available to students who have completed the Child Care Orientation Course while in high school and who enroll in an early childhood program. Students will be required to sign a one-year agreement to work in child care.
- ✓ Starting June 2008, the free Child Care Orientation Course will be available online to help people, especially in rural Alberta get training.
- ✓ In fall 2008, a child care recruitment marketing plan will be launched to attract more people to the child care profession.
- ✓ Over the next year, Children and Youth Services will work with the child care community to explore the development of a child care apprenticeship program to help people get their training while they are working.
- ✓ Child care staff equivalencies have been enhanced to enable people from related human services disciplines to be certified at a higher level when working in a licensed or approved child care program; i.e. Bachelor of Education degree will now qualify for a Level 3.

Note: For more information about new child care subsidy rates and benefits for staff working in Fort McMurray, go to www.child.alberta.ca/childcare.

Contact Information

For more information, contact the Parent Information Line at 1-866-714-KIDS (5437), the Child Care Services Branch at your local Child and Family Services Authority, online at: www.child.alberta.ca/childcare or email CS.Communications@gov.ab.ca.

Preschool



Highlights of Alberta's Investment in Child Care

Helping Parents

Creating Child Care Choices – A plan to support our families will help:

- Parents balance work and family life;
- Support the creation of 14,000 new child care spaces over the next three years; and
- Attract and keep qualified staff working in our child care programs.



Working low and middle-income parents need help with the cost of accessing quality child care for children six years of age and under. Eligibility for child care subsidy depends on the parents' income and the size of the family.

- ✓ Starting September 2008, subsidy rates for eligible low and middle-income families will increase by 3.5 per cent.

Infant/Preschool Monthly Subsidies				
	Day Care		Family Day Home	
	Current	New Rate	Current	New Rate
Infants (up to 18 months)	\$607	\$628	\$502	\$520
Preschoolers (19 months to 6 years)	\$528	\$546	\$422	\$437

Example:

- A two-parent family with one infant and one preschooler and an annual gross income of \$39,600 qualifies for a full subsidy of \$1,174 per month. The same family will continue to qualify for a partial subsidy, up to a household income of \$79,560.
- ✓ Starting September 2008, the Kin Child Care Subsidy rate will increase by 26 per cent. This subsidy helps eligible low and middle-income parents who have a relative looking after their children while they work or go to school. The relative must be providing care outside the child's home.

Kin Child Care Monthly Subsidy		
	Current Rate	New Rate
Up to 6 years of age	\$317	\$400

Example:

- A two-parent family with two preschool children and an annual gross income of \$52,920 is eligible for \$800 per month.

Increasing Quality Spaces

Working families need better access to quality child care for their preschool children.

- ✓ Starting April 2008, \$7 million was allocated to the Space Creation Innovation Fund to help create new child care spaces. Grants of up to \$1,500 per new space are available for planning and/or start-up costs.
- ✓ Starting September 2008, licensed or approved child care programs will be eligible to receive an Infant Care Incentive of \$150 per month for each infant to help with the cost of care.
- ✓ A new investment of \$42 million, over three years to purchase modulars to increase the number of child care spaces that can be created adjacent to school sites.
- ✓ Child and Family Services Authorities, through their new Regional Partnership Fund of \$8 million, will help create solutions to meet their local child care needs, i.e. work with local partners to develop administrative management supports for child care programs.
- ✓ Quality Funding Grants will increase for licensed and approved child care programs to help purchase toys and equipment and to provide staff training.

Licensed Day Care Centres and Approved Family Day Home Agencies (Participating in Accreditation)			
Quality Funding Grants	Current	Quality Funding Grants	New
Pre-accredited	\$450/yr – \$1,800/yr	Pre-accredited	\$4,000/yr
Accredited	\$2,640/yr – \$5,280/yr	Accredited	\$7,500/yr

Recruiting and Retaining Staff

Child care operators need a stable workforce to ensure they have the staff required to meet parents' needs.

- ✓ Starting April 2008, wage top-ups increase by 60 per cent for eligible staff working in licensed day care centres and approved family day homes. (Staff will receive this increase in October 2008 – retroactive to April 1, 2008).

Day Care Staff and Family Day Home Staff/Providers 2008-2009 (60% increase to wage top-ups)		
Pre-Accreditation Certification Level	Current	New
1	\$0.90/hr	\$1.44/hr
2	\$1.69/hr	\$2.70/hr
3	\$2.76/hr	\$4.42/hr
Accreditation Certification Level	Current	New
1	\$1.34/hr	\$2.14/hr
2	\$2.53/hr	\$4.05/hr
3	\$4.14/hr	\$6.62/hr

Note: Child care operators are responsible for establishing the wages of their employees. The average hourly rate for staff working in accredited child care programs, including the wage top-ups are as follows: Level 1 - \$12.97, Level 2 - \$16.54 and Level 3 - \$20.82.

