



News Release – GNWT and Canada invest \$4.6 million for increased wages for early childhood educators

YELLOWKNIFE (October 20, 2022) – The Government of Canada and the Government of the Northwest Territories (GNWT) are investing \$4.6 million between 2022-23 and 2023-24 to enhance wages for early childhood educators working in licensed centre-based early learning and child care programs in the Northwest Territories (NWT). Recognizing the importance of early childhood educators, the wage enhancements are intended to help retain and recruit early childhood educators.

Licensed centre-based programs will receive \$12,750 per full-time equivalent (FTE) in year one (2022-2023) and \$16,250 per FTE in year two (2023-2024) based on staff to child ratios as required by legislation. This two-year transitional funding, retroactive to April 1, 2022, will provide enhanced wages for early childhood educators in licensed centre-based programs until a wage grid is implemented in 2024-2025.

In response to engagement with Indigenous Governments, licensed program operators, and early childhood educators, the Retention Incentive provides operators with flexibility to make decisions based on program and educator needs. The department of Education, Culture and Employment (ECE) will provide funding to operators who will then distribute the funding to eligible early childhood educators.

This initiative ensures the GNWT is on track to meet commitments in the [Canada – Northwest Territories Canada-wide Early Learning and Child Care Agreement – 2021-2022 to 2025-2026](#) and [2021-2022 to 2022-2023 Canada-wide Action Plan](#) to:

- Support the retention and recruitment of early childhood educators working in licensed centre-based programs, acknowledging that quality and expansion of services requires educators that are better compensated through increased wages and access to increased professional learning and post-secondary education opportunities.
- Create 300 licensed early learning and child care spaces by 2025-2026 to improve access for NWT families.

Quotes

“There is no child care system without a strong and skilled workforce of early childhood educators. Today’s announcement supports the valuable work of early childhood educators and the success of a high-quality child care system, and it ensures the work of these professional educators is valued throughout their lifelong career.”

-Karina Gould, *Minister of Families, Children and Social Development of Canada, Government of Canada*

“Today’s announcement builds on the work already underway to improve early learning and child care in the NWT. It also means more support for early childhood educators, who are at the heart of the early learning and child care system. This investment builds on our commitment to support the early childhood educators working in licensed centre-based programs and provides flexibility to program operators to determine how and when to administer the funding based on what is best for them.”

-R.J. Simpson, *Minister of Education, Culture and Employment, Government of the Northwest Territories*

Quick facts

- The total investment for the two years (2022-23 and 2023-24) is \$4.6M.
- Full-time equivalent or FTE measures the number of hours typically worked by a single full-time employee. FTE is a way for employers to add up and compare a mix of part-time and full-time workers, by combining their relative working hours into one simple and easy to understand value.
- The Retention Incentive is available to approximately 300 early childhood educators working directly with children in licensed center-based programs for fiscal years 2022-2023 and 2023-2024.
- The benefit experienced by educators will vary depending on the approach that program operators take to retention and recruitment.
- As of October 2022, the [Early Childhood Staff Grant](#) will be merged with the Retention Incentive to streamline staff funding. Eligible recipients will receive the grant for April to September 2022 and beginning in October 2022 will no longer need to apply as wage enhancement funding will be provided through their employer.

Related links

- [Retention Incentive](#)
- [Information for early childhood educators](#)
- [Information for licenses centre-based programs](#)

Canada

- [Information for families](#)



- [Canada-Northwest Territories Canada-wide Early Learning and Child Care Agreement](#)
- [NWT's Canada-wide 2021-2022 to 2022-2023 Action Plan](#)
- [2030 Early Learning and Child Care Strategy: A Commitment and Vision for Action](#)

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